



## GOVERNMENT OF KERALA

No: PLGEA-BPE3/186/2025-PLGEA  
Planning & Economic Affairs (BPE) Department  
Thiruvananthapuram,  
Dated:08-03-2026

### CIRCULAR

Sub: Bureau of Public Enterprises — Timely implementation of statutory laws, functional rules, and HR policies for new establishments — Instructions issued – Reg.

Ref: Decisions taken in the Conclave of senior-level managers and MDs of PSUs held on 25 April 2025.

The Planning and Economic Affairs (BPE) Department organized a series of workshops and a high-level Conclave chaired by the Hon'ble Chief Minister to streamline policy formulation for Public Sector Undertakings (PSUs) in the State. During these deliberations, it was observed that uniform and timely implementation of statutory laws, functional rules, and Human Resource (HR) policies is essential for ensuring effective governance, transparency, and employee welfare in PSUs. It has been noted that certain newly constituted Public Sector Undertakings are yet to formulate clear-cut rules and procedures. Proper compliance with legal and regulatory frameworks is necessary to strengthen institutional accountability and operational efficiency.

In view of the above, all Administrative Departments are hereby directed to ensure that all new Public Sector Undertakings and Statutory Bodies under their control complete the following actions within **six months** of commencing operations:

- **Implementation of Laws:** Ensure the implementation of all applicable Central and State laws, rules, and statutory provisions, including labour and service-related regulations.
- **Functional Rules:** Formulation of rules and procedures in all functional disciplines.
- **Delegation of Powers:** Ensure proper and formal Delegation of Powers.

- **HR Policy Formulation:** Formulation, approval, and enforcement of Human Resource (HR) policies in accordance with Kerala Government norms and statutory requirements.
- **HR Scope:** HR policies shall comprehensively address recruitment, service conditions, wages, working hours, leave, discipline, grievance redressal mechanisms, and employee welfare measures.
- **Statutory Compliance:** Completion of all mandatory statutory registrations, licenses, and approvals under relevant Acts.
- **Record Keeping:** Maintenance of prescribed statutory registers, records, and returns as per law.
- **Dissemination:** Proper communication and dissemination of approved HR policies to all employees to ensure effective implementation.

All Administrative Departments are requested to ensure that the PSUs/ Statutory Bodies under their jurisdiction strictly comply with these instructions to facilitate efficient functioning and legal compliance.

DR SHARMILA MARY JOSEPH  
PRINCIPAL SECRETARY

To:

All Administrative Departments in Government Secretariat.  
The Managing Directors/Chief Executive Officers of  
all Public Sector Undertakings.  
Principal Accountant General (Audit)/(A&E), Kerala,  
Thiruvananthapuram.  
Information & Public Relations (Web & New Media) Department  
(For uploading in the official website).  
Planning & Economic Affairs (BPE1 & BPE2) Department.  
Stock File/Office copy.

Forwarded / By order,

Section Officer.