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No. KSEBEA/Letters/2016-17/47

02-03-2017

To

The Deputy Chief Engineer (HRM-1)
Kerala State Electricity Board Ltd.

Sir,

Sub:- Online transfer guidelines of Officers -Draft proposal - comments-reg.

Ref:- Draft Transfer guidelines of officers circulated through e-mail dated 01-03-2017.

This has reference to the DRAFT PROPOSALS FOR THE REVISION OF TRANSFER GUIDELINES OF ALL OFFICER CATEGORIES IN KSEB LTD., circulated through e-mail. The following apprehensions are noticed in the above draft.

- Whether the Domicile change done recently through declaration of employees (nearby section office) has been recorded in the Service Book.
- Whether the above domicile change done, within the District be considered and accounted for the maximum number of domicile changes allowed for an officer.
- Clause 4 appeared in the first draft, includes the condition that "Normally an officer shall not be displaced before completing 3 years continuous service in a place, on completion of 3 years an officer is liable to be transferred out to accommodate valid requests to that place. This shall be effected to the extent just sufficient to satisfy the eligible requests to that place, based on the ranking. After completion of 5 years in a place the incumbent will invariably be transferred from that place"
- The post of Resident Engineer, KSEBL located at New Delhi and the other employees working at that office has not been considered or mentioned in the draft, special consideration should be given for the above office.
- In the Index calculation formula, the multiplier K of W4, intended for giving additional group weightage to a particular place located in DIFFICULT /ISOLATED/ HILLY/ GENERATION/ FIELD/ OFFICE area has to be arrived by grouping and assigning group weightage. A permanent grouping may be done instead of temporary grouping, every year, as proposed.
- The concept of FLAGGED post has to be clearly defined and some upper limit should be fixed for the same. Flagged post cannot be treated as a protected place it has to be included in the assigned list, otherwise number of posts equivalent to the flagged post will remain vacant after the postings.
- In the formula "N" may be taken in days instead of years.
- The authenticity and workability of the index calculation formula may be verified and get convinced through trial methods before finalising the same.

It is requested that the above apprehensions may please be considered positively and cleared before finalising the transfer guidelines of officers.

Yours faithfully,


GENERAL SECRETARY