

**PROCEEDINGS OF THE CHIEF EXECUTIVE OFFICER, ADDITIONAL SKILL ACQUISITION
PROGRAMME, THIRUVANANTHAPURAM**

PRESENT : REETHA S PRABHA

Sub:- Additional Skill Acquisition Programme- Combined seniority list of Programme Managers for the period from 01.1.2013 to 31.12.2018 - Finalised -orders issued.

No: ASAP/SPM-HR/88/2018

Dated, 18.02.2019

Read:- 1. ASAP/SPM-HR/88/2018 dated 03-12-2018

ORDER

As per the proceedings read 1st above, provisional seniority list of combined cadre of Programme Managers has been published and called objections/rectifications on the same within 15 days from the date of the order. Appeals / objections on the seniority have been received.

One of the main objections is the seniority list shall be based on the joining date of Programme Managers in the stations. It is also objected that in the case of certain generations, there were directions to join duty within a stipulated date and the seniority of Programme Managers who joined within the date to be fixed based on the joining date.

The above objections regarding joining date have been examined in detail. All Programme Managers in the different generations were selected and appointed in the organisation after a rigorous selection procedure and a rank list were prepared based on their ability and merit for appointment. The postings were given to the programme managers across the state from the Head Quarters. In every system there should be certain period as joining time in order to relieve from former job, preparations for join new service and for travelling time. Unfortunately there was no such standard joining time was mentioned in the appointment order to Programme Managers while giving posting. The joining time given to different generations of recruitment are different. In certain cases there were no formal communication. In the case of certain generations it were directed to join duty in the very next day itself. In such cases those who were posted in distant stations could not be join with in the stipulated period. In the circumstances mentioned above the joining time to be standardized to every batches. Hence it is decided to fix 15 (fifteen) days as standard joining time to all generations of Programme Managers to join duty with retrospective effect. Therefore it is decided to fix the joining period for different generations as below .

Generation	Date Considered	Last date (15 days joining time)	Remarks
2G	16-01-2013	31-01-2013	Induction Last Date
3G-1	21-06-2013	06-07-2013	Induction Last Date
3G-2	26-09-2013	11-10-2013	Communication Date
4 G	04-05-2014	19-05-2014	Communication Date
5G-1	18-09-2014	03-10-2014	Communication Date
5G-2	10-10-2014	25-10-2014	Communication Date

5G-3	12-11-2014	27-11-2014	Communication Date
6G-1	14-04-2015	29-04-2015	Communication Date
6G-2	10-10-2015	25-10-2015	Communication Date
7G-1	02-11-2016	17-11-2016	Induction Last Date
7G-2	24-12-2016	08-01-2017	Induction Last Date
8G	31-03-2017	15-04-2017	Induction Last Date
9G-1	12-03-2018	27-03-2018	Communication Date
9G-2	19-09-2018	04-10-2018	Communication Date

As such those who are joined duty within the period mentioned above will be eligible for seniority in the ranked list. Those who are joined service after the above joining time will be eligible for seniority from their actual joining date.

Certain objections have also received stating that probation of junior in ranked list who joined before senior will complete, earlier than that senior. Hence it is argued that the junior to be placed above the senior. All Programme Managers in the organisation are appointed on contract basis initially for one year to assess their performance and based on which their extension is being considered. This initial one year is considered as probation period. If the service of a Programme Manager found unsatisfactory he/she shall be terminated from service without extending further contract. Therefore variation in completion of probation in the above instance have no relevance in seniority. Moreover, it is a combined list of the Programme Managers not a category wise list.

Certain Programme Managers demanded outstation service and field experience shall be given priority in seniority. Since, all the Programme Managers are appointed to perform duties in different stations in the state the above objection could not be considered.

Objection have also been received in individual cases also. Smt. Diana Thankachan has represented that she is in the 1st position instead of 2nd position in the provisional list. . The employee in the 1st position has concurred the appeal. Sri. Rishu Abraham has represented that as directed by organisation, he reported for case study on 11.10.2014. After submitting the case study report he took leave .He rejoined duty on 10.11.2014 as per the posting order given by government . Therefore he has requested to fix his seniority in the date on which he reported for case study, ie 11.10.2014. It is noted that he took LOP for personal purpose after joining duty. Therefore he was treated as new entrant on rejoining duty. Hence his request is not considerable. Certain Programme managers have raised objections regarding correction in date of birth and joining date mentioned in this list; which have been verified and corrected. Certain Programme Managers have raised objections without any substantiating documents, which could not be considered

Accordingly the seniority list of the Programme Managers for the period from 01.01.2013 to 31.12.2018 is hereby finalised.

Sd/-
REETHA S PRABHA

Chief Executive Officer

To

All Programme Managers

All Heads,ASAP

All Divisions,ASAP

Internal Audit wing, ASAP

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ASAP PROGRAMME MANAGERS SENIORITY LIST

Seniority Number	NAME OF PROGRAMME MANAGER	Generation	Joining Date
1	Diana Thankachan	2 G	28-Jan-13
2	Anup Kumar	2 G	21-Jan-13
3	Anoop P	2 G	21-Jan-13
4	Anoop R	2 G	21-Jan-13
5	Binoj Abraham	2 G	21-Jan-13
6	Lekshmi V R	2 G	16-Feb-13
7	Arun Upendra	3 G	1-Jul-13
8	Sumi M A	3 G	1-Jul-13
9	Dhanyasree	3 G	4-Jul-13
10	Karthika Bhasker	3 G	1-Jul-13
11	Sujeesh P V	3 G	1-Jul-13
12	Shanthanu P	3 G	1-Jul-13
13	Mercy Priya	3 G	2-Jul-13
14	Varghese George	3 G	1-Jul-13
15	Deepthy S	3 G	1-Jul-13
16	Pradeep George	3 G	2-Jul-13
17	Neethu Sathyan	3 G	3-Jul-13
18	Ditty Thomas	3 G	10-Jul-13
19	Ann Mellisha Mathew	3 G	11-Jul-13
20	Anoop Prakash A B	3 G	15-Jul-13
21	Binish George	3 G	15-Jul-13
22	Sreeranj S	3 G	15-Jul-13
23	Basil A	3 G	1-Oct-13
24	Aneesh P	3 G	1-Oct-13
25	Anand K	3 G	1-Oct-13
26	Rahul R	3 G	19-Oct-13
27	Ismail K Basheer	3 G	11-Nov-13
28	Nisanth Narayanan	4G	6-May-14
29	Manu K K	4G	6-May-14
30	Kavitha Unnikrishnan	4G	5-May-14
31	Abi K	4G	19-May-14
32	Krishnan Koliyot	4G	5-May-14
33	Sreehari K	4G	5-May-14
34	Sumeesh T J	4G	7-May-14
35	Anoop Markose Mani	4G	5-May-14
36	Arun Raj	4G	12-May-14
37	Anish A	4G	7-May-14
38	Rahul V Mohan	4G	5-May-14
39	Anish Vijay S	4G	7-May-14
40	Bibin Das E D	4G	7-May-14
41	Jis George	4G	9-Jun-14

42	Thasneem Nizar	5G	22-Sep-14
43	Juby Sumi Mathew	5G	19-Sep-14
44	Norbu Pavithran	5G	19-Sep-14
45	Remya Syam Syama Prasad	5G	22-Sep-14
46	Suneesh C R	5G	19-Sep-14
47	Sarin S Panicker	5G	20-Sep-14
48	Swathi Ajay	5G	19-Sep-14
49	Ruby Ismail	5G	20-Sep-14
50	Linsha Malavattath	5G	19-Sep-14
51	Resmi Anne Thomas	5G	21-Sep-14
52	Sujith J	5G	19-Sep-14
53	Sankaran K	5G	19-Sep-14
54	Sijeesh P I	5G	19-Sep-14
55	Vipindas Palliyath	5G	13-Oct-14
56	Rajesh P G	5G	20-Oct-14
57	Arun Mohan	5G	20-Oct-14
58	Remya M K	5G	13-Oct-14
59	Mohammed Rashid	5G	13-Oct-14
60	Anoop Chandran Ramachandran	5G	13-Oct-14
61	Sithara Sadanandan K	5G	10-Oct-14
62	Rezeena O	5G	11-Oct-14
63	Aleema Asif	5G	13-Oct-14
64	Binoj Kumar V	5G	13-Oct-14
65	Anjel Francis	5G	11-Oct-14
66	Shayama Subair	5G	12-Oct-14
67	Shreejeet K	5G	13-Oct-14
68	Rahul V Babu	5G	20-Oct-14
69	Vishnu J	5G	13-Oct-14
70	Manu Vasudevan	5G	13-Oct-14
71	Sreelakshmi A V	5G	10-Oct-14
72	Neetha Xavier	5G	11-Oct-14
73	Guptha Krishna K S	5G	1-Nov-14
74	Naveen Kumar M	5G	4-Nov-14
75	Rishu Abraham	5G	10-Nov-14
76	Indu S Kumar	5G	14-Nov-14
77	Uthara P	5G	14-Nov-14
78	Raja M	5G	14-Nov-14
79	Mamatha Mukundan	5G	17-Nov-14
80	Charlez Kurian John	5G	17-Nov-14
81	Prabha S	5G	19-Nov-14
82	Greeshma Latha	5G	9-Feb-15
83	Shahna K S	6G	16-Apr-15
84	Shima Williams K V	6G	16-Apr-15
85	Tiara Santhosh	6G	16-Apr-15

86	Suma Devi U M	6G	16-Apr-15
87	Zachariah Meloottu George	6G	16-Apr-15
88	Sheeja Hariharan Nair	6G	16-Apr-15
89	Lekshmi Priya R K	6G	16-Apr-15
90	Nisha John	6G	16-Apr-15
91	Subin Das	6G	20-Apr-15
92	Jyothis Jose	6G	27-Apr-15
93	Prajith K K	6G	23-Apr-15
94	Chinchu C Babu	6G	16-Apr-15
95	Shameema Hameed L	6G	16-Apr-15
96	Fincy Francis	6G	20-Apr-15
97	Chandni S Kumar	6G	30-Apr-15
98	Nimisha George	6G	15-May-15
99	Shilpa V S	6G	18-May-15
100	Ansiya Sainudeen	6G	29-May-15
101	Dolgy Paul	6G	3-Jul-15
102	Lida Maria Mathew	6G	05-Oct-15
103	Jerin Raju Thomas	6G	9-Oct-15
104	Ashtami Nataraj	6G	05-Oct-15
105	Abhilash Babu	6G	19-Oct-15
106	Rijil Alakkadan	6G	12-Oct-15
107	Susmith S Mohan	6G	12-Oct-15
108	Bency Varughese	6G	12-Oct-15
109	Githin Thomas	6G	12-Oct-15
110	Akhil C Nair	6G	17-Oct-15
111	Nidheesh T S	6G	12-Oct-15
112	Sibi Akbarali P T	6G	12-Oct-15
113	Anjali K S	6G	11-Oct-15
114	Rakhila P	6G	9-Nov-15
115	Shiny P	Lateral Entry	17-May-16
116	Vineed Kumar Vijayan	7G	4-Nov-16
117	Amala Gopinathan	7G	4-Nov-16
118	Anusree Bhaskar	7G	4-Nov-16
119	Harish Nair H	7G	5-Nov-16
120	Parvathy J	7G	4-Nov-16
121	Balu Venugopal	7G	4-Nov-16
122	Deepa V T	7G	9-Nov-16
123	Monisha Mohanan	7G	7-Nov-16
124	Pyarylal P T	7G	9-Nov-16
125	Sanju S	7G	4-Nov-16
126	Anjali S Nair	7G	4-Nov-16
127	Jisha Babu	7G	15-Nov-16
128	Ardra Ashok	7G	3-Nov-16
129	Anita Roy	7G	4-Nov-16
130	Shari J	7G	4-Nov-16

131	Rahul Muralidhar	7G	4-Nov-16
132	Pradeep Chandran	7G	26-Nov-16
133	Anto Jose	7G	27-Nov-16
134	Ajinsha K S	7G	11-Dec-16
135	Pradip John Mathew	7G	15-Dec-16
136	Remya S	7G	4-Jan-17
137	Giphy George	7G	4-Jan-17
138	Karthika R	7G	4-Jan-17
139	Veena V	7G	26-Dec-16
140	Sangeetha S	7G	26-Dec-16
141	Bimal V V	7G	6-Jan-17
142	Nandakumar S M	7G	31-Dec-16
143	Arun C Vijayan	7G	27-Dec-16
144	Greeshma S R	7G	4-Jan-17
145	Anu Paul	7G	5-Jan-17
146	Jinu Rose Mathew	7G	3-Jan-17
147	Deepthi C J	7G	6-Jan-17
148	P Suraj	7G	4-Jan-17
149	Blesson Lal	7G	1-Feb-17
150	Binto Mathachan	7G	6-Feb-17
151	Swathy S	8G	2-Apr-17
152	Mohana Rajan	8G	2-Apr-17
153	Anjali B. Nair	8G	2-Apr-17
154	Sanal Krishnan P V	8G	5-Apr-17
155	Vishnu P	8G	10-Apr-17
156	Reshma L. S	8G	10-Apr-17
157	Ninu Jagannivas	8G	2-Apr-17
158	Shana Shihab	8G	3-Apr-17
159	Jithesh P V	8G	2-Apr-17
160	Janaki Venukumar	8G	15-Apr-17
161	Gopakumar P	8G	2-Apr-17
162	Rejith Jose	8G	10-Apr-17
163	Manoj P	8G	4-Apr-17
164	Akshaya A	8G	2-Apr-17
165	Reshma Sharafudeen	8G	2-Apr-17
166	Arun V	8G	3-Apr-17
167	Anuja Elizabeth Mathai	8G	7-Apr-17
168	Anjaly Gopi	8G	2-Apr-17
169	Manjusha P P	8G	17-Apr-17
170	Sruthy Mohanan	8G	30-Apr-17
171	Mithun A	8G	1-May-17
172	Parvathy Vijayan	7G	3-May-17
173	Premkumar V	Lateral Entry	14-Jun-17
174	Gopikrishnan M	9G	15-Mar-18
175	Gopi Vijayan G	9G	19-Mar-18

176	Abdul Nazer K H	9G	19-Mar-18
177	Anandhu Rajendran	9G	19-Mar-18
178	Aswin Bhadran	9G	19-Mar-18
179	Mrudula K M	9G	19-Mar-18
180	Binji Mary Babu	9G	19-Mar-18
181	Anju S Dev	9G	15-Mar-18
182	Jyothis M P	9G	15-Mar-18
183	Sreekala S	9G	19-Mar-18
184	Neethi Abraham	9G	15-Mar-18
185	Aarya A R	9G	15-Mar-18
186	Allen Jeoffrey	9G	15-Mar-18
187	Devika Unni	9G	15-Mar-18
188	Ajith P Suresh	9G	19-Mar-18
189	Aparna Unni	9G	19-Mar-18
190	Sruthi P S	9G	15-Mar-18
191	Ginu Joseph	9G	19-Mar-18
192	Reshmi A R	9G	19-Mar-18
193	Devika D S	9G	21-Sep-18
194	Ankur A	9G	21-Sep-18
195	Jishin Shylin John	9G	21-Sep-18
196	Sreedeeep Gupta	9G	21-Sep-18
197	Adarsh Dinesh	9G	21-Sep-18
198	Ginoy George	9G	21-Sep-18
199	Anju Mathew	9G	22-Sep-18
200	Rahmathunnisa M A	9G	1-Oct-18
201	Aswati Anil Warriier	9G	11-Oct-18
202	Krishnendu P S	9G	24-Sep-18
203	Anu Mary Yohannan	9G	20-Sep-18
204	Ranimol S R	9G	22-Sep-18
205	Prannob James Mankombil	9G	21-Sep-18
206	Dhanesh K	9G	24-Sep-18
207	Rinu Jaison	9G	21-Sep-18
208	Praful Raj M	9G	24-Sep-18
209	Anagha C M	9G	24-Sep-18
210	Anandhulal Sankar C S	9G	23-Sep-18
211	Abhijith T	9G	12-Oct-18
212	Niyas Ali P	Lateral Entry	24-Nov-18
213	Mini P	Lateral Entry	26-Nov-18
214	Sreekanth Lal	Lateral Entry	30-Nov-18
215	Abhilash V T	Lateral Entry	31-Dec-18