



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

Reg. Office: Vydyuthi Bhavanam, Pattom, Thiruvananthapuram-695 004, Kerala

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ABSTRACT

Implementation of CEA (Measures relating to Safety & Electricity Supply) Regulations, 2010 – Qualification of Technicians (Linemen & Overseer)- Conducting Training- Sanctioned – Orders issued.

Corporate Office (Human Resource Development Cell)

Board Order (FTD) No.353 /2019 (HRD.7/Safety Regulations/18-19) dated, Thiruvananthapuram: 02.05.2019

- Read
1. Central Electricity Regulations-CEA(Measures relating to Safety & Electricity Supply) Regulations, 2010
 2. Minutes of the meeting of Standing Committee on Electrical Safety held on 10.02.2018.
 3. B.O.(CMD) No.819/2018 (HRD.7/ILTP-STP/2018-19) Dated, 27-03-2018.
 4. B.O (FTD)No.1951/2018(HRD.7/Safety Regulations/18-19) dated 24.11.2018.
 5. FTD Note No: HRD.7/Safety Regulation/2017-18/11 dated 03.04.2019 of the Chief Engineer (HRM)(Agenda No.17/4/19).

ORDER

The Central Electricity Authority vide Clause 6 and 7 of the CEA (Measures relating to Safety & Electricity Supply) Regulations, 2010 has notified qualification of employees. The Regulation , Clause 6 (2) and Clause 7 (2) stipulates that , “The technicians to assist engineers or supervisors shall possess a certificate in appropriate trade, preferably with a two years course from a Industrial Training Institute recognized by the Central Government or the State Government.”

Meanwhile Central Electricity Authority has constituted a Standing Committee on Electrical Safety and after deliberations, it has been decided by the Standing Committee on Electrical Safety that below mentioned changes be incorporated in the Clause 6(2) and Clause 7(2) of the Safety Regulations.

“The technician to assist engineers or supervisors shall possess a certificate in appropriate trade, preferably with two years course from ITI recognized by the Central Government or State Government”.

“ Provided that in case the technician does not have the requisite qualification as stated in 6 (2) or 7 (2), he/she may go through the specialized training course from Power Sector Skill Council (PSSC) or technical training institute accredited by CEA and obtain a certificate of successful completion of the course. The competency certificate could be issued by the competent authority of the State Government based on the certificate issued by PSSC or technical training institute

accredited by CEA."

"Provided that the specialized training for the workers in their respective modules should not be less than i) 80 Hours modules for applicants who are having five years or more experience and ii) 350 Hours module course for the applicants who are having less than five years experience."

The Chairman & managing Director, KSEBL had convened a meeting on 28.03.2019 to discuss on the training of the non qualified technicians in line with the stipulation by the CEA Regulations.

KSEBL possesses a large group of personnel coming under the category of non qualified candidates but with adequate experience. Taking into consideration the essence of the meeting held on 28.03.2019, it is recommended vide note read as 5 above that the capacity building of the employees working in KSEBL is to be explicitly considered, and the following action plan based on the minutes of the meeting is proposed.

1. Capacity building of the employees is to be completed in a phased manner and shall be completed within a span of 12 to 18 months. The number of training days will be eleven working days. (to cover 80 Hrs of Classroom training).
2. The first training shall be scheduled by the 15th of May 2019, without fail.
3. The Dy. Chief Engineer, PETARC shall be the State Nodal Officer for conducting the programme. The training dates, venue shall be decided by the State Nodal Officer in consensus with the respective Dy. Chief Engineer of Electrical Circles. The Dy. Chief Engineer, PETARC shall be in the lead role of the training. HRD team, Regional Power Training Institutes, Dy. Chief Engineer (Electrical Circle)s shall support him. Dy. Chief Engineer, PETARC shall have full powers to make any changes in the programme.
4. The training shall be conducted at the 25 Electrical Circle offices and any other venue identified by PETARC, in consultation with the Dy. Chief Engineer of Electrical Circle concerned.
5. Repair work or any maintenance if required for conference halls in Electrical Circles shall be completed on a war footing. Necessary funds shall be sanctioned.
6. A committee of Executive Engineer (RPTI) s headed by Dy. Chief Engineer, PETARC shall be formed for the finalization of the syllabus strictly in adherence with CEA Regulations, for this programme.
7. The Course materials based on the syllabus shall be prepared by the team of Executive Engineers of Regional Power Training Institutes headed by the Dy. Chief Engineer, PETARC by the end of April 2019.
8. The course materials shall be in simple vernacular language and shall be made available to participants in soft copy and hard copy.

9. The Dy. Chief Engineer, PETARC shall arrange Training for Trainers. A faculty pool shall be formed by selecting 6 -8 persons (from any cadre) who possess a fair knowledge of the subject and good communication skills from each circle. Deputy Chief Engineers shall nominate their names to Dy. Chief Engineer, PETARC. These newly selected faculty members will be in addition to our existing trainers' pool. PETARC shall conduct a training of trainers (TOT) for the proposed faculty in two or three batches.
10. The Dy. Chief Engineer, PETARC shall explore the possibility of including some faculty members for the Central Electricity Authority.
11. Mode of Evaluation, pattern of evaluation etc shall be finalized in the Training of Trainers.
12. The number of participants shall be around 40. The Dy. Chief Engineer, Electrical Circle shall have supreme control to depute the employees from his jurisdiction to attend training. The candidates for the training shall be selected in such a way that one employee from each section office shall be deputed for attending the training at a time so that routine works of the office is not disturbed. If the number of sections is less than 40, the Dy. Chief Engineer, Electrical Circles can explore the possibility of conducting the training in one place for two or more Electrical Circles.
13. The technicians who do not possess the necessary qualification, but having 5 years or more experience and who are not retiring in the coming years can be identified and selected from Section offices. The selection process shall be done by the Dy. Chief Engineers/ Executive Engineers. The Chief Engineer (HRM) has to call out a list of employees who have not qualified as per CEA Regulations and completed 5 years of service and not retiring within a period of two years.
14. The Dy. Chief Engineers shall call for a meeting of PMU members, Union representatives and other officers in the Circle to constitute a team to support him and prepare an action plan.
15. Upon completion of program, the HRIS of the employee shall be updated including the status of the training. So that an immediate nomination for a statutory training of the trained technician can be avoided in case they are promoted/ relieved soon.
16. A uniform pattern shall be followed in conducting the program, especially in food and facilities.
17. The Dy. Chief Engineer of each Electrical Circle shall lead the Circle level training programme and the corresponding PMU team will assist him.
18. The Chief Engineer (HRM) has to call out and prepare a seniority list of employees who have not qualified as per CEA Regulation and completed 5 years of service and not retiring within a period of two years.

Having considered the matter in detail, the Full Time Directors in its meeting held on 11.04.2019 resolved to accord sanction for the following :

1. To authorize the Dy. Chief Engineer, PETARC to act as State Nodal Officer for conducting the training programme and to arrange Training for Trainers.
2. To conduct the training at 25 Electrical Circles and any other venue identified by PETARC in consultation with the Dy. Chief Engineer of Electrical Circle concerned.
3. To constitute a Committee with the Executive Engineers of Regional Power Training Institutes headed by the Dy. Chief Engineer, PETARC to formulate the syllabus prescribed by the Central Electricity Authority in vernacular language and to complete it by the month of April 2019.
4. To authorize the Dy. Chief Engineer, Electrical Circle to depute the employees from his jurisdiction.
5. To select the candidates in such a way that one employee from each office shall be deputed for attending the training at a time so that routine works of the office are not disturbed.
6. To authorize the Executive Engineer, PMU to assist the Dy. Chief Engineer, Electrical Circle to conduct the capacity building programme effectively.
7. To entrust the Chief Engineer (IT &CR) to update the status of completion of the training of employee in HRIS.
8. To authorize the Chief Engineer (HRM) to call out and prepare a seniority list of employees (Lineman & Overseers) who have not qualified as per CEA Regulation and completed 5 years of service and not retiring within a period of two years.

By order of the Full Time Directors

Sd/-

(LEKHA G)

Company Secretary In Charge

To

The Chief Engineer (HRM)
The Dy. Chief Engineer (PETARC)
The Dy. Chief Engineer, All Electrical Circles
The Executive Engineer (RPTI's)

Copy to:

TA to Chairman & Managing Director/TA to Director (D&IT)/TA to Director (CP,GE,SCM&Safety)/TA to Director (T&SO)/TA to Director (Gen-Civil & HRM)/PA to Director (Finance)/SCA to Secretary (Admn)/Fair Copy Superintendent/Library/ Stock file.

Forwarded By Order



Assistant Executive Engineer - HRD Cell

Annexure A

1. The training would be based on the syllabus set by the CEA (Measures relating to Safety & Electricity Supply) Regulations, 2010 appended as Annexure II. and course material for training would be in vernacular.
3. Training would be in two Schedules. Schedule I is Classroom session for (80 Hrs / 350 Hrs) as per the condition stipulated by CEA in Regulations. Schedule II is the evaluation process will be arranged by the Chief Engineer (HRM) following all transparency and meticulousness.
4. Candidate will be given free chance for training and for appearing evaluation once, beyond which they are permitted to re-appear for evaluation at own cost by availing eligible leave and the fee structure repeated chance will be decided by the Chief Engineer (HRM).
5. The Executive Engineer, PMU under each Dy. Chief Engineer, Electrical Circle be entrusted to act as co-ordinators for this program and direct to liaison with the respective Executive Engineers of Regional Power Training Institute. The scheme of evaluation etc will be decided by the Chief Engineer (HRM).
6. Any malpractice noticed from any stakeholders will be viewed seriously and reason enough to initiate disciplinary action.
7. The Chief Engineer (HRM) is entrusted to deploy suitable candidates to HRD Cell exclusively for the accomplishment of this task, being one of the major challenges faced by KSEBL as around one third of its staff is implicated.