

**ABSTRACT**

Establishment – Online Transfer of employees – Formation of Grievance Redressal Committee – orders issued -

CORPORATE OFFICE (HRM)

B.O. (FTD) No.2072 (EB.7/General Transfer/employees/2017) Dated, Tvp., 11.08.2017.

Read Direction of the Director (Generation-Civil and HRM) dated 09.08.2017

ORDER

Based on the requests from various Trade Unions/Associations of Officers, it was decided to implement online transfer system for the employees of KSEBL from 2017 onwards. Several rounds of discussions were held with representatives of the trade unions/associations of officers to formulate the revised guidelines for the implementation of online transfer. Transparency and uniform application of norms/transfer rules are the major highlights of online transfer process.

A need for rational distribution of human resources within KSEBL is very much felt at this point in time and this re-distribution is emphatically suggested in IIM study report, SERI recommendations on restructuring the manpower deployment in KSEBL etc., There is uneven distribution of workforce in different geographical areas of Kerala, disproportional to the consumer strength of various sections, leading to different levels of service to consumers of KSEBL. Adoption of new technologies, increased usage of e-payment payment channels, introduction of spot billing machines/other software applications etc., all point out to the fact that the current deployment structure needs to be reworked to bring in more efficiency and improve customer services. The recent financial vital parameters of KSEBL also clearly indicate that there is a need for efficient re-organisation. The current year's online transfer can be reckoned as a first earnest attempt in this direction and the Board seeks support and co-operation from all the employees of KSEBL to take this forward. A committee comprising of Director (Finance), Director (HRM, Gen (Civil)), Director (SCM, Planning and Gen (Ele)), CE(HRM) and CPO will be authorized to look into grievances/anomalies, if any, of employees with regard to the online transfer 2017. The committee shall verify the cases and recommend the eligible cases to Full Time Directors meeting for final approval.

Having considered the above, the Full Time Directors of KSEBL decided to constitute a committee comprising of Director (Finance), Director (Gen- Civil &HRM), Director (SCM, Planning and Gen.(Ele)), Chief Engineer (HRM) and Chief Personnel Officer to look into grievances or anomalies, if any, of employees with regard to the online transfer 2017. The committee is authorized to verify the cases and to recommend the eligible cases to the Full Time Directors' meeting for final approval.

The orders are issued accordingly

BY ORDER OF THE FULL TIME DIRECTORS

Sd/-

**P. G. UNNIKRISHNAN
SECRETARY (ADMINISTRATION)**

To

The Chief Engineer (HRM), KSEBL
The Chief Internal Auditor, KSEBL.

Copy to:-

1. The All Chief Engineers (Ele. & Civil), KSEBL/All Deputy Chief Engineers (Ele. & Civil)
2. The Financial Advisor/Chief Personnel Officer, KSE Board Ltd.
3. The Legal Advisor & Disciplinary Enquiry Officer.
4. The Chief Vigilance Officer/ Deputy Chief Engineer, (IT).
5. The Chief Public Relations Officer.
6. The Deputy Secretary (Administration)
7. TA to Chairman & Managing Director, KSE Board Ltd.
8. The Director (D&S)/(T&SO)/(CP&SCM)/(Gen. – Civil &HRM)).
9. The P A to Director (Finance).
10. The CA to Secretary (Administration), KSEBL.
11. The Fair Copy Superintendent/ Record Section/Library.
12. Stock File.

FORWARDED/ BY ORDER


SENIOR SUPERINTENDENT