



KSEB ENGINEERS' ASSOCIATION

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KSEBEA/Letters/CEA/2018/60

26.12.2018

To

The Chairman and Managing Director,
KSEB Ltd

Sir,

Sub: Human Resource Management in KSEBL: Compliance of CEA regulations and court cases – reg

KSEB Engineers' Association expresses its strong apprehension and concern over the recent developments in KSEBL with respect to the implementation of CEA regulations regarding the minimum qualification requirement for Engineers, Supervisors and Technicians assisting the engineers or the supervisors in KSEBL. We may point out that the present state of affairs in the organization with respect to the subject matter is the net result of the inept handling of the HR issues by the management without transparency and professionalism. The much-required cordial atmosphere for efficient function of the organization is under threat due to the mishandling of the issues. It is observed that the management is succumbing to pressure from various groups with vested interests and sacrificing the interest of the organization and the sector by taking compromising stands on issues related to the safety and professionalism.

Central Electricity Authority as a statutory body is empowered by Section 53 and Section 73 (c) of Electricity Act read with Section 177 (2) to specify mandatory mechanism and suitable measures

- a. to ensure safety in construction, Operation and Maintenance of the electrical lines and plants
- b. to protect the public (including the persons engaged in the generation, transmission or distribution or trading) from dangers arising from the generation, transmission or distribution or trading of electricity, or use of electricity supplied or installation, maintenance or use of any electric line or electrical plant.

Central Electricity Authority (Measures relating to Safety and Electric Supply) Regulations, 2010 specify the minimum mandatory requirement for operation and maintenance of transmission, distribution systems, and the electrical plants.

Regulation 6 & 7 of CEA Safety, 2010, specifies the minimum qualification & training requirement for "Engineers", "Supervisors" and "the Technicians to assist engineers or supervisors" for operation and maintenance of transmission, distribution systems, and the electrical plants. Accordingly

- (1) Engineers and supervisors appointed shall hold diploma in Engineering from a recognized institute, or a degree in Engineering from a university
 - (2) The Technicians to assist engineers or supervisors shall possess a certificate in appropriate trade, preferably with a two years course from an Industrial Training Institute recognized by the Central Government or the State Government
 - (3) Engineers, Supervisors and Technicians engaged for operation and maintenance of transmission, distribution systems and electric plants should have successfully undergone the appropriate training as specified in the Schedule-I or II.
- And it is mandated that the existing employees shall have to undergo the training mentioned in sub-regulation-3, within three years from the date of coming into force of these regulations.

The minimum qualification and successful completion of the training is mandatory pre-requisite for any new appointment or promotion to the relevant posts from the date of enforcement of these regulations.

Instead of complying the regulation immediately, the issue is made complicated in KSEBL by appointing and promoting employees without out minimum qualification to the post of technicians, supervisors and even engineers. It is highly unfortunate that in a State like Kerala with full of competitive unemployed candidates, this unprofessional stand has created a situation wherein large percentage of employees are working in KSEBL without minimum qualification stipulated. The saddest part is the attempt to bypass the requirement of minimum qualification specified by CEA, by hook or crook whereby the employees with required qualification are sidelined! The issue has become a denial of natural justice to many employees affected. For many other employees, it is an issue of credibility, transparency and professionalism in the activities of the management.

We may point out that CEA regulations are minimum mandatory requirement specified for the safe handling of electricity. It is meant for maintaining a bench mark standard in the sector for operational efficiency of the sector along with safety and security of the public and their property. The basic requirement of minimum qualification and training for HR is not only to ensure the competency level for the present network and plant requirements, but also to ensure that that the Engineers, Supervisors and the Technicians are capable enough to conceive the changes and meet the challenges in the sector for tomorrow. The existing employees always have the option of acquiring the required qualification by enrolling in part-time or other courses

To conclude, we request the management to intervene to ensure immediate compliance of the provisions of CEA regulation in its true spirit for the best interest of the organization and the power sector in the State. Any delay in compliance of the CEA regulations shall further complicate the safety issues linked to the electrical accidents and we request the management to exempt the engineers from such legal consequences.

Yours sincerely,



General Secretary

Copy submitted to: The Director (Gen-Civil &HRM)
The Director (CP, Gen-Ele,SCM & Safety)
The Director (Distribution & IT)
The Director (T&SO)