



കേരളത്തിന്റെ ഊർജ്ജം



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN : U40100KL2011SGC027424

**Reg. Office: Vydyuthi Bhavanam, Pattom, Thiruvananthapuram,
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Abstract

Estt - Appointment of Cashiers through Kerala Public Service Commission - Not Joined Duty - Vacancy reporting- Sanction accorded - Orders issued.

CORPORATE OFFICE (HUMAN RESOURCES MANAGEMENT)

B.O.(FTD) No. 668/2020 (EB3/Cashier/KPSC/2020)

Dated, TVPM: 06-11-2020.

- Ref:-
1. Common judgment dated 06-01-2020 in W P(C) No.38794/2015 and connected cases.
 2. Govt Circular No. 13554/SD4/82/GAD dated 10-02-1983.
 3. Advice No.KLR III(1)504/12 dated 09-03-2020 of the Regional Officer, KPSC Regional Office, Kollam
 4. Note No.EB 3/Cashier/KPSC/2020 dated 21-10-2020 of the Chief Engineer (HRM).
 5. Note No.EB3/Cashier/WP(C) No.38794/2015 dated 19-07-2019 of the CE(HRM) submitted to the Full Time Directors, KSEBL (Agenda No.06/11/2020).

ORDER

Sri.Ratheesh S and Others, the KPSC Rank Holders, filed WP(C) Nos. 38794/2015, 32887/2016, 25052/2017 & 23320/2017 before the Hon'ble High Court of Kerala against the non-reporting of vacancies of Cashiers in Kerala State Electricity Board Limited. In compliance of the directions of the Hon'ble High Court of Kerala in the common Interim Order dated 25-08-2017 in the above cases, Kerala State Electricity Board Limited reported 60 number of vacancies of Junior Assistant/Cashier to the Kerala Public Service Commission on 14-09-2017 and appointment orders were issued to the 60 candidates as advised by the Kerala Public Service Commission. Out of this only 36 candidates were reported for duty. The remaining 24 vacancies were reported to the Kerala Public Service Commission as NJD vacancies.

Subsequently, in the light of the Common Interim Order dated 15-09-2017 in the above WP(C)s, Kerala State Electricity Board Limited has also provisionally reported 520 vacancies of Cashiers to the Kerala Public Service Commission on 19-09-2017. But KSEBL's stand is not to fill up the vacancies of Junior Assistants/ Cashiers in view of the proposal for the overall reduction of posts. The Hon'ble Court had made clear that Kerala Public Service Commission shall not make advice against these vacancies except after getting permission from the Hon'ble High Court.

The Hon'ble High Court of Kerala, vide its order dated 27-05-2019, directed the Senior Counsel of KSEBL to get instructions as to the time required to complete the assessment of the manpower in the KSEBL. Based on the above, the Full Time Directors, in its meeting held on 19-07-2019 decided to inform the Hon'ble High Court of Kerala that 200 Cashiers are required for KSEBL and obtain concurrence to report the 200 vacancies of Cashiers to Kerala Public Service Commission out of the 520 provisionally reported vacancies of Cashiers.

Based on this, 200 vacancies were reported to Kerala Public Service Commission and vide order dated 29-08-2019, 200 candidates were advised for appointment as Cashier in KSEBL. Out of this, 114

candidates had not joined for duty. Apart from this, 18 NJD vacancies are reported to KPSC under 3% quota earmarked for differently abled persons. Hence the overall NJD vacancies 156 Nos (12+6+24+114) reported earlier were advised by KPSC on 27-05-2020 and they were given appointment as Cashiers on 28-09-2020.

In the meantime, the Hon'ble High Court vide judgment dated 06-01-2020, directed that *the Kerala Public Service Commission shall advise candidates against the remaining 320 vacancies of Cashiers reported to it by the KSEBL without any delay; on such advice, the Board shall appoint the candidates without any further delay on condition that they would be retrenched in the event of abolition of posts notwithstanding any provision prohibiting retrenchment.*

In compliance with the order of the Hon'ble High Court, 320 numbers of vacancies of Junior Assistant/Cashier were reported to KPSC as permanent vacancies. The Kerala Public Service Commission, vide letter dated 09-03-2020, advised 320 candidates for appointment as Junior Assistant/Cashier in KSEBL. Out of the 320 candidates, 165 candidates reported for duty and 155 candidates were not joined for duty. As per Government Circular read above, it is mandatory to report the NJD vacancies promptly after the expiry of the joining time.

The matter was placed before the Chairman and Managing Director as per note read 4 above and it was directed to place the matter before the Full Time Directors. Accordingly, matter was placed before the Full Time Directors as per note read as 5th above.

Having considered the matter in detail, the Full time Directors, in its meeting held on 04-11-2020, resolved to accord sanction to report 155 NJD vacancies of Cashiers to the Kerala Public Service Commission.

Orders are issued accordingly.

By Order of the Full Time Directors,

Sd/-

LEKHA G

Company Secretary (in Charge)

To

The Chief Engineer (HRM)

Copy to:

1. The Financial Advisor/Chief Internal Auditor.
2. The Company Secretary-in-charge/ Legal Adviser & Disciplinary Enquiry Officer.
3. The Chief Vigilance Officer/Chief Personnel Officer/Deputy Chief Engineer (IT).
4. The T A to Chairman & Managing Director
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. The Senior CA to the Secretary (Administration).
7. The Fair Copy Superintendent/Record Section.
8. Stock File.

Forwarded/By Order



SENIOR SUPERINTENDENT