

**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](http://www.kseb.in) Email: [pokseb@gmail.com](mailto: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 Workmen, 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.242/2020 [PS1 (A)/3214/GT/Guidelines for Workmen]	Dated, TVPM: 27-03-2020.
---	--------------------------

- Read: (1) BO (FTD) No. 848/2017 (PS-I (A)/3879/2016) Dated: 31-03-2017.  
(2) BO (FTD) No. 121/2020 (PS-I (A)/3214/GT/Guidelines for Workmen), TVPM, Dated: 22-02-2020.  
(3) Minutes of the Meetings with the recognized General Trade Unions, convened by KSEBL, on 04-03-2020 & 10-03-2020.  
(4) Note No.PS 1 (A)/3214/GT-GL for Workmen, dated: 18-03-2020, submitted to the Director (Distribution, IT & HRM), by the Chief Personnel Officer.  
(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 Workmen, from 2017 onwards. Detailed procedures formulated as per the BO read 1<sup>st</sup> above, for the Transfer & Postings of the Workmen, were being revised year by year. Accordingly, the Transfer Guidelines for Workmen, issued during 2019, has been modified to a greater extent and the revised Guidelines for the Online General Transfer of Workmen came into existence, as per the Board Order read as 2<sup>nd</sup> above.

Since the recognized Trade Unions insisted for incorporating certain changes with respect to some provisions of the aforesaid Guidelines and to exclude the inconsistent statement on the same, related with the decision of the Full Time Directors of KSEBL, which was taken during its Meeting held on 13-02-2020. In this regard, KSEBL had conducted discussions with all recognized General Trade Unions and the outcome of the discussions (held on 04-03-2020 & 10-03-2020) furnished as per paper read as 3<sup>rd</sup> above, were submitted to the Director (Distribution, IT & HRM), as per the Note read as 4<sup>th</sup> 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 5<sup>th</sup> 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 the Workmen’, issued on 22.02.2020, by incorporating the proposed changes detailed hereunder, since all Recognized General Trade Unions have arrived at a consensus with regard to the same.

Sl. No.	Details of the relevant Clause	Existing Clause/ Statement in the Guidelines, issued on 22-02-2020	Revised/ Deleted, Clause/ Provision of the Guidelines dated: 22.02.2020.
1	5 <sup>th</sup> line, in the 3 <sup>rd</sup> para of the Preamble, given in the 2 <sup>nd</sup> page of the Guidelines for the Workmen, issued on 22.02.2020.	<u>Delete the following.</u> “specifying that all important posts belonging to the Generating stations & other Offices of KSEBL, will be flagged under Administrative protection by the Full Time Directors, which would be outside the ambit of Online General Transfer”.	<u>Deleted the following sentence.</u> “specifying that all important posts belonging to the Generating stations & other Offices of KSEBL, will be flagged under Administrative protection by the Full Time Directors, which would be outside the ambit of Online General Transfer”.
2	Last <u>sentence</u> of V Clause, existed in the General Transfer Guidelines for the Workmen, issued on 01.03.2018	<u>Include the same as last sentence of the V Clause</u> of the Online General Transfer Guidelines for the Workmen, issued on 22.02.2020.	<u>Included the following as last sentence of the V Clause</u> of the General Transfer Guidelines.  “Period spent on working arrangement/foreign service/Leave without Allowance except on medical grounds will be included for reckoning station seniority”
3	VIII (29), existed in the General Transfer Guidelines for the Workmen, issued on 22.02.2020.	<u>Replace the existing clause</u> The period of service spend by the employees, those who are working in the Offices situated of and above 40 Kms. away from their domicile sections shall not be taken into account, while preparing the ‘District wise Seniority List of the workmen (category wise)’ to be transferred out in the ensuing General Transfer. This clause will be applicable to those who are working in domicile stations only.	<u>Included the following, replacing the existing clause VIII (29).</u> “The period of service spend by the employees, who had worked in the Offices situated of and above 40 Kms. away from their domicile station shall not be taken into account, while preparing the ‘District wise Seniority List of the workmen (category wise)’ to be transferred out in the ensuing General Transfer. This clause will be applicable only to those who were transferred out from their domicile station and returned to the domicile station, within the district transfer process”.

The Board Order read as 2<sup>nd</sup> 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**