



KERALA STATE ELECTRICITY BOARD Ltd.

Reg. Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram - 695 004, Kerala

CIN: U40100KL2011SGC027424

Website: www.kseb.in

Phone No. +91 471-2514456, 2514575, 2514504 & +91 471-2448948

Fax: +91 471-2554039 & +91 471 2441361

Email: cehrm@kseb.in

ABSTRACT

KSEBL - Reinstatement of suspended employees without placing before the Suspension Review Committee (Lower) – Board Order – Amendment – Orders issued -

Corporate Office (Administration-HRM)

B.O (FTD) No. 308/2020(EBVS. 8/SRC(L).Rev/2020)

Dated, TVPM: 04.05.2020.

- Read:
1. B.O (FTD) No. 804/2015(Estt.II/1479/2015) dated 28.03.2015.
 2. B.O (CMD) No. 6/2015 (Estt.II/1479/2015) dated 01.01.2016.
 3. Note No. EBVS. 8/SRC.Rev/2020 dated 05.03.2020 of the Chief Engineer (HRM). (Agenda No. 34/3/20)

ORDER

Suspension Review Committees (Lower & Higher) were constituted as per Board Order read 1st above to deal with and review the suspension cases of employees and officers respectively. Later, as per Board Order read 2nd above, some amendments were made in Board Order read 1st above and identified few cases that need not be presented before Suspension Review Committees so as to facilitate early reinstatement in deserving cases.

At present, every reinstatement is being done in the true spirit of the recommendations and guidelines of the Board Orders read above. The Chief Engineer(HRM) has submitted a detailed Note vide paper read 3rd above highlighting the details of suspension cases from 2016 to 2019. It reported that out of the 160 cases involving suspension, only 64 cases had to be presented before the Suspension Review Committee (Lower) in line with the Board Order read as 2nd above. The Chief Engineer (HRM) has also brought before the Full Time Directors the true spirit of, Regulation 10(1) of KSEB Employees (C.C & A) Regulations, 1969 also.

Having considered the recommendations of the Chief Engineer (HRM), the Full Time Directors' Meeting held on 12.03.2020.

1. Resolved to authorize the Chief Engineer (HRM) to take decision on the reinstatement of officials under suspension except in the following cases, which shall be placed before the Suspension Review Committee (Lower).

- a) Money misappropriation and defalcation cases.
- b) Involvement in criminal case related to offences of murder / dacoits / moral turpitude / harassment of woman / child abuse / treason / sedition.
- c) Cases related to negligence leading to fatal accidents / non-fatal accidents involving amputation.
- d) Cases related to report / recommendation from Internal Complaints Committee, Vigilance & Anti-Corruption Bureau and Government.

2. Further resolved to modify the Board Order B.O (CMD) No. 6/2015 dated 01.01.2016 to the above extent.

Orders are issued accordingly.

By Order of the Full Time Directors

Sd/-

LEKHA.G
COMPANY SECRETARY IN CHARGE

Copy to

1. All Chief Engineers / Deputy Chief Engineers / Executive Engineers
2. The Financial Adviser / The Chief Internal Auditor / The Company Secretary
3. The Legal Adviser & Disciplinary Enquiry Officer / The Chief Vigilance Officer
4. The Chief Personnel Officer / The Chief Public Relations Officer
5. TA to Chairman & Managing Director / PA to Director (Finance)
6. TA to Director (Distribution, Information Technology & H.R.M)
7. TA to Director (Transmission, System Operation, Corporate Planning, REES & Safety)
8. TA to Director (Generation - Electrical & System Chain Management)
9. TA to Director (Generation - Civil) / The Deputy Secretary (Administration)
10. Sr.CA to the Secretary (Administration)
11. The Fair Copy Superintendent / Record Section / Library / Stock File.

Forwarded / By Order



Senior Superintendent