



KERALA STATE ELECTRICITY BOARD Ltd

(Incorporated under the Companies Act, 1956)

O/o The Secretary (Administration)

Registered Office: Vidyuthi Bhavanam, Pattom,

Thiruvananthapuram – 695 004

CIN: U40100KL2011SGC027424

Web: www.kseb.in

Phone :0471-2514456, 2514575, 2514504

Email :secretary@kseb.in

No.KSEBL/SEC/ESTT/436/2024-S2

Date: 29-08-2025

Note to the Chief Engineer (HRM)

Sub: Permanent exemption from passing obligatory departmental tests on completion of 45 years of age or on completion of 20 years of regular service - whether applicable for declaration of probation -withdrawal of clarification dated 18.06.2022 issued by the Secretary (Administration) on B.O. 709/94 (Estt.III/6594/93) dated 25.04.1994 - Reg.

Ref:

1. Clarification dated 18.06.2022 issued by the Secretary (Administration) on B.O. 709/94 (Estt.III/6594/93) dated 25.04.1994.
2. B.O. 709/94 (Estt.III/6594/93) dated 25.04.1994.
3. Legal Opinion from LA & DEO dated 18.03.2025.
4. Note No.KSEBL/SEC/Estt/436/2024-S2 of the Secretary (Administration) submitted to the Full Time Directors (Agenda Item No. 03/46/08/25).
5. Minutes of the meeting of Full Time Directors held on 14/08/2025 as per Resolution No. FTD 03/08/25/46(a).

The Secretary (Administration) had issued a clarification referred 1st above on B.O. cited 2nd above. It was to the effect that the condition of completing 20 years of service or attaining 45 years of age for exemption from passing the Departmental Test cannot be made applicable for the declaration of probation. This created an impasse as many officers who have not passed the obligatory departmental tests were affected and even pensionary benefits of retired employees could not be disbursed. Until the issuance of clarification, probation of all employees who have not cleared the mandatory departmental tests was declared citing the B.O. referred 2nd above.

Legal opinion was sought in this matter and as per Note referred 3rd above, the Legal Advisor & Disciplinary Enquiry Officer opined that since declaration of probation is a condition precedent for promotion, the probation of the employees who have attained 45 years of age or completed 20 years of service is deemed to be declared on attaining those conditions and as such no specific clarification is required in the B.O. dated 25.04.1994.

The matter was placed before the Full Time Directors vide Note cited 4th above as to whether the clarification referred 1st above may be withdrawn so that the service benefits granted to employees before the issuance of clarification may be restored and the impasse in disbursing the pensionary benefits of the retired employees may be cleared.

After examining the matter in detail, the Full Time Directors as per Resolution referred 5th above resolved to cancel the clarification dated 18.06.2022 issued by the Secretary (Administration) on the Board Order dated 25.04.1994, as it was issued without the concurrence of the Board of Directors.

Sukumamma
29/08
SUKUMARIAMMA R On Behalf of SAJEEV E P
DEPUTY SECRETARY (ADMIN)

Copy to : The Chief Internal Auditor.