

Hydel Bullet

A Monthly Publication of the Kerala State Electricity Board Engineers' Association

Issue - 9, Vol - 5, September 2017

Online Transfer System

~~Selected Post Request~~



Scapegoats for Future

Political neutrality is an essential quality of a public servant. This is embodied in our Constitution as well as in many rules of conduct made thereafter. The makers of these rules had the intention that the government servants do not become tools for political objectives, but support the government in decision making process for the overall welfare of the society. But the good intention of the makers of Constitution was degraded by the respective parties in power.





Engineer's day celebration conducted by Pathanamthitta unit



Engineer's day celebration conducted by Idukki unit



Engineer's day celebration conducted by Kannur unit



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And use government officials as puppets for achieving their vested interests. Time and again, it is established that the politicians who took decisions finally, escape from the wrath of the judiciary whereas the officials become the scapegoats. In our organisation also, such degradations have happened over time for which the engineers had to pay a big price.

Politicians in power may have personal or political objectives and vested interests. It is very difficult to distinguish them as they are often shrouded in common causes. Partisan attitude to their objectives by ignoring the common justice will prove highly detrimental to the entire career of an engineer. Engineers shall follow the code of ethics that is highly essential to lead a progressive career. Compromising on values will erode dignity, integrity and image in the society.

It is very common to find that many engineers who reach top positions in our organization shed the essential political neutrality and became pawns of politicians for retaining their position or to get coveted positions elsewhere after superannuation. But real life experiences have shown that this unholy nexus has resulted in great personal and professional

tragedies, demoralization and mental trauma. Politicians escape with their political support, money and power. The engineers are left to take the burden and suffer infinitely. The society and the public view that the officials wrongly advised politicians for selfish interests.

Our association have always advocated for maintaining political neutrality regardless of the political situation and party in power. Those engineers with integrity, who keep their political biases aside, and upholding professional ethics only do survive. Flagged posting in the online general transfer is one clear example. Flagged posts for engineers are created to accommodate a "skimmed layer" of officers and hence it is not a free, fair and transparent transfer process. The beneficiaries shamelessly surrender before their political handlers, but destined to pay the price at a later stage in their career.

We, therefore, request our fellow engineers to recognize and learn from the past experiences and the mistakes. Let us stand united for the cause of equality. Ignore all differences based on political, gender, caste, age etc. and let the organizational objectives supersede any personal interests.





Letters to the Editor

കത്തുകൾ അയക്കേണ്ട വിലാസം

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ENHANCING SERVICE QUALITY AND ORGANISATIONAL EFFECTIVENESS - FINAL REPORT SUBMITTED BY IIMK

MAIN RECOMMENDATIONS

RESTRUCTURING IN THE CORPORATE OFFICE

A. POSSIBLE INTEGRATION OF WORKS IN THE OFFICES OF THE CHIEF ENGINEER (HRM), OFFICE OF THE SECRETARY (ADMINISTRATION) AND OFFICE OF THE CHIEF PERSONNEL OFFICER

Recommendation 1: The designations of positions in HRM office may be changed in the line of HR functions. It is recommended that the post of HR Associate will be equivalent to that of an SE; that of senior HR associate will be equivalent to AE; that of Manager will be equivalent to AEE; that of senior manager will be equivalent to EE and that of general manager will be equivalent to CE. The CE (HRM) office needs to be renamed as Director (HRM) office.

Recommendation 2: The office of the CEHRM, CPO and Secretary - Administration should be merged as per the proposed structure and manpower. Therefore in the proposed structure, the activities of HRM office, CPO office and Secretary (Administration) will all come under HRM office. The HRM office will be headed by Director (HRM). This office will have office of General Manager (HR Administration), office of Senior Manager

(HR Strategy and Planning), office of Senior Manager (Director HRM office) and the office of Legal Adviser and Disciplinary Enquiry Officer reporting to Director (HRM).

Recommendation 3: It is recommended that minimum educational qualification of HR associates and senior associates would be bachelors in HR or equivalent fields, while that for managers and above minimum qualification of Masters in HR and equivalent fields would be necessary conditions to ensure better efficiency and effectiveness of employees. For managerial positions in HR, only Engineers with masters in HR and equivalent fields should be considered.

Recommendation 4 (generic): All managerial cadre including managers, senior managers, General manager, Director in HR and their equivalents in field offices must be well versed in the use of technology and should serve as role models by using their computer in daily discharge of their responsibilities and providing approvals through computers only. Appropriate guidelines in this regard may be circulated by the board.

Recommendation 5 (generic): as of now, many current practices lead to redundant (e.g., pen and paper and rendering



activities) and repetitive works (e.g., vetting of documents at multiple levels) in the name of ensuring accuracy and error-free work. Such processes in work activities have to be stopped at the earliest and *relevant and appropriate board orders* in this regard should be issued without compromising quality of the work.

B. RESTRUCTURING OF OFFICE OF THE CHIEF ENGINEER (COMMERCIAL & TARIFF)

Recommendation 6: Since activities of Deputy CE (TRAC) office needs lot of preparation and background knowledge on tariff regulations, it is recommended that frequent transfers from this office be avoided

C. RESTRUCTURING OF OFFICE OF THE CHIEF ENGINEER (SUPPLY CHAIN MANAGEMENT)

Recommendation 7: the AFO (office) can be shifted to the office of Director (Finance), as it deals with financial matters. With use of technology, there is no need for the AFO to be seated in close proximity to the office of CE (SCM). Also, the AFO office is overstaffed. AFO can easily discharge the duties with the help of 1 SS and 1 SA level associates. Additionally, 1 general level office attendant should be sufficient to assist in all support activities. Therefore 2 SAs and 3 office support staff are redundant in present structure for the office of AFO.

Recommendation 8: There is no need to have a deputy Chief Engineer (SCM). The EEs can directly report to CE (SCM).

Recommendation 9: There is no need to have a separate AEE (computers and purchase) in EE (Quality Assurance and Monitoring) office.

Recommendation 10: The employees were seen to mostly rely on pen and paper calculations in CE (SCM) department. The shift to use of SCM software needs to be expedited. Of late there have been difficulties in timely procurement of items through SCM department. This has led to difficulties for Distribution and Transmission Business Units. Therefore a way suggested is to decentralize generation, transmission and distribution items procurements as responsibilities of Distribution and Transmission Directors respectively. Each of the two choices to whether let the procurement be centralized at corporate office or to decentralize it to two of the three units have their pros and cons. The idea of centralization has cost effectiveness at its core (more so if large value and volume items procurement are overlapping for distribution, transmission and generation) whereas decentralization brings the merits of speed and customization. For centralization to succeed it is very essential that proper planning and execution is done. Decentralization will however lead to redundancy of manpower as more people (at 2 locations) will be needed to do the same task. Centralization however may likely lead to fast adoption of SCM software. If the implementation of SCM software can be expedited the bifurcation of the CE (SCM) can yield desirable results as well as take care of the cons of



bifurcation effort as software implementation will lead to increase in efficiency.

Recommendation 11: though constrained by limited availability of data, it is suggested to bifurcate the procurement under CE (SCM) for Generation and Distribution procurements and procurement under Deputy CE (SCM) office for Transmission procurement. The bifurcation is however likely to lead to difficulty in planning for EE (civil) activities as these cater to the needs of both distribution and transmission wings..

The bifurcation will also likely lead to difficulty in resource allocations in EE (Quality Assurance and monitoring) office as vendors for both distribution and transmission would come under this office. To ensure balance of power, it is recommended to divide the two offices between the two such that EE (Quality Assurance and Monitoring) will report to Transmission office procurement while EE (Civil) will continue to report to CE (SCM). Additionally it has been observed that execution of work in SCM department needs understanding of aspects of supply chain management, project management, vendor relationship management, total quality management etc. It is important that manpower in this department have educational background in operation management.

Recommendation 12: it is therefore recommended that preference in posting in SCM department be given to employees with operation management background

D.RESTRUCTURING OF OFFICE OF THE CHIEF ENGINEER (REES)

Recommendation 13: it is recommended to have a new Consultancy division. There is increasing interest in various aspects of solar plant, from site survey to grid integration. As the strength of KSEBL is in transmission infrastructure design and grid integration and system studies and therefore many consultants are ready to associate as a technical partners of KSEB. The office can take various roles such as that of owner engineers, advisory role, quality auditing etc. of existing plants. KSEB can focus on design to minimize cost without compromising on quality and grid integration and storage system design. The deliverables would be mostly as survey reports, DPR, design briefs and drawings. Quality assurance works may include quality procedure document preparation for factory and site acceptance and also witnessing of tests.

Recommendation 14: It may further be noted that as of now Director (Finance) may continue mentoring REES and consulting divisions. From long term perspective, however it may be desirable that REES and consulting works are overseen by more operation oriented departments. The proposal to put REES under Deputy CE (SCM) with powers of CE (SCM) for transmission procurements might be explored. In such scenario, our proposal regarding placing EE (quality assurance and monitoring- XM) under Deputy CE (SCM) might have to be abandoned as balance of workload may



get skewed (please refer recommendation 11). In such a scenario, both EE (Civil- XC) and EE (XM) might continue reporting to CE (SCM) distribution and generation while REES and Consultancy divisions will report to CE (SCM) transmission.

EXTENSION OF MAIN REPORT RECOMMENDATIONS REGARDING SECTION OFFICES, SUB DIVISION OFFICES, DIVISION OFFICES AND CIRCLE OFFICES

FOR VARYING CONSUMER STRENGTHS

We analysed data with respect to consumer strength of each of the section offices. We also analysed data from representative section offices with respect to their workload. The choice of representative section offices was based on mean value and standard deviation of scores of consumer strength of section offices. Further, section offices were requested for data on present manpower in each of the three breakdown, maintenance and revenue wings. Also workload data of three months was requested from these section offices. The section offices were in addition requested to access the difficulty level of tasks in each of the three wings and to further estimate the amount of tasks with different level of difficulty and average time needed to accomplish such tasks.

The difficult tasks in the representative section offices were reported to be as low as 1% to 30% of the total tasks (incidentally the section offices in more difficult terrains reported more conservative estimates of

proportion of difficult tasks!) and the breakdown and maintenance works were reported to take from about an hour to up to 24 hrs., depending upon difficulty level. The manpower of breakdown wing ranged from as low as 7 to as high as 15; the manpower of maintenance wing ranged between 9 and 11 whereas the manpower of revenue wing ranged from as low as 4 to as high as 15 employees. The total workforce in section offices ranged from 23 to 37 employees in the representative samples.

SECTION OFFICE: It is proposed that a section office may have a maximum of 40 employees at any point of time (considering present scheme of things; future technological and other changes are not factored in). The present consumer strength for the section office varies from about 4000 consumers to about 34000 consumers. The allocation of breakup based on consumer strength is divided into (a) those sections with less than 11000 consumers (numbering 144 sections); (b) those with consumer base between 11000 and less than 16000 consumers (numbering 253 sections); (c) those between 16000 and less than 21000 consumers (numbering 222 sections) and (d) those section with 21000 and above consumers (numbering 127 sections). Sections with less than 11000 consumers can have a maximum manpower of 25 employees; sections between 11000 and 16000 consumers can have a maximum of 30 employees; sections between 16000 and 21000 consumers can have a maximum of 35 employees and sections with 21000 and



above consumers may have a maximum of 40 employees. The number of employees is however not entitlements for sections. For example, management may decide to allot manpower of 31 to a section with 19000 consumers while it may allot manpower of 33 to another section with 20000 consumers.

Recommendation 15:

Consumer Strength	Maximum Manpower
less than 11000	25
11000 and less than 16000	30
16000 and less than 21000	35
21000 and above	40

The decision of the management will be assisted in future by proposed changes in CE (HRM) office where annual data of workload and performance of each circle, division, sub-division and section office will be analysed (please see figure on office of SM (HR strategy and planning)) and accordingly allotments will be made which can further be adjusted on case by case basis based on needs. The section offices will however have freedom to decide the manpower breakups for breakdown, maintenance and revenue wings. The section offices are however suggested to desist from frequently changing manpower allocations between the wings as it may affect the morale of the workers.

Recommendation 16: no further change is suggested in manpower distribution based on consumer strength at sub division office level.

DIVISION OFFICE: With respect to division office, the main report recommended changes in establishment branch, general (pension) branch, revenue branch and support staff (OA, FCA, CA, and Driver) of the office of EE. No change was recommended for the drawing branch. In the proposed structure, the general and revenue branch were removed and the establishment branch was made as HR department with responsibilities of both the establishment and general branches. The accounts branch strength was reduced from generally 4 to 3, while the general cumulative strength of general, revenue and establishment branch from about 10-12 was reduced to 3 employees in the new proposed HR department.

Similarly, roles of OA, CA, and FCA would now be managed by one support staff. This proposed change effectively reduces the manpower at a division office from around 20-25 earlier to about 15 in the proposed change. The present consumer strength of the division offices range from as low as about 18000 to about 270000. We propose a division office with less than 120000 consumers (12 division offices) can have a manpower of upto 15 employees including manpower of drawing branch, HR department, accounts department, EE, TA to the EE, one office staff and the driver. Division offices which have consumer strength ranging from 120000 to less than 220000 (44 division offices) can have manpower of upto 18 employees whereas division offices with 220000 consumers or more



(15 division offices) may have manpower of upto 20 employees in the division office. As discussed earlier, these numbers are not entitlements but norms to help decide specific numbers for each division office. The division offices have freedom to decide the manpower breakups among drawing branch, HR department and Accounts department. Frequent changes to allocations have to be refrained.

Recommendation 17:

Consumer Strength	Maximum Manpower
less than 120000	15
120000 and less than 220000	18
220000 and above	20

CIRCLE OFFICE: A circle office generally has around 25 employees. A typical circle office may have about 3-4 AEs, 3-4 SEs, 1 AAO, 2 SS, 7-8 SSs, 2 OAs, 1 CA, 1 SFCA, and a driver along with an EE as TA to the Deputy CE. The manpower strength at circle offices however may vary significantly on account of special projects. We are not factoring in such manpower in our recommendations. Circle offices have consumer strength ranging from about 235000 consumers to about 750000 consumers. In proposed structure, the office of AAO gets demerged as HR and Accounts offices with 2 subordinates each thereby effectively reducing the manpower at circle offices by 5. Similarly the support staff can be reduced to 2 general purpose office attendants and a driver from earlier four support staff and a driver. Circle offices with less than

500000 consumer strength may have manpower of upto 22 employees, whereas circle offices with 500000 or more consumers can have manpower of upto 25 employees. Also, these numbers are norms. The circle offices have freedom to decide the manpower breakups among EE (office), HR department and Accounts department. Frequent changes to allocations have to be refrained from.

Recommendation 18:

Consumer Strength	Maximum Manpower
less than 500000	22
500000 and above	25

GENERAL RECOMMENDATIONS

Recommendation 21:

Review the ‘Compassionate employment scheme’ which allows employment in the position such as workman, lineman, office attendant, confidential assistants, and fair copy assistant.

- a) Recruitment on compassionate ground for the positions of office attendant, confidential assistant and fair copy assistant ought to be stopped. It may be noted that as per JD, the positions of confidential assistant and fair copy assistant are largely duplicates. Thus they can be amalgamated/or possibly phased out post the introduction of information technology.



- b) Promotion of these employees further to higher position without requisite skill not only compromises with the overall skill requirement, but also creates a danger of exposing the employees life to risk while handling the job
- c) KSEB must ensure the minimum skill requirement before or within a specified period (may be through provisional appointment) of absorbing any employee under this scheme.

Thus KSEB may explore the following options to deal with the compassionate employment scheme:

Option 1: Fund and train the dependents before considering them for employment and after successful performance in the skill test.

Option 2: Give a provisional employment to the hired employees on compassionate ground, who need to ensure acquiring of competency before confirmation.

Option 3: The 'Compassionate Employment Scheme' must be stopped in long run, and instead the organization might explore in embracing a "group term insurance policy" to pay a huge compensation. This would not just reduce the cost of KSEB significantly, but would also reduce the liability of the company. This would also help 26 KSEB to get competent employees sans any compromises, guided solely by the competency requirements, while providing adequate benefits to the dependents of the deceased employees.

Recommendation 22: Succession planning needs to be brought in particularly at higher management levels. Changes in structures to possibly suit the ability of the individuals hints at a situation wherein management although is not confident of ability of the person but feels constrained to do so. Presence and adherence of merit based performance criteria at higher levels is very crucial. Board is requested to look into the same preferably by taking external help to create explicit and detailed performance parameters.

Recommendation 23: It is noticed that incumbency of specific functions at positions such as DCE, CE, Director, etc. are changed frequently (almost on yearly basis) which does not allow them to contribute substantially to the function. Hence, the promotion and transfer must be handled in such a manner that the person holding such positions in normal situations must be appointed at least for a period of two years in order to strategically contribute to the function.

Important Note: We understand that it may take certain time to start implementing the recommendations. It is however imperative that presently planned recruitments and promotions also adhere to the spirit of recommendations even before the recommendations come into effect. Therefore it is hoped that aspects of employee recruitment, regularizations, promotions etc. will adhere to the recommendations with immediate effect, else the benefits of the study may not be achieved at all.

(Source : www.ksebin)



Er. എൻ.ടി. ജോബ്

ജനരേഷൻ ഗ്യാപ്പ്

വൈദ്യുതി ഉൽപ്പാദനം സമൃദ്ധിയിൽ നിന്നും വിസ്മൃതിയിലേക്ക്

ഇന്ദിരാഗാന്ധി ഇടുകുടി ജലവൈദ്യുത പദ്ധതി നാടിനു സമർപ്പിക്കുമ്പോൾ കേരളം ധന്യമായ ഒരു ഭാവി സ്വപ്നം കണ്ടുകൊണ്ടാണുണ്ടർന്നത്. വൈദ്യുതിയുടെ കാര്യത്തിലൊരു സ്വയംപര്യാപ്ത അനന്തിൽ ഓരോ മലയാളിയും അഭിമാനം കൊണ്ടു.

പക്ഷെ ഇന്ന് ഇടുകുടിയുടെ നവീകരണം ആരംഭിക്കുമ്പോഴുള്ള അവസ്ഥ എത്ര പരിതാപകരമാണെന്നറിയാമെങ്കിൽ നമ്മുടെ അവസ്ഥയും അവസ്ഥാന്തരവും അറിയണം. നമുക്കു വശ്യമുള്ള വൈദ്യുതി മുഴുവനായും ഉല്പാദിപ്പിച്ചിരുന്ന നമ്മളിപ്പോൾ പിച്ചപ്പട്ടികളുമായി മറ്റുള്ളവരുടെ മുമ്പിൽ നിന്നും ഇരക്കുകയാണ്. പവർ പർച്ചേസാണ് ഒറ്റമൂലിയെന്നമട്ടിൽ എല്ലാത്തിനും ശാശ്വത പരിഹാരം അവിടെ ചെന്നെത്തിനിൽക്കുന്നു.

ഒറ്റ ദിവസം എട്ടുകോടി യൂണിറ്റ് വൈദ്യുതി ആവശ്യം വരുമ്പോൾ അതിന്റെ ഇരുപതു ശതമാനം മാത്രം ഉല്പാദിപ്പിക്കുവാൻ കഴിയുന്ന അവസ്ഥയിലാണ് നമ്മൾ എത്തി നിൽക്കുന്നതെന്ന തിരിച്ചറിവ് കെ.എസ്. ഇ.ബി.യെ മൊത്തത്തിൽ ആശങ്കയിലാഴ്ത്തുകയാണ്.

മറ്റൊന്നിനൊക്കെ ഫണ്ട് കണ്ടെത്തിയാലും ഉല്പാദനത്തിനായി ഫണ്ടു ചെലവാക്കുവാൻ വളരെ മടിയാണ്. ഏതെങ്കിലും പദ്ധതികൾ വന്നാൽ പവർ പർച്ചേസ് കുറഞ്ഞുപോവുമോ എന്നുള്ള ഭയമാണെന്നു തോന്നുന്നു പദ്ധതി

കൾക്കു പണം ചെലവാക്കുന്നത് കുറഞ്ഞുപോകുന്നതിനു കാരണം. പല പദ്ധതികളുടെയും പേരുകൾ പത്രതാളുകളിൽ ഇടം പിടിക്കുന്നതല്ലാതെ നടപ്പിലാക്കുന്നതിന് താല്പര്യമൊന്നും ആർക്കും തന്നെയില്ലെന്നതാണ് വസ്തുത. തൊണ്ണൂറുകളിൽ വാശിയോടെ സ്ഥാപിച്ച തെർമൽ സ്റ്റേഷനുകളെല്ലാം നോക്കുകുത്തികളാക്കി ഞെക്കിക്കൊല്ലുന്ന കാഴ്ചകളാണ് നമ്മൾ പിന്നീട് കണ്ടത്.

ആയിരക്കണക്കിനുകോടികൾ മുടക്കി സ്ഥാപിച്ച പദ്ധതികളിൽ വൈദ്യുതി എടുത്തുപയോഗിക്കാതെ മുതൽ മുടക്കു നടത്തിയതിനുശേഷം ഇത്രയും ക്രൂരവിനോദം നടത്തിയ ഒരു സംസ്ഥാനവും വേറെയുണ്ടാകില്ല.

ഇത്രയും പണം മുടക്കിയുണ്ടാക്കിയെടുത്ത പദ്ധതികളിൽ നിന്നുമുള്ള വൈദ്യുതിയും കൂടി ഉപയോഗിച്ച്, ജല വൈദ്യുതിയിൽ നിന്നുള്ള വൈദ്യുതിയും കൂടി കൂട്ടി കലർത്തിയുള്ള ഒരു താരിഫിലേക്കു പോകാതെ ജല വൈദ്യുതി മാത്രം കേരളത്തിൽ നിന്നും; മറ്റെല്ലാം പുറത്തു നിന്നും വാങ്ങുന്ന കാഴ്ചയാണ് ഇപ്പോഴും കണ്ടുകൊണ്ടിരിക്കുന്നത്.

ആയിരക്കണക്കിനു കോടിരൂപ മുതൽ മുടക്കു നടത്തിയ പദ്ധതികളിൽ നിന്നും വൈദ്യുതി ഉല്പാദിപ്പിക്കാതെ വല്ലവരും മുതൽ മുടക്കിയ പദ്ധതികൾക്ക് പൈസ ഉണ്ടാക്കിക്കൊടുക്കുന്ന ഒടുക്കത്തെ നയമാണ് കേരള വിദ്യുച്ഛക്തി ബോർഡ് എന്ന മഹത്തായ സ്ഥാപനം എടുത്തുകൊണ്ടിരിക്കുന്നത്.



ജലവൈദ്യുതിയിൽ നിന്നും നമ്മൾ ഉല്പാദിപ്പിക്കുന്ന വൈദ്യുതിയ്ക്ക് കമ്മീഷൻ അനുവദിക്കുന്നത് ഒരു രൂപ മാത്രം. എന്നാൽ നമ്മൾ പുറമെ നിന്നു വാങ്ങുന്ന സൗരോർജ്ജ വൈദ്യുതിക്ക് ഏഴു രൂപയും എക്സ്പോളെ വഴിയുള്ളതിന് അഞ്ചുരൂപയും നൽകുന്നു. അതിനു വേണ്ടി ട്രാൻസ്മിഷൻ ചാർജായി നൽകുന്നത് വർഷാവർഷം ആയിരം കോടി രൂപ; എന്നിട്ടും പാണനാറെ പോലെ പറഞ്ഞു നടക്കുന്നു പുറമെനിന്നും വാങ്ങുന്ന വൈദ്യുതിയാണ് ലാഭമെന്ന്.

ഇങ്ങിനെ കച്ചവട കണ്ണുകളുമായി നടക്കുന്നവർക്ക് ഒത്താശ ചെയ്തുകൊടുക്കുന്നവരെ എന്താണ് ചെയ്യേണ്ടതെന്ന് പറയാതെ തന്നെ അറിയാമല്ലോ. വേറെ ഒരു സംസ്ഥാനത്തും ഇതുപോലെ വൻതുക മുടക്കി സർക്കാർ സ്ഥാപനങ്ങൾ അടച്ചിട്ടു രസിക്കുന്നുണ്ടാവില്ല.

കായംകുളത്തും ഏല്പുരം സ്ഥാപിച്ച തെർമൽ നിലയങ്ങൾക്കിതുവരെ എണ്ണയീരം കോടി രൂപയോളം ഫിക്സഡ് ചാർജിനത്തിൽ നൽകി കഴിഞ്ഞിട്ടുണ്ടാവും. തർക്കമുണ്ടെങ്കിൽ കുറച്ചു കുറച്ചോളം.

ഇത്രയും കാൾ ഫിക്സഡ് ചാർജ് കൊടുത്തു മടുത്തിരിക്കുമ്പോൾ ഇതാ പുതിയ ആശയമായി അത് ഏറ്റെടുക്കുവാനുള്ള നടപടികളുമായി മുന്നോട്ടുപോകുന്നു.

ബ്രഹ്മപുരം പദ്ധതിയുടെ വലിയ ദുരമല്ലാതെ എൽ.എൻ.ജി.പൈപ്പ് ലൈൻ പോവുമ്പോൾ അവിടെ ഗ്യാസ് അധിഷ്ഠിത പ്ലാന്റ് നിർമ്മിക്കുവാൻ ബോർഡിന് യാതൊരു വേഗതയുമില്ല. രണ്ടു കൊല്ലത്തിലധികമായി ഫീസിബിലിറ്റി പഠനമെന്നും പറഞ്ഞു ഉന്തി തള്ളി നടക്കുകയാണ്. അവിടെ ചുരുങ്ങിയത് നാനൂറ് മെഗാവാട്ടിന്റെ പദ്ധതി സ്ഥാപിക്കുവാൻ കഴിയുമെന്നുള്ള ആശയം പ്രചരിച്ചു തുടങ്ങിയിട്ട് കാലമേറെയായി. പ്രവർത്തന പഥത്തിലേക്കെത്തുന്നില്ലെന്നതാണ് കഷ്ടം. എന്നാൽ ബി.എസ്.ഇ.എസ്. പദ്ധതി ഏറ്റെടുത്തു നടപ്പാക്കുന്നതിന് എന്തു വേഗത്തി

ലാണ് ആലോചനകൾ നടക്കുന്നതെന്ന് അത്ഭുതപ്പെടുത്തുന്നു.

വൈദ്യുതി ഉല്പാദനവും ഉപയോഗവും തമ്മിലുള്ള അന്തരം പുറമെ നിന്നും വൈദ്യുതി വാങ്ങിക്കൊണ്ടു മാത്രം നികത്താതെ സംസ്ഥാനത്തിനകത്ത് നിന്നുല്പാദിച്ചുകൊണ്ടു വേണം നേരിടേണ്ടത്. ഇപ്പോഴുള്ള ജലവൈദ്യുതികളിൽ നിന്നുള്ള ഉല്പാദനവും പുതിയ പദ്ധതികൾ ആസൂത്രണം ചെയ്തുകൊണ്ടുവേണം അതിനെ നേരിടേണ്ടത്, അല്ലാതെ ഏതെങ്കിലും കുത്തക കമ്പനികളിൽ നിന്നും വൈദ്യുതി വാങ്ങിക്കൊണ്ട് ആവശ്യങ്ങൾ നിറവേറ്റാമെന്ന കപട പ്രസംഗങ്ങളല്ല നമുക്കാവശ്യം. തന്റേടത്തോടെ വൈദ്യുതിയുടെ ഉല്പാദനത്തിന്റെ കാര്യത്തിലും സ്വയം പര്യാപ്ത നേടിയെടുക്കണമെന്നുള്ളതാണ് കാലത്തിന്റെ ആവശ്യം.

ബോർഡ് തന്നെ അംഗീകരിച്ച അഞ്ഞൂറു മെഗാവാട്ട് ശേഷി മൊത്തത്തിൽ വരുന്ന ഇരുപത്തി അഞ്ച് ജലവൈദ്യുതി പദ്ധതികളുണ്ട്. കാര്യമായ പരിസ്ഥിതി നാശങ്ങൾ ഉണ്ടാക്കാത്ത പദ്ധതികളാണേറെയും. അതെല്ലാം നടപ്പിലാക്കുവാനുള്ള പ്രതിവർഷം എണ്ണയീരം കോടി രൂപയെങ്കിലും വൈദ്യുതി വാങ്ങുന്നതിനുവേണ്ടി ചെലവാക്കുന്നുണ്ടെന്നാണ് കണക്കുകൾ വ്യക്തമാക്കുന്നത്. ജലവൈദ്യുതി പദ്ധതികൾക്ക് ഒരു മെഗാവാട്ടിന് പത്തുകോടി വീതമാണ് മുതൽ മുടക്കുവേണ്ടി വരുന്നത്. ജനറേഷൻ വിഭാഗത്തിനു കാപ്പിറ്റൽ വർക്കിനായി മാറ്റിവെക്കുന്ന അഞ്ഞൂറുകോടി രൂപകൊണ്ട് എല്ലാവർഷവും അമ്പതു മെഗാവാട്ട് പദ്ധതി സ്ഥാപിക്കുവാനായാൽ പത്തുവർഷം കൊണ്ട് അഞ്ഞൂറു മെഗാവാട്ട് പദ്ധതി സ്ഥാപിക്കുവാനാകുകയും ചെയ്യും.

കൂട്ടത്തിൽ വാതകാധിഷ്ഠിതമായ പദ്ധതികളും കൂട്ടി ചേർക്കാനായാൽ വൈദ്യുതിയുടെ ഉല്പാദനത്തിന്റെ കാര്യത്തിൽ വളരെയേറെ മുന്നോട്ടുപോകുവാൻ സാധിക്കുമെന്നുള്ളതാണ് ഗുണം.





കവിത

കാഴ്ചകൾ കണ്ണുപൊട്ടിക്കുമ്പോൾ



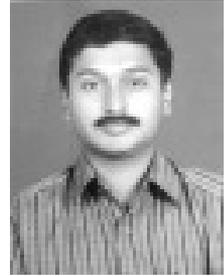
Er. സുരേഷ്കുമാർ കണ്ണമത്ത്

കണ്ണുതുറന്ന കാലംതൊട്ടേ കാണുന്നു
കുലം തകർത്തൊരു കാലപ്രവാഹം
ഒഴുക്കി കാണുന്നതോ ?
ലക്ഷ്യം തെറ്റിയനാഥമായ ബീജാവശേഷിപ്പുകൾ
ഉറക്കമുണരാത്ത സ്വപ്നജഡങ്ങൾ
വീർപ്പുമുട്ടലുകളടക്കം ചെയ്ത ചുമരുകൾ
നിർവ്വീകാരതയുടെ ശിലാവണ്ഡങ്ങൾ
ലഹരി നുരയുന്ന കലക്കവെള്ളം
വിലക്കപ്പെട്ട ജ്ഞാനക്കനികൾ
വിലയിടപ്പെട്ട പ്രാണവായു സിലിണ്ടറുകൾ
വിലയിടിഞ്ഞ പാവക്കുഞ്ഞുങ്ങൾ
മുളയിലേ നുള്ളിയ മോഹത്തുരുത്തുകൾ
ചിതലരിച്ച ചില സമാശ്വാസങ്ങൾ
ജട പിടിച്ച് ദീക്ഷ വളർത്തിയ ആദർശങ്ങൾ
കഴുത്തിനു പിടിക്കപ്പെട്ട നിലവിളികൾ
പണയപ്പെടുത്തിയ തലച്ചോറുകൾ
അംഗഭംഗം വന്ന തൂലികകൾ
ഒടുവിലിതാ രണ്ടു ചത്തകണ്ണുകൾ
കെട്ട കാലത്തിന്റെ മുൾക്കാഴ്ചകൾ
കുത്തിപ്പൊട്ടിച്ചു ചൂഴ്ന്ന എന്റെ കണ്ണുകൾ
വേണമെന്നിരിക്കുന്നു രണ്ടു കണ്ണുകൾ കടമായി
നോക്കണമൊരു പൂമിഴിയാൾ കരുണാഭദ്രമായി
ചില ദ്രവണനന്ദകളുടെ നേർക്ക്;
മറ്റേ തീക്കണ്ണിനാലോ ചുട്ടുചാമ്പലാക്കണം
വെറിപിടിച്ച ആസുരതിന്ദകളെ.





തുല്യനീതിയുടെ വികലമായ വ്യാഖ്യാനം



Er. എച്ച്. സുരേഷ് AEE

ഇന്ത്യൻ ഭരണഘടന ഭാഷാ- ജാതി - മത- ലിംഗ ഭേദമന്യേ എല്ലാ പൗരന്മാർക്കും തുല്യ നീതി വാഗ്ദാനം ചെയ്യുന്നുണ്ട്. ഇതിൽ സാമൂഹികമായും - ഭാഷാ - മതപരമായും സ്വാതന്ത്ര്യത്തിനു മുമ്പ് പിന്നോക്കം നിന്നിരുന്ന വിഭാഗങ്ങൾക്ക് മുഖ്യധാരയിലെത്തിച്ചേരാൻ മാത്രമാണ് സംവരണം നൽകിക്കൊണ്ട് വിഭാവനം ചെയ്തിട്ടുള്ളത്. സ്ത്രീകൾക്കും ഇത്തരത്തിൽ മുഖ്യധാരയിലെത്തി പ്രവർത്തിക്കുവാൻ സാഹചര്യമൊരുക്കാനാണ് ചില മേഖലകളിൽ സംവരണം ഏർപ്പെടുത്തിയിട്ടുള്ളത്. എന്നാൽ കാലാകാലങ്ങളിൽ രാജ്യം ഭരിച്ചിരുന്ന ഗവൺമെന്റുകൾ ചില വിഭാഗങ്ങളെ തങ്ങളുടെ വോട്ടുബാങ്കാക്കുന്നതിനായി മേൽപ്പറഞ്ഞ സംവരണത്തിന്റെ ഉദ്ദേശശുദ്ധിയെ വികലമായി വ്യാഖ്യാനിച്ച് ഉപയോഗിച്ചു പോരുന്നു. പലപ്പോഴും ഭൂരിപക്ഷത്തെ താറടിച്ച് കാണിച്ച് ന്യൂനപക്ഷങ്ങളുടെ പ്രീതി പിടിച്ചുപറ്റാൻ പല രാഷ്ട്രീയകക്ഷികളും ശ്രമിക്കുന്നുണ്ട്. നമ്മുടെ കൊച്ചു കേരളത്തിലും ഇത്തരം കാര്യങ്ങൾ നടക്കുന്നുണ്ട്. തങ്ങളുടെ കാഴ്ചപ്പാടിൽ നിന്ന് വ്യത്യസ്തമായി ചിന്തിക്കുകയും പ്രവർത്തിക്കുകയും ചെയ്യുന്നവരെ അസഹിഷ്ണുക്കളായി മുദ്രകുത്തി ജനവിരുദ്ധരായി ചിത്രീകരിച്ച് അധികാരത്തിൽ തുടരാനും ജനവിധിയെന്ന പരീക്ഷയിൽ അധികാരത്തിൽ തിരിച്ചെത്താനും ഏതാണ്ടെല്ലാ രാഷ്ട്രീയപ്പാർട്ടി / കൂട്ടായ്മകളും ഭഗീരഥ പ്രയത്നം തന്നെ നടത്താറുള്ളത്

നമുക്കെല്ലാം അറിയാം. ഇതിൽ ചിലർ ഒരു പടികുടി കടന്നു പ്രവർത്തിച്ചുകളയും. എങ്ങനെയെന്നല്ലേ ? അംഗീകാരം നേടാനുള്ള മത്സരത്തിൽ സ്വന്തം ചേരിയിലുള്ളവരെയും എതിർ ചേരിയിലുള്ളവരെയും ഏതു വിധേനയും തളർത്തി മേൽക്കൈ നേടിയെടുക്കാൻ ഇവർ ശ്രമിക്കും.

നമ്മുടെ കെ.എസ്.ഇ.ബി. ലിമിറ്റഡിൽ ഇപ്പോൾ ഏറ്റവും ചൂടോടെ ചർച്ച ചെയ്യപ്പെടുന്ന ജനറൽ ട്രാൻസ്ഫറിൽ പുറത്തിറങ്ങിക്കൊണ്ടിരിക്കുന്ന അന്തിമ പട്ടികകളും (Final list) അന്തിമമാകാൻ വേണ്ടിയുള്ള സാമ്പിൾ പട്ടികകളും (Trial list) പരിശോധിച്ചാൽ ഭരണപക്ഷ സംഘടനയുടെ കുതന്ത്രങ്ങൾ മനസ്സിലാക്കാം. സ്വന്തം സംഘടനയിലെ തീവ്ര സംഘടനാവികാരം കൊണ്ടു നടക്കുന്ന ബുദ്ധിജീവികളെ ട്രാൻസ്ഫറിൽ നിന്നും ഒഴിവാക്കാനായി ഇവർ പല ഘടകങ്ങളും ഇൻഡക്സിൽ ചേർത്തു. ഇതിലൊന്നാണ് മഹിളകൾക്ക് 1.2 എന്ന ഘടകം. അല്ലെങ്കിൽത്തന്നെ ഓഫീസർ സഹോദരിമാർക്ക് ട്രാൻസ്ഫറിൽ തൊട്ടടുത്ത ജില്ലയ്ക്കപ്പുറം പോകേണ്ടി വരാറില്ല. പിന്നെ ഒരു വർഷത്തിനകം സ്വന്തം ജില്ലയിലേക്ക് തിരിച്ചുവരാമെന്നും ഉറപ്പ്. ഇതിനു പുറമെയാണ് കൊടിവെച്ച തസ്തികകൾ (Flagged





post) എന്ന ആശയവും. ഇൻഡക്സ് കണക്കു കൂട്ടലിൽ സ്വന്തം ജില്ലയിൽ (Domicile) തുടർന്ന് നിലനിൽക്കാൻ ആവശ്യമായ മാർക്ക് നേടാത്തവർ, എന്നാൽ സംഘടനയ്ക്ക് വേണ്ടി (സ്വന്തം കാര്യത്തിനുവേണ്ടി) ഏതതിക്രമത്തിനും കൂട്ടുനില്ക്കുന്നവർ, ഇവരെ നിലവിലുള്ള സ്ഥലത്ത് നിറുത്താനാണ് (Flagged post), തത്വം സംഘടന മുന്നോട്ടു വച്ചത്.

ട്രാൻസ്ഫർമിന്റേ നിന്നും സംരക്ഷണം ലഭിക്കാൻ അനവധി വ്യവസ്ഥകളിൽ ഒരേണ്ണത്തിൽ ഉൾപ്പെട്ടാൽ തന്നെ ന്യായമായും സംരക്ഷണം ലഭിക്കും. ഇതും പോരാതെ എന്തിന് വേറെ സംരക്ഷണം - Flagged post എന്ന രൂപത്തിൽ? ഇതു ട്രാൻസ്ഫർ പ്രക്രിയയിൽ അസന്തുലിതാവസ്ഥ സൃഷ്ടിക്കും. ഡെപ്യൂട്ടി ചീഫ് എഞ്ചിനീയർ, എക്സിക്യൂട്ടീവ് എഞ്ചിനീയർ ട്രാൻസ്ഫർ ഉത്തരവുകൾ പരിശോധിച്ചാൽതന്നെ ഇതു മനസ്സിലാകും. 15വർഷത്തിലധികമായി തലസ്ഥാനത്ത് ജോലിചെയ്യുന്ന തീവ്രഭരണപക്ഷ സംഘടനാംഗമായ ഡെപ്യൂട്ടി ചീഫ് എഞ്ചിനീയർക്ക് സ്ഥലം മാറ്റമില്ല. മന്ത്രിയുടെ അഡീഷണൽ ഉദ്യോഗസ്ഥന്റെ കുറ്റപ്പെടുത്തലിന് ഉരുളയ്ക്ക് ഉപ്പേരിയെന്നപോലെ വസ്തുതകൾ നിരത്തി മറുപടി കൊടുത്ത ഡെപ്യൂട്ടി ചീഫ് എഞ്ചിനീയറെ പകപോക്കലിന്റെ ഭാഗമായി ദൂരസ്ഥലത്തേക്ക് മാറ്റി. പിന്നീട് വളരെ വിഷമിച്ച് സ്വദേശത്തിന് കുറച്ചു ദൂരെയായി ദൂരസ്ഥലത്തേക്ക് മാറ്റം കിട്ടി. പക്ഷേ അദ്ദേഹത്തിന് ഇപ്പോഴും സ്വന്തം സ്ഥലത്തേക്ക് തിരികെ മാറ്റം കിട്ടിയിട്ടില്ല.

അസിസ്റ്റന്റ് എഞ്ചിനീയർ / അസിസ്റ്റന്റ് എക്സിക്യൂട്ടീവ് എഞ്ചിനീയർ തസ്തികകളിലുള്ളവരുടെ ട്രാൻസ്ഫർ പട്ടിക Hris ൽ പ്രത്യക്ഷപ്പെടും മുൻപ് പലവട്ടം പരീക്ഷണ ട്രയൽ

നടത്തി ഭരണപക്ഷ സംഘടനാ തീവ്ര അനുഭാവികൾക്ക് അനുകൂലമാക്കാൻ പുതിയ ഘടകങ്ങൾ ഉൾപ്പെടുത്താൻ ശ്രമം നടന്നു എന്നത് പരസ്യമായ രഹസ്യമാണ്. അതുകൊണ്ടാണ് Hris ൽ ട്രയൽ ലിസ്റ്റ് ആദ്യം പ്രത്യക്ഷപ്പെട്ട് മിന്നായം പോലെ മാഞ്ഞതും വീണ്ടും മറ്റൊന്ന് പ്രത്യക്ഷപ്പെട്ടതും. പ്രത്യക്ഷപ്പെട്ട ട്രയൽ ലിസ്റ്റ് പരിശോധിച്ചാൽ അത് ഭരണപക്ഷ സംഘടനയിലെ വെറും അംഗങ്ങളും മറ്റു സംഘടനകളിലെ അംഗങ്ങളും നേരിടുന്ന നീതികേടിന്റെ ഉത്തമ ദൃഷ്ടാന്തമാണ്.

എല്ലാവർക്കും തുല്യനീതിയെന്ന് വാതോരാതെ നേതാക്കൾ പ്രസംഗിക്കുമെങ്കിലും ഈ ആശയത്തെ വികലമായാണ് ഭരണപക്ഷ സംഘടനക്കാർ വ്യാഖ്യാനിക്കുന്നത്. “തുല്യ ജോലിക്ക് തുല്യകൂലി” എന്ന മുദ്രാവാക്യവുമായി ഇടയ്ക്ക് ഭരണപക്ഷ സംഘടനാ നേതാക്കൾ രംഗത്തിറങ്ങിയിരുന്നു. ഇത് ബോർഡിലെ സ്ഥിരം ജീവനക്കാർ / ഉദ്യോഗസ്ഥർ എന്നിവർക്കു പകരം അതേ തസ്തികയിൽ താല്ക്കാലികമായി ജോലി ചെയ്യുന്നവർക്ക് സ്ഥിരക്കാരുടെ അതേ വേതനം കൊടുക്കണം എന്നു കാണിച്ചായിരുന്നു. സ്ഥിരക്കാരായാലും താല്ക്കാലികക്കാരായാലും ഏറ്റെടുക്കുന്ന തസ്തികയിലെ ജോലിയുടെ സ്വഭാവവും ഉത്തരവാദിത്വങ്ങളിലും വ്യത്യാസമില്ലായെന്നതാണ് ഈ ആവശ്യത്തിന് അവരുന്നയിക്കുന്ന വാദം.

എന്നാൽ കെ.എസ്.ഇ.ബി.യിൽത്തന്നെയുള്ള എഞ്ചിനീയർമാരുടെ അതേ ശമ്പള സ്കെയിൽ മിനിസ്റ്റീരിയൽ ഉദ്യോഗസ്ഥർക്കും കൊടുക്കണമെന്ന് വാദിക്കുമ്പോൾ തുല്യ ജോലി ഭാരമില്ലെങ്കിലും വേതനം തുല്യമായിരിക്കണം എന്നാണ് ഭരണപക്ഷ സംഘടനക്കാരുടെ കാഴ്ചപ്പാട് എന്ന് മനസ്സിലാക്കേണ്ടിയി



രിക്കുന്നു. ഈ ആശയം തൊണ്ട തൊടാതെ വിഴുങ്ങി ഭരണപക്ഷ സംഘടന എന്നും തങ്ങൾക്ക് സൗകര്യപ്രദമായ സ്ഥലത്ത് പോസ്റ്റിംഗ് ഉറപ്പാക്കിത്തരും എന്ന മിഥ്യാധാരണയിലാണ് ഭൂരിപക്ഷം വരുന്ന ഭരണപക്ഷ സംഘടനാംഗങ്ങളായ സാധാരണക്കാരായ എഞ്ചിനീയർമാരും. ഈ ട്രയൽ ട്രാൻസ്ഫർ നാടകത്തോടെ അത്തരം വിശ്വാസം അസ്ഥാനത്താണെന്ന് തെളിഞ്ഞു കഴിഞ്ഞു. ഇനിയും തിരിച്ചറിയുന്നില്ലേ ? പ്രിയ എഞ്ചിനീയർ സഹോദരങ്ങളേ, ബോർഡ് ഉത്തരവിട്ട് / പരീഷ്കരിച്ചു കൊണ്ടിരിക്കുന്ന ഉദ്യോഗസ്ഥരുടെ അധികാരങ്ങളുടെ പരിധി (Delegation of Powers) നിശ്ചയിച്ചിട്ടുള്ളത് എഞ്ചിനീയർമാർക്ക് മാത്രമാണ്. Delegation of Powers എന്നു മാത്രമേ വിശേഷിപ്പിക്കുന്നുള്ളുവെങ്കിലും Powers and Responsibilities (Accountability) യെന്ന് കൂട്ടി വായിക്കുവാൻ ഓരോ എഞ്ചിനീയറും തിരിച്ചറിയണം. തുല്യത വാദിക്കുമെങ്കിലും ഈ Delegation കളിൽ ഒന്നിലും പങ്കാളിത്തമില്ലാത്ത തുല്യ ശമ്പളക്കാരായ മിനിസ്റ്റീരിയൽ ഉദ്യോഗസ്ഥർക്ക് ഒരുവിധ ബാധ്യതയും ഒരു കാലത്തും വരില്ലായെന്ന് നമ്മൾ മനസ്സിലാക്കണം. ഈ ഇരട്ടത്താപ്പായ തുല്യത വാദത്തിന് പ്രത്യക്ഷമായോ പരോക്ഷമായോ അനുകൂല സമീപനമാണ് ഭരണപക്ഷ സംഘടനയിലെ അംഗത്വം തുടരുന്നതിലൂടെ നിങ്ങൾ ചെയ്യുന്നത്. നേതാക്കൾക്ക് ട്രാൻസ്ഫറിൽ അമിത പ്രാധാന്യം നൽകുമ്പോൾ മറ്റുള്ളവർക്ക് ന്യായമായ അർഹമായ ട്രാൻസ്ഫറും ശമ്പള സ്കെയിലിലെ മെച്ചവും നിഷേധിക്കപ്പെടുന്നു. ഇതിനോടകം ഉത്തരവാക്കിയ ജീവനക്കാരുടെ ട്രാൻസ്ഫറുകൾ റദ്ദാക്കി റീ ഓപ്ഷൻ എന്നു പറയുമ്പോൾ തന്നെ എന്തൊക്കെയോ

പിന്നാമ്പുറ നാടകങ്ങളും അതിനെതിരെ അവഗണിക്കാനാവത്ത പ്രതിഷേധങ്ങളും ഉണ്ടായിട്ടുണ്ടെന്ന് തീർച്ച. ഇത്രയുംകാലം ട്രാൻസ്ഫർ നീണ്ടുപോയ ചരിത്രം ഇതിനു മുഖിലായെന്നും മനസ്സിലാക്കുക.

ഇത്തരം നീതികേടുകൾക്കെതിരെ ശക്തമായി പ്രതിഷേധിക്കാനും ബോർഡിന്റെയും ഗവൺമെന്റിന്റെയും ശ്രദ്ധയിൽപ്പെടുത്തി പരിഹാരം കാണാനും എഞ്ചിനീയേഴ്സ് അസോസിയേഷൻ എല്ലാ ഘട്ടത്തിലും നടപടികളെടുത്തിട്ടുണ്ട്. ശമ്പള സ്കെയിലിൽ നിർണ്ണയം, പ്രമോഷൻ, ട്രാൻസ്ഫർ ആന്റ് പോസ്റ്റിംഗ് എന്നിവയിൽ നിക്ഷേപക്ഷവും നീതിപൂർവ്വവുമായ സമീപനമെടുക്കാൻ എഞ്ചിനീയേർസ് അസോസിയേഷനു മാത്രമേ കഴിയൂ. എന്തെന്നാൽ എഞ്ചിനീയേഴ്സ് അസോസിയേഷനിൽ മാത്രമാണ് അംഗങ്ങളെല്ലാവരും തുല്യരായി പരിഗണിക്കപ്പെടുന്നത്. ഏതെങ്കിലും ഒരംഗത്തിന് അനർഹമായ സൗജന്യങ്ങൾ നേടിക്കൊടുത്താൽ അത് മറ്റൊരംഗത്തിന്റെ ന്യായമായ അവകാശം ബലികൊടുക്കേണ്ടി വരുമെന്ന പരമാർത്ഥം തിരിച്ചറിയുന്നുണ്ട്. ഭരണപക്ഷ സംഘടനയുടെ അബദ്ധജടിലമായ സ്വജനപക്ഷപാതപരമായ നടപടികൾക്ക് ശക്തമായ തിരിച്ചടി നൽകാൻ ഇപ്പോഴെങ്കിലും അംഗത്വം വേണ്ടെന്നു വയ്ക്കാൻ ധൈര്യം കാണിക്കുക. ട്രാൻസ്ഫർ ആന്റ് പോസ്റ്റിംഗിലെങ്കിലും തുല്യനീതിയാണാഗ്രഹിക്കുന്നതെങ്കിൽ എഞ്ചിനീയർമാർ ഒരു കൂടുകിഴിൽ അണി നിരക്കണം. പല സംഘടനകളിലായി ഭിന്നിച്ചു നിന്നിട്ട് കാര്യമില്ല. **ഐക്യമത്യം മഹാബലം.**





കൊടി തന്ത്രങ്ങൾ

ഗുരുജി

കെഎസ്ഇബിഎൽ-ൽ നടപ്പാക്കിയ പുതിയ ഓൺലൈൻ ട്രാൻസ്ഫർ രീതി കൂടുതൽ സുതാര്യമാകുമെന്ന് പ്രതീക്ഷിച്ച എല്ലാ ജീവനക്കാരെയും പറ്റിച്ചുകൊണ്ട് നടപ്പാക്കിയ ഫ്ളാഗ് പോസ്റ്റ് പരിഷ്കാരം ജീവനക്കാരെ രണ്ടു തട്ടിൽ വയ്ക്കുന്ന പരിഷ്കാരമായി മാറുകയാണ്. ഇപ്പോൾ ഇവിടെ കാര്യങ്ങളെല്ലാം നിയന്ത്രിക്കുന്ന അസോസിയേഷൻ തങ്ങൾക്ക് വേണ്ട പെട്ടവരെയെല്ലാം സംരക്ഷിക്കാനും, വേണ്ടാത്തവരെ ദ്രോഹിക്കാനും വേണ്ടിയാണ് ഈ സമ്പ്രദായം കൊണ്ടുവന്നതെന്ന് അടുത്തപേജിൽ കൊടുത്തിരിക്കുന്ന ലിസ്റ്റ് നോക്കിയാൽ തന്നെ വ്യക്തമാണ്. വെറും പാവകളായ എച്ച്ആർഎം സി.ഇ.യും, ഡെപ്യൂട്ടി സിഇയും യാതൊരു പ്രാധാന്യവുമില്ലാത്ത കുറേ പോസ്റ്റുകളിലേക്കാണ് കെഎസ്ഇബിഎൽ -ലെ ഏറ്റവും പ്രഗൽഭരെയും പ്രാഗൽഭമതികളെയും പോസ്റ്റ് ചെയ്തിരിക്കുന്നത്. ഇവരെ നമുക്ക് ഇനി തന്ത്രങ്ങളെന്നോ, പേരിന്റെ കൂടെ 'കൊടി' ചേർത്ത് വിളിക്കുന്നതോ ആണ് സൗകര്യം. ട്രയൽ ലിസ്റ്റിൽ ഇവരെ പല പേരുകളിൽ ആണ് അറിയപ്പെടുന്നത്. ചിലതിൽ സെലക്ടഡ് പോസ്റ്റും മറ്റു ചിലതിൽ റിക്വസ്റ്റ് പോസ്റ്റുമെന്നും പറയുന്നു. ഇനി ഇതിൽ തന്നെ ബാർഡ് പോസ്റ്റുകളും ഉണ്ടെന്നും പറയപ്പെടുന്നു.

സോഷ്യലിസം, സമത്വം എന്നീ തത്വങ്ങളാണ് കെ.എസ്.ഇ.ബി.എൽ - ൽ നടപ്പാക്കുന്നതെന്ന് അവകാശപ്പെടുന്ന ഭരണപക്ഷ അസോസിയേഷൻ തങ്ങളുടെ അംഗങ്ങളെ തന്നെ രണ്ടു തട്ടിലാക്കി സവർണരെയും അവർണരെയും സൃഷ്ടിച്ചിരിക്കുകയാണ്. ഇവ ചോദ്യം ചെയ്യപ്പെടേണ്ടതാണ്. എൻജിനീയർമാരുടെ ഏറ്റവും വലിയ സംഘടന എന്ന നിലയ്ക്കും, ഏതെങ്കിലും കൊടിയുടെ അടിമത്തത്തിൽ സംഘടിക്കാത്ത അസോസിയേഷൻ എന്ന നിലയ്ക്കും ഞങ്ങൾ ഈ ദുഷ്പ്രവണത തീർച്ചയായും ചോദ്യം ചെയ്യുകയും, ഈ അനീതിക്കെതിരെ ഏതറ്റംവരെയും പോരാടുകയും ചെയ്യും.

ഫ്ളാഗ്ഡ് പോസ്റ്റ് എന്ന ഓമന പേരിട്ട് അവയെ ഫ്ളാഗ്ഡ് പേരുകളാക്കി മാറ്റിയ നമ്മുടെ സ്ഥാപനത്തിലെ ഏറ്റവും മിടുക്കൻമാരുടെയും, മിടുക്കികളുടെയും ലിസ്റ്റ് അടുത്ത പേജിൽ ചേർക്കുന്നു. (ഇതിൽ എട്ടിന്റെ പണി കിട്ടിയ ചില ഹതഭാഗ്യരും ഉണ്ടെന്ന് ഓർക്കണം.)

വലയിൽ നിന്ന് ചാടിയത്

- ചില രാജ്യങ്ങളിൽ വിശിഷ്ട വ്യക്തികളെ 'സർ' പദവി നൽകി ആദരിക്കുന്നതായി അറിയാം....
ഈ സന്ദർഭത്തിലാണ് നമ്മുടെ നാട്ടിലും അങ്ങ് വടക്ക് ഗുണ്ടായിസവും കൊലപാതകവും ഉൾപ്പെടെയുള്ള കലാപരിപാടികളുമായി നടന്ന ഒരു ക്രിമിനൽ ആയി അറിയപ്പെടുന്ന ഒരാളിന്റെ പേരിനു മുന്നിൽ 'കൊടി' എന്നൊരു പദവി ഉള്ളതായി ഓർക്കാൻ ഇടയായത്. കൂടാതെ മറ്റൊരാളിന്റെ അല്ലെങ്കിൽ പൊതുസ്ഥലത്ത് അധികാരവും അവകാശവും സ്ഥാപിക്കുന്നതിന്റെ അടയാളമായി ചില സംഘടിത ശക്തികൾ അല്ലെങ്കിൽ

(ശേഷം പേജ് 24 ൽ)



Sl.No	Code	Employee Name	Domicile Section	Working Office	Posting office
1	1046373	ASHA S Assistant Executive Engineer (E)	Poojappura Electrical Section [THIRUVANANTHAPURAM]	APDRP Thiruvananthapuram [THIRUVANANTHAPURAM]	Electrical Division Thiruvananthapuram [THIRUVANANTHAPURAM]
2	1047191	GIREESH G P Assistant Executive Engineer (E)	Vattiyoorkavu Electrical Section [THIRUVANANTHAPURAM]	CVO - Vigilance Technical Wing [THIRUVANANTHAPURAM]	CVO - Vigilance Technical Wing [THIRUVANANTHAPURAM]
3	1046635	JOSE EBENEZER Assistant Executive Engineer (E)	Kudappanakunnu Electrical Section [THIRUVANANTHAPURAM]	Chief Engineer (HRM) [THIRUVANANTHAPURAM]	Chief Engineer (HRM) [THIRUVANANTHAPURAM]
4	1046991	JUSTINJOSEPH Assistant Executive Engineer (E)	Peroorkada Electrical Section [THIRUVANANTHAPURAM]	Kattakada Line Construction Subdivision [THIRUVANANTHAPURAM]	Electrical Circle (Urban)Thiruvananthapuram [THIRUVANANTHAPURAM]
5	1047190	PRAVEENA K P Assistant Executive Engineer (E)	Peroorkada Electrical Section [THIRUVANANTHAPURAM]	Director (Distribution,Safety & Generation Ele.)	Electrical Division Nedumangad [THIRUVANANTHAPURAM]
6	1048915	AJAYA KUMAR R S Assistant Engineer (E)	Beach Trivandrum Electrical Section [THIRUVANANTHAPURAM]	220 KV SS Maintenance I, Pothencode	220 KV Sub Station Pothencode
7	1047233	AJAYAKUMAR V P Assistant Engineer (E)	Beach Trivandrum Electrical Section	Generation Division Moozhiyar	Thiruvananthapuram APDRP [THIRUVANANTHAPURAM]
8	1036416	AJEESH A M Assistant Engineer (E)	Thiruvallam Electrical Section [THIRUVANANTHAPURAM]	Electrical Section, Tirur (East) [MALAPPURAM]	Thiruvananthapuram APDRP [THIRUVANANTHAPURAM]
9	1049087	ANIL KUMAR R Assistant Engineer (E)	Nalanchira Electrical Section [THIRUVANANTHAPURAM]	Electrical Section Nadakkavu [KOZHICODE]	Electrical Section Vellayambalam [THIRUVANANTHAPURAM]
10	1044600	DAS T Assistant Engineer (E)	Marayamuttom Electrical Section	Power House 66kV GIS Section	110 KV Sub Station Kattakkada [THIRUVANANTHAPURAM]
11	1063731	PRAVEEN N R Assistant Engineer (E)	Kunnathukul Electrical Section	Generation Division Moozhiyar	Electrical Section Puthenchantha [THIRUVANANTHAPURAM]
12	1042296	RAVEENDRAN A Assistant Engineer (E)	Maranalloor Electrical Section	Electrical Section Kootupatha [PALAKKAD]	110 KV Sub Station Parassala [THIRUVANANTHAPURAM]
13	1035353	SREEKUMAR S Assistant Engineer (E)	Peroorkada Electrical Section [THIRUVANANTHAPURAM]	BDPP Brahmapuram [ERNAKULAM]	CVO - Vigilance Technical Technical Wing [THIRUVANANTHAPURAM]
14	1036947	BABUSREEKANTAN M Senior Superintendent	Sreekariam Electrical Section [THIRUVANANTHAPURAM]	CVO - Vigilance Officer I [THIRUVANANTHAPURAM]	CVO - Vigilance Officer I [THIRUVANANTHAPURAM]
15	1037692	SHAJI A K Senior Superintendent	Cantonment Electrical Section	RCA, Thiruvananthapuram [THIRUVANANTHAPURAM]	Chief Engineer (HRM) [THIRUVANANTHAPURAM]
16	1036830	SUDHAKARAN NAIR.R Senior Superintendent	Pettah Electrical Section [THIRUVANANTHAPURAM]	Chief Engineer HRM - Pension Sanction Sanction	Chief Engineer HRM-Pension [THIRUVANANTHAPURAM]



Sl.No	Code	Employee Name	Domicile Section	Working Office	Posting office
17	1041619	SUNILA N Senior Confidential Assistant	Nalanchira Electrical Section [THIRUVANANTHAPURAM]	Chief Engineer (HRM) [THIRUVANANTHAPURAM]	Chief Engineer (HRM) [THIRUVANANTHAPURAM]
18	1045433	ASHA ASHOKAN Assistant Executive Engineer (E)	Olai Electrical Section [KOLLAM]	Electrical Division Kollam [KOLLAM]	TC Sub Division Kollam [KOLLAM]
19	1045569	RAJMOHAN P Assistant Executive Engineer (E)	Thangasseri Electrical Section [KOLLAM]	Electrical Sub Division Ramapuram [KOTTAYAM]	Electrical Sub Division Kollam [KOLLAM]
20	1044418	SREEKUMARI AMMAG Assistant Executive Engineer (E)	Pallimukku Electrical Section [KOLLAM]	Electrical Sub Division Pallimukku [KOLLAM]	Electrical Division Kollam [KOLLAM]
21	1041762	MADHUSOODANAN PILLAI G Assistant Engineer (E)	Kottarakkara Electrical Section [KOLLAM]	Electrical Section Kottarakkara East[KOLLAM]	KOTTARAKKARA 110 SUB STATION [KOLLAM]
22	1057988	SUSAN GEORGE Assistant Engineer (E)	Kannanalloor Electrical Section [KOLLAM]	KUNDARA 220 KV SUB STATION [KOLLAM]	Transmission Circle Kottarakkara [KOLLAM]
23	1038482	DILEEB B Senior Superintendent	Sasthamkotta Electrical Section [KOLLAM]	Electrical Section Karunagappally(S)	Electrical Division Karunagappally [KOLLAM]
24	1047649	JOY T Assistant Executive Engineer (E)	Pandalam Electrical Section [PATHANAMTHITTA]	Electrical Sub Division Ezhankulam [PATHANAMTHITTA]	Electrical Sub Division Ezhankulam [PATHANAMTHITTA]
25	1050449	ANIL KUMAR V Assistant Engineer (E)	Adoor Electrical Section [PATHANAMTHITTA]	Electrical Section Adoor [PATHANAMTHITTA]	Electrical Section Adoor [PATHANAMTHITTA]
26	1037924	THOMAS K C Assistant Executive Engineer (C)	Ettumanoor Electrical Section [KOTTAYAM]	Transmission Circle Poovanthuruthu [KOTTAYAM]	Transmission Circle Poovanthuruthu [KOTTAYAM]
27	1046444	KURIAN SEBASTIAN Assistant Executive Engineer (E)	Athirampuzha Electrical Section [KOTTAYAM]	Electrical Sub Division Kottayam [KOTTAYAM]	Electrical Sub Division Kottayam [KOTTAYAM]
28		TONY M KEERANCHIRA	Parathode Electrical Section	Ponkunnam Electrical Division [KOTTAYAM]	Erattupetta Electrical Sub
29	1036606	BIJU M Assistant Accounts Officer	Kottayam (E) Electrical Section [KOTTAYAM]	Regional Audit Office Kannur [KANNUR]	Electrical Circle Kottayam [KOTTAYAM]
30	1049043	ANIL RAJ V Assistant Engineer (E)	Kottayam (E) Electrical Section [KOTTAYAM]	TMR Division Pallom [KOTTAYAM]	Electrical Section Kottayam (C) [KOTTAYAM]
31	1049583	LEKHA J Kurichy Assistant Engineer (E)	Electrical Section [KOTTAYAM]	Electrical Section Kanjirappally [KOTTAYAM]	TMR Division Pallom [KOTTAYAM]
32	1036305	PRADEEP P V Assistant Engineer (E)	Gandhi Nagar Electrical Section [KOTTAYAM]	Electrical Section Nattakom [KOTTAYAM]	Electrical Section Ettumanoor [KOTTAYAM]
33	1066528	PRINCE G KUNNUMPURAM Assistant Engineer (E)	Gandhi Nagar Electrical Section [KOTTAYAM]	RPTI,Pallom [KOTTAYAM]	Relay sub division Pallom [KOTTAYAM]



Sl.No.	Code	Employee Name	Domicile Section	Working Office	Posting office
34	1047872	SAJEEV K S Assistant Engineer (E)	Kottayam (E) Electrical Section [KOTTAYAM]	Electrical Section Kottayam (C) [KOTTAYAM]	Electrical Section Nattakom [KOTTAYAM]
35	1037736	LUSAMMA JOSE Senior Superintendent	Vaikom Electrical Section [KOTTAYAM]	Electrical Section Manarcadu [KOTTAYAM]	Electrical Division Vaikom [KOTTAYAM]
36	1037437	SABU K K Senior Superintendent	Gandhi Nagar Electrical Section [KOTTAYAM]	Electrical Section Wandoor [MALAPPURAM]	Electrical Section Kottayam (C) [KOTTAYAM]
37	1038345	VINU V UNNITHAN Assistant Executive Engineer (E)	Kayamkulam East Electrical Section [ALAPPUZHA]	Electrical Sub Division Mavelikkara [ALAPPUZHA]	Electrical Division, Haripad [ALAPPUZHA]
38	1036673	BABU B Assistant Accounts Officer	Haripad Electrical Section [ALAPPUZHA]	Regional Audit Office Tirur [MALAPPURAM]	Electrical Circle Alappuzha [ALAPPUZHA]
39	1058121	MAHESH KUMAR M.G. Assistant Engineer (E)	Thattarambalam Electrical Section [ALAPPUZHA]	Communication Sub Division K S E B S/S	Communication Sub Division K S E B S/S Complex Ayrankkudi P O
40	1036770	CHANDRASEKHARAN C P Senior Superintendent	Alappuzha(South) Electrical Section [ALAPPUZHA]	Electrical Section Champakulam [ALAPPUZHA]	Electrical Section Alappuzha (Town) [ALAPPUZHA]
41	1038404	MARY LONAN Senior Superintendent	Alappuzha (Town) Electrical Section [ALAPPUZHA]	Electrical Section Perumbavoor	Electrical Section Alappuzha (North) [ALAPPUZHA]
42	1039804	RADHAKRISHNANN Senior Superintendent	Muthukulam Electrical Section [ALAPPUZHA]	Electrical Section Kuttikkole [KASARAGOD]	Electrical Division, Haripad [ALAPPUZHA]
43	1035230	SIYAD T R Senior Superintendent	Alappuzha(South) Electrical Section [ALAPPUZHA]	Electrical Section Mannar [ALAPPUZHA]	Electrical Division Alappuzha [ALAPPUZHA]
44	1036988	SREEKUMAR K P Senior Superintendent	Punnapra Electrical Section [ALAPPUZHA]	Electrical Section Alappuzha(South)	Electrical Circle Alappuzha [ALAPPUZHA]
45	1044625	JUMAILA BEEVI K M Assistant Executive Engineer (E)	NoI Thodupuzha Electrical Section [IDUKKI]	Electrical Sub Division Thodupuzha East [IDUKKI]	Electrical Sub Division Thodupuzha [IDUKKI]
46	1038222	BINDU P S Senior Superintendent	Kanchiyar Electrical Section [IDUKKI]	Electrical Division Kattappana [IDUKKI]	Electrical Division Kattappana [IDUKKI]
47	1046279	MINI P K Assistant Executive Engineer (E)	Fort Kochi Electrical Section [ERNAKULAM]	Electrical Circle Ernakulam [ERNAKULAM]	Electrical Division Ernakulam [ERNAKULAM]
48	1046064	BIJU P R Assistant Engineer (E)	Chottanikkara Electrical Section [ERNAKULAM]	Electrical SectionThalassery South[KANNUR]	Electrical SectionKalamassery [ERNAKULAM]
49	1063310	CHITHRALEKHA T V Assistant Engineer (E)	Aluva Town Electrical Section [ERNAKULAM]	APTS Central Regional Unit Aluva [ERNAKULAM]	Transmission Store Angamaly [ERNAKULAM]
50	1058355	JAYA T S Assistant Engineer (E)	Fort Kochi Electrical Section [ERNAKULAM]	Electrical Section Fort Kochi [ERNAKULAM]	110kV Sub Station, Chellanam [ERNAKULAM]
51		1042640 Assistant Engineer (E)	PAVIKUTTAN O K [ERNAKULAM]	Eroor Electrical Section Kanhangad [KASARAGOD]	110 KV Sub Station 220 KV Sub StationBrahmapuram [ERNAKULAM]
52	1047833	SAJEEV KUMAR K Assistant Engineer (E)	Kaloor Electrical Section [ERNAKULAM]	Electrical Section NParavur [ERNAKULAM]	Electrical Section Kaloor [ERNAKULAM]
53	1058090	SATHEESHKUMAR KP Assistant Engineer (E)	Velloorkunnam Electrical Section [ERNAKULAM]	Electrical Section Vannappuram [IDUKKI]	Electrical Section Nellikuzhy[ERNAKULAM]
54	1038004	AJITHA R Senior Superintendent	Puthencruz Electrical Section [ERNAKULAM]	Electrical Section Chottanikkara	Electrical Division Tripunithura [ERNAKULAM]



Sl.No	Code	Employee Name	Domicile Section	Working Office	Posting office
55	1033268	ANIL KUMAR R Senior Superintendent	Aluva Town Electrical Section [ERNAKULAM]	Electrical Division Aluva Town [ERNAKULAM]	Electrical Division AluvaTown [ERNAKULAM]
56	1037246	NARAYANAN C A Senior Superintendent	Vengoor Electrical Section [ERNAKULAM]	Electrical Circle Perumbavoor	Electrical Circle Perumbavoor [ERNAKULAM]
57	1038358	MURALEEDHARAN.K. Assistant Executive Engineer (C)	Cherpu Electrical Section [THRISSUR]	Poringalkuthu SHEP Field Sub Division [THRISSUR]	Poringalkuthu Small Hydro Electric Project [THRISSUR]
58	1045877	SADIQUE K H Assistant Executive Engineer (E)	Koorkenchery Electrical Section [THRISSUR]	Generation Sub Division Sholayar [THRISSUR]	Electrical Sub Division Mannuthy (Madakkathara)
59	1065013	DANNY PAUL A Assistant Engineer (E)	Irinjalakuda Noll Electrical Section [THRISSUR]	O & M Section II, Madakkathara [THRISSUR]	O & M Section II, Madakkathara [THRISSUR]
60	1044115	Pauly P.J. Assistant Engineer (E)	Karuvamur Electrical Section [THRISSUR]	Electrical Section Parappukkara [THRISSUR]	Irinjalakuda Noll Electrical Section [THRISSUR]
61	1058653	SARADA DEVI Assistant Engineer (E)	Arimboor Electrical Section [THRISSUR]	Electrical Circle Shoranur [PALAKKAD]	Generation Circle Thrissur [THRISSUR]
62	1063864	SAYOOJ B KRISHNA Assistant Engineer (E)	Ayyanthole Electrical Section [THRISSUR]	Electrical Section Chelakkara [THRISSUR]	Meter Testing Sub Division Madakkathara [THRISSUR]
63	1049056	BIYA A V Assistant Executive Engineer (E)	Marutha Road Electrical Section [PALAKKAD]	Electrical Sub Division Agali [PALAKKAD] [PALAKKAD]	Electrical Sub Division Kalpathy
64	1047526	MURALIDHARAN M Assistant Executive Engineer (E)	Olavakkode Electrical Section [PALAKKAD]	Electrical Sub Division Kongad [PALAKKAD]	Relay Sub Division,Palakkad [PALAKKAD]
65	1065079	AJITH K Assistant Engineer (E)	Mannarkkad Electrical Section [PALAKKAD]	Electrical Section Mannarkkad [PALAKKAD]	Electrical Section Mannarkkad [PALAKKAD]
66	1040938	MADHAVAN K Assistant Engineer (E)	Thathamangalam Electrical Section [PALAKKAD]	Electrical Section Melamuri [PALAKKAD]	Electrical Section Melamuri [PALAKKAD]
67	1033189	MURALIDHARAN G Assistant Engineer (E)	Velanthavalam Electrical Section [PALAKKAD]	Electrical Section Velanthavalam [PALAKKAD]	Electrical Section Velanthavalam [PALAKKAD]
68	1047549	MURALI M Assistant Engineer (E)	Kalpathy Electrical Section [PALAKKAD]	TMR Division Shoranur [PALAKKAD]	TMR Division Shoranur [PALAKKAD]
69	1047550	PREMKUMAR T R Assistant Engineer (E)	Kumaramputhur Electrical Section [PALAKKAD]	Electrical Section Alanelur [PALAKKAD]	Electrical Division Mannarkkad [PALAKKAD]
70	1033018	MANIKANDAN P Senior Superintendent	Mannarkkad Electrical Section [PALAKKAD]	Electrical Division Mannarkkad [PALAKKAD]	Electrical Division Mannarkkad [PALAKKAD]
71	1037225	SANJEEV C K Senior Superintendent	Kottayi Electrical Section [PALAKKAD]	Electrical Section Kottayi [PALAKKAD]	Electrical Section Kottayi [PALAKKAD]
72	1059912	RAJEEV E Assistant Engineer (E)	Thiruvalli Electrical Section [MALAPPURAM]	Electrical Circle,Nilambur [MALAPPURAM]	Electrical Circle, Nilambur [MALAPPURAM]
73	1064055	SAJINA P Assistant Engineer (E)	Malappuram East Electrical Section [MALAPPURAM]	Transmission Division Tirur [MALAPPURAM]	Transmission Circle Malappuram MALAPPURAM]
74	1031582	BALAKRISHNAN T Senior Superintendent	Tirur (West) Electrical Section [MALAPPURAM]	Electrical Circle Tirur [MALAPPURAM]	Electrical Circle Tirur [MALAPPURAM]
75	1037197	GIRI V Senior Superintendent	Manjeri (South)Electrical Section [MALAPPURAM]	Electrical Section Malappuram West	Electrical Circle Manjeri Malappuram WestElectrical
76	1039183	REMESAN E Senior Superintendent	Othukungal Electrical Section [MALAPPURAM]	Transmission Circle Malappuram	Transmission Circle Malappuram [MALAPPURAM]
77	1038368	SUNDARAN K Senior Superintendent	Perumpadappu Electrical Section [MALAPPURAM]	Electrical Division Ponnani [MALAPPURAM]	Electrical Division Ponnani [MALAPPURAM]



Sl.No.	Code	Employee Name	Domicile Section	Working Office	Posting office
78	1046093	KRISHNENDU M Assistant Executive Engineer (E)	Thikkody Electrical Section [KOZHIKODE]	Electrical Sub Division Koyilandy North [KOZHIKODE]	Transmission Construction Sub Division Kozhikode [KOZHIKODE]
79	1048868	SEEMA K P Assistant Executive Engineer (E)	Pottammal Electrical Section [KOZHIKODE]	Chief Engineer (Distribution North) Kozhikode [KOZHIKODE]	Electrical Division Kozhikode [KOZHIKODE]
80	1058257	AMARNATH P B Assistant Engineer (E)	Feroke Electrical Section [KOZHIKODE]	GANDHIROAD TC SECTION [KOZHIKODE]	GANDHIROAD TC SECTION [KOZHIKODE]
81	1040440	VANAND P K Assistant Engineer (E)	Kattangal Electrical Section [KOZHIKODE]	Electrical Section Omassery[KOZHIKODE]	Electrical Section Omassery [KOZHIKODE]
82	1058164	HARINARAYANAN CN Assistant Engineer (E)	Pottammal Electrical Section [KOZHIKODE] SECTION	NALLALAM T C [KOZHIKODE]	NALLALAM T C SECTION [KOZHIKODE]
83	1047415	NAROODA P M Assistant Engineer (E)	Nadakkavu Electrical Section [KOZHIKODE]	PUTHIYARA 66 K V GIS S/S [KOZHIKODE] S/S	PUTHIYARA 66 K V GIS [KOZHIKODE]
84	1066652	SHYNI K P Assistant Engineer (E)	Kovoor Electrical Section [KOZHIKODE]	SubstationSectionChevayur 110 KV [KOZHIKODE]	110 KV SubstationSection Chevayur [KOZHIKODE]
85	1041495	SURENDRAN P K Assistant Engineer (E)	Perambra (South) Electrical Section [KOZHIKODE]	Electrical Section Perambra (North) [KOZHIKODE]	Electrical Section Perambra (North) [KOZHIKODE]
86	1040262	TRIPTHI LAKSHMAN Assistant Engineer (E)	Kakkody Electrical Section [KOZHIKODE]	110 KV SubstationSection Kunnamangalam	Electrical Division Kozhikode [KOZHIKODE]
87	1039328	SURESH KUMAR A P Senior Superintendent	Areekkad Electrical Section [KOZHIKODE]	Electrical Section Vythiri [WAYANAD]	Electrical Division Feroke [KOZHIKODE]
88	1045618	ABDUL SHUKKUR K Assistant Executive Engineer (E)	Muttill Electrical Section [WAYANAD]	Electrical Sub Division Kelpetta [WAYANAD]	TC Sub Division, Kaniyambetta [WAYANAD]
89	1038528	HEMACHANDRAN M T Senior Superintendent	Kalpetta Electrical Section [WAYANAD], Kalpetta	Nodal Office (Litigation) [WAYANAD]	Electrical Circle Kalpetta [WAYANAD]
90	1045518	MAHIJA C Assistant Executive Engineer (E)	Thalassery South Electrical Section [KANNUR]	Electrical Sub Division Kuthuparamb [KANNUR]	Sub Regional Store Kannur [KANNUR]
91	1058748	VIJESH A P Assistant Engineer (E)	Dharmadam Electrical Section [KANNUR]	Electrical Circle Kannur [KANNUR]	Electrical Division Kannur [KANNUR]
92	1045504	HARISCHANDRAN C Senior Superintendent	Sreekanthapuram Electrical Section [KANNUR]	Electrical Circle Sreekanthapuram [KANNUR]	Electrical Circle Sreekanthapuram [KANNUR]
93	1037669	PRADEEPAN A.K. Senior Superintendent	Panoor Electrical Section [KANNUR]	Electrical Division Thalassery [KANNUR]	Transmission Circle, Kannur [KANNUR]
94	1037709	SUGUNAN P P Senior Superintendent	Dharmasala Electrical Section [KANNUR]	Regional Audit Office Kannur [KANNUR]	Chief Engineer (Distribution North Malabar) Kannur [KANNUR]
95	1037026	SURESH BABU P Senior Superintendent	Dharmasala Electrical Section [KANNUR]	Electrical Division Kannur [KANNUR]	Electrical Division Kannur [KANNUR]
96	1058900	PRABHAKARAN NAIR E Assistant Engineer (E)	Mulleriya Electrical Section [KASARAGOD]	110 KV Sub Station Kasaragod [KASARAGOD]	110 KV Sub Station Kasaragod [KASARAGOD]
97	1037245	ASOKAN K P Senior Superintendent	Kasaragod Electrical Section [KASARAGOD]	Electrical Circle Kasaragod [KASARAGOD]	Electrical Circle Kasaragod [KASARAGOD]
98	1036646	BHASKARAN K Senior Superintendent	Udma Electrical Section Kasaragod[KASARAGOD]	Electrical Division Kasaragod[KASARAGOD]	Electrical Division [KASARAGOD]
99	1036244	PRADEEP KUMAR KP Senior Superintendent	Pilicode Electrical Section [KASARAGOD]	Electrical Division Kanhangad [KASARAGOD]	Electrical Division Kasaragod [KASARAGOD]

(കടപ്പാട് - കെ.എസ്.ഇ.ബി. ട്രേൽ ട്രാൻസ്ഫർ ലിസ്റ്റ്)



രാഷ്ട്രീയ പാർട്ടികൾ 'കൊടി' കുത്തി അവകാശം സ്ഥാപിക്കുന്നതായും പത്ര മാദ്ധ്യമങ്ങളിൽ കൂടി അറിയാൻ കഴിഞ്ഞിട്ടുണ്ട്.....സന്ദർഭവശാലാണ് നമ്മുടെ ഇടയിലും മറ്റൊരാളിന്റെ സീറ്റ് അല്ലെങ്കിൽ പദവി അധികാര പ്രയോഗത്തിലൂടെയും ഒരു തരത്തിൽ ഗുണ്ടായിസത്തിലൂടെ തികച്ചും untechnical ആയി കൈവശപ്പെടുത്തുന്നതിനുവേണ്ടി ഫ്ളാഗിംഗ് അല്ലെങ്കിൽ പച്ച മലയാളത്തിൽ "കൊടി" പ്രയോഗം നടന്നു വരുന്നുണ്ട് എന്ന് ഓർത്തുപോയത്.....ഇത്തരം ആശങ്കാർക്കും ഇനി "കൊടി" എന്ന പദവി ഉണ്ടോ എന്ന സംശയം ന്യായമായും ഉണ്ട്....ഉദാഹരണത്തിന് ബാബു എന്നൊരാളെ ഫ്ളാഗ് ചെയ്താൽ ഇനി കൊടി ബാബു എന്ന് വിളിക്കേണ്ടതായി വരുമോ..... കൊടി തന്നെ പോസിറ്റീവ് കൊടിയും നെഗറ്റീവ് കൊടിയും (ആണിയെന്നും വിളിക്കാം) ഉള്ളതായാണ് അറിയാൻ കഴിഞ്ഞത്. പോസിറ്റീവ് ഫ്ളാഗിംഗ് എന്ന് വെച്ചാൽ സ്വന്തം സംഘടനക്കാരെ അല്ലെങ്കിൽ വേണ്ടപ്പെട്ടവർക്ക് ഇഷ്ടമുള്ള സ്ഥലങ്ങൾ നൽകുന്നതാണ്. നെഗറ്റീവ് ഫ്ളാഗിംഗ് അല്ലെങ്കിൽ ആണി എന്നു പറയുന്നത്.... കൂടുതൽ ഇൻഡക്സ് ഉള്ള മറ്റുള്ളവർ, OA ക്ലർക്ക് ഇഷ്ടപ്പെട്ട സ്ഥലങ്ങൾ ചോദിച്ച് ഒഴിവാക്കാനാകാത്ത ശല്യമാണ് എന്ന് കണ്ടാൽ അയാളെ ഏതെങ്കിലും ഒരു ഒഴിഞ്ഞ മൂലയിൽ അപ്രസക്തവും ഇഷ്ടമില്ലാത്തതുമായ സീറ്റിൽ അദ്ദേഹത്തിന്റെ സമ്മതം ഇല്ലാതെ ഫ്ളാഗ് ചെയ്ത് ആണിയടിച്ചിരുന്നതിനെയാണ്... ഇത്തരത്തിൽ തിരുവനന്തപുരത്ത് ഒരു AE യെ സിറ്റിയിലൊന്നും വരാതിരിക്കാൻ തീർത്തും അസൗകര്യമായ സ്ഥലത്ത് അങ്ങ് തെക്കേയറ്റത്ത് തമിഴ്നാടിനോട് ചേർന്ന് അദ്ദേഹംപോലും അറിയാതെ ഫ്ളാഗ് ചെയ്ത് ആണിയടിച്ചതായി കേൾക്കുന്നു. ആ AE ഇപ്പോൾ ഫ്ളാഗ് ഒഴിവാക്കാൻ ബഹളം വെച്ച് നടക്കുന്നുണ്ടെന്നും ഒരു സംസാരം...ശരിയാണോയെന്നറിയില്ല...

- ഓൺലൈൻ ട്രാൻസ്ഫറും വനിതാ ക്ലേശവും ഇത്തവണത്തെ ഓൺലൈൻ ട്രയൽ ലിസ്റ്റ് ഇറങ്ങിയപ്പോൾ ഞെട്ടലുള്ളവായത് വനിതകൾക്കാണ്. കഴിഞ്ഞ വർഷം വരെ വനിതകളെ അടുത്ത ജില്ലകളിലേക്കാണ് സ്ഥലം മാറ്റിയിരുന്നത്. എന്നാൽ ഇപ്പോൾ ഇറങ്ങിയ സാമ്പിൾ പ്രകാരം വനിതകളെയെല്ലാം വളരെ ദുരയ്ക്കാണ് പോസ്റ്റിംഗ് നൽകിയിരിക്കുന്നത്. തിരുവനന്തപുരത്തു നിന്നുള്ളവർക്ക്പോലും കണ്ണൂർ, കാസർഗോഡ് തുടങ്ങിയ സ്ഥലങ്ങൾ നൽകിയിട്ടുണ്ട് . അതുപോലെ വനിതകൾക്ക് ബുദ്ധിമുട്ടുണ്ടാക്കുന്ന ജനറേറ്റിംഗ് സ്റ്റേഷനുകളും നൽകിയിട്ടുണ്ട്. എന്നിട്ട് വനിതാ സംരക്ഷണം എന്നു വീമ്പിളക്കുന്നവരെ എന്താണ് വിളിക്കേണ്ടത്. ഇത്, ഇതുപോലെ അംഗീകരിക്കുവാൻ എഞ്ചിനിയേഴ്സ് അസോസിയേഷൻ ബുദ്ധിമുട്ടാണ്, സ്ത്രീ സഹജമായ സാഹചര്യംകൊണ്ട് അവർക്ക് അടുത്തുള്ള ജില്ലകളിൽ നൽകേണ്ടത് അനിവാര്യമാണ്. അതിനുള്ള മാറ്റം ഉണ്ടാക്കിയെ മതിയാവൂ.
- സൗകര്യപ്രദമായ ഓപ്ഷൻ കണ്ടുപിടിക്കുന്നതിനായി ചിലപ്പോൾ ഔദ്യോഗിക സോഫ്റ്റ് വെയറോ, അതിന്റെ കോപ്പിയോ, പിന്നെ ജീവനക്കാരുടെ ഡേറ്റാബേസും IT യിലുള്ളവരുടെ ഔദ്യോഗിക പദവികളോ അധികാരങ്ങളോ, സ്വന്തം സംഘടനക്കാരെ സംരക്ഷിക്കുന്നതിനായി ദുർവിനിയോഗം ചെയ്യാൻ സാധ്യത നല്ലതുപോലെയുണ്ട്... അതിന്റെ ഒരു സൂചനയായി ആ നിർദ്ദേശങ്ങളെ കണക്കാക്കാം....

ട്രാൻസ്ഫർ സോഫ്റ്റ് വെയർ നിഷ്പക്ഷ ഏജൻസി അല്ലെങ്കിൽ ഉദ്യോഗസ്ഥർ കൈകാര്യം ചെയ്തില്ലെങ്കിൽ, KSEBLലെ IT വിഭാഗം കയ്യിൽവെച്ചിരിക്കുന്നതിനാൽ ഭരണം മാറിയാൽ പോലും ഇത് തുടരാനും സാധ്യത ഉണ്ട്.

(കടപ്പാട് - സോഷ്യൽ മീഡിയ)



Dr A.P.J. Abdul Kalam Energy Quiz 2017- Registration Started

➤ **There are two levels for the competition**

District Wise Competition- Online (Can be participated from your college Lab)-
Date 10-10-2017

State Level -At SaintGits College of
Engineering, Kottayam-15-10-2017

Registration for the quiz is fully online :

➤ **Instruction to the candidates**

1. Team means two students from the same college.
2. Only B.Tech students,(any branch, any semester) are allowed to participate.
3. Online registration is necessary for participating. No other from registration is acceptable.
4. Note down the registration id (Example (ALP) 101). This will be displayed after submitting your registration.
5. Mere registration does not guarantee your candidature in the Quiz Competition. If you are shortlisted, you will get confirmation & Invitation from the respective KSEBEA unit for presentation. You may contact respective unit Quiz coordinators or Unit Secretary, if you fail to get confirmation in a reasonable time.
6. The District Level Competitions are Online. One team from each District will be selected for State Level Competition.
7. For State level Competition, Candidates are required to bring Bonafide Student Certificate from the head of the Institution along with Original and Valid College ID card of all the team members.
8. Failing to produce the documents in original and not reporting at the venue in time will lead to exclusion from the state level Quiz Competition.
9. The Schedule and Venue for district level competition will be intimate to you through your faculty Mentor. Please visit the website and check the registered e-mail for updates.
10. No registration fee for participating in the Quiz Competition.





Letters by Association

KSEB ENGINEERS' ASSOCIATION

TC 26/1300, Engineers House, Panavila, Thiruvananthapuram-695001

Tele.No. 0471-2330696, FAX No. 0471-2330853, Website : ksebea.in

E-mail: ksebea@gmail.com

President

Dr. E. Mohammed Shereef

General Secretary

Er. G. Shaj Kumar

Treasurer

Er. V. Vishnu Prabhu

Vice- Presidents

Er. B. Sreekumar (S)

Er. N.T. Job (N)

Er. Bipin Sankar Periyaman (SM)

Er. C.P. George (RA)

Er. Susan Joseph (WE)

Organising Secretaries

Er. J.S. Raji (S)

Er. V.S. Vivek (N)

Secretaries

Er. M. Muhammed Rafi (HQ)

Er. B. Nishanth (S)

Er. K. Nagaraja Bhat (N)

KSEBEA / Letters / 2017 - 18

30-08-2017

To

The Chairman & Managing Director
Kerala State Electricity Board Ltd.

Sir,

Sub : Online transfer process and the software module - request for verification and certification to ensure authenticity - reg.

Ref : Our letter dated 24-08-2017 regarding the anomaly in INDEX listing.

Further to our letter cited above, regarding the index calculation, we would like to highlight the issues that cropped up after the issue of trial transfer orders issued in respect of AE(E) & AEE (E). It is noticed that several irregularities have crept in these orders. It is not clear whether these errors are intentional or not. For instance, the trial order for AE(E) was re-issued within minutes of its first issue and surprisingly, the postings of innumerable persons were seen changed. It is suspected that some manipulation has been made in the trial order. Similarly, several persons are seen transferred to stations where they have not requested. Also, the postings made in respect of several persons do not seem to justify their choices. Some of the anomalies noticed are enclosed as Annexure.

We would like to highlight the fact that the parameters considered in the online transfer process are applied subjectively and a common logic is seen missing. This being the first time an online transfer process is initiated, we demand that the software may be subjected to a scrutiny for its functionality and process logics by STQC/CDAC/ any other Govt. Approved software testing agency.

Also request your good self to issue suitable directions to the Chief Engineer (IT), to conduct a test run/ presentation of the above software before the functional committee, constituted for formulating the SRS of the online transfer module, before issuance of final order.

It is needless to point out that the necessity for such a demand has come up mainly because the entire process is handled by a person who happens to be the president of a particular Association in KSEBL, the members of which Association have seen favoured heavily in the trial orders published so far.

We request your kind intervention for ensuring unbiased issuance of online General Transfer - 2017.

Anticipating favourable orders.

Yours faithfully
GENERAL SECRETARY



HIGH COURT JUDGEMENT on the issue of flagged posts.

P.V. Asha J. (W.P.(C) No. 28081 of 2017

Dated this the 31st day of August 2017

1. Petitioner, who is the Kerala State Electricity Board Limited Engineers' Association, has filed this writ petition pointing out their grievances against the newly prescribed norms especially against clause 1.6, 10.16 and 17 of Ext. P6. Even though the norms are stated to have been issued after discussion with all the employees union, petitioner unit has submitted representation Exts. P4 and P4 (a), requesting for modifications.
2. The only relief sought in this writ petition is for a direction to the first respondent to consider and pass orders on Exts. P4 and P4 (a) representations.

In view of the above circumstances, the writ petition is disposed of, directing the first respondent to consider and pass orders on Exts. P4 and P4 (a) representations, after affording an opportunity of hearing to the petitioner as well as the other employees union, within a Period of one month from the date of receipt of a copy of this judgement.

Argument Note submitted before the Chief Engineer(HRM) in respect of the Hearing Conducted on 16-09-2017 as directed by the Hon'ble High Court of Kerala in WP(C) No.28081 of 2017.

KSEB Engineers' Association (KSEBEA) submits the following points before the respected Chief Engineer (HRM) on the subject matter of Online Transfer norms fixed in the Board Order B.O. (FTD) No.2062 / (EB7/General Transfer/Officers/2017 Dated 11-08-2017.

1. KSEBEA was given only one day notice to appear for the hearing arranged by CE(HRM). This is insufficient to consult and prepare points. However, we appeared for hearing before the CE(HRM) considering the time urgency of the issue. We were allowed to present our written argument note by next working day and thus this note is submitted today (17-09-2017).
2. KSEBEA is mainly aggrieved, among other things, by the provision for flagged post included in the order finalising the transfer norms of officers and engineers in clause 1.6 of the order for "Administrative Convenience. The basis and criteria for such flagged post is not clearly defined in the order, and is therefore subject to wrong interpretation and misuse. There is no norm stipulated regarding the number of such posts, its category and eligibility for posting to such posts in the subject order that would be considered for flagged posts. These factors need to be published upfront for ensuring transparency in transfers and postings or else would infringe the right to equality and right to information of the affected officer and engineer.



3. In Clause 10(xvi) of the same order, there is provision for Administrative Protection defining specific purpose. Further in, Clause -17 of the General Conditions given in the Order, there is provision for posting of engineers/officers to any post in exigency of service and as decided by the Board of Directors. So, the purpose of "Administrative Convenience" can easily be covered under Clause 10(xvi) and /or Clause-17 of the General Conditions. Hence the need for flagged post is unnecessary and redundant and we demand scrapping of the same
4. The concept of flagging within a District will definitely spoil the good intention of service index and the eligibility gained by the employee to be there in his place of choice, which is against the fundamental principles.
5. It is not at all necessary to reserve any technical and engineering posts in the organization to any specific person. All engineers in the organization possess the basic or higher qualification prescribed for engineering posts. The promotions are based on experience gained in this field. Therefore all persons in each engineering category are equally eligible and competent to be posted to any post. Therefore the postings shall be done on the strict basis of transfer norms and indices based on period of service, distance to domicile station and weightages provided. No other consideration shall be applied for effecting online general transfers.
6. Therefore, it is absolutely unnecessary for arbitrarily creating flagged posts at each time of general transfer for any post or any person, especially for technical posts. Creating flagged post without assigning transparent reasons and at the free will of HRM department would be not only contrary to the basic principle of natural justice and right to equality among officers but also will lead to nepotism and will ultimately jeopardise the whole objective of implementing a free, fair and transparent online transfer system in the organization, solely based on well defined indices calculated for the purpose. This would again clearly bring back political lobbying, nepotism and corrupt practices in transfer and postings.
7. For example, in a recent protection list published online, nearly 100 engineers out of 372 officers were given the undue advantage of protection without assigning any reason whatsoever, but based on membership of one particular association and political affiliation. Therefore it would definitely be detrimental to provide a free hand with arbitrary powers to the HRM department in creating flagged posts.
8. We, therefore, strongly demand that the unfair clause of flagged posts be removed from the order for online transfer norms published by the Board.
9. We understand that since our appeal is to remove a clause in the order issued by the Board and CE(HRM), being a lower authority cannot take a final decision on



our demand, we demand that the entire matter be placed before the Board of Directors for a decision before issuing the transfer orders through online process.

10. It may be noted that the Full Board order B.O.(DB) No.1153/2017(EB7/General Transfer/Officers/2017 dated 03-05-2017 is seen suppressed and superseded by a Board Order of Full Time Directors vide B.O. (FTD) No.2062 / (EB7/General Transfer/Officers/2017 Dated 11-08-2017, which shows the procedural lapse and negligence of issuing the general Transfer Guidelines of officers.
11. We have raised certain other concerns in our letters to authorities and we have submitted the same before the Hon. High Court also. A list of such concerns is Annexed to this submission. We demand to redress these concerns also. There are certain issues related to relaxed norms fixed for women engineers and officers in respect of transfer and postings. We agree to and reaffirm the concept of a relaxed norm by providing higher weight index for women engineers. However, that shall not adversely affect the rights of other genders. It is understood that in fixing a secondary norm based on domicile sex ratio would cause frequent transfer to engineers of other genders. Therefore this norm has to be reconsidered by the functional committee for recommending norms.
12. It may also be noted that the software application developed for implementing transfer of officers has not yet been demonstrated to establish its correctness before the committee constituted for that purpose and the SRS of the same has not been prepared or published . We therefore demand that the final version of the software be demonstrated before the respective committee for final recommendation ensuring transparency in the matter and for avoiding multiple litigations.

We thank for the opportunity provided to us for being heard on the matters by CE (HRM) and sincerely hope that the issues raised will be redressed in the best interests of the organization. →



OBITUARY

Er. Raghavan, Retired Chief Engineer, Distribution (North) Kasargode unit expired on 03.09.2017, 2 pm He was a strong and loyal member of our association, served the association at various levels.
KSEBEA expresses its heartfelt condolences to the bereaved family.



PROCEEDINGS OF THE CHIEF ENGINEER (HRM), KSEB LIMITED THIRUVANANTHAPURAM

Present : Jayaletha A.

Sub : Judgment of the Honorable High Court of Kerala in WP © No. 28081 of 2017
(1) Disposal - Orders issued.

No. EB7 /Gnl. WP © No. 28081 of 2017 (1)/2017

Dated, Tvp, 18-09-2017

- Read : 1. Judgment of Honorable High Court of Kerala in WP © No. 28081 of 2017
(1) date : 31-08-2017
2. BO (FID) No. 2062 (EB7/General transfer / officers/2017)
Dated 11-08-2017
 3. Hearing conducted on 16-09-2017.
 4. Argument Note dated 18-09-2017 submitted by the General Secretary,
KSEB Engineers Association.

ORDER

In the Writ Petition No. WP (C) No. 28081 /2017 (1) filed by the General Secretary. KSEB Engineers Association, the Honorable High Court of Kerala has ordered that the Chief Engineer (HRM) the Respondent I in the writ petition shall consider and pass orders on Exhibits P4 and P4 (a) representations. after affording an opportunity of hearing the petitioner as well as other employees Unions within a period of one month from the date of receipt of a copy of the judgment.

Accordingly the petitioner Association and other recognized Associations of officers were heard by the undersigned on 16-09-2017. The General Secretary, KSEB Engineers Association has requested the undersigned to grant sufficient time for submitting their arguments in writing. They have submitted their written arguments on 18-09-2017. The representatives of other recognized Officers Associations, viz, KSEB officers Association and Kerala Power Board Officers Federation have also attended the hearing and presented their depositions on 16-09-2017.

The petitioner Association, viz. KSEB Engineers Association have challenged the clause 1.6 of the Board order dated 11-08-2017 fixing the transfer guidelines of officers of KSEB Ltd. They have also challenged the gender ratio in the general transfer guidelines of officers in the P4 & P4 (a) representations and the same issues have been raised in the hearing also. Other two recognized officers Associations in their depositions stated that all the provisions in the present transfer guidelines are acceptable and requested to expedite the process of issuing transfer orders which was already delayed. They suggested certain minor modifications in the concept of flagged post without defeating the purpose of flagged post.

After examining the Exhibits P4. P4 (a) representations and the statements furnished in the hearing by the KSEB Engineers Association and other Associations of Officers the undersigned has evaluated the entire facts and circumstances involved in this matter as follows. →



Before the introduction of on-line transfer all transfers & Postings of employees up to the rank of Assistant Executive Engineer/ Assistant Account Officer were done by the Chief Engineer (HRM) manually vide BO (CM) No. 1183 /2013 (EB7) General Transfer / 2013) dated. Tvpm. 30-05-2013. Being the appointing authority the Chief Engineer (HRM) is vested with the powers to post any employee in the above categories at any place as per the provisions in the BO cited above. The Deputy Chief Engineers and Executive Engineers at the ARU level have also been delegated with certain powers to repost the employees at their discretion.

The Government of Kerala took a policy decision to implement on-line transfer in all Government Departments and other undertakings of Government of Kerala. In view of the above direction KSEB Limited has also taken a decision to implement on-line transfer to its employees. Separate guidelines were formulated for workmen and officers.

The transfer guidelines of officers have been formulated after protracted discussion with all Associations of Officers. The proposals of Associations to protect the interest of officers have been taken care of. At the same time, certain provisions need to be incorporated in the transfer guidelines to protect the interest of KSEB Limited for its smooth functioning. Since KSEB Limited is one of the biggest Public Sector Undertakings of Kerala, it is imperative to provide better service to its consumers. As an employer KSEB Limited is vested with certain powers to utilize its manpower effectively. Since the activities in the Generation, Transmission and Distribution are different the man power is to be distributed judiciously in accordance with the skill, competency and aptitude of each employee. Apart from the above, certain other specialized wings in KSEB limited demands exceptional ability and capacity to do such works. Being a commercial institution, the manpower is to be utilized at its optimum level in order to achieve maximum efficiency. Since the entire posting of all officers are done by on-line dispensing the powers of Deputy Chief Engineer/ Executive Engineers for reposting a provision was required in the guidelines to place a particular officer for administrative convenience at a particular place. The concept of flagged post was introduced in the transfer guidelines of officers to achieve the above objectives. The flagged post is never meant for protecting any officer from transfer violating the transfer norms. An officer eligible to continue in his / her domicile station will only be posted in an identified place through flagging. The above discretion will be exercised by the undersigned so judiciously. The above posting will not dis-entitle the right of any officer to get transfer to his domicile station and hence it does not infringe the natural right of any officer or contravene any other provisions/ norms in the transfer guidelines. with regard to the issue of gender ratio, female officers have been granted a special consideration after due discussion with all Associations of Officers.

The apprehension of the petitioner that the concept of flagged post in the transfer guidelines will trespass the right of other officers was not correct and lack any material fact. The petitioner has not adduced any new grounds to validate his arguments during hearing also. In view of the modification in the Clause 1.6 of the transfer guidelines of Officers issued as per Board Order dated 11-08-2017. The Exts. P4 & P4 (a) representations submitted by the petitioner are disposed of accordingly.

CHIEF ENGINEER (HRM)



KSEB
കേരളത്തിന്റെ ഊർജ്ജം



എല്ലാവികിരളും
രവെദ്യുതി

BOARD ORDERS

KERALA STATE ELECTRICITY BOARD LTD.

(Incorporated under the Indian Companies Act, 1956)

CIN : U40100KL2011SGC027424

Office of the Chief Personnel Office, Personnel Department Vyduthi
Bhavanam, Pattom, Thiruvananthapuram, Kerala - 695004.

Phone No.0471 2448948, FAX No.0471 2441361

Web: www.kseb.in

e-mail: pokseb@gmail.com

ABSTRACT

Establishment - Restricting employees belonging to officer category from accepting membership or functioning as office bearers of Trade Unions - Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL)

BO (FTD) No. 2147/2017 (PSI (A) WP (C) No. 18766/2017)TVPM, Dated 19-08-2017

- Read :
1. B.O. No. EA II - 18722/73 dated 19-01-1980
 2. Circular No. PS 1/2946/2001 dated 05-01-2002
 3. B.O. (FB) No. 1472 /2013 (PSI (b)/ 3789/2011) dated 06-07-2013
 4. Proceedings No. EB (7) / General / WP (C) No. 11027/2017 dated 30-05-2017 of the Chief Engineer (HRM)
 5. B.O. No. BS1 (B) - 63/60 dated 07-04-1961

ORDER

The Board has clearly distinguished the employees of Kerala State Electricity Board Limited as Officers and Workmen. While the posts classified as belonging to workmen categories have trade union rights, those distinguished as officers categories come under the Government Servants conduct Rules 1960. The said Rules have been made applicable to employees belonging to officer categories vide Board Order read as 5th paper above. Accordingly, the Board had issued order read as 1st paper above preventing employees belonging to officer cadre from engaging themselves in trade union activities and unconditionally ordered to relinquish membership in Trade Unions in the event of promotion to Officer cadre from workmen. Noticing that certain employees, even after being promoted to officer cadre are engaging themselves in the capacity of office bearers in Trade Unions violating Board's Orders, the Board issued a Circular read as 2nd paper above strictly instructing the employees to refrain from violating Board's Orders, reminding of disciplinary action ordered earlier in such instances.

Later in compliance of the judgement in WP (C) No. 16340 / 2011 (N), against a petition filed by an employee, the Board, vide Order 3rd read, ordered that the Board will not permit non - workmen, including those who have retired from Board's service, to represent workmen in the meetings held by the Board. It was also ordered that the above policy decision will be implemented on commencement of functioning of the new entity viz, KSEBL.



While so, another petition came up before the Hon'ble High Court of Kerala regarding the issue. In compliance of the judgement in the said petition, the Chief Engineer (HRM) issued the Proceedings read as 4th paper above, The said proceedings was challenged vide WP (C) No. 18766 of 2017. In the writ petition, the petitioner has claimed that the new entity ie, Kerala State Electricity Board Limited has not issued any orders restricting officers from representing trade unions. In order to facilitate transition of the erstwhile KSEB into KSEB Limited. a company incorporated under the Companies Act 1956, a transfer scheme was formulated in which it was provided that all service conditions which were in force before such transfer will continue to exist and will be in force in the new entity.

Recognition is granted to registered Trade Unions functioning in KSEB Limited by conducting referendum based on the provisions contained in The Kerala Recognition of Trade Unions Act 2010. So also, recognition is granted to registered Trade Unions based on the votes tendered by workmen alone in the referendum. Employees belonging to workmen categories are only permit only workmen to engage in trade union activities.

In the above circumstance, the Board, after careful consideration of the various aspects involved and also based on all instructions issued earlier in this regard is pleased to order the following :

1. All employees of Kerala State Electricity Board Limited who belong to Officer categories shall not engage themselves in trade union activities, either as ordinary member or office bearer, from the date of this order. Employees belonging to Officer categories who are presently holding office of Trade Unions shall sever all such relations with immediate effect.
2. Hereafter, all promotions from workmen to officers, shall be effected only after obtaining a written declaration from the employee concerned in the appended format.

This order is issued in supersession of all instructions issued earlier in this regard. Any instances of violation of the provisions of this order will be viewed seriously and offenders proceeded against without further notice

By Order of the Full Time Directors

Sd/-

Unnikrishnan P.G.

Secretary (Administration)



KSEB
കേരളത്തിന്റെ ഊർജ്ജം



KERALA STATE ELECTRICITY BOARD LTD.

(Incorporated under the Indian Companies Act, 1956)

CIN : U40100KL2011SGC027424

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

Phone No.0471 2448948, FAX No.0471 2441361

Web: www.kseb.in

e-mail: cehrm@ksebnet.com

No. EB7/Gnl/ CLA Regulation / 2017

Dated : 28-05-2017

To

The General Secretary

- 1) KSEB Officer's Association
- ii) KSEB Engineer's Association
- iii) Kerala Power Board Officers Federation

Sir,

Sub : Implementation of new recruitment, promotion and regarding policies in KSEB Limited in accordance with CEA regulations discussion with officers organization intimating reg:

- Ref : i) G.O. (Rt) No. 206/2016/ PD dtd - 26-10-2016
- ii) B.O. (FTD) No. 2981 / 2016 (LD1/1836/2016) dtd. Tvpm.
dt : 18-10-2016.
- iii) Note No. EB7/General / CEA regulation/ 2017 dtd - 22/04/2017
submitted to the Full Time Directors of KSEB Limited.

Vide reference (1), the Government of Kerala allowed a time period of 6 months to KSEBL for implementing the provisions of Rules 687 of the Central Electricity Authority (Measures relating to safety and Electric supply) 2010 regulations in KSEBL. Prior to this vide ref (2) KSEB L had constituted a committee consisting of Full Time Directors, Legal Advisor and Disciplinary Enquiry Officer and Chief Engineer (HRM) with Deputy Chief Engineer (HRM) I as convener for formulating the new recruitment promotion and training policies in KSEBL in accordance with CEA regulations.

Accordingly, the committee held several sittings, discussed the matter in detail and formulated proposals for the implementation of new recruitment, promotion and training policies in KSEBL. These proposals were submitted to the Full Time Directors of KSEB L vide reference (3). The Full Time Directors decided to hold meeting with the recognised organisation of officers of KSEBL in this matter.

The major averments in the proposals related with officer categories are as follows.

1. New Recruitment Policy

For the technical cadres in Electrical wing there may be 3 entry cadres.



Entry Cadre -III

Assistant Engineer (Ele)

The cadre is supervisory cadre. 60% of the cadre strength may be filled by direct appointment through PSC and 40% by promoting Junior Engineer (renamed Sub Engineer cadre) on seniority basis.

Qualification for 60% appointment

Degree in Electrical / Electrical & Electronics Engineering from a recognized university with 60% aggregate marks. For SC/ST candidates 55% marks is sufficient.

Age :- Upper age limit is 30 years for General candidates 5 year relaxation may be given to SC/ST candidates.

Qualification for 40% promotion channel

Diploma / Degree in Ele. Engineering without any mark limit. Only the employees in the post of Junior Engineer having 3 year qualifying service may be promoted as AE in the 40% quota. The promotion may be strictly in pure seniority basis.

The 60:40 quota may be based on existing vacancies. If there are no PSC hands for appointing in 60% quota, the vacancies in that quota may be invariably be filled up by engaging qualified hands from employment exchange.

Promotion

A minimum of 3 promotion/ Grade promotion may be assured for Assistant Engineer. The Assistant Engineer's having diploma qualifications may be promoted only upto the cadre of Assistant Executive Engineer. For promotion to the cadre of Executive Engineer, a degree in Electrical / Electrical & Electronics Engineering from a recognized university is mandatory.

For the technical cadres in Civil wing there are only two entry cadres.

Entry Cadre II - Assistant Engineer (Civil)

60% of the cadre strength may be filled by direct appointments through KPSC.

Qualification : Degree in Civil Engineering with 60% aggregate marks from a recognized university. For SC /ST candidates 55% marks is sufficient .

Age : - Upper age limit is 30 years. 5 years relaxation may be given to SC/ST candidates on upper age limit.

40% of the cadre strength may be filled by promoting Junior Engineer (Civil) having diploma/degree in Civil Engineering on seniority basis. Junior Engineer (Civil) with 3 years qualifying service alone need be considered for promotion.



A minimum of 3 promotions / Grade promotions may be assured for Assistant Engineer (Civil). The Assistant Engineer's having diploma qualifying may be promoted only upto the cadre of AEE(Civil) for promotion to the cadre of EE. A degree in civil Engineering from a recognized university is mandatory.

II. Existing Employees

About 15% of the Assistant Engineers working now are unqualified . Most of these unqualified Assistant Engineers have 3 years or less for retirement on superannuation and hence they need not be disturbed and they may be exempted from CEA stipulations. They may be exempted from operation and maintenance jobs and may be re-deployed in offices like customer care centre, APTS, Office places in Circle & Division Offices, Stores etc. If anybody in the above category expresses willingness to acquire the qualification and training stipulated by CEA, they may be given a chance for the same.

III. General Suggestions

- i. There may be only one seniority list for officers above the post of Assistant Engineers.
- ii. A new pension scheme may be formulated and the retirement age may be recommended as 60 as per recruitment order.
- iii. For the next 2 or 3 years, in the case of PSC recruitment, Board has to taken an appropriate decision regarding reporting of vacancies to PSC till the training & promotion policy is implemented in a full fledged manner.
- iv. In future, the complete promotion may be according to qualification stipulated in the CEA regulation.
- v. There may be a separate wing for IT category with requisite qualifications.

Yours faithfully

DIRECTOR (GENERATION - CIVIL & HRM)





PIB Releases

☞ **Shri R K Singh takes over as new Power & New Renewable Energy Minister**

Shri Raj Kumar Singh took over as new Union Minister of State (IC) in Ministries of Power & New & Renewable Energy . Shri Piyush Goyal, New Railways Minister & former Power Minister was present to hand over the charge to Shri Singh .

Speaking to media after assuming his office , Shri Singh said that there is lot of dynamism in the both Power & Renewable Energy Ministries which will be continued. Shri Singh said, that he would meet all standards of performance set by his predecessor and new Railway Minister Shri Piyush Goyal in the Ministries of Power and Renewable energy . The Country is now energy surplus and that the vision of the Ministries has been defined by his predecessor , Shri Singh added . He assured Shri Goyal that the good work started by him will be completed and the Prime Minister's vision will be realised.

On the occasion, Shri Goyal said he has inherited the finest team of officers in the Government of India because everybody in the Ministries and PSUs related to it , is charged and emotional.

Shri Goyal said, the officials in Ministries as well as in its PSUs want to cross limitless boundaries. The PSUs are very committed. Talking about Shri Singh, Shri Goyal said that he has always concerned about providing electricity to all homes and under his leadership now the power & New Renewable Energy Ministries will achieve new benchmarks of performance and targets.

☞ **EESL to procure 50 lakh Smart Meters for realization of Smart Grids in India**

Energy Efficiency Services Ltd. (EESL), under the Ministry of Power, Government of India had put out a **mega tender for procurement of 50 lakh smart meters in July**, which would help in reducing AT&C losses, power theft and also help in monitoring of round the clock power supply eventually leading to greater efficiency and 24X7 power for all.

A Pre-Bid Meeting was held by EESL on 22nd August 2017 for procurement of 50 lakh smart meters which elicited a stellar response from the smart meter manufacturers, system integrators and has also excited various other stakeholders including World Bank and telecom operators etc. **The interest shown by the smart meter fraternity is also evident from the participation of about 100 companies in the pre-bid meeting and is a measure of the potential which smart projects have in India.**



EESL will be making the entire upfront investment as well as maintain the whole infrastructure for the next ten years. This approach has made the project feasible as most of the state utilities are not in a position for such rollouts due to their financial constraints. EESL will recover its investment from the savings accruing to the DISCOMs in subsequent years.

The meters are being procured for implementation of smart grid projects in the states of Haryana and Uttar Pradesh. These meters will help these states in not only significantly reducing their AT&C losses way of increased billing efficiency, but will completely change the way in which electrical energy is presently being consumed and paid for by the ordinary consumers.

Installation of these smart meters along with its associated communication and IT infrastructure will enable the DISCOMs to obtain real time energy consumption data of each consumer for subsequent analysis and will pave the way for initiating various smart measures by DISCOMs like Time Of Day (TOD)/Time Of Use (TOU) billing, prediction and management of peak demand, providing real time energy consumption data to consumer, prepaid billing facility, remote connection and disconnection of load, accurate billing, etc. Installation of these meters will also obviate the need for the meter reader's visit to each and every consumer.

In order to make the entire project feasible and affordable, EESL has unbundled the Advanced Metering Infrastructure (AMI) project into two parts viz. procurement of smart meter and arranging the system integrator. EESL is also planning to issue the tender for selection of system integrator early next month, as second part of the AMI project.

☛ **GOI's Street Lighting National Programme illuminates 50,000 KM of Indian roads**

- Over 30 lakh conventional street lights retrofitted with LED lights
- EESL becomes the world's largest street light management company

The Government of India's Street Lighting National programme (SLNP) has illuminated 50,000 KM of Indian roads with installation of 30 lakh LED street lights across the country. With this milestone Energy Efficiency Services Limited, a government of India company under the administration of Ministry of Power, has become the world's largest street light management company.

The installation of 30 lakh LED street lights has resulted in 39 crore kWh of annual energy savings, avoided capacity of over 104.19 MW to the Urban Local Bodies (ULBs). Further it has also helped in reduction of 3.29 lakh tonnes of CO₂ annually.

Under SLNP, Rajasthan is leading the country with an installation of 7.85 lakh LED street lights followed by Andhra Pradesh and Gujarat with 6.03 lakhs and 5.4 lakhs respectively. Presently, EESL is retrofitting 15,000 conventional lights with LED street lights every day. Project is near completion in the states of Himachal Pradesh, Tripura and Gujarat. EESL is also implementing a special heritage lighting project in



Kashi region of Uttar Pradesh where 4,000 lights are being installed. The programme has also recently commenced in the cities of Chandigarh and Port Blair, Andaman and Nicobar Islands.

Further, the procurement price of the LED Street Lights has been reduced from Rs. 135/watt to Rs. 80/watt due to mass procurement of the lights. EESL makes the entire upfront investment in installation of the Street Lights and no additional budget allocation from the Municipalities is required. Municipalities pay EESL from the savings in energy and maintenance cost over a 7-year period, making the LED lights affordable and accessible. EESL also undertakes social audits in ULBs where the project is under implementation and post the completion of the project. Few of the social audit results give a clear indication that the overall satisfaction level and the perception of safety among the citizens is extremely high from the newly installed LED street lights.

EESL procurements conform to BIS specification & carry a 7-year warranty against technical defects. EESL conducts appropriate quality checks right from the bidding stage to the field level. This has resulted in the LEDs' overall technical fault being less than 2% in the 30 lakh lights installed by EESL in the country. EESL has maintained an uptime of 97% for all street lights across the country.

EESL has a stringent complaint redressal mechanism wherein consumers can go to the "Register your complaint" section on UJALA dashboard www.ujala.gov.in, or on EESL social media handles - for Twitter @EESL_India and for Facebook @EESLIndia for registering complaints. They can also contact the All-India helpline number 1800 180 3580. The official EESL complaint registration email ID is helpline@eesl.co.in. Consumers can also register their complaints at the EESL complaint logging portal - <http://support.eeslindia.org/>. Further EESL has also installed Centralised Control and Monitoring System (CCMS) to enable remote operation and monitoring of the street lights. CCMS provides real time information on energy consumption and remote monitoring of the street lights.

☛ **States participating in UDAY take over targeted debt of Rs. 2.09 lakh crores of their DISCOMs**

ACS-ARR gaps come down by almost 14 paise per Unit and AT&C losses reduce by almost 1% in FY 17

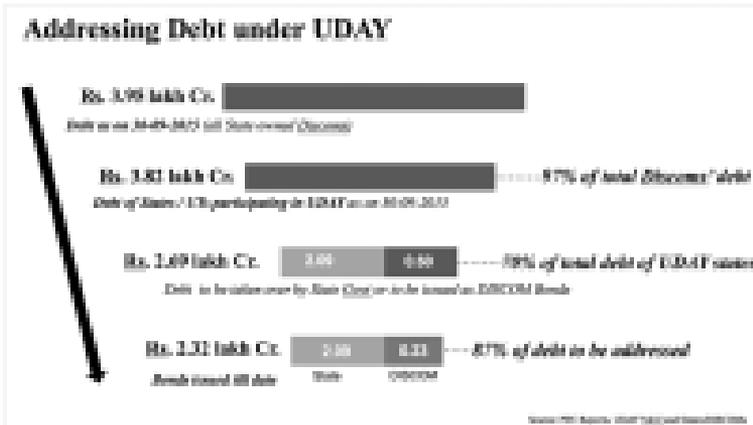
Ujwal DISCOM Assurance Yojana (UDAY) was launched in November, 2015 and has completed more than one year of operation. Participating States of UDAY have taken over the targeted debt of Rs. 2.09 lakh crores of their DISCOMs under borrowing exemption from the FRBM Act given in UDAY for the years 2015-16 and 2016-17.

The process of States taking over the targeted debts and issuing them as SDL Bonds has now been completed. As of now, the participating DISCOMs have to issue Bonds worth approximately Rs. 37,000 crores, which would be done in due course. Rest of the debt with DISCOMs is mostly in the nature of CAPEX debt, which pays for



itself, or Scheme based debt, which converts into grants fully or partially. Thus, they are not required to be taken over by the States.

As a result of the debt addressed as above, and other operational interventions, the participating DISCOMs have achieved net savings of approximately Rs. 15,000 Crores till March, 2017. Further, in the participating States, the Average Cost of Supply (ACS) - Average Revenue Realized (ARR) gaps have come down by almost 14



paise per Unit and the AT&C losses have reduced by almost 1% in FY 17.

As per the provisions of UDAY Scheme, the States would start taking over losses of DISCOMs in a graded manner from now on, starting with taking over 5% of the losses of FY17 from the current financial year. Continued, concerted and coordinated efforts by the Centre, States and DISCOMs, in the spirit of cooperative and competitive federalism, would help turn around the Distribution Sector by FY19.

☛ Finance Ministry issues guidelines; All Central Government offices to retrofit energy efficient appliances

Department of Expenditure decides Energy Efficiency Services Limited to execute work on nomination basis

EESL's Buildings Energy Efficiency Programme to bring in 1000 crore investment covering 10,000 large government/private buildings by 2020

Considering the fact that majority of the government buildings are old constructions and, therefore, consume large amount of energy, the Ministry of Finance has issued guidelines for mandatory installation of energy efficient appliances in all Central Government buildings across India.

The Ministry, in a statement, has directed that usage of LED based lightings and energy efficient cooling equipment such as fans and air conditioners in government buildings will lead to savings in the long run through reduction in energy consumption. To implement this, Department of Expenditure under Ministry of Finance has decided to take up services of Energy Efficiency Services Limited (EESL), a joint venture of PSUs under the Ministry of Power, on nomination basis to assist various ministries and departments to retrofit energy efficient appliances in all their premises across the country.



Currently, EESL is the implementation agency for the Buildings Energy Efficiency Programme, which was launched in May 2017 by Minister of State (IC) FOR Power, Coal, Mines & New & Renewable Energy, Shri Piyush Goyal. Under the programme, EESL intends to bring in investment of around 1000 crore covering more than 10,000 large government/private buildings by 2020. It is estimated that about one crore LED lights, 15 lakh energy efficient ceiling fans, and 1.5 lakh energy efficient ACs will be retrofitted by EESL in these buildings. Apart from retrofitting, EESL also aims to widen its services in areas like centralized AC system, Energy Audits, and New Generation Energy Management System in buildings.

The Buildings Energy Efficiency Programme has two business models: a) The ESCO (Energy Servicing Company) model, where the entire upfront investment is made by EESL, which is paid back by the building owner out of the resulting energy savings from the intervention, and b) The PMC (Project Management Consultancy) model, where EESL is the project management consultant for implementing the project for the client. The client invests the entire project cost and bears one-time PMC charges of EESL.

With the Buildings Programme, EESL aims to enhance the savings portfolio and ensure energy security for each citizen. EESL has already retrofitted energy efficient appliances in prominent Government buildings such as NITI Aayog, Nirman Bhawan, Sardar Patel Bhawan, Shastri Bhawan, J&K Assembly, Jammu Secretariat, Vidyut Bhawan, and Rajiv Chowk Metro station where energy efficient LED lights, energy efficient ceiling fans, and energy efficient air conditioners have been retrofitted. EESL has so far installed about 94,000 LED lights, 3,000 energy efficient air conditioners, and over 400 energy efficient ceiling fans in these buildings. At present, the savings through 28 completed building projects across seven states are estimated to be over 11.03 MU, which is bound to increase with each completed project.

The Prime Minister, Shri Narendra Modi on 5th January, 2015 had launched the National LED Programme, to facilitate rapid adoption of LED based home and street lighting across the country. The programme components, Unnat Jeevan by Affordable LEDs and Appliances for All (UJALA) and Street Lighting National Programme (SNLP) of EESL are currently under implementation in 29 States and 7 Union Territories.

☛ **States under UDAY achieve improvement of 1.07% in AT&C losses and Rs.0.13 a Unit in ACS-ARR gaps in FY 2017**

The Minister of State (IC) For Power, Coal, New & Renewable Energy and Mines, Shri Piyush Goyal, in a written reply to a question in Lok Sabha, informed the House that interventions under Ujwal DISCOM Assurance Yojana (UDAY) including reduction in interest costs & cost of power and efficiency gains have yielded encouraging results.

The Minister informed that as per the unaudited data submitted by States, the participating States have achieved an improvement of 1.07% in Aggregate Technical & Commercial (AT&C) losses and Rs.0.13 a Unit in Average Cost of Supply (ACS) -



Average Revenue Realized (ARR) gaps in FY 2017. However, different states have different trajectories since they have joined UDAY at different time.

Shri Goyal also stated that the participating states have already issued Bonds of approximately Rs.2.32 lakh crores, which addresses 86% of the debt envisaged in Memorandum of Understanding (MoU) executed under UDAY.

Decentralized Distributed Generation for Electrification of Remote/Backward Areas 4,220 projects worth Rs.1354.60 crores sanctioned: Shri Piyush Goyal Subsidy of Rs. 246.84 crore disbursed under DDG in last three years

The Minister of State (IC) For Power, Coal, New & Renewable Energy and Mines, Shri Piyush Goyal, in a written reply to a question in Lok Sabha, informed the House about the steps taken by the Government for electrification of villages situated in backward and remote areas of the country through new and renewable energy sources.

The Minister stated that under the Decentralized Distributed Generation (DDG) of Deen Dayal Upadhyaya Gram Jyoti Yojana (DDUGJY), electricity access is provided to all the villages/habitations where grid connectivity is either not feasible or not cost effective including those situated in backward and remote areas of the country. This includes mini grids and standalone systems.

Shri Goyal informed that as on 30.6.2017, 4,220 projects have been sanctioned with the project cost of Rs.1354.60 crore, in various States across the country under the DDG scheme. All the remaining un-electrified villages are targeted to be electrified by May, 2018.

Further, the Minister stated that a subsidy of Rs.246.84 crore was disbursed under DDG during the last three years. The State-wise details of capital subsidy released under DDG during the last three years 2014-15, 2015-16 and 2016-17 are as follows:

SI No.	Name of the State	Subsidy amount (Rs. in crore)
1	Andhra Pradesh	14.4025
2	Assam	81.6966
3	Chhattisgarh	96.1373
4	Karnataka	5.2974
5	Kerala	1.2439
6	Madhya Pradesh	10.5729
7	Rajasthan	24.6835
8	Uttarakhand	1.4834
9	Uttar Pradesh	11.3187
	Grand Total	246.8363





Engineer's day celebration conducted by Ernakulam unit at Institution of Engineers Cochin



Engineers day at Alappuzha inaugurating by Er. POJ LEBBA (former principal TKMCE)



Engineer's day celebration by Kozhikode unit



Engineer's day celebration at Kollam unit



Engineer's day celebration at Thiruvananthapuram unit



↑ GB meeting held at Thiruvananthapuram on 23.09.2017

Engineer's day celebration at Chithirapuram unit ↑