

പതിനാലാം കേരള നിയമസഭ  
പതിനാലാം സമ്മേളനം

നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നമ്പർ : 2222

06.02.19-ൽ മറുപടിയിൽ

ചോദ്യം  
ശ്രീ. എസ്. ശർമ്മ

മറുപടി  
ശ്രീ. പി.തിലോത്തമൻ  
ഭക്ഷ്യവും, പൊതുവിതരണവും  
വകുപ്പു മന്ത്രി

സപ്ലൈകോയിലെ ഡെപ്യൂട്ടേഷൻ നിയമനം

(എ) സപ്ലൈകോയിലെ വിവിധ തസ്തിക-  
കളിലായി 1295 ഒഴിവുകളിലേക്ക്  
സിവിൽ സപ്ലൈസ് വകുപ്പിൽ നിന്നും  
ഡെപ്യൂട്ടേഷൻ നിയമനം നടത്തുന്നത്  
ഏത് സർക്കാർ ഉത്തരവിന്റെ  
അടിസ്ഥാനത്തിലാണെന്ന്  
വ്യക്തമാക്കാമോ; പ്രസ്തുത ഉത്തരവിന്റെ  
പകർപ്പ് ലഭ്യമാക്കാമോ;

(എ) 30.12.2001 തീയതിയിലെ സ.ഉ(കൈ)  
നം.57/2000/ഭ.പൊ.വി.വ നമ്പർ  
ഉത്തരവിന്റെ അടിസ്ഥാനത്തിലാണ്  
ഡെപ്യൂട്ടേഷൻ നിയമനം നടത്തുന്നത്.

പകർപ്പ് അനുബന്ധമായി  
ചേർത്തിരിക്കുന്നു

(ബി) സപ്ലൈകോയിൽ ഡെപ്യൂട്ടേഷൻ  
നിയമനം അവസാനിപ്പിക്കണമെന്ന്  
സിവിൽ സപ്ലൈസ് ഡയറക്ടർ  
റിപ്പോർട്ട് നൽകിയിട്ടുണ്ടോ; എങ്കിൽ  
അതിന്റെ പകർപ്പ് ലഭ്യമാക്കാമോ?

(ബി) ഉണ്ട്.  
പകർപ്പ് അനുബന്ധമായി  
ചേർത്തിരിക്കുന്നു.



സെക്ഷൻ ഓഫീസർ

**GOVERNMENT OF KERALA**

**Abstract**

Food & Civil Supplies - Civil Supplies - Establishment - Deputation of Civil Supplies Department Personnel to the Kerala State Civil Supplies Corporation - Norms - Revised and consolidated - Orders Issued.

**FOOD & CIVIL SUPPLIES (A) DEPARTMENT**

G.O.(MS) No.57/2000/F&CSD-

Thiruvananthapuram, Dated, 30.12.2000

- Read:-
1. G.O. (Rt) 95/97/F&CSD, dated 3.4.97
  2. G.O. (Rt) 335/97/F&CSD, dated 14.11.97
  3. G.O. (Rt) 43/99/F&CSD, dated 4.2.99
  4. G.O. (Rt) 31/2000/F&CSD, dated 5.2.2000
  5. G.O. (Rt) 173/2000 F&CSD, dated 1.8.2000
  6. Letter No. CS-B4/33999/2000 dated 22.11.2000 from the Commissioner of Civil Supplies, Trivandrum.

**ORDER**

1. Kerala State Civil Supplies Corporation is a company fully owned by the Government of Kerala and its day-to-day functions are manned by the Civil supplies Department personnel deputed to the Corporation. As per the G.Os read as 1<sup>st</sup> to 5<sup>th</sup> paper above, Government after consultation with various service Organisations, the Director of Civil Supplies, and Managing Director, Kerala State Civil Supplies Corporation have issued orders prescribing norms for the deputation of Civil Supplies Department Personnel to the Kerala State Civil Supplies Corporation. Recently in the D.O. letters read as 5<sup>th</sup> paper the Managing Director, Kerala State Civil Supplies Corporation has expressed certain difficulties in sending persons to the Corporation in several batches at different times of the year which often results in avoidable dislocation and disruption of work and has therefore requested to limit such deployment to once in a year, ie, during the month of April-May so as to synchronise with the academic year and general transfers.
2. The above suggestions has been discussed in detail by the Commissioner of Civil Supplies with Managing Director Kerala State Civil Supplies Corporation, the Director of Civil Supplies and various Service Organisations and they have agreed to the above suggestions. Accordingly the Director of Civil Supplies has recommended to Government to add the above suggestion to the deputation norms.
3. With a view to codify all the orders in regard to the norms for the deputation of Civil Supplies Department Personnel to the Kerala State Civil Supplies Corporation and to issue orders revising the norms, Government are pleased to order that the deputation of Civil Supplies Department Personnel to the Kerala State Civil Supplies

Corporation will hereinafter be in accordance with the revised norms appended to this order.

4. The above orders are issued as a directive to the Kerala State Civil Supplies Corporation under article 118 of the Articles of Association of the Corporation.

By Order of the Governor,

**DINESH SHARMA**  
*Secretary (Food & Civil Supplies)*

The Director of Civil Supplies, Thiruvananthapuram,


The Managing Director, Kerala State Civil Supplies Corporation , Kochi – 20

All District Supply Officers

The Accountant General (A&E)/Audit, Kerala, Thiruvananthapuram.

All Sections of Food and Civil Supplies Department.

SF/OC

  
Dinesh Sharma

REVISED, CONSOLIDATED NORMS FOR DEPUTATION OF THE OFFICERS OF THE CIVIL SUPPLIES DEPARTMENT TO THE KERALA STATE CIVIL SUPPLIES CORPORATION

1. The Kerala State Civil Supplies Corporation Limited (KSCSC) is a fully Government owned Company engaged in the procurement and distribution of essential items including levy sugar. Their functions overlap with those of the Civil Supplies (CS) Department. Government consider that except for posts that require specialised knowledge and qualification (eg. Company Secretary, Additional General Manager (Finance), Additional General Manager (Marketing), Additional General Manager (Accounts) etc. Posts that are routine secretarial in nature (eg. Confidential Assistants, Typists, Drivers etc.) and posts that are in the last grade service (eg. Helpers, Peons, Watchman etc), the posts of Kerala State Civil Supplies Corporation shall be manned by officers on deputation from the Civil Supplies Department in order to take full advantage of the experience and skill of these personnel.
2. There are about 1500 posts in the Civil Supplies Department. Out of 3000 posts in Kerala State Civil Supplies Corporation around 1300 posts, mostly in the ministerial and executive cadre, are being manned by Civil Supplies Department personnel on deputation. Thus the total strength of Civil Supplies Department Officers is about 2800. If reversions and retrenchments are to be avoided 1300 of the 2000 Civil Supplies Department personnel will always have to be on deputation. This will be possibilities only if each Civil Supplies Department officers spends a total minimum 13 years on deputation (assuming 28 years long career and on an average the present staff strength). Thus, it is imperative that Civil Supplies Department personnel are deputed to the Kerala State Civil Supplies Corporation for a substantial part of their career.
3. The provision to rule 140(a) of Part I, K.S.R. says that an officer can be transferred to the service of a body, incorporated or not, which is wholly or substantially owned or controlled by the Government without obtaining his willingness. The Kerala State Civil Supplies Corporation being a body corporate fully owned by the Government of Kerala, the Government is competent to transfer its officers to the service of the Corporation without ascertaining their willingness. Rule 9 B of para II of K.S. & S.S.R. says that the Government may, in public interest and for reasons to be recorded in writing depute or transfer officers from one service to another or from one department to another within the same service or send to or take in officers from other Government or statutory bodies subject to such conditions as the Government may, in each case impose. A Division Bench of Hon'ble Court of Kerala in its judgement dated 9.7.93 in W.A No. 841/93 in OP.No. 7763 of of 1993 filed by Sri.

N. Rajendran, Rationing Inspector has held that Government are competent to order deputation of Civil Supplies Department personnel to Kerala State Civil Supplies Corporation without giving reasons. The right of the Government to evolve norms regarding deputation has also been upheld by the Division Bench of the High Court in their judgement dated 4.12.97 in W.A. No. 2147/97 against the judgement dated 21.10.97 in O.P. No. 17102/97).

4. All officers of the Civil Supplies Department in the following categories must work in the Civil Supplies Corporation on deputation.
  - a. Controller of Rationing
  - b. Deputy Controller of Rationing
  - c. District Supply Officer/Assistant Secretary/Vigilance Officer/Accounts Officer.
  - d. Taluk Supply Officer/CRO/Senior Superintendent
  - e. Assistant Taluk Supply Officer/Junior Superintendent/Manager
  - f. Rationing Inspector/Head Clerk
  - g. Upper Division Clerk
  - h. Lower Division Clerk
5. These norms shall not apply to officers in the categories of Controller of Rationing, Deputy Controller of Rationing and District Supply Officer and Officers in that category. In respect of these categories, since the number of posts are limited, deputation will be ordered by Government on a case-to-case basis, depending upon the particular post to be filled up the past performance of the officer being deputed, and the suitability of the officer to hold the post and other exigencies. The deputation of these categories will normally be for a period of 2 years Government can extend/reduce the deputation suitably.
6. These general rules shall not apply to the category of CA/Typist/Driver in the Civil Supplies Department. However until eligible hands are available in the Kerala State Civil Supplies Corporation Limited for being promoted to these posts such posts will be filled up by deputation from the CAs/Typists/Drivers of the Civil Supplies Department. If such persons are available for deputation. Deputation of the above categories shall be in spells of 5 years at a time.
7. Subject to Rules 8&9 below, the deputation of categories at (d) to (h) of para 4 above shall be in spells of 5 years at a time.
8. Lower Division Clerks on deputation, if promoted while in Kerala State Civil Supplies Corporation may be retained there until the 5 year is over, subject to the condition that such retention shall not exceed the staff strength fixed in the Kerala State Civil Supplies Corporation in the category of Upper Division Clerks. The

persons on deputation who get promotion while on deputation shall be allowed to continue in the Corporation till the end of the term of deputation provided there is vacancy in the higher category in the Corporation.

9. The third or fourth spell of deputation of personnel who, at the time of deputation belong to the category of Assistant Taluk Supply Officer and above will be for a period of 3 years only. This 3 year period applied only to the service rendered on deputation in the category of Assistant Taluk Supply Officer and above. Persons who satisfy this condition and who want to be repatriated should apply to the Managing Director, Kerala State Civil Supplies Corporations for reversion to the Department. In such cases, the applications for reversion received by the Kerala State Civil Supplies Corporation will be forwarded to the Director of Civil Supplies (DCS) with their remarks and the Director of Civil Supplies in turn, will consider the applications and order reversions, if the conditions are satisfied.
10. On completion of the terms of deputation, the deputationist shall be reverted to the Department by the Managing Director, Kerala State Civil Supplies Corporation ensuring that the five year term in one spell is not allowed to be exceeded. However the Managing Director, Kerala State Civil Supplies Corporation will inform Director of Civil Supplies in advance about the details of persons who are to be reverted.
11. Deputation will be against specific vacancies in Kerala State Civil Supplies Corporation fixed by the Government Order. For every person reverted to the department on completion of deputation, another person in the same category in which he went on deputation will be ordinarily deputed to the Kerala State Civil Supplies Corporation.
12. (a) Deputation will be on the basis of length of deputation service already undergone as well as the date on which an officer returning from deputation service (first person returning from deputation will go back on deputation first). For the above purpose, a deputation list will be prepared and maintained for each category of employees (except Controller of Rationing, Deputy Controller of Rationing and District Supply Officer).
  - (b) A person returning to the Department from deputation shall be ordinarily sent back on deputation only after a minimum period of 2 years from the date on which the previous deputation ended. Deputation on the basis of willingness will be allowed also only on completion of the minimum period of 2 years as stated above.
  - (c) For the purpose of computing deputation service the actual period spent on deputation in all categories will be taken together.
  - (d) "Every employee, who by virtue of leave of any kind or stay order from any court or any other order from any authority abstains from deputation to the Corporation shall be liable for deputation irrespective of his usual seniority in the

deputation list as soon as such leave period expires or stay order is vacated or order is revoked. This provision shall also be applicable to employees who have attained the age of 53 years" irrespective of the provision in para 13 below.

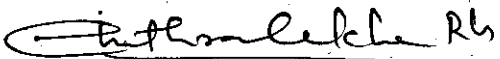
13. Officers having less than two years of service for retirement on superannuation need not be deputed.
14. Officers deputed to the Corporation before attain to the age of 53 years will be deemed to have completed their tenure of deputation on attaining 53 years of age or on completion of one year deputation that spell, whichever is later unless they specifically make a request to continue in the Corporation.
15. The juniormost person in a category shall not be deputed. Such persons can be deputed only when persons junior to them join duty in such category or service.
16. (a) The postings of Civil Supplies personnel to the CDRC/CDRF will be for a period of three years.  
(b) Civil Supplies Department personnel posted to the CDRC/CDRF will be exempted from the deputation to the Kerala State Civil Supplies Corporation, during their tenure in the CDRC/CDRF. The persons who are posted to CDRC/CDRF if become due for deputation to the Kerala State Civil Supplies Corporation as per the seniority list maintained for the purpose of deputation, their case will be deferred for a period of three years.
17. If an officer deputed to Kerala State Civil Supplies Corporation obtains stay orders against the deputation, the resultant vacancy in the Kerala State Civil Supplies Corporation need not be filled up by fresh deputation. The post will be kept vacant till the stay is vacated. The officer who has been reverted to the department in his place shall be accommodated in the department by reversion/retranchment.
18. While forwarding proposals for deputation, the Director of Civil Supplies shall furnish to Government a statement to the effect that they are strictly in conformity with the above norms and Government instruction in form.
19. The general deputation/reversion of officers shall be made once in a year during April-May. This rule will not apply to deputation/reversion, necessitated due to promotion/retirement/ completion of 53 years of period/death/resignation and the like. All those who have to be deputed to/reverted from the Corporation during mid-session will be reverted back in the next closest months of April-May, ie when, their period of deputation is due to be over.
20. In the month of March every year, the Managing Director, Kerala State Civil Supplies Corporation shall forward to Government and to the Director of Civil Supplies a complete category-wise list of officers who are due for reversion to the Civil Supplies Department during the coming financial year, showing the date of

reversion of each individual. Based on this list, the Director of Civil Supplies shall forward proposals to the Government in 3 or 4 batches during April and May each year for the deputation of an equal number of persons of the same category who are being reverted to the department so as to avoid the mass dislocation of personnel in the department and the Corporation at a definite point of time. The orders of deputation will also be issued in batches spread over a period of two months in April and May each year.

Endt : No. (CS) B4-33999/2000

Office of the Commissioner of  
Civil Supplies  
Thiruvananthapuram  
Dated : 22.1.2001.

Copy to : All Concerned.  
Stock File

  
01/02/2001 03/20/2001





Dr. NARASIMHUGARI T. L. REDDY, I.A.S  
DIRECTOR OF CIVIL SUPPLIES

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No.(CS)-B3-30529/2013

01/12/2017

To

Secretary  
Food and Civil Supplies

Chairman & Managing Director  
SUPPLYCO

Sir,

Ref:- 1. Letter No. 1180/C3/2015/F&CSD dated 2/11/2017

2. Report dated 27/2/2015 of Committee headed by Secretary food and Civil Supplies on deputation

Kind attention is invited to the references cited above. Reference no. 2 is a report of committee headed by the Secretary, Food and Civil Supplies Department on the deputation process, between civil supplies department and Kerala State Civil Supplies Corporation. The committee opined that the deputation process has to stop for the betterment of both organisations.

Drawbacks of deputation include:-

1. Frequent shifting between KSCSC and Department is affecting the quality of staff in both organisations since the nature of work is completely different. Often it is observed that the senior level officials of the department do not have the basic minimum knowledge about rationing and other related activities. This results in inefficiency of the department as a whole.
2. Effective cadre management of the department is not possible in the current circumstances because of the present deputation policy which results in multiple transfers within a year. The main reason for not being able to implement a general transfer in the department is due to the deputation process.
3. The present status in which almost all the posts in the higher level from SA2 to RM are reserved for deputation staff. This has resulted in lack of proper promotional aspects for about 2000 staff of KSCSC in the cadres of ASM and Junior Assistant.

A number of deliberations have happened regarding the issue and how to solve it. A joint report of the Commissioner of Civil Supplies and SupplyCo authored in the year 2015 has proposed an option system where staff of Civil Supplies Department can opt for posts which will be shifted back to SupplyCo. This idea has never taken wings for the fact that the system of giving option will lead to multiple issues of Seniority, Pay Scales, Service rules, Promotion patterns etc and the problem will not get solved if employees of the civil supplies department do not agree to opt for KSCSC.

A simple way is being suggested here by which the issue can be solved without hurting the promotional and service aspects of present employees of Civil Supplies Department.

- a) Coming to statistics, for every one LD clerk post in the Civil Supplies Department (including the deputation posts), there is 0.869 UD posts, 1.023 RI posts, 0.279 ATSO posts & 0.246 TSO posts.

	Department including CDRF and KRDFW	Deputation posts in Supply CO	Total Department Staff	Supply Co own staff
DSO/RM	18	6	24	6
TSO/AM	108	73	181	16
ATSO/JM	118	87	205	13
RI/SA1	347	403	750	0
UD/SA2	334	305	637	19
LD/JA	335	400	733	329

If we assume that there are 10 vacancies in the department (including deputation posts) in the LD cadre which have to be reported to PSC. Instead of reporting the same to PSC by Director Civil Supplies,

situation a:- where vacancies are there in the department itself, we can fill them by reversion from Supply Co

situation b:- where vacancies arose in Supply Co either due to promotion of LD/JA or due to reversion in situation a or due to any other reason, we will shift the posts to KSCSC which will fill the posts either by direct recruitment or by promotion from ASM cadre. They can conduct an exam well before with a list of candidates who can be filled as and when vacancies arise in LD/JA cadre.

As a result of this exercise, the staff strengths will change as follows.

	Department including CDRF and KRDFW	Deputation posts in Supply CO	Total Department Staff	Supply Co own staff
LD	335	390	723	339

As a result of this, none of the staff in the Department have been affected as the promotional aspects of existing LD clerks have not been disturbed in anyway.

- b) Now after this change, we shall move to UD cadre. As explained in point no 5, there is 0.869 UD post for each LD post. Now earlier, there were 733 LD posts for which there were 637 UD posts. After the procedure in point no 6, only 723 LD posts remained in the department. Thus for maintaining the earlier ratio of 0.869, we need (628.289) rounded off to 629 UD posts. But the sanctioned strength is 637. Thus there are around 8 extra posts which can be shifted to SupplyCO for direct recruitment or internal promotion of JAs. This

shifting can be done whenever vacancies arise in the UD cadre either due to promotion or retirement or death etc

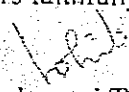
- c) In the same way, If we move to RI cadre, for every LD post in the department(including deputation), there are 1.023 RI posts as pointed out in point no 5. Now earlier, there were 733 LD posts for which there were 750 RI posts. After the procedure in point no 6, only 723 LD posts remained in the department. Thus for maintaining the earlier ratio of 1.023, we need 740 RI (rounded off from 739.629) posts. But the sanctioned strength is 750. Thus there are around 10 extra posts which can be shifted to SupplyCo for direct recruitment or internal promotion of SAII who have been waiting for promotion since several years. This shifting can be done whenever vacancies in RI cadre arise in the department either due to promotion or retirement or death etc .
- d) In the same way, if we move to the ATSO cadre, -for every LD post in the department(including deputation), there are 0.279 ATSO posts. i.e, for 733 LD posts there were 205 ATSO posts. For 723 posts, we need to maintain 202 ATSO posts (rounded off from 201.717). But there are 205 ATSO posts. Thus 3 posts can be shifted to Supply Co who can do the direct recruitment or internal promotion. This shifting can be done whenever vacancies arise in the ATSO cadre in the department either due to promotion or retirement or death etc
- e) In the same way, if we move to the TSO cadre, for every LD post in the department (including deputation), there are 0.246 TSO posts. i.e, for 733 LD posts there were 181 TSO posts. For 723 posts, we need to maintain 178 posts (rounded off from 177.858). But there are 181 TSO posts. Thus 3 posts can be shifted to Supply Co who can do the direct recruitment or internal promotion. this shifting can be done whenever vacancies arise in the TSO cadre in the department either due to promotion or retirement or death etc etc
- f) In the same way, if we move to the DSO cadre, for every LD post in the department(including deputation), there are 0.03274 DSO posts. For moving one DSO post to the corporation, we need to first move out nearly 30 LD clerks, same way bottom up 30 UD clerks, 30 RIs, 8-9 ATSOs and TSOs.

Considering the present recruitment pattern, we can easily shift nearly 30-40 posts from the department in LD, UD, RI cadre every year. Thus ultimately within a span of 10 years, we reach a position where SupplyCo and Department of Civil Supplies will become independent of each other.

The above proposal needs serious discussion in my opinion and hence the issue may be discussed in the next Board of Directors meeting as an agenda item.

Thanking you,

Yours faithfully,

  
Dr. Narasimhugari T.L. Reddy IAS

