



## KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

Reg. Office: Vidyuthi 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 – Application for compassionate appointment in respect of Sri. Kannan S, S/o the late Sivasankaran K, Assistant Engineer (Civil), Civil Sub Division No. III, Kannankuzhy – Time extension sought for 1 year to complete Engineering course, but could not complete the course even after 10 years – Delay condoned – Orders issued.

### Corporate Office (Administration)

B.O. (DB) No. 22/2021 (Estt.II/6196/2019) Dated, Thiruvananthapuram 13.01.2021

- Read: 1. Letter No. EB7(d)/7/2007/01 dated 24.09.2009 of the Chief Engineer (HRM).  
2. Note No. Estt.II/6196/2019 dated 21.12.2019 of the Secretary (Admn.).  
3. B.O. (FM) No. 1041/2012 (Estt.II.2818/2011) dated 22.05.2012.  
4. Note No. Estt.II/6196/2019 dated 14.12.2020 of Chairman & Managing Director.  
5. Proceedings of the 56<sup>th</sup> meeting of the Board of Directors held on 01.01.2021. (Agenda 18-12/2020).

### ORDER

Sri. Sivasankaran K, Assistant Engineer (Civil), Civil Sub Division, No. III, Kannankuzhy expired on 15.02.1989. His son, Sri. Kannan S submitted application for compassionate appointment on 28.12.2006. At that time he was undergoing B.Tech (Electrical & Electronics) Engineering course. Therefore, as per representation dated 30.03.2009, he requested time extension for 1 year to complete the Engineering course. The Chief Engineer (HRM), as per letter read as 1<sup>st</sup> above directed the applicant to complete his studies and then his case could be considered for compassionate appointment. However, as per representation dated 18.11.2019 submitted after 10 years, Sri. Kannan S informed that he could not complete the Engineering course and requested to condone the delay and to consider him for the post of Office Attendant on the basis of his qualification of Plus 2.

The request of the applicant on 30.03.2009 was to grant him time extension for 1 year to complete the Engineering course which he was undergoing at that time. But the applicant neither completed the course, nor reported the same within the stipulated time period. He did not seek further time extension either. Therefore the request of the applicant for compassionate appointment after a delay of 10 years was rejected as per the note read 2<sup>nd</sup> above.

However, as per the submission dated 17.06.2020 addressed to the Honourable Minister for Electricity, Sri. Kannan S requested to re-consider his request and to give him compassionate appointment to the post of Office Attendant. He put forth more arguments to substantiate his claim – that he could not complete the Engineering course due to miseries in his family coming in a row, and that he belongs to the Scheduled Caste community etc. At the time of submission of application for compassionate appointment on 28.12.2006 the Board had not fixed any time limit for the same. The time limit was fixed only later, as per Board Order read 3<sup>rd</sup> above. Nor was the annual family income of the applicant considered a criterion for granting compassionate appointment at that time.

The Honourable Minister for Power directed to examine the case and to take necessary action. Therefore, as ordered by the Chairman & Managing Director, the matter was placed before the Board of Directors as per note read 4<sup>th</sup> above.

Having examined the matter in detail, the Board of Directors in the meeting held on 01.01.2021 resolved to condone the delay of more than 10 years from the part of Sri. Kannan S in responding to the instruction of the Board in the application for compassionate appointment, on humanitarian grounds and as a special case. It was further resolved to consider the present annual family income of the applicant also for deciding his eligibility for compassionate appointment.

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

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

B