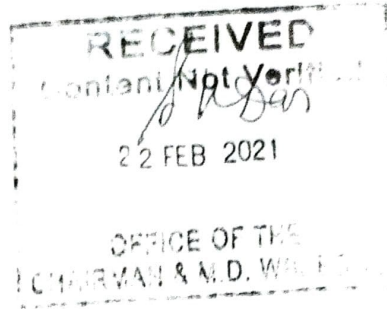


To
The Chairman and Managing Director
Vidyut Bhawan, 7th Floor
WBSEDCL



Sub: Representation against issuance of Office Order no. 1966 dated 12.02.2021 of Director (HR) w.r.t allowing designation to the employees having availed benefits of "Special Service Linked Scheme".

Sir,

An Office Order No: 1966 dt: 12.02.2021 of the Director (HR), WBEDCL has recently been issued. The Order recognizes that "award of suitable designation apart from extending the financial benefits to those Class- I employees who have completed 25 years of continuous service" is the demand of various stakeholders. In spite of this, the Order provides for designation of Deputy Chief Engineer and Deputy General Manager (in the respective discipline) albeit **without any financial benefit / change of pay** .It is not understood how after 25 years of service, a mere change of designation without any financial benefit whatsoever will redress grievances of the Class I Officers . This Office Order has come as an utter surprise, as the management came out of this retrograde office order without giving cognizance to any of the legitimate demands of the major stakeholders and the pivotal forces for running the organization tirelessly throughout .

In this respect, joint representations of WBSEB Engineers' Association, WBSE Finance & Accounts Managers Association and WBSEB Officers Association had earlier been submitted to you.

It may please be noted that after declaration of ROPA, 2020, the salary difference between an employee who got the promotion in first attempt after completing 19 years of service and ones who could not, amounts to Rs 50000/- approx.

Further, attempts were made in the joint representation to carve out the stagnations in same post for more than 10 to 15 years of the Officers who could not get the promotions within due time due to the availability of the less number of vacancy in the higher posts.

The demand of WBSEB Engineers' Association, WBSE Finance & Accounts Managers Association & WBSEB Officers Association had always been for the introduction of 3rd CPS for

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Class I officers with requisite financial benefits. Along with that, the above three associations, being the major stake holders, always demanded for removal of discrimination of pay as mentioned above as well as removal of stagnation of the efficient officers who got the promotion within due time.

This is also to bring to your kind notice that separate career path, distinct from the other cadres had already been framed by Government of West Bengal for WBCS (Executives) vide Office Order no. 180-PAR (WBCS)/ID-34/21 dated 08.02.2021 and 183-PAR (WBCS)/ID-34/21 dated 08.02.2021 to reduce the financial disparity and to motivate the cadres to work intensely for the sake of organization. The objective of such initiative is not to award any new designation only but to remove the pay discrepancy and to provide the concerned Officers with other financial benefits. This Order supports the principles on which the demand of the joint representation of all the three associations is based.

WBSEB Engineers' Association, WBSE Finance & Accounts Managers Association & WBSEB Officers Association are hereby protesting jointly against issuance of such office order as the aforesaid Office Order was issued without having any discussion with the major stake holders & driving force affected by the aforesaid Office Order.

WBSEB Engineers' Association, WBSE Finance & Accounts Managers Association & WBSEB Officers Association further strongly demand for formation of a committee to re-draft the promotion policy of the Class-I officers with immediate effect. Considering the responsibilities that the Class I Officers are entrusted with at various levels, they deserve much more than just a mere change of designation.

Thanks and regards,

Sohag Mukherjee
22/02/21

(Sohag Mukherjee)

General Secretary

WBSE Finance & Accounts
Managers Association

Moupani Mukhopadhyay
22.02.2021

(Moupani Mukhopadhyay)

Honorary Secretary

WBSEB Engineers
Association

Siladitya Sengupta
22/2/21

(Siladitya Sengupta)

General Secretary

WBSEB Officers Association