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KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN : U40100KL2011SGC027424

Registered Office: Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Kerala - 695004.

Phone No.0471 2448948, FAX No.0 471 2441361

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Abstract

Estt - Appointment of Junior Assistants/Cashiers through Kerala Public Service Commission - Execution of Indemnity bond - Sanction accorded - Orders issued.

CORPORATE OFFICE (HUMAN RESOURCES MANAGEMENT)

B.O. (FTD) No.351/2021 (EB3/Cashier/KPSC/2021)

Dated, TVPM: 10-05-2021.

Read: -Note No.EB3/Cashier/ KPSC/NJD/2021/32 dated 07-05-2021 of the Chief Engineer (HRM) submitted to the Full Time Directors, KSEBL (Agenda No.21/05/21).

ORDER

The candidates who are appointed as Junior Assistants/ Cashiers in KSEBL are imparted with Induction Level Training Programmes for five days (total 6 days including registration) at various Regional Power Training Institutes. KSEBL is incurring considerable expenditure in arranging such training to the new appointees. However all the new recruits do not remain with KSEBL and a few of them leave KSEBL after getting full-fledged training, for joining their parent department. This is not in the interest of KSEBL.

One of the conditions of appointment as Assistant Engineers(Electrical) in KSEBL is that the candidate should execute an undertaking in Kerala stamp paper worth ₹200/- with KSEBL stating that he/she shall serve KSEBL for a minimum period not less than three years after attending/completing the Induction Cum Statutory Training Programme for Assistant Engineer (Electrical) failing which they shall pay an amount up to ₹5 lakh to KSEBL as specified in B.O.(FTD) No.1700/2017(HRD.25-Trg-ILTP-STP/2017-18) dated 04-07-2017 and amendments thereafter and in the case of the appointment of Sub Engineers in KSEBL, as per (B.O.(CMD) No. 819/2018 (HRD).7/ILTP/STP/2018-19) dated 27-03-2018), the amount is upto ₹3 lakh. Such a restriction is not in place in respect of the appointment of Junior Assistant/Cashiers and hence the Junior Assistant/Cashiers can rejoin their parent department if they are already employed or go for better options without losing a pie after discarding KSEBL service within a period of two years.

In this context, the Chief Engineer (HRM) as per note read above, has suggested the execution of an Indemnity Bond with KSEBL to the effect that the Junior Assistant/Cashiers recruited in KSEBL hereafter directly from open market (80% quota) by Kerala Public Service Commission should serve KSEBL satisfactorily for a minimum period of 3 years after successful completion of Induction Level Training Programme, failing which they would compensate KSEBL an amount of ₹50,000/-. It was also suggested to make the successful completion of Induction Level Training Programme as a prerequisite for successful completion of probation period for all Junior Assistant/Cashiers recruited directly by Kerala Public Service Commission/by transfer appointment/Sports Quota appointment/Compassionate Employment Scheme appointment/through promotion.

Having considered the matter in detail, the Full time Directors, in its meeting held on 07-05-2021,

1. Resolved to include the successful completion of Induction Level Training Programme as a prerequisite for successful completion of probation period for all Junior Assistants/Cashiers recruited directly by Kerala Public Service Commission/by transfer appointment/Sports Quota appointment/Compassionate Employment Scheme appointment/through promotion.
2. Further resolved to insist the Junior Assistants/Cashiers recruited in KSEBL hereafter directly from open market (80% quota) by Kerala Public Service Commission to execute an Indemnity Bond with KSEBL to the effect that they would serve KSEBL satisfactorily for a minimum period of 03 years after successful completion of Induction Level Training Programme, failing which they would compensate KSEBL an amount of ₹50,000/-.
3. Resolved also to authorize the head of concerned ARUs to execute the above Indemnity Bond on behalf of Kerala State Electricity Board Limited.

Orders are issued accordingly.

By Order of the Full Time Directors,

Sd/-

LEKHA G

Company Secretary (in Charge)

Copy to:

1. The Financial Advisor/Chief Internal Auditor, Kerala State Electricity Board Limited
2. The Company Secretary-in-Charge/ Legal Adviser & Disciplinary Enquiry Officer.
3. The Chief Vigilance Officer/Chief Personnel Officer/Chief Public Relations Officer.
4. The T A to Chairman & Managing Director, Kerala State Electricity Board Limited.
5. The TA to Director (Distribution, IT & HRM)/ TA to Director (Transmission, System Operation & REES/TA to Director (Generation - Civil/TA to Director (Planning and Safety)/ TA to Director (Generation (Ele.) &SCM)/ PA to Director (Finance).
6. All Chief Engineers/ Deputy Chief Engineers/ Executive Engineers.
7. The Deputy Chief Engineer, PETARC Moolamattom.
8. The Executive Engineer, Regional Power Training Institute, Thiruvananthapuram /Kottayam /Thrissur/Kozhikode
9. The Senior CA to the Secretary (Administration).
10. The Fair Copy Section/Records Section.
11. Stock File.

Forwarded/By Order



SENIOR SUPERINTENDENT