

West Bengal State Electricity Board Officers' Association

(Regd. No. 5/16108)

A united Organisation of WBSEDCL, WBSETCL & WBPDC

Vidyut Bhavan: Bidhannagar
Block-DJ: Sector-II: Kolkata-91

Memo No: WBSEBOA/2019-21/97

Dated: 22.09.2020

To
The Chairman & Managing Director, WBSEDCL,
Vidyut Bhawan, 7th Floor, 'A' Block,
Bidhannagar, Kolkata-700091

Sub: Creation of one post of General Manager (HR&A) and additional posts of
AGM(HR&A) to revitalize & sensitize the HR activities of the Co. Company.

Sir,

As you know that since emergence WBSEDCL as State owned Public Limited Company from 2007 onwards, the business of the Company and its operational area has been enlarged manifold with increase of its consumers' base nearly to 20 Million across the State of West Bengal. Further to manage with such a rapid growing consumer base & system demand the Company has continuously been endeavoring to strengthen its functioning & monitoring mechanism by opening of a good no. of new Customer Care Centers, 33/11 KV Sub-Stns, Divisions and Regional Offices, RE Project Offices in order to ensure 24X7 reliable power to all such consumers. Besides, the Company has also been operating 4(Four) major Hydel Power Stations, viz PPSP, TCFHP, JHP and RHP and few Mini-micro HEPs, functioning under Hydel Hqrs, Siliguri to enhance its inhouse generation capacity.

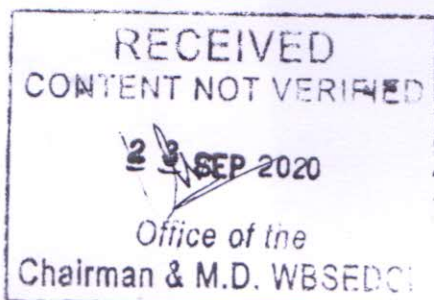
The present employees' strength is around 13600 against a sanctioned strength of 22,500 and it is expected such employees' strength will further increase in the years to come. Besides dealing with aforesaid regular employees the HR Officials are also to work with nearly 30000 outsourced labourers, engaged for different Tech/Line/Repair/O&M activities through different Agencies and a substantial no. of retired employees reengaged temporarily on contractual term against resultant vacant positions mainly in different Sub-Stations across the State.

As a result the HR activities of the Company have been increasing day by day with opening of its new areas of operation and substantial increasing trend in its direct & indirect employees/labour strength as well.

It may be mentioned here that at present there are 2(Two) posts of General Manager (HR&A), between 2(Two) one is earmarked for Training, Development & Performance Appraisal Management and rest one General Manager (HR&A) at the Corporate level, who is looking after the entire HR activities of WBSEDCL, a gist of which is annexed hereto for your kind perusal & reference.

Further, considering the existing work load of the departments working under HR Directorate, particularly increasing work load of ES&ER-II, R&MP Cell & other Departments, it is simultaneously felt extremely necessary rationalize & reorganize the

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22/9/2020

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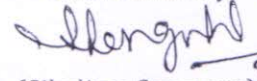
existing tasks amongst all such Departments under HR Directorate appropriately with creation of 2(Two) posts of Addl. General Manager (HR&A) for its smooth & effective functioning.

Thus, to combat with such growing need, to revamp the HR functions at Corporate Level and to sensitize the existing monitoring mechanism in HR field as well, it is felt extremely necessary (i) to create one another post of General Manager (HR&A) with adequate manning support to workout HR Succession Planning activities, viz HR Policy related issues, Succession Manpower Planning, Recruitment, Promotions, issues related to Contract Labour Management, issues related to HCM Module, monitoring of CSR Schemes of the Company etc and (ii) to create 2(Two) posts of Addl. GM(HR&A) to rationalize & reorganise the existing assignments of different Cells of HR Directorate for its smooth functioning. May kindly be mentioned that upon creation of new post of General Manager (HR&A) for HR (Planning) activities, the existing General Manager (HR&A) would look after appropriate operationalization of HR tasks. Accordingly the 2(two) posts of General Manager (HR&A) may be renamed as GM (HR&A) (Planning) and GM(HR&A) (Operation) respectively.

Sir, hope you would definitely appreciate the dire necessity and kindly exercise your good offices to consider our aforesaid proposal for creation of a new post of General Manager (HR&A) and additional posts of Addl. GM(HR&A) to strengthen & refresh the existing monitoring mechanism in HR field for the greater interest of the Company's work and filling-up the post early through interview from the exiting Sr. Managers and Addl. GMs of the Company.

Thanking you in anticipation of your favourable consideration and assuring our best cooperation always.

Yours Faithfully,


(Siladitya Sengupta) 22/9/2020
General Secretary