

# **KERALA STATE ELECTRICITY BOARD LTD.**

Office of The Chief Engineer (Human Resources Management)

No.CE(HRM)/Gen. Transfer-2015/

Workmen/15

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Dated :13/07/2015

## **MINUTES OF THE MEETING WITH REPRESENTATIVES OF VARIOUS TRADE UNIONS REGARDING GENERAL TRANSFER 2015 OF WORKMEN**

**VENUE : SRCTC HALL, VB, TVM    TIME: 10.00 AM ON 13/07/2015**

The meeting started at 10.00 AM on 13/07/2015. The Director (Gen. & HRM) chaired the meeting. He welcomed all the participants and thanked them for having participated in the meeting. The Chair invited the co-operation from the part of all trade unions to implement the transfer orders in time with least number of anomalies.

KSEBWA (CITU) informed that on 15/3/2014, they had given a letter to the CMD, KSEB Ltd. regarding implementation of Online General Transfer in this year itself. The response of the letter hinted that incumbency details are not completely and accurately available in HRIS. Since the transfer applications are being received through online, transfer orders can also be processed through online. In this technologically developing organization, at least an attempt can be made from the part of the management in this year itself to start transfer processing through online. Last year, so many anomaly orders were released after the main General Transfer, even two days before the date of the present conference. About 59 section offices in the southern part of Kerala were attacked by public due to the unscientific system adopted by the management in distributing staff among various section offices. KSEBWA also said that in this year, General Transfer orders may be released in an unbiased manner by taking into consideration the general interest of the organisation and also complete safety of the employees. An assurance was given in the last year's General Transfer discussion that the concept of online general transfer will be considered in the next year. But the same has not yet been started. Up to date incumbency details are available in HRIS and HRIS need not be ignored. Deficiency of staff should be tackled. Special consideration should be given to employees working in remote and generating stations.

KEWF (AITUC) also opined to implement General Transfer in this year through online. They said that in almost all other government institutions general transfer is being processed through online. Hence, being a technologically advanced organization, it will not be a tedious task to implement online general transfer in this organization having lesser employees compared to other government departments. A letter in this regard was also given by the union to the CMD, KSEB Ltd. KEWF (AITUC) also said that the requests of employees who have been hospitalized for so many days due to electrical accidents and were not able to apply for protection or transfer through online should be considered. All the transfer orders should firstly be published in Board's official website prior before publishing the same in the website of various trade unions. There should be a clear norm in considering the transfer requests from distribution to transmission and vice versa. They pointed out that according to existing



...duemnes, SC/ST protection can be enjoyed by an employee having 5 years of service seniority in a particular station, not one time in the entire service. KSEBWA (CITU) also supported this opinion. KEWF (AITUC) also said that the transfer requests to newly formed section offices should be considered as far as the section is working with some staff who are receiving monthly salary.

KEEC (INTUC) said that in order to start the work of online general transfer, an accurate data regarding sanctioned strength of every category is very essential. Even after the introduction of model sections, places were not sanctioned for workmen category in the newly formed section offices. Later, places were sanctioned by the Government in the newly formed section offices for Ele. Worker, Lineman and Overseer (Ele.) categories only. The lack of a clearcut idea about the sanctioned strength will make the process of online general transfer very difficult. So much delay occurs from the part of MIS Wing in furnishing various data required for processing general transfer. Since so many parameters have to be considered and processed for the implementation of an effective online general transfer system, it will not be possible to adopt the same in this late hour. KEEC (INTUC) also opined that genuine and eligible requests to transmission wing should be considered by shuffling the senior most employees in transmission wing, taking service seniority in transmission wing as the criteria.

Kerala Power Workers Congress appreciated the management for releasing General Transfer orders very sincerely for the last 4 years with least number of anomalies. They also said that urgent steps should be taken by the Board to avoid electrical accidents. Vacancies should be filled up either by promotion or by conducting PSC recruitments. Sufficient number of staff should be posted in section offices having very high consumer strength. Board should take initiative to minimize or avoid power thefts. Current charge arrears should be collected timely.

KEESO opined that this year so much delay has been happened in conducting general transfer discussions. So many discrepancies were noted in the eligible list published in the last year. Last year, names of some eligible candidates were seemed to be rounded off with remarks "not eligible". This should be avoided. Anomalies should be minimized. Eligible requests from Distribution to Transmission Wing should be considered, especially from Malabar areas. Sufficient number of Linemen should be posted in the remote sections. The actions taken by the Board to avoid electrical accidents were not at all successful. Independent Safety officers should be appointed in division and circle level so that electrical accidents can be avoided. Online General Transfer should be implemented from this year onwards. Place of posting in general transfer can be the specific name of the section which the applicant has requested for. If posting to section is not possible, then circle posting can be done, but a specific norm should be adopted in circle offices for reposting purpose. They also said that they had given a letter pointing out all the above matters and the points noted in the letter may be considered. The issue of non-sanctioning of places in newly formed section offices by the Government should be solved out. Deployment of sufficient staff in newly formed section offices has not been managed properly. The issue of non-sanctioning of places will never affect the online general transfer. Online general transfer can be implemented in circle level by deciding a category wise priority list for reposting, after conducting discussion with trade unions in circle level. A "first come-first serve" policy can be adopted in reposting. A direction in this regard should be given from the office of the Chief Engineer (HRM) to the circle offices. Reposting list prepared by circle offices should have an official image.



KSEBEO (STU) opined that the technical hindrances, if any, in implementing online general transfer should be tackled. If it is difficult to implement online general transfer in a speedy manner in this late hour, then this year general transfer should be processed manually, since so much delay has been occurred so far. Anyway, transfer orders should be released before 1/8/2015, since the academic year has already been started. The presence of workmen is very essential in section offices. While processing transfer orders, the need-based requirement in newly formed section offices should be considered as sanctioned strength. Promotions should be effected timely.

KVMS (BMS) also opined to implement online general transfer in order to avoid or minimize the disputes in circle offices regarding reposting. So many other departments are following online general transfer system. Timely promotions should be done to fill up vacant places. Worker to Lineman promotions should be done immediately. General transfer orders should be released as early as possible since the academic year has already been started. The decision of conducting referendum at the time of general transfer is not fair.

KEEC (INTUC) opined that online general transfer order should be done as early as possible. Deficiency of staff in section offices should be rectified. Data required as input for software development can be collected from field offices within 2 days. A message in this regard can be given to field offices through e-mail. A sub committee can be constituted including trade union representatives and the issues can be solved out.

KPWUC opined that transfer orders should be released as early as possible. If implementation of online general transfer will take time, then general transfer processing can be done manually for the time being.

The Director (Gen. & HRM) informed that since so much time has been elapsed and the general transfer orders have to be released as soon as possible, online General Transfer cannot be adopted in the present situation. HRIS has not been established in a full fledged manner. Some more precautions have to be taken to implement HRIS in a full fledged manner. In many districts, working strength is much more than sanctioned strength. The data captured by MIS wing is not in a full proof manner. A software has to be developed and testing or trial run also to be done. It is very difficult to locate the specific wing of the office, such as transmission, distribution etc. in HRIS. Hence it becomes difficult while considering the distance between districts or stations.

KEEC (INTUC) opined that so many difficulties have to be faced in implementing online general transfer. A complete data required for software development has to be entered in the system as input for getting a better result as output. For a section-wise posting, the sanctioned strength fixed in each section office has to be given as input to the system. Being a main part of the input data, if sanctioned strength is given as input to the system, online transfer can be processed without human interaction. But the sanctioned strength followed is according to 2002 restructuring order. No places have been sanctioned in the newly formed offices. Places in the newly formed offices have been filled up by deployment. Hence a functional committee can be constituted to decide the sanctioned strength in every section offices and approval can be sought from the Board. Then the implementation of online general transfer will be possible following the sanctioned strength as decided by the functional committee which is entered in the computer as input data.



Kerala Power Workers Congress opined that if online general transfer implemented, it should be in the section level rather than circle level. If it is not possible, then general transfer can be processed manually in this year. A decision that, a person having 5 years of service seniority in a particular office will be shuffled in division level, was taken in the last year's General Transfer. But the same was not complied with. The decision should be fully complied with in this year. The Director (Gen. & HRM) said that the same will be looked into in this year.

The Director (Gen. & HRM) said that it will take more time delay by processing the online general transfer in an experimental manner. Management desires to release the general transfer orders as early as possible within a short period in this late hour. It is not at all a political decision. Data required for software development and testing samples are not completely available in HRIS. Eligibility of various certificates produced by the employees for protection or transfer has to be manually verified. Also reposting will be difficult in circle offices since Government order has not been implemented in sanctioning places in section offices. No instruction has been given from the office of the Chief Engineer (HRM) that no manpower shall be deployed in section offices where places are not sanctioned.

Considering all the opinions of the trade unions, the Director (Gen. & HRM) said that in principle, management is not against implementation of online general transfer system. But it is doubtful whether a full proof output is possible or not. Also he has to discuss with the CMD and the Board about the matter. He also informed that it is decided in this meeting for the implementation of online general transfer in this year. Errors occurred can be rectified later. First transfer order can be released in July itself. The Director (Gen. & HRM) also said that a final decision in this regard can be taken after a discussion with the staff in establishment section along with IT Wing.

The Director (Gen. & HRM) sought for the opinion of trade unions about the fixing of general cut off date. KSEBWA (CITU) and KEWF (AITUC) opined that since anomaly orders were released upto December 2014, General Cut Off Date should be fixed as 31/10/2013 and 31/10/2014. KEEC (INTUC) said that most of the orders released were according to the requests of the employees and they are not transfer out orders. They also opined that the date of the largest number of anomaly order should be considered and while considering this, 30/9 can be fixed as the General Cut Off Date.

Considering the opinions of all trade unions, the **General Cut Off Date** has been fixed as:-

<b>Above 250 Kms.</b>	-	<b>31/10/2014</b>
<b>Below 250 Kms.</b>	-	<b>31/10/2013</b>
<b>Retirement protection (2 years to retire)</b>	-	<b>31/12/2017</b>

The Director informed that at present the statistical analysis has been done taking 30/9 as general cut off date. When 31/10 has been taken as general cut off date, some variations may occur in the statements.

Requests to transmission wing will be verified and eligible requests will be considered by transferring out the the same number of senior most candidates from transmission wing.



The Senior Asst. dealing with transfer of Lineman informed that a decision can be taken in the number of years of station seniority. There will not be huge variation in the transfer requests when taking 30/9 or 31/10 as general cut off date. But in the case of station seniority, if 5 years is taken as station seniority, then requests of Linemen who were promoted and transferred in the last year cannot be considered, as there may not be sufficient number of Linemen for transferring out, preferably in Alappuzha, Trivandrum and Kollam districts. All the eligible requests cannot be considered. Hence it was decided to take a decision on the matter in the next meeting after doing a re-work.

Considering all the above opinions, the following general points regarding protection norms in General transfer were decided.

The Director (Gen. & HRM) will personally and strictly verify the genuineness of each protection certificates. Genuineness of trade union protection will also be verified by him. Genuineness of electrical Accident protection will be verified and implemented according to the discretion of the Director (Gen. & HRM).

Discussions on the strategy for considering the requests for transfer for various categories followed.

#### **OFFICE ATTENDANT**

Sanctioned strength	-	402
Working strength	-	Above 500

#### **KOLLAM**

Sanctioned strength	-	9
Working strength	-	12
Surplus	-	3
Eligible requests in	-	5 (All are from Trivandrum)

CITU, AITUC & INTUC opined that all the 5 requests should be considered and nobody should be transferred out from Kollam, since all of them are widows. CITU also said that most of the Office Attendants are receiving the grade of Senior Supdts. They can be engaged as Cashier Trainee subject to their willingness.

All the 5 requests will be considered. A footnote or direction can be given in the transfer order that "as a part of surplus adjustment, Office Attendants who are willing to engage as Cashier Trainees should be engaged as Cashier Trainee".

#### **KOTTARAKKARA**

Vacancy	-	3
Eligible requests in	-	2 (Will be considered)

#### **OVERSEER (CIVIL)**

Eligible requests	-	2 (Will be considered)
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#### **FAIR COPY ASST.**

Total requests	-	14
Eligible requests	-	4



**KOLLAM**

Eligible requests in	-	1 (From Trivandrum)
Surplus	-	2
Transfer out	-	3

**KOTTARAKKARA**

Eligible requests in	-	1 (From Trivandrum)
Vacancy	-	1
No transfer out.		

**HARIPPAD**

Eligible requests in	-	0
Transfer out	-	1 (From Pallom)

**PERUMBAVOOR**

Eligible requests in	-	1 (From O/o the CE (DC), Ernakulam)
Vacancy	-	0
Transfer out	-	1

For all the transfer outs in the four circles, service seniority will be taken as the criteria by transferring out the senior most candidates. All the transfers will be effected as a mutual displacement.

KSEBWA (CITU) pointed an anomaly occurred in last year's General Transfer in the case of Fair Copy Asst. in Kollam district. They complained that last year, seniority was overlooked and junior was transferred out and senior was retained there without any genuine reason. They wanted to rectify the anomaly in this year.

**CONFIDENTIAL ASST.**

Total requests	-	7
Eligible requests	-	4 (2 requests to Kottayam from Harippad and Alappuzha)

All the four eligible requests will be considered. Service seniority will be taken as the criteria for transferring out the senior most candidates. All the transfers will be effected as a mutual displacement.

**ELE. WORKER**

Total requests	-	155
Eligible requests	-	10

No Ele. Worker having more than 5 years of seniority has requested for transfer. Places are not kept vacant in any district.

**TRIVANDRUM**

Surplus (Trivandrum Rural)	-	19
Vacancy (Trivandrum Urban)	-	12
Requests from Trans. to Rural	-	1 (Will be considered)
Requests to Transmission	-	1 (Will be considered)
Requests from Urban to Rural	-	4
Requests from Rural to Urban	-	0

Actually there is no surplus staff in Rural Circle. When the places in the newly formed section offices are considered to be sanctioned places, then there will not be surplus staff in Rural Circle. KSEBWA (CITU) enquired about the possibility of accommodating the Ele. Workers in the substations coming under Trans. Circle, in the rural areas of Trivandrum. KEEC (INTUC) opined that posting to transmission wing should be done only on the request of the candidate. If anybody has requested to distribution wing only, he should be posted in the distribution wing itself. KSEBWA (CITU) opined that if the candidate has requested transmission as the second choice, he can be given posting at Trans. Wing.

Requests to Trans. wing will be considered subject to willingness and availability of vacancy.

#### **KOLLAM & KOTTARAKKARA**

Eligible requests in - 20 (Out of these, 15 requests are from Trans. Circle, Kottarakkara and the same will not be considered.)

Vacancy - (Kollam - 0, Kottarakkara - 3)

One request from Trans. Circle, Kottarakkara to Distribution Circle, Kottarakkara will be considered.

#### **PATHANAMTHITTA**

Vacancy - 0

Eligible requests in - 4 (3 from Transmission Division, Pathanamthitta and one from Generation Circle, Moozhiyar. All the four requests cannot be considered)

#### **TRANS. CIRCLE, POOVANTHURUTHU**

Eligible requests in - 1 (From Distribution wing, Kottayam)

Vacancy - 0

The one request in will be considered.

#### **THODUPUZZHA**

Vacancy - 2

Eligible requests in - 2 (From Distribution wing to Transmission Wing. The 2 requests in will be considered)..

#### **THRISSUR**

Vacancy - 11

There are three eligible requests and all the three requests are to Generation Circle, Thrissur. All the three requests will be considered.

#### **KOZHIKODE**

Eligible requests in - 2 (To Transmission Circle, Kozhikode. Will be considered.)



### METER READER

Total requests	-	13
Eligible requests	-	7

Out of the 13 total requests, 6 requests are for offices within the same division and the same will be done in Circle or Division level. All the remaining 7 candidates are having more than 4 years of station seniority and all the 7 requests will be considered.

### CASHIER

Eligible requests	-	16 (All are inter-circle applications)
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All the eligible requests will be considered.

### DRIVER

Total requests	-	25
Eligible requests	-	4

All the eligible requests will be considered. Out of the ineligible 21 requests, requests to certain offices where departmental vehicle is driven by contract staff, will be considered.

### SENIOR ASSISTANT

Total requests	-	381
Eligible requests	-	162

Trivandrum Rural and Urban can be taken as a single station. The candidates who were accommodated in the outer stations in the last year's general transfer due to non-availability of vacancies in their home stations will be given transfer to their home stations in this year.

Willingness to work in Call Centres at Vidyuthi Bhavanam, Trivandrum can be considered. KEWF enquired about the possibility of accommodating the applicants to Trivandrum in Call Centres and accommodating the others in Urban Circle.

All the trade unions said that the number of persons working as Senior Assistants on HR or contract basis are very high in section offices, especially in southern districts and hence it becomes difficult to consider the transfer requests of the regular hands. It is not fair to engage HR or contract hands by transferring out the regular hands. Sufficient number of staff should be posted in newly formed section offices. Certain places of Senior Assistants can be filled up as and when Cashier to SA promotion is given.

The issue of HR or contract hands exists in Kollam, Kottarakkara and Alappuzha circles. Hence It is decided to give a direction to the concerned Deputy Chief Engineers in these circles to furnish a need based requirement of Senior Assistants and also to give a direction to withdraw all the HR hands or contract hands for accommodating sufficient number of regular hands. Being a policy matter, sanctioning of places in newly formed section offices is to be done at Board level. The issue is applicable to all the categories also. The Director (Gen. & HRM) agreed to put up the matter before the Board.



If the HR hands are withdrawn and places are sanctioned as per need based requirement then the number of transfers can be minimized in Kollam, Kottarakkara and Alappuzha. Hence a decision can be taken only after a re-work.

**TRIVANDRUM (URBAN, RURAL & VYDYUTHI BHAVANAM)**

Sanctioned strength	-	716
Working strength	-	675
Vacancy	-	41
Eligible requests in	-	11
Eligible requests out	-	15

No transfer out. Since 10 Senior Assistants are working as excess in Rural Circle, those who have requested to Rural Circle will be given posting at Vydyuthi Bhavanam. Practically there is no surplus in Rural Circle, since a new division office has been formed recently. Most of the in requests are those who were transferred to Thirur on promotion.

**PATHANAMTHITTA**

Sanctioned strength	-	97
Working strength	-	116
Surplus	-	19
Cashier promotees	-	11
SA retained in cash	-	7
Actual surplus	-	1
Eligible requests in	-	10
Eligible requests out	-	12

No transfer out.

**ERNAKULAM**

Sanctioned strength	-	123
Working strength	-	147
Surplus	-	24 (19 Cashier promotees)
Actual surplus	-	5
Eligible requests in	-	15
Eligible requests out	-	9
Probable transfer out	-	11 (Female to Irinjalakuda Male to Kasargod)
Cut off date	-	31/12/2006

It is decided that a direction or footnote can be given to field offices that if there are not sufficient places of Senior Assistants to accommodate the transferees in, then the senior most Senior Assistants coming from outer stations should be engaged to do the job of Senior Assistants taking service seniority and willingness as the criteria and the juniors may be engaged in the cashier place. Also if any Senior Asst. is willing to work in cashier place, he or she can be engaged in cashier place. Candidates who are not permitted to work in cash section as a part of disciplinary action for money defalcation etc. should not be engaged in cash section.

KEWF (AITUC) opined that requests from other districts to work in the call centre at Trivandrum may be considered.



## OVERSEER (ELE.)

Total requests	-	998
Eligible requests	-	504

The dealing Senior Asst. in establishment section informed that last year about 80 eligible requests were omitted from consideration and later their requests were considered in anomaly order released on 2/8/2014. Transfer applications are verified through online. But only hard copies are accepted in the section. But all the hard copies could not be accepted. An acknowledgement message was being given to all accepted applications. If the hard copies are available and verified individually, then so many applications will be ignored. Hard copies are not being received from field offices in time. All the available or accepted hard copies were verified by the section. CITU opined that follow up can be done with the ARUs which has not sent the hard copies. Trivandrum can be taken as a single station.

About 200 (Total vacancy 620 - SE Trainees 433 - 197) places of Overseers are lying vacant. CITU enquired about the possibility of filling the above places by promotion. The Director (Gen. & HRM) said that promotion can be given after General Transfer.

### TRIVANDRUM (URBAN & RURAL)

Sanctioned Strength	-	436
Working strength	-	448
Surplus	-	16
Eligible requests in	-	85
Eligible requests out	-	20
Transfer out	-	76 (All to Thirur)
Cut off date	-	31/07/2008

### KOLLAM

Sanctioned strength	-	156
Working strength	-	156
Vacancy	-	0

KSEBWA (CITU) said that according to their statistics, the sanctioned strength in Kollam district is 162. If 156 is taken as the sanctioned strength, then 6 places are kept vacant. A specific decision can be taken in this matter. The concerned Senior Assistant informed that according to 2002 restructuring order, the sanctioned strength is 156. KEWF (AITUC) opined that 162 can be taken as sanctioned strength to accommodate sufficient number of staff.

Eligible requests in	-	48
Eligible requests out	-	6
Transfer out	-	42 (All to Thirur)
Cut off date	-	31/3/2012

Those who were requested Kollam in last General transfer, but were accommodated at Kottarakkara will be given posting in Kollam district in this year.

No transfer out in Kottarakkara and Pathanamthitta.



### KOTTAYAM

Sanctioned strength	-	180
Working strength	-	167
Vacancy	-	13
Eligible requests in	-	50
Eligible requests out	-	8
Transfer out	-	29 (All to Nilambur)
Cut off date	-	30/09/2010

### ALAPPUZHA

Sanctioned strength	-	138
Working strength	-	137
Vacancy	-	1
Eligible requests in	-	72
Eligible requests out	-	5
Transfer out	-	66 (All to Kasargod)
Cut off date	-	31/3/2012

Concerned Senior Assistant sought for the opinion of trade unions in filling the 46 vacant places in Harippad circle by accommodating 46 transferees out and transferring out the remaining 20 candidates to Kasargod. The 46 Overseers will be able to return back to their home station only after 2 years. Next year, since transfer out might be done in Harippad circle, requests, if any in the next year, from Harippad to Alappuzha will not be possible to consider.

CITU opined that 1554 places of Overseers were sanctioned after 2002 restructuring order for the whole 684 sections, as a part of system change. The correct statistics is 6 Overseers per section. They also said that the combined working strength in Alappuzha and Harippad circles, on the basis of physical verification, is 172.

KEESO pointed out that the distance between Alappuzha and Nilambur stations is below 250 Kms. But the section offices at Nilamboor is situated at a distance of more than 300 Kms. Hence a decision can be taken in the case of posting at Nilamboor.

It is decided that when publishing the seniority list, a footnote can be given that "those who are going to be transferred out, can give their willingness, if they are willing, to work in Harippad circle and their requests will be considered". If more than 46 requests are received to Harippad circle, then station seniority will be taken as the eligibility criteria and requests of station seniors will be considered.

### ERNAKULAM

Sanctioned strength	-	180
Working strength	-	176
Vacancy	-	4
Eligible requests in	-	60
Eligible requests out	-	6
Transfer out	-	50 (All to Sreekandapuram)
Cut Off Date	-	31/3/2012



### PERUMBAVOOR

Sanctioned strength	-	282
Working strength	-	270
Vacancy	-	12
Eligible requests in	-	31
Eligible requests out	-	6
Transfer out	-	13 (All to Vadakara)
Cut Off Date	-	31/07/2006

### PALAKKAD

Sanctioned strength	-	210
Working Strength	-	204
Vacancy	-	6
Eligible requests in	-	29
Eligible requests out	-	1
Transfer out	-	22 (All to Shornur)
Cut off date	-	31/05/1996

No transfer out in other districts.

Concerned Senior Assistant informed that so many requests are there from distribution to transmission wing and all of them have been working in distribution for so many years. Also certain candidates have been working in transmission wing for so many years. Places are being kept vacant in transmission wing. He sought for the opinion of trade unions that whether the requests from distribution to transmission can be considered while so many places are lying vacant in distribution wing.

KEWF opined that a uniform criteria should be taken in the above case, i.e., either all the requests to transmission should be considered or no requests should be considered. Concerned Senior Assistant informed that requests to transmission wing were considered only in southern districts since there is no vacancy in distribution wing in the southern areas. In northern areas, requests to transmission wing were not considered. KEWF and KEEC opined that the requests can be considered by an equal displacement. All the eligible requests from distribution to transmission wing can be considered by displacing equal number of candidates from transmission to distribution wing. A decision in this regard can be taken in the next discussion.

KSEBWA (CITU) requested to fill up the vacancies in northern districts by giving promotions.

### SUB ENGINEER (ELE.)

The dealing Senior Asst. in establishment section opined that since so many places of Sub Engineers are lying vacant in distribution wing, places in distribution wing can be filled up in the first order and places in generation and transmission wing can be filled up in anomaly orders. KEWF said that the criteria taken in the case of Overseers should be followed in the case of Sub Engineers also. The deficiency of Sub Engineers in generation and transmission should be tackled in the master order itself and not in anomaly order. KSEBWA opined that places of Sub Engineers should be filled up by promotion. Requests to transmission wing should be considered. Concerned Senior Assistant informed that requests of Sub



Engineer Trainees to transmission wing cannot be considered since it is insisted in the Board Order not to post the Sub Engineer Trainees in transmission wing.


KEEC (INTUC) opined that requests of Sub Engineer Trainees to Transmission wing need not be considered, as it is stipulated in the Board Order regarding the engagement and posting of Sub Engineer (Trainees). The criteria adopted in the case of Overseers for posting to transmission wing should be adopted in the case of Sub Engineers also. Ie., all the eligible requests from distribution to transmission wing can be considered by maintaining equal number of candidates from transmission to distribution wing. KEEF also supported this opinion.

It is decided to take the same criteria adopted in the case of Overseers in considering the requests from distribution to transmission wing. Requests of Sub Engineer Trainees to transmission wing will not be considered, as it is insisted in the Board Order. Eligible requests of regular Sub Engineers to transmission and generation wing will be considered in the main transfer order.

A list of Overseers and Sub Engineers having more than 5 years of service seniority in distribution wing can be taken. Then a criteria can be fixed for considering the requests to transmission and generation wing.

KEESO opined that eligible applications should be published in the website so as to enable the employees to correct the errors in the application. The criteria taken in the last year should be taken in this year also for verifying the genuineness of medical protection.

The meeting came to a close by 05.00 PM and the next meeting is proposed at 10.00 am on 21/07/2015.

  
**DEPUTY CHIEF ENGINEER (HRM-I)**  
**WITH FULL POWERS OF**  
**CHIEF ENGINEER (HRM)**

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