

**KERALA STATE ELECTRICITY BOARD LTD.**

(Incorporated under the Indian Companies Act, 1956)

CIN : U40100KL2011SGC027424

Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Kerala - 695004.

Phone No.0471 2448948, 04171- 2514235

Web: www.kseb.in e-mail: cehrm@kseb.in

Abstract

Amendment in Qualifications as well as Duties and Responsibilities of Electricity Worker- Compatible with the Central Electricity Authority (Measures of Safety and Electric Supply) Regulations, 2023- Sanctioned – Orders issued - Reg.

CORPORATE OFFICE (Human Resources Management)

BO (FTD) No.740/2025(EBEW/EW- Qualification/2025-26) TVPM, Dated 07.11.2025

- Read: 1. B.O No.1509/98(Estt.II/19027/87) dated Thiruvananthapuram 13.07.1998
2. BO(FB)No.1460/2009(CP/R&P/Plg.1/Model Section/2009-10) dated 04.06.2009
3. BO(FTD)No.315/2025 (Director(HRM,Sports,Welfare,Safety&QA) AE1/HRM) dated 31.05.2025
4. Note No.EBEW/EW-Qualification/2025-26 dated 28.06.2025 of the Chief Engineer(HRM) submitted to the meeting of Full Time Directors via Agenda No.02/35/07/25
5. BO(FTD)No.455/2025(EBEW/EW-Qualification/2025-26) dated 01.08.2025
6. G.O(Rt.)No.136/2025/SJD dated. 06.06.2025
7. Interim Order dated 25.06.2025 in WP(C)1609/2020 of the Hon'ble High Court of Kerala
8. Note No.EBEW/EW-Qualification/2025-26/71 dated 12.09.2025 of Chief Engineer (HRM) submitted to the meeting of Full Time Directors via Agenda No.05/55/09/25
9. Minutes of the meeting of Full Time Directors held on 25.09.2025 via resolution No.FTD/5/9/25/55

ORDER

The qualification prescribed for the post of Electricity Worker in KSEB Ltd as per BO read as 1st above has become inconsistent with the provisions of the Central Electricity Authority (Measures of Safety and Electric Supply) Regulations, 2023, as the cadre of Electricity

Worker is the feeder category for the promotion of Lineman which falls under the category of those providing technical assistance.

The present method of appointment and qualification for the post of Electricity Worker in KSEB Ltd is regulated by B.O read as 1st above and are as follows:

1. *Method of Appointment* : *DIRECT RECRUITMENT*
2. *Qualification*
 1. *Candidates should have passed Std.IV and should NOT have passed Std.X*
 2. *Knowledge of cycling*
(for male candidates only)
 3. *Physical Standards:-*
 - (a) *Minimum Height*
 - (i) *for male candidates 5'2" (157.48cm)*
 - (ii) *for female candidates 4'9"*
(Compassionate Appointment)
 - (b) *Vision : Normal (Free from colour blindness)*
 - (c) *Must be physically fit for outdoor works*

NOTE :

- (1) *Women and physically challenged persons are not eligible for the post other than under (2) below and dependent of Board employees appointed under compassionate employment scheme*
- (2) *5% vacancies will be reserved for appointment from among PTC workers in the Board with not less than 3 years service as such.*

The CEA regulation 2010 stipulated certain standards of qualification for Supervisors, Engineers as well as those providing technical assistance to them vide sections 6 & 7 of the CEA regulations 2010. The Government vide GO dated 13.02.2019 by virtue of the powers given under Regulation 116 exempted the existing employees from the said Regulations. The Government Order was challenged through the Writ petitions (WP(C)6410/2019 & 6723/2019) and the Honorable High Court set aside the GO. KSEBL preferred Writ Appeal and in the Judgment Honorable Division Bench was also in consensus with the single bench against the blanket exemptions from the Regulations, but upheld the powers bestowed under Regulation 116 which in turn was challenged in SLP, but the Hon'ble Supreme Court dismissed the same vide CA 1498-1500 of 2022. In compliance, the Government issued fresh GO dated 21.04.2022 allowing one time extension to the existing employees. In compliance of the GO, promotions from Electricity Worker to Lineman Gr-II was ordered

and a contempt Case has been filed alleging contempt against this promotion order along with other two promotion orders before the Hon'ble Supreme Court, which is still pending.

On the advent of the new CEA Regulations 2023 issued in supersession of the earlier Regulations 2010, a new provision has been added providing exemption to the existing employees in acquiring the necessary qualification through a prescribed training programme within two years from the date of notification ie, 08.06.2023. Accordingly, all unqualified existing employees as on date of the CEA regulations 2023 were imparted with the scheduled training and were made qualified as per the section 7&8 of the CEA Regulations. Subsequently they were promoted to higher post and by effecting promotion from Electricity Worker to Lineman-II, the already existing exigency in Electricity Worker aggravated. As a remedial measure engagement of Electricity Worker through Employment Exchanges was decided against these vacancies and BO read as 3rd above was issued.

However, as the qualifications of Electricity worker remained the same as prescribed in BO dated 1998 ie, *not a pass in class X*, the reporting of the existing vacancies to PSC and in between engaging Electricity Worker through Employment Exchange to these vacancies would become inconsistent with the CEA Regulations as Electricity Worker are the feeder category to the next level technical assistants. Hence the proposal for qualification amendments was made as per note read as 4th above. In a writ petition WP© 24652 of 2025 filed against engagement of under qualified contract workers, the Honorable High Court in its interim order dated 05.08.2025, held that the resolution in the BO read as 3rd above suggesting to engagement only qualified hands, is to be adhered to. As directed by the Director(HRM) a proposal for amendment of qualification as well as Duties and Responsibilities of Electricity Worker, was placed before the Full Time Directors for consideration as per agenda note read as 8th above.

Having considering the matter in detail, the Full Time Directors in the meeting held on 25.09.2025 passed the following resolutions.

A) Resolved to amend the qualification of Electricity Worker / Mazdoor as shown below

Qualification:

Candidates should possess

- (a) *A Pass in S.S.L.C or its equivalent;
and*
- (b) *Government approved 2 year National /State Trade certificate in
Electrician /Wireman;
and*
- c) *Physical Standards:-*
 - (a) *Minimum Height*
 - (i) *for male candidates 5'2" (157.48cm)*
 - (ii) *for female candidates 4'9" (144.78cm)*
 - (b) *Vision :Normal (Free from colour blindness)*
 - (c) *Must be physically fit for outdoor works*

***[The selection in respect of persons with disabilities shall be governed
by the GO (Rt)No.136/2025/SJD dated 06.06.2025]***

B) Further resolved to amend the duties and responsibilities of Electricity Worker/
Mazdoor as shown below

The BO dated 04.06.2009 relating to the model section offices, the prescribed duty of
Electricity Worker as ***"to work as per the instructions of superiors."*** shall be amended as
follows.

- a) Assist or substitute those extending Technical Assistance to the Supervisors
and Engineers
- b) Work as per the instructions of superiors concerned

C) Further resolved to report vacancies of Electricity Worker to the KPSC

Orders are issued accordingly.

By Order of Full Time Directors

Sd/-

Lekha.G

Company Secretary

To,

The Chief Engineer(HRM)

The TA to Director (Distribution & SCM)

Copy to: The Company Secretary/Chief Engineer(IT,CR&CAPS) for publishing in the website/Financial Advisor/Chief Engineer(Commercial & Tariff)/Chief Internal Auditor/ Chief Vigilance Officer

The Chief Personnel Officer/Public Relations Officer

The TA to the Chairman & Managing Director

The TA to the Director(HRM,Sports,Welfare,Safety &Quality Assurance)

The TA to the Director(Generation-Electrical,REES & SOURA)

The TA to the Director(Transmission & System Operation)

The TA to the Director (Generation- Civil)

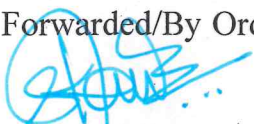
The PA to the Director(Finance)

The Sr.CA to the Secretary(Administration)

The RCAO/RAO

Stock File.

Forwarded/By Order



Senior Superintendent