

West Bengal State Electricity Board Officers' Association

(Regd. No. 5016108)

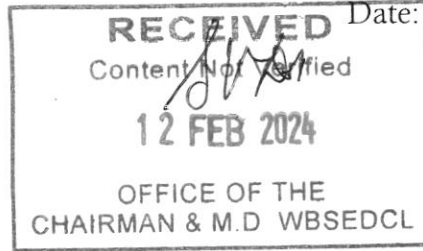
A united Organization of WBSEDCL, WBSETCL & WBPDC

Vidyut Bhavan: Bidhannagar

Block-DJ: Sector-II: Kolkata-700 091

Memo No: WBSEBOA/2022-24/38

To
The Chairman & Managing Director,
WBSEDCL & WBSETCL,
Vidyut Bhavan,
Bidhannagar,
Kolkata- 700091



Subject: Re-opening of the option for switch over from CPF/EPF coverage to the pension scheme under DCRB, 1985 Regulations of the Company

Sir,

Kindly refer to our earlier communication on the above noted subject vide Memo No.: WBSEBOA/2022-24/25 dated 28.02.2023(copy enclosed).

In continuation to our earlier representation we once again like to place before you that there is no doubt that the pension scheme under DCRB, 1985 of the company is much more better than the existing benefits of CPF/EPF being extended to the employees of the company joined on or after 16.02.2009. You are very much aware that since formation of WBSEB, the employees were under CPF category and based on changes in the statute, suitable categorisation of employees were existing and it continued for several years. The WBSEB DCRB Regulations was introduced way back in 1985 and it entitles the employees of Pension Benefits in line with these regulations. But all of a sudden with the introduction of WBSEDCL(ROPA) Rules, 2009 the pension benefits under DCRB, 1985 Rules have been withdrawn for the employees inducted/joined after 16.02.2009 and they have been placed under the EPF scheme.

You are aware that the employees of West Bengal Government as well as employees of most of the State Government Undertakings are covered under DCRB pension scheme. We do also strongly believe that this becomes one of the factors behind high attrition rate in WBSEDCL, causing severe derth in manning despite of inducting fresher from open market in regular manner in all categories/levels. At the same time the ongoing trend of a good number of other States of India (such as Rajasthan, Chhattisgarh, Punjab, Jharkhand, Himachal Pradesh, etc.) opting to the old pension scheme from the currently existing pension schemes clearly indicates that GPF is the most beneficial scheme to ensure that employees are most financially autonomous in their post retirement life. Considering the genuine demands of our members, particularly the younger ones, we request you to consider this prayer so that the entire issue of re-opening of the option from CPF/EPF to GPF vis a vis proper funding of the terminal benefit trust funds is ensured, so that both the younger and the older ones can work with peace of mind and adequate motivation.

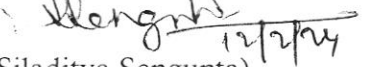
Therefore, in consideration of all the above, we, on behalf of WBSEBOA, most emphatically endorse the demand of re-opening of the option to switch over from CPF/EPF to GPF coverage and availing the benefits of old pension scheme as per DCRB, 1985 Regulations of

the company to all the employees of WBSEDCL & WBSETCL currently covered under CPF/EPF so as to ensure their post retirement financial security.

We hope that under the present backdrop in West Bengal also, where all Govt. Employees are still under the Pension scheme, this proposal and request would be given due consideration and the management of WBSEDCL & WBSETCL would favourably consider the above proposal and oblige.

Encl.: As above

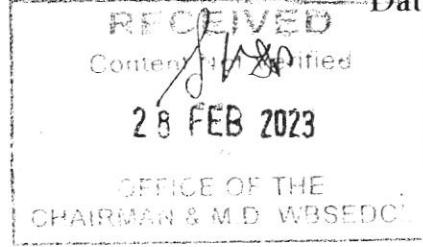
Yours faithfully


(Siladitya Sengupta)
General Secretary

West Bengal State Electricity Board Officers' Association
(Regd. No. 50016108)
A United Organisation of WBSEDCL, WBSETCL & WBPDCCL
Vidyut Bhavan, Bidhannagar
Block-DJ, Sector-II, Kolkata-91

Memo No.: WBSEBOA/2022 – 24/25

Date: 28.02.2023



To:
The Chairman & Managing Director,
WBSEDCL,
Vidyut Bhavan

Subject: Allowing option of switching over from CPF/EPF coverage and availing benefits of the old pension scheme as per DCRB '85 regulations of the Company

- Ref:**
1. Oder dated 04/11/2022 of the Hon'ble Supreme Court i. c. w. SLP No. 8658-B659 of 2019 (EPFO vs. Sunil Kumar B. & Ors. Etc.)
 2. Memo No. Pension/2022/54877/15149 dated 29/12/2022 of the Addl. Central PF Commissioner (Pension), EPFO read with Memo No. Pension/2022/54877/15238 dated 05/01/2023 of the Addl. Central PF Commissioner (Pension), EPFO
 3. Memo No. Pension/2022/55893/15785 dated 25/01/2023 of the Regional PF Commissioner – I (Pension), EPFO
 4. Memo No. Pension/2022/56259/16541 dated 20/02/2023 of the Regional PF Commissioner – I (Pension), EPFO
 5. Circular No. 02/2023 dated 21/02/2023 of the Director (HR), WBSEDCI
 6. Circular No. 03/2023 dated 22/02/2023 of the Director (HR), WBSEDCL

Sir,

In light of the ruling dated 04/11/2022 of the Hon'ble Supreme Court, and subsequent communications of the EPFO as referred above, WBSEDCL & WBSETCL have issued Circular for submission of Joint Option Form under Para 11(3) and Para 11(4) of Employees' Pension Scheme (EPS), 1995 by the concerned employees/ex-employees of both the Companies.

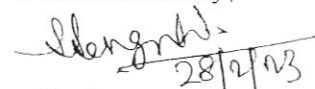
However, it is noted that the eligibility criterion for availing such joint option being employees who were members under the EPS, 1995 prior to 01/09/2014 and continued to be members on or after 01/09/2014, therefore, only a limited number of employees of WBSEDCL shall be eligible for availing the option for higher pension under EPS, 1995 by exercising such joint option.

Further, there is no clear and transparent notification from EPFO till date regarding the formulation and structure of the revised pension scheme for employees who exercise such joint option for higher pension, except for the basic premise that upto 8.33% of the employees' contribution on total salary can be remitted to EPFO towards EPS. Exercising such joint option without complete knowledge of the specifics might put the employees' post-service life financial security in jeopardy.

Considering the fact that West Bengal State Government Employees as well as employees of most West Bengal State Government undertakings are covered under the DCRB scheme, as well as the ongoing trend of various other States of India (such as Rajasthan, Chhattisgarh, Punjab, Jharkhand, and Himachal Pradesh) opting to the old pension scheme from currently existing pension schemes clearly indicate that GPF is the most beneficial scheme to ensure that employees are financially autonomous in their post-retirement lives. Therefore, on behalf of WBSEBOA, we most emphatically endorse opening up of the option to switch over from CPF/EPF coverage and availing benefits of the old pension scheme as per DCRB '85 regulations of the Company to all employees of WBSEDCL currently covered under CPF/EPF so as to ensure their post-retirement financial security.

We hope that the Management of WBSEDCL would favourably consider the above proposal and oblige thus.

Yours faithfully,


28/2/23

(S. Sengupta)
General Secretary,
WBSEBOA.