



## KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

Reg. Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram - 695 004, Kerala.

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### Abstract

Establishment – Request for appointment under Compassionate Employment Scheme in respect of Sri. Akhil R, S/o the late Radhakrishna Pillai G, Sub Engineer (Electrical), Electrical Section, Kuthuparamba – Delay in submitting formal application – Condoned – Orders issued.

### **Corporate Office (Administration)**

B.O. (FTD) No. 572/2021 (Estt.II/2401/2021) Dated, Thiruvananthapuram 09.08.2021

- Read: 1. B.O. (FM) No.1041/2012 (Estt.II.2818/2011) dated 22.05.2012.  
2. Representation dated 26.02.2021 of Sri. Akhil R.  
3. Letter No. EB7(d)/37/2021/21-22/21 dated 21.05.2021 of the CE(HRM).  
4. Appeal dated 06.07.2021 submitted by Sri. Akhil R before the Honourable Minister for Power.  
5. Note No. Estt.II/2401/2021 dated 14.07.21 of the Secretary (Administration) submitted to the Full Time Directors (Agenda 19/8/21).

### ORDER

Sri. Radhakrishna Pillai G, Sub Engineer (Electrical), Electrical Section, Kuthuparamba expired on 03.10.2007. His son Sri. Akhil R submitted formal application for appointment under the Compassionate Employment Scheme on 25.02.2021. As per Board Order read as 1<sup>st</sup> above, the time limit for submitting application under the Compassionate Employment Scheme is 2 years from the date of death of the Board employee. In the case of minor, the period is within 3 years after attaining majority. The date of birth of Sri. Akhil R is 16.02.1997. He was a minor at the time of death of his father, the late Radhakrishna Pillai G. Therefore, as per rules in force, he should have applied for compassionate appointment on or before 15.02.2018. But he submitted formal application only on 25.02.2021, i.e., after a delay of 3 years and 10 days.

Sri. Akhil R, as per representation read as 2<sup>nd</sup> above explained that he was not aware of the time limit for submitting application for compassionate appointment. He further stated that he was undergoing B.Tech Engineering course and passed the same in September 2020. Due to Covid-19 pandemic the final examination and results were delayed. Therefore he requested to condone the delay and to grant him compassionate appointment. Since the explanation for delay was not found to be reasonable, his request for compassionate appointment was rejected by the Chief Engineer (HRM) as per letter read as 3<sup>rd</sup> above.

However, Sri. Akhil R submitted an appeal read as 4<sup>th</sup> above to the Honourable Minister for Power requesting to condone the delay occurred due to his ignorance of time limit and to re-consider his application for compassionate appointment. He informed that the future of his family depends entirely on his compassionate appointment and pointed out that KSEB Limited had condoned similar delays a few times earlier. The Honourable Minister ordered to take necessary steps in this regard. Therefore as ordered by the Chairman & Managing Director, the matter was placed before the Full Time Directors as per note read as 5<sup>th</sup> above.

Having examined the matter in detail, the Full Time Directors, in the meeting held on 04.08.2021 resolved to accord sanction to condone the delay of 3 years and 10 days from the part of Sri. Akhil R in submitting formal application for compassionate appointment and to give compassionate appointment on the basis of his qualification as on the last eligible date of submitting formal application.

The Chief Engineer (HRM) shall take further course of action in the application of Sri. Akhil R for compassionate appointment, subject to other conditions applicable.

Orders are issued accordingly.

By Order of the Full Time Directors,

Sd/-

Lekha G

Company Secretary I/C


To

The Chief Engineer (HRM)

Copy to:

1. All Chief Engineers.
2. The Financial Advisor / Chief Internal Auditor.
3. The Company Secretary-in-charge / Chief Public Relations Officer.
4. The Chief Personnel Officer / Legal Adviser & Disciplinary Enquiry Officer.
5. T.A to the Chairman & Managing Director / Directors (D, IT & HRM) / (Trans. & System Operation) / (Gen. Civil) / (Gen. Ele. & SCM) / (Planning & Safety) / P.A to the Director (Finance).
6. Sr.CA to the Secretary (Administration) / Sr.CA to the Chief Vigilance Officer.
7. Stock File.

Forwarded / By Order



Senior Superintendent

