

പതിനഞ്ചാം കേരള നിയമസഭ

പതിനാറാം സമ്മേളനം

നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നമ്പർ: 2040

05-02-2026-ൽ മറുപടിയ്ക്ക്

മലിനീകരണ നിയന്ത്രണ ബോർഡിൽ സയന്റിഫിക് അസിസ്റ്റന്റ് നിയമനം

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(മുഖ്യമന്ത്രി)

(എ) കേരള സംസ്ഥാന മലിനീകരണ നിയന്ത്രണ ബോർഡിൽ ഐ.എം.ജി. 2013 ൽ നടത്തിയ വർക്ക് സ്റ്റഡി റിപ്പോർട്ടിലെ പ്രധാന ശിപാർശകൾ എന്തൊക്കെയാണ്; വ്യക്തമാക്കുമോ;

മറുപടി: 2013 ലെ IMG Work Study report ന്റെ ശുപാർശകൾ അടങ്ങിയ പേജുകളുടെ പകർപ്പുകൾ അനുബന്ധമായി ചേർത്തിട്ടുണ്ട്.

(ബി) പ്രസ്തുത റിപ്പോർട്ടിൽ മലിനീകരണ നിയന്ത്രണ ബോർഡിൽ എത്ര സയന്റിഫിക് അസിസ്റ്റന്റ് തസ്തികകൾ പുതിയതായി സൃഷ്ടിക്കണമെന്നാണ് ശിപാർശ നൽകിയത്; ഇതിൽ നാളിതുവരെ എത്ര തസ്തികകൾ സൃഷ്ടിച്ചു; റിപ്പോർട്ടിൽ എത്ര അസിസ്റ്റന്റ് എഞ്ചിനീയർ തസ്തികകൾ സൃഷ്ടിക്കണമെന്നാണ് ശിപാർശ നൽകിയത്; ഇതിൽ നാളിതുവരെ എത്ര തസ്തികകൾ സൃഷ്ടിച്ചു; വ്യക്തമാക്കുമോ;

മറുപടി: JSA യുടെ 8 തസ്തികകളും 51 അസിസ്റ്റന്റ് എഞ്ചിനീയർ തസ്തികകളും അനുവദിച്ചു.

(സി) സയന്റിഫിക് അസിസ്റ്റന്റ് തസ്തികകൾ സ്ഥിരമായി സൃഷ്ടിക്കുന്നതിന് പകരം പോസ്റ്റ് ഗ്രാജുവേറ്റ് സയന്റിഫിക് അപ്രന്റീസ് തസ്തിക താത്കാലികമായി സൃഷ്ടിച്ചാൽ മതിയെന്ന് പ്രസ്തുത റിപ്പോർട്ടിൽ ശിപാർശ ചെയ്തിട്ടുണ്ടോ; എങ്കിൽ റിപ്പോർട്ടിലെ പ്രസക്ത ഭാഗത്തിന്റെ പകർപ്പ് ലഭ്യമാക്കുമോ;

മറുപടി: റിപ്പോർട്ടിന്റെ പകർപ്പ് അനുബന്ധമായി ചേർത്തിട്ടുണ്ട്.

(ഡി) മേൽപ്പറഞ്ഞ പ്രകാരം ശിപാർശ നൽകിയിട്ടില്ലെങ്കിൽ ഐ.എം.ജി. വർക്ക് സ്റ്റഡി റിപ്പോർട്ടിലെ ശിപാർശയുടെ അടിസ്ഥാനത്തിൽ 51 അസിസ്റ്റന്റ് എഞ്ചിനീയർസ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ചപ്പോൾ 72 സയന്റിഫിക് അസിസ്റ്റന്റിന്റെ സ്ഥിരം തസ്തികകൾ സൃഷ്ടിക്കണമെന്ന് പ്രസ്തുത റിപ്പോർട്ടിൽ ശിപാർശ ചെയ്തിരുന്നെങ്കിലും കേവലം എട്ട് സ്ഥിരം തസ്തികകൾ മാത്രം സൃഷ്ടിച്ചത് എന്ത് അടിസ്ഥാനത്തിലാണെന്ന് വ്യക്തമാക്കുമോ;

മുറപടി: Work Study report പരിശോധിക്കുന്നതിന് 189-ാമത് ബോർഡ് യോഗ തീരുമാന പ്രകാരം ഉപസമിതി രൂപീകരിക്കുകയും സമിതി ബോർഡിന്റെ മെച്ചപ്പെട്ട പ്രവർത്തനത്തിന് ഓരോ സബ് ഓഫീസിലെയും ജോലിഭാരം വിലയിരുത്തി, മറ്റ് തസ്തികകളുടെ വർദ്ധനവിനോടൊപ്പം നിലവിൽ ഉണ്ടായിരുന്ന 37 SSA/JSA തസ്തികകളുടെ എണ്ണം 45 ആയി ഉയർത്തുന്നതിന് ശുപാർശ ചെയ്യുകയുണ്ടായി. ടി സമിതി റിപ്പോർട്ട് 190-ാം ബോർഡ് യോഗം വിശദമായി പരിശോധിച്ച് സർക്കാരിലേക്ക് ശുപാർശ നൽകുകയും ആയതിന്റെ വെളിച്ചത്തിൽ ജൂനിയർ സയന്റിഫിക് അസിസ്റ്റന്റിന്റെ 8 അധിക തസ്തികകൾ സൃഷ്ടിച്ചിട്ടുണ്ട്.

(ഇ) മലിനീകരണ നിയന്ത്രണ ബോർഡിൽ പ്രധാനപ്പെട്ട ലബോറട്ടറി പരിശോധനകൾ നടത്തേണ്ട സയന്റിഫിക് അസിസ്റ്റന്റ് തസ്തികയിൽ ഐ.എം.ജി. ശിപാർശ പ്രകാരമുള്ള നിയമനങ്ങൾ നടത്താതിരുന്നതിന്റെ കാരണം വ്യക്തമാക്കുമോ;

മുറപടി: Work Study report പരിശോധിക്കുന്നതിന് 189-ാമത് ബോർഡ് യോഗ തീരുമാന പ്രകാരം ഉപസമിതി രൂപീകരിക്കുകയും സമിതി ബോർഡിന്റെ മെച്ചപ്പെട്ട പ്രവർത്തനത്തിന് ഓരോ സബ് ഓഫീസിലെയും ജോലിഭാരം വിലയിരുത്തി, മറ്റ് തസ്തികകളുടെ വർദ്ധനവിനോടൊപ്പം നിലവിൽ ഉണ്ടായിരുന്ന 37 SSA/JSA തസ്തികകളുടെ എണ്ണം 45 ആയി ഉയർത്തുന്നതിന് ശുപാർശ ചെയ്യുകയുണ്ടായി. ടി സമിതി റിപ്പോർട്ട് 190-ാം ബോർഡ് യോഗം വിശദമായി പരിശോധിച്ച് സർക്കാരിലേക്ക് ശുപാർശ നൽകുകയും ആയതിന്റെ വെളിച്ചത്തിൽ ജൂനിയർ സയന്റിഫിക് അസിസ്റ്റന്റിന്റെ 8 അധിക തസ്തികകൾ സൃഷ്ടിച്ചിട്ടുണ്ട്.

(എഫ്) സയന്റിഫിക് അസിസ്റ്റന്റ് തസ്തികയിൽ സ്ഥിരം ജീവനക്കാരുടെ 72 തസ്തികകൾ കൂടി ആവശ്യമുണ്ടെന്ന് 13 വർഷം മുൻപ് നടത്തിയ വർക്ക് സ്റ്റഡി റിപ്പോർട്ടിൽ ശിപാർശ ചെയ്തിട്ടും തസ്തികകൾ സൃഷ്ടിച്ചു നിയമനം നടത്താത്തത് മലിനീകരണ നിയന്ത്രണ ബോർഡിലെ ലബോറട്ടറി പരിശോധനകൾ കാര്യക്ഷമമല്ലാതാവാനു കാരണമാകുന്നതായി ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ; എങ്കിൽ അടിയന്തരമായി സയന്റിഫിക് അസിസ്റ്റന്റ് തസ്തികകൾ സൃഷ്ടിച്ച് നിയമനം നടത്താൻ തയ്യാറാകുമോ; വിശദാംശം വ്യക്തമാക്കുമോ?

മുറപടി: നിലവിലെ (2021) IMG വർക്ക് സ്റ്റഡി റിപ്പോർട്ടിൽ ജൂനിയർ സയന്റിഫിക് അസിസ്റ്റന്റ് തസ്തികയിലെ എണ്ണം വർദ്ധിപ്പിക്കുന്നതുമായി ബന്ധപ്പെട്ട ശുപാർശകൾ ലഭിച്ചിട്ടില്ല.

സെക്ഷൻ ഓഫീസർ



**INSTITUTE OF MANAGEMENT IN GOVERNMENT
THIRUVANANTHAPURAM**

(AN AUTONOMOUS BODY CONSTITUTED BY THE GOVERNMENT OF KERALA)

**WORK STUDY REPORT OF KERALA STATE
POLLUTION CONTROL BOARD**

(September 24th 2012 to January 24th 2013)

PART ONE

Conducted by

INSTITUTE OF MANAGEMENT IN GOVERNMENT (IMG)

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Additional Chief Secretary & Director

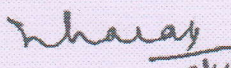
Preface

Social Environment has a powerful influence on natural environment, on its use and misuse, of benefits and hazard creation. Environment, whether natural or social is, therefore, an objective phenomenon quantifiable in terms of acceptable standard of direct human living.

Subjective understanding of such an environment by people living within is a way of assessing environment, which focuses on the understanding of man's experience, use and awareness of environment through his own evaluation.

In this context, Kerala State Pollution Control Board plays a special role in environmental protection. The objective of the work-study was *to study the organizational structure, staff pattern and work method in KSPCB, thereby measure the workload of the officials in Kerala State Pollution Control Board*. The data from pilot sample study led to the final field study. Findings of the study resulted from the analysis of existing organizational structure and work measurement through the work study.

The findings may help to direct the attention of Kerala State Pollution Control Board to an aspect of staff requirement, which has not been paid sufficient attention for the last several years. The ultimate aim is to ensure improvement in service delivery to the public.


04/03/13
Dr. Nivedita P. Haran IAS

Acknowledgement

It gives me immense pleasure to thank Kerala State Pollution Control Board (KSPCB) for giving Institute of Management in Government (IMG) this unique opportunity to learn emerging issues of governance with particular reference to staff requirement both from theoretical and practical point of view. We are thankful to Chairman and Member Secretary KSPCB for their wholehearted cooperation and participation in completing the study. Our thanks are due to the senior level officers, middle level officers and cutting edge level functionaries for providing us the details of work pattern and related functions.

Thanks are due to Dr. Nivedita P Haran, Director IMG for valuable and timely guidance, close monitoring of progress of the study and practical suggestions. She has taken genuine interest and bestowed abundant inspiration which has surely led to the fast and successful completion of this work.

This work couldn't be completed without the enthusiasm and hard work of our project team, Dr. R Jayasree, Associate Professor IMG, team member of the project, Mr. Nidhin Mathew, Mr. Nandu K, Miss. Divya Krishnan, Mr. Vysakh Udayan, Miss. Suchithra C K and Miss. Nija S Research Assistants of the project. Recognition is due to office staff of IMG for providing all facilities and administrative support for the completion of the study. Lastly, our thanks are due to graphic works and publication works team.

Dr. Leela Kumari.P

Principal Project Officer

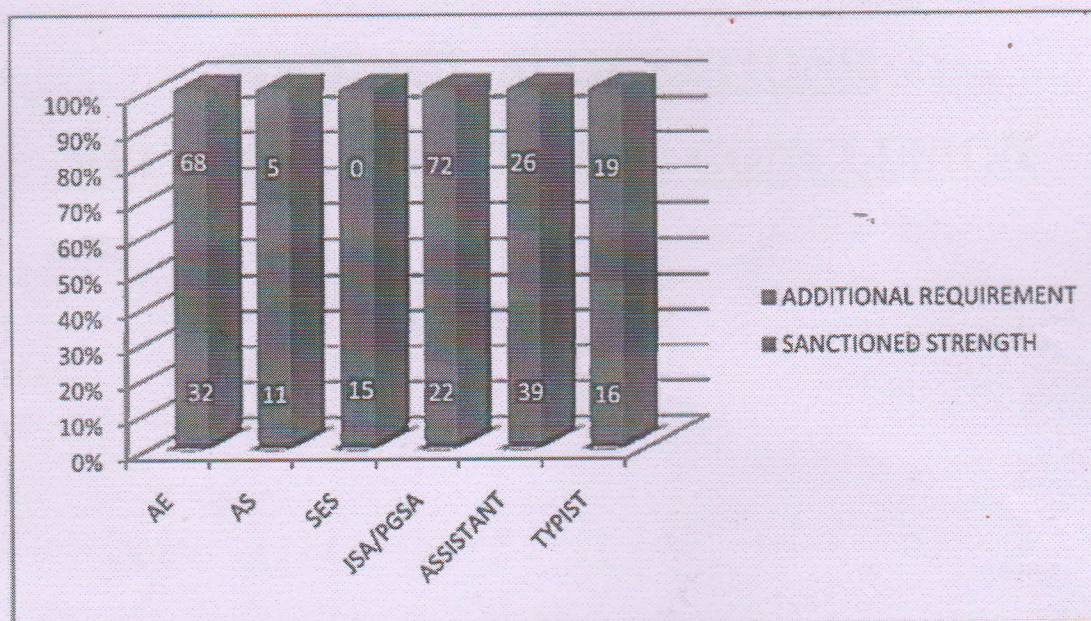
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03.2.26

4.7 OVER ALL STAFF REQUIREMENT TABLE

DESIGNATION	SANCTIONED STRENGTH	TOTAL REQUIREMENT	ADDITIONAL REQUIREMENT
Assistant Engineer/GEA	32	100	68
Assistant Scientist	11	16	5
Senior Scientific Assistant	15	15	0
Junior Scientific Assistant/PGSA	22	94	72
Assistant	39	65	26
Typist	16	35	19
Total	135	325	190

4.8 OVER ALL STAFF REQUIREMENT BAR DIAGRAM

CHAPTER- V
FINDINGS, SUGGESTIONS,
RECOMMENDATIONS & CONCLUSION

FINDINGS, SUGGESTIONS, RECOMMENDATIONS & CONCLUSION

The findings of the study are based on the analysis of primary data collected from the field study, in-depth Interviews with officials at different levels and also from the points that emerged from Focused Group Discussion conducted with Officials of KSPCB. In the light of the outcome of field study, a few suggestions and recommendations were given for the effective functioning of KSPCB. Major findings of the study are as follows;

I. TECHNICAL AND SCIENTIFIC WING

Findings, suggestions, and recommendations

1. The major Technical functions of KSPCB are carried out by the Assistant Engineer. Many of their works are seen to be forerunners or initiatives to major technical functions of the Board. The Assistant Engineers are the cutting edge level functionaries who perform certain core activities of the Board. However, on analyzing the nature of work carried out by the Assistant Engineers, it is observed that few of their work is of purely operational and/or routine in nature, which can be completed by the staff working under them.
2. It is suggested that the activities performed by the Assistant Engineer, which are purely administrative in nature, can be transferred to the Administrative functionaries or the Ministerial staff, so that the Assistant Engineer can effectively concentrate more on Technical activities.
3. The Assistant Engineers are supported by the Graduate Engineering Apprentices in most of the functions. However, it is observed that due to lack of sufficient number of the Assistant Engineers these support level functionaries who are apprentices end up doing the core activities which are to be performed by the Assistant Engineers. This can be dangerous and is violation of statutes.
4. Considering the magnitude and importance of the work of the Assistant Engineers, it is suggested to strengthen this category. The work measurement analysis shows the requirement of 99 Assistant Engineers in the Board. Steps may be taken to add 67 more to the existing number of 32. It is suggested that, while recruiting additional Assistant

Engineers the Board may consider utilizing the experience of existing 58 Graduate Engineering Apprentices who are supporting or substituting the Assistant Engineers in the current situation.

5. Instead of strengthening the number of Assistant Engineers to 99, additional post of Junior Engineer (JE) may be created with the proportion of 1:1

Table No 5.1 Additional Requirement of AE and JE

Total Requirement	Existing number of AE	AE(Additional)	JE
99	32	17	50

6. The rationale for suggesting the Junior Engineer (JE) is, at present in the scientific wing there are JSA to support Assistant Scientist who is a same rank functionary to Assistant Engineers in the Technical Wing. So for the effective delivery of services at field level there is a need for Junior Engineers (JE) for assisting the Assistant Engineers in certain important technical functions such as in sample selection, measurement, stack monitoring etc.
7. It is suggested that the qualification of Junior Engineer (JE) for recruitment may be fixed as Diploma in relevant disciplines.
8. As per the recruitment of Junior Engineers KSPCB may formulate adequate Promotion policies with the amendment to the special rules. As a temporary strategy to fill the manpower gap, currently KSPCB is resorting, to recruiting employees through Employment Exchange for a short period of 6 months. It has a disadvantage that, by the time those personnel get acquainted with the work their tenure will be completed.
9. Lack of permanency of personnel is a hindrance for the smooth functioning of KSPCB. It is observed that the short period of appointment of the Apprentices in Technical Wing and Scientific Wing is from Employment Exchange. Another factor is deputations from other Departments for the Ministerial Wing.
10. Hence it is recommended that the recruitment policy may be re-examined and reframed to induct persons with suitable academic qualification.

- a) Depending more on deputation and recruitment of temporary staff is discouraged as there is a possibility of key posts remaining vacant
11. Assistant Scientists are responsible for all the scientific activities pertaining to analysis of samples at the District level. The shortage of one Assistant Scientist in Central Laboratory, Ernakulam and Regional Laboratory, Kozhikode is justified as per this study. Apart from these two, four more Assistant Scientists are required in the District Laboratories of Thiruvananthapuram, Kottayam, Palakkad and Kannur. Work Measurement of this category reveals the scope for transferring some more scientific activities to this category.
 12. Stack monitoring of factories which is a critical work to be performed by the Assistant Engineer is to be performed by the officials of the board itself.
 13. The analysis of the work distribution among the functionaries to different Offices shows that it is not in uniform order. Some of the Technical and Scientific personnel are engaging ministerial work also. Environmental Surveillance Centre functions 24 hours with the support of 4 Assistant Engineers. Therefore the following options may be considered:
 - a) Shift system may be introduced at Environmental Surveillance Centre with certain intervals.
 - b) KSPCB should formulate a scientific pattern of shift system of 12/8 hours.
 14. Though the Scientific Wing of Board comprising of Post Graduate Scientific Apprentice at the lowest level to the Chief Environmental Scientist at the highest level is effectively managing sample collection and testing. It is seen that the Board is not able to give ample attention to Research and Extension activities. Out of these functionaries in the Scientific Wing the study reveals that only one out of 15 posts of Senior Scientific Assistant is currently filled. This can be attributed that Senior Scientific Assistants are promotion posts of Junior Scientific Assistants and at present, the Board does not have any permanent Junior Scientific Assistants.
 15. The Post Graduate Scientific Apprentices, requested to be engaged by KSPCB are supposed to assist Junior Scientific Assistants in testing of samples. The PGSA are selected for the tenure of 2 years and the present strength is 41 as against 60 allotted posts. The study suggests this system may continue, however the present practice of the

PGSA authenticating documents in place of AS/JSA is to be discouraged as PGSA are apprentices on short term contract basis and hence with limited accountability. In order to ensure effective monitoring, it is suggested that JSA/PGSA should work under the guidance and mentorship of AS/SSA.

16. The Junior Scientific Assistants along with Post Graduate Scientific Apprentice are the functionaries who actually perform the laboratory testing of the samples collected. Though the functionaries from two category possess same academic qualifications, their mode of recruitment is different. The Junior Scientific Assistants are recruited through Employment Exchange for a period of six months and on deputation. As against sanctioned strength of 22, the present strength of 34 including temporary staff seems to be inadequate and pendency in sample testing is noted. As per the study, an addition of 19 personnel in this category of Junior Scientific Assistants and Post graduate scientific Apprentice in the proportion of 1:1 would lead to reduction in the pendency. Hence strengthening of Junior Scientific Assistants and Post Graduate Scientific Apprentice would be desirable by a two-fold strategy- increasing the number of post from 34 to 53 and recruiting Junior Scientific Assistants on a permanent basis with Senior Scientific Assistant as their promotion post. The additional requirement of JSA and PGSA may be fixed in the proportion of 1:1.
17. In an organization like KSPCB the technical and scientific wing have a critical and statutory role as they form the back bone of the organization. The pay scale of JSA in Scientific Wing is 10480 – 18300. The scale is same for the Confidential Assistant of the board whose qualification is only SSLC. At the same time Assistant Grade -1 in the board is getting Rs. 11620 – 20240 for which the qualification is Bachelors degree in any subject. The anomaly presented above is a sure way to discourage them and may push towards corrupt practices. This may be re-examined and necessary steps may be taken to revise the existing scale of JSA or, the salary scale of Confidential Assistant and Assistant Grade-1 should be fixed below that of JSA.
18. Major functional units and sub units may be created for catering to critical functional areas of KSPCB (consent administration, hazardous wastes and substances, capacity building both physical and Human Resource Development, Revenue generation, Legal measures and Grievance and Complaint Redress Mechanism). Critical area of functions

4. The Work Measurement analysis of Typist resulted in the requirement of 19 additional posts.
5. Decentralizing administrative and financial powers at different levels of the hierarchy within the board.
6. A customer friendly front office may be set up in all offices
7. A scientific Promotion Policy may be framed which has provision for Incentives, Best Employee Award, Good Service Entry etc. to the committed functionaries as a motivational tool.
8. The existing Purchase Committee may be restructured by including administrative staff for maintaining transparency on financial matters.
9. A Public Relation wing may be constituted for documentation, Information dissemination and coordination of extension activities related to environment protection.
10. Efforts to be initiated to ensure convergence of services between Local Self Government Institutions, Department of Health and Family Welfare, Police Department and Insurance Department.
11. Decentralization of functions with Local Self Government Institutions to be implemented to reduce workload.
12. Personal Register, Inward Register, Outward Register should be maintained in every office.
13. File management is to be professionalized, and the maintenance of required registers to be ensured. Create a Computer based Data Network and Connectivity with Head office, Regional office and Laboratories. E-Office system and LAN may be introduced in all the offices of KSPCB.
14. In order to take advantage of information technology, a Management Information System may be setup for enhancing the quality of decision making.
15. License fee may be enhanced for all types of industries The responsibility to be fixed to the licensee while giving consent for starting industries/enterprises/smaller industrial units .An Affidavit may be introduced as mandatory for all categories of enterprises.
16. Fine system may be introduced as penalty for violating environment protection rules.
17. Introduce a time target action plan, citizen's charter and Right to Service in KSPCB.
18. The Annual report of KSPCB should be prepared and published promptly.

of each category may be identified at the State level and prioritization may be done with time limit.

19. Establish comprehensive organizational systems with proper Reporting and Monitoring mechanism. Centralized Special monitoring cell may be constituted to overview the key activities.
20. A conversion plan may be prepared to convert the Administrative staff into technical support staff. .
21. They may be provided adequate skill training to act as technical support staff
22. The service of external consultants may be initiated in emergency cases to avoid delay.
23. A mobile laboratory may be set up at regional level and up gradation of existing labs may be initiated so that these labs are equipped with state-of-the-art testing facilities.
24. Research and Development wing should be formed for the effective functioning of KSPCB. Model environmental impact assessment studies, major projects on environment development, may be done through this Research cell.
25. Constituting a Disaster Management Cell at regional level for addressing emergencies like Tanker accident, Chemical explosions etc. This may be equipped with latest equipments, trained man power, vehicle, ambulance etc.
26. Computerization of Consent Administration with on line application facility to be set up so that status of the consent order can be known to the public.

II. ADMINISTRATIVE WING

Findings, suggestions, and recommendations

1. From the analysis of the work done by the Assistants, it is clear that there are 40 Assistants including one, working on daily wage basis in the Board. In District Offices viz., Ernakulam and Kozhikode no Assistants are working and at present functions of the Assistants are completed by the Assistant Engineers.
2. It is suggested that one Assistant each may be provided to the said Offices. The Work Measurement analysis shows that there is the need for 26 additional requirement of Assistant in KSPCB.
3. Presently 25 Typists are working in the board out of which 16 are on permanent basis and 9 as temporary.

III. INFRASTRUCTURE DEVELOPMENT

Findings, suggestions, and recommendations

1. Since lack of adequate infrastructure facilities including vehicle for inspection cause a major hurdle in the activities, step may be taken to upgrade the existing infrastructure.
2. The laboratory may be equipped with state-of-the-art facilities and adequate safety measures.

IV. CAPACITY BUILDING

Findings, suggestions, and recommendations

1. Constitute a Centralized Training Institute for capacity building of functionaries.
2. Proper Induction training, refresher training and other special training on required areas may be provided to functionaries periodically.
3. The Key officials of KSPCB may be provided special training on secret policing since they have to chase the Polluters (Hotels, Flats, and Hospitals etc.) They may be provided with a security teams as and when required.

The whole process of KSPCB has been evolved through an analytical method with the help of Organizational Analysis/ Work Method/ Work Measurement. It is supposedly clear from the study that, the present capacity of manpower in KSPCB should be re-structured, in such a way that the Delivery of Service to public must be efficient and prompt. The role and responsibilities of each category of functionaries has to be re-examined and finalized in the light of current challenges. The further scope of this study relays on a detailed process study, i.e. in a long-term point of view the KSPCB can develop and adopt newer strategies for improving the delivery of services by fulfilling requirements of the public.