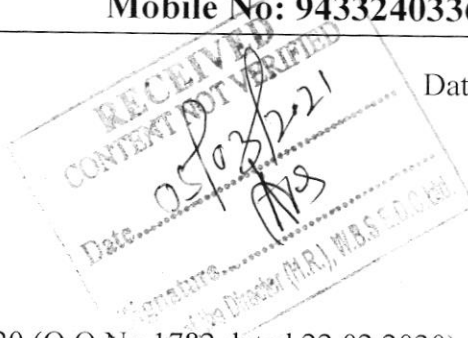


West Bengal State Electricity Board Officers' Association
(Regd. No. S/16108)
A United Organisation of Officers of WBSEDCL, WBSETCL & WBPDC
Vidyut Bhavan, Bidhannagar
Block-DJ, Sector-II, Kolkata-91
Mobile No: 9433240336/9874929726

Memo No: ~~WBSEBA~~ /2019-21/108
To
The Chairman & Managing Director
WBSEDCL
Vidyut Bhavan, 7th Floor
Kolkata-700091

Date: 05.03.2021



Sub: Representations against ROPA-2020 (O.O No 1782 dated 22.02.2020) and subsequent O.O No 1900 dated 31.12.2020 issued for plugging the loopholes in ROPA-2020

Sir,

After having to wait for almost 4 (Four) years from the publication of the 7th Pay Commission by the Government of India (29.06.2016, effective from 01.01.2016) and almost 6 (six) months from the issuance of the ROPA-2019 (5562-F the 25th September, 2019) by the Govt of West Bengal, the much awaited ROPA-2020 was published by WBSEDCL.

We must thank you, for steering the much-anticipated Revision of Pay and Allowances of WBSEDCL, but at the same time we cannot resist ourselves from ventilating various issues of discrepancies and shortcomings of ROPA-2020 of WBSEDCL, causing resentment among large sections of our members, who toil really hard, day in and day out, to manage the show of our beloved organization.

Earlier, we had the opportunity to bring many anomalies in ROPA-2020 to your kind notice and we rested our case on your wisdom and fine sense of judgement. Subsequently, our hope was raised with the formation of the anomaly committee.

But, what we have seen through the report of the anomaly committee is very demoralizing. None of the issues were addressed and not even deliberated, even the blatant errors in ROPA-2020 w.r.t. Pay matrix and other allied issues, were not looked upon.

In a nut shell the following anomalies, are, hereby presented for your kind consideration and resolution:

- A. **Serious deprivation of pay in the pay-matrix i.r.o Manager (HR & A) and Sr Manager (HR & A) cadres:**
1. It is needless to mention that middle level officials, in the cadre of Manager (HR & A) & Sr Manager (HR & A), who were earlier belonged to 6600/- (GP) and 7600/- (GP) in the pre-revised scale respectively (under pay band 15600-39100), **are the worst affected, for such unreasonable pay-matrix.**

MS

2. Perhaps, it is assumed, that Manager (HR & A) and Sr. Manager (HR & A)s are to be promoted from the induction cadre of Assistant Manager (HR & A), under the time bound Career Progression Scheme (8 years) of WBSEDCL, and there is no lateral entry or First Track Promotion in vogue. Hence, after rendering rigorous service of 8 (eight) years, the promotional benefits [from Asstt. Manager (HR & A) to Manager (HR & A)] may be considered as insignificant :

Pay in the 8 th Level of the Matrix on completion of 8 years of service as Asstt Manager (HR & A)— induction level	Pay in the 8 th Level Matrix (after getting notional increment on promotion)	Pay in 9 th Level Matrix after being promoted as Manager (HR & A)	Promotional Gain in Pay (without 13% DA + 16% HRA)—as per ROPA-2020	Promotional Gain in pre-revised scale (without 125% DA & 20% HRA) [pay band 15600-39000]—as per ROPA-2009	Remarks
Rs 71400/-	Rs 73600/-	Rs 73700/-	Rs (73700-73600)= Rs 100/- Effective Gain: (73700-71400)=2300/- Gross Gain considering DA + HRA=2967.00	Notional Increment Rs 800/- Increase in GP=Rs (6600-5400)= Rs 1200/- Total Change in Pay: 2000/- Gross Gain considering DA+ HRA=4900.00	Promotional Benefit reduced in real term considering the DA (125%) and HRA (20%), pre-revised scale.
Pay in the 9 th Level of the Matrix on completion of 8 years of service as Manager (HR & A)	Pay in the 9 th Level Matrix (after getting notional increment on promotion)	Pay in 10 th Level Matrix after being promoted as Sr Manager (HR & A)	Promotional Gain in Pay (without 13% DA + 16% HRA)—as per ROPA-2020	Promotional Gain in pre-revised scale (without 125% DA & 20% HRA) [pay band 15600-39000]—as per ROPA-2009	Remarks

Rs 93800/-	Rs 96700/-	Rs 96800/-	Rs (96800-96700)= Rs 100/- Effective Gain: (96800-93800)=3000/- Gross Gain considering DA + HRA=3870.00	Notional Increment Rs 1090/- Increase in GP=Rs (7600-6600)= Rs 1000/- Total Change in Pay: 2090/- Gross Gain considering DA+ HRA=5120.00	Promotional Benefit reduced in real term considering the DA (125%) and HRA (20%), pre-revised scale.
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3. It is very much elementary and one shall not have to be a mathematical wizard, to find out the cause of such, fixational debacle, depriving middle level officers, not only in HR & A Cadre, but across all cadres of officers/engineers.
4. As per ROPA-2016 of the Central Govt as well as under ROPA-2019, of the State Govt, the multiplication factor for fixing the Pay Level of Matrix 9 & 10 is fixed as 2.67. But, in our case, the multiplying factors for Manager and Sr. Manager cadres are inconsistent (2.57 & 2.52 respectively). Therefore, huge pay gap resulted in comparison to Senior Scale (erstwhile PB-5).

5. Following Table Explains the above:

Name of the Post	Pre-revised Pay in Pay-band 15600-39100)	Grade Pay (pre-revised)	Basic (pre-revised)	Multiplying Factor	Pay in the 8 th /9 th /10 th Level Matrix (ROPA-20)	Remarks
Asstt Manager	15600/-	5400/-	21000/-	2.67	56100/-	Correct
Manager	22030/-	6600/-	28630/-	2.57	73700/-	In-Correct
Sr Manager	30790/-	7600/-	38390/-	2.52	96800/-	In-Correct

Hence, correct pay in pay matrix for Manager (at initial level) should be= $28630 \times 2.67 = \text{Rs } 76442.1$, i.e 78300/- (if we follow the same pay matrix) instead of Rs 73700/-

Accordingly, correct pay in pay matrix for Sr Manager (at initial level) should be= $38390 \times 2.67 = \text{Rs } 102501.3$, i.e 102800/- (if we follow the same pay matrix) instead of Rs 96800/-

[Handwritten Signature]

Pay-Matrix of State Government & Central Government

Name of the Post	Pre-revised Pay in Pay-band 15600-39100)	Grade Pay (pre-revised)	Basic (pre-revised)	Multiplying Factor	Pay in the relevant Level of Matrix (ROPA-20)	Remarks
Asstt Manager	15600/-	5400/-	21000/-	2.67	56100/-	As per our ROPA
Manager	18600/-* (promotion considered on 4 year/lateral entry)	6600/-	25200/-	2.67	67300/-	Our M.F is 2.57
Sr Manager	28000/-* (promotion considered on 7 year/lateral entry)	7600/-	35600/-	2.67	95100/-	Our M.F is 2.52

6. We have been given to understand that, the Senior Scale (erstwhile PB-5) has been fixed at Rs 134500/- (Level 11 pay in Pay matrix, erstwhile GP: 8100/-) and 138700/- (Level 12 pay in Pay matrix, erstwhile GP: 8700/-), deliberately, to discount the capping factor in HRA @ 16%. **But, we have experienced, in the recent promotion of DE to SE cadre (beyond CPS), the pay hike occurred from Rs 85700/- to Rs 96800/- ,i.e gain of hopping Rs 11100/- (instead of pre-revised gain of Rs 2090/- in Basic Pay in similar promotion).**
7. The above incident is an eye-opener, that how in-consistent the Pay Matrix in ROPA-20 is. Which, perhaps is a botched attempt to customise the Matrix of 7th Pay Commission of Central Govt and State Govt, half-heartedly, without able to foreseeing these issues.
8. It is needless to mention that initial point of each level of matrix should be reviewed immediately, for bringing consistency with Central Govt/State Govt Pay matrix, to have some overlapping (should have overlapping effect of at-least three cells of the previous Level of Matrix---to take care the issues of beyond CPS promotions).
9. The Officials under G.Ps (5400/-, 6600/- & 7600/-) of pre-revised scales are the backbone of any cadres and they feel utterly deprived with such revised pay-matrix, which is neither as per State Government and nor matching with Central Government, hanging in the middle, with so many questions unanswered and unattended.

[Handwritten Signature]

10. We are writing this letter in concise form, with an anticipation that the authority of WBSEDCL may find some time to read it out and do justice with some fine tuning.

We also demand to relook the O.O. No:1966 dated: 12.02.2021 through which re-designation of the officers only after completion of 25 years of service has been made without extending any financial benefit to them instead of extension of full fledged 3rd Level CPS / APS after 25 years of continuous service (AGM or equivalent). We also feel that it would be odd to fathom that Sr. Manager(s) and Dy GMs both will be running for AGM which may break the moral of the employees in future.

Yours faithfully,

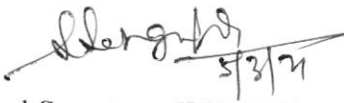
Sd/-
(Siladitya Sengupta)
General Secretary, WBSEBOA

Memo No: WBSEBOA/2019-21/108(i)

Date: 05.03.2021

Copy forwarded for kind information and necessary action:-

i) Director(HR), WBSEDCL


General Secretary, WBSEBOA

