

**MINUTES OF THE 12<sup>th</sup> MEETING OF THE BOARD OF DIRECTORS OF CESC HELD ON FRIDAY THE 23<sup>rd</sup> MARCH, 2007 AT 11.00 AM AT THE BOARD ROOM, KPTCL, CAUVERY BHAVAN, BANGALORE -560009**

**Present:**

Shriyuths:

- |                         |    |                      |
|-------------------------|----|----------------------|
| 1. Bharat Lal           | .. | Chairman             |
| 2. Vijayanarasimha      | .. | Managing Director    |
| 3. KV Srinivasamurthy   | .. | Director (Technical) |
| 4. S Pratapkumar        | .. | Director             |
| 5. Vishvanath Hiremath  | .. | Director             |
| 6. BN Sathyaprema Kumar | .. | Director             |

**In attendance:**

R Balasubramanyan .. Authorised Signatory

*Leave of absence was granted to Sri Darpan Jain, & Dr. Aditi Raja  
Directors*

**Item No.12/1:Providing one Soujanya Counter to each of the Sections-Upgradation of the posts of Assistants to that of Sr. Assistants - Payment of Special Allowance of Rs.250/- to the staff entrusted with the work of Soujanya Counter**

**Item No.12/2: Upgradation of the posts of Asst. Accounts Officers in Corporate Office**

**Item No.12/3: Status of Power Purchase Agreement**

**Item No.12/4: Electrification of Hamlets through solar photovoltaic - release of fund through RGGVY Scheme**

**Item No.12/5: Rural Electrification works under RGGVY in respect of Chamarajanagar District**

**Item No.12/6: Proposal for Payment of Contribution to Training Institute Building Complex at Hoody Bangalore**

**Item No. 12/7: Variation of quantity exceeding the awarded quantity in respect of RGGVY works of Hassan, Mysore and Mandya districts**

**Item No. 12/8: Review of Financial Performance**

**Item No. 12/9: Accident insurance for transformers in CESC**

The Board deferred consideration of items 12/1 to 12/9 to the next meeting

**Item No. 12/10: Appointment and Regularization of the services of Contract Assistant Engineers (Elecl.), and Contract Junior Engineers (Elecl.), appointed during 2003-04**

12/10.01 The Chairman informed the Board that the matter of Regularization of the services of Contract Assistant Engineers (Elecl.), and Contract Junior Engineers (Elecl.), working in MESCOM came up for discussion at the 59<sup>th</sup> meeting of the Board of Directors of KPTCL held on 16<sup>th</sup> March 2007. In that meeting, the Board was apprised of the following:

- (a) In order to overcome severe shortage of staff at the cutting edge level, 830 contract Assistant Engineers (Elec.) and 385 contract Junior Engineers (Elec.) were recruited during 2003-2004 in KPTCL/ ESCOMs for a period of one year extendable up to three years on a consolidated monthly remuneration of Rs.8,000/- and Rs.5,000/- respectively against Employment Notification No. KPTCL/ B16/ 2834/ 99-2000 (II) dated 7.5.2003 duly following due recruitment process and reservation policies of the Govt. Directly they were not recruited in order to have candidates who are willing to work in field with sincerity and dedication.
- (b) The contract of these Engineers has been renewed from time-to-time and they are working in KPTCL/ESCOMs. Their work has been very satisfactory in most cases. They have been working well. Board finds that they are having good talent and experience of working in field. Now, it is not desirable to dispense with their services.
- (c) Since, the above contract Engineers are working from more than 3 years and in order to make the above Engineers more accountable and to entrust additional/various responsibilities of the regular post of Assistant Engineers, it is proposed to appoint them on a permanent basis with prospective effect.
- (d) KPTCL has scrupulously observed all the conditions of appointments prescribed under the KEB R & P Regulations vis-à-vis Qualification, Age limit, Cut-Off marks etc., even though the appointments were on contract basis. Further, they have been appointed through a transparent selection process involving calling of applications through news paper advertisement, conducting a special Technical Aptitude Test, and considering their academic marks. Govt. guidelines on reservation in recruitment have been followed scrupulously by KPTCL.
- (e) Board also was apprised of the need to avail their services in areas of respective ESCOMs where they are working even after their appointment.

After lengthy deliberations, reckoning the option scheme available to the existing regular Assistant Engineers and Junior Engineers working on deputation from KPTCL in ESCOMs, the Board decided to appoint Contract Assistant Engineers (Elec.) and Contract Junior Engineers (Elec.), against the employment Notification No.KPTCL/B16/2834/99-2000 II dated 07-05-2003 on a permanent basis prospectively in the respective time-scales of pay from the date of issue of appointment orders.

20/1.02 The Board was also informed of the following resolutions passed in this context:

Resolved that approval be and is hereby accorded for appointment of the contract Assistant Engineers (Elec.) and contract Junior Engineers (Elec.) recruited on contact basis against Employment Notification No .KPTCL/ B16/ 2834/99-2000 (II) dated 7.5.2003 on a permanent basis, subject to the following terms and conditions:

1. The contract Assistant Engineers (Elec.) shall be appointed in the time scale of Rs.8645-275-9745-330-11725-385-13265-440-15025 and the contract Junior Engineers (Elec.) shall be appointed with the concurrence of respective ESCOMs in the time scale of Rs.5465-165-6455-195-7820-275-9745-330-11725-385-13265 against the posts in which they are presently working in the respective Companies i.e., KPTCL/ESCOMs on 'as is where is basis'.
2. The seniority of contract AE/JE (Elec.) on permanent appointment shall be fixed provisionally, below the last Asst Engineer (Elec.) / Junior Engineer (Elec.) working in KPTCL or in ESCOMs on deputation on the date of their appointment. In other words, existing AEs/ JEs working in KPTCL/ESCOM shall be seniors to them.
3. The final seniority of the contract AE/JEs now appointed on permanent basis shall be fixed in course of time as the matter relating to exercise of option by the Officers to KPTCL/ESCOMs is pending adjudication before the Hon'ble High Court of Karnataka.
4. This order shall be applicable only to the contract AE/JE(Elec.) recruited and appointed on contact basis against Employment Notification No. KPTCL/ B16/2834/99-2000 (II) dated 7.5.2003 and those who are working as on 28-02-2007.
5. An undertaking agreeing to the above conditions shall be given by contract AE/JE before reporting.

Further resolved that the GM (Adm & HRD) KPTCL be and is hereby authorized to issue necessary orders accordingly.

Further resolved that the MD, KPTCL, be and is hereby authorized to take any action as is required for completion of process without any difficulty.

20/1.03 The Board debated the matter. It was noted that after detailed legal examination, the KPTCL Board has decided as above. Accepting the same, it was decided to adopt the resolution passed by the KPTCL Board and authorize the MD, KPTCL to take all such actions as deemed fit. Accordingly, it was

**Resolved that the decision of the Board of KPTCL at its 59<sup>th</sup> meeting held on 16<sup>th</sup> March 2007 for appointment of the contract Assistant Engineers (Elec.) and contract Junior Engineers (Elec.) recruited on contact basis against Employment Notification No. KPTCL/ B16/ 2834/99-2000 (II) dated 7.5.2003 on a permanent basis, subject to the following terms and conditions be and is hereby adopted:**

1. The contract Assistant Engineers (Elec.) shall be appointed in the time scale of Rs.8645-275-9745-330-11725-385-13265-440-15025 and the contract Junior Engineers (Elec.) shall be appointed with the concurrence of respective ESCOMs in the time scale of Rs.5465-165-6455-195-7820-275-9745-330-11725-385-13265 against the posts in which they are presently working in the respective Companies i.e., KPTCL/ESCOMs on 'as is where is basis'.
2. The seniority of contract Assistant Engineer (Elec.) and contract Junior Engineer (Elec.) on permanent appointment shall be fixed provisionally, below the last Assistant Engineer (Elec.) / Junior Engineer (Elec.) working in KPTCL or in ESCOMs on deputation on the date of their appointment. In other words, existing AEs/ JEs working in KPTCL/ESCOM shall be seniors to them.
3. The final seniority of the contract AE/JEs now appointed on permanent basis shall be fixed in course of time as the matter relating to exercise of option by the Officers to KPTCL/ESCOMs is pending adjudication before the Hon'ble High Court of Karnataka.
4. This order shall be applicable only to the contract Assistant Engineers (Elec.) and contract Junior Engineers (Elec.) recruited and appointed on contact basis against Employment Notification No.KPTCL/B16/2834/99-2000 (II) dated 7.5.2003 and those who are working as on 28-02-2007.
5. An undertaking agreeing to the above conditions shall be given by contract AE/JE before reporting.

Further resolved that the MD, KPTCL be and is hereby authorized to take all such actions as deemed fit to implement the above resolution

**Sd/-  
(Bharat Lal)  
Chairman**