



## 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

Establishment - Extension of Special Disability Leave for the regularization of absence in service in respect of Sri.K.P.Varghese, Lineman Grade I, Electrical Section, Velloorkunnam – Sanctioned – Orders issued.

### CORPORATE OFFICE (ADMINISTRATION)

**Board Order (DB) No.526/2021 (Estt.I/5886/2018)**

**Dated, Thiruvananthapuram, 08.07.2021**

- Read:-
1. Note No.EB7(f)/SDL/LM/K.P.Varghese/2020-21/14 dated 26.02.2021 of the Deputy Chief Engineer (HRM) in-charge.
  2. Leave application dated 08.02.2021 of Sri.Varghese.K.P, Lineman Grade I, Electrical Section, Velloorkunnam.
  3. Disability Certificate No.C2-MB/519/2020 dated 30.10.2020 issued by the General Hospital, Ernakulam.
  4. Proceedings No.EB4(a)/SDL/LM/766/2016-17 dated 14.02.2017 of the Chief Engineer (HRM).
  5. B.O (DB) No.250/2019 (Estt.I/5886/2018) dated 15.03.2019.
  6. B.O (DB) No.509/2020 (Estt.I/5886/2018) dated 10.08.2020.
  7. Office Order (CMD) No.95/2021 (Estt.IV/6525/2019) dated 20.01.2021.
  8. Note No.Estt.I/5886/2018 dated 20.03.2021 of the Chairman & Managing Director.
  9. Proceedings of the 59<sup>th</sup> meeting of the Board of Directors held on 21.06.2021 (Agenda No.12-06/2021)

### ORDER

Sri.K.P.Varghese, LM Grade I, Electrical Section, Velloorkunnam has been sanctioned Special Disability Leave as per proceedings read as 4<sup>th</sup>, & Board Orders read as 5<sup>th</sup> and 6 above for a total period of 3 years 9 months & 16 days with effect from 14.07.2016 to 30.04.2020 in three different spells consequent to the non-fatal accident occurred to him while on duty on 13.07.2016. The incumbent has suffered traumatic injury of spinal cord followed by the paralysis of lower part of the body from falling from the electric post while on duty. The disability certificate read as 3<sup>rd</sup> above issued by the General Hospital, Ernakulam certified that Sri.K.P.Varghese.K.P is completely & permanently incapacitated for further service of any kind in the department as a consequence Post traumatic paraplegia of spinal cord with 100% of permanent disability.

The Deputy Chief Engineer (HRM) in-charge as per the note read as 1<sup>st</sup> above has forwarded the request, in respect of Sri.K.P.Varghese, for the extension of Special Disability Leave for further period with effect from 01.05.2020 to 29.10.2020 in continuation to the Special Disability Leave already sanctioned upto 30.04.2020. The incumbent has been sanctioned retirement on invalid ground from service with effect from 30.10.2020 as per order read as 7<sup>th</sup> above as he is unable to attend duty due to the disability. Since the sanctioned period of Special Disability Leave expired on 30.04.2020, the period of absence in service with effect from 01.05.2020 to 29.10.2020 needs to be regularised.

As per the prevailing Rules (Clause 3&5, Rule 97, Part 1 of KSR) the maximum period of Special Disability Leave that can be granted to an employee is limited to 2 years (24 months) and the incumbent has already availed 3 years 9 months and 16 days of Special Disability Leave. Further extension of Special Disability Leave can be granted only by relaxing the relevant provisions of Kerala Service Rules.

Considering the case in detail and the other similar cases where Special Disability Leave was granted beyond the maximum permissible limit of two years, the Chairman and Managing Director has ordered to place the matter before the Full Time Directors for approval. Consequently the Full Time Directors in its meeting held on 18.03.2021 directed to place the same before the Director Board.

Accordingly the matter was placed before the meeting of the Board of Directors as per note read as 8<sup>th</sup> above. Having considered the matter in detail, the Board of Directors in its meeting held on 21.06.2021 resolved to sanction extension of Special Disability Leave to Sri.K.P.Varghese, Lineman Grade I, Electrical Section, Velloorkunnam with effect from 01.05.2020 to 29.10.2020 in continuation to the Special Disability Leave already sanctioned from 14.07.2016 to 30.04.2020 by relaxing the relevant provisions of KSR as a special case, considering his pathetic condition caused due to accident while on duty.

Orders are issued accordingly.

By Order of the Director Board,  
Sd/-  
LEKHA.G  
COMPANY SECRETARY IN- CHARGE

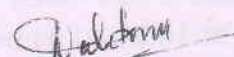
To

1. The Deputy Chief Engineer (HRM) I in-charge.
2. Sri.K.P.Varghese, Lineman Grade I, Electrical Section, Velloorkunnam.

Copy to:

- 1) The Chief Engineer (HRM).
- 2) The Executive Engineer, Electrical Division, Muvattupuzha.
- 3) Company Secretary in-charge.
- 4) The TA to Chairman & Managing Director/Director (Distn., IT & HRM)/ Director (Gen.-Civil)/ Director (Gen. – Electrical & SCM)/ Director (T & SO, REES)/Director (Planning, Safety & Soura).
- 5) PA to Director (Finance)
- 6) The Senior CA to Secretary (Administration).
- 7) Stock file.

Forwarded / By Order

  
Senior Superintendent.