



Hydel Bullet

A Monthly Publication of the Kerala State Electricity Board Engineers Association

THE ANOMALOUS PAY-REVISION AND THE AFTERMATH NOISES....

When there was just about forty three days to go for the notification of Assembly election, the Minister invited the Union & Association representatives and informed his desire to give two pay-revisions in his tenure, a task that was seemingly impossible if the historical duration of collective bargaining in KSEB was any indicator. The subsequent negotiations with Recognized Trade Unions and the hectic exercise done by the Pay-revision Committee, the whole affairs being spanned to a maximum of ten days, yielded result and finally the Board could technically come out with an Order on the threshold date of 28th February revising the Pay & allowances of workmen & officers of the Board.

At the outset, we must thank for the determined efforts of the Pay-revision Committee chaired by the Member (T&D) and for the disciplined behavior of Recognized Trade Unions leaders (one of them have been too satisfied with the pre-revised scale itself that propelled from not submitting a charter of demand even!), the factors which enabled the Board to come out with a pay-revision in an unbelievably short span of time. We also acknowledge our thanks to the Electricity Minister Sri A.K.Balan for keeping his words. Our sincere appreciation goes to the Chairman whose decisive intervention at right time enabled to restore the long time neglected & distorted parity in allowances for Generation sector with respect to that of their peers in cities

After that, the scene changed and there has been wide spread accusations from some of the Trade Union leadership publically that the hike given to the officers, specifically to engineers, is unjustifiably out of proportion. A similar charge was raised in an earlier occasion also in an official restructuring meeting to the effect that the employee cost in Board is high due to the higher pay to Engineers. Though reacted in this column then, we presumed it only as an individualized opinion and not that of

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that Trade Union. The recent developments confirmed these events as organized moves against the Engineers. Hence we must call for an exhaustive & scientific review of the entire pay-structure being designed & has been in existence for a long time in KSEB and in comparison with Government as well as in sister power utilities and with respect to each class of employees and officers. The task should invariably be entrusted to an independent competent body or Commission and should encompass all the categories right from the jobs that call for a 4th standard pass, clerical, technicians, supervisory, administrative and right up to those levels of professional posts that require a minimum qualification of B.Tech/CA/ICWA plus 20 to 25 years of domain experience.

However, as an Association that represents the interest of Engineers, a reply to the allegation is highly warranted. A peripheral analysis of published figures itself will reveal the terrific truth! The figures given elsewhere in this edition (Table 1) are self speaking and show the extent of discrimination against engineers especially at senior level. While the scale of Non- Technical officers are substantially higher when compared to their counterparts in Government, the difference of Technical officers are meager and for senior engineers of and above Executive engineers the minimum of the scale even goes to negative. For Dy. Chief Engineers, the scale maximum is just 1.8% higher and for Chief Engineers it is 4.1%. Whereas for Finance Officers, the difference is 35% while for Accounts Officers it is a substantial 57% & 48% in min & max of the scale respectively. The



height of discrimination is in favor of AAOs who enjoy an un-explainable positive gap of 51% & 65% with respect to their counterparts. In Technical cadre, the only consolation is for AEEs with a reasonably satisfactory margin. By maintaining a huge positive margin in scale minimum also, the non-technical officers are assured of their financial supremacy over their peers in Government unto the last tooth of them leave naturally with the advent of One-Rank -One Pension scheme. Whereas for Executive Engineers & above, this has been scrupulously torpedoed by extending the time scale in reverse gear and May God bless that unscrupulous advisor with a very long life span to taste the fruit of the deed!

Facts being this, one Trade Union leader in his customary explanatory speech proclaimed that discriminated menu shall not be served in the same venue. If Table -1 is looked upon as the venue, the extent of discrimination is clearly visible and illustrates which class belongs to the so called "*Varennia Vargam*". At the same time, another question arises is that can the salary of workmen and salary of Officers/Engineers be seen as a "*sadhya*" to be served in the same "*pandal*"? The salary & allowances for each type of job in similar environment should be designed to match the qualification requirement for the job, the skill level, risk factor associated with the work, nature of work, duty responsibilities and accountability. Ironically, the same principle is seen inscribed in the Pay-revision committee's proposal to Board also under the sub-title "cadre pay" - item (3). The Board should

clarify whether any of those factors so inscribed pertaining to an AE match with those required for a Sr. Confidential Assistant and similar class in deciding a common cadre pay to them? Or that of an AAO who is already drawing 51%-65.2% higher pay over an AO in Government be same as that of an AEE? Or that of an AO the same as that of an Executive Engineer in giving equal cadre pay? No impartial observer including the undue beneficiaries can agree to this. Are the Pay-revision committee members too myopic to see the harsh realities that happen in everyday broad light in connection with the duties and accountabilities of field engineers? The classification of officers in "cadre pay band" is a veiled attempt to further uplift the non-technical officer by proposing same kind of pay band in tomorrow's pay-revisions. This is strengthened by introducing the same classification in the revision order for TA also. In the pre-revised TA order which is revised now, Non Technical officers were not included irrelevantly as in the revised order. The Equating of the on duty travel requirement of a 10am to 5pm desk-officers and classify them in the same (pay?) band with a field engineers is nothing but nonsense and Bullshit! The RAOs have no mandate and have no license and hence are not authorized to inspect any electrical installation whether LT or HT and they are not touring officers for technical jobs. Their travel expenses for auditing purpose can be treated as separate TA bills as per eligibility. The B.O authorizing Auditors to physically inspect LT installations is ultravires to the Electricity Rules and should be withdrawn. ⇨

The distortion of inter-se parity at higher level between Sr.AO/FO & Dy CE is another step in this direction which would result into unlimited benefit relative to and at the cost of compressed scale of Dy. CE and above. In the previous revision, the parity between Sr & Dy CE was 2 increments and the maximum increment was limited to 2nd highest increment of the master scale. In this revision this parity is reduced to single increment with the last increment pushed up to the highest rate of master scale. So this class of officers would become eligible to get stagnation increments at the highest rate that would ultimately equate their pay to or nearly close to that of chief engineers! It is not just coincident that the sentence in the 2003 order - "higher scale of pay were designed and assigned to the ***professionally qualified Officers like Engineers, based on their technical qualification***" - is deleted from the preamble in this order because the committee members are well aware of the irrelevance of that sentence in KSEB. If the Minister can announce that the maximum of the scale would be somewhere between 58000 & 59000, what was the constraints of the committee in limiting the maximum to 55310 by compressing and distorting the existing parity to the disadvantage Chief Engineers & Dy Chief Engineers who are ***professionally qualified***.

The Union leadership has no complaint in uplifting the salary of a Sr.FO/AO to the highest level breaking all parities. At the same time they brag about the higher scale maximum being given to Executive Engineers and scale minimum + one increment given to Assistant Engineers and accuse as biased. Probably

because the beneficiaries happened to be ***professionally qualified Officers like Engineers!*** The FOs & AOs are subordinate to Executive engineers and what was the criteria or additional qualification acquired by them in lifting that category of officers above Executive Engineer by prefixing a word 'Sr.'? If it was in consideration of acquiring a professional qualification like CA/ICW the same could have been justified. Why cannot Engineers also be treated the same way by suffixing a (H.G) as done in Government? How come in KSEB only, the inter-se parities commonly accepted in SEBs general are sabotaged time and again?

After acquiring B.Tech and after qualifying through PSC tests and interview, a person would be in the age group of 27-32 when he joins KSEB as an Asst Engineer. Even if the basic fixation formula announced by the minister is worked out from the pay scale minimum applicable to a 4th class passed out who can enter Board at in an age band of 18-23, the minimum of the officers pay scale should not be less than 20604. So what was the logic of the committee in beginning the scale with 20170 instead of 21040? The granting of one additional increment to a directly recruited AE after lowering the minimum by one increment is just a split-off of their normally eligible scale and can only be seen as an eye wash and the yelling about as impartiality is another cover up! If he joins in PGCIL, he will be placed in the pay scale of 24900-50500 and will get Rs6.3 Lakhs per annum during the first year of training & Rs 11.7 lakhs per annum after training. KSEB need not pay this salary to their Asst. Engineers, but surely can give the same to Executive

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CONGRATULATIONS

KSEB Engineers Association Congratulates



Er. Ebenezer Samji

on his promotion as Chief Engineer and assumed charge as 1st Safety Commissioner of KSE Board



Er. V. V. Sathyarajan

on his promotion as Chief Engineer, (Commercial & Tariff)

CONGRATULATIONS

The KSEB Engineer's Association congratulate Er. Ebenezer Samji, Vice President of Association on his promotion to Chief Engineer and posting as the first Safety Commissioner of KSEB. The responsibility expected from the new post is highlighted in the words of the dignitaries who spoke during the occasion of the Safety Fortnight Valedictory function organized in Vydhyuthibhavan. While the Chief Secretary stressed the importance of heading this vital function by a Chief Engineer, our Chairman Er. V.P.Joy IAS declared his vision to bring forth international safety standards and amenities to make KSEB a "Zero Accident Organization". So the onus on the new incumbent is to to implement sigma six quality standard in this functional area. We sincerely believe that Er. Samji with his long years of domain expertise, exposure to forein organisational environment and management qualification can well set the stage to accomplish the great vision of the Board.

Engineers at least who already put in 20 years of service!

During the collective bargaining stage, all the trade unions and associations vie one another in projecting the special nature of job of Engineers, Technicians and other field staff in power sector and argue predominance over Government Department. When the cake is served, the very class who actually carry out the projected special work is mercilessly denied their eligible slice and the middlemen take it all! This is a case of winning the war by showcasing

"Shikhandi" and neglect after the victory. Engineers should no longer be allowed to be treated as "Shikhandis" anymore and it is time for us to readjust the output so as to equate the output to input ratio same for all who appear in the same cadre pay band. On February 18th at Durbar hall, a lone but firm slogan was raised by a young overseer who represented a newly registered trade union of field employees. "We want a separate Pay-Package in view of the risky nature of our job" was the slogan and time is already overrun for us too to strengthen that slogan and shout it more louder and clear in unison. *

Table - 1

Govt. Categories	2009 pay scale	KSEB category	2008 pay scale (45%)	2009 equated (64%)	%diff. with Govt. min&max scale
FC Supdt	16180-27140	FC Supdt	20170-33230	22792-37550	40.9%-38.4%
Sr supdt/Da	18740-31360	Sr Supdt/DA	20170-33230	22792-37550	21.6%-19.7%
AO	19240-32110	Asst. AO/FO	25690-39520	29030-44658	51%-65.2%
Asst.Engineer	20740-33680	Asst.Engineer	20170-33230	22792-37550	9.9%-11.5%
Asst. Ex. Engineer	21240-34500	Asst. Ex. Engineer	25690-39520	29030-44658	36.7%-29.4% & 20.8%- 23.6%(HG)
FO	22360-35320	FO/AO	26635-42190	30160-47675	34.9%-35%/FO; 56.8%- 48%/AO
AEE (HG)	24040-36140	Sr AO/SrFO	29840-49230	33719-55630	
Exe Engineer	36140-46640	Exe Engineer	28710-47710	35002-53912	(-)3.14-(+)15.6% & (-)13.9%-(-)0.4%(HG)
EE (HG)	40640-54140	CPO/CAO	34360-50750	38827-57348	
Dy. Chief Engineer	44640-56340	Dy. Chief Engineer	35650-50750	40285-57348	(-)9.8%- (+)1.8%
Chief Engineer:	48640-59840	Chief Engineer /FA/CIA	42190-55130	47675-62297	(-)2%- (+)4.1%

Table-2
Time Scales of Pay of Officers of KSE Board

Sl No (1)	Designation (2)	Existing scales of Pay (3)	Revised scales of Pay (4)
1	Assistant Engineer/ Medical Officer / Senior Superintendent/ Divisional Accountant/ Senior Confidential Assistant/ Fair Copy Superintendent	13215-600/2-14415-650/6-18315-780/3-20655 (11 years)	20170-870/2-21910-945/6-27580-1130/5-33230 (13Years)

2	Assistant Executive Engineer /Assistant Accounts Officer/Assistant Finance Officer /Junior Personal Assistant/Senior Fair Copy Superintendent/ Regional Personnel Officer/Public Relations Officer	17015-650/2-18315-780/3-20655-890/4-24215 (9 Years)	25690-945/2-27580-1130/6-34360-1290/4-39520 (12 Years)
3	Accounts Officer/ Finance Officer/ Personal Assistant	17665-650/1-18315-780/3-20655-890/4-24215-950/1-25165 9 Years)	26635-945/1-27580-1130/6-34360-1290/5-40810-1380/1-42190 9 Years)
4	Executive Engineer/ Personnel Officer	19095-780/2-20655-890/4-24215-950/4-28015 (10 Years)	28710-1130/5-34360-1290/5-40810-1380/5-47710 (15 Years)
5	Senior Accounts Officer/ Senior Finance Officer/ Deputy Chief Accounts Officer	19875-780/1-20655-890/4-24215- <u>950/5-28965</u> (10 Years)	29840-1130/4-34360-1290/5-40810- <u>1380/5-47710-1520/1-49230</u> (15 Years)
6	Deputy Chief Engineer /Chief Personnel Officer/Chief Accounts Officer	23325-890/1-24215-950/5-28965- <u>1050/2-31065</u> (8 Years)	34360-1290/5-40810-1380/5-47710- <u>1520/2-50750</u> (12 Years)
7	Chief Engineer /Financial Adviser/Chief Internal Auditor	28015-950/1-28965- <u>1050/6-35265</u> (10 Years)	40810-1380/5-47710- <u>1520/5-55310</u> (7 Years)

Table-3
Inter Se Parity- Comparison with TNEB
Existing and revised Scale of pay of TNEB

Pay Band No	Category	Existing Scale of Pay	Revised scale of pay+Grade Pay
1	2	3	4
PB-2	Assistant Audit Officer Assistant Engineer Junior Engineer Grade I Private Secretary Section Officer	7225-225- 13525	10100-34800 + 4600
PB-3	Assessment Officer Assistant Accounts Officer Assistant Administrative Officer Assistant Personnel Officer Chief Head Draughtsman Industrial Relations Officer/ Labour Welfare Officer Stores Officer	8100-275- 15525	15700-39100 + 5400
PB-3	Assistant Executive Engineer Medical Officer Senior Chemist	9275-300- 17375	15700-39100 + 6100
PB-3	Accounts Officer Administrative Officer Chief Stores Officer Internal Audit Officer	9500-300- 17600	15700-39100 + 6200
PB-3	Deputy Chief Chemist Deputy Chief Internal Audit Officer Deputy Financial Controller Executive Engineer Personnel Officer Senior Administrative Officer Stores Controller Under Secretary	11000-350- 20450	15700-39100 + 7000

PB-4	Chief Internal Audit Officer Chief Medical Officer Deputy Secretary Financial Controller Senior Personnel Officer Superintending Engineer	15100-425- 21900	38200-67000 + 8700
PB-4	Chief Engineer Chief Financial Controller	17600-500- 25100	38200-67000 + 9500

Engineers Emoluments offered in Central Power sector for fresh Engineers

POWERGRID is looking for Bright, Committed and Energetic persons to join its fold as
Executive trainee In Electrical disciplines

Discipline and Category- wise break up of Vacancies

Post ID	Name of the Post/ Level	Vacancy	Reservation			
			UR	OBC(NCL)	SC	ST
87	Executive Trainee(Electrical)/E2	85	33	28	14	10

Essential Qualification

Post	Qualification
Executive Trainee (Electrical)	Full time B.E./B.Tech/B.Sc (Engg.)/ BE (Power Engg)/ AMIE in Electrical Discipline from recognized University/Institute with a minimum 65%

Compensation Package

The Corporation offers a very attractive package and is one of the best in the Industry. Selected candidates will be placed in the pay scale of Rs.24900-50500 during the one-year training period. On successful completion of training, the candidates will be absorbed as Engineer. The details of CTC approximately are as follows

During Training	Rs.6.3 lakhs per annum
After Training	Rs.11.7 lakhs per annum

REAL TIME LETTERS GIVEN TO PAY REVISION COMMITTEE

Letter No.1

KSEBEA/Pay revision/2010-11

dated 24.2.2011

To,

The Convener
Pay Revision Committee

Sir,

As suggested in the pay revision discussion held on 24.2.2011 at 3 pm in the conference hall of Vaidhyuthi Bhavan, Trivandrum we are proposing the following scale and grade pay for Engineers in consideration of the additional financial commitment possible from the Board. We also request to allow 5 stagnation increment and a grade promotion pattern of 8-7-5-3 (total 23 years)

Time Scale

AE	25000-870/2-23240-945/6-28910-1130/3-32300	(11years)
AEE	27965-945/1-28910-1130/6-35690-1290/4-40850	(11years)
EE	35690-1290/6-43430-1380/4-48950	(10 years)
DYCE	43430-1380/6-51710-1525/3-56285	(9 years)
CE	48950-1380/2-51710-1525/6-60860	(8 years)

Master Scale

**21500 -870/2 -23240 -945/6- 28910- 1130/
6- 35690- 1290/6-43430- 1380/6-51710- 1525/6- 60860**

Technical grade Pay

AE	-	3900
AEE	-	4600
EE	-	5300
DYCE	-	5900
CE	-	6500

Yours faithfully

Sd/-

President

Letter No.2

KSEBEA/Pay revision/2010-11

dated 28.2.2011

To,

The Convener
Pay Revision Committee

Sir,

A comparative statement of Pay of AE to CE in Government and KSEB levellised to 64% merging of DA is attached herewith. It must be noted that the parity is going to -ve side (negative) when it comes to higher level and in case of Executive Engineers the pay is lower than that of Executive engineers in Government. This should be rectified

As already demanded in connection with the 1st meeting we reiterate our demand that Engineers working in Power House should get the maximum salary compared to their counterparts by devising the allowance accordingly.

Number of years for granting grade promotion should be made equal at least to Government.

Technical Grade Pay should be accepted in principle.

The new Project Allowance proposal should be extended to all capital projects in Transmission and Distribution.

Investigation Allowance should be extended to those who undertake Transmission survey in Forest and remote areas as per the condition.

The enhanced cadre pay specially proposed to Distribution section AE's should be extended to all Field office head in Distribution, Transmission and Generation up to EE level

Yours Faithfully
Sd/-
General Secretary

Letter given to Chairman before concluding the Pay Revision

KSEBEA/Lr PRC 1/2010-11/

Date:- March 3, 2011

To,

The Chairman
KSE Board.

Sir,

Sub: - Pay-revision – 2011; request for rectification of disparities-reg

We had submitted our original demand based on the pay being given to Engineers in other power sector utilities and demanded a scale **2400 – 72300** with a span length of 32 years. In the first ever discussion held on 24/2/'11, the pay revision committee made it known the criteria to be adopted as 45% DA merging +10% fitment benefit +0.5% weightage for each year of service and accordingly asked us to revise and submit our new demand. Though inferior to the pay pack being given to our counterparts in other organizations, we revised the demand based on above criteria and submitted a scale **21500 – 60860** with span over time scales staggered in an optimal manner to minimize the stagnation that has been affecting since the previous revision. We also reiterated that the allowances should be so revised that Engineers working in power houses should get the highest take home salary. Also the Grade promotion duration to be revised as 8-7-5-3 as a possible remedy to career stagnation. After the Minister's meeting the next day on 25/2/'11, he publically announced that the scale of the officers will be having a maximum in the range between 58000 & 59000 and the weightage is 0.6%. This was nearly matching our revised demand also. Subsequently on 26th, we got some informal information from the committee that there would be some reduction in the scale to link with workers pay scale as detailed below.

Master scale: 20170-870/2 -21910- 945/6-27580-1130/6-34360 -1290/5-40810-1380/5 - 47710-1520/6 – 56830 (30 years span) & individual time scales as Asst. Engineer: - 20170 – 33230 (13) : Asst. Ex. Engineer :- 24745 – 39520 (13); Exe Engineer:- 30975 – 47710 (13); Dy. Chief Engineer:- 3550-50750 (11) ; Chief Engineer:-42190-56830(10)

There exists a well accepted practice to give a higher pay pack to KSEB Engineers over their counterparts in Government Departments because of the incomparably different nature of duty expected from KSEB Engineers. This practice is adopted in the pay for the workmen also and is being followed up to this pay-revision in their case. In Government, the nature of duty, especially of senior Engineers, is generally administrative in nature whereas in KSEB, AE to CE have to participate in every stages of a task for its successful completion apart from their administrative role. Hence, a comparison with the pay scale for Engineers in Government is inevitable which is furnished below.

category	Government		K S E B			% difference w.r.to Govt. 2009
	2004	2009	2003	2008(45%) proposed	2008(64%) equivalent	
Asst. Engineer	11910- 19350	20740- 33680	13215- 20655	20170- 33230	22792- 37550	9.00-11.49
Asst. Ex.Engineer	12250- 19800	21240- 34500	17015- 24215	24745- 39520	27962- 44658	31.64-29.44
Exe. Engineer	23200- 31150	40640- 54140	19045- 28015	30975- 47710	35002- 53912	-13.90 - 11.98
Dy. Chief Engineer	25400- 33100	44640- 56340	23325- 31065	35650- 50750	40285- 57348	-20.13 +1.8
Chief Engineer:	26600- 33750	48640- 59840	28015- 35265	42190- 56830	47675- 66428	-1.98 +7.3

It can be seen that while the scale minimum of Executive Engineers and above is below, the scale maximum also of Executive Engineers is less than that of their counterparts in Government with the proposed scale.

Now it is learnt that the scale maximum is still further to be reduced to 55310 leaving the Asst.Executive, Executive & Chief Engineers to take the brunt. The Asst Ex .Engineer's scale is reduced by another two level to 36940, Exe Engineers by two level to 44950 and Chief Engineers by another one level to 55310. **Needles to say that this scale is totally unacceptable.** The reason stated for slashing the scale of Asst Executive Engineer is to maintain the inter se parity between AAO & AO and Executive Engineer to FO/AO & Sr. FO/AO. At this stage we must state the following plainly.

95% of Executive Engineers reach that level after getting two promotions in 15 to 20 years of service since they had joined as Asst .Engineer with the prescribed professional qualification of B.Tech or equivalent. Now there are hundreds of AEs without getting a single promotion even after completing 13 years! FO & AO are abbreviations of Finance Officers & Accounts Officer for which no professional qualification in Accounting or Finance is prescribed. They reach the level of Sr.FO/AO after getting five promotions since joined as a Junior Assistant/cashier for which a general graduation is the prescribed qualification. We have no objection if the scale of a Sr. FO/AO with a professional qualification like CA/ICWA is fixed over an Executive Engineer. The inter-se parity had been existing between AO & AEE and between FO & EE earlier. The same was distorted conveniently with the creation of AAO & SR. AO/FO without any functional change and can be restored only by the creation of Sr AEE /EE. If the Pay-Revision Committee cannot lift the scale of EE & AEE any further, a notional creation of Sr AEE/EE should be looked into as had been in the case of AO/ FO and restore normalcy. OR the same should be compensated by an appropriate Technical Grade Pay as we demanded

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It should be noted that a large number of Executive Engineers are and will remain in stagnated stage for long both in promotion wise and pay wise both in Electrical & Civil cadre. The proposed scale can only help to stagnate them in a demoralized state too in future permanently. The Committee members are well aware of the critical role of Executive Engineers in implementing Board's projects. With the proposed scale maximum, even with 4 stagnation increments, the pay will be stagnated at the fixation stage itself. **Hence we demand that the lowest scale acceptable is**

21040-870/1-21910- 945/6-27580-1130/6-34360 -1290/5-40810-1380/6 - 49090-1520/6 - 58210 (30 years). This scale is perfectly in order with the highest pay announced by the Minister for officers.

On allowances & career advancement, we request the following:-

1. The engineers working in power houses should get the maximum take home salary comparing to their counterparts in cities. So one of the generation specific allowances should be sufficient to compensate the increased HRA/CCA allowed in cities.
2. The proposed shifting of Project Allowance exclusive for Generation project implementation should be extended to Transmission projects also. The Chairman of Pay-Revision Committee is well aware of the strategic challenges involved in the task of transmission line project execution.
3. The Investigation allowance should be extended to Transmission Line Survey in forest and hostile terrain areas also on need basis.
4. Trade Union does not demand reduction in grade promotion period because 4 to 5 promotions are guaranteed for all workmen who join as workers/junior assistants in Board. Only directly recruited Asst. Engineers are mostly affected by career stagnation. Grade promotion is the only solution now and we reiterate our demand for 8-7-5-3 year grade promotion for Engineers.

We are constrained to submit this letter to the Chairman and Member (Finance) because we lost hope on the Pay-Revision Committee who are seen to be under a self imposed confinement of politico-trade union up-manship. Further, your past association with other technical organizations might earn you an insight on how the relative pay-pack of Engineers should be designed in a Technical Organization that is expected to function in a competitive commercial environment. We do agree that KSEB is the highest paying employer in the world for a Std-4 class passed out person. At the same time KSEB is also the lone employer in power sector who link the scale of Engineers to the workers scale and design the pay as per their dictates. In a situation wherein the workers decide the pay of their superior engineers, the Engineers need not be expected to behave as task oriented.

From our limited interaction with the Chairman & Member (F) we are given a feeling that you will appreciate our demand just and reasonable and will do the needful. We are not in a hurry and we are of the clear thinking that this pay revision is crucial in the wake of the ensuing organizational change and should be implemented carefully before the re-vesting.

Yours faithfully,

Sd/- President

KERALA STATE ELECTRICITY BOARD

Abstract

Revision of Pay and Allowances of Officers of KSE Board - Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL DEPARTMENT)

B.O.(FB) No.643/2011(PS1/1757/2009)Dated, Thiruvananthapuram,28.02.2011

Read:- 1. B.O. (FM) No.2075/2007 (PSI/OPR/2000) dated 12.09.2007
2. B.O. (FB) No.455/2011 (PSI/6047/2008) dated 09.02.2011
3. B.O. (FB) No.622/2011 (PSI/6047/2008) dated 26.02.2011
4. Note No.PSI/1757/2009 dated 28.02.2011 of the Secretary, KSE Board.
5. Proceedings of the Board Meeting dated 28.02.2011
(Agenda Item No.51/2011)

ORDER

The period of validity of the revision of Pay and Allowances of the Officers of the Board expired on 30.06.2008. On expiry of the above Pay Revision, various

Organisations of Officers in KSE Board have demanded revision of Pay and Allowances with effect from 01.07.2008.

Board vide order read as 2nd paper above constituted a Pay Revision Committee for conducting discussions with the Organisations of Officers and to submit a proposal for Pay Revision of Officers of KSE Board.

The Full Board Meeting held on 24.02.2011 decided to authorize the Pay Revision Committee to arrive at a Long Term Settlement with the Recognised Trade Unions and to revise the Pay and Allowances of Officers.

Accordingly, the Pay Revision Committee submitted its proposal for revising the Pay and Allowances of Officers before the Board. The proposal was placed before the Special Full Board Meeting held on 28.02.2011.

Having examined the matter in detail, Board approved the proposal for the revision of Pay and Allowances of Officers of KSE Board and decided to forward the same for formal approval of the Government.

Orders are issued accordingly.

By Order of the
Board
Sd/-
B. Mohanan
Secretary

(Details available in our website No. ksebea.in)

ദയാവധം

Er. V.Rajan(Retd Dy.CE)

'അടുത്ത ദിവസങ്ങളിൽ, ഒരു സുപ്രീം കോടതി വിധിയുടെ വെളിച്ചത്തിൽ വളരെ ചർച്ച ചെയ്യപ്പെട്ട ഒരു വിഷയമാണല്ലോ ദയാവധം. മുംബയിലെ ഒരു ആശുപത്രിയിൽ 38 വർഷത്തോളമായി ജീവച്ഛവമായി കിടക്കുന്ന ഒരു സ്ത്രീയുടെ പേരിൽ സമർപ്പിച്ച കേസിലാണ് കോടതി വിധി പറഞ്ഞത്-സുകൃിയ ദയാവധം അനുവദിക്കുന്നില്ല, നിഷ്ക്രിയ വധം ആകാം. മരുന്നിന്റെ സഹായത്താൽ ദയാവധം അനുവദിക്കുന്നില്ല. പക്ഷേ നൽകി കൊണ്ടിരിക്കുന്ന മരുന്നുകളും ആഹാരവും ജീവൻ രക്ഷാ ഉപകരണങ്ങളും ക്രമമായി പിൻവലിച്ച് രോഗിയെ മരണത്തിലേക്ക് നയിക്കുന്നു. ഈ രണ്ട് രീതികളും തമ്മിലുള്ള വ്യത്യാസമെന്തെന്നാണ് സാധാരണക്കാരന്റെ സംശയം. അതു പോലെ രോഗിയുടെ സമ്മതത്തോടെയുള്ള ദയാവധം ചില രാജ്യങ്ങളിൽ അനുവദനീയമാണ്. അപ്പോൾ സമ്മതം നൽകാൻ സാധിക്കാത്തരോഗികളുടെ കാര്യം ആർ തീരുമാനിക്കും. ഒരു കമ്മിറ്റി, കോടതിയുടെ അനുവാദത്തോടെ, ആ തീരുമാനം എടുക്കണമെന്നാണ് പറയുന്നത്. മുകളിൽ പറഞ്ഞ കേസിൽ ഒരു പൊതു പ്രവർത്തകയാണ്, ഒരു ചോദ്യത്തിനും ഒരു രീതിയിലുള്ള മറുപടിയും നൽകാൻ സാധിക്കാത്ത നിലയിലുള്ള രോഗിക്കുവേണ്ടി, കോടതിയെ സമീപിച്ചത്. ഈ രോഗിയെ 38 വർഷമായി പരിചരിക്കുന്ന ആശുപത്രി ജീവനക്കാർ ഈ ശ്രമത്തിനെതിരായിരുന്നു. അതു കൊണ്ടു തന്നെ കോടതിവിധിയെ അവർ മധുരം വിതരണം ചെയ്താണ് സ്വീകരിച്ചത്. രോഗിയുടെ ബന്ധുക്കളേയും നാട്ടുകാരെയും കണ്ട് അഭിപ്രായം ആരാഞ്ഞിട്ടാണ് കോടതിയെ സമീപിച്ചതെന്നാണ് പൊതു പ്രവർത്തക പറയുന്നത്. പൊതു സമൂഹം നിഷ്ക്രിയ

ദയാവധം ഏതാണ് അംഗീകരിച്ചതു പോലെയാണ് മാധ്യമ വാർത്തകൾ.

വികസിത യൂറോപ്യൻ രാജ്യങ്ങളിൽ പോലും ദയാവധം അനുവദിച്ചിട്ടില്ല. സഹജീവികളെ സ്നേഹിക്കുക, ആപത്തിൽ സഹായിക്കുക, അവരുടെ ദുഃഖവും പ്രയാസങ്ങളും പങ്കുവെയ്ക്കുകയെന്നൊക്കെയുള്ള വികാരം മനുഷ്യൻ മാത്രമുള്ളതാണ്. അത് നമ്മുടെ സംസ്കാരത്തിന്റെ ഭാഗവുമാണ്. ഒരു മതവും ദയാവധം അനുവദിക്കുന്നില്ല. ഹിന്ദു പുരാണത്തിൽ ഭീക്ഷമരുടെ 'സ്വച്ഛന്ദ മൃത്യു' എന്നൊരു മരണ രീതിയെക്കുറിച്ച് മഹാഭാരതത്തിൽ പറയുന്നുണ്ട്. അല്ലാതെ ദയാവധത്തെ ന്യായീകരിക്കുന്ന രീതിയിൽ ഒരു മതത്തിലും അനുശാസനങ്ങളില്ല. എന്നാലും ചില സമൂഹങ്ങളിൽ അത്യാസന നിലയിൽ കിടക്കുന്ന വൃദ്ധരുടെ മരണം പെട്ടെന്ന് സംഭവിക്കാനായി ചില പ്രത്യേക സമുദായ അംഗങ്ങളെക്കൊണ്ട് ചില കർമ്മങ്ങളും ചടങ്ങുകളും നടത്താറുണ്ടായിരുന്നു; ഇപ്പോൾ അവലങ്ങളിൽ ചില പൂജകളും നടത്തുന്നുണ്ട്. മരണത്തെ പേടിക്കേണ്ട ഒരു കാര്യവുമില്ലെന്നാണ് ആദ്ധ്യാത്മിക ഗുരുക്കന്മാർ പറയുന്നത്. അത് ആ തലത്തിലുള്ള വർക്കെ മനസിലാകൂ. രവീന്ദ്ര നാഥ ടാഗൂർ പറയുന്നത്, മുല കുടിക്കുന്ന കുട്ടിയെ അതിന്റെ അമ്മ ഒന്നിൽ നിന്നും മറ്റേതിലേക്ക് മാറ്റുമ്പോൾ കുട്ടിക്കുണ്ടാകുന്ന വിഭ്രാന്തി പോലെയാണ് മരണമെന്നാണ്.

നേരത്തെ പറഞ്ഞതു പോലെ ഇത് നമ്മുടെ സംസ്കാരവും നിലപാടുകളുമായി അഭേദ്യമായി ബന്ധപ്പെട്ടിരിക്കുന്നു. അടുത്ത കാലത്തായി മനുഷ്യൻ സംസ്കാരികമായി വളരെ മാറിയിരിക്കുന്നു; ഇന്നിപ്പോൾ നമ്മൾ

അവകാശങ്ങൾ മാത്രമുള്ള ഒരു ആൾക്കൂട്ടം മാത്രമായിരിക്കുന്നു. മാനുഷമായ/അന്തസായ ജീവിതം അനിവാര്യ ഘടകമാണെന്നാണ് മനുഷ്യാവകാശ പ്രവർത്തകർ നമ്മെ പഠിപ്പിച്ചിരിക്കുന്നത്; എന്നു വെച്ചാൽ പ്രയാസമുള്ള ഒരു ഉത്തരവാദിത്വവും ഏറ്റെടുക്കാൻ നമ്മൾ തയ്യാറല്ല. അപ്പോൾ ഒരു രോഗിയെ ശിശുശിക്ഷകളെയെന്നൊക്കെ പറയുന്നത് സമൂഹത്തിന് ഇഷ്ടമുള്ള കാര്യങ്ങളല്ല. അപ്പോൾ കിടപ്പിലായ രോഗിയെ, അന്തസായ ജീവിതത്തിന്റെ പേരും പറഞ്ഞ് ഒഴിവാക്കിയാൽ നമ്മളും രക്ഷപെടും. അതുപോലെ എന്താണ് രോഗമെന്ന് മനസിലാക്കാൻ കഴിവുള്ള ഡോക്ടർമാരുടെ എണ്ണം കുറഞ്ഞു വരുന്ന ഈ കാലത്ത് ദയാവധം അവർക്കുമൊരു അനുഗ്രഹമാണ്. ഡോക്ടറെ വിശ്വസിച്ചാണല്ലോ ഒരു രോഗി ചികിത്സക്ക് എത്തുന്നത്. ഡോക്ടറുടെ ധർമ്മം ചികിത്സിക്കുകയെന്നുള്ളതാണ്. അതവർ ചെയ്തേ മതിയാകൂ. പഠനത്തിന്റെ ഭാഗമായി അവർ ചൊല്ലുന്ന പ്രതിജ്ഞയിലും ഇതുണ്ട്.

ജീവിതത്തിലെന്തെങ്കിലും പ്രയാസങ്ങളുണ്ടായാലുടനെ കുടുംബത്തോടെ ആത്മഹത്യ ചെയ്യുന്ന സമൂഹത്തിൽ മരണത്തിനെന്ന് പ്രസക്തി. അതുപോലെ നാടു നീളെ വൃദ്ധ സദനങ്ങളും സ്വന്തം വീട്ടിൽ ആരും സംരക്ഷിക്കാനില്ലാതെ പ്രയാസപ്പെടുന്ന വൃദ്ധ ജനങ്ങളും പെരുകുന്ന സമൂഹത്തിൽ ദയാവധത്തിന് പ്രസക്തിയില്ലേയെന്നു തോന്നും. ദയാവധം നടപ്പിലാക്കിയ രാജ്യങ്ങളിൽ പലതിലും ഭ്രൂണഹത്യ കൂടുന്നതായി കാണുന്നുണ്ട്. ഇവിടെ ഇപ്പോൾ തന്നെ പെൺ

ഭ്രൂണഹത്യ ഒരു പ്രശ്നമാണെന്ന കാര്യവും ശ്രദ്ധിക്കുക. അതു പോലെ ഇവിടെ റോഡപകടങ്ങളിൽപ്പെട്ട് മരണത്തോട് മല്ലടിക്കുന്ന ആളിനെ കണ്ടില്ലെന്ന് ശരിക്കും സമൂഹത്തിൽ മനുഷ്യാഹത്യ ഒരു കുറ്റമാകുന്നതെങ്ങനെ? മനുഷ്യാവകാശക്കാർ ഇതെല്ലാം മനുഷ്യന്റെ അവകാശങ്ങളാണെന്നാണ് പറയുന്നത്; പോലീസിലേക്ക് തിരഞ്ഞെടുത്തവർക്ക് നിയമപ്രകാരമുള്ള പരിശീലനം കൊടുക്കുന്നതും അവകാശ പ്രശ്നമായിട്ടാണ് കമ്മീഷൻ കാണുന്നത്. അതുകൊണ്ട് ഈ വിഷയത്തിൽ, ഒരു ജീവനെ നശിപ്പിക്കുന്ന കാര്യത്തിൽ, ധൃതി പിടിച്ചൊരു തീരുമാനം എടുക്കരുത്. കൂടാതെ ഈ കാര്യങ്ങളൊക്കെ തെരഞ്ഞെടുത്ത സഭകളാണ് ചർച്ച ചെയ്തു തീരുമാനമെടുക്കേണ്ടത്. എല്ലാ കാര്യങ്ങളും മനസിലാക്കിയുള്ള ഒരു തീരുമാനമാണഭികാമ്യം. മനുഷ്യൻ ബൗദ്ധികമായി ഉയർന്ന തലത്തിലാണ്, പക്ഷേ ധർമികമായി വളരെ താഴ്ന്നതലത്തിലാണെന്ന് ഓർക്കുക. ഒരു തെറ്റായ കാര്യം ചെയ്യാൻ ശരിയായ ഒരു വഴിയുമില്ലെന്ന കാര്യവും മറക്കാതിരിക്കുക. ത്യാഗങ്ങളെടുക്കാൻ സന്മനസില്ലാത്ത സമൂഹത്തിൽ മാനുഷിക മൂല്യങ്ങൾക്ക് ഒരു വിലയും ഉണ്ടാകില്ല. ചാനൽ ആഘോഷങ്ങളിലും (ടി.വി സാധാരണ രണ്ടാം നിര നിരക്ഷരതയാണ് ഉണ്ടാക്കുന്നത്) ട്രീറ്റുകളിലും അഭിരചിച്ചു നടക്കുന്ന സമൂഹത്തിനെന്ന് ത്യാഗ മനോഭാവം.

✽

ഒരു തിരുത്ത്

2011 ജനുവരി ലക്കം ഹൈഡൽ ബുള്ളറ്റിൽ എഞ്ചിനീയർ പി. മാധവൻ എഴുതിയ വൈദ്യുതി മേഖല-പുരോഗതിയുടെ പാതയിൽ പുത്തൻ കടമ്പകൾ' എന്ന ലേഖനത്തിന്റെ രണ്ടാം ഖണ്ഡികയുടെ അവസാനത്തിൽ '520 മെഗാ വാട്ട് 'തപോവൻ' എന്നത് '600 മെഗാവാട്ട് ലോഹരിനാഗ്-പാലാ' എന്ന് തിരുത്തി വായിക്കണം. തെറ്റുപറിയയിൽ ഖേദിക്കുന്നു.

ലേഖകൻ



Er.K.Gopalakrishnan, Chief Engineer (PED) inaugurating the Special Seminar series-II conducted by Trivandrum unit at IMG, TVM on 7-3-2011



Photos of Special seminar series-2 conducted by Kottayam unit on 24.2.2011.Er.John Thomas, Chairman handing over prize to winner team Kum.Shalini & Kum.Shalini of Rajiv Gandhi Institute of Technology, Pampady, Kottayam



Er.Abdul Rahiman Sait, Dy. Chief Engineer, Trans. Circle, Alappuzha inaugurating special Seminar series 2011 conducted by Alappuzha Unit on 14.3.2011 at Hotel Roayle Park.



View of special seminar conducted by Ernakulam Unit on 26-2-2011. On the dais are Dr. K E George, Professor of Polymer science and Rubber Technology, Cochin University of Science and Technology. Jury -1. Dr. Avinash Balakrishnan, Asst. Professor, Nano solar division, Amritha center for nano sciences, Er. Simon A Akkara, Joint Director, MIS, Cochin, & Er. Anand S R, Executive Engineer, Load despatch centre, Kalamassery.

സ്നേഹസൗധം

Er.കെ.പി.ഗോപാലകൃഷ്ണൻ
മുൻ ഡെപ്യൂട്ടി ചീഫ് എഞ്ചിനീയർ

(പത്തനംതിട്ട എൻജിനീയേഴ്സ് മന്ദിരത്തിന് ആശംസകൾ)

പത്തനംതിട്ടയി, ലെത്രനാൾ മോഹിച്ച
'പത്തനം' സത്യമായ് തീർന്നോരി വേളയിൽ
എത്രയാഹ്ളാദമാ, ഞെത്രയദിമാന -
ചിത്തനായ് തീർന്നു ഞാൻ, നെൻ പ്രിയ സോദരേ
എത്രയോ നാളത്തെ കാത്തിരിപ്പിൻ ഫലം
എത്രയോ സോദര, രദ്ധ്യാന ശാലികൾ
അത്യന്ത മുത്സാഹ ശീലരായ് വർഷങ്ങൾ -
ചിത്തത്തിലേറ്റിയ മോഹന സ്വപ്നങ്ങൾ
സത്യമായ് തീരുമ്പോളെന്മനം മന്ത്രിപ്പു
തൊരുമയ്ക്കൊരു' സ്നേഹസൗധം'

ഇന്നീ മഹാവൃക്ഷ വൻതണൽ തേടുന്നു.
വന്ദനം ചൊല്ലുന്നു കൂട്ടരേ, ഈ മഹാ-
വന്ദര കൊമ്പത്തെ യൊരു ചെറു ചില്ലയായ്
നിങ്ങൾ ചൊരിഞ്ഞൊരാ സൗരഭ്യമേറ്റു കൊ-
ണ്ടിന്നേവരേയ്ക്കും കഴിഞ്ഞതെൻ സൗഭാഗ്യം.
എത്ര പ്രശസ്തർ നയിച്ചൊരി പ്രസ്ഥാന-
മുത്തുംഗ ശോഭയാർന്നുജ്ജ്വല ശക്തിയായ്
മുന്നോട്ടു മുന്നോട്ടു വേഗം കുതിക്കുവാൻ
നന്മകൾ നേരുന്നു; ആശംസകൾ!

'ഒന്നോടെ വേർറ്റുപോയി', അസോസ്പേഷൻ
പൊങ്ങില്ല, വീണ്ടും തളിർക്കില്ല, പൂക്കില്ല'-
യെന്നു നിനച്ചവരത്രയോ പേരിവർ

*



The seminar series of Ksd District was conducted on 3.3.2011 at College of Engg, Trikaripur. Proff: Kunhikkannan , Principal, College of engg Trikaripur inaugurated the seminar series.

FAREWELL



Er.V.Ramesh Babu, joined in KSEB on 1-9-1980 as Assistant Engineer. He worked in all the three wings of KSE Board and also in corporate office. He is an expert in tariff, commercial and regulatory affairs of power utilities. He is a loyal and active member of the Association. He retired from Board's service on superannuation on 28-2-2011 as Chief Engineer (Commercial & Tariff), Trivandrum.

The KSEB Engineers Association wishes him a happy and peaceful retirement life.

OBITUARY



Er.P.M.Rajan, Assistant Executive Engineer, Trans. Sub division, Cherthala (brother of T.M.Gopi, Retd CE) passed away on 18.3.2011 due to liver cirrhosis at his residence at Cherthala. He is survived by his wife and two sons. He was an active and loyal member of our association.

The association expresses its deep condolence to the bereaved family.

58th ANNUAL GENERAL BODY MEETING

on 12th June 2011

at SOORYAPRABHA CONVENTION CENTRE

M.C Road, Mannanthala, Thiruvananthapuram



**Er. K. Radhakrishnan, Member (Generation)
inaugurating Hall of Engineers' House, Pathanamthitta.**



**Er.K.Valsakumari, Chief Engineer (Corporate Planning) participating in the 1st
discussion on ' Conservation begins from Safety' held in connection with inauguration
of Engineers' House, Pathanamthitta on 19-3-2011.**

March 2011

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PHONE. 0471-2330696, FAX : 0471-2330853



Er.G.S.Ajikumar, President, KSEB Engineers' Association
inaugurating the Engineers' House, Pathanamthitta on 19-3-2011



Unveiling the Plaque

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