



KERALA STATE ELECTRICITY BOARD Ltd
(Incorporated under the Companies Act, 1956)
Office of the Director (Distribution & SCM)

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

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No.KSEBL/DIR/DIST/317/2024-AEE4 /I/182897/2025 Date: 16-09-2025

To

The Chief Engineers, Distribution
The Deputy Chief Engineers, Electrical Circles
The Executive Engineers, Electrical Divisions

Sir/ Madam,

Sub: Engagement of personnel & ensuring qualifications of personnel on contract
– compliance of orders of the honourable High Court - reg

- Ref:**
1. B.O.(FTD) No.624/2025 (KSEBL/DIR/DIST/317/2024-AEE4)dated 03.09.2025
 2. Note No. KSEBL/LA/DEO/847/2025-LAS3 dated 03.09.2025 of the LA &DEO (i/c)
 3. Note No. KSEBL/DIR/DIST/ 317/2024-AEE4 dated 10.09.2025 of the Director (Distribution &SCM) submitted to the Full Time Directors
 4. Discussions held on 16.09.2025 at the chamber of CMD, KSEBL

Please refer to the above. The Kerala State Electricity Board Ltd. has been facing acute shortage of Linemen and Electricity Workers in Electrical Section Offices, for which retired employees and contract personnel were allowed to be engaged provisionally with daily honorarium/approved rates and the engagement period was extended in phases till 30.11.2025 vide B.O. cited first above. However, the Hon'ble High Court, through orders dated 05.08.2025 in WP (c) 24652/2025 and 25.06.2025 and 12.08.2025 in WP(C) No.1609/2020 and connected cases has explicitly prohibited temporary engagement of retired employees while petitions from rank-listed candidates are pending, and has insisted on engagement of personnel with required qualifications only. A contempt petition (CCC No.2069/2025) has since been filed alleging non-compliance of some of these directions.

In this context, it is decided that retired employees shall not be engaged until further orders, and that personnel having qualifications in terms of the Central Electricity Authority (Measures Related to Safety & Electric Supply) Regulations, 2023 shall only be

engaged on work contract basis.

Accordingly, it is hereby directed that field offices of KSEBL shall not engage retired employees and personnel who do not possess qualifications prescribed in the CEA (Measures Related to Safety & Electric Supply) Regulations 2023, in compliance with the orders above and shall make suitable arrangements for meeting operational requirements, ensuring compliance with the Court's directives.

This directive is issued for ensuring compliance of the orders of the Hon'ble High Court mentioned above, considering the Legal advice tendered by the Legal Advisor & Disciplinary Enquiry Officer, in the matter.

Yours faithfully

SURENDRA P
DIRECTOR

Copy to: TA to Director (HRM, S, S &W, QA)