



## KERALA STATE ELECTRICITY BOARD Ltd

(Incorporated under the Companies Act, 1956)

Registered Office: Vydhyuthi Bhavanam, Pattom,

Thiruvananthapuram – 695 004

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### ABSTRACT

Disparity in providing wages to contract/daily waged employees due to partial implementation of the prevailing G.O. in this regard - Sanctioned - Orders issued.

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### **Corporate Office (SBU-G/E)**

BO (FTD)No.642/2022(DIRGE-AEE1/2022/122)

Thiruvananthapuram,Dated: 21.07.2022

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- Read: 1. G.O. (P) No.29/2021/FIN dated 11.02.2021.  
2. B.O. (FTD) No. 328/2021 (Estt. V/925/2021) dated 06.05.2021.  
3. Letter No.CMD/106/MOOZHİYAR VISIT/2021-22 dated 27.12.2021 of the Chairman & Managing Director, KSEBL.  
4. Note No. FA-AT-SS1/2022/27/10 dated 07.02.2022 of the Financial Adviser, KSEBL.  
5. B.O.(FTD) No.190/2022/D(T&SO)/T 4/SO/Contract-rates/2021-22 dated 18.03.2022.  
6. Letter No.CEG/AEE2/Complaints/2022-23 dated 15.07.2022 of the Chief Engineer (Generation).  
7. Note No.DGE/G3/Contract wages/2022-23 dated 15.07.2022 of the Director (Gen-Ele) to the Full Time Directors (Agenda Item 82/7/22).

### ORDER

The Government of Kerala had revised the contract /daily employment wages as per G.O read as 1<sup>st</sup> above which was partially adopted in KSEBL as per B.O read as 2<sup>nd</sup> above. The major categories of contract employees such as Degree Holders, Diploma holders,ITI certificate holders and various other categories of contract employments were not considered for revision in the B.O. and they were not getting the benefit of the the G.O.

Meanwhile, subsequent to the field visit of the Chairman &Managing Director to Moozhiyar Power House on 26.12.2021 and based on the directions contained in the letter read as 3<sup>rd</sup> above, the Chief Engineer (Generation & PED) has reported the disparity in rates being adopted for preparing the estimate for engaging contract/daily employees under Generation wing. Also, reported that the contract workers at Poringalkuthu / Kakkayam areas have also requested for an enhancement of wages through various representations and similar petitions were received from the contract operators at Kakkayam Power Station on the same grounds during the Vydhyuthi Adalath 2020 ( held in Kozhikode District). Majority of the power stations are located in remote/ isolated locations with unfavorable climate and lacking basic amenities for a decent living. Public

transport is not available/ reliable requiring expensive personal conveyance. The risk of attack from wild animals is also there. Hence it is pointed out that a natural compensatory justice to pay an individual working in remote area with a substantial allowance for the hardships he / she is enduring to discharge his duties.

The above matter was placed before the Full Time Directors meeting and resolved that the Director (Finance) and Director (Gen.Ele.) shall have one more discussion in the matter and re-submit. Subsequently, the remarks of the Financial Adviser was obtained as per note read as 4<sup>th</sup> above.

Meanwhile B.O read as 5<sup>th</sup> was issued by adopting the prevailing G.O. and it was made applicable to six categories of contract employments in KSEBL. Subsequently, considering the recommendations and the remarks from the field officers thereon, the Chief Engineer (Generation) has recommended to adopt G.O. read as 1<sup>st</sup> above in, without monthly ceiling. The per month additional financial commitment if the G.O. is adopted in toto is ₹1,03,500/-. While calculating the additional financial commitment, the security personnel engaged through KEXCON is not considered since their engagements are based on separate GO/BO.

In the above circumstances, it was recommended that the revised rates ordered in category-I of the prevailing G.O. (P) No.29/2021/FIN/ dated 11.02.2021 may be adopted for categories of Sweeper, worker, caretaker, office attendant, scavenger, mason, painter, cleaner, gardener for contract / daily engagements in Generation wing in KSEBL, without monthly ceiling .

The matter was placed before the Full Time Directors as per note read as 7<sup>th</sup> above. Having considered the matter in detail, the Full Time Directors meeting held on 15.07.2022 resolved to accord sanction for adopting the rates in category-I of the Government Order G.O. (P) No.29/2021/FIN dated 11.02.2021 , in KSEBL for the categories of Sweeper, worker, caretaker, office attendant, scavenger, mason, painter, cleaner, gardener for contract/daily engagements in Generation wing of KSEBL without monthly ceiling.

Orders are issued accordingly.

**By Order of the  
Full Time Directors**

*Sd/-*  
**LEKHA G**  
**Company Secretary**

To:

The Chief Engineer (Generation), Moolamattom.

Copy to: The Financial Adviser/ Chief Internal Auditor/ Company Secretary  
The Dy. Chief Engineer, Generation Circle, Moolamattom/ Moozhiyar/Meencut/  
Kothamangalam/Thrissur/ Kozhikode  
The TA to CMD/D(GE)/ D(T,SO,P&S)/ D(D&SCM)/D(GC)/D(RSS&W)  
The PA to D(F,IT &HRM)  
The CA to Secretary (Administration)  
Stock File

Forwarded / By Order

  
Assistant Executive Engineer