



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

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

Website: www.kseb.in.CIN:U40100KL2011SGC027424

HRD Cell, Office of the Chief Engineer (HRM), VB, Thiruvananthapuram.
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Abstract

Application for attending trainings/ seminars/ conference, workshop, training required as mandatory for job etc anywhere inside Kerala, India or abroad - Routing through the Chief Engineer (HRM) - Impart training on highly skilled proprietary software to fellow officers by utilizing the officers who have underwent specialized training - Part II- Orders issued.

Corporate Office (Human Resources Development Cell)

B.O . (FTD) No. 1448/2018 (HRD.7/Training/18-19) dated, Tvp: 06-06-2018

Read: 1. Training Policy approved vide B.O. (FTD) No.670 / 2017 (HRD.5 /Training Policy/2016-17) dated, Tvp: 15.03.2017
2. Note No: HRD.7/Training/2018-19/176 dated 03.05.2018 of the Chief Engineer (HRM).

ORDER

In the Budget for the financial year 2018-19, the Board has allocated Rs.560 lacs for the Institutional Development Fund for KSEBL Human Resource Development. The Chief Engineer (HRM) is authorized to manage the fund with concurrence from the Board and entrusted to impart the necessary training to the employees through the four Regional Power Training Institutes, PETARC and SRCTC. The Chief Engineer (HRM) is arranging various training at various training centers inside and outside Kerala.

The Training Policy approved by the Board vide reference read as (1) above, focuses on the moto, " Training for ALL". In consensus with the Moto, office of the Chief Engineer (HRM) has been taking full measures to impart training to all employees in consideration of their personal growth and to promote their skills for the betterment of their employment as well.

Training on proprietary software is highly expensive and is being arranged in few offices and the license fee to the software are renewed periodically. However, the benefit of such skill enhancement training is limited to a very few and not properly imparted to others and hence the very purpose of training is not achieved fully.

It is seen that the head of departments have been directly designating the employees working under them to attend various training programs without intimating the Chief Engineer (HRM). Such action results in the omission of entry of the names of respective officer in the HRIS which creates difficulties in finding the resource person for a skilled work and also paves way for the same persons exposed to frequent training.

The Chief Engineer (HRM) has brought the issue before the Board that few employees who are on the verge of station transfer , promotion etc are being given specialized training by the concerned Heads of Department and such action may not be in the best interest of the Board. Hence for

requirement of specialized training, the Chief Engineer (HRM) has suggested that such requirements may be communicated to Chief Engineer (HRM) by the heads of the department, and as per the stipulated criteria, the matter would be taken up with the Board for final decision.

Having considered the above, direction is hereby issued to the following

- A. Submission of application for attending trainings/ seminars/ conference, workshop, training required as mandatory for job etc anywhere inside Kerala, India or Abroad shall be routed through the Chief Engineer (HRM) only.
- B. The Chief Engineer (HRM) is directed to identify those officers who have underwent special training on highly skilled proprietary software and utilize them to impart acquired skills to fellow officers so that KSEBL is benefitted by a team of highly skilled officers.

By order of the Full Time Directors

Sd/-

(P. G. UNNIKRIISHNAN)
S E C R E T A R Y (ADMN)

To

The Chief Engineer (HRM)
All Head of Departments

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

Sd/-

Assistant Executive Engineer - HRD Cell