



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

Reg. Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram - 695 004, Kerala.

CIN: U40100KL2011SGC027424

Phone No. 0471 2448948, Fax No. 0471 2441361

Web: www.kseb.in E-mail: cehrm@kseb.in

Abstract

Career Stagnation of Sub Engineers (Civil) Recruited in 2001- Re-designated as Assistant Engineer (Civil) (NC) - Orders issued - Reg .

Corporate Office (Human Resources Management)

B.O.(FTD) No. 209/2025 (EB7/Non-Cadre Officers/SE(C)/2025/96), Dated, Tvpm, 30.04.2025

- Read: 1. Note No. EB7/Non-Cadre Officers/SE Civil/2025/96 dated 15.04.2025 of the Chief Engineer (HRM) (Agenda Item No. 04/99/0425).
2. Minutes of the Meeting of Full Time Directors held on 24.04.2025 vide resolution No. FTD/04/04/25/99.

ORDER

A significant number of Sub Engineers (Civil) recruited in the year 2001 have been facing career stagnation due to the lack of promotional opportunities. Career progression is a crucial factor in maintaining motivation and efficiency among employees. To address this issue, various quarters have submitted requests for the re-designation of those Sub Engineers (Civil) who have completed 18 years of continuous service in the same cadre and have attained grade promotion to the next higher posts. It has been proposed that these positions be designated with the suffix 'Non-Cadre' (NC) without any change in their duties and delegations presently entrusted to them to provide some form of career progression and recognition of their long-standing service.

The Chief Engineer (HRM) as per note read above has taken up the matter with the Full Time Directors. The Full Time Directors discussed the matter in detail and observed that at present there are approximately 200 Sub Engineer (Civil) in KSEBL who were recruited in 2001 and continue to serve in the entry-level cadre without any substantial career growth. The chances of their regular promotion to the cadre of Assistant Engineer (Civil) remain extremely limited due to organizational constraints, structural limitations and the lack of sufficient vacancies in their quota in the higher cadre. As a result, these employees have remained in the same position for an extended period of 24 years, with little to no scope of advancement before their retirement.

The Full Time Directors also observed that this prolonged stagnation has led to widespread dissatisfaction and demotivation among the affected employees, impacting their morale, productivity and overall job satisfaction. The absence of career growth opportunities not only affects the individual employees but also has broader implications for organizational efficiency and workforce retention. The Full Time Directors also observed that there will not be any financial commitment to KSEBL on account of re-designation of Sub Engineers (Civil) having completed 18 years of active service with the 'Non-Cadre' (NC) suffix.

After exhaustive deliberation, the meeting of the Full Time Directors held on 24.04.2025 passed the following resolutions

1. Resolved to re-designate the Sub Engineer (Civil) who have completed 18 years of active service in the same cadre and obtained Time Bound Grade Promotion in the Higher post as Assistant Engineer (Civil) (NC) without any change in their duties, functions and responsibilities presently entrusted to them subject to the following conditions.
 - i) There will not be any additional financial benefit by way of Pay Fixation, revision in Cadre Pay, TA & DA or any other allowances to the employees by virtue of the above re-designation.
 - ii) There will not be any change in duties, functions and responsibilities or delegation of powers now designated to the original cadre by virtue of the above re-designation.
 - iii) This is only a renaming of the cadre and will not be counted as service in the renamed cadre.
 - iv) The employees who get re-designation will be considered for the matter of transfer and promotions, as if they belong to the original cadre.
 - v) In case of 'by transfer appointment', the period in which the employee worked in the erstwhile cadres will not be counted for the above re-designation.
 - vi) The suffix (NC) shall be written prominently along with the designation while using Non-Cadre designation.
2. Further resolved to collect the undertaking from the Sub Engineers (Civil) stating acceptance of (i) to (vi) above.
3. Further resolved to entrust the Chief Engineer (IT, CR & CAPS) to make necessary provisions in HRIS for granting re-designation of the eligible employees by the concerned ARU.
4. Further resolved to authorize the ARU heads to effect Non-Cadre (NC) re-designation to eligible employees who are on duty, after due verification of their service and obtaining their requests and undertakings and by issuing necessary orders to this effect.

Orders are issued accordingly.

By order of the Full Time Directors
Sd/-
Lekha G
Company Secretary

To

- 1.The Chief Engineer (HRM)
- 2.The Chief Engineer (IT, CR & CAPS)
- 3.All Chief Engineers.

Copy to:

The Company Secretary/Chief Engineer (IT, CR & CAPS) for publishing in the website
Financial Advisor/Chief Engineer (Commercial & Tariff)/ LA & DEO/
Chief Internal Auditor/Chief Vigilance Officer.
The Chief Personnel Officer/Public Relations Officers
The TA to Chairman & Managing Director.
The TA to the Director (HRM, Sports, Welfare, Safety & Quality Assurance)
The TA to the Director (Generation-Electrical, REES & SOURA)
The TA to the Director (Transmission & System Operation.
The TA to the Director (Distribution-Civil)
The PA to the Director (Finance)
The Sr. CA to the Secretary (Admn.)
The RCAO/RAO
Stock File.

FORWARDED/BY ORDER



ADMINISTRATIVE OFFICER

