



## KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

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

CIN: U40100KL2011SGC027424

Website: [www.kseb.in](http://www.kseb.in)

Phone: +91 471 2514456, 2514575, 2514504

Fax: 0471 2554039 E-mail: [secretary@kseb.in](mailto:secretary@kseb.in)

### Abstract

Establishment – Request for appointment under Compassionate Employment Scheme in respect of Sri. Anandhu Vinod, S/o the late Vinod M.N, Overseer, Electrical Section, Kanhangad – Delay in submitting formal application – Condoned – Orders issued.

### Corporate Office (Administration)

B.O. (FTD) No. 337/2021 (Estt.II/1419/2021) Dated, Thiruvananthapuram 06.05.2021

- Read: 1. B.O. (FM) No.1041/2012 (Estt.II.2818/2011) dated 22.05.2012.  
2. Representation dated 17.11.2020 of Sri. Anandhu Vinod.  
3. Note No. EB7(d)/36/2020/20-21 dated 15.03.2021 of the Dy.CE(HRM) I/C.  
4. Note No. Estt.II/1419/2021 dated 09.04.21 of the Secretary (Administration) submitted to the Full Time Directors (Agenda 19/4/21).

### ORDER

Sri. Vinod M.N, Overseer, Electrical Section, Kanhangad expired on 11.06.2018. His son Sri. Anandhu Vinod submitted formal application for appointment under Compassionate Employment Scheme on 15.06.2020. As per Board Order read as 1<sup>st</sup> above, the time limit for submitting applications under 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. Anandhu Vinod is 10.02.2000. He was a major at the time of death of his father, the late Vinod M.N. Therefore, as per rules in force, he should have applied for compassionate appointment within 2 years from the date of death of the Board employee, i.e., on or before 10.06.2020. But he submitted formal application only on 15.06.2020, i.e., after a delay of 5 days.

Sri. Anandhu Vinod, as per representation read as 2<sup>nd</sup> above explained that he was studying Diploma in Electrical & Electronics Engineering course. Due to the Covid-19 situation there was delay in obtaining certificates from the College and other offices. Therefore he requested to condone the delay of 5 days in submitting the formal application. The Deputy Chief Engineer (HRM-I) in-charge of Chief Engineer (HRM), as per note read as 3<sup>rd</sup> above forwarded his request to the Board for further necessary action. As ordered by the Chairman & Managing Director, the matter was placed before the Full Time Directors as per note read as 4<sup>th</sup> above.

Having examined the matter in detail, the Full Time Directors, in the meeting held on 16.04.2021 resolved to condone the delay of 5 days from the part of Sri. Anandhu Vinod in submitting formal application for compassionate appointment and he shall be given compassionate appointment on the basis of his qualification as on 10.06.2020 (i.e., the last eligible date of submitting formal application).

The Chief Engineer (HRM) shall take further course of action in the application of Sri. Anandhu Vinod 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