



KERALA STATE ELECTRICITY BOARD LTD.

(Incorporated under the Indian Companies Act, 1956)

CIN : U40100KL2011SGC027424

Office of the Chief Engineer (HRM), Vidyuthi Bhavanam, Pattom,
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PROCEEDINGS OF THE CHIEF ENGINEER (HRM), **KERALA STATE ELECTRICITY BOARD LIMITED, THIRUVANANTHAPURAM**

Sub:- Estt – Promotion to the cadre of Assistant Engineer (Civil) in the 30 % diploma
quota - Regularisation of temporary promotion - Orders issued

No.EB6 (b)/ Pro/01/2014

Dated, Thiruvananthapuram,27.5.2023

- Read: 1. B.O (FB) No.395/2012 (Estt.III/CR- Rules/2006) dated 18.02.2012
2. Select list order No.EB6 (b)/Pro/01/2014/Select List-Diploma dated 20.5.2023
3 Order No. EB6 (b)/ Temp.Prom/SE(C)-AE(C)/ 2019 dated, 25.7.2019 of Chief
Engineer (HRM)
4. Order No. EB6 (b)/ Temp.Prom/SE(C)-AE(C)/ 2019 dated, 27.8.2020 of Chief
Engineer (HRM)
5. No.EB6 (b)/ Pro/01/2014 dated 25.9.2021 of Chief Engineer (HRM)

ORDER

In order to surmount the dearth of manpower in the cadre of Assistant Engineer (Civil) engendered by the constraints of 'Seniority Protection Clause', on promotion, temporary promotions to the post of Assistant Engineer (Civil) had been ordered, vide order read as 3 to 4, as provided for in Rule 31 of KS&SSR, without quota rule, from the combined seniority list of Assistant Engineers (Civil) of the diploma quota and I.T.I Certificate quota. Among the such temporarily promoted Assistant Engineers (Civil) five are left to be regularized, the rest being already regularized from the year 2019 onwards against the vacancies arose.

In view of the emergence of enough vacancies in the diploma quota of Assistant Engineers (Civil) the five Sub Engineers (Civil) having diploma qualification, mentioned hereunder, who were temporarily promoted to the post of Assistant Engineer (Civil), vide order read as 3rd to 4th, are hereby regularized in the post of Assistant Engineer (Civil) in the 30% diploma quota subject to the general conditions listed hereinafter and are allowed to continue at their present office. The regularization takes effect from 20.5.2023 FN, except in the case of Sri Arul S R.

As regards the regularization of Sri Arul S R, he would have been included in the Select List for the year 2021 but withheld from being included in it for he had

been proceeded against departmentally leading to lack of vigilance clearance and for the same reason he was withheld from being included in the Select List for the year 2022 as well. As the departmental action against him was finalized by imposing a minor penalty of barring one increment without cumulative effect the Departmental Promotion Committee (Lower) met on 3.5.2023 to prepare the Select List for the year 2023 decided to restore his seniority which he would have enjoyed in the Select List for the year 2021 but for the lack of vigilance clearance, for promotion to the cadre of Assistant Engineer (Civil).

As such, temporary promotion of Sri Arul S R to the post of Assistant Engineer (Civil) ordered, vide order read 3rd above, is regularized with effect from **25.9.2021**, the date on which his junior Jayaprakas S was promoted to the post of Assistant Engineer (Civil), and is assigned Sl No 2(a) between Sri Anilkumar O S and Sri Jayaprakas S, who were promoted to the post of Assistant Engineer (Civil) as Sl Nos 2 and 3 respectively in the order read 5th above.

As per the relevant provisions of Rule 31 of KS&SSR, persons promoted temporarily as Assistant Engineer (Civil) shall not be regarded as probationers in the cadre of Assistant Engineer (Civil) or be entitled by reason only of that temporary promotion to any preferential claims for future promotion to the cadre of Assistant Engineer (Civil) or any higher category in the Board. Temporary promotion will not confer on them any right, claim, lien or seniority in the cadre of Assistant Engineer (Civil). Hence, for the five employees mentioned below, their seniority in the cadre of Assistant Engineer (Civil) will take effect from the date of regularization of their temporary promotion. Their pay in the cadre of Assistant Engineer (Civil) shall be fixed from the date of regularisation as governed by the relevant provisions of KSR. They will be probationers in the post of Assistant Engineer (Civil) till the successful completion of probation which is one year on duty in a continuous period of two years from the date of regularization in the promoted post.

Sl. No.	Emp. code	Gradn No.	Name	DOB	Remarks
1.	1039706	760	Arul S R	29.5.67	Assigned serial number 2(a); between Sri Anilkumar O S and Sri Jayaprakas S, placed at Sl Nos 2 and 3 respectively in the order read 5 th above.

2.	1042835	803	Shaji K P	10.5.70	
3.	1042989	805	Rajeev Kumar K	1.6.69	
4.	1041504	806	Krishnamoorthy C	15.5.70	
5.	1042318	807	A Mukendra Raj	2.1.70	

Note:-

1. The above regularization of temporary promotions are ordered in the exigencies of service and in public interest..
2. The regularization of temporary promotions is ordered as per the relevant rule of KS&SSR as adopted by the KSEBL.
3. Provisions of KSR will govern the fixation of pay in respect of the promotees.
4. The above regularisations are provisional subject to the successful completion of probation of the promotees in the promoted post.
5. Promotees will be probationers in the promoted post till the successful completion of probation which is one year on duty in continuous period of two years from the date of regularization in the promoted post.
6. Controlling officers shall ensure the declaration of probation of promotees in the promoted post immediately on successful completion of probation.
7. If the promotees fail to report for duty in the promoted post within 15 days from the date of this order, he/she will be deemed to have not accepted promotion on his own volition which will entail the forfeiture of the promotion now ordered and also the time bound grade promotion in the pay scale of Assistant Engineer and above sanctioned to him/her and he/she will not be eligible for the entire monetary benefits arising out of such grade promotion and the same will be recovered from him/her in lump.
8. Regularisation of those in the order who are under suspension or LWA under appendix XII-A, XII-B or XII-C of KSR, Part I, shall not be effected and the fact shall be reported
9. If any disciplinary action/vigilance case is pending against him/her, his/her regularization to the cadre of Assistant Engineer (Civil) need not be effected.
10. It shall be ensured that there are no adverse remarks barring promotion in the service books of the persons regularized, otherwise the fact should be reported to this office promptly.
11. If probation in the cadre of Sub Engineer (Civil) has not been declared regularization to the cadre of Assistant Engineer (Civil) need not be effected and the details, if any, shall be intimated to this office.

12. The incumbency of the persons regularized in this order is based on the information available in this office and changes along with other discrepancies if any should be forwarded to this office by the controlling officers concerned.
13. Name and date of birth of the promotees shall be verified with Service Book and discrepancies if any shall be reported to this office.
14. While effecting regularization, Sl. No. and order No. must be noted in the Service Book.
15. The regularized officers shall undergo the prescribed training programme as envisaged in the training policy of KSEBL
16. HRIS package shall be updated before issuing L.P.C.
17. The promotees shall compulsorily attend and successfully complete the induction level orientation training for Assistant Engineer (Civil) as provided in the training policy which is a prerequisite for successful completion of probation period.

Sd/-

CHIEF ENGINEER (HRM)

- Copy to:
1. The Secretary (Administration), KSEBL
 2. T A to the Chairman & Managing Director, KSEBL
 3. P A to the Director (Finance & HRM), KSEBL
 4. T A to the Director (Dist, IT & SCM), KSEBL
 5. T A to the Director (Gen- Civil) KSEBL
 6. T A to the Director (Tran, SO, Plng & Safety) KSEBL
 7. T A to the Director (Gen- Ele) KSEBL
 8. T A to the Director (REES, Soura, NILAAVU Project, Sports & Welfare) KSEBL
 9. All Chief Engineers/Deputy Chief Engineers/Executive Engineers
 10. Accounts Officer Pension Sanction/Authorisation
 11. Executive Engineer, HRD Cell.
 12. Stock File

FORWARDED/BY ORDER


SENIOR SUPERINTENDENT