



KERALA STATE ELECTRICITY BOARD Ltd.

Incorporated under the Companies Act, 1956 (No. 1/1956)
Reg. Office - Vidyuthi Bhavanam, Pattom,
Thiruvananthapuram 695004, Kerala.
Corporate Identity Number : U40100KL201 1SGC027424

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Abstract

Disciplinary action against Shri. P.S.Shanmughan, Lineman Grade I, Electrical Section, Thiruvaniyoor – Dismissed from service due to unauthorized absence – Request for readmission in service – Orders issued –

Corporate Office (Human Resource Management)

B.O (FTD) No. 657/2022 (EBVS. 2/3/2016)

Dated: 23.07.2022.

- Read:
1. Order No. EBVS. 2/3/2016/648 dated 27.08.2016 of the Chief Engineer (HRM).
 2. Appeal submitted by Shri. P.S.Shanmughan (Removed from service) dated 14.07.2022.
 3. Representation submitted by SC / ST Employees Welfare Association of KSEBL dated 14.07.2022.
 4. Note No. EBVS. 2/3/2016 dated 14.07.2022 of the Chief Engineer (HRM) submitted to the Full Time Directors, KSEBL. (Agenda Item No. 76/7/2022)

ORDER

Shri. P.S.Shanmughan while working as Lineman at Electrical Section, Thiruvaniyoor went on unauthorized absence with effect from 01.09.2015. The Assistant Engineer, Electrical Section, Thiruvaniyoor reported the fact to the disciplinary authority, the Executive Engineer, Electrical Division, Thripunithura.

Subsequently, the disciplinary authority, Executive Engineer, Electrical Division, Thripunithura issued Memo of Charges on 18.09.2015 to

Shri. P.S.Shanmughan accepted the same on 28.09.2015 itself, he did not submit any reply. Since no reply was received, the Executive Engineer, Electrical Division, Thripunithura issued a Show-Cause Notice to Shri. P.S.Shanmughan, proposing his removal from service on 14.12.2015. The Notice was also received by him on 19.12.2015, but he didn't respond.

As the delinquent failed to respond, presuming that he has no explanation to offer in this regard, the entire file was transmitted to the Chief Engineer (HRM) to proceed further in the matter. The Chief Engineer (HRM) examined the file in detail, and convincing of the fact that Shri. P.S.Shanmughan committed grave misconduct by absenting unauthorizedly from duty, the proposed punishment in the Show-Cause Notice was made absolute, wherein, he was removed from service of the Board with effect from 01.09.2015, vide Order No. EBVS. 2/3/2016/648 dated 27.08.2016. But, the same was returned to the sender by the Postal authorities.

Later, after a lapse of 3 ½ years from his removal from service, Shri. P.S.Shanmughan represented before the Chief Engineer (HRM) requesting his readmission to service, wherein he claimed that he met with bike accident, and as a result he was under continuous treatment for his back-ache in a private Clinic. His plea to rejoin service was declined by the Office of the Chief Engineer (HRM) as he was already removed from service, and the same was intimated to him vide letter No. EBVS. 2/3/2016/88 dated 14.05.2021 from the office of the Chief Engineer (HRM).

Subsequently, Shri. Shanmughan.P.S, has preferred an appeal before the Chairman & Managing Director requesting his readmission into service. The State President of SEWA also requested his reinstatement in service simultaneously. Upon receiving both the representations, the Chairman & Managing Director instructed the Chief Engineer (HRM) to submit the fact

before the Full Time Directors. Accordingly, the matter was placed before the Full Time Directors as per Note read as 4th above.

Having considered the matter in detail, the Full Time Directors in the Meeting held on 15.07.2022 resolved to accord sanction to allow Shri. Shanmughan.P.S (Lineman Grade I) to rejoin duty after exercising a humanitarian ground after verifying the claim that the incumbent belongs to Scheduled Tribe. Further resolved to place the matter before the Board of Directors for ratification.

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

1. The Legal Advisor & Disciplinary Enquiry Officer, KSEBL, Vidyuthi Bhavanam, Thiruvananthapuram.
2. The Technical Assistant to the Chairman & Managing Director / Director (REES, Soura, Nilavu Project and Sports and Welfare) / Director (Distribution & Supply Chain Management) / Director (Transmission, System Operation, Planning & Safety) / Director (Generation – Electrical) / Director (Generation – Civil)
3. PA ✓ to Director (Finance, IT & HRM) / Senior CA to Secretary (Administration) / Company Secretary.
4. The Fair copy Superintendent, Board Secretariat.
5. The Library, KSEB Limited / Stock file.

Forwarded / By Order



Senior Superintendent