

## **WBSEB Officers' Association**

**Secretarial Report for consideration at the 36<sup>th</sup> Biennial General Meeting of  
WBSEBOA on April 24, 2022 at the RNC Memorial Auditorium, Vidyut Bhavan**

On behalf of the Central Executive Committee (CEC) of the West Bengal State Electricity Board Officers' Association, I heartily welcome all the members attending today to the 36<sup>th</sup> Biennial General Meeting of the Association. The present Central Executive Committee took the reins of the Association in the year 2019 as a united face of the Association, but due to the Covid-19 pandemic, the tenure of the present CEC had to be extended for a further period of almost one year, until the next Biennial General Meeting could be conducted. However, throughout this tenure, with all the unprecedented challenges and obstacles that the pandemic situation presented, this CEC stood united in the discharge of its responsibilities towards all members of WBSEBOA. Our Association being the only organization of Officers from various streams of the Power Sector of West Bengal, the current CEC, in the course of its journey, has never faltered in its sacred duty of championing the causes of all its members encompassing the three Companies - WBSEDCL, WBSETCL, and WBPDC.

The tenure of the present CEC had to be extended for a period of almost one year due to the Covid-19 pandemic in two phases. Although the Biennial General Meeting of WBSEBOA was previously scheduled on a date January, 2022, the same could not be materialized due to worsening of the Covid-19 situation, as well as the Covid-19 related lockdown imposed by the Government of West Bengal during that month. Eventually, we are finally able to conduct our Biennial General Meeting today, i. e., 24/04/2022. Against all odds, the current CEC was able to conduct 15 numbers of meetings during the course of the last three years, albeit mostly over virtual platforms, thanks to the earnest endeavours of all the CEC members to keep the planned activities of the Association on track. On behalf of the current CEC, I take this opportunity to express our gratitude to the five Zonal Committees and 6 Unit Committees of WBSEBOA for extending their full support and co-operation to the CEC in the execution of various works pertaining to the Association, as well as for their invaluable inputs and feedback.

It is needless to say that we have passed, and are still passing through a critical phase of human history due to the unprecedented Covid-19 pandemic situation throughout the world. A major portion of the tenure of the current CEC has been spent under lockdown in different phases due to the pandemic. We have lost too many good people - members, ex-members, loved ones, eminent personalities, colleagues, friends, neighbours, and many more - to this deadly

disease, and we pray to the Almighty for the souls of those dearly departed to find peace. We also hope to remember the ones we lost, and honour the legacies they left behind the best we can in our own way.

As we are all aware, during the lockdown and post-lockdown periods, a large number of people of various professions from different sections of society faced severe difficulties in maintaining their livelihood. Being a socially conscious and conscientious Association, we are well-aware of our responsibilities towards the society as a whole. Therefore, the current CEC appealed to all WBSEBOA members to extend a helping hand through donations for those who were struggling in such trying times, and our respected members responded readily and generously by contributing a total sum of ₹5,00,000/- (Rupees Five lakhs only), which was subsequently donated to the "West Bengal State Emergency Relief Fund". Apart from this donation, the Association also contributed by supplying food and other essential supplies to some of our co-workers among the support staff of WBSEDCL.

Our Association was registered under the Registrar of Societies in the year 1975. However, renewal of the registration had not been done since such initial registration, and was long overdue for 45 years. I am extremely glad to report that after initiation of the process, and constant persuasion with the registering Authorities, the present CEC was able to successfully renew the Registration of WBSEBOA. With renewal of registration, the registration number of WBSEBOA has changed from its previous number S/16108 to SO016108.

At the time of being entrusted with the responsibilities of the Association two years and eleven and a half months ago, the present CEC had observed that another issue (apart from renewal of registration) that required immediate attention was finalization of the members' list of WBSEBOA. Soon after its inception in 2019, the current CEC noted that there were some members of the Association who were holding dual memberships of other Associations as well. Upon identification of such cases, the memberships of 25 such members have been revoked. Consequently, there has been a slight decline in the total membership of WBSEBOA during the tenure of the current CEC. On the other hand, however, a considerable number of new Officers from all three Companies (WBSEDCL, WBSETCL, and WBPDCCL) have become members of our Association during the past three years, which is a positive development that needs to be sustained in future.

Collection of subscriptions from our members on regular basis continues to remain an area of concern, which needs to become a part of the routine activities of the Association at all levels, as regular deposition of members' subscriptions to the Association's coffers would help us to meet the expenses required for various activities of the Association.

The website of the Association ([www.wbseboa.in](http://www.wbseboa.in)) has been renewed, updated and is operational for the past few years. All updates and information pertaining to the Association, including communications to and from the Managements of the Companies, communications to and from the members / Zonal Committees / Unit Committees, etc. are regularly published on the WBSEBOA website for circulation and easy accessibility among all members across all locations. We also have social media presence on Facebook ([www.facebook.com/wbseboa](http://www.facebook.com/wbseboa)), and updates regarding different communications, activities, and events of the Association are regularly published on our Facebook Page.

While recognizing the need for improvement in this aspect, it bears mentioning that one issue of Synergy (the mouthpiece of our Association), viz., Synergy 2021 was published during the tenure of current CEC in spite of the obstacles posted by the ongoing pandemic. On behalf of the current CEC, I would also like to thank and congratulate the Burdwan and Midnapur Zonal Committees of WBSEBOA for organizing two successful Seminars on Employees' Service Regulations, Disciplinary Proceedings, and Legal issues, one being conducted in the august presence of the Hon'ble Minister of State, Micro, Small & Medium Enterprises & Textiles, and Animal Resources Development, Government of West Bengal.

After constitution of the current CEC, all five Zonal Committees of WBSEBOA were also re-constituted for the period 2019-21. While some of the Unit Committees of WBSEBOA were re-constituted during this period, the re-constitution of the remaining Unit Committees could not be effected due to lockdowns and other restrictions imposed due to the spread of Covid-19. However, we must accept that the current CEC cannot evade its responsibility for the fact that all Zonal / Unit Committees could not be re-constituted before this Biennial General Meeting, although this was largely due to the limitations being faced due to the pandemic situation. Therefore, on behalf of the outgoing CEC, I request the upcoming CEC, which is to be constituted today, to make a note regarding re-constitution of the Zonal / Unit Committees as early as possible for smooth and effective functioning of the Association at the site level.

During the course of its tenure, the current CEC has taken up various demands of the members of the Association with the top Authorities of all three Companies. We have met with the CMDs of both WBSEDCL and WBPDCCL, and the MD of WBSETCL from time to time regarding various issues, apart from having regular meetings with the Directors (HR) of all three Companies. The Association has always stood by the side of its members whenever required, be it in WBSEDCL, WBSETCL or WBPDCCL. The CEC took up the grievances of the members with the Managements of the respective Companies, and in most cases, the issues were

satisfactorily resolved. We have been consistent in our persuasion of the respective Managements regarding creation of new posts at the Higher Management levels across all three companies. While two new posts of General Manager (HR & A) have been created in WBPDC, we are yet to see any results of our efforts in WBSCL and WBSL, though we are hopeful of eventual positive outcomes of our constant demands to and persuasion with the Managements of these two Companies regarding this issue.

During the tenure of this CEC, Pay and Allowances of all the three companies have been revised through ROPA 2020. The Association had previously placed its demands regarding the same before the Working Groups of all three Companies. Among other issues, we had placed our demand for review of the Career Progression Scheme, with shorter lock-in periods for promotions under the scheme. Along with other allied Associations, we are also constantly pursuing the provision of an option for a switch from CPF to GPF under the DCRB scheme, and full pension on completion of 20 years of service, which are yet to be considered by the Managements of the Companies. However, the counting of the one year of on-the-job training period towards the grant of all service benefits in respect of Officers has been accepted and implemented by the WBSCL Authority. After long and continuous persuasion by the Association, the posts of Assistant Managers (HR & A) under one-third quota from eligible Junior Managers (HR & A) have been filled up in WBSCL, but there is still a considerable number of vacancies in Assistant Manager (HR & A) posts across all three Companies, and we expect them to be filled up soon.

It is also pertinent to mention that our Association had joined forces with other Associations and Unions to form a "Joint Forum" to place the common demands of the employees to the Managements of all three Companies, in which our Association had played a pivotal role.

The Association has largely been successful in obtaining satisfactory postings through transfer for our members who had been posted in distant locations, through interaction with the Authorities. However, the recent transfer of some of our members without transparent ground has rightly caused resentment at all levels of the Association. The current CEC has already taken up these cases with the Management, and I request the upcoming CEC to continue to strive sincerely to get justice for these cases.

While we are proud of the continuous improvement in performance achieved by the three Companies, we must continue to strive for further improvement in our performance, particularly focusing towards achieving outstanding customer relation management across all spheres of our activities.

To sum up, the current CEC, despite the challenges and obstacles brought on by the unprecedented Covid-19 pandemic, and consequent lockdowns and other restrictions, achieved much of what it set out to achieve three years ago. From resolving long pending issues such as renewal of registration of the Association, to contributing towards policy changes like ROPA 2020 for the common benefit of all members, to undertaking socially beneficial activities in view of the current scenario, to addressing individual grievances including transfer and posting, to ensuring routine and periodical activities of the Association such as publication of Synergy 2021 do not end up taking a back seat due to the pandemic situation - I am glad to be able report that the current CEC could overcome the challenges posted by the pandemic situation to accomplish much of what was required for the Association to thrive even amidst such difficult times.

For this, on behalf of all members of the outgoing CEC, I must extend my sincerest and heartfelt gratitude to all the Zonal Committees, Unit Committees, and every individual member of WBSEBOA whose grit and determination in extending every support and co-operation for the sake of the Association for the past three years even amidst such trying times gave us the confidence and means to accomplish not only what could to be accomplished under the circumstances, but also what had to be accomplished in spite of them.

Therefore, in the hope of providing some inspiration for the future to all my fellow WBSEBOA members and the upcoming CEC, I would like to leave you all with a quote from one of the greatest sportspersons this country has ever produced, whose birthday just happens to be today - Sri Sachin Tendulkar:

*"If Destiny throws a stone at you, don't let it become a millstone. Make it into a milestone"*

I convey my best wishes and regards to you all.

**Date:** 24/04/2022



**Siladitya Sengupta,  
General Secretary,  
WBSEBOA.**