



## KERALA STATE ELECTRICITY BOARD LTD.

(Incorporated under the Indian Companies Act, 1956)

CIN : U40100K120115GC027424

Office of the Chief Engineer (HRM), Vidyuthi Bhavanam, Pattom, Thiruvananthapuram,  
Kerala - 695004.

Phone No.0471 2448948, FAX No.0471 2441361

Web: www.kseb.in e-mail: cehrm@kseb.in



PRESENT: KALADHARAN K N

PROCEEDINGS OF THE CHIEF ENGINEER (HRM),  
KERALA STATE ELECTRICITY BOARD LIMITED, THIRUVANANTHAPURAM

Sub:- Estt. - Judgment dated 12.3.2018 in WPC No.37335/2017 filed by Sri Babu K  
P, Sub Engineer (Ele) - Compliance - Orders issued

No.FBI(a)/AE(Ele)/WPC No.37335/2017

Dated 30.9.2020

- Read: 1. Judgment dated 12.3.2018 in WPC No.37335/2017  
2. Judgment dated 6.2.2020 in W.A No 1335 of 2018  
3. Office Order (CMD) No.482/2020 (LAS III 5920/2017) dated 6.3.2020

### ORDER

In WPC No 37335/2017 filed by Sri Babu K.P, Sub Engineer (Ele) praying for promotion to the cadre of Assistant Engineer (Ele) against the vacancies set apart for differently abled persons as provided in PWD Act 1995 (rechristened as RPD Act 2016), the Hon'ble High Court of Kerala had pronounced the judgment, read as 1<sup>st</sup>, directing the respondents to make appointments of the persons included in Ext P9 list.

Though KSEBL filed WA No.1335/2018 against the judgment the same was dismissed through the common judgment dated 6.2.2020 read as 2<sup>nd</sup> above with the direction, 'KSEBL is obliged to grant them promotion, if there are no seniors in the same category who are also entitled to claim promotion to the reserved vacancies by reason of their disability'. Board decided, vide order read as 3<sup>rd</sup>, to comply with the judgment read as 1<sup>st</sup>.

Imbibing the spirit of the direction contained in the judgment dated 6.2.2020 in W.A No 1335 of 2018 details of physically disabled Sub Engineers (Ele) were called for so that no seniors were left out when promotion is ordered. This exercise was necessitated as the Ext P9 list of physically disabled Sub Engineers (Ele) were prepared way back in 4.11.2017 in compliance with the judgment dated 22.11.2016 in WPC No 23104/2016 filed by the petitioner herein.

KSEBL, vide B.O (FB) No. 395/2012 (Estt.III/CR-Rules 2006) dated 18.02.2012 constituted the Departmental Promotion Committee (Lower) for Technical, Administrative & Financial Officers for promotions to the cadre of

Assistant Engineer/Senior Superintendent/equivalent categories and up to Assistant Executive Engineer/Assistant Accounts Officer/ Assistant Finance Officer/equivalent categories.

Departmental Promotion Committee after assessing the performance of the candidates nominated for promotion, by evaluating their Performance Appraisal Report, prepare a select list of the candidates and promotions are granted from the select list.

In order to submit before the Departmental promotion Committee Performance Appraisal Report of the physically disabled persons were called for. Disability Certificate in the pro-forma as mandated in the PWD Act 1995 (RPD Act 2016) to ascertain the type disability had already been called for as the Ext P9 list was not prepared based on the disability certificate as mandated in the Disability Act. But the petitioner has chosen to submit neither the disability certificate in the required format nor the Performance Appraisal Report.

In CCC No.955-2018 filed by the petitioner the Hon'ble High Court directed the petitioner to submit the disability certificate in the format mandated in PWD Act. But, in the IA filed to review this direction the Hon'ble Court ordered that the respondents shall not insist annexure A5 pro-forma in the case of the petitioner who is having permanent disability.

As the Hon'ble High Court has directed to urgently grant promotion to physically disabled persons as enshrined in the PWD Act and given the time delay that will naturally occur to convene a meeting of the Departmental Promotion Committee to prepare the select list after collecting the Performance Appraisal Reports and Vigilance clearance of the candidates and the delay may go against the spirit of the judgment of the Hon'ble High Court the under signed decides to grant provisional promotion to the senior most Sub Engineers (Ele) having various disabilities as mandated PWD Act 1995 (RPD Act 2016). Accordingly the following Sub Engineers (Ele) figured as below are hereby provisionally promoted to the cadre of Assistant Engineer (Ele)

Their postings are as follows:

Sl No	Emp: Code	Name	D.O.B	Present office	Office to which posted	Remarks
1	1040242	Udayabanu C	3.5.68	Electrical Section, Pantherankavu	Permitted to continue in the present office	Locomotor disability (Already working as AE (Temp)

Sl No	Emp. Code	Name	D.O.B	Present office	Office to which posted	Remarks
2	1043512	Tomy Antony	4.9.65	110 KV Substation, Adimali	Electrical Division, Adimali	Hearing impairment (Already working as AE (Temp))
3	1043201	Santhakumar P T	5.5.68	Transmission Circle Kozhikode	Permitted to continue in the present office	Locomotor Disability (Already working as AE (Temp))
4	1059277	Cherian Varkey	10.4.65	Electrical Sub Division, Thiruvalla	110 kV Sub Station, Mavelikkara	Locomotor disability
5	1054999	Nissam K S	11.6.73	Electrical Sub Division, Pala	10 kV Sub Station, Frumeli	Locomotor disability
6	1062048	Babu K P	4.1.75	Electrical Sub Division, Thalassery	110 kV Sub Station, Thalassery	Locomotor disability

Their promotion will be regularized subject to the select list to be prepared by the Departmental Promotion Committee meeting which will be convened after considering their vigilance clearance and the Performance Appraisal Reports.

Orders are issued accordingly.

Judgment dated 12.3.2018 in WPC No.37335 2017 of the Hon'ble High Court of Kerala is complied with as above.

  
CHIEF ENGINEER (HRM)

To,

Sri Babu K P  
Sub Engineer (Ele)  
Electrical Sub Division, Thalassery  
(Through the Executive Engineer, Electrical Division, Thalassery)

Copy to:-

- 1 All Chief Engineers (Ele. & Civil)
- 2 All Deputy Chief Engineers (Ele. & Civil)
- 3 All Executive Engineers (Ele. & Civil)
- 4 The Secretary (Administration), K.S.E.B. Ltd., Tvpm.
- 5 The Legal Advisor & Disciplinary Enquiry Officer, K.S.E.B. Ltd., Tvpm.
- 6 The Chief Vigilance Officer, K.S.E.B. Ltd., Tvpm.
- 7 The FA/CIA, K.S.E.B. Ltd., Tvpm.
- 8 The Chief Personnel Officer, K.S.E.B. Ltd., Tvpm.
- 9 The Chief Public Relations Officer, K.S.E.B. Ltd., Tvpm.



- 10 The TA to Chairman and Managing Director, K.S.E.B. Ltd., Tvpm.
- 11 The TA to the Director (, Gen-Ele & SCM), K.S.E.B. Ltd., Tvpm.
- 12 The TA to the Director (Plg & Safety), K.S.E.B. Ltd., Tvpm.
- 13 The TA to the Director (Trans. & System Operation), K.S.E.B. Ltd., Tvpm.
- 14 The TA to the Director (Generation - Civil), K.S.E.B. Ltd., Tvpm.
- 15 The TA to the Director (Distribution, IT & HRM), K.S.E.B. Ltd., Tvpm.
- 16 The PA to the Director (Finance), K.S.E.B. Ltd., Tvpm.
17. The Legal Liaison Officer, KSEBI., Kochi
- 18 The Senior Superintendent, Gradation section/Bill Section/EBV Section (office).
- 19 Website: [www.kseb.in](http://www.kseb.in)
- 20 Stock File