

KSEB

കേരളത്തിന്റെ ഊർജ്ജം

**KERALA STATE ELECTRICITY BOARD LIMITED**

(Incorporated under the Companies Act, 1956)

**Registered Office: Vydyuthi Bhavanam, Pattom
Thiruvananthapuram - 695 004****CIN: U40100KL2011SGC027424**Website: www.kseb.in Email: pokseb@gmail.com**Phone No.: 0471-2514472 & 0471-2514455 Fax: 0471-2514472****A B S T R A C T**

KSEBL - Modifications suggested in connection with certain provisions of the 'Guidelines for Online General Transfer of the Officers, dated: 22-02-2020' – Sanctioned – Addendum Orders issued.

C O R P O R A T E O F F I C E (P E R S O N N E L)

BO (FTD) No. 241/2020 [PS1 (A)/3214/GT/Guidelines for Officers]	Dated, TVPM: 27-03-2020.
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- Read: (1) BO (FTD) No. 2062 [EB 7/General Transfer/Officers/2017] dated: 11.08.2017.
(2) BO (FTD) No. 120/2020 (PS-I (A)/3214/GT/Guidelines for Officers), TVPM,
Dated: 22-02-2020.
(3) Minutes of the Meeting of the Functional Committee convened by KSEBL on 17-03-2020.
(4) Note No.PS 1 (A)/3214/GT-GL for Workmen, dated: 18-03-2020, submitted to
the Director (Distribution, IT & HRM).
(5) Note No. PS 1 (A)/3214/GT- GL/Workmen & Officers, dated: 19-03-2020 of the Chief
Personnel Officer, submitted to the Full Time Directors of KSEBL [Agenda Item No. 84/3/20].

O R D E R

Kerala State Electricity Board Ltd. [KSEBL] had switched over to the new 'System of Online General Transfer' for its Officers, from 2017 onwards. Detailed procedures formulated as per the BO read 1st above, for the Transfer & Postings of Officers, were being revised year by year. Accordingly, the Transfer Guidelines for Officers, issued during 2019, has been modified to a greater extent and the revised Guidelines for the Online General Transfer of Officers came into existence, vide the Board Order read as 2nd paper above.

The Functional Committee, constituted for formulating the SRS for Online General Transfer of the Officers, had recommended (during the meeting convened by KSEBL, on 17-03-2020) to incorporate certain changes with respect to some provisions of the existing 'Guidelines for the

Online General Transfer of the Officers of KSEBL' issued on 22-02-2020. The recommendations put forth by the Committee, as per 3rd paper above, seems highly essential for ensuring the smooth conduct of ensuing General Transfer of Officers, with enhanced transparency, in connection with its online processing, so as to avoid unnecessary litigation relating to the same.

In the meantime, the recognized Trade Unions of KSEBL insisted for some congenial changes to be made in connection with some provisions of the existing Guidelines for the Online General Transfer of the Workmen and the same were submitted to the Director (Distribution, IT & HRM), as per the Note read as 4th paper above and it was ordered to place the matter before the Full Time Directors of KSEBL, for its consideration and further directions.

Accordingly, the matter was placed before the Full Time Directors of KSEBL, as per the note read as 5th above, in its meeting held on 19-03-2020 and after having considered the same, in detail, it was resolved to accord sanction to modify the existing provisions of the 'Guidelines for the Online General Transfer of Officers of KSEBL' issued on 22-02-2020, by incorporating the proposed changes detailed hereunder, since the Functional Committee, comprised with the representatives of the Associations of Officers, have arrived at a consensus with regard to the same

- (1) "The 'Revised K value' required for the 'Online General Transfer of the Officers' to be conducted during the year 2020, will be provided from the Office of the Chief Engineer (HRM). It is decided to form a Committee to study and to recommend a realistic 'K value' for all the Offices of KSEBL, based on the factors like remoteness, terrain, ease/ difficulty of accessibility etc. for the 'Online General Transfers in respect of the Officers of KSEBL' to be conducted from 2021 onwards".
- (2) Clause (7) in Part II - Transfer Norms of the existing 'Guide Lines for the Online General Transfer in respect of the Officers of KSEBL' issued on 22-02-2020, will be modified, by adding two sub-clauses 7 (a) & 7 (b), as follows:

"Clause 7 (a)"

[This Clause belongs to the 'Guide Lines for the Online General Transfer of the Officers of KSEBL, dated: 12-04-2019' will be followed for the ensuing 'Online General Transfer of the Officers of KSEBL' to be conducted during the year 2020 only]

“Officers who are transferred/ posted to the districts of Thiruvananthapuram, Kollam, Alappuzha, Kottayam, Ernakulam (except offices at Idamalayar), Thrissur (except offices coming under the geographical area of Poringalkuthu and Sholayar Generating Stations) and Kozhikkode (except offices falling within the geographical area of Electrical Divisions, Vatakara and Nadapuram and Civil Division, Kakkayam), from other Stations without changing their place of domicile and worked in these districts for a period beyond 3 years continuously, then their service in these Stations will be taken for calculation of index up to a maximum period of 3 years (the first 3 years in the entire service) only.

If they have continued in these stations beyond 3 years, these stations will be treated as their deemed domicile stations for the limited purpose of calculation of index. Up to the stipulated maximum period of 3 years, distance from their actual place of domicile to the office they worked/ is working will be taken for calculating the index, thereafter the distance will be restricted up to a maximum of 8 kilometers. The above conditions are also applicable to those officers who belong to these districts and got transfer/ posting to any districts of Thiruvananthapuram, Kollam, Alappuzha, Kottayam, Ernakulam (except offices at Idamalayar), Thrissur (except offices coming under the geographical area of Poringalkuthu and Sholayar Generating Stations) and Kozhikkode (except offices falling within the geographical area of Electrical Divisions, Vatakara and Nadapuram and Civil Division, Kakkayam) other than their Domicile Station”.

“Clause 7 (b)”

[This Clause will be made applicable, only to the ‘Online General Transfers in respect of the Officers of KSEBL’ to be conducted from 2021 onwards]

“In the case of the Officers who have completed more than 3 years of service in the districts other than their domicile districts, neither changing their place of domicile, nor applying for transfer to their domicile station; the districts in which they have continued so will be treated as their Deemed Domicile. The benefit of taking actual distance from their place of domicile to the deemed domicile office of working to be limited to the first 3 years of service only. For the rest of the service, an officer will not get the benefit of the above distance if he/ she gets posting on request to the districts which already became deemed domicile of an officer. This provision will be set in motion, if an Officer secures posting at a district, which has already been treated as deemed domicile, by selecting the required option provided in the HRIS, while submitting the online request for General transfer (Necessary alert in connection with the above, will be given to the Officers, through the HRIS, during the submission of their Online Requests for General Transfer).

Deemed domicile will not be applicable to:

1. Officers working in the Generating Stations, except KDPP & BDPP.

2. Officers who opted 'anywhere in the district' option available in the HRIS but, did not get any transfer to their domicile station.
3. An Officer who posted at a station, which has already been treated as his/her deemed domicile, by the System itself, unless otherwise he/she had opted for transfer to that station.

The Board Order read as 2nd paper above, stands modified to the above extent and the same will come into force, with immediate effect.

Orders are issued accordingly.

By order of the Full Time Directors
Sd/-
L E K H A. G.
Company Secretary (i/c)

To

The Chief Engineer (Human Resources Management), KSEBL,
Vydyuthi Bhavanam, Thiruvananthapuram.

Copy to:

All Chief Engineers / Deputy Chief Engineers / Executive Engineers
The Financial Adviser / The Chief Internal Auditor / The Company Secretary (i/c)
The Legal Adviser & Disciplinary Enquiry Officer / The Chief Vigilance Officer
The Chief Personnel Officer / The Chief Public Relations Officer
TA to Chairman & Managing Director / PA to Director (Finance)
TA to Director (Distribution, Information Technology & Human Resources Management)
TA to Director (Transmission, System Operation, Corporate Planning, REES & Safety)
TA to Director (Generation-Electrical & System Chain Management)
TA to Director (Generation-Civil) / The Deputy Secretary (Administration)
Sr.CA to the Secretary (Administration)
The Fair Copy Superintendent / Record Section / Library / Stock File.

Forwarded/ By Order
Sd/-
Senior Superintendent