

15 -ാം കേരള നിയമസഭ

2 -ാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 139

22-07-2021 - ൽ മറുപടിയ്ക്ക്

പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ നിയമനം

ചോദ്യം	ഉത്തരം
<p align="center"> ശ്രീ എച്ച്. സലാം, ശ്രീ കെ.വി.സുമേഷ്, ശ്രീ കെ. പ്രേംകുമാർ, ശ്രീ പി.വി. ശ്രീനിജിൻ </p>	<p align="center"> Shri. P. Rajeeve (നിയമം, വ്യവസായം, കയർ വകുപ്പ് മന്ത്രി) </p>
<p>(എ) പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ ജീവനക്കാരെ നിയമിക്കുന്നതിന് നിലവിലെ മാനദണ്ഡങ്ങൾ എന്തെല്ലാമാണെന്ന് അറിയിക്കാമോ;</p>	<p>(എ) പൊതു മേഖലാ സ്ഥാപനങ്ങളിലെ ജോലി സ്വഭാവത്തിൽ വ്യത്യാസമുള്ളതിനാൽ അവിടത്തെ ജീവനക്കാരെ നിയമിക്കുന്നതിന് പൊതുവായ മാനദണ്ഡങ്ങൾ ഒന്നും തന്നെ പുറപ്പെടുവിച്ചിട്ടില്ല. നിയമനചട്ടം രൂപീകരിച്ചിട്ടുള്ള പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ വർക്കർ, സൂപ്പർവൈസറി / മാനേജീരിയൽ തസ്തികകൾ ഒഴികെയുള്ള നിയമനങ്ങൾ എല്ലാം കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ വഴിയാണ് നടത്തുന്നത്. 28/02/1992 ലെ 14896/BPE2/91/Plg നമ്പർ സർക്കുലർ പ്രകാരം പി.എസ്.സി.യുടെ പരിധിയിൽ വരാത്ത നിയമനങ്ങൾ എല്ലാം എംപ്ലോയ്മെന്റ് എക്സ്ചേഞ്ച് വഴിയാണ് നിയമനം നടത്തേണ്ടത്. എംപ്ലോയ്മെന്റ് എക്സ്ചേഞ്ചിൽ നിന്ന് ഉദ്യോഗാർത്ഥി ലഭ്യമല്ല എന്ന സർട്ടിഫിക്കറ്റ് (Non-availability certificate) ലഭ്യമായാൽ മാത്രമാണ് പത്രമാധ്യമങ്ങളിൽ പരസ്യം നൽകി ഉദ്യോഗാർത്ഥികളെ തിരഞ്ഞെടുക്കുന്നത്. നിലവിൽ പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ പി.എസ്.സി യുടെ പരിധിയിൽ വരാത്ത തസ്തികകളിലെ നിയമനത്തിന്റെ ചുമതല അതാത് കമ്പനികളുടെ ഡയറക്ടർ ബോർഡിനാണ്. ഈ നിയമനങ്ങൾ സുതാര്യമായ രീതിയിൽ നടത്തുന്നതിനുള്ള നിർദ്ദേശങ്ങളും അനുവർത്തിക്കേണ്ട മാനദണ്ഡങ്ങളും സ.ഉ.(സാധാ) നം. 1228/2012/വ്യവ തീയതി 10/08/2012, സ.ഉ. (സാധാ) നം. 31/2013/വ്യവ തീയതി 05-01-2013, സ.ഉ.(സാധാ) നം. 773/2013/വ്യവ തീയതി 17-06-2013 എന്നീ സർക്കാർ ഉത്തരവുകൾ പ്രകാരം നൽകിയിട്ടുണ്ട്. സീനിയർ സൂപ്പർവൈസറി പോസ്റ്റുകളിലെ നിയമനങ്ങളെ സംബന്ധിച്ച 18/01/1997 ലെ 11119/BPE2/96/Plg നമ്പർ</p>

		<p>സർക്കുലർ പ്രകാരം പ്രസ്തുത നിയമനങ്ങൾ പ്രമോഷൻ മുഖേന മെറിറ്റോ/ സീനിയോറിറ്റിയോ അടിസ്ഥാനപ്പെടുത്തിയോ ആകണം എന്നും ഇതിനായി ഡയറക്ടർ ബോർഡ് രൂപീകരിക്കുന്ന മൂന്നംഗങ്ങളെങ്കിലും ഉള്ള ഒരു കമ്മിറ്റിയിലൂടെ ആകണമെന്നും ഇതിൽ ഒരംഗം സർക്കാർ പ്രതിനിധിയായിരിക്കണമെന്നും പ്രതിപാദിക്കുന്നുണ്ട്. പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ എം.ഡി./സി.ഇ.ഒമാരുടെ നിയമനത്തിനായി സർക്കാർ 26/05/2018 ലെ സ.ഉ.(കൈ) നം.16/2018/P&EA പ്രകാരവും 13/12/2018 ലെ സ.ഉ.(കൈ)നം.30/2018/P&EA പ്രകാരവും പബ്ലിക് എൻ്റർപ്രൈസസ് സെലക്ഷൻ ബോർഡ് രൂപീകരിച്ചിട്ടുണ്ട്.</p>
(ബി)	<p>നിയമനവുമായി ബന്ധപ്പെട്ട കാലതാമസം ഒഴിവാക്കുന്നതിന് നിലവിലെ സംവിധാനം പര്യാപ്തമാണോയെന്ന് വ്യക്തമാക്കാമോ;</p>	<p>(ബി) പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ പി.എസ്.സിയുടെ പരിധിയിൽ വരാത്ത തസ്തികകളിലെ നിയമനങ്ങൾ കൂടുതൽ കാര്യക്ഷമമായി നടത്തുന്നതിനായി പുതിയതായി ഒരു പബ്ലിക് സെക്ടർ സെലക്ഷൻ ആൻഡ് റിക്രൂട്ട്മെൻ്റ് ബോർഡ് രൂപീകരിക്കുന്നതിനുള്ള നടപടികൾ സ്വീകരിച്ചുവരുന്നു.</p>
(സി)	<p>പ്രസ്തുത സ്ഥാപനങ്ങളിലേയ്ക്കുള്ള ജീവനക്കാരുടെ നിയമനം വേഗത്തിലും കുറുമറ്റവിധത്തിലുമാക്കുന്നതിനായി റിക്രൂട്ട്മെൻ്റ് ബോർഡ് രൂപീകരിക്കാൻ ആലോചിക്കുന്നുണ്ടോ; എങ്കിൽ വിശദാംശം ലഭ്യമാക്കുമോ?</p>	<p>(സി) പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ പി.എസ്.സിയുടെ പരിധിയിൽ വരാത്ത തസ്തികകളിലെ നിയമനങ്ങൾ കൂടുതൽ കാര്യക്ഷമമായി നടത്തുന്നതിനായി പുതിയതായി ഒരു പബ്ലിക് സെക്ടർ സെലക്ഷൻ ആൻഡ് റിക്രൂട്ട്മെൻ്റ് ബോർഡ് രൂപീകരിക്കുന്നതിനുള്ള നടപടികൾ സ്വീകരിച്ചുവരുന്നു.</p>

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.*

iv) *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

Ajith AB

Section Officer



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 Qualification	Higher 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		

(ii). Where there is no written test the following criteria will be followed:-

A	Academic Background	10 Marks
B	Group Discussion	20 Marks
C	Interview	20 Marks
	Total	50 Marks

3. Reservation criteria as per Kerala Public Service Commission norms will be strictly followed.

4. The Government Orders read above are modified to the above extent.

By order of the Governor
Japabalan Oliver
Additional Secretary to Government

To

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

Forwarded/By order

Ajithab

Section Officer



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.*

Technical

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

Ajithap

Section Officer

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

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~~39/2011/PS~~

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4. Government have reviewed the matter and they in supersession of the orders issued in the G. O. read as second paper order that in the cases of "technical and professional" hands in respect of public sector Undertakings also, the decision to re-employment or give extension of service beyond the date of normal superannuation will be taken only with the prior concurrence of the Government.

5. The Government Order read as second paper stands amended to the above extent.

(By Order of the Governor),
PALAT MOHANDAS,
Principal Secretary to Government.

✓ PLANNING AND ECONOMIC AFFAIRS (BPE)
DEPARTMENT

No. 14896/BPE-2/91/Plg., Thiruvananthapuram,
dated, 28th February 1992

CIRCULAR

Sub.—Selection of personnels in Public Sector Undertakings—
Procedure for posts outside the purview of Public
Service Commission—Streamlining of—

- Ref.—1. Govt. Circular No. 11555/BPE/85/Plg., dated, 13th
June 1985.
2. Govt. Circular No. 16025/BPE/85/Plg., dated, 5th
June 1986
3. Govt. Circular No. 39483/G2/87/LBR, dated, 5th
January 1988.
4. Govt. Circular No. 12068/G1/89/LBR, dated, 4th
June 1990.

The question of streamlining the procedure for direct recruitment in Government Companies and Corporations against posts which are outside the purview of Kerala Public Service Commission has been under the consideration of Government. After detailed examination, the following procedures for recruitment against these posts in Public Sector Undertakings which are outside the purview of Public Service Commission, are prescribed for strict compliance by the Chief Executives of Government Companies and Corporations.

(i) The Employment Exchange (Compulsory Notification of Vacancies) Act 1959 stipulates that every establishment in the Public Sector shall before filling any vacancy in any employment in that establishment notify the vacancy to the Employment Exchange concerned. Any failure to notify such vacancies is an offence punishable under that Act. Therefore, the Chief Executives of Public Sector establishments shall notify vacancies in posts outside the purview of Public Service Commission so as to comply with the provisions of Employment Exchange (CNV) Act 1959 and rules made there under.

(ii) Recruitment to Managerial and professional posts carrying a starting basic salary (Excluding D. A. and other allowances) of Rs. 1500 p. m. and above shall be made by selection from the applications received through sufficient advertisement in Newspapers. The candidates sponsored by the Employment Exchange shall also be considered for selection if the details are furnished by the Employment Exchange before call letters are issued to the short listed candidates for interview/test.

(iii) Selection to all other posts (outside the purview of P.S.C.) shall be made from among the candidates sponsored by Employment Exchanges. In these cases the filling up of vacancies by inviting applications through advertisement in News papers should be attempted only after obtaining non-availability certificate from Employment Exchange.

(iv) Recruitment to vacancies should be made by "Committees" set up by the Board of Directors with not less than 3 members and at least one of them being a Government representative.

(v) In respect of direct recruitments, the principles of reservation as applicable to Government appointments should be adhered to. The principles of communal rotation as laid down in rule 14 to 17 of the Kerala Subordinate Service Rules Part-II shall be followed.

(vi) No preference shall be given to the ex-apprentices of the undertaking while making recruitment against permanent vacancies.

(vii) The practice of hiring person on daily wages to man posts which can be filled through Employment Exchange shall be discontinued forthwith. All arising vacancies should be anticipated and action taken in advance to fill them. All amount spent on hiring daily wage employees shall be treated as irregular expenditure, which could be recovered from the appointing authority.

(viii) The instructions already issued by the Government, to the extent they are contrary to the foregoing procedures will stand cancelled from the date of issue of this circular.

S. PADMAKUMAR,

Chief Secretary.

In the above circumstances, all the Public Sector Undertakings are once again directed to ensure that the prescribed percentage representation should be given to all backward class communities as per the approved pattern of communal rotation in respect of appointments which are outside the purview of Public Service Commission.

Receipt of the Circular may be acknowledged.

R. C. CHODHURY,
Commissioner and Secretary (BPE).

PLANNING AND ECONOMIC AFFAIRS (BPE)
DEPARTMENT

No. 11119/BPE-2/96/Plg., Thiruvananthapuram,
dated, 18th January 1997

CIRCULAR

Sub.—Guidelines for selection and appointment against senior supervisory posts in State Level Public Enterprises

Ref.—Government Circular No. 14896/BPE-2/91/Plg.,
dated, 28th February 1992.

In the Circular cited above the procedure for direct recruitment in Public Sector against posts which are outside the purview of Kerala Public Service Commission has been prescribed. The question of streamlining the procedure for selection and appointment against senior managerial posts from among the employees of the undertakings has been under consideration of Government. After detailed examination the following procedure is suggested for strict compliance.

1. The appointment or promotion to Senior Managerial positions (where direct recruitment is not made) should be on the basis of merit cum seniority.
2. Against each vacancy in the above-mentioned categories a panel containing at least two names should be prepared in the order of merit from out of the feeder category/categories.
3. The panel should be prepared on the basis of merit cum seniority by a committee to be set up by the Board of Directors with not less than 3 members and at least one of the members of the Sub-Committee should be a Government Director. If necessary, the Committee can co-opt. experts from outside.

4. In cases where prior approval of Government is required as per the provisions of Articles of Association/Byelaws, the panel should be forwarded to Government with the specific recommendation of Board of Directors. In such cases the practice of appointing an individual first and then seeking the concurrence of Government should not be resorted to under any circumstances.

5. In cases where prior approval of Government is not required the Board of Directors should approve the panel and appointment can be made by the appointing authority as and when vacancies arise.

6. A panel once prepared should be valid for three years from the date of approval of the Board of Directors.

7. Where existing promotion policy/rules are inconsistent with the above guidelines, necessary amendment should be made to the policy/rules within two months. Wherever promotion policy is so far not made, action should be initiated and promotion policy finalised within two months incorporating the above conditions.

8. The above guidelines do not apply to Statutory Corporations and Boards like Keraia State Electricity Board and Kerala State Road Transport Corporation where recruitment is governed by the provisions of special statutes.

C. P. NAIR,
Chief Secretary.

PLANNING AND ECONOMIC AFFAIRS (BPE)
DEPARTMENT

No. 50/BPE-1/97/Plg., Thiruvananthapuram,
dated, 25th March 1997

CIRCULAR

Sub.—Creation/Upgradation of posts and appointments in State Public Sector Undertakings—Prior Government approval—Regarding.

- Ref.*—1. Govt. Circular No. 14896/BPE-2/91/Plg., dated, 28th February 1991.
2. Govt. Circular No. 11119/BPE-2/96/Plg., dated, 18th January 1996.

In the Circular 1st cited, the procedure for direct recruitment in Public Sector Undertakings against posts which are outside the purview of Kerala Public Service Commission has been prescribed. As per the Circular 2nd cited, it has been directed that in cases where prior approval of Government is required as per the provisions of



GOVERNMENT OF KERALA

Abstract

Bureau of Public Enterprises - Appointment of Managing Directors/Chief Executive Officers, General Managers etc. in State Public Sector Undertakings – Reconstitution of Public Enterprises Selection Board - Orders issued.

PLANNING & ECONOMIC AFFAIRS (BPE) DEPARTMENT

G.O. (Ms) No. 30/2018/P&EA.

Dated, Thiruvananthapuram, 13/12/2018

- Read:- 1) G.O.(Ms) No.16/2018/P&EA dated 26/05/2018.
2) G.O.(Ms) No.29/2018/P&EA dated 22/10/2018.

ORDER

As per Government Order read as first paper above Public Enterprises Selection Board (PESB) was reconstituted for appointment of Managing Directors/Chief Executive Officers, General Managers etc in State Public Sector Undertakings, on the lines of the Central Government PESB, with the following members.

Dr. Sushil Khanna, Professor, Indian Institute of Management, Kolkata	:	Chairman
Chief Secretary	:	Member
Chairman, Public Sector Re-structuring & Internal Audit Board (RIAB)	:	Member
Member, State Planning Board in charge of Industries Secretary, Planning & Economic Affairs Department	:	Member Member Secretary

2) Government have since decided to appoint Dr. Sushil Khanna as the Chairman of the newly formed Commercial Mission, Government of Kerala. Under the circumstance, Government have decided to reconstitute Public Enterprises Selection Board (PESB) with the following members.

1. Justice. K.K. Dinesan (High Court Judge (Rtd.) and presently Ombudsman for Local Self Government Institutions (LSGI) - Chairman (without honorarium)
2. Chief Secretary - Member

3. Additional Chief Secretary, Planning & Economic Affairs Department - Member Secretary
4. Secretary, Industries Department - Member
5. Chairman, Public Sector Re-structuring & Internal Audit Board (RIAB) - Member

(By Order of the Governor)

DR. VISHWAS MEHTA

ADDITIONAL CHIEF SECRETARY

To

All Additional Chief Secretaries/Principal Secretaries/Secretaries/Special Secretaries to Government.

All Departments in Government Secretariat including Law and Finance.

The Chief Executive Officers / Managing Directors of all State Public Sector Undertakings.

The Principal Accountant General (Audit), Kerala, Thiruvananthapuram (with CL).

The Accountant General (A&E), Kerala, Thiruvananthapuram (with CL).

The Additional Secretary to Chief Secretary.

Dr. Sushil Khanna, Professor, Indian Institute of Management, Kolkata.

Justice. K. K. Dinesan, Ombudsman for Local Self Government Institutions, 4th Floor, Saphalyam Complex, Trida Building, Thiruvananthapuram - 695 034.

The Chairman, Public Sector Restructuring & Internal Audit Board, Vellayambalam, Sasthamangalam Road, Thiruvananthapuram-695 010.

The Chief Industry, State Planning Board, Pattom P. O., Thiruvananthapuram.

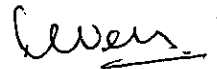
Director, Bureau of Public Enterprises, Planning & Economic Affairs Department.

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Section Officer



GOVERNMENT OF KERALA

Abstract

Bureau of Public Enterprises - Appointment of Managing Directors/Chief Executive Officers, General Managers etc in State Public Sector Undertakings – Reconstitution of Public Enterprises Selection Board – Orders issued.

PLANNING & ECONOMIC AFFAIRS (PPE) DEPARTMENT

G.O. (Ms) No. 16/2018/P&EA.

Dated, Thiruvananthapuram, 26/05/2018

- Read:-
- 1) GO(Ms) No.82/86/Plg dated 16/12/1986
 - 2) GO(Ms) No.7/87/Plg dated 22/01/1987
 - 3) GO(Ms) No.22/96/Plg dated 11/11/1996
 - 4) G.O.(Ms) No. 34/98/Plg dated 17/11/1998
 - 5) GO(Ms) No.45/2016/Plg dated 15/10/2016

ORDER

As per Government Order read as first paper above Public Enterprises Selection Board (PESB) was constituted for appointment of Chief Executive Officers and Functional Directors of State Public Sector Undertakings. Duties and responsibilities of the said Board were also specified in that Government Order. Vide Government Order read as second paper above, members of Public Enterprises Selection Board were selected. Later the Board was reconstituted vide Government Orders read as 3rd and 4th papers above. The Public Enterprises Selection Board had not been reconstituted thereafter.

2) Government vide G.O. read as 5th paper above decided to constitute an expert committee comprising of members of eminence at national level for instituting a transparent mechanism for selection of efficient and capable personnel to posts of Chief Executive Officers, Managing Directors, General Managers etc of State Public Sector Undertakings.

3) Accordingly Government are now pleased to reconstitute the Public Enterprises Selection Board on the lines of the Central Govt PESB. The Board shall comprise of the following members.

Dr. Sushil Khanna, Professor, Indian Institute of Management, Kolkata	:	Chairman
Chief Secretary	:	Member
Chairman, Public Sector Re-structuring & Internal Audit Board (RIAB)	:	Member

Member, State Planning Board in charge of Industries : Member
Secretary, Planning & Economic Affairs : Member Secretary

- 4) This Board shall have a term of three years. The quorum for a meeting shall be 3.
- 5) The Public Enterprises Selection Board shall be entrusted with the following tasks:
- i) Selection and placement of personnel to the posts of Chairman, Managing Director or Chairman-cum-Managing Director, General Manager and Functional Director in PSEs as well as to posts at any other level as may be specified by the Government;
 - ii) To advise Government on matters relating to appointments, remuneration and other service conditions, confirmation or extension of tenure and termination of services of the personnel of the above mentioned levels;
 - iii) To advise the Government on the desired structure at the Board level, and for senior management personnel, for each Public Sector Undertaking or group of PSEs;
 - iv) To advise the Government on a suitable performance appraisal system for both the State PSEs and the managerial personnel in such enterprises;
 - v) To advise the Government on formulation and enforcement of a code of conduct and ethics for managerial personnel in State PSEs.

(By Order of the Governor)

PAUL ANTONY
CHIEF SECRETARY

To

All Additional Chief Secretaries/ Principal Secretaries/ Secretaries/Special Secretaries to Govt.

All Departments in Govt. Secretariat including Law and Finance

The Chief Executive Officers / Managing Directors of all State Public Sector Undertakings

The Principal Accountant General (Audit), Kerala, Thiruvananthapuram. (with CL)

The Accountant General (A&E), Kerala, Thiruvananthapuram. (with CL)

The Additional Secretary to Chief Secretary

Dr. Sushil Khanna, Professor, Indian Institute of Management, Kolkata.

The Chairman, Public Sector Restructuring & Internal Audit Board, Vellayambalam,

Sasthamangalam Road, Thiruvananthapuram-695 010.

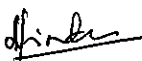
The Chief Industry, State Planning Board, Pattom P O, Thiruvananthapuram

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