



Hydel Bullet

A Monthly Publication of the Kerala State Electricity Board Engineers Association

Online General transfer.....

The kick-off of the proposal for introduction of Online general transfer in the Board has been underway with a meeting convened by the Chairman with representatives of all associations and unions. The comments and suggestions of our Association have already been furnished to the Chief Engineer (HRM). Though the Association is not averse to the proposal as such, we feel that there could arise some operational issues while implementing such proposals particularly in respect of power engineers considering the peculiar and contrasting nature of jobs in various sectors. At present there exists separate transfer guidelines for officers and workmen. We feel that some modifications in guidelines are needed to make the system more transparent and justifiable for all the employees and with a view to compel the employees to be more adaptive to the stipulations in the guidelines rather than think of alternatives to evade the stipulations in the existing guidelines. Also, the present system of separate guidelines for transfer of officers and workmen needs to be continued considering the nature of duty and responsibility. We are also of the opinion that there has apparently no issue in the last general transfer with particular reference to the postings of power engineers, as is being alleged from certain quarters. The above opinion is vindicated by the fact though many Writ Petitions were filed before the Hon.High Court against some orders, no orders of the CE(HRM)/ the Board were quashed by the Hon.High Court. As rightly pointed out by the Chairman in the kick-off meeting, there always has been bias to some extent in the transfers over the years and will always remain so. We feel that such bias without blatant violation of the guidelines will be accommodated by all, considering the ground reality.

contd.to page 3



Inaugural Address - "SOLAR POWER FOR DOMESTIC CONSUMERS" by Sri. Benny Behnan, Hon. MLA of Thrikkakara on 13/1/2013 at Kakkanad, Ernakulam. Er. Mohammed Shereef, President, KSE Board Engineers Association; Er. V. Ranjit Kumar, Gen. Secretary, KSE Board Engineers Association; Er. M.A. Tenson, Chairman, KSE Board Engineers Association-EKM District; Er. Baby Gleena, are present.



Er.N.T.Job former General Secretary of the association conducting Energy Conservation class at Pourasamithi, Nedumpayikulam, Kollam

KSEB Engineers Association Office Bearers - 2012 - 13

ASSOCIATION

President

Er. E. Mohammed Shereef

Vice-President (South)

Er. P. Muraly

Vice-President (North)

Er. George V. James

General Secretary

Er. V. Ranjit Kumar

Treasurer

Er. K. Mukesh Kumar

Organising Secretaries

Er. Viji Prabhakaran (S)
Er. M.Radhakrishnan Nair (N)

Secretaries

Er. G. Shaj Kumar (HQ)
Er. Sheela M. Daniel (S)
Er. K. Santhosh (N)

BENEVOLENT FUND

Chairman

Er. K. Radhakrishna Kumar

Vice Chairman

Er. P. Jayakrishnan

Secretary

Er. A. Anz

Treasurer

Er. E. Santhosh

Joint Secretaries

Er. B. Rajendran
Er. K.M. Biju Mohan

EDITORIAL BOARD

Chief Editor

Er. P. Muraly

Associate Editor

Er. G. Syam Kumar

Ex. Officio Members

Er. V. Ranjit Kumar
Er. G. Shaj Kumar

One of the issues commonly observed in transfers in Board is the shielding from transfer garnered by a minority group citing expertise in some field. But in reality we feel that since all the functions in KSEB are being handled by a team, nobody is indispensable for any post and the transfer of any particular person should not affect the function of that office. If any particular HOD insists that he / she cannot function in the absence of a particular person in his office, it speaks of the inefficiency of that particular HOD, which needs to be handled accordingly by the management in the wider interest of the organisation and the State. It is pertinent to point out that as per the appointment order issued by the Board, all appointees are bound to work in any of the posts in KSEB for durations as per the existing rules and procedures and no one should be given any biased treatment on account of any privileges they acquire, very often on discretionary basis. In this regard we suggest that Board may issue necessary directions to the concerned to ensure that rotation policy in the posting of engineers is carried out strictly to the extent possible in all the wings of Board so that every engineer gets exposure to various fields, which will help him/her in the decision making process in the long run. It also needs to be ensured that adequate back up human resources are developed in key functional areas like Tariff & Commercial, Load dispatch, Planning, Load flow, MIS etc. so that in the event of an unexpected incident to any of these "perceived

inevitable officers “ dealing with these matters, the Board is not left at cross roads. In practice, none of these so called indispensable officers are inevitable in any of the posts as history has proved it time and again by virtue of the retirement of such persons. Hence all such undesirable orders providing for “protection from transfer” other than that provided for in the guidelines are to be withdrawn. It is also observed that for highlighting the inevitability of a particular person in a post, quite often when these personnel are transferred out or promoted they are reluctant to prepare handing over report for fear of losing their so called inevitability. This needs to be curbed instantly. It needs to be ensured that proper handing over is carried out between officers while transferring charge to avoid inconvenience to the officers assuming charge .The pay at the new office of relieved officers need be preferred only after receipt of detailed handing over report along with the CTC.

As regards the definition of the station, it is felt that this point will be debated much before a consensus is arrived at. We are of the opinion that due weightage should be given to the service rendered by each employee at stations beyond 250kms of his home town, at Generating stations, at isolated stations etc. and his/ her seniority at the present station needs to be considered based on service history. Such a method will automatically force each and every employee to keep his weightage down by undertaking postings to different stations.

This will also create an atmosphere wherein employees posted at far off places will be assured that they will get a posting back from such stations to a place of their choice.

It needs to be ensured that if online transfer is put in place, the software should be fully automated and fool-proof and there shall not be any human intervention in the preparation of transfer list. The list should be automatically generated by the system as far as possible. The modified transfer guidelines may be issued through a Board order in line with the existing transfer norms, by suitably amending / including / revising the relevant clauses of the existing transfer norms. Transfer procedures should be complete in all respects by April end every year. In a fully automated software driven transfer, there could be more than one interaction level. That is after the first level of transfer, some employees may not get the posting of their choice. They shall be given a second chance for giving option. But the place of choice will be limited to vacant positions and posts where employees are eligible for transfer out but not given transfer request in the first round. Employees who are liable to be transferred out after 5 years in a station, but not given transfer request, will be transferred out automatically by the software to the nearest available vacant place, if there is a request from an eligible employee to that place.

Since the time available for the introduction of the online transfer 2013

⇒

is short , it is suggested that General transfer 2013 may be carried out simultaneously both by the manual method using district level seniority calculator and also by online method, so that this will give an opportunity for verifying the authenticity of the online software.

Lastly but not the least , we feel that it would be prudent for the management to have a rethink on the viability of implementing Online transfer fully in the Board at least in the case of power engineers considering the contrasting nature of jobs undertaken by these engineers in various sectors. We feel that the management has perhaps taken cue from the Online transfer implemented in some of the Govt. departments such as Health services, Education etc. where the nature of job of say the teachers or the doctors does not vary much depending on the place of posting (except in

administrative offices). But the contrasting nature of duty of the engineers posted in the distribution, transmission, generation will be a challenge in the case of extending of this system in the Board and we genuinely apprehend that the system may also meet the fate of the IDEAS file management system recently introduced in the corporate office without proper modification to the system prevailing in the Government ,after duly considering the aspects native to the Board. We expect that such a fate to this system will cause a chaos in the administration unlike the case with IDEAS, wherein the system that existed in the Board prior to introduction of IDEAS is still working smoothly even with the problems faced in IDEAS. Infact, the need of the hour is that the transfer policy be it the online or manual shall be fair, foolproof, transparent, justifiable and acceptable for the employees and we sincerely hope that the management will find a way out for the same.

✱

CONGRATULATION

LOWER PERIYAR HYDRO ELECTRIC POWER STATION ACCORDED ISO 9001 : 2008 CERTIFICATION

The quality management system of the Lower Periyar Hydroelectric Power Station has been certified to be in compliance with ISO 9001 : 2008 standards in the field of hydroelectric power generation.

KSEBEA congratulates the entire Generation Operation wing for the achievement and sincerely hopes that similar team work will make it possible to get ISO certification for other power stations also.

കെ.എസ്.ഇ.ബി.സംഘടനാ സംയുക്ത സമിതി

സീക്രട്ടറിയേറ്റ്
ബഹു. ചെയർമാൻ
കെ.എസ്.ഇ.ബി.
തിരുവനന്തപുരം

സർ,

വിഷയം: സംസ്ഥാന വൈദ്യുതി ബോർഡിന്റെ ഫിനാൻഷ്യൽ റീ-
സ്ട്രക്ചറിംഗ് സംബന്ധിച്ച് പുറപ്പെടുവിച്ച ബോർഡ് ഉത്തരവ്
റദ്ദ് ചെയ്യണമെന്ന ആവശ്യം സംബന്ധിച്ച്.
സൂചന: BO(FM)No.2385/2012(Tender/FA/Financial Restructuring) dated 11.12.2012.

സൂചന ബോർഡ് ഉത്തരവിലേയ്ക്ക് അങ്ങയുടെ അടിയന്തിര ശ്രദ്ധ ക്ഷണിക്കുന്നു. രാജ്യത്തെ വൈദ്യുതി വിതരണ കമ്പനികളുടെ നഷ്ടം സംസ്ഥാന സർക്കാരുകളെക്കൊണ്ട് ഏറ്റെടുപ്പിക്കാനായി രൂപകല്പന ചെയ്ത സാമ്പത്തിക പുനരുദ്ധാരണ പദ്ധതി ഇപ്പോഴും വിഭജിക്കാതെ ബോർഡായി തുടരുന്ന ഇവിടെ നടപ്പാക്കുന്നത് ആശങ്കാജനകമാണ്. ബോർഡിന്റെ ഇന്നത്തെ നിലയിലുള്ള അസ്തിത്വത്തെ തന്നെ ചോദ്യം ചെയ്യാനുള്ള നീക്കമാണ്, പ്രസ്തുത ബോർഡ് ഉത്തരവിന്റെ പിന്നിലുള്ളതെന്ന് ഇലക്ട്രിസിറ്റി വ്യവസായത്തിൽ പണിയെടുക്കുന്ന തൊഴിലാളികളുടെയും ഓഫീസർമാരുടെയും പെൻഷൻകാരുടെയും സംയുക്ത സമിതിയിൽ അണിചേർന്നിട്ടുള്ള ഞങ്ങൾ മനസ്സിലാക്കുന്നു. ബോർഡിന്റെ കമ്പനി വൽക്കരണം സംബന്ധിച്ച് ഞങ്ങൾ ഉന്നയിച്ചിട്ടുള്ള ആശങ്കകളും അഭിപ്രായങ്ങളും ബഹു.മുഖ്യ മന്ത്രിയുടെയും വൈദ്യുതി വകുപ്പ് മന്ത്രിയുടെയും സാന്നിധ്യത്തിൽ ചർച്ച ചെയ്യുകയും ജീവനക്കാരുടെയും പെൻഷൻകാരുടെയും ആശങ്കകൾ ഒഴിവാക്കിക്കൊണ്ട് മാത്രമേ തീരുമാനമെടുക്കുകയുള്ളൂ എന്ന ഉറപ്പ് ബഹു. മുഖ്യമന്ത്രി തന്നിട്ടുള്ളതുമാണ്. ഈ പശ്ചാത്തലത്തിൽ പ്രസ്തുത ബോർഡ് ഉത്തരവ് പരിശോധിക്കുമ്പോൾ ബഹു. മുഖ്യമന്ത്രിയും വൈദ്യുതി വകുപ്പ് മന്ത്രിയും ഞങ്ങൾക്ക് നല്കിയിട്ടുള്ള ഉറപ്പ് ലംഘിക്കുന്നതായി കാണാം.

അതുകൊണ്ട് ഏകപക്ഷീയമായ ഈ ബോർഡ് ഉത്തരവ് റദ്ദ് ചെയ്യണമെന്ന് കെ.എസ്.ഇ.ബി സംഘടന സംയുക്ത സമിതി ശക്തമായി ആവശ്യപ്പെടുന്നു. ഇത്തരം നയപരമായ കാര്യങ്ങളിൽ തീരുമാനമെടുക്കുന്നതിന് മുമ്പ് പ്രശ്നങ്ങൾ സംഘടനകളുമായി കൂടിയാലോചിക്കണമെന്നും അതുവരെ ഇതുസംബന്ധിച്ച തുടർനടപടികൾ നിർത്തിവെക്കണമെന്നും ആവശ്യപ്പെടുന്നു.

വിശ്വസ്തതയോടെ

31.12.2012

കെ.എസ്.ഇ.ബി സംഘടന സംയുക്ത സമിതി

1. കെ.എസ്.ഇ.ബി. വർക്കേഴ്സ് അസോസിയേഷൻ (സി.ഐ.ടി.യു.)
2. കേരള ഇലക്ട്രിസിറ്റി വർക്കേഴ്സ് ഫെഡറേഷൻ (എ.ഐ.ടി.യു.സി)
3. കേരള ഇലക്ട്രിസിറ്റി എംപ്ലോയീസ് കോൺഫെഡറേഷൻ (ഐ.എൻ.ടി.യു.സി) ജനറൽ സെക്രട്ടറി സജീവ് ജനാർദ്ദനൻ
4. കേരള ഇലക്ട്രിസിറ്റി എംപ്ലോയീസ് കോൺഫെഡറേഷൻ (ഐ.എൻ.ടി.യു.സി) ജനറൽ സെക്രട്ടറി പി.എസ്.പ്രശാന്ത്
5. കേരള വൈദ്യുതി മസ്ജൂർ സൗഖ് (ബി.എം.എസ്).
6. കേരള ഇലക്ട്രിസിറ്റി എംപ്ലോയീസ് ഓർഗനൈസേഷൻ (എസ്.ടി.യു)
7. കെ.എസ്.ഇ.ബി. ഓഫീസേഴ്സ് അസോസിയേഷൻ
8. കെ.എസ്.ഇ.ബി. എഞ്ചിനീയേഴ്സ് അസോസിയേഷൻ
9. കെ.എസ്.ഇ.ബി. ഓഫീസേഴ്സ് ഫെഡറേഷൻ
10. കേരള സിവിൽ ബ്രാഞ്ച് എഞ്ചിനീയേഴ്സ് അസോസിയേഷൻ
11. കെ.എസ്.ഇ.ബി. പോസ്റ്റ് ഗ്രാജുവേറ്റ് എഞ്ചിനീയേഴ്സ് അസോസിയേഷൻ
12. കെ.എസ്.ഇ.ബി. പെൻഷനേഴ്സ് അസോസിയേഷൻ

Letter to Chairman

KSEBEA/Letters /2012-13

31.12.2012

To

The Chairman
K.S.E.Board

Respected Sir,

Sub:- Request for implementation of Board Order – Upgradation of 167 places of Assistant Engineer(Ele.) to Assistant Executive Engineer (Ele.) – reg.

Ref:- B.O(FM) No 623/2011/CE (HRM) GENL/2/AE-AEE (E)2011 dated 26/02/2011

For redressing the stagnation issue of PSC recruited graduate engineers, the Board as per the order cited above sanctioned 23 new places of Assistant Executive Engineer(Ele.) as safety officers and upgraded 167 identified places of Assistant Engineer(Ele.) to Assistant Executive Engineer(Ele.),subject to Government approval. It is understood that the approval from the Government is still pending due to the delay in providing some clarifications sought from the Board by the Power department. It is reliably understood that the required details from the HRM was provided to the Secretary, K.S.E.Board as early as September 2011 and further clarification considering the latest pay revision was provided on 08-12-2012. We have strong reasons to believe that the delay in providing the clarifications is intentional.

At this juncture, we would like to draw your attention to the demoralization faced by the 200 odd Assistant Engineers (Ele.) recruited through PSC during 1997-2000 who are still remaining in their entry cadre without getting a single promotion even after serving 13-14 years in this organisation. It is also pertinent to point out that adding insult to injury is the fact that these demoralized engineers are made to work under their erstwhile subordinates. For overcoming all the above career issues, the seniority protection clause as adopted from the Irrigation Engineering Service special rules was implemented in KSEB also. But the desired result is yet to be achieved fully.

We request your good self to kindly intervene in this matter and issue necessary direction to the concerned to furnish the required reply to the clarifications sought by the Government to facilitate the speedy implementation of the above Board Order.

Yours faithfully,
Sd/-
General Secretary
✽

Letter to Chairman

KSEBEA/Letters/2012-13

01-01-2013

To

The Chairman,
K.S.E.Board.

Sir,

Sub: Precarious power position –suggestions for tiding over the crisis-reg.

Ref : Orders issued by the KSERC

This has reference to the acute power position crisis now being faced by the K.S.E.Board. Even though the situation is one of the worst ever faced by the Board, the orders issued by the KSERC are in no way aiding the Board to tide over the situation. In this connection we would like to put forth the following suggestions for the Board management to consider and take up with the concerned for implementation so as to overcome the present situation :

1. The Board may take up with the Government for considering implementation of a 5 day week working pattern on an experimental basis at least till 31-03-2013, by suitably readjusting the working hours from Monday to Friday. Apart from the expected reduction in energy requirement, the proposal can also help reduce the fuel expenses.
2. The energy supply to huge illuminated advertisement hoardings put up across the State may be regulated for a certain fixed period (say for eg, from 07.00pm to 11.00 pm) and if the consumption exceeds the expected consumption for the regulated period calculated on the basis of the connected load, then the excess energy may be charged at a much higher rate. This will naturally prompt the advertisement agencies to put up timers for meeting the above requirement of regulated consumption. For the same, suitable proposal may be taken up with the KSERC.
3. Of late, High mast light fittings are mushrooming at every nook and corner of towns with scant regard to the huge energy requirement of such fittings. It is observed that at most of the locations where the High Mast fittings are put up, no effort is seen taken for de-energising the existing Street light fittings that fall within the illumination area of these High Mast fittings. Often, the High mast fittings and the existing street lights are seen energized simultaneously. The existing Street light fittings at such locations are of CFL/Double tube fittings/Sodium vapour type. Such avoidable wastage of precious energy is to be controlled by all means. Hence it is suggested that suitable directions may be issued to all field engineers to educate the concerned local self bodies in the above matter and to suggest suitable modifications to the proposals received from the local bodies to keep the energy requirement at the lowest level and at the same time ensuring sufficient illumination of the required locations. The field engineers may also be directed to review the necessity of existing street light fittings in the proximity of the already installed High mast fittings. The local bodies may be addressed by the Board to consider implementing restricted burning

of street lights after 11.00 pm by switching off alternate streetlight and regulating the illumination of High Mast lights to 50%.

4. It is suggested that if the captive generation available with the HT/EHT consumers is put to use by them, the Board can bring down the power purchase cost to a certain extent by cutting down the power purchase during high cost regime. As a proactive step for prompting such consumers to use their captive generation, Board can even think of providing such consumers with some sort of incentive out of the expected saving in power purchase cost. It is suggested that the same may be considered for implementation by the Board after a preliminary assessment.
5. We would also like to suggest that if none of the above measures or any other similar measures fail to bring down the energy consumption to the desired level considering the present power position, the Board should not hesitate to take up the matter with the Government/KSERC to impose more stringent load restrictions. It is also suggested that the Board may also take steps through media for making the public aware of the power situation.

Yours faithfully,
Sd/-

GENERAL SECRETARY

KSEBEA/Letters/2012-13

02-01-2013

To

The Chairman,
K.S.E.Board.

Sir,

Sub: Payment of retirement benefits in respect of Sri. C.Kunhan,
Asst. Executive Engineer (Rtd)- request- reg.

Ref : Representation submitted by Sri. C.Kunhan to that office.

This has reference to the representation submitted by Sri. C.Kunhan who retired as Asst. Executive Engineer on 30-04-2010. In his representation he has submitted that he has not yet received any retirement benefits. It is felt that the delay is due to non issuing of appropriate orders by the Board, in a caste status case against Sri C.Kunhan, as directed by the Hon. High Court of Kerala in O.P No. 12721/1993(M). We understand that the present financial situation of Sri. C.Kunhan is very bad and he is badly in need of funds for meeting the medical needs of his family. We request that the matter may please be given a sympathetic consideration on humanitarian grounds and suitable directions may please be issued to the concerned for sanctioning the retirement benefits without any further delay after completing due process. We also request that as an interim arrangement, provisional payment of retirement benefits may be effected to Sri C.Kunhan immediately.

Yours faithfully,
Sd/-

GENERAL SECRETARY

✽

Smart Grid



(continued from Dec.2012 issue)

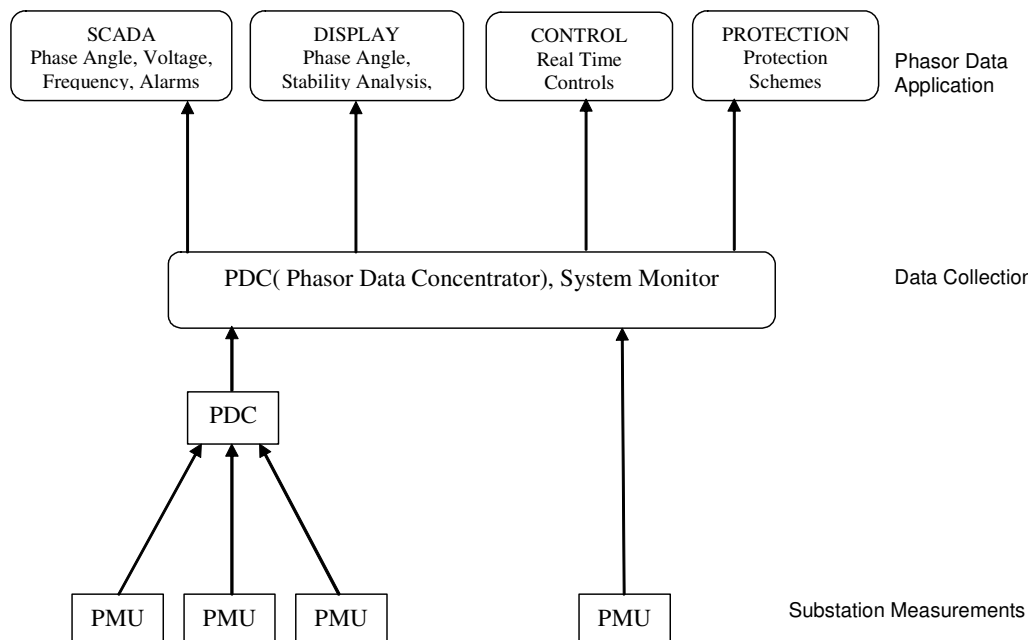
Smart Grid Realization:

As we know, success of smart grid will entirely depend upon technology that is going to be used for its realization. Hence, realization of smart grid will mainly depend upon technologies of communication, metering, integration of renewable energy, etc.

Synchro-phasor Monitoring:

Most monitoring of the grid is based on non-simultaneous average values of measurements taken over a period of several seconds, which is valuable in assessing the steady-state condition of the grid. The deployment of phasor measurement units (PMUs) is growing, along with the development of predictive algorithms that can assess system risk. For example, the Center for Energy Advancement through Technology Innovation has initiated a project to directly input phasor data into an ultra-fast load flow to identify thermal overloads, voltage constraints, and voltage instabilities. Reliable broadband communication channels are needed to accommodate the system-wide deployment of this tool.

Structure of Real Time Wide Area Phasor Measurement System:



Intelligent Electronic Devices:

Electromechanical devices such as land lines and power line carriers have been used by Utilities for many years. Today, many of these devices are taking on enhanced, features and functions in the form of intelligent electronic devices (IEDs). For example, the old single-function electromechanical meters have given way to multi-function static meters that can communicate with a central computer. Also, the addition of electronics to the control units of re-closers has enabled them to communicate with a utility's central computers, which automatically store the outage data (e.g., number, duration) needed for reliability and availability indices (SAIDI, CAIFI, SAIFI, etc.).

Now, Remote Terminal Units (RTUs) for supervisory control and data acquisition systems (SCADA) are smaller and less expensive than before. Hence, the use of SCADA RTUs is expanding out from the transmission system to the distribution system.

Modern digital relays perform the detection and tripping algorithms that were impossible to implement with electromechanical relays. These relays have hundreds of set points and a broad range of storage history. While this can be addressed with internet protocols, relays still require ongoing operational technology to manage security, firm-ware changes, configuration changes, maintenance, health checks, version control, compatibility testing, and more. Thus, the enterprise information management system must evolve for relays.

Some of the advances India is making in the area of intelligent electronic devices include:

- ★ The Restructured-Accelerated Power Development and Reforms Program (R-APDRP) is stimulating progress toward 100% metering on distribution transformers and feeders.
- ★ The conversion from electromechanical to static (electronic) metering is progressing at the low-tension level (400/220 Volts) to residential and small commercial customers.
- ★ The BIS is scheduled to issue a standardized meter protocol in March 2010 to address meter interoperability. The Meter Interoperability Solution being promoted by the Indian Electrical and Electronics Manufacturers Association and Device Language Message Specification are also gaining ground.
- ★ Although meter data acquisition and management are still within the purview of meter vendors, which is hindering the interoperability of the products of different meter suppliers, R-APDRP is working on a holistic approach to meter data management.

(Next issue with Smart Meter.....)

✽

CAREER PROSPECTS AND PROMOTION POLICY IN KSEB

Every organization has its own career path and opportunities that they can provide in their existing internal and external environments. The career system available in the organization depends on growth potential, goals and priorities. On the other hand employees have their own career orientation and expectations. The mismatch between what the employees look for and what the career growth opportunities the organization is able to provide gives rise to a situation of potential conflict. If the conflict is allowed to persist, the employees will experience dissatisfaction and will withdraw from the active involvement in productive pursuit which will result in organization not able to optimally utilize the potential contribution of its employees towards achievement of its goals.

The stagnation in the promotion of AE(E) to AEE(E) is to be viewed in this context. Around 230 AE's recruited in the 1997 batch are still continuing in the post of AE's without any hope for career progression in the near future. Some of them may even retire as AE's if the Board continues to hold on to the present policy of promotion. It is highly unjustifiable that a public sector organization is following a practice of giving promotion to less

experienced lower qualified personnel and is posted above more experienced higher qualified personnel. Even such practice is rare in private organization and in organization where the promotion criterion is purely on the basis of performance appraisal and evaluation. Here in our organization such a grave demotivating practice was going on till January 2011. Though the Board itself ordered to stop this practice and decided to adopt GO (MS) No.36/94/PW&T dtd TVM03.10.1994, some vested interest groups are blocking the genuine promotion of the Graduate AE's of 1997 batch. The Board Order was delayed till January 2011 to effect the promotion of the some personnel to protect the political interests of an Association.

The spirit behind the ratio promotion now followed in the Board and Government is that the lower qualified personnel should also get a chance for promotion to higher posts and that does not mean that they should be posted above a higher qualified and experienced personnel. The GO in this regard is very clear stating that "despite the quota prescribed in special rules, an AE who possesses Diploma will not be eligible for promotion to the category of AEE over a

⇒

graduate AE having longer service in the category of AE, unless the latter is otherwise rendered ineligible for promotion to the post of AEE”.

In July 2012, The Board has effected the promotion of AE-AEE upholding the Board Order much to the relief the aggrieved Graduate AE's. At present several graduate AE's are reporting to Diploma AEE's who were earlier their Sub Engineers. Though the main problem is identified as the bulk recruitment policy of the Board, recent recruitment of AE's through PSC has crossed 580 indicating the present issues will continue in future if the Board is following the current promotion policy.

Promotion to the category of and above EE is implemented in a systematic way and hurdles in effecting the promotion of Graduate AE's in continuation with the promotion of EE's to be removed to get at least an interim relief to the frustrated AE's. Our association should take all out effort for effecting the AE-AEE promotion to the present open places and as a permanent solution to end this stalemate, creation of posts of safety officers and up gradation of identified posts of AE's is to be followed up. The positive aspect in the up gradation of post of AE's is that there is no financial commitment to the Board as all these AE's have already got their grade promotion.

K.R.Jayasankar, AEE
Muvattupuzha Unit

പുതുവത്സര സന്ദേശം

Er.K.M.Raman Namboothiri AEE (Rtd)

ഡിസമ്പർ 21-ൽ ലോകാവസാനം പോയി ആരംഭം കുറിക്കുന്നു പുതിയയുഗത്തിനായ് മാനവ സംസ്കാരവും മാനുസ്മനേഹത്തിന്റെ സ്പർശമില്ലാതിന് അക്രമം തുടരുന്നു. സ്ത്രീത്വത്തെ മാനിക്കാതെ പീഡനം തുടരുമ്പോൾ ദൈവ വിശ്വാസം പോലുമസ്തമിക്കുന്നു കഷ്ടം. ആത്മഹത്യയും കൊല, പാതകങ്ങളുമിന്നു നിത്യ സംഭവങ്ങളായ് ശത്രുത മാത്രം മിച്ചം. രാക്ഷസ സമന്മാരായ് തീരുന്നു മനുഷ്യരും ലോകത്തിൽ സമാധാനം അസ്തമിക്കുന്നു പാരം ബാല്യകാലത്തിൽ ടിവിസീരിയലാണിന്നെല്ലാം ഹീനമാം സംസ്കാരവും കുട്ടികൾ സ്വായത്തമായ് ഗുരുഭക്തിയും പോയി വിദ്യഭ്യാസമോ റാങ്കിൽ മാത്രമായ് മുരടിപ്പു മാനുഷർ നശിക്കുന്നു. അഹനമ്മമാർതന്നെ സ്നേഹിക്കാൻ മടിക്കുന്നോർ സ്വത്തിനുവേണ്ടി തമ്മിലക്രമം തുടരുന്നു. പണമാണിന്നേവർക്കും ആവശ്യം അതിനായി നീചമാം മാർഗ്ഗങ്ങളിൽ വിഹരിക്കുന്നു പാരം. ധനമോ നമ്മൾക്കൊക്കെ ശത്രുവാണെന്നുംമുന്നേ പറയുന്നൊരുപഴഞ്ചൊല്ലുതരിയെന്നോർത്താൽ. ഇതിഹാസങ്ങൾ മതഗ്രന്ഥങ്ങളെല്ലാം തന്നെ മതവിഭ്രാന്തിക്കായി തൽക്ഷണം മറക്കുന്നു ബിസിനസ്സാണിന്നെല്ലാം അമ്പലം പള്ളി ചർച്ചും ഇവിടെ വാഴുന്നവർ ദുഷ്ടരായ് മാറിടുമ്പോൾ പ്രകൃതിനിയമത്തെ ലംഘിക്കാൻ കഴിയാതെ മരണ സമയത്തു പണം കൊണ്ടെന്താകാനാ. മനുഷ്യർ മൃഗങ്ങളെക്കാളേറെ നശിച്ചുപോയ് തലയിൽ കളിമണ്ണുമാത്രമേശേഷിപ്പുള്ളൂ. ഈ പുതുവർഷത്തിൽ നാം കഷ്ടത മാത്രം പേറി നാനിയ സംസ്കാരത്തിനടിമപ്പെട്ടു പാരം സൽബുദ്ധി ലഭിക്കുവാൻ സദ്ഗതി പ്രാപിക്കുവാൻ ഈശ്വരൻ കനിഞ്ഞെങ്കിൽ കലിയെ തടുക്കുവാൻ സ്നേഹ ഭാവത്തോടെ നാം ശത്രുത പാടെ മാറ്റി ഈ പുതുവർഷത്തിലേക്കെത്തി നോക്കുക പാരം



Activities of District units during November 2012

Kasargod :-

Unit meeting held on 30.10.2012. Conducted a family tour from Nov.9-14 to Kodaikanal, Madura, Rameswaram, Dhanushkodi, Palani with 11 families. Decided to conduct Seminar series during the month of January 2012. A felicitation was given to Er.Sathyanarayanan for receiving appreciation letter from KSE Board for his meritorious performance in Transmission wing. Unit passed a resolution to request the Centre to take up with Board to award good service entry to Er.Sathyanarayanan in place of appreciation letter.

Kannur :-

Unit meeting will be conducted on 22.11.2012. It is proposed to conduct Engineers' day celebration on 11.12.2012. The function will be inaugurated by Dr.V.K.Damodaran, Director, INGCORE. It is proposed to conduct energy quiz among students of engineering colleges of Kannur District. It is also proposed to conduct a commemoration function in memory of late Er.C.M.Damodaran, former Chairman of Kannur unit. Unit also informed that a representation on the present power crisis in Northern Kerala was given to the Hon. Minister Sri. K.P.Mohanan. It was also suggested to speed up revamping of the Puthur- Mylatty line and the Manjeshwaram line from Karnataka.

Muvattupuzha:-

Unit meeting held on 14.11.2012. Decided to conduct family get together

during this month. Members requested to effect AE-AEE promotion in continuation with the AEE-EE promotions and to make all efforts to create new places of AEEs.

Idukki:-

Unit meeting conducted on 6.11.2012. Er.Anz briefed about the GB meeting activities. General discussions were conducted on the local issues related to the Idukki Power House and KSEB Colony. A grand send off given to Er.K.T.Mathew, EE and Er.A.Anz, AE after the unit meeting.

Ernakulam:-

Unit meeting held on 8.11.2012. Er.M.E.Varghese conducted a speech on Power Position. Cancer Care applications will be sent to Centre by next month. Seminar committee has been formed with Er.B.Sreekumar as Convener. It is proposed to conduct seminar tentatively on January 12th Saturday.

Kottayam:-

Unit meeting held on 2.11.2012. Pay revision arrear collected from 21 members. Unit expressed unhappiness in the pre check limit of bill amount of Rs.50,000 and urged the centre to interfere in the matter and to raise the limit to Rs.3,00,000. Er.C.P.Thomas expressed his anxiety over the present power crisis and pointed out that association should look into the matter urgently. Unit opined that solar power connectivity issues should be studied. ⇨

Alappuzha:

An Energy conservation awareness class was conducted on 5.11.2012 at V V Higher secondary school. Conducted a family get together on 10.11.2012 and unit meeting was conducted on that day. Proposed to conduct a competition among the students of Sree-Budha Engineering College on Energy Conservation.

Kollam:-

Unit meeting held on 3.11.2012. Pay revision arrears collected from 27 members. Energy Conservation committee has been formed. Energy Conservation Committee decided to create awareness among the public on the importance of Energy Conservation. On 9.11.2012 Er.George V.James, Vice- President (North) conducted a class to the members of the unit on energy Conservation. A press meet was organized on 16.11.2012 at Kollam Press Club to publicise the activities.

Pathanamthitta:-

Unit meeting conducted. It was decided to conduct Unit meeting on 4th working day of every month. Proposed to conduct Energy conservation programme. There is scarcity of water at Engineers' House Pathanamthitta and it will be solved after 'Mandalam' season.

Moozhiyar :-

Unit meeting held on 18.10.2012 and the unit meeting of November will be conducted during the next week. A grand send off given to Er.E.K.Radhakrishnan, EE on his transfer to Transmission, Circle, Poovanthuruthu. Unit prepared a route

map of Power House in flex Board and it is placed on the way to Moozhiyar. A seminar is proposed to be conducted at the Power House itself.

Thiruvananthapuram:-

Unit meeting conducted on 2.11.2012 Proposed to conduct family tour on 8th December 2012.

ദൈവത്തെ തേടി..?!?!?

ദൈവത്തെ തേടി അലയുന്നു ഞാൻ
 ഭൂമിയിലോ അതോ സ്വർഗത്തിലോ?
 ഭൂതലമാകെ തിരഞ്ഞു ഞാൻ നോക്കിട്ടും
 വരാഹിയായ് മാറി പാതാളം ചികഞ്ഞിട്ടും
 കണ്ടെത്താനായില്ല ദൈവത്തിൻ കണികയെ -
 കണികാസിദ്ധാന്തം മുമ്പായ് തീർന്നുവോ?
 സ്വർഗമാണീശ്വര സന്നിധാനമെന്നാപ്ത വാക്യം
 സത്യമായ് കരുതി ഞാൻ കണ്ടെത്താൻ

ചെന്നപ്പോൾ

ദൈവമില്ലവിടെ സ്വർഗവുമില്ല.
 ക്ഷീണിത ഗാത്രയായ് ഭൂമിയിലെത്തുന്നു ഞാൻ.
 കണ്ടെത്തിയൊടുവിൽ ദൈവത്തിൻ ശ്രീകോവിൽ
 മനസ്സെന്ന മാന്ത്രിക പ്രതിഭാസത്തിൻ തിണ്ണയിൽ!!
 അവനവൻ മനഃസാക്ഷി തന്നയാണീശ്വരൻ
 അവനവൻ ഹൃദയം താനീശ്വര ക്ഷേത്രം

പ്രഭാ പാൽരാജ്

D/o. Er.H.PALRAJ



ORGANIZATION DEVELOPMENT

Human resources are the assets of any organization. They certainly can make the difference between organizational success and failure. The business environment is complex and dynamic and hence organizations must also change to survive and prosper. An open-systems approach, is needed to identify the competitions on an international scale for people, capital, physical resources, and information. The workers today want feedback on their performance, a sense of accomplishment, feelings of value and worth, and commitment to social responsibility.

Organization development activities provide a climate in which an organization's strengths can be identified and balanced. Organization development is directed towards the future. It addresses tomorrow's problems starting from a thorough understanding of present realities. Organization development encourages the extension of management knowledge and understanding. Organization Development is concerned with the planning and implementation of programmes designed to enhance the effectiveness with which an organization functions and responds to change. The aim of Organization Development is to adopt a planned and coherent approach for improving organizational effectiveness.

The classic approach to OD was described by Bennis (1960) as follows:

"OD is a response to change, a complex educational strategy intended to change the

beliefs, attitudes, values and structure of organizations so that they can better adapt to new technologies, markets and challenges, and the dizzying rate of change itself." Organization Development has been defined by French and Bell (1990) as:

"A planned systematic process in which applied behavioural science principles and practices are introduced into an ongoing organization towards the goals of effecting organizational improvement, greater organizational competence and greater organizational effectiveness. "

According to Beckhard, OD is defined as follows:-

"OD is an effort (1) planned, (2) organization-wide, and (3) managed from the top, to (4) increase organization effectiveness and health through (5) planned interventions in the organization's "processes," using behavioral science knowledge." The focus is on organizations and their improvement or, to total systems change. The orientation is on action - achieving desired results as a result of planned activities. OD is concerned with process, not structure or systems - with the way things are done rather than what is done. Process refers to the ways in which people act and interact. It is about the roles they play on a continuing basis to deal with events and situations involving other people and to adapt to changing circumstances.

Scope of Organization Development

OD, as a long-term strategy for organizational change, plays a key role in organizational improvement. Since OD attempts to bring comprehensive change



in the organization, it is suitable for improving organizational performance on long-term basis. The scope of OD includes:

1. To create an environment in which authority of assigned role is augmented by authority based on knowledge and skills.
2. To develop or enhance the organization's *mission statement* (statement of purpose) or *vision statement* for what it wants to be.
3. To help align *functional structures* in an organization so they are working together for a common purpose.
4. To create a *strategic plan* for how the organization is going to make decisions about its future and achieving that future.
5. To manage conflict that exists among individuals, groups, functions, sites, and so on, when such conflicts disrupt the ability of the organization to function in a healthy way.
6. To put in place processes that will help improve the ongoing operations of the organization on a continuous basis.
7. To create a collaborative environment that helps the organization to be more effective and efficient.
8. To create reward systems that are compatible with the goals of the organization.
9. To assist in the development of policies and procedures that will improve the ongoing operation of the organization.
10. To assess the working environment, to identify strengths on which to build and areas in which improvement are needed.
11. To provide help and support for employees, especially those in senior positions, who need an opportunity to be coached in how to do their jobs better.
12. To assist in creating systems for providing feedback on individual performance and, on occasion, conducting studies to give individuals feedback and coaching to help them in their individual development.
13. To increase the level of trust and mutual emotional support among all organizational members;
14. To increase the level of enthusiasm and personal satisfaction at all levels of the organization;
15. To increase the level of self and group responsibility in planning and its implementation;
16. To increase the openness of communications in all directions – vertically, horizontally and laterally.

Thus OD is a top management supported long range effort to improve an organization's problem solving and renewal process, particularly through a more effective and collaborative diagnosis and management of organizational culture with special emphasis on formal work team and inter group culture with the assistance of a consultant facilitator and the use of the theory and technology of applied behavioural science including action research.

Source- Ernakulam Power Scene November 2012



വെറുതെ കിട്ടിയത് പാഴാക്കും

വെറുതെ കിട്ടുന്നതോ വിലകുറച്ച് കിട്ടുന്നതോ ആയത് എന്തും അലക്ഷ്യമായി കൈകാര്യം ചെയ്യുക മനുഷ്യസഹജമാണ്. ഏതെങ്കിലും സാധന സാമഗ്രികൾ ദുർലഭമാകുകയും എന്നാൽ അവ അവശ്യസാധനങ്ങളാകുകയും ചെയ്യുന്ന സാഹചര്യത്തിൽ അവയ്ക്ക് വില വർദ്ധനവുണ്ടാകുന്നത് സ്വാഭാവികം. ചില സാധനങ്ങൾക്ക് കൃത്രിമക്ഷാമം സൃഷ്ടിച്ച് കൂടിയ വിലയുണ്ടാക്കിയെടുക്കുന്ന രീതിയും നമുക്ക് പരിചിതമാണല്ലോ.

കെ.എസ്.ഇ. ബോർഡ് ഇന്ന് നേരിടുന്ന ഏറ്റവും വലിയ പ്രതിസന്ധി സ്ഥാപിത ശേഷിയേക്കാൾ (Installed Capacity) കൂടി നില്ക്കുന്ന ആവശ്യകതയും (Demand) വർദ്ധിച്ചുവരുന്ന ഉപയോഗവും (Units Consumption) മാണ്. എല്ലാക്കാലത്തും ആവശ്യകത സ്ഥാപിതശേഷിയേക്കാൾ കൂടുതലായിരുന്നു. കൂനിൻമേൽ കുരു എന്നപോലെ ചില വർഷങ്ങളിൽ കാലവർഷം കൂടി പിണങ്ങുമ്പോൾ കടുത്ത പ്രതിസന്ധി ഉടലെടുക്കും

ചരിത്രം പരിശോധിച്ചാൽ ഇത്തരം സാഹചര്യം 5 വർഷത്തിലൊരിക്കലേകിലും സംഭവിക്കുന്നു എന്ന് മനസ്സിലാക്കാം. വൈകുന്നേരങ്ങളിൽ ഓരോ വീട്ടിലും ഒരു ബൾബ് കെടുത്തു, ലോഡ് ഷെഡ്ഡിംഗ് അകറ്റു എന്ന മുദ്രാവാക്യം കഴിഞ്ഞ് CFL വിപ്ലവവും പോരാതെ കാലത്തും വൈകീട്ടും ലോഡ് ഷെഡ്ഡിംഗും വ്യവസായങ്ങൾക്ക് ഭാഗിക പവർകട്ടും വരെയെത്തി നില്ക്കുന്നു കാര്യങ്ങൾ. എന്നിട്ടും ഉപയോഗം കുറയുന്നില്ല. ബോധവൽക്കരണം നാം ഇന്നും ഇന്നലെയുമായി തുടങ്ങിയതല്ല എന്നും ഓർക്കുന്നത് നന്ന്.

ചില അടിസ്ഥാനപരമായ സത്യങ്ങൾ നാം തിരിച്ചറിഞ്ഞ് നയം മാറ്റേണ്ടസമയം അതിക്രമിച്ചിരിക്കുന്നു. വൈദ്യുതി ചാർജ്ജിനത്തിൽ വൻ കുടിശ്ശിക വരുത്തിയിട്ടും ഇന്നത്തെ പ്രതിസന്ധി ഘട്ടത്തിൽ പോലും വൈദ്യുതി ലഭിച്ചുകൊണ്ടിരിക്കുന്ന കേരള വാട്ടർ അതോറിറ്റി, കൃഷിഭവനുകൾ എന്നിവരുടെ കാര്യം പരിശോധിക്കാം. പലയിടത്തും കുടിവെള്ള പൈപ്പുകൾ പൊട്ടി വെള്ളം പാഴാകുകയും ഇതു നികത്താൻ വൈദ്യുതി ഉപയോഗിച്ച് വീണ്ടും പമ്പ് ചെയ്യുന്നുണ്ട്. കൃഷിഭവനുകൾ വൈദ്യുതി ചാർജ്ജ് അടക്കുന്ന തരത്തിൽ കാർഷിക കണക്ഷൻ എടുത്തിട്ടുള്ള ഉപഭോക്താക്കൾ പമ്പ് സെറ്റുകൾ ON ആക്കാൻ കാട്ടുന്ന ശുഷ്കാന്തി OFF ആക്കാൻ കാട്ടുന്നില്ല. ഫലമോ? ഉപയോഗം കുറയ്ക്കാൻ ഇത്രയധികം ബോധവൽക്കരണം നടക്കുമ്പോഴും വൈദ്യുതി ചാർജ്ജ് പോലും യഥാസമയം അടയ്ക്കാത്തവർ വൈദ്യുതി പാഴാക്കുന്നു. നാം കയ്യുംകെട്ടി ഇരുന്നാൽ മതിയോ?

ഇനി ഗാർഹിക ഉപഭോക്താക്കളുടെ കാര്യമെടുക്കാം. കേരളത്തിലങ്ങോളമിങ്ങോളം യാത്ര ചെയ്യുമ്പോൾ പല വീടുകളിലേയും ഉമ്മറത്തും പുറത്തുമുള്ള ലൈറ്റുകൾ ഉച്ചസമയത്ത് പോലും തെളിഞ്ഞുകിടക്കുന്നത് കാണാം. വെള്ളം പമ്പ് ചെയ്യാൻ മോട്ടോർ ON ആക്കിയാൽ tank overflow ചെയ്ത ശേഷവും തോന്നുമ്പോഴാണ് പലരും മോട്ടോർ ഓഫാക്കുന്നത്.

എന്തുകൊണ്ടാണ് ഇത്ര അലക്ഷ്യമായി ജനം വൈദ്യുതി ഉപയോഗത്തെ കൈകാര്യം ചെയ്യുന്നത്? എങ്ങനെ ഉപയോഗിച്ചാലും എത്ര ഉപയോഗിച്ചാലും ഇരുത്തി ചിത്തിപ്പിക്കും വിധം

⇒

മുള്ള നഷ്ടം ഉപയോഗിക്കുന്നവർക്ക് സംഭവിക്കുന്നില്ല എന്നതുതന്നെയാണ് അലക്ഷ്യമായ പ്രവണതകൾ നിർബാധം തുടരാനുള്ള പ്രേരണ!

ഊർജ്ജ സംരക്ഷണത്തിനായി ബോധവൽക്കരണക്ലാസ്സുകളും സെമിനാറുകളും നടത്തുന്നതോടൊപ്പം ഊർജ്ജം പാഴാക്കിയാൽ ഉള്ള ഭവിഷ്യത്ത് വലിയ സാമ്പത്തിക നഷ്ടം ഉണ്ടാകും വിധം താരിഫ് പുനഃക്രമീകരിക്കണം. മറ്റേതൊരു സാധനസാമഗ്രിയെപ്പോലെ ദുർലഭ്യമനുഭവപ്പെടുമ്പോൾ, ആവശ്യകത വർദ്ധിക്കുമ്പോൾ നിശ്ചിത വില (subsidised price) എന്ന തത്വം വിട്ട് നീതിയുക്തമായ വില (fair price) വൈദ്യുതിക്കും ഈടാക്കാനുള്ള സംവിധാനമുണ്ടാകണം. വർഷത്തിലൊരിക്കൽ എന്നതുമാറ്റി മാസത്തിലൊരിക്കൽ ലഭ്യത, ഉപയോഗം, വൈദ്യുതി വാങ്ങൽ എന്നിവ അവലോകനം ചെയ്ത് വില നിശ്ചയിക്കണം.

എണ്ണക്കമ്പനികൾ ഇന്ധനവില കുടിയും കുറച്ചും നീങ്ങുന്നത് പോലെ മുന്നോട്ട് പോകാൻ കെ.എസ്.ഇ.ബി.യും തയ്യാറാകണം. ഗ്യാസ് സിലിണ്ടറുകൾ സബ്സിഡിയോടെ ഉള്ളത് വർഷത്തിൽ ആരെണ്ണം എന്ന് പരിമിതപ്പെടുത്തിയ എണ്ണക്കമ്പനികളുടെ നടപടിയുമായി ജനം പൊരുത്തപ്പെട്ടു വരുന്നു. വൈദ്യുതിയുടെ ആവശ്യകത (Demand) യും ഉപയോഗ (Unit consumption)വും പരിമിതപ്പെടുത്താവുന്ന വിധമുള്ള Prepaid Meter സംവിധാനത്തിൽ നാം ഇനിയും എത്തിച്ചേർന്നിട്ടില്ല. കേബിൾ ടി.വി. കണക്ഷൻ ഉള്ള ഉപഭോക്താക്കൾ മാസവരിയായി ശരാശരി 200 രൂപയെങ്കിലും ചിലവാക്കുന്നു. എന്നാൽ ഇവരിൽ പലർക്കും ദൈനംദിന വൈദ്യുതി ചാർജ്ജ് 100 രൂപയിലും താഴെയാണ്. ഇത്ര സൗജന്യം

നൽകാൻ നമുക്ക് സാധിക്കുമോ? സ്വന്തം (സബ്സിഡി) നിലനില്പ് അപകടത്തിലാക്കിക്കൊണ്ട് ദാനധർമ്മങ്ങൾ തുടരണമോ? റഗുലേറ്ററി കമ്മീഷൻ ഉത്തരവ് പ്രകാരമുള്ള യൂണിറ്റ് റേറ്റ് തൽസമയം ഈടാക്കുകയും സാമ്പത്തിക വർഷാന്ത്യത്തിൽ വൈദ്യുതി ലഭ്യത, വാങ്ങൽ എന്നിവയെ അടിസ്ഥാനപ്പെടുത്തി ഫെബ്രുവരി, മാർച്ച് മാസങ്ങളിലെ വൈദ്യുതി ബില്ലിൽ മാത്രം സബ്സിഡി കിഴിവു ചെയ്തും മുന്നോട്ട് പോകണം. സബ്സിഡി ബാങ്ക് വഴിയൊന്നും ആക്കേണ്ടതില്ല. ഇതുവരെയുള്ള കുടിശ്ശികകൾ മാർച്ച് 2013 നകം അടച്ചുതീർക്കാത്ത സർക്കാർ ഉപഭോക്താക്കൾക്കടക്കം തുടർന്ന് വൈദ്യുതി നൽകേണ്ടതില്ല. മാത്രമല്ല ഇനി വരും വർഷങ്ങളിൽ അതത് സാമ്പത്തിക വർഷത്തെ വൈദ്യുതി ഉപയോഗത്തിനുള്ള പണം സാമ്പത്തിക വർഷത്തിന്റെ അവസാന മാസത്തിലെങ്കിലും അടച്ചുതീർത്താൽ മാത്രമേ പുതിയ സാമ്പത്തിക വർഷത്തിൽ വൈദ്യുതി നൽകുകയുള്ളൂ എന്നും വ്യവസ്ഥയുണ്ടാകണം. ഇത്തരം കടുത്ത തീരുമാനങ്ങൾ എടുത്താൽ മാത്രമേ നമുക്ക് നിലനിൽപ്പുള്ളൂ! ബോധവൽക്കരണം മാത്രം ഫലപ്രദമാകില്ല. നിയമസഭാമണ്ഡല അടിസ്ഥാനത്തിലും, ജില്ലാ അടിസ്ഥാനത്തിലും 2009 മുതൽ നടന്ന സമ്പൂർണ്ണ വൈദ്യുതീകരണ ആർഭാടങ്ങളിലൂടെ ഗവൺമെന്റും ജനപ്രതിനിധികളും ബോർഡിന്റെ ചിലവിൽ പ്രശംസ നേടിയെങ്കിലും ഇപ്പോഴും എത്ര പേർ ചിലവായ തുക ബോർഡിലേക്ക് വകയിരുത്താൻ സംവിധാനം ചെയ്തു എന്ന് പരിശോധിക്കുന്നത് നന്ന്.

KSEB EA Thrissur Unit



അച്ചടക്കത്തിന്റെ നീറഭരണങ്ങൾ

ഗുരുജി

ഏതൊരു സ്ഥാപനത്തിന്റേയും മുന്നേറ്റം അവിടെ തൊഴിൽ എടുക്കുന്ന വിഭാഗത്തിന്റെ പ്രാവീണ്യത്തെ ആശ്രയിച്ചിരിക്കുന്നു എന്നത് അംഗീകരിക്കേണ്ട വിഷയമാണ്. എന്നാൽ തൊഴിലിലെ പ്രാവീണ്യം പോലെ തന്നെ ഒഴിച്ചുകൂടാനാകാത്ത ഒന്നാണ് അച്ചടക്കം. അച്ചടക്കമില്ലെങ്കിൽ എത്ര പ്രാഗത്ഭ്യമുണ്ടെങ്കിലും സ്ഥാപനത്തിന്റെ നിലനിൽപ്പ് തന്നെ അപകടത്തിലാകും.

സാംസ്കാരിക നഗരമായി അറിയപ്പെടുന്ന തൃശ്ശൂർ ജില്ലയിൽ കെ.എസ്.ഇ.ബി. യിലെ ചില ഓഫീസുകളിൽ 2010ന് ശേഷം ഉണ്ടായ ചില സംഭവങ്ങൾ അച്ചടക്കരാഹിത്യത്തെ സംഘടനാബലം കൊണ്ട് ന്യായീകരിക്കുന്ന സ്ഥിതിയാണ് കണ്ടുവരുന്നത്. അവയിൽ ചിലത് വിവരിക്കാം.

1. നാക്കിന് എല്ലില്ല എന്നത് ശരിവയ്ക്കും വിധം വികടവാണിയുടെ ഉടമയായ ഒരു അസിസ്റ്റന്റ് എഞ്ചിനീയർ ഒരു ജീവനക്കാരന്റെ വിരമിക്കൽ വിരുന്നുസൽക്കാരത്തിനിടെ തൊട്ടുമുകളിലത്തെ റാങ്കിലുള്ള അസിസ്റ്റന്റ് എക്സിക്യൂട്ടീവ് എഞ്ചിനീയറെ മര്യാദകെട്ട സംബോധന കൊണ്ട് അപമാനിച്ചു. ശുദ്ധഗതിക്കാരനായ മിതഭാഷിയായ അസിസ്റ്റന്റ് എക്സിക്യൂട്ടീവ് എഞ്ചിനീയർ വിവരം രേഖാമൂലം ഡിവിഷൻ മേധാവിയേയും അസിസ്റ്റന്റ് എഞ്ചിനീയറുടെ അച്ചടക്ക അധികാരിയായ വട്ടാര മേധാവി (Circle head) യേയും അറിയിച്ചു. പക്ഷേ ദൗർഭാഗ്യകരമെന്ന് പറയട്ടെ, അച്ചടക്ക അധികാരി ഒരു നടപടിക്കുപോലും തുടക്കമിട്ടില്ല എന്നതോ പോകട്ടെ, പരാതി പറഞ്ഞ ഉദ്യോഗസ്ഥന് വയറ് നിറച്ച് ഉപദേശവും നൽകി.

2. വൈദ്യുത അപകടങ്ങൾ വർദ്ധിച്ചു വന്നി

കടങ്ങൾ മാറുകമോ അല്ലാത്തതോ എന്തുതന്നെയാണെങ്കിലും ജോലിക്ക് മേൽനോട്ടം വഹിച്ചയാളിനെ മറ്റൊരു റിപ്പോർട്ടുകൾക്കും കാക്കാതെ സസ്പെൻഡ് ചെയ്യണം എന്ന് വട്ടാര മേധാവി എല്ലാ ഡിവിഷൻ യോഗങ്ങളിലും നിർദ്ദേശിച്ചു. അപ്പോഴാണ് മാർകമല്ലാത്ത അപകടം സംഭവിച്ചത്. വട്ടാര മേധാവിയുടെ നിർദ്ദേശം അനുസരിക്കാനുള്ള വ്യഗ്രതയിൽ ഡിവിഷൻ മേധാവി ജോലിക്ക് മേൽനോട്ടം വഹിച്ച സബ് എഞ്ചിനീയറെ സസ്പെൻഡ് ചെയ്തതായി ഫോൺ സന്ദേശമയച്ചു. അപ്പോൾ തുടങ്ങി കോലാഹലങ്ങൾ. ഡിവിഷൻ മേധാവിയെ ഖരാവോ (Gherao) ചെയ്ത് ഓഫീസിനുള്ളിൽ തടഞ്ഞുവെച്ച് സസ്പെൻഷൻ പിൻവലിക്കണമെന്നായി സബ് എഞ്ചിനീയറുടെ സംഘടനാപുലികൾ. ഗത്യന്തരമില്ലാതെ ഡിവിഷൻ മേധാവി സസ്പെൻഷൻ പിൻവലിച്ചു. അങ്ങനെ സംഘടനാബലം കൊണ്ട് അല്ലെങ്കിൽ ഗുണ്ടായിസം കൊണ്ട് ജില്ലയിൽ സംഘടനയിലെ പ്രമുഖനായ സബ് എഞ്ചിനീയറെ പെട്ടെന്നുള്ള നടപടിയിൽ നിന്ന് രക്ഷപ്പെടുത്തി പുതിയ കീഴ്വഴക്കം സൃഷ്ടിച്ചു. വട്ടാര മേധാവിയെ കാര്യങ്ങൾ ധരിപ്പിച്ചപ്പോൾ തന്റെ നിർദ്ദേശത്തിൽ നിന്നും ഒറ്റ മലക്കം മറിച്ചിലാണ് അദ്ദേഹം നടത്തിയത്. സംഘടനാബോധം അല്ലെങ്കിൽ വിധേയത്വം അങ്ങനെ അദ്ദേഹം പ്രകടിപ്പിച്ചു.

3. ഒരു ഇലക്ട്രിക്കൽ ഡിവിഷൻ ആസ്ഥാനത്തെ പണത്തിന്റെ തിരിമറിയുമായി ബന്ധപ്പെട്ട് കാഷ്യർ, ഓഫീസ് അറ്റൻഡ് എന്നിവരെ സസ്പെൻഡ് ചെയ്യാൻ ഡിവിഷൻ അധികാരി നടപടികൾക്ക് തുടക്കം കുറിക്കുന്നു, പൊടുന്നനെ സംഘ

ടനാരോഷം തിളച്ചു മറിയുകയും ഏതു വിധേനയും നടപടികളെ തടുക്കുമെന്ന് ആണയിട്ട് സംഘടനാംഗങ്ങൾ മുന്നോട്ടു പോകുന്നു. ഈ സംഘടനയുടെ സഹോദര സംഘടനകളും കാര്യം ഏറ്റെടുക്കുന്നു. ഫലമോ? ഡിവിഷൻ ആസ്ഥാനത്തുള്ള അസിസ്റ്റന്റ് എക്സിക്യൂട്ടീവ് എഞ്ചിനീയറും ഡിവിഷൻ മേധാവിയുടെ നടപടികൾക്ക് തടസ്സം നിൽക്കുന്നു. ഇവിടെ യുക്തിക്കു നിരക്കാത്ത സംഘടനാവിധേയത്വം ആണ് വില്ലൻ. പക്ഷേ ഡിവിഷൻ മേധാവിയുടെ നിശ്ചയദാർഢ്യം കാര്യങ്ങൾ കൈവിട്ടുപോകാതെ കാത്തു.

മേൽ വിവരിച്ച സംഭവങ്ങൾ എന്താണ് വ്യക്തമാക്കുന്നത്? ഒരു പ്രത്യേക നിറത്തിലുള്ള കൊടിയുടെ കീഴിൽ അണിനിരക്കുന്നവർക്ക് അച്ചടക്കമില്ലായ്മ വെച്ചു പുലർത്താൻ എല്ലാ ഒത്താശയും സംഘടന ചെയ്യുന്നു. ഇതിൽ ട്രേഡ് യൂണിയൻ/ഓഫീസർ തലത്തിൽ ഭേദങ്ങളില്ല. ആകെ പരിഗണന കൊടിയുടെ നിറത്തിനാണ്.

ഏത് സംഘടനയെപ്പറ്റിയാണ് എഴുതിയിരിക്കുന്നത് എന്ന് ചോദിക്കരുത്. മേൽ സംഭവങ്ങളിലെ കഥാപാത്രങ്ങൾ ആരെന്നും ചോദിക്കരുത്. സംഭവങ്ങൾ യഥാർത്ഥത്തിലുള്ളവയും സാങ്കല്പികമല്ലെന്നും മാത്രം പ്രസ്താവിച്ചു കൊള്ളട്ടെ.



സ്മരണാഞ്ജലി

കർമ്മധീരരാം മാനുഷരുണ്ടെ-
 കിലൊന്നു സി.എം.ഡിയാണു സത്യം!
 കർമ്മമേതിലും മുന്നിൽ നയിക്കും
 കർമ്മയോഗിയാമെഞ്ചിനീയർ!
 എഞ്ചിനീയറോ? ഭിഷഗ്വരനോ?
 നിശ്ചയം രണ്ടുമേ ഭൂഷണം താൻ.
 കല്മഷമില്ലാത്ത സന്മനസ്സാം-
 നന്മ വിതറും മനുഷ്യപുത്രൻ!
 ധർമ്മയുദ്ധത്തിൽ വിജിഗീഷുതാൻ-
 മർമ്മമറിഞ്ഞു തൊടുകുമസ്ത്രം!
 തന്മനം യുക്തമായ് തോന്നിയെന്നും
 തന്റേടമായ്, മടിയാതെ ചെയ്യും.
 ചെയ്യാമെന്നെറ്റൊരു വാക്കു പോലും
 വയ്ക്കുന്നു ചൊല്ലാം; നടക്കുമെന്നും!
 വയ്ക്കാത്ത നാളിലും നമ്മളൊപ്പം-
 കൈമെയ് മറന്നു സഹകരിച്ചു.
 ചിത്രഗുപ്തൻതൻ കണക്കു ബുക്കിൽ-
 തെറ്റായെഴുതിയ തീയതിയിൽ,
 വറ്റാത്ത ദുഃഖയെറ്റിലാഴ്ത്തി,
 നമ്മെയും വിട്ടെങ്ങു പോയ്മറഞ്ഞു?
 ശൂന്യതയെങ്കിലും താങ്കൾ തന്ന
 യാർജ്ജവം ചോരാതെ കാത്തിടുന്നു.
 അക്കാടിക്കീഴിലണിനിരന്നി-
 ട്ടിത്രയും ദൂരം നടന്നു വന്നു.
 നേതൃത്വപാടവം നമ്മളെന്നും
 മാതൃകയാക്കി സ്മരിച്ചു നീങ്ങും!!
 (11-12-2012ന് കെ.എസ്.ഇ.ബി എഞ്ചിനീയേഴ്സ്
 ഫോറം, കണ്ണൂർ യൂണിറ്റ് നടത്തിയ
 യശഃശ്രീരനായ Er. സി.എം.ദാമോദരൻ
 അവർകളുടെ അനുസ്മരണ സമ്മേളനത്തിൽ
 Er.പി.രാഘവൻ വായിച്ച കവിത)

OBITUARY



Er.A.M. Ratnakaran Nair, Assistant Engineer (Rtd) passed away on 28.10.2012 due to some heart disease at his residence at Attenganam, Kasargod. He was 62 years. His major service was in Transmission wing. He was a very loyal and active member of the association.

The Association expresses its deep condolence to his bereaved family

Switching over to solar power Dial KSEB

Sudha Nambudiri TNN

Kochi: If you are looking for a solar panel as power backup and don't know the technicalities, then ask the Kerala State Electricity Board (KSEB). KSEB Engineers Association has launched a help desk to provide free technical assistance to domestic consumers in the state for selection, installation and operation of rooftop solar panels. The association has trained two engineers from every district to give technical assistance to consumers.

Each of us, who are part of the help desk, get around 20-30 calls per day and are unable to answer them all. By the time we finish explaining everything to one person, we would have missed at least 3 to 4 calls, said KSEB Executive Engineer of Kalamassery substation George V James. He is the Vice-president of the Association.

He said that a solar panel of 1 kW is ideal for a house which consumes about five units of power a day. The panel should have a battery and an inverter.

With a rainfall shortage of 40%, KSEB is struggling to provide power to consumers. When compared to other states, domestic consumers consume 40% of the total power. We realized that if given proper technical advice, people are willing to adopt solar energy. The state and Centre has introduced schemes to install rooftop solar panels. The main problem is lack of sufficient technical advice. People want to know size / capacity of panel, battery life & panels, cost at various levels, he explained.



The average power consumption in Kerala is 55 million units a day and this is expected to increase to 60-65 million units in March 2013. Domestic consumers will need almost half of this output. You can run your air conditioner with solar power, provided your panel has a 1.4 kW capacity, said Assistant Engineer Riyas E A, a member of the help desk.

KSEB officials said that the best option is to have changing switches where you can alter between solar power and regular supply battery level falls to less than 30%.

For queries, send an email to ksebsolar@gmail.com.



Let's innovate !

Sanjay Vijayakumar, the trailblazing CEO of MobME, one of the most successful telecom start-ups in India, talks about his entrepreneurial journey

Tall and athletic Sanjay Vijayakumar is only 28 years old; at first sight, very much the typical well-dressed, tech-savvy youth, never far from his iPad or his smart phone. But to student entrepreneurs across India, the dashing native of the capital city is the granddaddy of college start-ups, the trailblazer. He is the chief executive officer and co-founder of Kochi-based MobMe Wireless Solutions, an innovative mobile value-added services company, one of the most successful start-ups in the telecommunications sector in India, the first college start-up in Kerala to be successfully incubated through a Government-funded Technology Business Incubator (at Technopark). Sanjay is the original college kid who dreamed big, the 'kid' who is on the verge of becoming legendary. Since April 2012, when MobME tied up with the Department of Science and Technology, Government of India, and Technopark to set up Startup Village in Kochi, India's first public-private partnership telecom incubator, Sanjay has also become a full-fledged 'angel' - a friend, philosopher, guide and investor - to many a student entrepreneur.

Uncertainty, says Sanjay, is the key to his success. "I don't know why, but I've always loved uncertainty. I've always wanted to do something different. When

everybody was going to school (Loyola school) to study, I went to school to play basketball! Actually, all I wanted to do was play basketball and maybe get a job in the sports



Sanjay Vijayakumar

quota somewhere. Studies were the last thing on my mind. A few words of wisdom from my father, C. Vijayakumar, an engineer with Kerala State Electricity Board, and I realised the futility of not completing my education. I then wanted to study architecture and even got admission to the School of Planning and Architecture. But the possibility of being able to keep on playing basketball if I remained in Kerala trumped any move to Delhi," says Sanjay, who studied Industrial Engineering at the College of Engineering, Thiruvananthapuram (CET). He was a member of the State basketball team and even played in the nationals during his stint in the Navy.

It seems to be this penchant for uncertainty that prompted Sanjay to start his first business - retailing mobile recharge coupons and SIM cards to fellow college-mates. Then, together with six of his fellow third years, he set up the start-up Torque in 2005. The company was later renamed MobME with Sanjay as CEO, his friends Sony Joy as chief

operating officer and Vivek Steve Francis as chief financial officer.

"When we started MobME in 2006, with the Rs. 2.5 crore capital we raised while in college, we didn't have a definite plan. We were only clear that 140 million mobile users would grow to 900 million. And in that growth we would find our niche," says Sanjay. "A start-up is all about a team. Think of it like a Manchester United or Barcelona football team. Rooney and Messi may be the stars but for them to score goals the quarterback has to pass the ball to the midfielder who then passes it on to the forwards. So there is a huge bunch of people working towards the goal. You are only as good as your team. Sony, Vivek and I have been friends for 25 years. It's a friendship that transcends time and money. We're all still bachelors and even today we all share the same house. So it's pretty much non-stop fun and camaraderie, sharing of ideas, with work in between," says Sanjay, with a smile.

So has success changed him as a person? Pause (the only one in the conversation so far). "I have to continuously interact with a lot of people who are very senior to me, who share a lot of their experiences. As a result I find it difficult to have normal conversations with guys my age! In a weird way, I am completely at ease talking to older people. Also, in my line of business, I have to think and be sharp to stay ahead of the game and that has become a part of my personality too. The only trapping of success is the basketball court that I've put up in our house in Kochi. Unused, but it's there. One thing that hasn't changed is the food I like. I'm still very happy with rice and sambhar my mom, Leela, makes. No

chappati; no lobster for me!" says the garrulous youngster.

He seems to be full of life, and by the way he brings in current topics into the conversation, he seems very knowledgeable about everything from the Mars mission to Michael Phelps' records! "I read a lot and keep myself updated," he explains. Books? "The internet!" But, of course!

Sanjay attributes this gung ho attitude to his six-month stint at the Naval Academy, Goa, following college. "I was a fan of Rambo movies and thought it would be so cool to have a gun-slinging adventurous life. So I decided to write the Short Service Board exams and I got selected as a trainee naval officer. Those months at the Academy taught me that the impossible is always possible. As part of the training, every Sunday for three months, we trainees had to run 16 km cross country and that too within 20 minutes of the first runner. If not, we had to run 26 km in three hours! Rambo did not seem so charming after we had to run the distance in drill boots, lugging a rifle, which after a point, seemed to weigh a ton! But I was soon able to complete the run - in the specified time - because I realised that it's not in the body, but in the mind," recalls Sanjay. "One of life's lessons that the Navy ingrained in me is that you've got to win the battle to win the war."

"Er.Sanjay Vijayakumar is the son of our member Er.C.Vijayakumar, Dy CE(Rtd) and KSEBEA whole heartedly congratulates Er.Sanjay on his achievements and wish him all success in future endeavours" ☼

KSEB, Startup Village team up to power innovations in energy sector

Thursday, January 17, 2013

Report by India Education bureau, Thiruvananthapuram:

The young technology-driven new brigade of entrepreneurs, powered by ideas, will now chip in with their innovations and solutions to help power-starved Kerala improve the energy situation and pitch the State as a thought-leader in the country. Kochi-based Startup Village, fast emerging as the world's largest telecom incubator and teemed with innovative young entrepreneurs, has tied up with the Kerala State Electricity Board (KSEB) to set up a platform -Energy Innovation Zone- that will power new ideas and innovations to reduce the energy woes. KSEB Chairman Shri M Sivasankar, IAS and Chairman of Startup Village Shri Sanjay Vijaykumar on Wednesday (January 16) signed a Memorandum of Understanding (MoU) here in the presence of Hon'ble Chief Minister Shri Oommen Chandy and Hon'ble Electricity Minister Shri Aryadan Muhammed. "Kerala has the superior talent in the technology sector and our kids are in the front everywhere from Silicon Valley to technoparks. Startup Village came up as a revolutionary idea to tap these young talents in the State and groom them into global leaders. The Government on its part is giving full support by way of student entrepreneurship policy and pro-active logistics," observed Shri Chandy. "The



government also wants to take advantage of the power of this young brigade and see that they develop new solutions and technologies for the welfare and betterment of our society. This landmark collaboration between KSEB and Startup Village marks an auspicious beginning. We will explore possibilities of setting up more innovation zones like this for other sectors too," the Chief Minister said. "It is an attempt to institutionalize and scale up energy economy of our State. Through the innovation spaces created out of the partnership, our youth can work on the latest technology and build solutions to the energy problems not only for our State, but also for the country and the world tomorrow," said Shri Aryadan Muhammed, terming the tie-up a momentous occasion for the KSEB. Startup Village, the first public-private partnership incubator in the

telecom sector of the country, has already roped in world leaders like Blackberry (RIM) which set up its first innovation zone in APAC region. Talks are on with major corporate and government organizations to set up similar zones which will explore new ideas for solutions and provide better eco-systems for innovations. The Energy Zone will be housed within a 2500 square feet pallet rack structure. "Apart from the real research for energy solutions, the partnership will also give a platform to showcase the ideas of young people and pitch them for funding for further development or scaling up. It will also bring in development from around the world in the sector so that the KSEB can learn from the real-time experiences," pointed out Mr Sivasankar. "The innovation zone will work in line with the National Electrical

Mobility Mission 2020. The zone will give practical exposure to entrepreneurs to work together with KSEB to find out industry problems faced by power sector, develop indigenous technology solutions and utilize the domain expertise of KSEB to build home grown solutions which can then be deployed in other states and countries. Besides, thought leadership, it will make solid effort in further building up energy conservation among the new generation entrepreneurs", said Shri Vijayakumar. As the strategic focus areas of KSEB and Startup Village are aligned in terms of sustainable development in the state, the synergy built by an alliance would greatly benefit the eco-system. The association can enhance the growth and development of India's and more specifically Kerala's entrepreneurial economy, he added.

✱

KSEB INITIATIVE ON GREEN TECHNOLOGY

By Express News Service - THIRUVANANTHAPURAM

25th January 2013 09:54 AM

The ongoing power crisis is prompting the state's power sector to start thinking beyond conventional hydel and coal-based thermal power.

In a bid to encourage the next generation of engineers in the state to think differently, one of the oldest organisations representing the engineers of the Kerala State Electricity Board (KSEB) is rolling out a state-wide programme on renewable energy for engineering college students.

Starting February, the Kerala State Electricity Board Engineers Association (KSEBEA), in association with the Institute of Electrical and Electronics

Engineers (IEEE), Kerala chapter, will be organising a seminar series on 'Grid Connectivity of Renewable Energy: Issues and Solutions' for engineering college students.

Thiruvananthapuram will host the first of the seminars, KSEBEA officials said.

"We are focussing on B Tech Electrical Engineering students. They do study about renewable energy, but there are several technical issues when you start co-opting renewable energy systems to the grid. The seminar series will focus on that," said M Muhammed Rafi, central executive committee member, KSEBEA.

✱

KERALA STATE ELECTRICITY BOARD

ABSTRACT

Pension - Revision of Pension and other related benefits to the Pensioners of the Kerala State Electricity Board - Government guarantee - Extending of benefit to personnel transferred from the erstwhile Electricity Department - Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL DEPARTMENT)

B O (FM) No 2455 (PS-I/Pension Revision /2011) Dated, Thiruvananthapuram 18.12.2012

- Read:-
1. Order No EL.I - 4670/57/PW dated 03.04.1957 of the Government of Kerala
 2. B O (CM) No. 1889/2011 (LAS.IV/13538/2006) dated 29.07.2011
 3. B O No. 461/2001 (PS-I/3141/2000) dated 23.02.2001

O R D E R

Consequent on the formation of K S E Board, the personnel working in the erstwhile Electricity Department was transferred to the Board. During the process the Government of Kerala had given certain guarantee vide Order read as 1st paper above to the personnel so transferred. This was done with a view to ensure protection and continued receipt of pay and other service conditions applicable to them.

One Sri E N Narayana Pillai and another in WP(C) No 20865/2006 approached the Hon'ble High Court of Kerala seeking the benefit of interim relief with effect from 01.02.1997 and revision of pension with effect from 01.03.1997 by virtue of the said Government Order. The Single Bench of the Hon'ble High Court of Kerala ordered that the 1st of the two petitioners is eligible to receive the benefits contemplated in the said Government Order and directed the Board to extend the benefit to the 1st petitioner. Upon this, the Board filed an appeal before the Division Bench of the Hon'ble High Court of Kerala and the Division Bench dismissed the appeal upholding the judgement of the Single Bench. Accordingly, the Board decided to comply with the judgement vide Board Order read as 2nd paper above.

Based on the above, the K S E B Pensioners' Association represented demanding extension of the said benefit to the remaining pensioners who have been transferred to the Board from the erstwhile Electricity Department. The Chief Engineer (HRM) has reported that only 52 pensioners remain belonging to the group transferred to the Board as stated above. The matter was thus placed before the Full Time Members' meeting as ordered by the Chairman.

Having considered the matter in detail, the Board is pleased to grant interim relief with effect from 01.02.1997 and revision of pension with effect from 01.03.1997 to the surviving 52 pensioners, as identified by the Chief Engineer (HRM), who have been transferred to the Board from the erstwhile Electricity Department. The said 52 pensioners, as identified by the Chief Engineer (HRM), will not be eligible for further revision of pension with effect from 01.07.1998/01.08.1998 as ordered vide Board Order read as 3rd paper above. Orders are issued accordingly.

By Order of the Board

Sd/-

N Madhusoodanan Asari

Secretary

KERALA STATE ELETRICITY BOARD

Abstract

Pay Revision 2011 – Special Allowance for holding additional charge and for discharge of current duties – Revision of rates – Sanctioned – Orders issued.

ESTABLISHMENT SECTION

B.O. (CM) No. 2403/2012 (Estt.V/6933/2012) Dated, Thiruvananthapuram, 12.12.2012.

Read:- (1) G.O.(P) No.454/11/Fin. dated 19.10.2011.

(2) B.O.(FM) No.2966/2011/PSI/1757/2009 dated 24.12.2011.

(3) Note No.GAD/GI/2012-13 dated 12.06.2012 of the Chief Internal Auditor.

ORDER

Consequent on Pay Revision 2011 the Government, as per order read as 1st paper above, have revised the existing Special Allowance @ 7% for full additional charge and @ 4% for discharge of current duties to 6% and 3% respectively with effect from the date of change over to the revised pay scale or with effect from 01.02.2011 whichever is later. The Chief Internal Auditor vide note read as 3rd paper above has opined that the charge allowance has to be revised as the pay revision of officers of the Board has been effected vide Board Order read as 2nd paper above.

The Board has examined the matter at length and are pleased to accord sanction to revise the Special Allowance in consonance with the Government Order read above.

By Order of the Board,

Sd/-

N. Madhusoodanan Asari,

SECRETARY

KERALA STATE ELECTRICITY BOARD

Abstract

Establishment – Transfers and postings of Chief Engineers (Ele) – Sanctioned – Orders issued.

ESTABLISHMENT SECTION

B.O. (FM) No. 89 /2013 (Estt.III/2244/2011). Dated, Thiruvananthapuram, 15.01.2013.

ORDER

The following transfers and postings of Chief Engineers (Ele) are ordered with immediate effect.

SI No.	Name	Present Office	Transferred and posted as
1	Smt.Gayathri Nair.R	Chief Engineer, (Commercial & Tariff) Vydyuthi Bhavanam, Thiruvananthapuram	Chief Engineer,(Transmission & System Operation) Kalamassery),vice Sri.Nandan.C.V. transferred
2	Sri.C.V.Nandan	Chief Engineer, (Transmission & System Operation) Kalamassery)	Chief Engineer,(Project-Electrical Design) Vydyuthi Bhavanam, Thiruvananthapuram,vice Sri.Baburaj.J. transferred
3	Sri.Baburaj.J	Chief Engineer, (Project-Electrical Design) Vydyuthi Bhavanam, Thiruvananthapuram,	Chief Engineer, (Supply Chain Management) Vydyuthi Bhavanam, Thiruvananthapuram, vice Sri. Dasappan.A.S.transferred
4	Sri. Dasappan.A.S.	Chief Engineer, (Supply Chain Management) Vydyuthi Bhavanam, Thiruvananthapuram,	Chief Engineer, (Distribution South) Thiruvananthapuram, vice Sri.Dinesh.D transferred
5	Sri.Dinesh.D	Chief Engineer, (Distribution South) Thiruvananthapuram,	Chief Engineer, (Commercial & Tariff), Vydyuthi Bhavanam, Thiruvananthapuram, vice Smt.Gayathri Nair transferred

The transfers and postings ordered above are in the exigencies of service and in public interest.

By Order of the Board,
Sd/-

N.Madhusoodanan Asari,
SECRETARY



കാസർഗോഡ് യൂണിറ്റിന്റെ ആഭിമുഖ്യത്തിൽ എവൺ ക്ലബ് ഓഡിറ്റോറിയത്തിൽ വച്ച് 12.1.2013-ൽ നടത്തിയ വനിതാസംഗമത്തിന്റെയും ഊർജ്ജ സംരക്ഷണ ക്ലാസ്സിന്റെയും ദൃശ്യങ്ങൾ.



A view of family meet of Muvattupuzha Unit conducted on 12-01-2013, at Xaviers Avenue, Pothanikkadu

✱

Monthly Journal

January 2013

KERALA STATE ELECTRICITY BOARD ENGINEERS' ASSOCIATION

ENGINEERS HOUSE, T.C. 26/1300, PANAVILA, TRIVANDRUM - 695 001

PHONE : 0471 - 2330696, FAX : 0471 - 2330853



KSEB ENGINEERS' ASSOCIATION

4TH SEMINAR SERIES -2013

**GRID CONNECTIVITY OF RENEWABLE
ENERGY - ISSUES & SOLUTIONS**

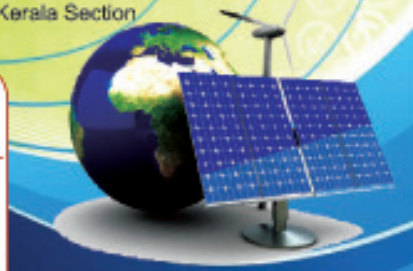
*State & District Level Presentation for
Student Community of
Engineering Colleges in Kerala*

*Organized by
CEEBA*

*Supported by
IEEE - Kerala Section*

District Level Presentation
District Level Programme is scheduled during 11 Feb. - 15 Feb. 2013.
Duration of the presentation shall be 20 minutes.
Two teams will be selected for the state level from each District.
Certificate of CEEBA will be distributed to all participants.

State Level Presentation
State Level Presentation will be conducted
at Thruvananthapuram on 28th March 2013.
1. Cash Award and Mementos to the Winners at State Level.
2. Sri. M.V. Jacob Memorial cash award for the best innovative and
implementable idea presented in the State level.



Edited, Printed & Published by P. Muraly, Chief Editor, Hydrel Bullet for and
on behalf of KSEB Engineers' Association, Panavila, Trivandrum -01 Ph : 2330696, web : ksebea.in
at Bhagath Printers, Pattom, Trivandrum - 4 , Ph : 0471- 4017097, bhagathpattom@yahoo.com

For private circulation only