



# KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

Reg.Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram – 695004

Tel:+914712448720 Fax:+914712514316 Email: [dgkseb@kseb.in](mailto:dgkseb@kseb.in) Website: [www.kseb.in](http://www.kseb.in)



## Abstract

Consultancy Wing- Shortage of Essential Staff & required Establishment – System to effect the Posting of Employees to Consultancy Wing –Sanctioned - Orders issued.

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### Corporate Office (SBU-G/C)

B.O. (FTD)No.765/2020/CW/ECC/DGC Thiruvananthapuram Dated:21.12.2020

- Read: 1. B O.(DB) No.1578/2018 (DGC/AEEIV/GNL/2014) dated 26.06.2018  
2. B O.(FTD) No.1676/2018 (DGC/AEEIV/GNL/2014) dated 20.07.2018  
3. B.O.(FTD) No:380/2019 (DGC/AEE IV/GNL/2014) dated 10.05.2019  
4. Minutes of the Eleventh meeting of the ECC held on 23.11.2020  
5. Note No. CW/ECC/DGC/2020/776 of Director (Gen-Civil) dated 23.11.2020  
(Agenda 16/12/20)

### ORDER

The Government of Kerala had declared KSEBL as a Special Purpose Vehicle (SPV) for implementing prime infrastructure projects of Health and Family Welfare Department with KIIFB funding. KSEBL as per its orders read as 1 & 2 above had also accorded sanction for scaling up of consultancy works. Posting of employees to the Consultancy Wing has been made strictly as per adaptability to the new tasks & nature of work, by selecting the suitable ones by hand picking, from the already sanctioned staff strength. The Director (Gen-Civil) as per note read as 5<sup>th</sup> above has reported that Consultancy Wing has a sanctioned strength of 8 Nos. Senior Consultants (Assistant Executive Engineers-Civil) & 12 Nos. Consultants (Assistant Engineers- Civil) and that the current working strength is only 4 Nos. Senior Consultants (Assistant Executive Engineers) and 6 Nos. Consultants (Assistant Engineers). The total posting strength is to be increased by addition of 5 more Consultants (AEs) to the Consultancy Wing, considering the quantum of work it has undertaken.

Further it has been reported that two vacancies of AEEs have been generated in the Consultancy Wing due to the promotion & transfer of AEEs. No substitutes have been posted against these vacancies. Handpicked Engineers need to be posted against these vacancies for attending the various work assignments.

It was also reported as per note read as 5<sup>th</sup> above that as a general rule, it is to be directed that officers in Consultancy wing need not be transferred without the consent of Empowered Committee on Consultancy which is the authority for recommending appointments to the Consultancy Wing.

The Director (Gen-Civil) has also reported that delay in posting sufficient qualified engineers at AE & AEE levels has grossly increased the work load of the officers and staff in the consultancy wing and even affected the smooth progress of works. It was suggested that a system of taking options for appointment of officers to the Consultancy Wing may be sanctioned, so that hand picking can be made by a select committee from those giving options for appointment to Consultancy Wing.

Further, Director (Gen-Civil) has also reported that most of the employees of the Consultancy Wing are currently stationed and attending execution works at construction sites in various locations like Mattannur, Karunagappally, Kottarakkara, Kundara, Achankovil, Piravom, Idayar etc., even though they are attached to the Thiruvananthapuram office. And that all the senior officers working in the Consultancy wing are having direct control over various work sites, warranting very frequent site visits. A lot of compliances /sanctions have to be made regularly in order to comply with the established procedures done in a field office like check measurements, ensuring the three level quality assurance for public projects undertaken by the Consultancy Wing etc. Since Consultancy Wing does not have any regional offices, co-ordination and monitoring of the construction have to be made from the centralized office in Thiruvananthapuram, considering the effective use of the limited number of officers available and the employee costing involved. All the facilities and empowerment have to be provided to the concerned officials of the Consultancy Wing in order to enable them to adhere to the established procedures and to ensure quality and timely execution. It was also reported that Consultancy wing is currently handling works to the tune of Rs.878 Crores, with a centage receivable of around Rs. 30.78 Crores.

Further it was also suggested as per note read as 5<sup>th</sup> above that Director (Gen-Civil) may be entrusted by KSEBL to take appropriate decisions/sanctions so as to enable the officers of the Consultancy Wing with the required facilities to ensure that the public projects are planned and executed in time with all the mandatory supervision, quality controls and established procedures by making use of the limited human resources available. It was also recommended that orders may also be issued to the effect that the office of the Consultancy Wing may be considered as a Field execution office.

Hence considering the above, the Eleventh meeting of the ECC discussed the matter in detail and decided to recommend to KSEBL as per paper read as (4) above to give sanction for a system for ensuring quality execution of the Public works undertaken by KSEBL including the flagship Hospital projects of the Government funded by KIIFB.

The matter was placed before the Full Time Directors for a decision.

Having considered the above, the Full Time Directors in its meeting held on 02.12.2020 resolved to accord sanction for the following :

1. To establish a system for giving options by the interested officers for appointment to the Consultancy Wing, so that hand picking can be made by a select committee from those giving such options for appointment, along with administrative protection already granted for the employees of the Consultancy Wing. Chief Engineer (IT) shall be given directions to advertise, the requests in this regard from the Chief Engineer (Civil-Construction) South in HRIS portal to call for consent of Officers from any office of KSEBL in the state for the above appointment. With regard to employees in workmen category, the consent may be called for, only from the employees within the geographical area in which the posting is required. The details regarding the posting may be published in an exclusive google link, custom made for the above and the requests from employees may be mailed to [kebcil.opt@gmail.com](mailto:kebcil.opt@gmail.com). After a cut off date, the selection of employees shall be done by a High Level Committee comprising of Director (HRM), Director(GEN-Civil), Chief Engineer (HRM) and Chief Engineer (Civil-Construction) South, based on the recommendation of ECC in this regard.
2. To appoint 5 Nos. of Consultants (AE-Civil) and 3 Nos. of Senior Consultants (AEE-Civil) to the vacant posts in the Consultancy Wing urgently by calling for options as above, immediately.
3. To direct all the concerned that all transfers and postings in the Consultancy Wing shall be made only with the concurrence from the Director (HRM) and Director (Generation-Civil), based on the recommendation of the Empowered Committee on Consultancy (ECC).

4. Separate budget provision shall be asked for under a separate Head and expenditure shall be incurred as per existing delegation of power.

Orders are issued accordingly.

BY ORDER OF THE FULL TIME DIRECTORS,  
Sd/-  
LEKHA G.  
COMPANY SECRETARY IN CHARGE

To

The Chief Engineer (HRM)  
The Chief Engineer (Civil Construction- South)

Copy to:

The Deputy Chief Engineer (IT)/ The RCAO/The RAO.  
The TA to CMD/ Director (GE & SCM)/ Director(GC)/Director(T & SO)/  
Director (D,IT &HRM), Director(Plg&Safety), PA to Director (F) / Secretary (Admn.)  
The Fair Copy Superintendent / Library / Stock File.

Forwarded / By Order



Asst. Engineer (Civil)