



KERALA STATE ELECTRICITY BOARD Ltd

(Incorporated under the Companies Act, 1956)

Registered Office: Vidyuthi Bhavanam, Pattom,

Thiruvananthapuram – 695 004

CIN: U40100KL2011SGC027424

Website: www.kseb.in

Phone: : +91 471 2514472, 2514527, 2514455, 2514608

Email: po@kseb.in.

ABSTRACT

Constitution of Internal Grievance Committee for ST Employees of KSEBL - Sanctioned - orders issued

CORPORATE OFFICE (PERSONNEL)

Office Order (CMD)No.609/2023(PS-ST6/2022/4029)

Thiruvananthapuram, Dated: 03.05.2023

Read: 1. Circular no. Cdn.4/193/2022/GAD dtd. 15.12.2022.

2. D. O. no. 18/01/NCST (IGRC) 2021 Coord dtd 10.08.2021 from the National Commission for ST.

3. Note no. PS-ST6/2022/4029 dtd. 01.04.2023 submitted to the Chairman & Managing Director, KSEBL.

ORDER

In the circular read as 1st above, it has been mentioned that the National Commission for Scheduled Tribes, vide D.O read as 2nd above, had pointed out that it had been receiving a slew of complaints pertaining to service matters on issues such as (i) Non maintenance of reservation roster and not filling up of reserved vacancies, (ii) Discrimination to promotion/seniority/MACP, (iii) Non appointment on compassionate ground, (iv) Downgrading of APARs, (v) Termination/dismissal from service, (vi) Discrimination in transfer, posting (vii) Denial of pensioner benefits etc..

Further, it was enunciated in the said circular that in order to ensure active participation of various Government Departments in redressal of employment/service related grievances of Scheduled Tribes employees, the Commission had recommended that the Departments and the Autonomous Bodies/PSUs/Attached/Subordinate offices which were controlled by the Department should constitute an "Internal Grievance Committee" to examine the complaints of the employees belonging to Scheduled Tribes and to submit a quarterly report to the commission regarding the same.

Under the above circumstances, the said Circular directed all District Collectors, Head of Departments and Chief Executives of Public Sector Undertakings to constitute an "Internal Grievance Committee" in offices under their control to examine the complaints of employees belonging to Scheduled Tribes.

Eventhough, it was directed to constitute Internal Grievance Committees comprising a total number of 5 persons in all departments, in the note attached to the said Circular, it was suggested that in so far as Internal Grievance Committee to be set up in Autonomous Bodies/PSUs/Attached Subordinate Offices under the Central Government is concerned, the Committee may be chaired by an Executive Director Level Officer with the

Chief Liaison Officer and a Senior Officer belonging to ST community as members.

In the light of the above, the matter pertaining to the constitution of an Internal Grievance Committee in KSEBL has been taken up with the Chairman and Managing Director, KSEBL. After having perused the matter in detail, vide note read as 3rd above, the Chairman & Managing Director has ordered to constitute the internal Grievance Committee in KSEBL, in consonance with the instructions laid down in the said circular, pertaining to the constitution of Internal Grievance Committee in PSUs.

In view of the above, KSEBL is pleased to constitute an Internal Grievance Committee comprising a total of 3 persons ie. (1) Director (HRM) as the Chairperson, (2) Sri. Surendra. P (Chief Engineer - SCM - Employee Code. 1047373), as Chief Liaison Officer & (3) Smt. Suchithra . M.L (Assistant Finance Officer - Employee Code - 1100335) as member. It is further directed that such service shall be rendered by the aforesaid officials in addition to their normal official duties.


Duties of Internal Grievance Committee.

The Internal Grievance Committee will examine the complaints of the employees belonging to Scheduled Tribes on matters such as (i) Non-maintenance of reservation roster and not filling up of reserved vacancies (ii) Discrimination in promotion/seniority/MACP/ACP. (iii) Non-appointment on compassionate grounds (iv) Adverse/Downgrading of APARs, (v) Termination/dismissal from service, (vi) Discrimination in transfer, posting (vii) Denial of pensioner benefits etc. and take necessary action for immediate redressal of the grievances. The Committee will prepare monthly report and submit to the Head of Organisation who will monitor the action taken on the grievances and submit a quarterly report to the Commission including the reports received from the Autonomous Bodies/PSUs/Attached/Subordinate offices under the Administrative control of the Departments in prescribed format given below.

Sl. No.	No. of grievance registered	No of grievances successfully redressed	No. of grievances unresolved	Action taken against willfull defaulting officer (s)	Remarks
1					
2					

Orders are issued accordingly.

By Order of the
Chairman & Managing Director


SABITHA S
Secretary

Copy to: All Chief Engineers/Financial Adviser/Chief Internal Auditor/The LA & DEO/ The Chief Vigilance Officer/ All Deputy Chief Engineers/The TA to Chairman & Managing Director/The TA to Director (G-C)//The TA to Director (D, SCM & IT, REES, SOURA, NILAAVU Project, Sports & Welfare)/The TA to Director (T, SO, Plg & Safety,Gen-Electrical & HRM)/ The Company Secretary /The PA to Director Finance/All Executive Engineers/The Deputy Secretary (Admn) /The Chief Public Relations Officer/All Regional Audit Officers/CA to Secretary (Admn)/ The Fair Copy Superintendent/ Records Section/Stock file.