



KERALA STATE ELECTRICITY BOARD LTD.

(Incorporated under the Indian Companies Act, 1956)

CIN : U40100KL2011SGC027424

Office of the Chief Engineer (Human Resources Management),
Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Kerala-695004.

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PROCEEDINGS OF THE CHIEF ENGINEER (HRM).

KERALA STATE ELECTRICITY BOARD LIMITED, THIRUVANANTHAPURAM

Sub:-Estt. Temporary promotion to the cadre of Assistant Engineer (Ele) under 30% & 20% combined quota -Orders issued

No. EBI (a)/AE (Ele)/30% & 20%/Promotion/2024

Dated, TVPM 05.03.2024

Read : 1. BO M.IV.11552/67 dtd.13.07.1967.

2. BO RLI.28309/72 dtd.16.08.1973.

3. Judgment dtd.05.01.2015 in WP(C) No.7964/2012 of the Hon'ble High Court of Kerala.

4.WA No.2788/2015 filed by the KSEBL before the Hon'ble High Court of Kerala.

5.Office Order (CMD) No.1308/2019 (Estt.11/1991/2019) dated 23.07.2019.

ORDER

The promotions from the Sub Engineer (Ele.) to the Assistant Engineer (Ele.) in the 30%, Diploma and 20%, ITI quotas have been effected only as temporary as the Judgment read 3rd ordering against the application of quota on cadre strength has been challenged via WA 2788/2015 by the KSEB Ltd. Accordingly, temporary promotions of 9 numbers of Sub Engineers (Ele) to the cadre of Assistant Engineer (Ele) in the existing vacancies in the combined quota, as figured in the appended Annexure, are hereby ordered subject to the following conditions.

1. All the above temporary promotions are purely provisional. The promotions are ordered in the exigency of service and in public interest.
2. The above temporary promotions are ordered as per Rule 31(a), Part-II, Kerala State & Subordinate Service Rule 1958 and till regular hands report for duty or otherwise as and when the Board deems it necessary to terminate the temporary appointments on any other grounds whichever is earlier without prejudice to the claims of seniors if any. Persons promoted temporarily as Assistant Engineer (Electrical) shall not be regarded as a probationer in the cadre of Assistant Engineer (Electrical) and their probation in the cadre of Assistant Engineer (Electrical) shall not be declared.

3. When regular promotions to the cadre of Assistant Engineer (Electrical) are ordered these temporarily promoted persons will be reverted to the cadre of Sub Engineer (Ele) immediately by canceling the temporary promotions or adjust against respective quota.
4. For the above temporary promotions the normal rule of pay fixation relating to temporary promotion as provided for the Clause 31(f) of Kerala State & Subordinate Service Rule 1958 will apply.
5. As per Order read above as 5th, temporary promotees are eligible for cadre pay with effect from the actual date of joining the promoted post.
6. Temporary Promotions in respect of Sub Engineers (Ele) whose probation have not been declared need not be effected or relieved and the details of such cases ,if any, may be intimated to this office.
7. The temporary promotions shall be effected only after verifying the Name, Employee Code and Date of Birth in respect of the promotees and also after ensuring that there are no adverse remarks in the Service Books of the promotees barring their promotion.
8. If any disciplinary action/ vigilance case is pending against any promotees, their promotion to the cadre of Assistant Engineer (Ele) need not be effected and the fact shall be intimated to this office immediately without fail.
9. The incumbency of the promotees noted in this order is based on the information available in this office and in HRIS. Changes along with other discrepancies if any should be forwarded to this office by the ARU Heads concerned.
10. The temporary promotees are eligible for notional fixation w.e.f the date of this order and monitory benefits only with effect from the date of reporting for duty as Assistant Engineer (Ele).
11. Provisions of KSR will govern the fixation of pay in respect of the promotees.
12. Temporary Promotions in respect of those who are on Leave Without Allowances as per Apendix XII Part I,KSR or not completed one year Service after joining duty after LWA as per Appendix XII Part I, KSR or under suspension or unauthorized absence and the promotion of those, who start afresh their probation on return from Leave Without Allowances should not be effected and the details of such cases shall be intimated to this office.
13. While effecting these temporary promotions ARU Head should strictly adhere that Serial Number and Order Number and Date of Order must invariably be noted in the Service Books of the incumbents. Provisional promotion of those having any name correction or Date of Birth correction as from Service Book shall not be effected and the fact shall be reported.

14. The promotees shall compulsorily attend the Induction level /orientation I field Training and all other Training as required by KSEBL mandated for new Assistant Engineers (Ele) promoted from the cadre of Sub Engineer (Ele).
15. The promotees shall be relieved within 15 days from the date of this order.
16. If the promoted persons fail to report for duty in the promoted post, they will be deemed to have not accepted promotion on their own volition which will entails the forfeiture of the promotion now ordered and also the time bound grade promotion in the scale of Assistant Engineer (Ele) and above sanctioned to them and they will not be eligible for the entire monetary benefits arising out of such grade promotion and the same will be recovered from them in lump.
17. Controlling officer shall verify and ensure the general and technical qualifications and date of birth before relieving the persons promoted temporarily.
18. HRIS shall be updated by the ARUs concerned.


CHIEF ENGINEER (HRM)

Acc:Annexure (List of Promotees-9 Nos.)

Copy to:

- 1 All Chief Engineers (Ele. & Civil)
- 2 All Deputy Chief Engineers (Ele. & Civil)
- 3 All Executive Engineers (Ele. & Civil)
- 4 The Secretary (Administration). K.S.E.B. Ltd., Tvpm.
- 5 The Legal Advisor & Disciplinary Enquiry Officer, K.S.E.B. Ltd., Tvpm.
- 6 The Chief Vigilance Officer, K.S.E.B. Ltd., Tvpm.
- 7 The FA/CIA, K.S.E.B. Ltd., Tvpm.
- 8 The Chief Personnel Officer, K.S.E.B. Ltd., Tvpm.
- 9 The Chief Public Relations Officer, K.S.E.B. Ltd., Tvpm.
- 10 The TA to Chairman and Managing Director, K.S.E.B. Ltd., Tvpm.
- 11 The PA to the Director (Finance &HRM), K.S.E.B Ltd., Tvpm.
- 12 The TA to the Director (Distribution, SCM & Safety).
- 13 The TA to the Director (Generation – Civil).
- 14 The TA to the Director (Transmission, SO & Planning).
- 15 The TA to the Director (Generation-Electrical).
- 16 The TA to the Director (REES, SOURA, NILAAVU, Sports & Welfare)
- 17 The Senior Superintendent, Gradation section/Bill Section/EBV Section (office).
- 18 Website : www.kseb.in
- 19 Stock

Annexure to Order No. EBI (a)/AE (Ele)/30% & 20%/Promotion/2024 Dated, Tvpm., 05-03-2024 Temporary Engagement - Senior SE(Ele.) to Assistant Engineer (Ele.)

SL No	Emp. Code	Name of Employee [DOB]	Present Office	Office to which posted	Remarks
1	1057218	AJIKUMAR S 20-01-1977 Gradation No. 440	Electrical Section Thangasseri	Electrical Section Rajakumari [ARU: Electrical Division, Adimaly]	
2	1054743	JOBI K T 06-05-1979 Gradation No. 441	Electrical Section Eloor	Electrical Section Nenmara [ARU: Electrical Division, Alathur]	
3	1054712	GOPI M N 24-05-1975 Gradation No. 442	Electrical Section Sulthan Bathery	Electrical Division Mananthavady	
4	1054926	BEANDOZ NATHA MENON 10-05-1979 Gradation No. 443	Electrical Section Pandalam Thekkekkara	Electrical Section Anchal [ARU: Electrical Division, Punalur]	
5	1056176	SABU VARGHESE 27-05-1973 Gradation No. 444	Electrical Section Nadathara	Electrical Section Thirunavaya (P) [ARU: Electrical Division, Tirur]	
6	1057738	SREEJU P A 31-05-1980 Gradation No. 445	Electrical Section Koovapady	Electrical Section Thathamangalam [ARU: Electrical Division, Chittur]	
7	1058176	VIGEESH V 24-05-1984 Gradation No. 446	Electrical Section Kunnissery	Electrical Section Kottayi [ARU: Electrical Division, Alathur]	
8	1054955	BIJU P S 18-04-1979 Gradation No. 447	Electrical Section Tripunithura	Electrical Section Pudunagaram [ARU: Electrical Division, Chittur]	
9	1058239	JOSE JOHN T 15-12-1971 Gradation No. 448	Generation Sub Division Vellathooval	Electrical Section Udumbanchola [ARU: Electrical Division, Kattappana]	

CHIEF ENGINEER (HRM)



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