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KERALA STATE ELECTRICITY BOARD Ltd
(Incorporated under the Companies Act, 1956)
Registered Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram-695004 CIN:
U40100KL2011SGC027424
Web: www.kseb.in
Phone: 0471244894
Email: esthrm@kseb.in

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ABSTRACT

Revision of qualification for recruitment to the post of Sub Engineer (Electrical) under 10% in-service quota in line with CEA regulation 2023 -forwarded to the Government for concurrence - - Sanctioned - Orders issued.

CORPORATE OFFICE - HRM

BO (DB) No.372/2026(EB2/SE(Ele.)/10% In Service/2025)
Thiruvananthapuram.

Dated: 23.09.2026

Read: 1.B.O No. A.P III.36591/78 Dated Trivandrum 23.01.1981

- 2.Rights of Persons with Disabilities Act, 2016, Proviso 20:
- 3.B.O(FTD)No.336/2021(Estt.II/25/2019)dated 06.05.2021
- 4.B.O (FTD) No. 324/2021 (Estt.II/4290/2019) dated 06.05.2021
- 5.Note No. EB2/SE(Ele.)/KPSC10%/2021-22 dated 12.01.2022, submitted the Chief Engineer (HRM) to Full Time Directors.
- 6.Letter No. Estt.II/25/2019 dtd 03.02.2022, of the Secretary (Admin.).
- 7.Letter No. A3-3/50016/2018-KPSC dated 29.04.2022, Secretary. KPSC.
- 8.Letter No. A3-3/50016/2018-KPSC dated 16.09.2022, Secretary. KPSC.
- 9.B.O(FTD)No.478/2022(DGC/AEE I/AE(C)/1/2022 dated 03.06.2022.
- 10.Note No .Estt. II/25/2019 dated 07.10.2022 of the Secretary (Administration).
- 11.Order dated 06.10.2022 of the Chairman & Managing Director.
- 12.Letter No.A3-3/50016/2018-KPSC dated 27.02.2025, of the Secretary. KPSC.
13. G.O (Rt)No.136/2025/SJD dated 06.06.2025.
14. Note No. KSEBL/SEC/ESTT/567/2025-S2 of the Secretary Administration) dtd 28.10.2025.
- 15.Note No. EB2/SE (Ele.)/10% In service/2025 dated 17.11.2025.
- 16.Note No. KSEBL/LA/DEO/322/2026-LAS3/17 dated 09.03.2026 of the LA & DEO.
- 17.Minutes of meeting of Full Time Directors held on 19.05.2026 as per resolution No. FTD 03/05/26/33 (Item No. 03/33/05/26).
- 18.Note No. EB2/SE (Ele.)/10% In service/2025 dated 03.08.2026 of the Chairman & Managing Director (Agenda No.11-08/2026).
- 19.Proceedings of the 92nd Meeting of the Board of Directors held on 05.08.2026 as per Resolution No 92/7.

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ORDER

Kerala State Electricity Board Limited had earlier reported 131 vacancies under the 10% in-service quota for the post of Sub Engineer (Electrical) to the Kerala Public Service Commission (KPSC). Subsequent to this, the Secretary (Administration), as per note read on 14th informed that KPSC requested a revised Board Order incorporating updated

qualifications, upper age limits, and the applicability of Reservation/Rotation principles for in-service recruitment. Accordingly, a comprehensive proposal addressing all specified requirements was submitted to the Director (HRM). Following due process, necessary legal opinions were obtained, and the revised proposal was resubmitted as below for formal approval.

I. QUALIFICATION

The subject proposal for revising qualification and dispensing with upper age limit for recruitment to the post of Sub Engineer (Electrical) under the 10% in-service quota was earlier submitted for the consideration of the Full Time Directors through Secretary (Administration) as per note read as 5th. The existing qualification as per B.O read as 1st above & B.O No. 834/2017 (Estt.II/ 2089/2017 dtd 30.03.2017, for the recruitment of Sub Engineer (Ele.) under 10 % in service quota is furnished below

Qualification General:

SSLC or its equivalent

Technical:

a. Certificate in Electrical Engineering obtained after passing an Examination conducted by a competent authority after having under gone a course of study of not less than 2 years from Technical School or Technical Training Center or an institution recognized for the purpose by Government and with not less than 5 years of service as lineman/ Second grade overseer (Ele.) under the board

OR

b. Certificate obtained after having passed an examination conducted by the competent authority in the trade of the lineman/ Wireman/ Electrician after 18 months course in ITI and 6 Months in plant training and with not less than 5 years of service as lineman/ Second grade overseer (Ele.) under the board

OR

Certificate from National Council for Vocational Training (NCVT) (Both Private and Regular) in Electrician/Wireman/Electronics with 5 Years' service

OR

c. MGTE/KGTE group certificate in Electrical Engineering covering from subject viz

- Electric light and power (Higher)
- Applied Mechanics (lower)
- Heat Engines (L)
- Machine Drawing (L)

and with not less than 5 years of service as lineman/ Second grade overseer (Ele.) under the board.

The above qualification for the recruitment under 10 % Sub Engineer (Ele.) needs to be revised in compliance with sub regulation 7 of the CEA (Measures relating to Safety and Electric Supply) Regulation 2023.

KSEBL as per B.O. read as 3rd above has already revised the qualification for Sub Engineer (Ele.) under 30% direct quota, as per sub regulation 7 of the CEA (Measures relating to Safety and Electric Supply) Regulation 2010 as follows:

a. General Qualification: Pass in 10th Standard or equivalent.

b. Technical Qualification: Pass in 3-year regular/part-time Diploma in Electrical / Electrical & Electronics Engineering recognized by AICTE. (Candidates having higher qualifications of the above technical qualification

i.e. Engineering Degree or Engineering Post graduate degree in Electrical/ Electrical and Electronics Engineering) are also eligible to apply for the post.

Even though CEA Regulation 2023 suppressed all conditions stipulated in the CEA Regulation 2010, the qualification of Sub Engineer (Ele.) remain unchanged. Hence the qualifications mentioned above in line with CEA Regulation 2023 may adopted.

As directed by the Director (HRM), Legal opinion was sought on the above. The LA & DEO opined that the revised qualification mandates Diploma or higher qualification in compliance with CEA Regulations. However, it is observed that employees who entered service prior to 31.10.2013 are entitled to protection of their existing service conditions as per the judgment of the Hon'ble Supreme Court dated 18.02.2022. Hence, it is advised to adopt a bifurcated approach, wherein

10. *Employees who entered service on or after 31.10.2013 shall be governed by the revised qualification (Diploma or higher) as per CEA Regulations 2023*
11. *Employees who entered service prior to 31.10.2013 shall be considered based on the qualifications applicable at the time of their entry into service.*

II. Upper Age Limit

KSEBL B.O read as 9th dispensed with the upper age limit for all in-service quota categories. Petition was filed before the Hon. High Court against the dispensing of upper age limit in the 10% in service quota for Sub Engineer (Civil) during 2022. Upper age limit was earlier 50 years while reporting vacancies under 10% quota to KPSC.

As per the details available there are no pending cases related to the revision of qualification or upper age limit of Sub Engineer (Electrical) under 10% in-service quota. However, three cases are pending with the upper age limit in the category of Sub Engineer (Civil).

The LA & DEO opined that pursuant to the PSC re-notification issued after dispensing with the upper age limit, the entire selection process has been completed and appointments effected from the rank list prepared for Assistant Engineer (Civil), subject to the outcome of WA No. 2096/2023 and WP (C) No. 278/2023, crucially WA NO. 2096/2023 preferred by the Sub Engineer (Civil) seeking reporting the vacancies has already been dismissed by the Hon'ble high court. In the above circumstances, there exists no legal impediment in dispensing with the upper age bar clause for in-service candidates in future selection to the post Sub Engineer (Ele.) under 10% quota.

III. Physically Challenged Candidates Clause Modification

The clause in the existing BO read as 3rd for Sub Engineer (Ele.) 30% direct quota states that physically challenged candidates are not eligible to apply for the post. The post of Sub Engineer (Electrical) has been identified as suitable for differently-abled persons as per Government Order dated 06.06.2025. This modification is necessary in accordance with the G.O. and the RPWD Act 2016. In view of the above GO and RPWD Act 2016, the condition in the B.O. read as 3rd regarding revision of qualification for Sub Engineer (Ele.) under 30% direct quota in line with CEA Regulation 2023 is also to be amended as "The post of Sub Engineer (Electrical) has

been identified as suitable for differently-abled persons" as per G.O. The LA & DEO opined that the Board is under a statutory obligation to extent the reservation for person with disabilities to the direct recruitment quota. However any extension of such reservation to the By- Transfer quota may be examined strictly in light of the G.O Dated 06.06.2025 read with the Rights of persons with disabilities act, 2016 only after obtaining prior concurrence from the KPSC.

Application of Reservation and Rotation:

KPSC as per read as 12th suggested incorporating in the B.O. whether the rules for reservation and rotation are to be applied in the 10% in-service quota recruitment. The LA & DEO opined that it is a settled position under service jurisprudence that the communal reservation & rotation prescribed under rules 14 to 17 of the KS & SSR 1958 are confined exclusively to the direct recruitment and do not apply to appointments by transfer.

Probation Condition:

In line with B.O read 4th it is to be specifically insisted that Board employees applying under the 10% in- service quota shall be declared probationers or approved probationers in the lower category at the time of application.

The KPSC has informed the vacancies reported to KPSC can be notified only after B.O. sanctioning all the above clauses is forwarded to the KPSC. The meeting of Full Time Directors held on 19.05.2026 recommended the revision of qualification of Sub Engineer (Ele.) for recruitment under 10% in-service quota and to place the matter before Director Board for decision. The matter was placed before the meeting of Director Board held on 05.08.2026 as per note read as 18th above.

Accordingly, after detailed deliberations, meeting of the Board of Directors found it that the qualification need to be specified only as stipulated in CEA Regulations and the same can be forwarded to the Government for concurrence. Having considered the matter in detail, Board of Directors passed the following resolutions.

1.Resolved to authorize the Chairman to forward to Government the revision in qualification conditions of Sub Engineer (Electrical) for recruitment under 10% in service quota in line with CEA (Measures relating to Safety and Electric Supply) Regulation 2023 and its amendments and Legal Opinion obtained as follows:

Technical Qualification: Pass in 3-year regular/part-time Diploma in Electrical/ Electrical & Electronics Engineering recognized by AICTE.

2. Resolved that the post of Sub Engineer (Electrical) identified as suitable for differently-abled persons as per the G.O.(Rt) No.136/2025/SJD dated 06.06.2025 and RPWD Act 2016 be made applicable for 10% in service quota for Sub Engineer (Electrical) with the concurrence of the KPSC as opined by the LA & DEO.
- 3.Resolved further that the upper age limit clause be dispensed for the recruitment of 10% in service quota for Sub Engineer (Electrical) as per BO.(FTD) No.478/2022 (DGC/AEE1/AE(C)/1/2022 dated 03.06.2022.
- 4.Resolved also that the KPSC shall be intimated that it is a settled position under service jurisprudence that the communal reservation & rotation prescribed under rules 14 to 17 of the KS & SSR 1958 are confined exclusively to the direct recruitment and do not apply to appointments by transfer.

5. Resolved also that Probation Condition for 10% in service quota of Sub Engineer (Civil) as per B.O. (FTD) No.324/2021 (Estt. II/4290/2019) dated 06.05.2021 shall be made applicable for 10% in service quota for Sub Engineer (Electrical) i.e. the Board employees applying under the 10% in-service quota shall be declared probationers or approved probationers in the lower category at the time of application.

Orders are issued accordingly.

By Order of the Director Board

Sd/-
Lekha G
Company Secretary

To:

The Chief Engineer (HRM)

Copy to: The Company Secretary / Chief Engineer(IT,CR&CAPS) for publishing in the website/ Financial Advisor / Chief Engineer (Commercial & Tariff) / LA&DEO / Chief Internal Auditor / Chief Vigilance Officer
The Chief Personnel Officer / Public Relations Officer
The TA to the Chairman & Managing Director
The TA to the Director (HRM, IT,Sports, Welfare, & 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