

To,
The Chairman and Managing Director,
WBSEDCL,
Vidyut Bhavan,
Salt Lake,
Kolkata – 700 091

Sub.: Confirmation of the discussion held on 11.03.2022

Sir,

With reference to the discussion had with you on certain points in the meeting held on 11.03.2022 at Vidyut Bhavan, we would like to confirm the following:

1. Regarding payment of DA as per ROPA, 2020:-

After thorough discussion on this issue, CMD stated that he would try his level best to meet up the demand of the employees, as a whole, but considering financial impact and other relevant issues, he was not in a position to make any commitment. However, he assured that he will look into the issue with due consideration.

2. Regarding incentive scheme:

All the three Associations demanded for payment of performance based incentive in a regular manner every year. After detailed discussion, it was agreed upon by both Management and Associations that a high power standing committee would be formed which would consider the existing incentive scheme and formulate a revised incentive scheme, if necessary and review the factors of the scheme from time to time for both WBSEDCL & WBSETCL.

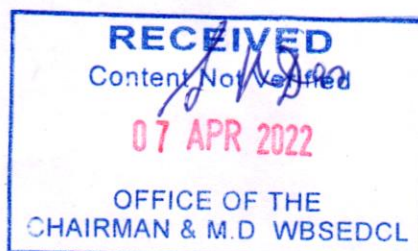
3. Regarding the issues placed before Anomaly Committee:

CMD assured that the proposal placed by Associations before Anomaly Committee regarding promotional fixation under level 9 and 10 of ROPA 2020 would be reviewed and based on merit and financial implications, decision would be taken by the Management.

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4. Regarding option to switch over from CPF to DCRB Pension:

The entire issue was discussed in a positive frame. It was advised to compile the Actuarial liability of both WBSEDCL and WBSETCL visa vis the assets which would be available through transfer. After getting a holistic picture of the assets and liabilities, further line of action and further discussion would take place.

The issue of proper funding and reducing the deficit in Pension and Gratuity Fund was also discussed.

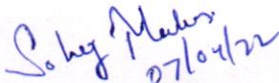
5. Miscellaneous Issues:

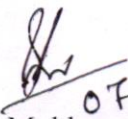
Regarding career progression scheme of IT Engineers and creation of position for DE(IT) in Region, to deploy new AE(IT) to cope up with the workload of different upcoming schemes and to make the system self dependent and self sufficient, detailed and fruitful discussion was held. CMD instructed Director (HR), WBSEDCL to act upon these issues with proper manpower planning in phases. In this context, CMD was requested to convert ACE(IT) post of WBSETCL to ACE only like other ACE posts. He agreed to the proposal and instructed GM(HR), WBSETCL to act accordingly.

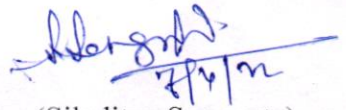
Regarding HRA issues of WBSETCL, CMD asked GM(HR), WBSETCL to place a note immediately to resolve the matter.

Regarding reduction of shift allowance of ALDC in ROPA 2020 in comparison with ROPA, 2009, CMD instructed Director (HR), WBSEDCL to take up the matter through Anomaly Committee.

Meeting ended with thanks to the Chair.


(Sohag Mukherjee)
General Secretary,
WBSEF&AMA


(Moupali Mukhopadhyay)
Hon' General Secretary,
WBSEBEA


(Siladitya Sengupta)
General Secretary,
WBSEBOA