



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

**Regd. Office - Vidyuthi Bhavanam, Pattom,
Thiruvananthapuram, Kerala-695004.**

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ABSTRACT

Mercy petition submitted by Sri. Sugunan. C, Meter Reader at Electrical Section, Kuzhalmandam – 50% Permanent disability due to road accident – Protection under section 20 of (Persons with Disabilities (Equal opportunities, protection of rights and full participation) Act – 2016 – Sanctioned – Orders issued.

CORPORATE OFFICE (PERSONNEL)

BO (FTD) No. 353/2020 (PS I /2942/2019) Dated, Thiruvananthapuram 26.05.2020

- Read :-
1. Mercy petition received from Sri. Sugunan. C, Meter Reader dated 09.01.2020.
 2. Standing Disability Assessment Board Certificate dated 20/07/2019 issued from the District Hospital, Palakkad.
 3. Note No.EB4 (C)/Representation/Sugunan/2019-20 dated 23.04.2020 of the Chief Engineer (HRM).
 4. Note No.PS1/2942/2019 dated 18.05.2020 of the Chief Personnel Officer to the Full Time Directors (Agenda 40/5/20)

ORDER

Sri. Sugunan. C, Meter Reader at Electrical Section, Kuzhalmandam, Palakkad submitted a mercy petition read as 1 above before the Board requesting to sanction his salary and allowance invoking protection under section 20 of Persons with Disabilities Act 2016. While working as Meter Reader at the Electrical Section, Kuzhalmandam he met with a road accident on 22.05.2016 and sustained head injury. He was sanctioned LWA for 946 days with effect from 03.08.2016 to 06.03.2019 as per proceedings No.EB4 (C)/LWA/244/2019 dated 03.04.2019 of the Deputy Chief Engineer (HRM-I). The Standing Disability Assessment Board certificate read as 2nd above issued from the Government District Hospital, Palakkad certifies that Sri. Sugunan.C is having permanent disability upto 50% due to the head injury sustained by the road accident. He is reported to have right hemiparesis weakness of one entire side of the body and hence according to the petition he is unable to continue his duties.

On detailed verification, it is observed that due to the disability sustained to the extent of 50%, Sri. Sugunan. C is eligible to be protected invoking section 20 of PWD Act 2016.

The preamble of the PWD Act 2016 specifies that it aims to uphold the dignity of every person

in the society and prevent any kind of discrimination. The term 'discrimination' has been defined in relation to disability as any distinction, exclusion, restriction on the basis of disability for which there is an impairing or nullifying of recognition, enjoyment or exercise on equal basis with others of all human rights and fundamental freedom. Accordingly, the victim shall not be denied his livelihood on account of the disability sustained.

As per section 20 of PWD Act 2016, no government establishment shall discriminate against any person with disability in any matter relating to employment. Provided further that if it is not possible to adjust the employee against any post he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation whichever is earlier.

The victims sustaining disability and is eligible for protection as per the above Act are being given protection for continuous long periods with financial benefits in KSE Board Ltd provided the victim has sustained 100% disability who are mostly bedridden and who could not be utilized for any kind of jobs of KSEB Ltd. In other cases of comparatively lesser amount of disability sustained, the possibility of utilizing their minimum service in jobs that involve less physical effort / mental strain is being identified and given to them in offices nearby to their place of residence as far as possible subject to the decision taken by KSEB Ltd.

The matter was placed before the consideration of Full Time Directors meeting as per note read 4th above. Having considered the matter in detail, the Full Time Directors, in its meeting held on 22.05.2020 has resolved to accord sanction to post Sri. Sugunan. C presently working as Meter Reader at Electrical Section Office, Kuzhalmandam to undertake duties and responsibilities associated with front office of Electrical Section Office Kuzhalmandam considering his inability to perform functions of Meter Reader due to the disability sustained to the extent of 50% by retaining pay and service benefits eligible for Meter Reader on supernumerary post invoking section 20 of the Persons with Disabilities (Equal opportunities, protection of rights and full participation) Act – 2016 applicable to the disabled employees of KSEBL.

Orders are issued accordingly.

By Order of the Full Time Directors

Sd/-

Lekha. G

Company Secretary in-charge

To

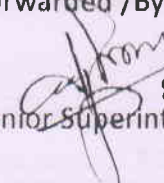
The Chief Engineer (HRM).

Copy to:

The Executive Engineer, Electrical Division, Palakkad.

All Chief Engineers/All Deputy Chief Engineers/All Executive Engineers/
All Account Rendering Units
The TA to Chairman & Managing Director / The PA to Director (Finance)
The TA to Director (D, IT & HRM)/Director (Trans, SO, CP, REES & Safety)/
The TA to Director {Generation (Electrical) & SCM }/
The TA to Director {(Generation (Civil))/
The Financial Adviser/Chief Internal Auditor/Legal Adviser & Disciplinary Enquiry Officer
The Chief Vigilance Officer/The Company Secretary (I/c)/Regional Audit Officers
The Chief Public Relations Officer/CA to Secretary (Administration)/
Deputy Secretary (Admn.) /The FC Superintendent/Record Section/Library/Stock File.

Forwarded /By Order


28/5/2020
Senior Superintendent