

**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 :0471-2514456, 2514504, 2514575

Email :secretary@kseb.in

ABSTRACT

Establishment - Permanent Exemption from passing Departmental Tests - Adoption of Government Order - Sanctioned - Orders issued.

CORPORATE OFFICE (ADMINISTRATION)

B.O. (FTD) No.690/2025 (KSEBL/SEC/ESTT/436/2024-S2)

Dated:09-10-2025

Thiruvananthapuram.

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- Read :
1. B.O.No.709/94 (Estt.III/6594/93) dated 25.04.1994.
 2. B.O. No.1664/2002 (Estt VII/7629/2002) dated 10.12.2002.
 3. G.O.(P)No.2/2022/P&ARD dated 15.01.2022.
 4. Clarification dated 18.06.2022 issued by the Secretary (Administration) on B.O.No.709/94 (Estt III/6594/93) dated 25.04.1994.
 5. Note No.CIA/Pay Fixation/A8/23-24 dated 14.08.2023 of the Chief Internal Auditor.
 6. Legal Opinion dated 18.03.2025 of the Legal Advisor & Disciplinary Enquiry Officer.
 7. Note No.KSEBL/SEC/Estt/436/2024-S2 of the Secretary (Admn) submitted to the Full Time Directors (Agenda No.03/46/08/25).
 8. Minutes of the meeting of Full Time Directors held on 14.08.2025 as per Resolution No.FTD 03/08/25/46.

ORDER

It was ordered as per B.O. read as 1st above, that those employees of the Board, whether Gazetted or Non- gazetted, to whom departmental test qualification has been prescribed as a criterion for promotion, to be granted permanent exemption from passing the obligatory tests on completion of 20 years of regular service in all the posts taken together till then or who have attained the age of 45 on that date, whichever is earlier. The Secretary (Administration) issued a clarification dated 18.06.2022, read as 4th above, on the above Board Order that the condition of completing 20 years of service or attaining 45 years of

age for exempting from passing the Departmental Test cannot be made applicable for the declaration of probation. Prior to the clarification read as 4th above, exemption provided in the B.O. read as 1st above was treated as applicable for all purposes such as declaration of probation, promotion, etc.

The Chief Internal Auditor as per note read as 5th above informed that the clarification dated 18.06.2022 has created an impasse as declaration of probation of many officers are affected. Before the issuance of the clarification, the probation of the employees, who have not passed the obligatory departmental tests used to be declared citing B.O. dated 25.04.1994. The clarification put many officers to whom departmental tests were prescribed as a criteria for declaration of probation in a predicament and even the timely disbursement of pensionary benefits of some retired officers were affected.

The Legal Advisor and Disciplinary Enquiry Officer offered legal opinion in the subject matter that since declaration of probation is a condition precedent for promotion, the probation of the employees, who have attained the age of 45 years or completed 20 years of service are deemed to be declared on attaining the above conditions. As such no specific clarification is required in the B.O. dated 25.04.1994. Also opined that as per B.O. read as 2nd above, the amendments made in KS&SSR from time to time are applicable to KSEB *Mutatis mutandis* otherwise decided by the Board. As per amendment dated 15.01.2022 in Rule 13 B of KS & SSR, the service period was omitted and the age limit of 50 years only is applicable for exemption.

G.O. read as 3rd above was issued as amendment to Rule 13 B of KS&SSR that "notwithstanding anything contained in these rules, special rules or any executive orders, persons in Government services when attain the age of 50 years shall be eligible for permanent exemption from passing the obligatory departmental tests other than those prescribed as essential qualification in the Special Rules or executive orders for all purposes such as promotion, appointment as full member of service etc". As per B.O. read as 2nd above, amendments to the KS&SSR from time to time are applicable to the employees of KSEBL automatically unless otherwise decided by the Board.

To clear the impasse caused by the clarification read as 4th above and timely disbursement of pensionary benefits, the matter was placed before the Full Time Directors as per the orders of the Director (HRM).

After considering the matter in detail, the Full Time Directors in its meeting held on 14.08.2025 passed the following resolutions,

- a. 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.
- b. Further resolved to adopt the amendment to Rule 13B of KS&SSR, as per Government Notification dated 15.01.2022, with the condition that it shall be applied prospectively.

Orders are issued accordingly.

By Order of the Full Time Directors

Signed by

Lekha G

Date: 09-10-2025 16:37:38

COMPANY SECRETARY

To:

All ARU Heads

The Chief Engineer (HRM)

The Chief Internal Auditor

Copy to:

The Company Secretary / Chief Engineer(IT,CR&CAPS) for publishing in the website/

Financial Advisor / Chief Engineer (Commercial & Tariff) / LA&DEO /

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