KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)
Reg.Office: Vydyuthi Bhavanam, Pattom,
Thiruvananthapuram-695 004, Kerala
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Abstract

Mandatory Training on Cyber Security for personnel posted in Load Despatch Centres, Generation Control Rooms, SCADA Control Rooms-CEA (Cyber Security in Power Sector), Guideline 2021– Orders issued.

Corporate Office (Human Resource Development Cell)

B.O (FTD) No.590/2022(HRD.7/Cyber Security/22-23 /) Tvpm, dated 08.07.2022

Read:
1. B.O.(FTD)No.554/2021(HRD7/TrgPETARC-RPTI/21-22/100dated 16.07.2021)
2. CEA (Cyber Security in Power Sector), Guideline 2021
3. Letter dated 10.05.2022 of the Joint Secretary to Government of India(MoP)
4. Note no. HRD.7/Cyber Security/22-23 dated 25.05.2022 of the Chief Engineer (HRM) to the Chairman & Managing Director
5. Note No. HRD.7/Cyber Security/22-23/87 dated 04.06.2022 of the Chief Engineer (HRM) to the Full Time Directors (Agenda 70/6/2022)

ORDER

The Joint Secretary to Government of India as per the letter read as 3rd above directed that as Load Despatch Centres (LDCs) and Control Rooms at Generating Stations, Transmission line substations or Control Rooms at SCADA centres play a key role in ensuring reliable operation of the country's electricity grid, the personnel there must be properly qualified and trained in their specific area as per their job profile. As per CEA (Cyber Security in Power Sector), Guideline 2021, all personnel engaged in IT&OT systems shall mandatorily undergo courses in Cyber Security of Power Sector from any of the training institute designated by CEA, immediately within 90 days from the notification of CEA guidelines. The responsible entity shall ensure that none of their newly hired or the current personnel has access to the critical system prior to the satisfactory completion of Cyber Security training programme from the training institutes designated in India, except in specified circumstances such as cyber crisis or emergency. It is also intimated that National Power Training Institutes (NPTIs) have designed Cyber Security related certification courses. The certified trainings on Cyber Security are designed as Basic Level, Intermediate Level and Advanced Level.

Hence the Chief Engineer (HRM) recommended that the KSEBL personnel of IT wing, SLDC, control rooms (Generating stations/SCADA/major substations etc) who are dealing with critical IT & OT systems shall be directed to undergo the 'Basic Level' trainings compulsorily. The Controlling Officers should ensure that none of the personnel have access to the critical system prior to the satisfactory completion of Basic Level Cyber Security training programme from the training institutes designated by CEA, except in specified circumstances such as cyber crisis or emergency. The Controlling Officers should also ensure that the newly joined personnel shall undergo the Basic Level training within 90 days of the joining date. The personnel who have undergone the training should serve the respective office at least for two consecutive years. The Controlling Officers should also ensure that at least one employee of the office have successfully completed Intermediate Level and Advanced Level trainings. Such personnel should serve the respective office at least for 3 years consecutively.

Cyber Security Training Level	Mandatory for	Compulsory Service at the Office after undergoing Training
Basic	All personnel handling critical IT & OT Systems	2 Years
Intermediate	At least one personnel handling critical IT & OT Systems	3 Years
Advanced	At least one personnel handling critical IT & OT Systems	3 Years

The above matter was submitted before the Chairman and Managing Director as per the note read as 4th above and it was directed to submit the matter before the Full Time Directors. Accordingly as per the note read as 5th above, the matter was placed before the Full Time Directors. Having considered the matter in detail, the Full Time Directors in the meeting held on 27.06.2022 :

1. Resolved that all employees working in IT wing, SLDC, control rooms (Generating stations/SCADA/major substations etc) who are dealing with critical IT & OT systems shall undergo the 'Basic Level' trainings on Cyber Security compulsorily

2. Further resolved to direct the respective Controlling Officers to ensure that none of the personnel have access to the critical IT & OT system prior to the satisfactory completion of Basic Level Cyber Security training programme from the training institutes designated by CEA, except in specified circumstances such as cyber crisis or emergency and to ensure that the newly joined personnel shall undergo the Basic Level training within 90 days of the joining date and that at least one employee of the office have successfully completed Intermediate Level and Advanced Level trainings.

3. Further resolved that the personnel who have undergone the Basic Level training shall serve the respective office at least for two consecutive years and the personnel who have completed Intermediate/Advanced Level trainings be directed to serve the respective office at least for 3 years consecutively.

4. Further resolved that the persons not successfully availing training as required, shall be excluded from promotions/awarding annual increments/bonus for the period of service without the training.

5. Further resolved that the expenditure for the same shall be met from the IDP fund of KSEBL for the respective financial year.

Orders are issued accordingly.

By Order of the Full Time Directors

Sd/-
Lekha G.
Company Secretary

To

The Chief Engineer (HRM)/ Deputy Chief Engineer (HRM-I) & (HRM-II)/EE, HRD Cell
Copy to
TA to Chairman & Managing Director/PA to Director (Finance, IT & HRM)/TA to Director (D& SCM)/TA to Director (Gen-Civil)/TA to the Director (T&SO,Planning & Safety /TA to Director (Gen-Ele.)/TA to Director (REES,SOURA,Nilaavu,Sports & Welfare)/ The Financial Adviser/Chief Internal Auditor/ Company Secretary /The Executive Engineer, RPTI, Thiruvananthapuram/ Kottayam/ Thrissur/ Kozhikode /Fair Copy Superintendent/ Library/ Stock file.

Approved for issue