



# KERALA STATE ELECTRICITY BOARD LTD.

Incorporated under the Companies Act, 1956 (No. 1/1956)  
Corporate Identity Number : U40100KL201 1SGC0272424  
Regd. Office : Vidyuthi Bhavanam, Pattom, Thiruvananthapuram - 695 004  
Office of the Chief Engineer (HRM), Vidyuthi Bhavanam, Pattom,  
Thiruvananthapuram.

No. CE(HRM)/ GT 2016/Meeting II/2016

05/08/2016

**MINUTES OF THE THIRD MEETING HELD IN THE CABIN OF THE CHIEF ENGINEER (HRM), VYDYUTHI BHAVANAM, THIRUVANANTHAPURAM WITH REPRESENTATIVES OF RECOGNIZED TRADE UNIONS, REGARDING GENERAL TRANSFER 2016, AT 10.30 AM ON 08/08/2016**

The Senior Assistants in Establishment section dealing with transfer of workmen category pointed out certain difficulties in accessing data for transfer processing from HRIS. The concerned officials from IT Wing were asked to solve the issues like duplication of application, error in message intimation etc. The officials in IT wing assured to correct the mistakes immediately. A trial run of the software for transfer of any one or two small categories can be made without releasing the transfer order.

Since the data for transfer processing of Linemen could not be made accessible in the Establishment section, the Chief Engineer (HRM) authorized the Senior Assistant dealing with the transfer of Linemen to collect the data from IT wing for the time being.

Considering the unanimous opinion of trade unions, the Chief Engineer informed that regarding station change, the rules stipulated in transfer guideline will be strictly followed. Cases of all the employees who have returned to their home stations from distant transferred stations within one year by violating the transfer guidelines will be reviewed.

The following decisions were taken in the meeting.

**OVERSEER (ELE.)**

01. All the transfer requests of Overseers (Ele.) who had requested to Ele. Circle (Rural), Trivandrum in 2015 and were accommodated at Urban circle due to non-availability of vacancies in Rural Circle will be given priority for consideration in this year. While posting to Rural Circle, first priority will be given to Ele. Division, Neyyattinkara. i.e., requests of Neyyattinkara natives who were requested to Ele. Division, Neyyattinkara in 2015, but were accommodated at Urban circle and then at Ele. Division, Nedumangad due to non-availability of sufficient vacancies, will be given first priority for consideration. The criteria will be service seniority at outer station.
02. In the case of transfer out from transmission wing, electrical accident victims and incumbents having serious self medical illness can be protected.
03. Filling of Distribution sections will be given priority.



While calculating station seniority of Sub Engineer Trainees, period of service as Sub Engineer Trainee as well as Overseer category in a particular station will be counted. Sub Engineer Trainees having trade union protection, society protection or serious self medical protection will be exempted from transferring out.

#### **TRIVANDRUM**

Present working strength of SE Trainees	- 68
Eligible requests in (regular)	- 5
Eligible requests in (Trainee)	- 14

19 Sub Engineer Trainees can be transferred out and they will be posted as substitutes against the transferees from various stations to Trivandrum. The criteria will be age junior to long distant stations and age senior to short distant stations.

#### **KOLLAM**

Sanctioned strength	- 111
Working strength (regular)	- 98
Working strength (Trainee)	- 10
Vacancy	- 3
Eligible requests in (regular)	- 5
Eligible requests in (trainee)	- 6
Eligible requests out	- 2

No transfer out to regular Sub Engineers. Sub Engineer Trainees who have requested to Kollam can be provided at Kottarakkara in the vacancies arising on transfer out of Sub Engineer Trainees from Kottarakkara.

#### **KOTTARAKKARA**

4 Nos. of Sub Engineer Trainees are working as surplus at Kottarakkara. Six eligible transfer requests of Sub Engineer Trainees to Kollam can be accommodated at Kottarakkara by transferring out 10 senior most Sub Engineer Trainees (station seniority will be the criteria) from Kottarakkara. The Sub Engineer Trainees transferred out will be posted as substitutes in the transferred places.

#### **ALAPPUZHA**

Sanctioned strength	- 117
Working strength (regular)	- 100
Working strength (Trainee)	- 6
Vacancy	- 11
Eligible requests in (regular)	- 30
Eligible requests in (trainee)	- 8
Transfer out	- 19

While transferring out, Sub Engineer Trainees will be transferred out first and after that, regular Sub Engineers for the remaining numbers can be transferred out. Trainees and regular hands having society protection, trade union protection or self medical protection can be exempted from transferring out. 7 numbers of senior most eligible Trainees who have requested to Alappuzha can be accommodated at Harippad.

### IRINJALAKUDA

Sanctioned strength	- 139
Working strength (regular)	- 139
Working strength (Trainee)	- 7
Eligible requests in (regular)	- 4
Eligible requests in (trainee)	- 3
Transfer out	- 7 Trainees as substitutes in the transferred places.

### PERUMBAVOOR

Sanctioned strength	- 195
Working strength (regular)	- 175
Working strength (Trainee)	- 37
Surplus	- 17
Eligible requests in (regular)	- 4
Eligible requests in (trainee)	- 2
Eligible requests out	- 3
Transfer out	- 20 Trainees to Thodupuzha

Concerned Senior Assistant informed that in some offices, even though regular Sub Engineers on fresh recruitment have joined, Sub Engineer Trainees are still working there. It was decided to verify the same and Sub Engineer Trainees found to be working at surplus can be transferred out.

### KOZHICODE

Sanctioned strength	- 202
Working strength (regular)	- 191
Working strength (Trainee)	- 8
Vacancy	- 3
Eligible requests in (regular)	- 8
Eligible requests in (trainee)	- 5
Eligible requests out (regular)	- 1
Eligible requests out (Trainee)	- 11
Transfer out	- 8 Trainees to Kalpetta

All the trade unions unanimously opined that while posting of fresh recruits as Sub Engineers, sticking on the availability of vacancies, ladies may be conveniently posted so that they can travel daily from their home to office. Male candidates can be posted to distant northern districts. Since shift duty system exists at Pathanamthitta, Pathanamthitta natives can be given posting at Pathanamthitta itself.

### SENIOR ASSISTANT

Considering the opinions of the trade unions, it was decided that Senior Assistants transferred out from Kottayam can be posted at Vadakara instead of Thirur.

All eligible requests of Cashiers and Office Attendants can be considered subject to availability of vacancies.

Discussion on general transfer of Linemen and Sub Engineer (Civil) has been fixed at 10.30 am on 16/08/2016.



**CHIEF ENGINEER (HRM)**