



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 – Excluding Suitability test for the promotion of lower grade employees to the post of Cashier under 10% in-service quota in KSEB Limited in the light of the Government Order dated 03.01.2014 – Sanctioned – Orders issued.

Corporate Office (Administration)

B.O. (DB) No. 132/2021 (Estt.II/6510/2018) Dated, Thiruvananthapuram 15.02.2021

- Read: 1. B.O. No. 1439/95 (Estt.II-2185/95) dated 14.07.1995.
2. G.O. (P) No. 1/2014/P&ARD dated 03.01.2014.
3. Letter No. Estt.II/6510/2018 dated 30.11.2018 of the Secretary (Admn.).
4. Letter No. PWR-A2/350/2018-POWER dated 02.02.2021 of the Secretary, Power (A) Department.
5. Note No. Estt.II/6510/2018 dated 09.02.2021 of the Chairman & Managing Director to the Board of Directors.
6. Proceedings of the 57th meeting of the Board of Directors held on 15.02.2021. (Agenda 18-02/2021).

ORDER

In KSEB Limited, appointments to the post of Junior Assistant/Cashier are being done through 80% direct recruitment quota and 20% in-service quota. In the in-service quota, 15% is earmarked for lower grade employees of pay scales of and below that of JA/Cashier, and the prescribed qualifications as per Board Order read 1st above are the following:

- Pass in SSLC.
- 5 years service under the Board (for Pre-Degree holders or equivalent, 3 years service under the Board shall be sufficient).
- A pass in the Suitability test conducted by the KPSC.
(The remaining 5% in-service quota is reserved for Junior Fair Copy Assistants)

The introduction of Suitability test has been adversely affecting the promotion prospects of lower grade employees to the cadre of JA/Cashier. Among them Office Attendants are the worst affected employees as they do not have any other promotion channel and are entrapped without scope for further promotions. There have been complaints and grievances from various quarters that the Suitability test conducted by the KPSC is too difficult for them to pass, and they have been requesting promotion as JA/Cashier without insisting on the Suitability test, as was done prior to 14.07.1995. Taking a compassionate view on the grievances of Office Attendants, in the Long Term Settlement 2000, KSEB Limited had decided to take up the matter with the KPSC for seeking exemption from Suitability Test for the appointment of lower grade employees to the cadre of JA/Cashier under 20% in-service quota.

As per Government Order read 2nd above, the Government had extended a provision for by-transfer appointment in 10% vacancies in the post of LD Clerk / LD Typist from among lower grade employees on the basis of qualification and seniority overruling the advice of the KPSC. Therefore, as per letter read 3rd paper above, KSEB Limited requested the Government to accord sanction to give promotions to Office Attendants to the post of Cashier (10% vacancies) on the basis of their qualification and seniority without insisting on the Suitability Test, as was ordered in the Government Order dated 03.01.2014. The Secretary, Power Department, as per letter read 4th above informed that the inclusion of Suitability test for promotion of lower grade employees to the post of Cashier as per Board Order dated 14.07.1995 was made as per the decision of the Board, and hence sanction or order of the Government is not required for making appropriate changes to this Board Order. Since the Government Order dated 03.01.2014 of the Personnel & Administrative Reforms Department still exists, the Director Board of KSEB Limited has the authority to decide whether or not to make applicable the provisions of this Government Order to Board employees. Therefore, as decided in the meeting of the Full Time Directors held on 04.02.2021, the matter was placed before the Board of Directors as per note read 5th above.

Having examined the matter in detail, the Board of Directors in the meeting held on 15.02.2021 resolved to waive the requirement of passing Suitability test stipulated in the Board Order dated 14.07.1995 in the light of the Government Order dated 03.01.2014 and to give promotion to Board employees of pay scales below that of JA/Cashier to the post of Cashier under 10% in-service quota, on the basis of qualification (SSLC or its equivalent) and surplus manpower arising out of increased online payment shall be utilized for other services wherever required.

It was further resolved to revise the present 20% in-service quota for appointment to the post of JA/Cashier in the Board as follows:

- (i) 10% for employees with pay scales below that of JA/Cashier having SSLC or equivalent qualification on the basis of seniority without Suitability test.
- (ii) 10% for employees with pay scales below that of JA/Cashier having SSLC or equivalent qualification with Suitability test.

Orders are issued accordingly.

By Order of the Director Board,
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

