



KERALA STATE ELECTRICITY BOARD Ltd

(Incorporated under the Companies Act, 1956)

Registered Office: Vidyūthi Bhavanam, Pattom,

Thiruvananthapuram – 695 004

CIN: U40100KL2011SGC027424

Website: www.kseb.in

Phone: +91 471 2514685, 2514331

Email: ddkseb@kseb.in

ABSTRACT

Long Term Settlement 2021- Granting of Spread Over Allowance for Electricity Workers engaged for peak duty - Sanctioned - Orders issued.

CORPORATE OFFICE (SBU-D)

BO (FTD)No.119/2022(D (D&IT)/D6-AE 3/Breakdown Thiruvananthapuram, Dated: 16.02.2022 Wing/2020-21)

- Read: 1. B.O. (FB) No.1460/2009(CP/R&P/Plg.1/Model Section/2009-10) dated 04.06.2009.
2. B.O. (FTD) No.746 /2016(PSI/3764/2015) dated 03/03/2016.
3. B.O. (FTD) No. 171/2021(PSI/2617/PR/2018) Tvpm dated 26/02/2021.
4. B.O. (FTD)No.231/2021 (D (D&IT)/D6-AE 3/Breakdown Wing/2020-21) dated 31.03.2021.
5. Covid Circular No. D (D, IT & HRM)/ COVID 19/ 2019 2020/28 dated 07.05.2021.
6. Letter no.EB1/General/2021-22/121 dated 14.05.2021 of the Executive Engineer Electrical Division, Muvattupuzha.
7. Note No. D(D&IT)/D6-AE3/Breakdown Wing/2020-21 dated 26.05.2021 of the Director(Distribution & IT) to the Full Time Directors(Agenda item No. 70/05/21)
8. Minutes of meeting held on 26.07.2021 among the Director (Distribution, IT&HRM), the Chief Personal Officer and various recognized workmen trade unions.
9. Note No. D (D&IT)/D6-AE3/Breakdown Wing/2020-21 dated 12.08.2021 of the Director(Distribution & IT) to the Full Time Directors
10. Remarks of the Financial Adviser dated 18.09.2021.
11. Letter No. CE(DC)/GB/Peak Duty Allowance/2021-22/2081 dated 20.10.2021 of the Chief Engineer, Distribution (Central).
12. Representation dated 16.10.2021 received from KSEB Workers' Association (CITU) (Forwarded by the CPO vide Lr. No. P.S.1 (B)/General/2017 dated 27.10.2021)
13. Note No. D(D&IT)/D6-AE3/Breakdown Wing/2020-21 dated 01.02.2022 of the Director(Distribution & IT) to the Full Time Directors. (Agenda item No. 14/02/22)

ORDER

As per the Board Order read as 4th above, the Deputy Chief Engineers of concerned Electrical Circles were authorized to engage additional Workmen for peak duty based on the consumer strength, difficult terrain, network constraints of the Electrical Section under their jurisdiction, for ensuring uninterrupted power supply. Also, in case of exigencies such as natural calamity, local festivals, elections, examinations, Government functions, VVIP

visits etc, the Assistant Engineer of the concerned Electrical Section with the concurrence of Deputy Chief Engineer could engage additional Workmen for Spread Over duty on the required days.

With the sharp increase in the number of cases of COVID-19, Government had imposed several restrictions and finally lock down was imposed in the State and the Board as per the Circular read as 5th above, had also issued directions to operate the offices of KSEBL with minimum staff, in order to ensure uninterrupted power supply to all, especially to COVID hospitals, CFLTC and other medical essentials including oxygen plants. As per the above circular, duty arrangement proposal was also issued to the field offices where the staff (10 Lineman and 2 Electricity Workers) were divided into 6 teams operating in such a way that there is minimum interaction among the field staff, who are most vulnerable to infection, since they have to attend duties, even in containment zones. The above duty arrangement proposed included posting of Electricity Workers also for shift cycles.

Also, most of the customers are being asked to "Work from Home" owing to the restrictions imposed and hence sufficient workmen are to be engaged for effectively and promptly resolving breakdown issues, since even short duration of power supply interruption has become intolerable and delay in restoration of power supply attracts consumer dissatisfaction.

In order to ensure uninterrupted power supply to COVID hospitals, CFLTC and other medical establishments as well as Oxygen Manufacturing plants, KSEBL has been functioning in full swing, discharging its duties even during the natural calamity caused by "Tauktae". In the meantime, some of the field staff of KSEBL were also disease afflicted, causing grave difficulties in the field. With many of the field staff being quarantined in order to curtail the spread of the disease, Section Officers had to engage Electricity Workers for Peak duty, as directed in the above Circular.

During the havoc created by the cyclonic storm "Taukate", Electricity workers had to be engaged for peak duty as well to manage the situation, in most of the Electrical Sections. The Executive Engineer, Electrical Division, Muvattupuzha reported as per the Letter read as 6th above, the inability to grant spread over allowance for those Electricity Workers who had actually attended peak duty especially during these testing and difficult times and further requested that provision for providing spread over allowance to electricity workers shall also be granted since their service during the COVID pandemic, natural calamity and other exigencies should be given due consideration.

The Chief Engineer, Distribution (Central) as per the Letter read as 11th above, requested to consider Spread Over Allowance to Electricity Workers. The KSEB Workers' Association (CITU), as per their representation read as 12th above also requested to consider the same. Based on this and the discussions thereafter, the matter was placed before the Full Time Directors as per Note read as 13th above for decision.

Having considered the matter in detail, the Full Time Directors of the Board in its meeting held on 02.02.2022, resolved to accord sanction to grant Spread Over Allowance to the

Electricity Workers engaged for peak duty as per the provisions in the B.O. (FTD) No.231/2021 (D(D&IT)/D6-AE3/Breakdown Wing/2020-21) dated, Tvpm 31.03.2021 @₹75/- for each day of such engagement.

Further resolved that the Spread Over Allowance as above shall be sanctioned only by the concerned Deputy Chief Engineers.

Further resolved to authorize the Chief Engineer (IT, CR & CAPs) to incorporate necessary modifications in HRIS.

Orders are issued accordingly.

**By Order of the
Full Time Directors**

Sd/-

LEKHA G.

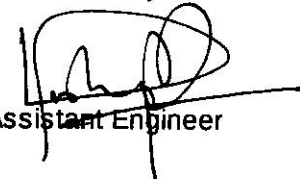
Company Secretary

To:

1. The Chief Engineers (Distribution)
2. The Chief Engineer (IT, CR & CAPs)
3. The Chief Engineer (HRM)
4. The Deputy Chief Engineers of all Electrical Circles
5. The Executive Engineers of all Electrical Divisions

- Copy to: 1.Chief Vigilance Officer / Legal Advisor & Disciplinary Enquiry Officer /Chief Internal Auditor / Financial Advisor
- 2.The TA to Chairman & Managing Director /The TA to Director (Distribution & IT / Transmission & System Operation / Generation-Electrical / Generation-Civil / Planning, Safety & Supply Chain Management / REES, Soura & Sports and Welfare)
- 3.The RCAO / The RAO / The LLO
- 4.The PA to Director (Finance) / CA to Secretary [(Administration) / Company Secretary]
- 5.The Fair Copy Superintendent / Library / Stock File.

Forwarded / By Order



Assistant Engineer