HYDEL BULLET

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Restructuring - Light at the end of Tunnel ???

Chairman and Managing Director had announced that KSEBL is in a bad financial state and needs a drastic restructuring. He has already taken the first step of announcing a three member restructuring committee for looking into the appropriate redeployment of the excess staff likely to be created due to the adoption of advanced technologies in billing and bill preparation. We whole heartedly welcome the step which may be the last straw for saving the sinking ship.

Even though we welcome the move, we are of the opinion that certain basic things are to be set right before embarking on the restructuring journey. The most important of this is creating a professional HR wing without any external interference.

This may be a dream but it is imperative that restructuring has to start from HR itself. The way to go about it is by harnessing the capabilities of HRIS and building new capabilities into HRIS. This flagship software for HR activities needs to be thoroughly updated to have complete data of employees with their full history and skills. Employ a team to help the present HRIS personnel to update the whole historical data of all employees to full so that we have a genuine database of employees to work with. This team can be constituted by redeployment of excess staff to be identified from various sections.

Need based strength in all wings is a much maligned subject for last several years. Whether the studies including IIMK has addressed the requirements of various wings is still debatable. Electricity Act 2003 and our Tripartite Agreement had infact thrown open a wonderful opportunity for actually addressing this vexed subject. We have to accept the fact that in the present business scenario our Distribution, Transmission & Generation wings have

Cont...page 4

Governing body meeting held at Alappuzha

9th Seminar series - Thiruvananthapuram District level competition inauguration ceremony

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Vol - 6 Issue -3 March 2018

Contents

have different requirements and specialties to be addressed. In the current scenario System Operation wing has a totally different requirement in which specialized skill sets have to be imparted to the employees working there. Hence the transfer of employees between these different wings have to go in long run.

The original proposal to create a holding company with three separate Strategic Business Units (or companies) viz. Generation, Transmission & Distribution with separate accounts should be explored as fast as possible. This can clearly determine the arms length transfer price of electricity in each company which will also clearly tell us the loss making company. Efficiency shortages and problems to be addressed can then be clearly demarcated. For example electricity actually transacted from transmission to distribution is still not accounted exactly because of lack of proper metering of 11 kV feeders in substations. These technical anomalies will be quickly addressed if these wings work independently which in present situation is seen as an unnecessary expenditure.

Purchase shall be decentralised with each wing addressing its own purchase. Delegation shall also be different in Distribution and Transmission for works and purchase since most of the Transmission purchases and works are big ticket ones. Purchases in Generation shall be entirely on their own since most of the equipment and material to be purchased in that wing are of special requirement. Employees in SCM wing also needs a recasting by giving due importance to technical aspects. Engineers in purchase should be made responsible for specification preparation, updations, drawing approvals and design reviews, technical bid evaluation etc

The feedbacks of PMUs created is not at all encouraging. The reform implemented as a lofty idea is reeling under lack of clarity and lack of professionalism on which it is based upon. This has also created a void in Electrical Circle and Division offices which will be very difficult to bridge. The said reform which touted that Assistant Engineers in section offices will not be burdened had created an additional burden for them. Infact things would have been much better if the proposal was for creation of 11 kV Network (which our Association had proposed earlier) team in each districts with complete separation of 11 kV network from Distribution section offices. The learning from this should be an eye opener for the restructuring committee.

Substation automation is another area which we can reduce the manpower requirement so that the O & M costs of KSERC allotted for each bay looks adequate. Automation drive will also help to alleviate the concerns of employing licensed operators in substations.

In fact we have so much to set right before employee restructuring and recasting actually drives our growth and profit. We urge the management to solicit and receive proposals from all

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തീജ്വാല

തീയുണ്ട, വെടിയുണ്ട ഗർജിക്കും തോക്കുകൾ

Er. എൻ.ടി. ജോബ്

ധീരമായി നേരിട്ട മുൻതലമുറയുടെ പിൻതലമുറക്കാരായി എത്തിയ നമുക്കു കാഴ്ചക്കാരായി നിൽക്കുവാനെ സാധിക്കുന്നുവെന്നുള്ളത് സങ്കടകരമായ അവസ്ഥയാണ്. അത്രയ്ക്കധികം തോന്ന്യാസങ്ങളാണ് വൈദ്യുതി ബോർഡിൽ നടന്നുകൊണ്ടിരിക്കുന്നത്. ഓരോ പേരും പറഞ്ഞ് വാരിക്കോരി പണമെറിഞ്ഞു കളിക്കുന്നവർ കേരള ജനതയോട് ഉത്തരം പറയേണ്ടിവരുമെന്നത് തർക്കമില്ലാത്ത കാര്യമാണ്.

ഒറ്റക്കാലിൽ തപസുചെയ്ത് ഒറ്റ കമ്പനിയായി മാറ്റിയെടുക്കുമ്പോൾ മുക്കാലി പോലെ മൂന്നു കക്ഷികൾ ചേർന്നൊരു മുക്കക്ഷി കരാറുണ്ടാക്കിവെച്ചത് ഒപ്പിട്ട നമ്മളടക്കം എല്ലാവരും മറന്നപോലെയാണ്. സർക്കാരും ബോർഡും സംഘടനകളും ചേർന്നൊപ്പിട്ട ത്രികക്ഷികരാർ പ്രകാരം പെൻഷൻ ഫണ്ട് എന്നൊരു സംഭവബഹുലമായൊരു പെൻഷൻ നിധി ഉണ്ടാകേണ്ടിയിരുന്നു. എന്നാൽ അതൊരു കിട്ടാനിധിയായി ഇപ്പോഴും തുടർന്നുകൊണ്ടിരിക്കുന്നു. ഇപ്പോൾ ഫണ്ട് മാനേജ് ചെയ്യുവാനുള്ള സംഘത്തിൽ →

Associations and trade unions and have a fruitful dialogue as inputs to the restructuring committee. A communication channel shall also be created for suggestion of individual employees.

For the restructuring to be fruitful KSEBL management has to show sincerity and transparency in their actions and deals. Major projects such as Transgrid 2.0 , K-Fone shall be published with all details and updated status in our websites and newsletters. It is expected that the management shows the responsibility to dispense the apprehensions, the employees are having with regard to undertaking of such projects. To allay the fears of employees, scope for any action detrimental to the organisation should never be undertaken

Restructuring Committee formed shall have an unbiased view in the matters. The present reporting format of the Committee is to a single authority which is not suitable for such an exercise. We are expecting that at least this will be an exercise in the right frame of mind to actually address the issues in the organisation. We urge management to initiate dialogues with all stakeholders in creating the fundamental base for effective restructuring.

ആരൊക്കെ വേണമെന്ന് അധികാരികൾക്കൊക്കെ സംശയം. ത്രികക്ഷി കരാർ ഒപ്പിട്ട് കമ്പനിയാക്കിയ സംഘടനകളെല്ലാം പെൻഷൻ ഫണ്ടിൽ ഉൾപ്പെടുത്തുവാൻ ചിലർക്കുമടി. അതിൽപ്പെട്ട പലരെയും ഒഴിവാക്കുവാൻ പലവിധ തന്ത്രങ്ങൾ മെനയുകയാണ് ചില വരട്ടു തത്വവാദികൾ. എന്നാലല്ലേ വെടക്കാക്കി തനിക്കാക്കുവാൻ സാധിക്കുകയുള്ളു. പെൻഷൻ ഫണ്ട് എന്ന സംഭവം ഇത്തരം ബഹളങ്ങളിൽ മുക്കി ഇല്ലാതാക്കുവാനുള്ള തന്ത്രപരമായ നീക്കമല്ലെ ഇതൊക്കെ എന്ന് സംശയിക്കേണ്ടിയിരിക്കുന്നു.

ത്രികക്ഷി കരാർ പ്രകാരം പറഞ്ഞിരിക്കുന്ന പണസമാഹരണം ഫണ്ടിലേക്കു നടന്നില്ലെങ്കിൽ ഒരു മിഥ്യാഫണ്ടായി ഇപ്പോഴുള്ളതുപോലെ ഭാവിയിലും തുടരുമെന്നിടത്താണ് പ്രതീക്ഷകൾ തകരുന്നത്. പെൻഷൻ ഫണ്ട് യാഥാർത്ഥ്യമാക്കുകയെന്നത് വൈദ്യുതി ബോർഡിലെ എല്ലാ സംഘടനകളുടെയും കടമയാണ്, ഓരോ സംഘടനയിലും നിൽക്കുന്നവരുടെ വിശ്വാസം ഊട്ടിയുറപ്പിക്കണമെങ്കിൽ പെൻഷൻ ഫണ്ട് യാഥാർത്ഥ്യമാക്കിയേ പറ്റൂ. ഇതിനായി ത്രികക്ഷി കരാറിൽ പറഞ്ഞപോലെയുള്ള ധനസമാഹരണം നടക്കണമെങ്കിൽ അതിനുള്ള ഇച്ഛാശക്തിയോടെയുള്ള ഇടപെടൽ ബോർഡ് മാനേജ്മെന്റിന്റെ ഭാഗത്തുനിന്നുണ്ടായേ ശരിയാവുകയുള്ളു.

റഗുലേറ്ററി കമ്മീഷൻ പെൻഷനുള്ള തുക താരിഫ് പെറ്റീഷനിൽ ഉൾപ്പെടുത്തുവാൻ സമ്മതിക്കാത്തതുകൊണ്ട്, കുറച്ചുകാലത്തിനു ശേഷം പെൻഷൻ എങ്ങിനെ നല്കുമെന്ന വലിയ ചോദ്യത്തിനിപ്പോഴേ ഉത്തരം കണ്ടുപിടി ച്ചില്ലെങ്കിൽ ഭാവിയിൽ പലയിടത്തും കേൾക്കുന്ന പെൻഷൻ മുടങ്ങുന്നത് വൈദ്യുതി ബോർഡിലും പതിവായി മാറുമെന്ന ഭയം ഓരോ ജീവനക്കാരന്റെയും മനസിൽ ഉരുണ്ടുകൂടാൻ തുടങ്ങിയിട്ടു കുറച്ചുകാലമായി.

ബോർഡ് മാനേജ്മെന്റിനു മുന്നിൽ സംഘടനാവ്യത്യാസമില്ലാതെ എല്ലാവരും ഒന്നിച്ചണിനിരന്ന് ആവശ്യപ്പെടേണ്ട സമയം സമാഗതമായിരിക്കുകയാണ്.

ഇതിനിടയിലാണ് ഓൺലൈൻ സ്ഥലം മാറ്റമെന്ന ഒരു വർഷം നീണ്ടുനില്ക്കുന്ന കലാപരിപാടിയുടെ കർട്ടൻ വലിച്ചുയർത്തിയിരിക്കുന്നത്. കഴിഞ്ഞ വർഷം ജനുവരിയിൽ തുടങ്ങി ആ വർഷം ഡിസംബർ 31 വരെയും സ്ഥലംമാറ്റ ഉത്തരവുകൾ ഇറക്കികൊണ്ട് റെക്കോർഡ് ഓൺലൈൻ ട്രാൻസ്ഫറായിരുന്നു കഴിഞ്ഞ വർഷം. ആദ്യത്തെ ഉത്തരവിൽ ഇൻഡക്സും സിന്റക്സും ഒക്കെ കണക്കാക്കി ഉത്തരവുകൾ ഇറക്കിയെങ്കിൽ അതിനുശേഷം ദിവസേനയെന്നോണം ഇറങ്ങിയ ഉത്തരവുകളിൽ യാതൊരു മാനദണ്ഡവുമില്ലാതെയാണ് ഉത്തരവുകൾ ഇറങ്ങിക്കൊണ്ടിരിക്കുന്നത്. അത്തരം ഉത്തരവുകളിൽ മാനദണ്ഡങ്ങൾ പാലിക്കുന്നില്ലെങ്കിൽ വലിയ മാനദണ്ഡങ്ങളുടെ ലിസ്റ്റ് ഉണ്ടാക്കി പരസ്യപ്പെടുത്തിയിട്ടു കാര്യമൊന്നുമില്ല. ഏത് ഉത്തരവ് ഇറക്കുമ്പോഴും, അത് മാനദണ്ഡങ്ങൾക്ക് അനുസരിച്ച് മാത്രമെ ഇറക്കുവാൻ അനുവദിക്കാവു.

ഓരോ ഓഫീസിലെയും ഇപ്പോഴുള്ള തസ്തികകൾ മാജിക് പോലെ പൂജ്യമാവുകയും ഒന്നാവുകയും ചെയ്യുന്നത് സ്ഥിര കാഴ്ചയായി മാറിയിരിക്കുന്നു. ഒരു മാനദണ്ഡവുമില്ലാതെ ഫീൽഡിലെ യഥാർത്ഥ്യങ്ങൾ അറിയാത്ത ആരൊക്കെയോ ചിലർ കണ്ണുകെട്ടി ബോർഡിൽ വരയ്ക്കുന്ന പൂജ്യങ്ങളും ഒന്നുകളുമാണ് പോസ്റ്റിങ്ങ് സ്ട്രെങ്ക്ന്തായി വിലസുന്നത്. കഴിഞ്ഞ വർഷം പ്രചരിപ്പിച്ചത് വിതരണ രംഗത്ത് ഒരു സെക്ഷൻ ആഫീസ് മാത്രമുള്ള സബ്ബ് ഡിവിഷന്റെ പോസ്റ്റിങ്ങ് സ്ട്രെങ്ക്ത്ത് പൂജ്യമാക്കിയെന്നാണ്. എന്നാൽ ഇത്തവണ അഞ്ചും ആറും സെക്ഷൻ ആഫീസുകളുള്ള സബ്ബ് ഡിവിഷനുകൾ ഇല്ലാതാക്കിയിരിക്കുന്നു. ഇത് വിതരണ രംഗത്തെ ഡയറക്ടർ അറിഞ്ഞിട്ടാണെന്ന് വിശ്വസിക്കാനാവുന്നില്ല. പക്ഷെ ഒരു →

കാര്യം തർക്കമില്ലാതെ പറയുവാനാവും അങ്ങിനെ ഒഴിവാക്കുന്ന സബ്ജ് ഡിവിഷനുകളിൽ ഭൂരിപക്ഷവും എഞ്ചിനിയേഴ്സ് അസോസിയേഷൻ അംഗങ്ങൾ ഇരിക്കുന്ന സ്ഥലങ്ങളാണെന്നത് യാദൃശ്ചികമാണെന്നു വിശ്വസിക്കുവാൻ അരിയാഹാരം കഴിക്കുന്നവർക്കൊന്നും സാധ്യമല്ല.

അസിസ്റ്റന്റ് എഞ്ചിനീയർമാരുടെ തസ്തികകളിലും ഇങ്ങിനെ ഒഴിവാക്കി നമ്മുടെ സംഘടനാംഗങ്ങളെ നാടുകടത്തുന്ന കാഴ്ച കാണുന്നുണ്ട്. പോസ്റ്റിംഗ് സ്ട്രെങ്ക്ന്ത് ഇല്ലാതാക്കുന്നതിനു കൃത്യമായ മാനദണ്ഡങ്ങൾ ബോർഡ് മാനേജ്മെന്റ് ഉണ്ടാക്കാത്തതാണ് കാര്യം, ആരുടെയൊക്കെയോ, കയ്യിൽ പേനയും കടലാസും കൊടുത്ത് പാമ്പും കോണിയും കളിക്കുന്നതുപോലെ വെട്ടും കുത്തുമായി ചിലർ തകർത്താടുകയും സർവ്വീസിൽ കയറിയതു മുതൽ ഫീൽഡിൽ ജോലി ചെയ്യാത്തവരാണ് ഇത്തരത്തിൽ വെട്ടും കുത്തുമായി അത്തരം പോസ്റ്റുകളിൽ ഇരിക്കുന്നവരെ ഓടിക്കുന്നത്.

കഴിഞ്ഞവർഷം പോസ്റ്റിംഗ് സ്ട്രെങ്ക്ന്ത് പൂജ്യം ആക്കിയിരുന്നത് മൊത്തം സർവ്വീസിലുള്ളവരുടെ എണ്ണവും തസ്തികകളുടെ എണ്ണവും തുല്യമാക്കുന്നതിനുവേണ്ടിയാണെന്നാണ്. എന്നാൽ ഉത്തരവുകൾ ഏതുതന്നെയിറങ്ങിയാലും കാസർഗോഡും വയനാടും പോലുള്ള സ്ഥലങ്ങളിൽ കസേരകളിൽ ആളില്ലാതെ തന്നെ തുടർന്നുവെന്നത് ചരിത്രത്തിൽ രേഖപ്പെടുത്തി കടന്നുപോയതാണ്. അത്തരത്തിൽ തന്നെയാണ് ഇത്തവണയും നടക്കുന്നതെങ്കിൽ പോസ്റ്റിംഗ് സ്ട്രെങ്ക്ന്ത് പൂജ്യമാക്കുന്നതിന്റെ പ്രസക്തിയെന്താണ്. നമ്മുടെ സംഘടനയിലെ അംഗങ്ങൾ ഇരിക്കുന്ന തസ്തികകളിൽ പലതും പൂജ്യമാക്കി, അവിടെയിരിക്കുന്നവരെ ഓടിച്ചതിനുശേഷം പൂജ്യം ഒന്നായി മാറ്റി വേണ്ടപ്പെട്ടവരെ അത്തരം സ്ഥലങ്ങളിൽ നിയമിക്കുമ്പോൾ ഓൺലൈൻ ട്രാൻസ്ഫർ എന്നത് പ്രഹസനമായി മാറുന്നു. ഒരു ജില്ലയിൽ മൂന്നു വർഷം തികയാത്തവരെ ഇൻഡക്സിന്റെ പേരും പറഞ്ഞ് ഓടിച്ചു വിടുമ്പോൾ പത്തും പതിനഞ്ചും വർഷം ഒരേ തസ്തികയിൽ പ്രവർത്തിക്കുന്നവർ ഫ്ളാഗ്ഡ് പോസ്റ്റ് എന്ന പേരും പറഞ്ഞ് കൊടിയും പിടിച്ച് കുത്തിയിരുന്ന് നോക്കുകൂലിയും വാങ്ങികൊണ്ടിരിക്കുന്ന കാഴ്ച അരോചകമാണ്.

മെയ് ഒന്നു മുതൽ നോക്കുകൂലിയുണ്ടാവില്ല എന്നു മുഖ്യമന്ത്രി തന്നെ പ്രഖ്യാപിച്ചിരിക്കുമ്പോഴാണ് വൈദ്യുതി ബോർഡിൽ ഉത്തരവിറക്കി കൊടികുത്തുന്നവർക്ക് നോക്കുകൂലിയായി സ്ഥലം മാറ്റത്തിൽ നിന്നും സംരക്ഷണം നൽകുന്നത്.

കൊടികുത്തിയെടുക്കുന്ന പോസ്റ്റുകളുടെ എണ്ണം ആകെയുള്ള തസ്തികയുടെ അഞ്ചുശതമാനമാണെന്നു പറയുന്നുണ്ടെങ്കിലും സ്ഥലം മാറ്റ ഉത്തരവിലുള്ള ആകെ എണ്ണത്തിൽ ഇരുപതു ശതമാനത്തിലധികമാവുന്നത് ക്രൂരതയാണ്. ഉദാഹരണത്തിന് കഴിഞ്ഞ വർഷം അസിസ്റ്റന്റ് എഞ്ചിനീയർമാരുടെ ആകെയുള്ള തസ്തിക മൂവായിരമാണെങ്കിൽ കൊടികുത്തിയ തസ്തികകൾ അഞ്ചുശതമാമെന്നത് നൂറ്റിഅൻപത് തസ്തികകളാണ്. ആകെയുള്ള സ്ഥലംമാറ്റ ഉത്തരവിലെ എണ്ണൂറുപേരുമായി താരതമ്യം ചെയ്യുമ്പോൾ നൂറ്റി അൻപത് എന്നത് ഇരുപതുശതമാനമായി ഉയരും.

അടുത്ത തട്ടിപ്പ് ഒരു വർഷം കൊടികുത്തിയാൽ അവിടെയിരിക്കുന്നയാൾ മൂന്നു വർഷത്തേക്കു മാറ്റമില്ലാത്ത അവസ്ഥയാവും, അടുത്ത വർഷം വേറെ തസ്തികകളിൽ കൊടികുത്തുമ്പോൾ പഴയ ഇരുപതു ശതമാനവും പുതിയ വർഷത്തെ ഇരുപതുശതമാനവും ചേരുമ്പോൾ ഇറങ്ങുന്ന സ്ഥലംമാറ്റ ഉത്തരവിലെ എണ്ണം വെച്ചുനോക്കുമ്പോൾ നാല്പതു ശതമാനം തസ്തികകൾ കൊടികുത്തി മാറ്റി വെയ്ക്കുമെന്നത് എല്ലാവിധ നിയമങ്ങൾക്കും എതിരാണ്. →

Tips to Eliminate Unnecessary Meetings

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People hate meetings. Nevertheless, we know meetings are unavoidable. Why are they so detested, and what can be done about it?

According to Forbes® magazine, a recent survey reported that about 85% of attendees said they were unsatisfied with the efficiency and effectiveness of meetings at their organizations. Yet many of these management-level people spend more than half of their time in meetings.

Consider some of these statistics about meetings:

- Most top executives attend over 50 meetings every month.
- An average of 5.6 hours per week is spent in meetings.

Research has found that over 50% of meeting time is wasted, equating to about one day per week of lost time per employee. So how do we eliminate the "evil" - the unnecessary meetings. Here are →

മറ്റുള്ള തസ്തികകളിലെ അവസ്ഥയും വ്യത്യസ്ഥമല്ല. ഓൺലൈൻ ട്രാൻസ്ഫർ എന്നാണ് പേരെങ്കിലും ഓൺ എന്നതിന്റെ അർത്ഥം സ്വന്തം എന്നാണെന്നു മാത്രം; ചിലരുടെ താൽപര്യങ്ങൾ മാത്രം സംരക്ഷിക്കുന്ന അവരുടെ സ്വന്തം ലൈനിലാക്കുന്ന ട്രാൻസ്ഫറാണെന്നു മാത്രം. സ്വന്തം ലൈനിലാക്കുന്നതിനായി പലവിധ നിയമങ്ങളും തട്ടിക്കൂട്ടി പുറത്തുവിടുന്നുവെന്നു മാത്രം. ഇതിന്റെ ഭാഗമായി വിളിക്കുന്ന സംഘടനകളുടെ യോഗത്തിൽ ഒരു സംഘടനയൊഴിച്ച് ബാക്കിയെല്ലാവരും ചേർന്ന് പറയുന്ന അഭിപ്രായ ങ്ങളൊന്നും മുഖവിലയ്ക്കെടുക്കാതെ ഒരേ ഒരു സംഘടനയുടെ അഭിപ്രായം മാത്രം മാനിച്ചു ഉത്തരവുകൾ ഇറക്കികൊണ്ട് ജനാധിപത്യപരമാണ് കാര്യങ്ങൾ എന്നു പറയുന്നത് വെറും തട്ടിപ്പാണ്. അത്തരം തട്ടിപ്പുകളുടെ ആകെ തുകയാണ് ഓൺലൈൻ ട്രാൻസ്ഫർ എന്ന പ്രസ്ഥാനം. സർക്കാരിൽ നടപ്പിലാക്കി കൊണ്ടിരിക്കുന്ന മാനദണ്ഡങ്ങളെങ്കിലും ഇവിടെ നടപ്പിലാക്കിയാൽ ഇത്തരത്തിലുള്ള വെട്ടിപ്പുകൾ ഇല്ലാതാക്കാനാവും.

ഓൺലൈൻ എന്നു പറഞ്ഞാണ് തുടങ്ങുന്നതെങ്കിലും ഓണത്തിനിടയിൽ പുട്ടുകച്ചവടമായി ചിലർ രംഗത്തിറങ്ങുമ്പോഴാണ് ഓൺലൈൻ ഓൺ (Own) ലൈനായി മാറുന്നത്.

വൈദ്യുതി ബോർഡിലെ കാര്യങ്ങൾ സുതാര്യമായും കൃത്യതയോടും ചെയ്തില്ലെങ്കിൽ അത്തരം കൃത്യങ്ങളെ തകർത്തെറിയേണ്ടത് ഓരോ ജീവനക്കാരന്റെയും കടമയാണ്. അതിനുള്ള ശക്തി സംഭരിക്കേണ്ടത് അനിവാര്യമാണ്.

❋

some ways your company can have fewer, better and more productive meetings

Take an honest and objective look at your organization's meetings. You will likely find that a lot of meetings aren't necessary. Ask these questions about your meetings:

- **Is it just a habit? Many regular meetings have no objective!.**
- **Is there a specific purpose for this meeting?**
- **Is there a defined agenda with a stated goal?**
- **Will the result of the meeting have a measurable outcome?**
- **Are there one or more decisions that need to be made?**
- **Will the decision-makers be in attendance?**

Consider placing this list, or something like it, in your conference room. Eliminating unnecessary meetings will allow you more time to focus on making the important ones better.

Tips to Make Meetings Efficient and Effective

Certain meetings are necessary. Projects must be managed, decisions must be made, and people need to be apprised of important information.

Here are some simple tips that will help make your meetings more effective and efficient.

Visuals : The best way is by using visuals. Use of variety of flowcharts, graphs and visuals will improve the efficiency and productivity of your meetings. Visual communication has been shown to reduce meeting times by as much as 25%. Effective meetings use a visual agenda that allows you to build action items in real time. This process is known as live information capture and will produce results that are up to six times more effective than communicating with words alone.

Agenda : Have an agenda prepared ahead of time. According to a survey conducted by Microsoft®, 63% of meetings don't have a prepared agenda!. Make sure that the agenda is structured around what you want to accomplish.

Share the agenda with other attendees in advance.: Elicit feedback and make sure everyone is clear on the purpose and goal of the meeting. In the above agenda, the discussion items are clearly defined. Those attending are made aware - *in advance* - that decisions will be made, responsibilities will be assigned, and completion dates will be set.

Document decisions, tasks and assignments during the meeting: Assign action items to each person right on the visual agenda in real time. Everyone in the meeting sees the action item assigned. There is no room for different interpretations of action taken and the person assigned the task is publicly accountable for completing it.

Try to keep meetings brief, but don't sacrifice quality. The goal is to eliminate unnecessary meetings but make sure the ones you have are highly productive.

കോൺക്ലേവുകളും കോഞ്ഞാട്ടകളും

ഗുരുജി

പുതിയ രണ്ടു വാക്കുകൾ വൈദ്യുതി ബോർഡിന്റെ നിഘണ്ടുവിൽ പിറവിയെടുത്തു കഴിഞ്ഞു. കോൺക്ലേവ് എന്ന ഒരു വാക്കും കോഞ്ഞാട്ട എന്ന രണ്ടാമത്തെ വാക്കും. രണ്ടാമത്തെവാക്കിനു ഒബ്സർവർ എന്നാണ് അവർ സ്വയം വിളിക്കുന്നതെങ്കിലും അസിസ്റ്റന്റ് എഞ്ചിനീയർ മുതൽ മുകളിലോട്ടുള്ളവർ മനസ്സിൽ വിളിക്കുന്നത് കോഞ്ഞാട്ടകൾ എന്നാണ്.

ഈയിടെ വൈദ്യുതി ബോർഡിലെ പ്രത്യേകതരം സമ്മർദ്ദംമൂലം ജീവൻ ബലി കൊടുത്ത വാർത്തകൾ വായിച്ചതിലെ പ്രത്യേക സമ്മർദ്ദത്തിന്റെ പ്രഭവ കേന്ദ്രത്തിന്റെ പേരാണ് കോൺക്ലേവ്. അതിൽ സമ്മർദ്ദം ചെലുത്താനുള്ള ഉപകരണമായി വർത്തിക്കുന്ന ആളുകളുടെ പേരാണ് കോഞ്ഞാട്ടകൾ അഥവാ ഒബ്സർവർ.

ഇതിനുമുമ്പ് ഈ വാക്കുകൾ കൂടുതൽ കേട്ടിരുന്നത് സോവിയറ്റ് യൂണിയന്റെ വാർത്താവിശേഷങ്ങളിലായിരുന്നു. അവിടെ നിന്നും കടമെടുത്ത് കേരളത്തിലും നടപ്പിലാക്കി തുടങ്ങിയപ്പോൾ തന്നെ ഒരാളുടെ ജീവൻ പോയെന്നത്, വളരെ ദുഃഖകരമായ അവസ്ഥയാണ്.

കുറെപേർക്ക് കാറും ചോറും കൊടുത്ത് നാട്ടിലെങ്ങും കറങ്ങിനടക്കാനും സംഘടനാ പ്രവർത്തനങ്ങൾ കൂടുതൽ കാര്യക്ഷമമായി നടത്താനുമായുണ്ടാക്കിവെച്ചിട്ടുള്ള അധികാര സിരാകേന്ദ്രങ്ങളുടെ പേരാണ് പി.എം.യു. ഓരോ സർക്കിളുകളിലെയും ഡെപ്യൂട്ടി ചീഫ് എഞ്ചിനീയർമാർ സ്വയം ഇവർക്കു കീഴിലാണെന്നു തെറ്റിദ്ധരിച്ച് കീഴാളന്മാരായി നടിക്കുമ്പോൾ ഈ മേലാളന്മാർ അല്പന് അർത്ഥം കിട്ടിയാൽ അർധരാത്രിക്കു കുടപിടിക്കും എന്നത് തെളിയിച്ചുകൊണ്ടിരിക്കുകയാണ്.

ഫീൽഡിൽ ജോലി ചെയ്യുന്നവരെ ശാരീരികമായും മാനസികമായും സമ്മർദ്ദത്തിലാക്കി പദ്ധതിരൂപരേഖയെന്ന പേരിൽ എന്തോ ഉണ്ടാക്കിയെടുക്കുന്നതിലെ വെപ്രാളവും പത്രാസുകളും കാണുമ്പോൾ എന്തോ പുതിയ സംഭവമാണെന്നു കരുതിയവർക്കു തെറ്റി. ഉണ്ടാക്കിയെടുക്കുന്ന രൂപരേഖ ഈ ഐ.ആർ.ആർ. വെച്ചാണ് ഓരോ പദ്ധതിയും റഗുലേറ്ററി കമ്മീഷൻ വിലയിരുത്തുന്നത്. ഇത് നൂറുശതമാനമാണെങ്കിൽ ഒരു വർഷം കൊണ്ട് മുടക്കിയ മുതൽ തിരിച്ചുകിട്ടുമെന്നർത്ഥം. അങ്ങിനെ മുടക്കുമുതൽ പെട്ടെന്ന് തിരിച്ച് കിട്ടുന്ന പദ്ധതികൾക്ക് കമ്മീഷൻ സഹായമനുവദിക്കില്ലെന്ന് കോൺക്ലേവുകളിൽ വന്ന് കോഞ്ഞാട്ടകൾ അവതരിപ്പിക്കുന്നുണ്ട്, അതുകൊണ്ട് ഏതെങ്കിലും പദ്ധതികൾക്ക് ഐ.ആർ.ആർ. നൂറുശതമാനം കിട്ടിയെങ്കിൽ അത് അങ്ങിനെതന്നെ പദ്ധതിയിൽ കാണിക്കരുത്. അത് ഇരുപതോ മുപ്പതോ ശതമാനമാക്കി കുറച്ചുകാണിക്കണമെന്ന്, അത്തരത്തിൽ പദ്ധതി മാറ്റി മറിക്കണം എന്ന് പഠിപ്പിച്ചു വിടുന്നു. അതുകൊണ്ടാണ് ഇവർക്കു പറ്റിയ പേര് കോഞ്ഞാട്ടകൾ എന്നായത്. അങ്ങനെ തന്നെ ഉണ്ടാക്കി കമ്മീഷനു മുന്നിൽ അവതരിപ്പിക്കുന്ന പദ്ധതികൾ യഥാർത്ഥമല്ലെന്ന് വ്യക്തമാവുകയാണ്. അങ്ങിനെ അസത്യത്തിന്റെ മേൽക്കൂരയ്ക്കടിയിലുണ്ടാക്കിയെടുക്കുന്ന ഇത്തരം പദ്ധതികൾ നടപ്പിലാക്കിയെടുക്കുവാൻ വളരെയധികം ബുദ്ധിമുട്ടേണ്ടിവരുമെന്നത് യഥാർത്ഥ സത്യം. പദ്ധതിയെല്ലാം ആയി കഴിയുമ്പോൾ, എല്ലാവരും ചോദിക്കുന്ന ചോദ്യമായി വരും; ഈ പി.എം.യു.കാർക്കിനിയെന്താ പണിയെന്ന്, കാർവാടകയ്ക്കെടുത്ത് നല്കിയിട്ടുള്ളതുകൊണ്ട് വിലസിലോട്

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Poem

In transition

Er. Anil Kumar. G
Asst. Executive Engineer

I moved to that city named Kochi
Ignoramus of the intricacies lay before me

In the anticipation and hope of
Imparting learning and life to my son

In an area loomed with tall towers
Intricately woven to extend energy

I stood alone in the large load dispatch centre
In an atmosphere vibrant with vitality

In an air tremulous with lively work
Intoxicated with expectation and nervousness

In the midst of the gigantic screens
It constantly moved with feral vibrancy

In that flickering panels pumping colours and
Information to all those proud personnel present

I turn, hardly enlightened, from the cool enclosure
Into the dim interiors of closeted cabins

I was in the front, but lonely, left behind by
Intriguing and gorgeous ladies all around me

In spite of my ingenuous nature and inexperience
I was filled with pure pride and pleasure

In the optimism of becoming a man of ingenuity
In transition from a wild wanton to one decently disciplined

വിലസാണിപ്പോൾ. ഇനിയും അടുത്ത ദൗത്യം കിട്ടുന്നതുവരെ തുടരുമായിരിക്കും. നാലുവർഷത്തെ പദ്ധതി തയ്യാറാക്കുന്നതുവരെ നാലു വർഷവും ഇവരെ സഹിക്കേണ്ടി വരുമല്ലോയെന്ന് ഓർത്ത് ഫീൽഡിലുള്ളവർ ഇപ്പോൾ തന്നെ അതിസമർദ്ദത്തിനുള്ള മരുന്ന് ഡോക്ടർമാരിൽ നിന്ന് എഴുതിവാങ്ങി കഴിഞ്ഞു.

ഇപ്പോഴും അവർ ചോദിച്ചുകൊണ്ടേയിരിക്കുന്നു. ഐ.ആർ.ആർ.

പത്രകുറിപ്പുകൾ

കെ.എസ്.ഇ.ബി.: ഓഫീസർമാരുടെ സ്ഥലംമാറ്റത്തിലും 'കൊടികുത്തൽ'

ഇഷ്ടക്കാർക്കു വേണ്ടി തസ്തികകൾ മരവിപ്പിക്കുന്നത് വിവാദമാകുന്നു

Wed, 14 March 2018
digitalpaper.mathrubhumi.com/c/27087089

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4 — March 4 – 10, 2018

Power Employees to observe Nationwide Strike

Anti-worker Electricity (Amendment) Bill 2014

National Coordination Committee of Electricity Employees and Engineers (NCCEEE) has decided to observe one day nationwide strike (work boycott) against anti-worker amendment of Central Government to Indian Electricity (Amendment) Bill 2014. Shailendra Dubey, Chairman of All India Power Engineers Federation (AIPEF) told here that before proceeding on strike, power employees and engineers will hold massive rally on India on April 3, 2018 during budget session of Parliament. Demonstrations and rallies will be held at all state capitals on March 4, 2018.

He told that 2.5 million power employees and engineers under banner of NCCEEE have already started massive campaign against Electricity (Amendment) Bill 2014 by way of holding regional and state level conventions to mobilize common consensus against anti-people provisions of Bill. Shailendra Dubey said that NCCEEE is the broad-based platform of unions and national federations of electricity workers and engineers.

National Coordination Committee of Electricity Employees and Engineers (NCCEEE) noted with grave concern that the administration power sector is not showing any initiation towards improvement and the policies and steps are being adopted in the name of reforms goes in favour of unscrupulous private players and there are getting back door entry in this sector developed with public exchequer.

He said that Electricity (amendment) Bill 2014 is a further step towards reduction of the state's role as a state monopoly of private profit. In other, the Bill seeks to privatize the profits while outsourcing the losses while Government of India continue to draw any picture of improvement of efficiency, reduction of competition and reduction of cost of supply of electricity with private participation in the electricity industry.

He said that conditions in India are vastly different. Because that the transmission and distribution losses are high, most of DISCOMS are in acute financial loss and high level of outstanding bills due to wrong energy policy of over dependence on private sector. He said that in recent meeting with power minister NCEEE had warned that restoring of financial health of State power utilities should be the first priority. But the power minister has made public statement on need to curb theft of power which was causing losses.

He further said that under the proposed amendment the Financial Viability of Discoms state Discom as well as gen Genco Transmission company would become unsustainable from the very beginning and make the sector fragile. He demanded government of India to conduct detailed study on alternate of Indian Electricity act, 2003.

He said that the Bill is crushing the right to electricity of poor people. While the interests of the large-scale profitable investments will be taken care of, the small-scale

On Page 12

ALL INDIA POWER ENGINEERS FEDERARTION

(REGISTERED UNDER SOCITIES ACT XXI of 1860), Regd. No. 24085/93
REGD HEAD OFFICE B-1A/45A, Janakpuri, New-Delhi-10058
Corres. Address of CHAIRMAN-Hydel Field Hostel, 17 Rana Pratap Marg Lucknow-226001
M: 09415006225 & 9918327652 Phone : 0522-2205417(Off), FAX:0522-2205417/0522-4079628
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PRESS NOTE 04-03-2018

POWER EMPLOYEES AND ENGINEERS TO STRIKE WORK AGAINST UNILATERAL RUSH THROUGH BY CENTRAL GOVERNMENT TO PASS ELECTRICITY (AMENDMENT) BILL 2014 IN PARLIAMENT : PLAN MASSIVE RALLY AT DELHI ON 03 APRIL AND DEMONSTRATIONS AT ALL STATE CAPITALS ON 14 MARCH

National Co-ordination Committee of Electricity Employees and Engineers (NCCOEEE) has given a notice to the Prime Minister's office on 02nd March stating that in case Central Govt decides unilaterally to rush through Electricity (Amendment) Bill 2014 in budget session of parliament then all 25 lac power employees and engineers across the country shall resort to one day lightning strike / work boycott on the same day as a protest.

NCCOEEE has also intimated to PMO that power employees and engineers will hold massive rally at national capital Delhi on 03rd April and massive demonstrations will be held at all state capitals on 14th March against Electricity (Amendment) Bill 2014. All India Power Engineers Federation (AIPEF), All India Federation Of Power Diploma Engineers (AIFOPDE), Electricity Employees Federation Of India (CITU), All India Federation Of Electricity Employees (AITUC), Indian National Electricity Workers Federation (INTUC), All India Power Men's Federation and other power workers associations in states are associated with NCCOEEE.

Shailendra Dubey Chairman of AIPEF told here today that NCCOEEE notice of March 2 states that the commitment of former Power Minister with power employees & engineers across the table to redress some of the grievances over the draft bill are not being honoured and correspondence with present Power Minister has become futile and has not yielded any result. He said that power sector engineers and employees are agitated over the Government of India's unilateral decision to pass the proposed Electricity (Amendment) Bill 2014 without prior discussion with them as committed by former Power Minister Sri Piyush Goyal. He told that NCCOEEE & AIPEF have already sent their viewpoint as per recommendation of the National Seminar on Power held at Bangalore in November 2017 to save the public owned Power Sector from total bankruptcy.

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The engineers and employees are opposed to Electricity (amendment) Bill 2014 as it is a further step towards reduction of the state's role to a mere enabler of private profit. It is noteworthy that electricity is on concurrent list of constitution of India but by enacting this Bill states role will be minimised with major control of central government . In effect, the Bill seeks to privatise the profits and nationalising the losses while Government of India continue to draw rosy picture of improvement of efficiency, extension of competition and reduction of cost of supply of electricity with private participation in the electricity Industry.The Bill is curbing the right to electricity of poor people. While the interests of the large-scale profitable consumers will be taken care of, the small-time consumers and the poor will be left in the lurch.

He further said that as a result of so called power reforms and over dependence on private houses, losses and debt of power utilities has gone up to Rs 09 lac Crores which was mere Rs 30000 Cr at the time of enactment of Electricity Act 2003.Therefore Electricity Act 2003 should be reviewed before processing amendment bill and all power utilities should be integrated in States as has been done by Kerala and Himachal Pradesh Governments by keeping integrated KSEB Ltd and HPSEB Ltd respectively as corporate entities in their states.Electricity generation , transmission and distribution continue to be integrated in both these states.

The other demands are old pension scheme for all power sector employees recruited after unbundling of power utilities, equal pay for equal work , regularisation of contract laboures , do away with contract system for regular nature of work ,stop disinvestment in power sector PSU's and privatization of natural resources should be stopped.

He said that the proposed amendment would privatize supply to high end consumers, cause massive cherry picking and profiteering by private supply licensees while making the State power utility totally bankrupt. Govt. should first make power supply available to the 30 % of population in rural areas. This task can be handled as a social service by only State DISCOMS .He said that introduction of multiple supply licensees would require massive capital investment in metering and IT and this burden will come on State power sector while profits would be taken by private licensees.

Shailendra Dubey
Chairman

Smart meters to rationalise electricity consumption in India

Source: https://economictimes.indiatimes.com

The home automation market in India is estimated to touch Rs 30,000 crore by 2022, with the residential segment accounting for 60% of the industry.

Come May, you can get smarter. You can operate your home appliances remotely by just installing a smart electricity meter. Soon, you would also be able to check which appliance is consuming more electricity and synchronise usage of power-hungry equipment, such as geysers, with off-peak hours, when pricing would be lower.

The Internet of Things (IoT) solution would be made possible for the first time in India by Tata Power Delhi Distribution Ltd (TPDDL), a joint venture of the Delhi government and Tata Power, which is set to install smart metersand also launch a mobile app for Android (to start with). In the first phase, 2.5 lakh smart meters would be installed in north and north-west Delhi. By 2025,16 lakh smart meters would be operational.

Smart Discom

Consumers need not buy a smart appliance but can use their existing appliances and still automate their homes. With smart meters and the back-end infrastructure of a smart-grid network, even the distribution company would start behaving smartly.

In future, during peak-demand hours, consumers would get a message on their mobile phones offering them incentives to lower unit consumption. During off-peak hours, consumers would get a message incentivising consumption — helping in optimum usage of power-hungry appliances such as geysers or batteries of electric vehicles. The smart model, which could be tied to a dynamic tariff, would help domestic and institutional consumers.

Domestic consumers, as of now, mostly get a flat tariff throughout the day, with no distinction between peak and off-peak prices.

"Right now, there is one-way traffic between us and the consumers. With a smart grid and smart meters, it will be two-way communications, " says Praveer Sinha, managing director of TPDDL, which services 7 million people in Delhi.

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As part of the modernisation, linemen would also get a makeover. The days, sometime nights, of linemen arriving on bicycles to figure out why your house is in the dark is already a thing of the past.

TPDDL's field force automation programme would help the lineman track consumer complaints, do remote diagnosis and find the best solution — all the while keeping the customer constantly updated by an SMS or via the app.

The lineman would also be equipped with a tablet, a global positioning system for better tracking, route optimisation for shorter commute and augmented reality systems for faster identification of the problem. An auto-dispatching system would ensure that the closest lineman is given the job. And he might just pull up in an electric vehicle.
Power theft is a huge challenge in a country like India, where the aggregate technical and commercial losses are over 20%. Pilferage by tampering with meters and distribution lines has been plaguing the sector. But the smart grid would help tackle this. TPDDL, with Omron, has developed a tamper-proof sensor that can withstand high temperature and is water- and fire-proof.
The sensor detects tampering, stores the information on the meter and communicates it to a central server. It also enables the discom to disconnect power supply remotely. Wireless power sensors detect hooking and other such tampering of distribution lines.
This move would set the stage for Delhi to move towards the Smart City mission, a project the government has been pushing hard. For this, TPDDL is collaborating with 30 entities, including GE, IBM, Raychem, 3M, EDF, GIZ, USAID and USTDA. It is also working with the Indian Institute of Technology-Bombay, Stanford University, University of Canada, University of California and the University of Finland, to research, pilot and introduce energy efficiency and home automation technologies.

For example, USTDA has given a grant to explore and develop opportunities in the areas of rooftop solar energy, energy storage systems and electric vehicles. Apart from aligning with the Smart City mission, TPDDL's roll-out of smart meters and a smart-grid backbone would help in managing demand and growth in consumption.

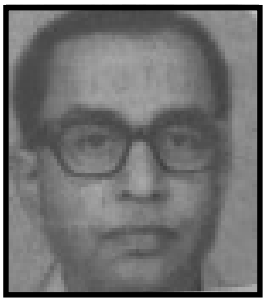
Today, residential consumption accounts for 24% of electricity produced in India, of which 75% is used for lighting and cooling. By 2021, according to the World Bank, residential consumption would surge 260%.

Thrust on efficient appliances, use of solar energy and demand management are some of the ways to deal with consumption growth in a sustainable manner. The World Bank has estimated India's energy efficiency market at Rs 1.6 lakh crore. For example, 280 million LED bulbs sold under the UJALA scheme have resulted in a saving of Rs 14,618 crore. →

Obituary

Er.R. Shamitha was an active member of the association. She was the convenor of reception committee in 2013 AGB at Ernakulam and has served our association as -CEC member from TVM unit, Central office bearer (Secretary South) etc.... a very dynamic Engineer, always pleasant and kind hearted.

Er. Fasaludeen M.P
Rtd. Deputy Chief Engineer
Nasreen Manzil,
Vadavelikkara, Kollam.
Expired on 11-03-2018.



Er. U. Raman
Rtd. Chief Engineer

We offer our deepest and most sincere condolences.
May the souls rest in peace...

Another important aspect in managing consumption is renewable energy. For example, solar is 1% of TPDDL's grid supply today; the discom wants it to be 10% in five years. The rise of rooftop solar power systems is a critical component of this strategy. With the help of USTDA and others, efforts are on to explore technologies to integrate distributed energy resources (rooftop solar power) with the grid, while maintaining grid efficiency and stability.

"All this will empower consumers and discoms like us to optimally and efficiently use and supply electricity," says Sinha.

Home Automation

Smart meters can integrate home appliances and even, say, the window curtains for remote operation via a smart phone or tablet PC. The system entails installing modular intelligent switches with radio frequency communication technology integrated with smart sensors to control appliances.

The home automation market in India is estimated to touch Rs 30,000 crore by 2022, with the residential segment accounting for 60% of the industry.

നർമ്മ കണങ്ങൾ

Er. ഇ.എം. നസീർ

1) " ജി.എസ്.റ്റി. നടപ്പാകുമ്പോൾ വിലകുറയുമെന്ന് പറഞ്ഞിരുന്നത് ഇപ്പോൾ പാഴ് വാക്കായല്ലോ ? "
" പാഴ് വാക്കൊന്നുമായില്ല. വില നന്നായി കുറഞ്ഞിട്ടുണ്ട്, മനുഷ്യരുടെ "

2) "ഉഴുന്നുവടയുടെ വട്ടം ഈയിടെയായി ചെറുതായിവരുന്നല്ലോ "
" പുറത്തെ വട്ടം ചെറുതായെങ്കിലെന്താ അകത്തെ വട്ടം വലുതാക്കാൻ ഞങ്ങൾ പരമാവധി ശ്രമിച്ചിട്ടുണ്ട് "

3) " ആട്ടിറച്ചിയെന്നു പറഞ്ഞ് പോത്തിറച്ചിയല്ലെ താൻ വിറ്റത് ? ഇത് മായം ചേർക്കലല്ലേ "
" ഞാൻ മായം ചേർത്തുവെന്ന കാര്യം ശരിയാണ്. കൂടുതലൊന്നുമില്ല. വെറും 50:50. ഒരു ആടിന് ഒരു പോത്ത് എന്ന നിരക്കിൽ "

4) " നിങ്ങളുടെ കടയിൽ നിന്നു വാങ്ങിയ ചെരിപ്പു ധരിക്കുമ്പോൾ മറിഞ്ഞു വീഴുന്നു.
"സ്ലിപ്പർ ആവശ്യപ്പെട്ടു, അതുതന്നു".

5) " അമിതഭാരം കുറയ്ക്കാൻ ഡോക്ടർ പറഞ്ഞ നിർദ്ദേശങ്ങൾ പാലിച്ചിട്ടും ഫലമില്ലെന്നോ" ?
"ഡോക്ടർ പറഞ്ഞപോലെ തന്നെ ചെയ്യുന്നുണ്ട്. രാവിലെ രണ്ട് ഇഡ്ഢലിയേ കഴിക്കാവുവെന്നു പറഞ്ഞു. രണ്ടെണ്ണമേ ഞാൻ കഴിക്കാറുള്ളു. പത്തെണ്ണത്തിന്റെ മാവുപയോഗിച്ചുള്ള രണ്ടേ രണ്ട് ഇഡ്ഢലി മാത്രം"

6) '' ഈ കുറിപ്പ് വായിക്കുന്നവർ ശ്രദ്ധിക്കുക. ഞാൻ ഐസ്ക്രീം കഴിച്ചു പകുതിയായപ്പോൾ മൊബൈൽ ഫോണിൽ ഒരു കോൾ വന്നത് അറ്റന്റ് ചെയ്യാൻ ഈ ബേക്കറിയിലെ വരാന്തയിലേക്കു പോകുന്നു. ബാക്കിയുള്ള ഐസ്ക്രീമിൽ ഞാൻ തുപ്പിയിട്ടുണ്ട്"
ഫോണിൽ സംസാരിച്ചശേഷം മടങ്ങിവന്നയാൾ തന്റെ കുറിപ്പിനടിയിൽ മറ്റൊരു കുറിപ്പ് കണ്ടുഞെട്ടി"
" ഞാനും"

✵

കവിത

എന്താണു ധർമ്മം

ഡോ. സി. രാമചന്ദ്രൻ
(Rtd. Chief Engineer)

സ്വർഗ്ഗവാതിൽപ്പക്ഷി ചോദിച്ചു ഭൂമിയിൽ
ധർമ്മമിന്നെന്തെന്ന് ചൊല്ലിടാമോ ?
വയലാറിൻ കാലത്തെ ധർമ്മങ്ങളൊക്കെയും
വഴിവക്കിൽ വീണു ചതഞ്ഞരഞ്ഞു.
വയലാറിൻ മുന്നിലെ സത്യങ്ങളൊക്കെയും
വഴിയിലെ ഓടയിൽ ചീഞ്ഞളിഞ്ഞു.
സർവ്വതും മറമാറ്റി നിൽക്കുന്ന കാലത്ത്
പൊതുധർമ്മ മെന്തിനായ് പതറി നിൽക്കൂ ? "
"പണമാണു സർവ്വതും പിണമാണതില്ലാത്ത -
പരമന്മാരൊക്കെയും" ധർമ്മവാക്യം.
ജനസേവകനിന്നു പണമില്ലയെങ്കിലോ
മനമറിയാതെ പുറത്തുപോകും.
കാറണാം മാർക്സിന്റെ കാലം കഴിഞ്ഞില്ലേ
കൂറകൾക്കെന്തുണ്ടറിവതിന്റെ.
സ്ഥാനമൊന്നില്ലെങ്കിൽ ജീവിതം പാഴ്മരം
മാനം പണം കൊണ്ടുവന്നിട്ടില്ലേ ?.
സംഗം ബലാൽസംഗമൊക്കെയും പെണ്ണിന്റെ
കുമ്പസാരത്തോടെ മാറിനിൽക്കും.
കശ്മലന്മാർക്കൊക്കെ കോടതിമുന്നിലും
കുറ്റമകന്നിട്ടകത്തുകേറാം.
മാറുപിളർന്നിട്ടു മാതാവിൻ നൃത്തടം
പാഴ്ഭൂമിയാക്കി പണം തട്ടിടാൻ.
ഒത്താശ ചെയ്യുന്ന പുത്തൻ പരിഷ്ക്കാര
" വിപ്ലവ" കൂട്ടങ്ങളാണു ധർമ്മം.
ഗാന്ധിപറഞ്ഞതും നെഹറു മൊഴിഞ്ഞതും
ഗേറ്റിനു മുന്നിൽ വിളിച്ചുകൂവാൻ.
ഏട്ടിലെ കന്നാലിയൊക്കെയും കാട്ടിലായ്
നാട്ടിലെപ്പുല്ലുകൾ ഞങ്ങൾചെത്തും.
ധർമ്മങ്ങളൊക്കെയും കുപ്പിയിലാക്കീട്ടു
കള്ളുനീരാക്കി കുടിച്ചു തീർക്കും.
ധർമ്മമിതെല്ലാം സ്വയം വന്നു ചേർന്നിടും
കർമ്മങ്ങൾ സ്വന്തം വയർ നിറയ്ക്കാൻ

✲

Poem

City

Kumari Keerthana S. Nair
D/o. Sunil K.

Standing in the light that peeked
through the cracks,
She stood staring down at the city in
all it's glory
Cars that move in organised lanes to
a preset destination
A clock that reminded her of the time that's precious
Lights that hold a comfort for that one who walks alone
People hurrying to end the day
One side holding the bustling night
one side holding the quiet dark
Everything telling a different story
Everyone connected
Yet disconnected by the same streets
She heard the city felt it changing day by day
Developing into the illusion of a perfect city
She saw with her eyes a city that was slowly ruining itself

Road

There was this road,
it was not a highway
It had no highway marks,
no toll booths no payphone
no milestones
I was driving through this road like a
pirate on search for treasure
People said the road was not smooth
that it had turns,dangerous curves
and that one wrong move could make you lose everything
But I took the risk
Driving through this road Straight with no U turns
no flyovers
When was my final stop?i didn't know
How long will it take?I had no clue
Would i ever find it?I doubted that too because
I was on a road
a never ending one
a road to find myself

Management by Objectives!

Er. A. Saifuddin

I remember the story of a novel by noted Bengali writer Mani Sankar Mukherji(Known as Sankar). The novel which was published in the Mathrubhomi Weekly in the nineteen sixties is "Seemabadha". Later, in 1971, Sathyajit Ray translated it in to a very beautiful film. Sharmila Tagore made her first appearance in movie through this film. The film won several national and international awards including the National award for the best film. "Seemabaddha" means "Liabilities Limited"- a story in a British fan manufacturing company in Calcutta.

The story begins with the joining of a young, ambitious man as sales manager in the company. With an MBA from England, his charisma was high in the company.

Sooner the company falls into a severe crisis. There was an order for the supply of a good number of fans to an esteemed customer. The items have been manufactured and getting ready for dispatch. The period of execution of the contract was nearing expiry. On the final checking of the goods, the inspectors found out a major flaw with all of the fans. To attempt rectification, the company requires extension of the period of contract. There was no provision for the extension of the period except on the situation of a lockout.

The young manager manipulates a strike in the company by bribing the PRO and instigating quarrel among the employees on the issue of supply of fish in the canteen. The manager succeeds and the company goes on lockout. He skillfully utilizes the lockout period to rectify the defects with the fan. The supply executed as per terms of the agreement. The company saves its reputation and gets profited. The young manger paves his way to the Board of Directors.

The crux of the story is that the manager gets a setback from in his family circle for his unethical, unscrupulous way of handling the issue in the company for his personal gain. The manager had a young sister-in-law who held very high appreciation for the manager. He has gifted a ring to her as token of his affection towards her. After hearing the success story, the young girl returns the ring to him.

I quoted this story because it is a classical example of managing for results, without ethics and values.

We have gone through hundreds of definitions on management scattered over innumerable textbooks by outstanding →

authors. I have wondered why there are so many definitions on Management. But you never come across with words like 'values" and "ethics " in any of these definitions. Management is achieving results, generating profits. No definition indicates that the management process should be founded on principles and values acceptable in the society.

I hope you have heard of Marry Parker Follett who lived in the US in the beginning of the 20th Century. She is considered as a great management guru by management professionals and management students. The terms like "empowerment" were coined by her. According to Pauline Graham, she is the Prophet of Management. She holds that individual development and welfare and culture of society are objectives of business management. She prophesied that ethics and values are of prime importance in management.

You can see many successful managers, who have produced results in terms of profit. But you can't find many mangers making decisions on the basis of moral criteria, even at the helm of the government

If you ask me who my role model manager is, I would say the name of Bhrat Ratna M Visweswarayyah. He started his career as a civil engineer in Bombay. Later he held several positions in management, including the position of Diwan of Mysore. He was a great engineer, leader and a great manager, committed to values, and total quality. At the same time he produced great results also. Jawaharlal Nehru was a great admirer of Visweswarayya. The books, Planned Economy of India (1936),Reconstructing India(1920) which were published by Visweswarayya, before the independence of India became the basis for the formation of Planning Commission of India immediately after the independence. The practice of planned development in India was initiated by Nehru drawing inspiration from Visweswarayya . We were fortunate that Visweswarayya lived up to 102 years in full health. His birth centenary was celebrated while he was alive. It was Jawaharlal Nehru who presided over the centenary celebration. That was the greatness of Nehru and Visweswarayya.

I think management and leadership are sides of the same coin.

We have mangers like E Sredharan. People like Er V Ranganathan (Chief Engineer, the Architect of Sabarigiri, Idukki),Dr Varghesekurien lived amidst us. Still we don't make them our role models in professional management.

Vijay Mallaya, Neerav Modi and Vikram Kothary are in the media headlines in the recent days. Glorifying news about high profile management professionals like Indra Nooyi (CEO, Pepsico) is celebrated in management journals very frequently. No doubt they are highly talented management experts producing profit for their company. We believe their team of managers is the highly paid professionals in the country.

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Er. Bipin Sankar, Vice president, KSEBEA addressing NCCOEE Raj Bhavan March conducted on 14-03-2018

Incorporating moral values in strategy motivate people at every level in every type of organizations. Employees feel proud to be with a company that has high moral standards .This is a source of individual motivation and increased productivity. I think a new dimension should be added in the strategic decision of business - that is the moral dimension. Mangers' functions shouldn't be governed only by policies and strategies, but also by principles and values. There are two types of values, in society, pseudo-values and absolute values. Group loyalty, organizational survival, productivity at any cost etc are pseudo values. Don't mistake pseudo values with absolute values.

KSEB eLETTER (January – February 2018) - Highlights

Source: http://www.kseb.in

Substations/Lines commissioned

The Board had issued following orders for TransGrid 2 project:

- Malappuram -Manjeri 110 kV DC line energised and Malappuram 66kV Substation was upgraded to 110kV level on 3rd January 2018.
- 110kV Substation, Muttom was commissioned and tap line from Neriamangalam- Pala feeder energised on 22nd January 2018.
- Kaloor - Thammanam DC UG cable was charged and 33kV Substation Thammanam energised on 17th February 2018.

Study on Load Flow

The Load Flow Studies recommended the follwing proposals:

- Power evacuation from 3MW solar power plant at Ramakkalmedu.
- Installation of 220kV substation at Vizhinjam
- 110kV substations at East Kallada and Kotta.
- LILO of 110kV Edarikode-Tirur S/C feeder at existing 110kV substation, Parappanangadi.
- Installation of additional 5MVA - 33/11kV transformer at 33kV substation, Kalikavu as a part of capacity enhancement.
- Up gradation of 66kV Pallom - Ettumanoor D/C feeder to 110kV and up gradation of 66kV substations at Gandhi Nagar and Kottayam to 110kV as a downstream of proposed 220kV substation, Ettumanoor.

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Letters to the Editor

കത്തുകൾ അയക്കേണ്ട വിലാസം

Chief Editor, Hydel Bullet,
KSEB Engineers' Association, Panavila
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മലയാളത്തിലുള്ള ലേഖനങ്ങൾ എഴുതി തയ്യാറാക്കിയോ, *PDF* ഫോർമാറ്റിലോ അയച്ചുതരണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

R Ranking of electrical circles based on Key Performance Indicators (KPI) – January 2018

Name of Circle	Customer Complaint Redressal	Relense of new Connection	E-Payment	Safety – Zero Fatality	Quality of Power	
					SAIFI	SAIDI
Alappuzha	10	11	11	14	22	15
Ernakulam	16	3	1	4	5	3
Harippad	18	18	8	18	15	4
Irinjalakuda	7	22	17	19	20	19
Kalpetta	8	17	20	20	24	23
Kannur	22	12	9	7	2	5
Kasaragod	25	23	25	11	19	24
Kattakada	21	21	24	23	11	17
Kollam	13	5	14	12	9	10
Kottarakkara	3	4	21	22	4	13
Kottayam	24	19	7	17	7	21
Kozhikode	14	13	4	9	3	9
Manjeri	5	6	6	8	17	16
Nilambur	2	8	23	21	25	25
Pala	11	1	16	2	6	2
Palakkad	1	7	12	16	18	22
Pathanamthitta	19	24	10	6	14	6
Perumbavoor	15	15	3	5	12	8
Shoranur	9	14	13	3	8	7
Sreekandapuram	23	10	15	24	13	11
Thiruvananthapuram	17	20	2	13	1	1
Thodupuzha	20	25	19	25	21	18
Thrissur	4	2	5	1	16	12
Tirur	12	16	18	10	10	14
Vadakara	6	9	22	15	23	20

Performing Circles

Non – Performing Circles

Best performers as per CCC - January 2018

Electrical Circle

1. Palakkad
2. Nilambur
3. Thrissur
4. Kottarakara
5. Vadakara

Electrical Division

1. Kodungallur
2. Thrissur(West)
3. Thrissur (East)

4. Manjeri
5. Chathannoor

Electrical Section

1. Vamanapuram (4821)
2. Pallickal (4680)
3. Kedakulam (4527)
4. Palachira (4534)
5. Periya Bazar (6774)

Ranking of Kerala in R-APDRP areas:
January 2018:

Performance Area	Rank
Effecting new service connections in time	1
Redressal of consumer grievances	2
SAIFI	2
SAIDI	11
Utilisation of E-payment facilities	16

Aiming for Zero Accident

Training programmes:

With the objective of spreading awareness on safety aspects, two days intensive training was conducted to board staff as well as and contract workers in all Electrical Divisions.Classes were conducted on stress management and motivation, first aid including CPR (Cardio Pulmonary Resuscitation) and talks were held on safety and awareness in using safety equipment. More than 20,000 employees and contract workers participated in the training programme.

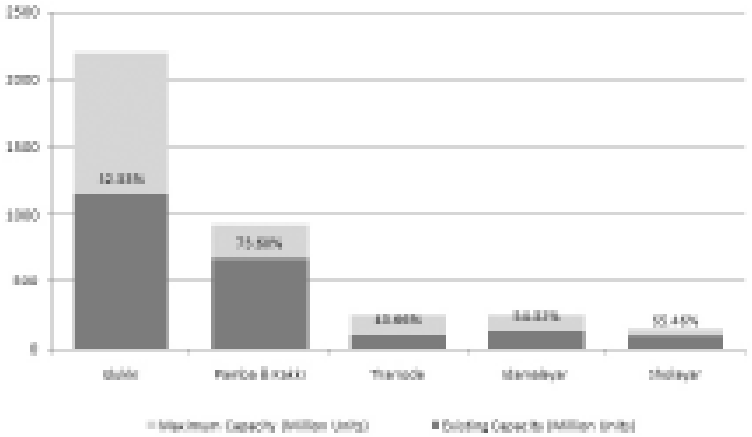
Workshops on safety:

District level safety workshops for safety coordinators & safety officers was conducted for discussing proper methods of work site protective earthing and conducting accident analysis. Disadvantages of chain earthing procedure were discussed in the workshop and instructions were issued to discontinue the practice of work site earthing using earth chain.

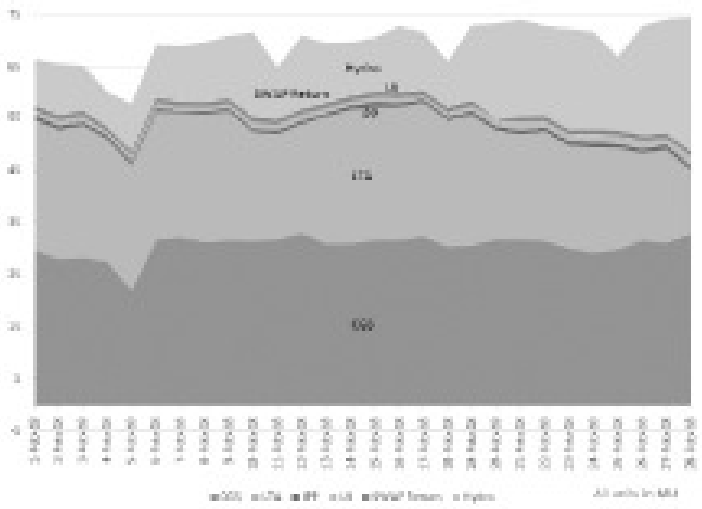
Zero Acccident Year – 2018:

With a view to minimise accidents at KSEB's installations, Board had decided to put forward a slogan "Zero Acccident Year – 2018". The slogan has been displayed in all field offices of KSEB. Section level training programmes were conducted among employees and contract workers, for improving safety awareness

Storage Position of Major Reservoirs as on 28th February 2018



Sources of Power during February 2018



Highlights of Demand and Consumption

January 2018:

The demand for power was less than that was anticipated during January 2018, the reason for which is mainly due to the dip in temperature. The morning peak demand and the demand till noon were also found to be lower than that expected.

Due to low demand, 106.78 MU of CGS share was surrendered as per system requirement in merit order. Net import on deviation account during January was approximately 31. 9 MU at an average rate of Rs 2.26 unit as per SCADA.

The consumers in Kerala purchased 24.033 MU from IEX and sold 3.455 MU during the month.

There had been no purchase through power exchange due to low demand. 36.02MU sold through power exchanges at an average rate of Rs.4.42 during low demand period. The sale was arranged at a rate above Rs 4.20 when no surrender was anticipated and as merit order with probable surrender otherwise.

February 2018:

The climatic conditions changed from the middle of the month and demand picked up thereafter due to hot climate. During the month, 50.59 MU of CGS share was surrendered as per system requirement in merit order during low demand period. However, the demand was less than anticipated due to dip in morning temperature

The consumers in Kerala purchased 20.47384 MU from IEX and sold 3.226MU during the month. Open Access consumption has decreased due to increase in price in power markets.

There was purchase through Power Exchange on 28.02.2018 from IEX Contingency market of 0.21 MU @ Rs. 4.43 and also by overarching agreement transfer from KPTCL of 0.3659 MU @ Rs 3.41 due to the non-availability of LTA power. About 34.48 MU was sold through power exchanges at an average rate of Rs.4.44 during low demand period of the month. The sale was arranged at a rate above Rs 4.20 when no surrender was anticipated and as merit order. This should have been surrendered otherwise.

Inflow in hydel reserviors

The inflow received in reservoirs was 86 per cent of 10 year moving average. The overall inflow during the current water year 2017-18 up to January 2018 is about 87.23 per cent and during February 2018 is 81.77% of 10 year moving average.

The month- wise details of the inflow are tabulated below.

Month	Anticipated (MU)	Actual (MU)	Shortage(MU)	% of Anticipated
Jun-17	795.45	560.08	235.37	70.41%
Jul-17	1551.41	584.90	966.50	37.70%
Aug-17	1229.62	1274.11	-44.48	103.62%
Sep-17	964.07	1357.47	-393.40	140.81%
Oct - 17	686.83	661.47	25.36	96.31%
Nov-17	485.68	454.11	31.57	93.50%
Dec-17	237.15	298.28	-61.13	125.78%
Jan-18	112.66	96.90	15.76	86.00%
Feb-18	77.565	63.425	14.14	81.77%
TOTAL	**6140.44**	**5350.75**	**789.69**	**87.14%**

Power Position:

January 2018:

The average daily consumption was 65.47 Mu.and the average daily hydro generation was 12.15 Mu The daily Central share was 28.61 Mu and daily power purchased under LTA (Long term Agreements) was 23.26 Mu. The daily power generation from wind, solar, small hydro power was 0.66 Mu while that of Open Access consumers was 0.66 Mu. The balance power has been met through short-term purchase/ Deviation Account etc.

February 2018:

The average daily consumption was 68.90 MU/day and the average daily hydro generation was 13.59 MU. The daily Central share was 33.64 MU/day and daily power purchased under LTA (Long term Agreements) was 22.53 MU. The daily power generation from wind, solar, small hydro power was 0.74 MU while the open access consumers was 0.66 MU/day. The balance power has been met through short-term purchase/ Deviation Account etc. The consumption of Open Access Consumers was at an average rate of 0.62 Mu.

The generation from Thermal, Wind, Solar, Small hydel IPP & Co-gen stations are as follows:

	January 2018	**February 2018**
	MU/day	
KDPP		0.0031
BDPP		
Wind (IPP)	0.1567	0.2073
Wind (KSEBL)	0.0029	0.0040
Solar(IPP)	0.2580	0.2919
Solar(KSEBL)	0.0247	0.0286
Small hydel IPP	0.0947	0.0853
Co-gen	0.1238	0.1239

Maximum levels

The maximum recorded figures of power consumption are as under :

Daily Consumption	68.938 Mu*(12.1.2018)*	74.1036 Mu*(28.2.2018)*
Maximum demand	3553 MW*(11.1.2018)*	3721 MW*(28.2.2018)*
Instantaneous Even peak	3579 MW*(11.1.2018)*	3723 MW*(28.2.2018)*
Morning peak	2906 MW*(17.1.2018)*	3029 MW*(28.2.2018)*
Day peak	2988 MW*(16.1.2018)*	3258 MW*(24.2.2018)*
Minimum demand	2026 MW*(9.1.2018)*	2108 MW*(4.2.2018)*

KSEB ENGINEERS' ASSOCIATION

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KSEBEA/Letters/2017-18 / 17-03-2018

To

The Chairman & Managing Director
Kerala State Electricity Board Ltd.

Sir,

Sub : Online General transfer of officers – modified guidelines - closing date of application - request for extension - reg.

Ref : 1. Modified Transfer Guidelines of Officers
2. Functional committee meeting held on 13-03-2018

This has reference to the functional committee meeting, held in connection with the formulation of SRS and the modifications made in the revised guidelines of officers. Certain modifications were suggested by the associations, to be incorporated in the guidelines of officers and the same was submitted for consideration. Meanwhile, online application facility has been opened and the last date application is fixed as **20-03-2018**. But, the following things are to be considered and finalized, before proceeding with online application facility.

- Change in the clause of deemed domicile concept, which will have an impact in the INDEX list.
- Revision of INDEX by considering the last date of application as cutoff date for provisional index calculation.
- Change in clause of clustering of Districts, for civil wing officers.
- SRS and ONLINE software is getting ready, and is yet to be finalized.
- Administrative protection, Medical protection etc. are yet to be published.
- Posting strength is under revision, to be published before proceeding with application.

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POWER BRIEF

ISRO inks tech transfer agreement with BHEL for space-grade lithium-ion cells

Source: Business Line

ISRO has entered into a technology transfer agreement (TTA) with Bharat Heavy Electricals Ltd (BHEL) to transfer the technology for the manufacture of space-grade Li-Ion cells. The TTA was signed at ISRO headquarters in Bengaluru on Thursday in the presence of Dr K. Sivan, Chairman, ISRO, and Atul Sobti, Chairman & Managing Director, BHEL. ISRO uses Li-Ion batteries as the power source for satellite and launch vehicle applications due to their high energy density, reliability and long cycle life. ISRO's Vikram Sarabhai Space Centre (VSSC) in Thiruvananthapuram has successfully developed the technology to produce space-grade Li-ion cells, and demonstrated the performance of the cell under various testing conditions and established its cycle life characteristics in accelerated mode. These cells are currently being used for various satellite and launch vehicle applications.

Electric-vehicle policy will clear regulatory hurdles, says Minister

FAME scheme for financial support to continue

The government's policy for promoting electric vehicles (EVs) may not have a financial component.

"The policy is not for giving any financial assistance, but to clear the regulatory path — where you need permission and where you don't, where you need safety precautions and where you don't," Minister of State for Power and Renewable Energy RK Singh told *BusinessLine* .

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Considering the above, we earnestly request that the transfer guidelines of officers, may be modified by incorporating the genuine suggestions, jointly submitted by the associations, in this regard and **the last date of application may be extended further** ,till the above things are streamlined and finalised, for the convenience of the applicants and to ensure transparency and smooth implementation of Online transfer process.

Yours faithfully,

Sd/-

GENERAL SECRETARY

He said that the government is close to finalising the policy for promoting EVs. Earlier this year, in a letter to various government arms, Singh said that the Centre has set a target of converting 30 per cent of the country's total vehicle fleet to electric by 2030.

The NITI Aayog action plan for Clean Transportation released last month has already recommended eliminating all permit requirements for EVs in order to encourage electric mobility.

It said, "Getting and renewing permits every year is costly and time consuming. It would require a change in existing permit regime, at the national and State level. Safety issues will need deliberation so that they do not impede the success of such intervention."

Recently, NITI Aayog Vice-Chairman Rajiv Kumar had stressed on the need for a policy to promote EVs in India, and the think-tank is well placed to develop it.

Meanwhile, Singh said that financial assistance for EVs has been already ensured under the FAME India (Faster Adoption and Manufacturing of (Hybrid &) Electric Vehicles in India) Scheme.

According an official statement, FAME has been effective from April 1, 2015 for supporting hybrid/electric vehicles in market development and manufacturing eco-systems. The scheme has four focus areas, technology development, demand creation, pilot projects and charging infrastructure. It offers a subsidy ranging from Rs. 7,500 to Rs. 61 lakh depending on the make of the EV and more incentives to State governments for adopting EV for public transport.

Initially introduced for two years, the scheme was extended in 2017 and is set to be extended once again when it lapses on March 31, according to multiple stakeholders, both within and outside the government.

Minister for Heavy Industries and Public Enterprises Anant Geete also assured the EV industry in February that the government is finalising the second leg of the FAME scheme, which has come as a relief to the EV players.

Naveen Munjal, President, Society of Manufacturers of Electric Vehicles and Managing Director at Hero Electric said, "The EV eco-system in the country needs policy consistency at least for a three-four-year period. Assembly lines have to be scaled and manufacturing value chains optimised while keeping in mind the potential demand, this will not be possible without a sustained policy impetus." On subsidies, Munjal said that the level of subsidy support offered under FAME is adequate for now.

He said, "No country in the world has been able to push electric vehicles without a regulatory support from the government. The current levels of subsidy offered are adequate, but they need to be continued at the same level for enabling EV penetration".

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"There should be no knee-jerk policy changes from the government," he added.

'Saubhagya' connections driving power demand, says Minister

Source: Business Line

The demand for power in the country is on a rise as new consumers are being connected under the Saubhagya scheme, said RK Singh, Minister of State (Independent Charge) for Power and Renewable Energy.

"There has been a 6.5-7 per cent growth in power demand during the current fiscal compared to the last financial year. This is on the back of 35.96 lakh new households getting electricity connections under the Saubhagya scheme since October 2017," said Singh.

Energy generation from conventional sources grew by 4.72 per cent to 1,160.141 billion units in the financial year 2016-17, according to data shared by the Ministry of Power.

The Pradhan Mantri Sahaj Bijli Har Ghar Yojana – "Saubhagya" – is the Centre's household electrification scheme. It aims to connect all households with electricity connections by December 2018. In response to a query on the status of coal supplies to thermal power plants, Singh said, "There is more pressure on coal based power plants as gas based power plants are not operating. As of March 19, 12 power plants had critical stock of coal, while 16 had super critical stock."

A Power Ministry official said, "We are presently getting 275 rakes of coal. In the April-February period in the last financial year, 448 million tonne of coal was consumed by power plants.

"For the same period during the current fiscal, 486 million tonne has been supplied to thermal power plants. This has led to an 8.5 per cent growth in volumes and 6 per cent rise in energy terms."

The Power of Virtual Microgrids

BY BILL MURCH, BRUCE CAMPBELL AND JIM DANKOWSKI, EATON

Source: Powergrid International

Major natural disasters, as well as cyber threats, in the last few years have made it more difficult than ever for utilities to keep power flowing reliably. Traditional standby generators designed to support hours of power interruption are no longer adequate. As encountered in 2012 with Hurricane Sandy and recently in 2017 with Hurricanes Harvey, Irma and Maria, power outages impacted large numbers of customers for weeks and even months. A few areas powered by microgrids, however, kept the lights on.

Microgrids provide a platform to keep power on and critical assets operating over prolonged periods of time while isolated from a damaged or failed grid. The U.S. Department of Energy microgrid exchange group defines a microgrid as "a group of interconnected loads and distributed energy resources (DER) within clearly defined

electrical boundaries that act as a single controllable entity with respect to the grid. A microgrid can connect and disconnect from the grid, enabling it to operate in both grid-connected or islanded mode."

Microgrids can generally better manage distributed power generation by providing optimal control and dynamic stability, and by balancing demand and generation on a small but critical scale.

Grid resiliency and grid reliability are often used interchangeably, but the two terms are different. Power resiliency is the ability to sustain power during an adverse event and recover quickly if an outage does occur. Power reliability is the ability to consistently deliver electricity in the quantity and with the quality expected by customers. Both are critical to a host of industries and businesses. Power reliability is one of utilities' primary missions and they are typically cautious to ensure that technologies are proven and tested before they're implemented to ensure customer power is not adversely impacted. Power resiliency also is important to government facilities, research centers, financial institutions, industrial processes, data centers and a host of other organizations that can face dramatic costs due to even short-term power outages.

If the typical goal for microgrid projects is providing power resiliency, then customers must be assured that the system can perform as intended. Yet, there is typically not a one-size-fits-all solution. For each installation, many factors must be explored; including the existing electrical infrastructure, load profile and growth, utility rates, existing generation assets, generator control capabilities and more.

To ensure that a microgrid will perform as intended before implementation, the critical assets, such as police stations, hospitals, schools, emergency management facilities and others must be defined. In addition, because the electrical distribution system that provides resiliency via a microgrid will have its own unique application scenarios, it's a good idea to fully develop and simulate a virtual microgrid for a specific application. This is a proven way to confirm that the system will perform as required, before making a significant investment. A virtual system, or digital twin, can also be valuable to simulate changes prior to implementation.

MICROGRID PROJECTS ADVANCE

The drivers for microgrid systems have evolved and many industries already use the technology for several different applications. Installing a microgrid is no longer limited to research demonstration purposes or forward operating military bases. Microgrids can be easily applied to areas that already have access to solar, storage and other onsite generation sources.

Further, with increased capacity of solar, wind, energy storage, combined heat and power (CHP) and other DER, there is an opportunity to optimize energy to support resiliency to critical or essential areas and organizations. In addition, as technology and material costs for solar PV and energy storage have improved, it is now possible to generate reliable energy to improve system resiliency at competitive pricing levels. →

Over the last decade, microgrids have become an increasingly compelling means to not only keep the power on, but to manage DER and system costs. In the U.S., microgrids are ideal solutions for several common installation scenarios:

- Community microgrids that serve as refuge during a hurricane or other weather-related issues in disaster prone areas
- High-resiliency areas for military and mission-critical areas
- Rural and remote areas that currently operate on a weak grid
- Areas where electricity is prohibitively expensive, like Hawaii
- Upgrading the utility transmission and distribution system, where microgrids are relied on to provide the functionality of the grid that enables the deferment of more involved transmission and distribution system asset upgrades

In addition, with the increased penetration of DER, utilities increasingly want to keep renewable assets online and able to ride through events that may impact the grid.

SIMULATIONS REFINE/OPTIMIZE SYSTEMS, EVEN BEFORE GROUNDBREAKING

Because it seems like a microgrid should work, doesn't mean it will work. Microgrid systems are typically complex and involve many interworking components, generating assets that might change over time and the electrical grid. As utilities and other organizations explore the use of microgrids for resiliency, demonstrating the system will work before ground is broken is crucial to ensure the basic functionality and purpose are achieved.

Developing a microgrid requires power system automation and control knowledge well beyond the specific energy resources and equipment involved. Seeing the big picture and understanding how to optimize the overall system are critical to microgrid success.

A simulation of individual microgrid components is insufficient and does not provide fundamental assurance of system performance or data beyond a small part of a complex system. It is, therefore, useful to leverage simulation software and experience. In utility applications, distribution system modeling has provided industry-tested critical modeling capabilities to better show the interdependency among system components, while providing more precise simulation of distribution systems and distributed energy generation resources.

A virtual microgrid provides insights on the feasibility, design and application in a virtual environment. Virtual microgrids, or hardware-in-the-loop simulations of complex microgrid systems, enable owners and project designers to understand the system as if the assets and devices were already connected. This demonstration informs how the system is configured and optimized during the design phase. The ability to play with the microgrid system before it is in place helps drive a better understanding of the system dynamics and feasibility—all based on data from the simulation. The

virtual microgrid also gives owners confidence that the system will perform as expected, as well as data-driven insights to modify the design to optimize performance.

Often, the specific use cases and application requirements for a microgrid are fluid and depend on a multitude of factors, including grid conditions, user energy demand, renewable generation and more. Virtual microgrid simulation enables specific use cases to be demonstrated and allows data to be gathered from the results.

In addition, customer data can be imported into the virtual microgrid to help develop the system's load profile and utility rate structures. From there, data can be exported from the virtual environment for further evaluation and measurement of performance metrics agreed upon in advance of the project breaking ground.

Accurate simulation results lead to more precise planning and management of the microgrid system, including distributed generation and DER. This allows projects to move quicker and more successfully, with confidence they are optimized from the beginning.

Insights from a virtual microgrid can be configured to specific requirements and application considerations. Insights also can enable pre-engineering and system configuration and optimization to save time (and money). The microgrid controller can be pre-configured and mapped based on the feasibility study and virtual microgrid simulation to help avoid project delays and save time during the installation and commissioning phase.

The controller is the next critical part of the system to examine. Its design can impact the microgrid and support evolving system requirements.

SUPPORTING SMARTER, MORE RESILIENT POWER

As the electric grid becomes more complex, it is increasingly important that gird owners and operators make improvements allowing for smarter, more reliable bi- and multi-directional electricity flow that is responsive to the fluctuating consumption habits of utilities, businesses, residents and communities. This smarter grid will enable improved power resiliency.

If microgrid projects continue to meet analyst estimates, sellers and users of electricity will rely more on stored and renewable energy. As projects are planned, it is critical to understand how and if the system will work as intended.

Microgrid system simulation is a critical step in determining if the microgrid will work as intended.

Simulations are part of broader feasibility studies that attempt to answer whether a microgrid makes sense in a specific circumstance. If the answer is "yes," feasibility studies and simulations can help ensure the overall system is optimally designed for a given scenario's specific power needs.

IX th Seminar Series Competition 2018 on Topic: Electric Mobility and Power Utilities - Challenges and Solutions Results – District Level

District	Place	Name of Student	College	Name of Co-applicant
TVM	1	Hrithu O.A	College Of Engineering Trivandrum	Nil
TVM	2	Vyshnavi Mohan	Trinity College of Engineering, Trivandrum (TCT)	Nil
ALP	1	MANU B	Sree Buddha College of Engineering, Alappuzha. (SBC)	ARUN PRASAD
EKM	1	Rohit R Nair	Muthoot Institute Of Technology And Science, Ernakulam (MUT)	Gopika Assi
EKM	2	Amrin Kareem	Government Model Engineering College, Cochin	K S Athira
KNR	1	ANEESA MOHAMMED ASHRAF	Vimaljyothi Engineering College, Kannur (VML)	UNNIMAYA BALAKRISHNAN
KNR	2	T Saranya	College of Engineering, Thalassery	Neenu G.
KSD	1	VARSHA K	North Malabar Institute Of Technology, Kanhangad (NML)	GREESHMA S PAWAR
KTM	1	ARAVIND P	Govt. Rajiv Gandhi Institute Of Tech., Kottayam (KTE)	Nil
KTM	2	Jyothish p kumar	Saintgits College of Engineering, Kottayam (MGP)	Nil
WAD	1	Afnan Nazer	Government Engineering College, Wayanad (WYD)	Vivek
WAD	2	Nazeeb Abdulla	Government Engineering College, Wayanad (WYD)	Lakshmi prakasan


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NO DISCRIMINATION
NO HEGEMONY

Equality is an inalienable right
For that right, we fight

KSEB Engineers' Association

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