



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

**Regd. Office - Vidyuthi Bhavanam, Pattom,
Thiruvananthapuram, Kerala-695004.**

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ABSTRACT

Mercy petition submitted by Sri. Vijayakrishnan. V, Overseer at Electrical Section, Mulakkuzha – 60% Permanent Disability due to Parkinsons disease – Protection under section 20 of (Persons with Disabilities (Equal opportunities, protection of rights and full participation) Act – 2016 – Sanctioned – Orders issued.

CORPORATE OFFICE (PERSONNEL)

BO (FTD) No. 430 / 2020 (PS I /2942/2019) Dated, Thiruvananthapuram 23.06.2020

- Read :-
1. Mercy petition dated 28.10.2019 received from Sri. Vijayakrishnan. V, Overseer.
 2. Standing Disability Assessment Board Certificate dated 03.05.2016 issued from the District Hospital, Alappuzha.
 3. Note No.EB4/OVR (Ele)/Supernumerary/2019-20 dated 11.12.2019 of the Chief Engineer (HRM).
 4. Note No.PS1/2942/2019 dated 15.06.2020 of the Chief Personnel Officer to the Full Time Directors (Agenda 37/6/20)

ORDER

Sri. Vijayakrishnan. V, Overseer at Electrical Section, Mulakkuzha submitted a Mercy Petition read as 1 above before KSEBL requesting to sanction his salary and allowance invoking protection under section 20 of Persons with Disabilities Act 2016. Medical Certificate Issued from Sri. Chithira Thirunal Institute of Medical Science specifies that Sri. Vijayakrishnan is suffering from Parkinsons disease, which is a neuro degenerative disease that results in significant functional disability. The Standing Disability Assessment Board certificate read as 2nd above issued from the Government District Hospital, Alappuzha certifies that Sri. Vijayakrishnan. V is having permanent disability upto 60% due to Parkinsons disease. The Executive Engineer, Electrical Division, Chengannur communicates that, Sri. Vijayakrishnan is not in a condition to carryout any of the duties liable to be undertaken by an Overseer in KSEB Board Ltd.

On detailed verification, It is observed that due to the disability sustained to the extent of 60%, Sri. Vijayakrishnan. V is eligible to be protected invoking Section 20 of PWD Act 2016.

in the society and prevent any kind of discrimination. The term 'discrimination' has been defined in relation to disability as any distinction, exclusion, restriction on the basis of disability for which there is an impairing or nullifying of recognition, enjoyment or exercise on equal basis with others of all human rights and fundamental freedom. Accordingly, the victim shall not be denied his livelihood on account of the disability sustained.

As per Section 20 of PWD Act 2016, no government establishment shall discriminate against any person with disability in any matter relating to employment. Provided further that if it is not possible to adjust the employee against any post he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation whichever is earlier.

The victims sustaining disability and is eligible for protection as per the above Act are being given protection for continuous long periods with financial benefits in KSE Board Ltd provided the victim has sustained 100% disability who are mostly bedridden and who could not be utilized for any kind of jobs of KSEB Ltd. In other cases of comparatively lesser amount of disability sustained, the possibility of utilizing their minimum service in jobs that involve less physical effort / mental strain is being identified and given to them in offices nearby to their place of residence as far as possible subject to the decision taken by KSEB Ltd.

The matter was placed before the Full Time Directors meeting as per note read as 4th above. Having considered the matter in detail, the Full Time Directors, in its meeting held on 18.06.2020 has resolved to accord sanction to engage Sri. Vijayakrishnan. V presently working as Overseer at Electrical Section Office, Mulakkuzha to undertake duties and responsibilities associated with front office of the Electrical Section Office Mulakkuzha considering his inability to perform functions of Overseer due to the disability sustained to the extent of 60% by retaining pay and service benefits eligible for Overseer on supernumerary post invoking Section 20 of the Persons with Disabilities (Equal opportunities, protection of rights and full participation) Act – 2016 applicable to the disabled employees of KSEBL.

Orders are issued accordingly.

By Order of the Full Time Directors

Sd/-

Lekha. G

Company Secretary in-charge

To

The Chief Engineer (HRM).

Copy to:

The Executive Engineer, Electrical Division, Chengannur.

Sri. Vijayakrishnan. V, Overseer at Electrical Section Office, Mulakkuzha.

All Chief Engineers/All Deputy Chief Engineers/All Executive Engineers/
All Account Rendering Units
The TA to Chairman & Managing Director / The TA to Director (Finance)
The TA to Director (D, IT & HRM)/Director (Trans. & SO)
The TA to Director (CP & Safety)/
The TA to Director (Generation (Electrical) & SCM //
The TA to Director ((Generation (Civil))/
The Financial Adviser/Chief Internal Auditor/Legal Adviser & Disciplinary Enquiry Officer
The Chief Vigilance Officer/The Company Secretary (I/c)/Regional Audit Officers
The Chief Public Relations Officer/CA to Secretary (Administration)/
Deputy Secretary (Admn.) /The FC Superintendent/Record Section/Library/Stock File.

Forwarded /By Order
[Signature]
Special Superintendent