

**KSEB**  
കേരളത്തിന്റെ ഊർജ്ജം



## KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

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

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### Abstract

Establishment - Benefit of Time Bound Higher Grade - Reckoning War/Military Service as qualifying service - Further clarification - Orders issued

### CORPORATE OFFICE (ADMINISTRATION)

B.O. (FTD) No.325/2023 (Estt.IV/5824/2020)

Dated, Thiruvananthapuram, 26.06.2023.

- Read:-
1. Extract of the Ex-Servicemen(Re-Employment in Central Civil Services and Posts)Rules 1979
  2. B.O No.257/Estt V/13569/89 dated 06.02.1993
  3. G.O (P) No48/2015/Fin dated 14.09.2015
  4. Para 19 of Annexure III of G.O (P) No.7/16/Fin dated 20.01.2016
  5. G.O (P) No.33/2016/(3)/Fin dated 03.03.2016
  6. B.O (FTD) No.321/2022(EsttIV/5824/2020) dated 16.04.2022
  7. Note No. CIA/A8/T-24/5/2022/6 dated 15.06.2022 of the Chief Internal Auditor.
  8. Note No. EB7/Gnl/Military Service/2022 dated 27.02.2023 of the Chief Engineer (HRM)
  9. Note No Estt IV/5824/2020 dated 07.06.2023 of the Secretary (Administration)to the Full Time Directors ( Agenda No 43/6/2023)

### ORDER

Kerala State Electricity Board Limited as per Board Order read as 6<sup>th</sup> above adopted Government Order read 3<sup>rd</sup> above by which Government have clarified that the Ex-Servicemen who were under war/military service got appointment in the State Civil Service in Gazetted and Non-Gazetted posts are eligible to get the benefit of First Time-Bound Higher Grade by counting their war/military service without refunding their mustering out benefits. The Civilian Service under military will not be counted for granting higher grade. The Government Order was issued in compliance of the judgment dated 25/03/2015 of the Hon'ble Supreme Court in Civil Appeal No. 3136/2015

Kerala State Electricity Board Limited as per Board Order read 6<sup>th</sup> above adopted the above Government Order prospectively for resolving the Military Service issue of the employees of Kerala State Electricity Board Limited who falls under the category of 'Ex- Servicemen'.

With the issuance of the above Board Order a number of representations are being received from different ARUs seeking clarifications regarding the applicability of the above Board Order. As the paper read 7<sup>th</sup> above the Chief Internal Auditor has sought following clarification

**(A) Date of effect of granting the benefit**

(a) Whether the 'prospective effect' mentioned in the order is for the date of effect of granting higher grade promotion or for granting monetary benefit.

(b) Whether it is applicable to employees who joined Kerala State Electricity Board Limited on or after the date of Board Order (16.04.2022) or the date of Government Order (14.09.2015) only and if so the date on which monetary benefit is to be granted in such cases.

**(B) War/ Military Service**

Whether CRPF, Indian Coast Guard etc come under the ambit of war/ Military service or whether non military service but participated in war can be treated as War/ Military service

**(C) Authentication of prior service in service book**

(a) Whether the claim can be considered without the entry in the service book or whether the details of reckoning of war/military service are to be entered in the service book with proper authentication for considering the claim.

The B.O read as 6<sup>th</sup> above specifically states that it is applicable prospectively. It was also resolved to cancel the earlier B.O read 2<sup>nd</sup> above.

The State Government has issued G.O read as 5<sup>th</sup> above whereby the Government has issued further clarification regarding the applicability of the G.O read as 3<sup>rd</sup> above. It is clarified that the benefit of the G.O is admissible to Government Employees in service on or after 14.09.2015, who are having War/ Military service including those who are receiving Military pension also. As far as second, third and fourth time bound higher grade promotions are concerned, the

employee has to complete the prescribed years of qualifying service in State Government Service alone. The State Government Employees are eligible to get the arrears of time bound higher grade promotion from the date of effect of grades sanctioned accordingly.

The Government Order further clarifies that it is applicable only for the first posting in State Government Service. Except the appellants in the CA No.3136/2015 and other connected cases, all the State Government Employees who had retired from service prior to 14.09.2015 are not eligible for the benefit sanctioned in the G.O dated 14.09.2015. The para to Government Order read as 6th above further clarified the method for granting higher grade.

Government Orders as well as the Board Orders are specifically applicable only to Ex- Servicemen. Hence the benefit can be granted to the persons who fall under the category of 'Ex-Servicemen' as defined in the paper read as 1<sup>st</sup> above.

The claim may be considered even though there is no prior entry regarding the Military service in the Service Book. The claim can be considered after verifying the discharge certificate and relevant documents on proper authentication in the Service Book by the concerned ARUs.

As directed by the Hon'ble Chairman & Managing Director, the Chief Engineer (HRM) as per note read as 8<sup>th</sup> above has furnished a report regarding the financial commitment of the Kerala State Electricity Board Limited in implementing the Board Order with retrospective effect and has submitted the list of 44 employees and a total of ₹1,75,76,753/- (Rupees One Crore Seventy Five Lakh Seventy Six Thousand Seven Hundred and Fifty Three Only) as financial commitment

After examining the matter the Chairman and Managing Director has ordered to take up the matter with the Full Time Directors

Accordingly the matter was placed before the Full Time Directors as per the note read as 9<sup>th</sup> above. Having considered the matter in detail, the Full Time Directors in its meeting held on 15.06.2023 resolved to amend the Board Order read as 6<sup>th</sup> above.

(a) To omit the word 'prospectively' by granting Time Bound Higher Grade Promotion to those Ex- Servicemen in the service of Board who comes under the definition of 'Ex- Servicemen' as defined in the 'Ex- Servicemen (Re – employment in Central Civil Services and Posts) Rules 1979.

(b) Further resolved to adopt in principle the G.O read as 5<sup>th</sup> above and the method for granting higher grade as explained in Para 19 of Annexure III of the G. O read as 4<sup>th</sup> above for granting the benefit and to resolve the present issue by notionally fixing the benefit from the date of effect of grades sanctioned accordingly and limiting the arrears with effect from 14.09.2015.

Orders are issued accordingly.

By Order of the Full Time Directors  
Sd/-  
LEKHA.G  
COMPANY SECRETARY

To

- 1.The Chief Internal Auditor
- 2.The Chief Engineers& Deputy Chief Engineers

Copy to

The Financial Advisor / Chief Vigilance Officer  
The Chief Engineer (IT)/ Deputy Chief Engineer (HRM) II.  
The TA to the Chairman & Managing Director / Director (Distribution, SCM & IT) / Director (TSO) / Director (Gen. - Civil) / Director (Generation-Electrical, REES,S,S&W))  
The PA to the Director (Finance & HRM).  
The Senior Law Officer  
The Chief Personnel Officer  
The Accounts Officer (Bill Section)  
The Accounts Officer (Pension Authorization)  
The Accounts Officer (Pension Sanction)  
The Company Secretary  
The Sr.CA to the Secretary (Administration).  
File/ Stock File

Forwarded / By Order



Senior Superintendent