



KERALA STATE ELECTRICITY BOARD LTD.

(Incorporated under the Indian Companies Act, 1956)

CIN : U40100KL2011SGC027424

Office of the Chief Engineer (HRM), Vydyuthi Bhavanam, Pattom,
Thiruvananthapuram, Kerala – 695004.

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PRESENT: SANTHY K

PROCEEDINGS OF THE CHIEF ENGINEER (HRM),

KERALA STATE ELECTRICITY BOARD LIMITED, THIRUVANANTHAPURAM

Sub:-Estt -Temporary promotion to the post of Assistant Engineer (Civil) -

Sanctioned- Orders issued

No. EB6 (b)/Temp.Prom/SE(C)-AE(C)/20% I.T.I quota/2021 Dated,Thiruvananthapuram, 23.3.2023

- Read: 1. B.O. No.D.IV-8927/68 dated 7.08.1969
2. Office Order (CMD) No.1308/2019 (Estt.II/991/2019) dated 23.7.2019
3. Order No. EB6 (b)/Temp.Prom/SE(C)-AE(C)/2019 dated 25-07-2019 of
Chief Engineer (HRM)
4. Order No. EB6 (b)/Temp.Prom/SE(C)-AE(C)/2019 dated 27.8.2020 of
Chief Engineer (HRM).
5. Interim order dated 14.12.2022 in WPC No 40457/2022.

Appointment/ promotion to the cadre of Assistant Engineer (Civil) are governed by the Board Orders read as 1st above. Of the total cadre strength 50 % (40% by direct recruitment and 10% by transfer appointment) is set apart for recruitment through Kerala Public Service Commission and the rest for promotion. Vacancies set apart for promotion are apportioned in the ratio 3:2 between Sub Engineers (Civil) having diploma qualification and I.T.I certificate holders. Even though vacancies are available in the 20% I.T.I quota promotion to these vacancies are stymied due to the Seniority Protection clause embedded in the B.O read 1st, which provides that a senior Sub Engineer having diploma qualification shall not be superseded by a junior certificate holder in the matter of promotion.

With all the 5 senior diploma holding Sub Engineers (Civil) having been promoted temporarily to the post of Assistant Engineers (Civil), vide orders read as 3rd and 4th, the 3 Sub Engineers (Civil) having I.T.I certificate who are next in the seniority list have come out of the constraints of the Seniority Protection clause paving the way for their temporary promotion. The interim order, referred to 5th, of the Hon'ble High Court in WPC No 40457/2022, directing that appointment if any shall be provisional and subject to further orders in the writ petition has also restrained

regular promotion to the 20% I.T.I quota of Assistant Engineer (Civil) The writ petition was filed by a group of Sub Engineers (Civil) having I.T.I certificate qualification praying for promotion to the existing vacancies of Assistant Engineer (Civil) in the 20% I.T.I quota.

Accordingly, the 3 I.T.I certificate holders who are next in the seniority list of Sub Engineers (Civil) are hereby promoted temporarily to the post of Assistant Engineer (Civil), as per the annexure attached, subject to the further orders in WPC No 40457/2022 and the following conditions.

1. The above promotions are purely provisional and ordered as per Rule 31 (a) Part II, Kerala State & Subordinate Service Rule 1958. Persons promoted temporarily as Assistant Engineer (Civil) shall not be regarded as probationers in the cadre of Assistant Engineer (Civil) or be entitled by reason only of this temporary promotion to any preferential claims for future promotion against any category in the Board. The temporary promotion will not confer upon them any right, claim, lien or seniority in the cadre of Assistant Engineer (Civil)
2. The above orders are issued in the exigencies of service and in public interest
3. As the above temporary promotion is ordered in the exigency of meeting the shortage of Assistant Engineers (Civil), if, persons who have availed of Time Bound Grade promotion in the scale of pay of Assistant Engineer (Civil) and above refuse to accept the temporary promotion, all benefits accrued to them consequent to their grade promotions are liable to be recovered in lump.
4. The above temporary promotions are in force till regular hands report for duty or otherwise as and when the Board deems it necessary to terminate the temporary appointments on other grounds whichever is earlier.
5. When regular promotions to the cadre of Assistant Engineer (Civil) are ordered the temporarily promoted persons will be reverted to the cadre of Sub Engineer (Civil) immediately by cancelling the temporary promotions.
6. For the above temporary promotion the normal rule of pay fixation relating to temporary promotion as provided for in the clause 31(f) of Kerala State & Subordinate Service Rule 1958 will apply.
7. As per Board Order read above as 2nd, temporary promottees are eligible for cadre pay with effect from the actual date of joining the promoted post.

8. Controlling officers should ensure that there are no adverse remarks barring promotion in the service book of the persons promoted temporarily. If there are any adverse remarks about the persons promoted he/she shall not be relieved and the fact be reported to this office forthwith. If any persons promoted above are presently on LWA as per appendix XII-A, XII-B or XII-C of Part – I KSR/resigned/under suspension the fact shall be reported to this office immediately.
9. The persons promoted temporarily as per this order shall furnish an undertaking in the prescribed format annexed to this order within a period of 15 days from the date of this order. If he/she fails to furnish the undertaking within the stipulated time limit his /her temporary promotion will be treated as cancelled and stands withdrawn.
10. Before relieving the promotees from their present post, the controlling officer shall ensure that the prescribed undertaking is obtained and the same is pasted and entries in this regard are made in the service book of the incumbent concerned. A scanned copy of the undertaking shall be sent to the e-mail address (esthrm@kseb.in) and hard copy of the same forwarded to the office of the undersigned without fail.
11. Controlling officer shall verify and ensure the general and technical qualifications and date of birth before relieving the persons promoted temporarily.
12. HRIS shall be updated by the ARUs concerned.

Sd/-

CHIEF ENGINEER (HRM)

Acc:- Annexure

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 TA to the Director (, Gen-Ele & HRM), K.S.E.B. Ltd., Tvpm.

- 12 The TA to the Director (Trans, SO, Plg & Safety), K.S.E.B. Ltd., Tvpm
- 13 The TA to the Director (Generation - Civil), K.S.E.B. Ltd., Tvpm.
- 14 The TA to the Director (Distribution, IT & SCM), K.S.E.B. Ltd., Tvpm.
- 15 The TA to the Director (REES, SOURA, NILAAVU, Sports & Welfare),
K.S.E.B. Ltd., Tvpm.
- 16 The PA to the Director (Finance), K.S.E.B Ltd., Tvpm.
- 17 The Senior Superintendent, Gradation section/Bill Section/EBV Section (office).
- 18 Website: www.kseb.in
- 19 Stock File

APPROVED FOR ISSUE


SENIOR SUPERINTEN

Annexure to Order No. EB6(b)/Temp.Prom/SE(C) -AE(C)/20% I.T.I quota/2021 Dated, Tvpm., 23-03-2023
Temporary Engagement - SE(Civil) to AE(Civil)

SL No	Emp. Code	Name of Employee [DOB]	Present Office	Office to which posted	Remarks
1	1039450	LIYAMUDEEN A 25-05-1967 Gradation No. 815	SPIN & CONSULTANCY Thiruvananthapuram	SPIN & CONSULTANCY Thiruvananthapuram [ARU: CE (HRM)]	
2	1039359	CHANDRASINGH J 07-03-1969 Gradation No. 816	Civil Maintenance Section, Kallarkutty	HEP Mangulam [ARU: Civil Circle Meencut]	
3	1039096	LALU S 23-05-1967 Gradation No. 817	Civil Division Thiruvananthapuram	Civil Division Thiruvananthapuram [ARU: CE (HRM)]	

(Signature)

CHIEF ENGINEER (HRM)



This ORDER is Generated Online through HRIS

**Annexure to order No EB6 (b)/Temp.Prom/SE(C)-AE(C)/20% I.T.I quota/2021
dated 23.3.2023.**

UNDERTAKING

I,.....
..... (Name, Designation and emp:code)

hereby agree to accept the promotion as Assistant Engineer (Civil) on temporary basis and I will abide by all the conditions stipulated in the proceedings of the Chief Engineer (HRM) issued vide order No. EB6 (b)/Temp.Prom/SE(C)-AE(C)/20% I.T.I quota/2021 dated 23.3.2023. I will not claim any seniority by virtue of this temporary promotion. My temporary promotion will be subject to reversion as and when regular promotees join duty or any other grounds as Board deems necessary and I will not stake claim for any preferential claim for future promotion by virtue of this temporary promotion. This undertaking is furnished as required in condition 9 of the order proceedings No. EB6 (b)/Temp.Prom/SE(C)-AE(C)/20% I.T.I quota/2021 dated 23.3.2023 of the Chief Engineer (HRM).

Dated Signature

Name & Designation

Emp: Code

Place:

Date:

Countersigned by the ARU head

(Office Seal)