

പതിമൂന്നാം കേരള നിയമസഭ

ബഹുമാനപ്പെട്ട സമ്മേളനം

നക്ഷത്ര ചിഹ്നമിട്ട
ചോദ്യം നമ്പർ: 497

02.07.2013-ൽ മറുപടിക്ക്

റിയാബ്

ചോദ്യം

ഉത്തരം

ശ്രീ.ഷാഫി പറമ്പിൽ
ശ്രീ.പി.എ.മാധവൻ
ശ്രീ.വി.റ്റി.ബൽറാം

ശ്രീ.പി.കെ.കുഞ്ഞാലിക്കുട്ടി
(വ്യവസായവും, വിവര സാങ്കേതികവും വകുപ്പ് മന്ത്രി)

(എ) സംസ്ഥാനത്തെ പൊതുമേഖലാ സ്ഥാപനങ്ങളിലേയ്ക്കുള്ള നിയമനങ്ങൾ നടത്താൻ റിയാബിനെ ചുമതലപ്പെടുത്തിയിട്ടുണ്ടോ; വിശദമാക്കുമോ;

(എ), (ബി) & (സി) സംസ്ഥാനത്തെ വ്യവസായ വകുപ്പിന്റെ കീഴിലുള്ള പൊതുമേഖലാ വ്യവസായ സ്ഥാപനങ്ങളിൽ കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷന്റെ പരിധിയിൽ വരാത്ത നിയമനങ്ങളിൽ സുതാര്യത ഉറപ്പുവരുത്തുന്നതിനുള്ള നടപടികൾ മോണിറ്റർ ചെയ്യുന്നതിനുള്ള ചുമതലയാണ് റിയാബ് നിർവ്വഹിച്ചുവരുന്നത്. നിയമനങ്ങളുമായി ബന്ധപ്പെട്ട സ്ഥാപനങ്ങൾ സ്വീകരിക്കേണ്ട നടപടികൾ

(ബി) പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ എന്തെല്ലാം തസ്തികകൾക്കാണ് റിയാബ് നിയമനം നടത്തുന്നത്; വിശദാംശങ്ങൾ വ്യക്തമാക്കുമോ?

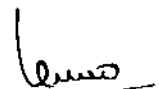
സംബന്ധിച്ച് വ്യക്തമായ നിർദ്ദേശങ്ങൾ 10.8.2012 തീയതിയിലെ സ.ഉ. (സാധാ) നം.1228/2012/വ്യവ, 05.1.2013 തീയതിയിലെ സ.ഉ. (സാധാ) നം.31/2013/വ്യവ, 17.06.2013 തീയതിയിലെ സ.ഉ. (സാധാ) നം.773/2013/വ്യവ പ്രകാരം പുറപ്പെടുവിച്ചിട്ടുണ്ട്.

(സി) നിയമനങ്ങൾ നടത്തുന്നതിനുള്ള നടപടികൾ എന്തെല്ലാമാണ്;

(പകർപ്പുകൾ അനുബന്ധം ഒന്ന്, രണ്ട്, മൂന്ന് ആയി ചേർത്തിരിക്കുന്നു.)

(ഡി) സർക്കാർ നിയമനങ്ങളിലുള്ള എല്ലാ മാനദണ്ഡങ്ങളും പാലിക്കുന്ന കാര്യം പരിഗണിക്കുമോ?

(ഡി) കേരളാ പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ പിന്തുർന്നു വരുന്ന എല്ലാ സംവരണ മാനദണ്ഡങ്ങളും പാലിച്ചു കൊണ്ടാണ് മേൽപ്പറഞ്ഞ സംവിധാനത്തിലൂടെ നിയമനങ്ങൾ നടത്തുന്നത്.


സെക്ഷൻ ഓഫീസർ



GOVERNMENT OF KERALA

Abstract

ID-Recruitment of manpower in PSUs-entrusting with RIAB- Modified – orders issued.

INDUSTRIES (H) DEPARTMENT

G.O. (Rt) No.1228/2012/ID.

Dated, Thiruvananthapuram, 10.8.2012.

Read: G.O.(Rt) No.942/2012/ID dated 23.6.2012.

ORDER

1. As per G.O. read above, Government have issued orders entrusting all appointments in Public Sector Undertakings under Industries Department except those posts coming under purview of KPSC to Public Sector Restructuring & Internal Audit Board (RIAB). Many PSUs are under impression that the entire recruitment process is to be handled by RIAB. While taking action to implement orders, the following serious irregularities have been brought to notice:-

a) Many companies have a significant number of contract employees and some of them have been recruited against regular vacancies. In many cases contract appointments have been continuing for indefinite periods.

b) Due to the above anomaly, in some companies regular vacancies are not filled up.

c) In a number of companies, retired officers are being employed, some whom have been working for fairly long periods.

2. Government have examined the matter and the following clarifications are issued to the Government Order read above.

i) The appointing authority would be the Board of Directors or the Managing Director or other officers of the concerned PSUs to whom powers have been delegated. All recruitment process should be handled by an interview board duly constituted by the company concerned, including nominees from the Industries Department in Government and from RIAB. Function of RIAB will be to obtain and scrutinise details of vacancies, issue a common advertisement and ensure that the selection takes place in a transparent manner.

ii) All contract appointments should be 'Project - specific' and the term of appointment should be mentioned specifically at the initial stage itself. Contract employments will be terminated on completion of the project.

iii) All PSUs are directed to have a detailed review at the Board level of sanctioned posts, manpower in position, details of contract employees and the plan for their continuation or termination. Agenda for the review should be circulated in advance and the Government nominees should obtain orders on file from Minister(Industries & I.T) on action to be taken in respect of each PSU before the Board Meeting.

iv) All retired officers and employees who have been engaged by PSUs should be relieved with immediate effect.

v) PSUs are also directed to lend the services of two or three personnel from their HR Department to RIAB for assisting them during the time of recruitment process for their company.

3. The Government Order read above is modified to the above extent.

By order of the Governor,
Japabalan Oliver,
Additional Secretary to Government

To

Secretary, RIAB
The Managing Directors (All Public Sector Undertakings under Industries
Department)
Accountant General(A&E/Audit), Thiruvananthapuram
Planning(BPE) Department
Finance Department
K-Bip
Stock File/OC

Forwarded/By order

Ajitha B

Section Officer

Amal
അമൽ അബ്ദുൾ



3/10/2013 - 10/11/2013

GOVERNMENT OF KERALA

Abstract

Industries Department -Recruitment of manpower in Public Sector Undertakings -
Guidelines - Modified – orders issued.

INDUSTRIES (H) DEPARTMENT

G.O. (Rt) No.31/2013/ID.

Dated, Thiruvananthapuram, 05.01.2013.

Read: 1.G.O.(Rt) No.942/2012/ID dated 23.6.2012.

2.G.O.(Rt) No.1228/2012/ID dated 10.8.2012.

3. Letter No.ADMN-L/I-0/12-13/D-359 dated 16.11.12 from Secretary,
Public Sector Restructuring & Internal Audit Board.

ORDER

1. The Secretary, Public Sector Restructuring & Internal Audit Board as per letter read as 3rd paper above has requested that certain clarifications may be given regarding the recruitment guidelines in Public Sector Undertakings under Industries Department issued as per G.O read as 1st & 2nd paper above.

2. Government have examined the matter in detail and the following clarifications are issued:-

I. The following scoring pattern will be adopted for the selection process for technically qualified and skilled manpower:-

a) 40% marks for written test

b) 40% for skill test and

c) 20% for interview.

II. For the selection of Managing Directors, the scoring pattern will be as follows:-

Sl. No.	Criteria	Marks
1	Basic Qualification -Stature of the Certificate/Institution	10
2	Higher Qualification	10
3	Experience in Higher Positions	10
4	Experience in General Managerial Positions	10
5	Experience as Senior Office bearer in Professional Bodies	5
6	Significant Achievements in Career	20
7	Communication Skills	20
8	General Awareness-Governance of PSUs & Problems	10
9	Attitude	5
	Grand Total	100

III. For the senior level Officers (Executive Director, General Managers etc) where there is no written test, the following selection criteria will be adopted:-

A	Academic back ground	20 Marks	1 st Rank with Distinction	20 Marks
			Distinction	15 Marks
			1 st Class	10 Marks
			2 nd class	5 Marks
B	Relevant Higher Qualification	10 Marks	Ph.D	10 Marks
			Post Graduation	05 Marks
			PG Diploma	03 Marks
C	Analytical Experience	20 Marks	Above 15 years experience	20 Marks
			Above 10-15 years	15 Marks
			Above 05-10 years	10 Marks
			Above 03-05 years	05 Marks
			Between 02-03 years	03 Marks
D	Group Discussion/Aptitude Test	30 Marks	Perception of the Experts	30 Marks
E	Interview	20 Marks	Perception of the Interview Board	20 Marks
	Total	100 Marks		

IV (i) For the entry level managerial posts in which there are large number of applicants, the following selection procedure will be adopted.

A	Written Test	50 Marks		
B	Academic Background	10 Marks	First Rank	10 Marks
			Distinction	07 Marks
			First Class	05 Marks
			Second Class	03 Marks
C	Group Discussion	20 Marks		
D	Interview	20 Marks		
	Total	100 Marks		



GOVERNMENT OF KERALA

Abstract

Industries Department -Recruitment of manpower in Public Sector Undertakings
- Guidelines - Modified - orders issued.

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INDUSTRIES (H) DEPARTMENT

G.O. (Rt) No.773/2013/ID.

Dated, Thiruvananthapuram, 17.06.2013.

Read: 1.G.O.(Rt) No.31/2013/ID dated 5.1.2013.

2.Letter No.ADMN-M/I-0/13-14/D-077 dated 23.5.2013 from Secretary,
Public Sector Restructuring & Internal Audit Board.

ORDER

1. The Secretary, Public Sector Restructuring & Internal Audit Board as per letter read as 2nd paper above has requested that certain clarifications and modification may be given regarding the recruitment guidelines in Public Sector Undertakings under Industries Department issued as per G.O read as 1st paper above.
2. Government have examined the matter in detail and the following clarifications and modification are issued:-
 1. *The qualifications and eligibility of candidates should be verified before calling them for a written test or skill test. The PSUs concerned has to ensure that only eligible candidates are asked to appear. For this purpose candidates shall be asked to upload an attested copy of the relevant certificates.*
 2. *For the selection process, candidates with qualifications higher than the minimum required qualification shall also be considered.*
 3. *Group discussion can be used as the skill test for posts in the non-managerial, non-technical category. Soft skills shall also be tested.*
 4. *The maximum number of candidates to be called for interview after skill test shall be 1:15.*
 5. *Maximum marks for the interview may be limited to 20%, 80% being allotted to written test/skill test.*

6. Constitution of the Interview Board may be as per relevant Government orders. In the absence of this, it should be in-line with a Board decision. A Government nominee from Industries Department, RIAB nominee and subject-expert shall be included in the Interview Board. The official nominee shall hold posts senior to the posts for which recruitment is done.
7. On conclusion of the interview, the interview board should declare the results and also have them published on the website of the PSU on the same day. Candidates should also be intimated the result by e-mail on the same day.
8. In cases where skilled or semi-skilled workers are to be recruited, a skill test may be conducted instead of written test.
9. Evaluation Committee for skill test may consist of the following members:-

Skill Test/Group discussion:-

- a) Authority/Nominee from the PSU concerned.
 - b) Government Nominee from Industries Department.
 - c) RIAB Nominee
 - d) Head or immediate subordinate of the Government Agency conducting the skill test OR Subject Expert, as the case may be.
10. A written test will be mandatory for all other categories, including the entry level of the managerial cadre. For middle and senior managerial positions marks shall be allotted on the basis of qualifications, track record, experience, group discussion and interview.
 11. For facilitating communal rotation at interview stage, sufficient number of candidates from each reservation category should be called for the interview from the list of candidates who have appeared for the written test and skill test.
 12. The candidates should be warned that any canvassing of their candidature will automatically lead to disqualification and no further correspondence shall be entertained after disqualification.

13. The final rank list should have a cut off mark of 40% i.e. 40/100. This would mean that who have secured an overall mark less than 40 (aggregate of written test, skill test, interview) shall not be qualified for recruitment in PSUs.
14. The rank list prepared based on the above process that involve huge financial commitments shall be valid for a period of two years from the date of list publication. The PSUs shall also take advance action to fill up the vacancies that will result due to retirements during the next three years.
15. In case of pending litigations, the selection process/appointments shall only be subject to directions of the respective Hon'ble Courts.
3. The Government Order read above is modified to the above extent.

By order of the Governor
Japabalan Oliver
Additional Secretary to Government

To

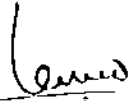
1. The Secretary, Public Sector Restructuring & Internal Audit Board, US RA 54, TC 15/610 (2-5), Udarasiromani Road, Thiruvananthapuram- 10.
2. The Managing Directors/Chairman (All Public Sector Undertakings under Industries Department)
3. Accountant General(A&E/Audit), Thiruvananthapuram
4. Planning & Economic Affairs (BPE) Department
5. Finance Department
6. K-Bip
7. Stock File/OC

Forwarded/By order

Ajith

Section Officer

Copy to:- PA to Additional Chief Secretary, Industries
CA to Secretary, Industries (I.P) Department
All Officers and Sections of Industries Department


മുഖ്യമന്ത്രിയുടെ കാര്യാലയം