



## KERALA STATE ELECTRICITY BOARD Ltd

(Incorporated under the Companies Act, 1956)

Registered Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram – 695 004

CIN: U40100KL2011SGC027424 Web: www.kseb.in

Phone :0471 2448948

Email :cehrm@kseb.in

---

### ABSTRACT

By-transfer appointment of Office Attendants to the cadre of Junior Assistant/Cashier under 10% in-service quota without Suitability Test - Committee to examine the proposed amendment to Board Order - Constituted - Orders issued.

---

### **Corporate Office (Human Resources Management)**

B.O. (FTD) No. 251/2025 (EB3/OA/TA/2024)

Dated:17-05-2025

Thiruvananthapuram

---

- Read : 1. B.O.(DB) No.132/2021 (Estt.II/6510/2018) dated 15.02.2021.  
2. B.O. (DB) No.313/2024 (CE-HRM-EB3/OA/TA/2024) dated 10.07.2024.  
3. Letter No.PWR-A2/152/2024-POWER dated 18.01.2025 of the Power (A) Department, Government of Kerala.  
4. Note No.EB3/OA/TA/2024 dated 10.03.2025 of the Chief Engineer (HRM) submitted to the Full Time Directors (Agenda No.01/21/04/25).  
5. Minutes of the meeting of Full Time Directors held on 07.04.2025 & 08.04.2025 as per Resolution No.FTD/01/04/25/21.

### ORDER

KSEBL as per B.O. read as 1<sup>st</sup> above revised the norms on the existing 20% in-service quota by transfer to Junior Assistant / Cashier of Lower Grade Employees by granting 10% in-service quota for appointment to the post for employees with pay scales below that of JA/Cashier having SSLC or equivalent qualification on the basis of seniority without suitability test; and the remaining 10% for employees with pay scales below that of JA/Cashier having SSLC or equivalent qualification with suitability test.

An amendment was proposed in the above B.O., in order to consider the employees belonging to the cadre of Office Attendants alone for 10% in-service by transfer appointment to the cadre of Junior Assistant/Cashier without suitability test. As per B.O. read as 2<sup>nd</sup>, it was ordered to constitute a three member committee with Director (Finance and HRM) as Chairman, Government Representative and an external subject expert as members to examine the amendment proposed in 20% in-service quota in

appointment to the cadre of Junior Assistant/Cashier.

The Additional Chief Secretary to Government, Power (A) Department, as per letter read as 3<sup>rd</sup>, informed that the Joint Secretary, P&AR (Rules) Department has been nominated to be the representative in the committee to be constituted to examine the above proposed amendment. Also Dr. K S Chandrasekhar, Senior Professor and Chairman - BOS, University of Kerala, who is also the Subject Expert in the Departmental Promotion Committee (Higher) for Ministerial Officers, was identified as the External Subject Expert.

The matter was placed before the Full Time Directors as per note read as 4<sup>th</sup> above.

Having considered the matter in detail, the Full Time Directors in its meeting held on 07.04.2025 & 08.04.2025, resolved to constitute a committee with the following members to examine the amendment proposed in the 10% in-service quota for by-transfer appointment of Office Attendants to the cadre of Junior Assistant/Cashier without suitability Test.

1. Director (HRM) - Chairman
2. Joint Secretary to Government, P&AR (Rules) Department - Member
3. Dr. K.S Chandrasekhar, Senior Professor and Chairman - BOS, University of Kerala - Member

Orders are issued accordingly.

By Order of the Full Time Directors

Signed by

Lekha Geetha

Date: 17-05-2025 16:35:12

COMPANY SECRETARY

To

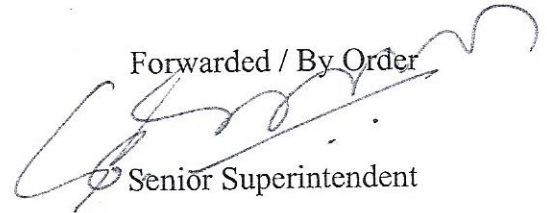
The Chief Engineer (HRM)

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 Officer  
The TA to the 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 & SCM)  
The TA to the Director (Generation-Civil)  
The PA to the Director (Finance)  
The Sr.CA to the Secretary (Administration)  
The RCAO/ RAO  
Stock File.

Forwarded / By Order



Senior Superintendent