



## KERALA STATE ELECTRICITY BOARD Ltd

(Incorporated under the Companies Act, 1956)

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

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### ABSTRACT

Engagement of qualified personnel through Employment Exchange in the categories of Electricity Worker on a temporary basis for field offices of Distribution Wing - Sanctioned - Orders issued.

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BO (FTD) No 315 /2025 (Director (HRM,Sports,Welfare,Safety&QA)  
AE1/HRM/ Thiruvananthapuram. )Dated: 31.5.2025

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Read: 1 . Note No.D(HRM,S,W,S&QA) /AE1/2025-26 /HRM/FTD Date:  
23.05.2025 of Director (HRM,Sports,Welfare,Safety&QA)  
submitted to FTD( Agenda No 01/13/5/2025)

2 . Minutes of the Meeting of Full Time Directors vide resolution No  
FTD/01/05/25/13.

### ORDER

During the interactive session chaired by the Director (HRM, Safety, Sports, Welfare & QA), held as part of the Safety Conclave 2025 in the Distribution Wing, one of the most pressing issues repeatedly highlighted by field offices was the acute shortage of field staff across various Electrical Sections. In the absence of Special Rules mandating recruitment based on the CEA-prescribed qualifications, no recruitment has been carried out, resulting in a substantial shortage of electricity workers.

As per the prevailing norms, the eligibility criteria for the post of Electricity Worker (Mazdoor) include a pass in Standard IV, but not exceeding Standard X. Additionally, the candidate should possess a certificate in the appropriate trade after completing a two-year course from an Industrial Training Institute recognized by the Central or State Government. However, as per the current PSC rules, female candidates are not eligible for direct recruitment to the post of Electricity Worker.

In the general discussion held in the Full-Time Directors (FTD) meeting on 22.04.2025, it was decided to engage the majority of the vacant positions through the Employment Exchange and the rest on a contract basis. To ensure the uninterrupted functioning of field offices under the Distribution Wing, the Director (HRM) as per note read as 1<sup>st</sup> above proposed to engage qualified candidates through the Employment Exchange for a maximum period of 179 days, as per existing norms, in the category of Electricity Worker as a temporary measure.

The Government-approved qualification of a two-year National/State Trade Certificate in Electrician/Wireman for the post of Junior Technician can be applied for this engagement. Recruitment can be carried out at the District level, and the recruited personnel can be provided training before assuming duties.

The Full-Time Directors further observed that the restructuring of employee strength is currently underway to align with the numbers approved by KSERC and the Government of Kerala. The publication of Special Rules for future recruitment is also in progress. In this context, temporary arrangements shall be restricted to the bare minimum necessary to manage the current crisis arising from monsoon-related natural calamities. These temporary positions shall not be construed as existing vacancies under the originally sanctioned posts. Subject to this, the Full Time Directors agreed the proposal as a special case.

Having considered the recommendation of Director (HRM, Sports, Welfare, Safety & QA), the Full Time Directors passed the following resolutions.

1. Resolved to accord sanction for temporarily engaging qualified candidates through Employment Exchange for a maximum period of 179 days (as per existing norms) in the categories of Electricity Worker at District Level as per existing vacancy position.
2. Further resolved to issue specific direction to engage persons with a pass in SSLC or its equivalent and with Government approved 2 year National/State Trade Certificate in Electrician/Wireman with pole climbing skill, sound physical fitness as Electricity worker.
3. Further resolved to entrust the Chief Engineer (HRM) to prepare and submit the general guidelines for recruitment including additional terms and conditions to place before Employment Exchanges.
4. Further resolved to impart 15 days training to the engaged personnel at District level as per syllabus prescribed by RPTIs and to meet the expenditure incurred from Institutional Development fund.

Orders are issued accordingly.

By Order of the Full Time Directors

Sd/-  
LEKHA.G

COMPANY SECRETARY

To:

1. The Chief Engineer (HRM)
2. All Distribution Chief Engineers



Copy to:

The Director( Distribution&SCM) /The Chief Engineer Distribution, South/Central/North/North /The Financial Adviser /Chief Internal Auditor,KSEBL The Chief Engineer (IT) for publishing in the website .The Chief Vigilance Officer/ Legal Advisor & Disciplinary Enquiry Officer/Company Secretary/ Chief Engineer (Commercial & Tariff)/ CPO/PRO The TA to Chairman & Managing Director/ Directors Transmission,SO&P) / Generation- Electrical, REES. SOURA, Nilavu, Sports & Welfare) /Generation-Civil The PA to Director (Finance & HRM) The RAO/ECA/RCAO The Legal Liaison Officer The Senior CA to Secretary (Admin) Stock File.

**Forwarded / By Order**



**Assistant Engineer**