

# **KERALA STATE ELECTRICITY BOARD**

**Office of the Chief Engineer (Human Resources Management)**

**Phone : 0471-2448948**  
**Fax : 0471-2441361**  
**E-mail : cehrm@ksebnet.com**



**Vydyuthi Bhavanam**  
**Pattom Palace Post**  
**Trivandrum 695004**

## **PROCEEDINGS OF THE CHIEF ENGINEER (HRM)** **KSE BOARD, THIRUVANANTHAPURAM**

**Present : Smt K. Valsakumari**

Sub: Judgement dated 16/11/2012 of the Hon'ble High Court of Kerala in  
WP(C) No 27152/2012 filed by Sri Shaji R& others—Court Direction  
- Seniority List of Senior Assistant finalized - Orders issued

---

**No.EB.Gr.1/SL/SA/2013**

**Dated, Thiruvananthapuram**

**15.04.2013**

---

Read: 1. Judgement dated 16.11.2012 of the Hon. High Court of Kerala in  
WP(C) No 27152/2012.

2. Provisional seniority list of Senior Assistant published vide Notice No.  
EB.Gr.1/SL/SA/11 dated 15.11.2011

### **ORDER**

The KSE Board prepared a provisional Gradation List of Senior Assistant who were promoted during the period from 29.09.2001 to 06.01.2011 and published the same vide Notice No EBGr.1/SL/SA/11 dated 15.11.2011 in the website of KSE Board with a direction that addition/correction/omission/complaints if any in the provisional Gradation List should be reported. Following the publication of the provisional seniority list, the petitioners and others filed their objections. While examining the objections, the petitioners approached the Hon'ble High Court by filing WP(C) 27152/2012 seeking an order directing the respondents to finalize the provisional seniority list after duly considering the objections filed by them.

The Hon'ble High Court of Kerala in its judgement dated 16.11.2012 disposed the WP(C) 27152/2012 directing the 2<sup>nd</sup> respondent, the Chief Engineer (HRM), KSE Board

to consider the objections filed by all concerned and in response to the provisional seniority list of Senior Assistant and to finalise the same at the earliest. In honour of the judgement of the Hon'ble High Court, the matter was examined in detail by the undersigned in the light of facts, rules and regulations.

The main contention of the petitioners and others is that eventhough they acquired the departmental test for promotion as Senior Assistant during the year 2002, 2003 and 2004, they were promoted to the cadre of Senior Assistant only during 2006 and 2007 and this had dampened their prospective service benefits and therefore request to review their promotion to the cadre of Senior Assistant from the date of acquiring qualification for promotion and revise their seniority accordingly.

The petitioners and others were appointed as Cashier during the period 1999-2001. Their claim is that they possessed the qualification for promotion as Senior Assistant during the period ranging from 2002 to 2004. The promotion to the cadre of Senior Assistant is considered in accordance with the qualification prescribed for promotion and subject to the availability of vacancies. It is pertinent to note that during 2002 in consistent with the power policy declared by the Government of Kerala, the organizational structure and staff strength in the corporate office, three profit centres and billing supervision units of KSEB were revised to suit the changing scenario. The need based requirement of staff on all categories of KSEB including Senior Assistant were assessed on the basis of requirement in the new organisational structure and a sizable number of Senior Assistant in the Board were found to be surplus. Moreover the Board was passing through a very serious financial crisis and had imposed a total ban on appointment for 3 years as a part of economy measures and with a view to optimize expenditure. Therefore the claim of the petitioners and others to promote them from the date of passing departmental test (2002-2004) has no merit for consideration. The petitioners and others were promoted to the cadre of Senior Assistant vide order No. EB3(b)/333/2006 dated 24.02.2006 and EB3(b)/333/Pro/07 dated 22.01.2007. That is, the claim of the petitioners for promotion had been considered at the time of occurrence

of vacancy. None of the juniors to the petitioners who were qualified along with petitioners had been promoted and placed before them in the provisional seniority list of Senior Assistant.

As per rule Rule 27 (a) of KS&SSR, the seniority of promotees is with respect to order of promotion and their interse seniority is in the order in which their names are arranged in the respective promotion orders .The petitioners were promoted as Senior Assistant vide order No. EB3(b)/333/2006 dated 24.02.2006 and EB3(b)/333/Pro/07 dated 22.01.2007. As per Rule 27 (a) of KS&SSR they can claim seniority from the date of order of promotion. The petitioners were given due seniority and rank in the cadre Senior Assistant with effect from the date of order of promotion.

The petitioners have not pointed out any errors in the provisional Seniority list of Senior Assistant. The seniority of the petitioners and others were assigned with respect to the date of order of promotion and in conformity with the relevant rules in KS&SSR. Therefore the provisional seniority list of Senior Assistant is hereby finalized and published in the website of KSE Board.

This order is issued in compliance of the judgement dated 16.11.2012 in WP(C) 27152/2012 of the Hon'ble High Court of Kerala.

**Sd/-**

**CHIEF ENGINEER (HRM)**

To

1.Sri Shaji R,  
Senior Assistant  
Electrical Section Contonment, Kollam.

2. Sri Rajeev R.  
Senior Assistant,  
Electrical Division, Kollam.

3. Sri Nelson A  
Senior Assistant,  
Electrical Division, Kollam.
4. Sri Sunil Kumar T  
Senior Assistant,  
Electrical Circle, Kollam.
- 5 Sri Santhosh P  
Senior Assistant,  
Electrical Circle, Kollam.
6. Sri Edgar J,  
Senior Assistant,  
Pension Section,KSEB, Vydyuthi Bhavanam, Thiruvananthapuram.
7. Sri Harilal G.S  
Senior Assistant,  
Electrical Section Kilikollor, Kollam
8. Sri Anil B  
Senior Assistant  
Electrical Division, Kollam
9. Sri Joseph N.R  
Senior Assistant,  
Electrical Section Saktikulangara, Kollam

(Annexure seniority list may be obtained from the official website of KSE Board)

Copy to:

1. The Secretary, KSE Board
2. The Personnel Officer, KSE Board
3. All Chief Engineers/All Deputy Chief Engineer/All Executive Engineers
4. The Joint Secretary (Law), KSE Board
5. The Legal Liaison Officer, Standing Counsel for KSE Board, Ernakulam
6. The Financial Advisor, KSE Board/The Chief Internal Auditor KSE Board.
7. The Director (I.T), KSE Board.
8. Stock file.