

KERALA STATE ELECTRICITY BOARD LTD

Office of The Chief Engineer (Human Resources Management)

No.CE(HRM)/Gen. Transfer-2015/
Workmen/15

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Vydyuthi Bhavanam

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Dated :21/07/2015

MINUTES OF THE SECOND MEETING WITH REPRESENTATIVES OF VARIOUS TRADE UNIONS REGARDING GENERAL TRANSFER 2015 OF WORKMEN

VENUE : SRCTC HALL, VB, TVM TIME: 10.00 AM ON 21/07/2015

The meeting started at 10.00 AM on 21/07/2015. The Director (Gen. & HRM) chaired the meeting. He welcomed all the participants and informed that the present meeting is a continuation to the previous meeting held on 13/07/2015 to discuss the general transfer pertaining to the remaining categories.

SENIOR ASSISTANT

KSEBWA informed that when the Nilambur circle was formed, five Senior Assistants who are senior in station seniority were deployed from Manjeri Circle to Nilambur Circle, instead of deploying the juniors. Three of them were returned back to their home station by cancellation. But two of them are still working at Nilambur. Their grievance should be redressed and they should be brought back to their home station. The Director (Gen. & HRM) said that the matter will be examined and the grievance will be redressed.

KSEBWA also opined that the policy of two Senior Assistants in each section is not correct. Such a sanctioned strength has not been fixed by Board. They also said that the sanctioned strength of Senior Assistants is 12 in all the division offices except the newly formed section in which sanctioned strength is 10. The dealing Senior Assistant said that as per Board Order, sanctioned strength of Senior Assistants in all the division offices is 10 and that in circle offices is 8.

KEEC said that the sanctioned strength of 2 Senior Assistants in section office is fixed by taking a general criteria and not according to a Board Order, and the general criteria can be followed to accommodate the eligible requests of Senior Assistants to a station. All HR or contract hands working as Senior Assistants should be replaced by regular hands.

KEEC informed that the places upto the category of Overseers were sanctioned in the newly formed section offices by the Government in 2012. But the places of Sub Engineers, Senior Assistants have not been sanctioned. The matter should have to be taken up with the Board. HR or contract hands in all the circle offices and division offices should be replaced by regular hands.

The Director (Gen. & HRM) said that the posting of HR or contract hands is under the discretion of the concerned Deputy Chief Engineers. He also said that anyway, the matter will be looked into and the issue can be solved out to a maximum possible extent.

The eligible requests of Trivandrum natives from outside to work in Call Centre at Vydyuthi Bhavanam will be considered. Sanctioned strength in all circles are assessed by taking the need based requirement in all the section offices including newly formed sections into consideration.

KOLLAM

Sanctioned strength	-	104
Working strength	-	116
SA retained at Cash	-	5
Cashier promotees	-	4
System Supervisors	-	3
Total Surplus	-	3
Eligible requests in	-	39 (ladies - 19)
Eligible requests out	-	0
Transfer Out	-	42
Cut off date	-	30/6/2012

KSEBWA said that 8 persons are working on HR or contract basis in various sections under Kollam circle. 8 more requests to Kollam can be considered by terminating all the HR or contract hands.

5 Senior Assistants and 4 Cashier promotees are working in the Cashier seat due to non-availability of vacancy of Senior Assistants. KSEBWA (CITU) opined that all the above 9 candidates can be posted in the place of Senior Assistants and juniors can be posted in cash place. It is not fair to accommodate the Senior Assistants who receive the grade of Senior Supdt. in the cash seat. The Senior Assistants who were accommodated in the cashier place in the last general transfer should be engaged with the work of Senior Assistants and the juniors coming after should be accommodated in cash section. KEWF and KEEC also supported this opinion.

KEEC (INTUC) opined that among the 39 in requests in Kollam circle, ladies should be given priority and male candidates can be accommodated in the remaining places if available according to seniority. Then remaining persons can be accommodated in Vydyuthi Bhavanam, Trivandrum. They also said that by the introduction of NPS, Call Centres and Master Trust, the service of more Senior Assistants will become essential at Vydyuthi Bhavanam. The places deployed from Vydyuthi Bhavanam has been re-deployed now. Hence the above places should be filled up. Vacancies of Senior Assistants in northern districts should be filled up by promotion. They also opined that in a section, junior most Senior Assistant can be accommodated in the Cashier vacancy by taking length of service as Senior Assistant as the criteria for seniority.

KEWF opined that male applicants from Malabar to Kollam can be accommodated at Vydyuthi Bhavanam, Trivandrum since 41 vacancies are available at Vydyuthi Bhavanam.

The Director (Gen. & HRM) informed that for filling the posts of Senior Assistants which were deployed from Vydyuthi Bhavanam and later re-deployed, a clearance from the CMD, KSEB Ltd. is required. He also said that the matter will be brought to the notice of the CMD, KSEB Ltd. and after that a decision can be taken.

When 30/6/2012 is taken as the cut off date, then only 17 senior most candidates can be transferred out and 17 requests in can be considered. 19 eligible requests of ladies from distant places to Kollam will be considered by accommodating 17 candidates in the place of Senior Assistant and by posting 2 junior most Senior Assistants in Cash Section.

KEEC opined that if the 2 junior most candidates are not willing to work in Cashier seat, then they can be provided at Kottarakkara subject to their willingness or if they request so. Male candidates requested to Kollam from distant places will be accommodated at Vidyuthi Bhavanam in the promotion, retirement and transfer out vacancies. The Director (Gen. & HRM) agreed the same.

Out of the total requests from Harippad to Kollam, who were accommodated at Harippad in the last general transfer, due to non-availability of vacancy at Kollam, requests of all lady candidates will be considered and the male candidates can be retained at Harippad subject to their willingness and vacancy.

KSEBWA said that out of the total 16 vacancies available at Harippad, when the 8 requests in to Harippad are considered, again 8 more vacancies will be available at Harippad. They enquired about the possibility of accommodating 8 lady candidates from the 13 candidates transferred out from Kollam to Harippad circle. KEEC opined that it cannot be allowed and if do so, then all the lady candidates transferred out from Kollam should be posted at Harippad.

KEEC opined that ladies transferred out from Kollam can be accommodated at Pathanamthitta and Trivandrum also if they desires. KEWF opined that ladies transferred out from Kollam can be accommodated at Harippad.

Male candidates transferred out from Kollam will be posted at Thirur. Vacancies in Harippad will be filled up by accommodating the senior most lady candidates transferred out from Kollam and remaining junior most lady candidates transferred out from Kollam will be accommodated at Vidyuthi Bhavanam taking age and seniority as the criteria.

KOTTARAKKARA

Sanctioned strength	-	119
Working strength	-	115
Vacancy	-	4
Cashier promotees	-	2
SA retained at Cash	-	2
Actual Vacancy	-	8
Eligible requests in	-	9
Eligible requests out	-	3

No transfer out.

KEWF informed that 7 Senior Assistants are working in Cashier seat at Kottarakkara, 2 as System Supervisors and 1 as Nodal Officer.

If the 2 junior most candidates proposed to be accommodated at Kollam in Cashier seat are not willing to work in Cashier seat, then they can be provided at Kottarakkara subject to their willingness or if they request so.

HARIPPAD

Sanctioned strength	-	86
Working strength	-	88
Surplus	-	2
Cashier promotees	-	8
SA retained in cash	-	6
Vacancy	-	12
Eligible requests in	-	8
Eligible requests out	-	12
Net vacancy	-	16

No Transfer Out

ALAPPUZHA

Sanctioned strength	-	94
Working strength	-	92 (KEWF said that physically the working strength is 90. One SA died recently. Then the working strength is 89 only.)
Vacancy	-	2
Cashier promotees	-	2
SA retained in cash	-	4
Total Vacancy	-	8
Eligible requests in	-	25 (All from Kannur)
Eligible requests out	-	2
Transfer out	-	15 (Female to Harippad, Male to Kannur)
Cut off Date	-	30/6/2012

KOTTAYAM

Sanctioned strength	-	124
Working strength	-	136
Surplus	-	12
Cashier promotees	-	7
SA retained at Cash	-	4
On LWA	-	4
Net vacancy	-	3
Eligible requests in	-	12
Eligible requests out	-	5
Transfer out	-	4 (Female to Pala Male to Kasargod)
Cut off date	-	30/6/2006

SUB ENGINEER & SUB ENGINEER TRAINEE

Dealing Senior Assistant informed that sufficient number of places have been kept vacant in all over Kerala except in Alappuzha and hence transfer out will only be in Alappuzha district.

KSEBWA said that certain Sub Engineer Trainees are working at northern districts, who were posted on promotion as Overseer to northern districts and are still continuing there as Sub Engineer Trainees. For this reason, their transfer requests were not considered last year. KSEBWA enquired about the possibility of considering the eligible requests of the above Sub Engineer Trainees to the open vacancies remaining after considering the requests of all eligible regular Sub Engineers taking the distance and station seniority as the criteria for seniority.

KEEC opined that all requests of regular Sub Engineers may be considered in the vacancies in all circles. Vacancies at northern districts can be filled up by PSC hands.

Concerned Senior Assistant informed that by doing so, the entire eligible requests of Sub Engineer Trainees cannot be considered due to non-availability of sufficient number of vacancies to accommodate the Sub Engineer Trainees, after considering the requests of eligible regular Sub Engineers. The issue exists especially in Kollam, Kottarakkara, Alappuzha, Kozhikode and Ernakulam districts.

All eligible requests of regular Sub Engineers will be considered. Vacancies in northern areas can be filled up by PSC hands or fresh recruits. All eligible requests from Nilambur to Alappuzha and Harippad will be considered. All eligible requests from Manjeri to Harippad will be considered. Sub Engineer Trainees will be adjusted in newly formed section offices.

KEEC and KEWF opined that the issue of Sub Engineers can be tackled by reporting vacancies for newly formed sections.

KSEBWA opined that regular Sub Engineers should never be transferred out to accommodate Sub Engineer Trainees.

KEWF said that certain Sub Engineers Trainees from among the Sub Engineer Trainees posted in 2012 to northern districts, were given transfer to their home station and have been working at Kottarakkara, Kollam, Trivandrum and Thiruvalla, without any genuine reason. It is not fair to bring back certain employees from a group of candidates to their home station and the other group to suffer. KEWF said that the eligible requests of candidates who are suffering by non-consideration should be considered.

Concerned Senior Assistant informed that all the candidates who are said to be enjoyed the benefit of transfer were given transfer on genuine medical grounds irrespective of trade unions. The Director (Gen. & HRM) informed that the matter will be examined. He also said that the possibility to consider maximum requests will be looked into.

A list of eligible requests of regular Sub Engineers from distribution to transmission wing will be taken, taking a period of 5 years or more service seniority in the cadre of Sub Engineer in distribution wing, and requests of senior most candidates will be considered according to seniority. Equal number of Sub Engineers from transmission wing will be posted to distribution wing according to seniority. The criteria taken for this is equally applicable to all the districts.

TRIVANDRUM (URBAN)

Sanctioned strength	-	180
Working strength (regular)	-	145
Working strength (Trainee)	-	28
Total working strength	-	173
Vacancy	-	7
Eligible requests in (regular)	-	5
Eligible requests in (Trainee)	-	6
Eligible requests out	-	0

TRIVANDRUM (RURAL)

Sanctioned strength	-	121
Working strength (regular)	-	93
Working strength (Trainee)	-	25
Total working strength	-	118
Vacancy	-	8
Eligible requests in (regular)	-	5
Eligible requests in (Trainee)	-	6
Eligible requests out	-	0

TRIVANDRUM (TRANS.)

Sanctioned strength	-	54
Working strength	-	34
Vacancy	-	20
Eligible requests in	-	5

All eligible requests of regular Sub Engineers will be considered. Regular Sub Engineers will be posted in Transmission wing and Sub Engineer Trainees will be posted in distribution wing. Additional vacancies, if any, can be filled up by accommodating the requests in Kollam.

KEWF opined that most of the Sub Engineers working under Trans. Circle, Trivandrum belong to Neyyattinkara, Nedumangad areas and they are working in urban areas. If the Sub Engineers in Kollam are posted in urban areas, then the incumbents working in the urban areas who belong to rural areas can be given a chance to work in their home areas.

All eligible requests including eligible requests of Sub Engineer Trainees will be considered by accommodating regular Sub Engineers in the substations under Transmission wing and Sub Engineer Trainees in distribution wing. No transfer out.

KOLLAM

Sanctioned strength	-	103
Working strength (regular)	-	89
Working strength (Trainee)	-	9
Total working strength	-	98
Vacancy	-	5
Eligible requests in (regular)	-	10
Eligible requests in (Trainee)	-	12

All eligible requests of regular Sub Engineers will be considered by accommodating the 9 Sub Engineer Trainees working in Kollam, having transfer protection, in newly formed section offices. Sub Engineer Trainees requested to Kollam will be accommodated at Trivandrum and Kottayam subject to their request and availability of open vacancy taking distance and time as the criteria. No transfer out.

KSEBWA enquired about the possibility of accommodating the Sub Engineer Trainees requested to Kollam to outer stations or neighbouring districts subject to their willingness.

KOTTARAKKARA

Sanctioned strength	-	98
Working strength (regular)	-	71
Working strength (Trainee)	-	20
Total working strength	-	91
Vacancy	-	7

Eligible requests in (regular)	-	7
Eligible requests in (Trainee)	-	18

All eligible requests of regular Sub Engineers will be considered and they will be posted in distribution wing, since there is no vacancy in transmission wing. Sufficient number of requests of Sub Engineer Trainees to Kottarakkara will be considered to fill up the places in newly formed sections according to seniority and remaining Sub Engineer Trainees requested will be accommodated at Pathanamthitta. No transfer out.

ALAPPUZHA

Sanctioned strength	-	94
Working strength (regular)	-	86
Working strength (Trainee)	-	5 (All are having transfer protection)
Total working strength	-	91
Vacancy	-	3
Eligible requests in (regular)	-	28
Eligible requests in (Trainee)	-	9

ALAPPUZHA (TRANS.)

Sanctioned strength	-	44
Working strength (regular)	-	25
Vacancy	-	19
Eligible requests in	-	18 (12 from Distribution wing, Alappuzha and 6 from outside)
Total vacancy at Alappuzha	-	22
Eligible requests in	-	42
Transfer out	-	20
Cut off Date	-	31/08/2011

All eligible requests of regular Sub Engineers will be considered. Eligible requests of regular Sub Engineers from Distribution to Transmission will be considered and Sub Engineer Trainees will be provided at Distribution wing. The Sub Engineer Trainees transferred out will be posted at Ernakulam and Perumbavoor subject to availability of vacancy and willingness of the incumbents, without affecting the existing Sub Engineers or Sub Engineer Trainees working at these stations.

KEWF enquired about the possibility of accommodating the eligible Sub Engineer Trainees requested to Alappuzha to its neighbouring districts subject to the availability of vacancy.

HARIPPAD

Sanctioned strength	-	74
Working strength (regular)	-	54
Working strength (Trainee)	-	19
Total working strength	-	73
Vacancy	-	1
Eligible requests in (regular)	-	5
Transfer out	-	4 (To Sreekandapuram)

All eligible requests of regular Sub Engineers will be considered. Regular Sub Engineers will not be transferred out. Sufficient number of senior most Sub Engineer Trainees, after leaving the incumbents having various kinds of transfer protection, will be transferred out, if required, to accommodate the eligible in requests of regular Sub Engineers and they will be posted to Sreekandapuram.

ERNAKULAM

Sanctioned strength	-	123
Working strength (regular)	-	92
Working strength (Trainee)	-	24
Total working strength	-	116
Vacancy	-	7
Eligible requests in (regular)	-	7
Eligible requests in (trainees)	-	4

ERNAKULAM (TRANS.)

Sanctioned strength	-	63
Working strength (regular)	-	32
Vacancy	-	31

No transfer out.

PERUMBAVOOR

Sanctioned strength	-	164
Working strength (regular)	-	143
Working strength (Trainee)	-	24
Total working strength	-	167
Surplus	-	3
Eligible requests in (regular)	-	1
Eligible requests in (trainees)	-	13

All eligible requests of regular Sub Engineers from distribution to transmission will be considered. Trainees requested to Perumbavoor will be accommodated in distribution wing at Perumbavoor or Ernakulam subject to availability of vacancy. No transfer out.

LINEMAN

District seniority is taken in the case of Trivandrum. Sanctioned strength includes the places in newly formed sections also. All eligible requests from Nilambur to Alappuzha and Harippad will be considered. All eligible requests from Manjeri to Harippad will be considered.

KSEBWA requested that the requests of Linemen working in high range areas like Idukki should be considered irrespective of distance norm.

KEEC opined that all eligible requests of Linemen should be considered in the existing vacancies and vacancies due to transfer out. Remaining eligibel requests, if any, can be considered by transferring the Linemen having the station seniority below five years.

TRIVANDRUM

Sanctioned strength	-	960
Working strength (regular)	-	979
Cashier trainees	-	26
Net vacancy	-	7
Eligible requests in	-	178
Eligible requests out	-	30
Transfer out	-	141 (All to Tirur)
Cut off date	-	30/6/2010

All eligible requests from Urban to Rural (who were requested to Rural last year and were accommodated at Urban due to non availability of vacancy at Rural) will be considered giving first priority to them. Distance, service and age will be the criteria for fixing the seniority in accommodating the eligible in requests. Age seniors will be posted to their maximum convenient places. All eligible requests to Urban will be considered. Eligible requests to Rural will be considered subject to availability of vacancy and by taking seniority as the criteria. Balance, if any, for want of vacancy will be accommodated at Kottarakkara.

KOLLAM

Sanctioned strength	-	327
Working strength (regular)	-	330
Cashier trainees	-	1
Surplus	-	2
Eligible requests in	-	105 (including 56 from Kottarakkara)
Eligible requests out	-	10

When 30/6/2010 is taken as cut off date, then only 47 senior Linemen can be transferred out and only 47 in requests can be considered. First preference will be given to those who had requested to Kollam, but were accommodated in outer station (Kottarakkara) in last year and they will be provided in the available vacancies at Kollam and they are 56 in number. But only 40 vacancies are available at Kollam when considering the protection cases.

KSEBWA and KEWF opined that a lenient view should be taken in the case of those who were given transfer from Malabar area and accommodated in the outer station last year. KEWF opined that there was a precedence of providing some Linemen to the Tsunami affected areas.

The Deputy Chief Engineer (HRM-I) informed that the possibility will be looked into. Also the statistics in remote areas shall be taken for considering all the requests from Kottarakkara to Kollam. In principle, it is decided to accommodate all the applicants who had requested to Kollam, but were accommodated in outer station (Kottarakkara) in last year. Remaining 49 requests to Kollam will be accommodated at Kottarakkara.

Transfer out	-	47 (All to Kozhikode)
Cut off date	-	30/6/2010

KOTTARAKKARA

Sanctioned strength	-	337
Working strength (regular)	-	327
Cashier trainees	-	1
Vacancy	-	11

Eligible requests in	-	16
Eligible requests out	-	63 (56 to Kollam)
Net vacancy	-	74

All eligible requests to Kottarakkara will be considered. 49 Linemen who have requested to Kollam, but cannot be accommodated at Kollam due to non-availability of vacancy will be provided at Kottarakkara. No transfer out.

ALAPPUZHA & HARIPPAD

Sanctioned strength	-	568 (KEWF said that sanctioned strength is 570. Dy. CE I informed that the fact will be checked)
Working strength (regular)	-	613
Surplus	-	45
Eligible requests in	-	98
Eligible requests out	-	10
Transfer out	-	133 (To Sreekandapuram and Kannur Age senior to Kannur and junior to Sreekandapuram)
Cut off date	-	30/6/2010

When 30/6/2010 is taken as the cut off date, then only 103 Linemen can be transferred out. 100 numbers of requests are there from Harippad to Alappuzha.

KSEBWA opined that certain Linemen were accommodated at outer stations (Pathanamthitta, Ernakulam and Kottayam) last year due to non-availability of vacancy at Alappuzha. All of them are equally eligible and they should be given first preference for posting at Alappuzha.

Certain Linemen working in northern districts were given option to post at Harippad last year, due to non-availability of vacancy at Alappuzha. But they had refused to accept the option and they are still continuing in northern districts. First preference for requests in will be given to them. Second preference will be given to those who were accommodated at outer stations (Pathanamthitta, Kottayam and Ernakulam) last year due to lack of vacancies at Alappuzha. Third preference will be given to those who were accommodated at Harippad last year due to lack of vacancies at Alappuzha. All the eligible requests in remaining after posting to Alappuzha will be accommodated at Pathanamthitta.

KOTTAYAM

Sanctioned strength	-	363
Working strength (regular)	-	368
Cashier Trainee	-	8
Vacancy	-	3
Eligible requests in	-	74
Eligible requests out	-	9
Transfer out	-	62 (To Tirur)
Cut off date	-	31/05/2007

ERNAKULAM

Sanctioned strength	-	396
Working strength (regular)	-	406
Surplus	-	10
Eligible requests in	-	64
Eligible requests out	-	12
Transfer out	-	62 (To Kasargod and Kalpetta – equally distribution - Age senior to Kasargod and junior to Kalpetta)
Cut off date	-	30/9/2005

PERUMBAYOOR

Sanctioned strength	-	593
Working strength (regular)	-	609
Cashier Trainee	-	20
Vacancy	-	4
Eligible requests in	-	58
Eligible requests out	-	14
Transfer out	-	40 (To Vadakara)
Cut off date	-	31/01/2004

PALAKKAD

Sanctioned strength	-	429
Working strength (regular)	-	441
Cashier Trainee	-	8
Surplus	-	4
Eligible requests in	-	56 (All from Shornur)
Eligible requests out	-	14
Transfer out	-	46 (To Shornur)
Cut off date	-	31/05/2008

All eligible requests in will be considered. All eligible requests to Line Maintenance Sections under Transmission wing will be considered. Eligible requests if any, from Generation Circle, Moolamattom to Ele. Circle, Thodupuzha will be considered, after consulting with concerned Deputy Chief Engineer, Generation Circle, Moolamattom.

KEEC (INTUC) again opined that a relaxation should be given on the stipulation of minimum 5 years of station seniority for transfer in the category of Linemen as specified in the Board Order so as to accommodate more requests of Linemen from northern districts. They also opined that the matter should be taken up with the Board. KSEBWA opposed this opinion and they opined that 5 years station seniority should be taken.

KSEBWA opined that about 26 Linemen were transferred to Kalpetta from Tirur last year, even when number of sufficient vacancies were available at Tirur. Later about 22 Linemen were returned back to Tirur. The remaining Linemen working still at Kalpetta from among the above should be brought back to Tirur in this year.

KSEBWA said that there is no sanctioned place of Linemen in power stations and the place of Mazdoor is sanctioned there. They also opined that for posting the Linemen at Moolamattom, no selection criteria should be taken. Those Linemen will be automatically relieved from the power stations, when Ele. Workers are posted there.

KEEC (INTUC) opined that Linemen working in Generation should only be transferred out from their office after consulting with the Director (Gen. & HRM). They also said that certain employees are working in MIS Wing, enjoying the benefit of transfer protection, even after getting promotion. They opined that the above incumbents should definitely be transferred out from MIS Wing. The Director (Gen. & HRM) assured that the matter will be examined by him.

STU opined that Ele. Workers having completed 5 years of service should be considered for promotion to the post of Linemen. They also opined that vacancies of Meter Readers should be filled up urgently.

KEESO informed that Regulatory Commission has prepared a draft Order in which it has been mentioned that supply should be restored within 4 hours. They opined that if this order has been implemented, the chances of electrical accidents will be more. They also opined that promotion to Linemen to Overseer should be done at the earliest. The Director (Gen. & HRM) said that the grievances should be looked into.


The Director (Gen. & HRM) informed that internal shuffling will be done uniformly and direction in this regard will be given from this office to field offices. He also said that the compliance on internal shuffling will be monitored from the office of the Chief Engineer (HRM).

KSEBWA opined that probable list should be published in the official website of KSEB Ltd.

The Deputy Chief Engineer (HRM-I) informed that a functional committee has been formed to prepare the System Requirement Specification required for processing Online General Transfer. Discussions were made with IT Wing and two sittings have been completed. Preliminary discussion for preparing System Requirement Specification has been done. IT Wing informed that minimum two months will be taken to implement the system in a full proof manner. Various inputs have to be given to the system as Data entry. Also the issue of distance between stations is there. The Deputy Chief Engineer (HRM-I) also said that as a preliminary step, the Online General Transfer can be processed in a simplest method taking the categories having lesser number of transfers into consideration. Categories having large number of transfers incur more complexities and hence these categories can be considered later.

KEESO opined that it will be better to prepare a priority list in the office of the Chief Engineer (HRM) itself and send the same to field offices for utilizing the same by the Controlling officers in circle and division offices at the time of reposting, for avoiding conflicts and ensure genuineness.

The meeting came to a close by 04.00 PM.


DEPUTY CHIEF ENGINEER (HRM-I)
WITH FULL POWERS OF
CHIEF ENGINEER (HRM)