



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

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ABSTRACT

KSEBL – Online General Transfer of the Workmen for the year 2024 using the Guidelines & Software used in General Transfer of Workmen 2023 – Sanctioned orders issued.

CORPORATE OFFICE (PERSONNEL)

Office Order (CMD) No. 884/2024 (PS1 (A)/OLGT-2024/Guidelines for Workmen/

Thiruvananthapuram

Dated. 04. 06.2024

- Read:-
1. Letter No. EB7/GT 2024/Software/2024 dated 31.05.2024 of the Chief Engineer (HRM), KSEBL.
 2. B.O (FTD) No. 61/2024 (PS1 (A)/OLGT-2024/GL for Middle Level Officers) dated 02.02.2024
 3. B.O (FTD) No. 60/2024 (PS1 (A)/OLGT-2024/GL for Workmen) dated. 02.02.2024.
 4. Note no. SEC/PD/33/2023-S2 dated 01.06.2024 submitted by the Chief Personnel Officer.

ORDER

In order to refine the Online General Transfer process of Middle Level Officers and Workmen Category, the transfer guidelines of these two groups of employees were revised as per Board Orders referred 2nd & 3rd above. Since revision in transfer guidelines requires corresponding revision in the transfer software also, the works of development of software for Middle Level Officers and Workmen Category were entrusted to the startup M/s. Thought Ripples and M/s. Bayesian Ways LLP respectively. The schedule fixed at that time was as follows:

Completion of transfer software of Middle Level Officers	October 2023
Completion of transfer software of Workmen Category	November 2023

Conducting dummy data presentation of Middle Level officers	1 st week of November 2023
Conducting dummy data presentation of Workmen Category	1 st week of December 2023
Issuing all General Transfer orders	Before 31 st March 2024

However, the startups failed miserably to adhere to the fixed time line and the works of software development are lagging indefinitely. The works are still in its preliminary stage. In every review meeting, the startups keep on extending the promised date of delivering the complete software. Eventhough the issue has been meticulously followed up from the O/o the Chief Engineer (HRM). M/s. Thought Ripples failed to deliver the software module of the Guidelines for Workmen as scheduled above. They could deliver only the modules of Administrative Protection and Medical Protection. Though the final dates fixed for delivering transfer software of Workmen Category already expired on 21.05.2024 they are still in the preliminary phase of software development and they have delivered only the partial module of Station Seniority so far, pertaining to a few number of posts, viz Sub Engineer (Ele), Overseer (Ele), Overseer (Civil), Fair Copy Assistant and Confidential Assistant. The modules of Station seniority of the rest of the employees, modules for Administrative Protection, Medical Protection and the General Transfer are still remaining to be delivered.

The delay in initiating the works of General Transfer, 2024 is due to the incompetency and inefficiency of the startups dealing with the development of transfer software. At this juncture the committee constituted to monitor the functional requirements of transfer and postings of employees within KSEBL convened an urgent meeting on 28.05.2024 conducted a thorough discussion about the matter, assessed the performances of the startups and examined the possibility of issuing General Transfer Order in time. Having considered the miserable performance of the startups in delivering the software module of workmen category and failure in conducting User Acceptance Testing (UAT) of the software as per the final schedule, the Committee put forth the following proposal for the consideration of the Board.

1. To keep in abeyance the Online General Transfer guidelines of Workmen Category for 2024 (reference 2) for the time being and to issue transfer orders of Workmen Category this year with the old software used in the General Transfer, 2023 with the guidelines for 2023.
2. The transfer software of Workmen Category, when completed, may be used for the next general transfer with trouble free in all means.
3. In the general transfers up to 2023, filling of critical seats through administrative protection was done on the basis of the list of selected employees recommended by the Directors of KSEBL. But in the General Transfer, 2024, the guidelines was modified to the extent that a selected number of seats marked as critical are to be filled through an online selection process based on the applicant's qualification, experience, skill, performance etc. Since the software of Workmen Category is not functional for this general transfer, the places identified as critical seats for workmen category in this general transfer may be filled by employees recommended by the Directors of KSEBL instead of the seats identified to accommodate eligible candidates on application basis.

Having considered the recommendation as above, as per the note 5th read above, sanction is hereby accorded for effecting Transfer & Posting of Workmen category in KSEB Ltd for the year 2024 with the same Guidelines & Software used in General Transfer of Workmen for the year 2023 by keeping in abeyance the General Transfer Guidelines of Workmen 2024 subject to ratification by the Board later.

The Guidelines for the Online General Transfer of Workmen of KSEB Ltd for the year 2024 shall come into force with immediate effect superseding all Orders and Circulars issued earlier in this regard for the category.

By Order of the Chairman & Managing Director

Sd/-
SABITHA. S
Secretary (Administration)

To

The Chief Engineer (HRM).

Copy to:

All Chief Engineers/All Deputy Chief Engineers/All Executive Engineers/The Financial Adviser/ Chief Internal Auditor/Legal Adviser & Disciplinary Enquiry Officer/The Chief Vigilance Officer/The Chief Public Relations Officer, The TA to Chairman & Managing Director/ The TA to Director (D, Safety, SCM & IT)/The TA to Director (Generation (Civil)/The TA to Director (T, SO & Planning)/ The TA to Director (Generation – Electrical, REES, SOURA, Sports & Welfare)/The Company Secretary/The Deputy Secretary (Admn)/ The PA to Director (Finance) [addition to the charge of Director (HRM)]/CA to Secretary (Admn)/The FC Superintendent/Record Section/Library/Stock File.

Forwarded /By order



Senior Superintendent.