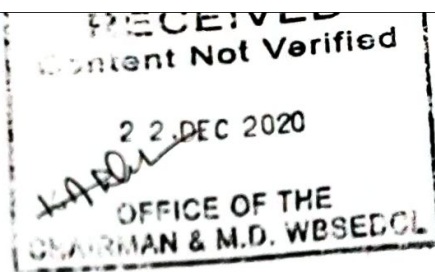


To
The Chairman and Managing Director
WBSEDCL



Sub: Promotional Path of Class-I Engineers & Officers.

Sir,

You are very much aware that there remains a long pending as well as the most legitimate demand of Creation of revised promotional path with special emphasis on creation of 3rd Level CPS for directly recruited Class-I Engineers & Officers like the other cadres of WBSEDCL.

As per the present promotional policy of WBSEDCL, all the cadres except the directly recruited Class-I Engineers & Officers of WBSEDCL are getting 3 assured promotions under Career Progression Scheme (CPS) and many of them are getting even 4th promotion, beyond CPS promotions.

While the directly recruited Class-I Engineers & Officers are getting only 2 assured Career Progression Scheme (CPS) Promotions with only few of them become eligible for Pay Level 12 i.e. equivalent to Grade pay of Rs. 8700 of unrevised scale after completion of 19 years of Service based on limited vacancies in the name of Addl. Chief Engineer/ Addl. General Manager. The majority of the cadre base is not getting any promotions due to very limited vacancies, inter-se seniority etc. After completion of 25 Years of Service, they have been given Pay Level 11 (only the Pay-Matrix corresponding to Grade Pay of Rs. 8100/-) in the newly published ROPA-2020 of WBSEDCL without giving designation.

As a result of the fact that even after starting 2 levels below at the induction level of Class -I officers, some of the other cadres are elevated to the same level where most of the Class-I cadres are completing their service through superannuation.

The above scenario is not at all desirable for the health of the organization as the present promotional policy of WBSEDCL is creating frustration and unnecessary deprivation to the cadre which are taking the signing responsibility from the very induction post. Furthermore, this exasperated promotion policy is leading towards attrition of efficient Engineers & Officers as WBSEDCL recruits Graduate Engineers, Chartered Accountants, Cost Accountants, MBA(Finance) & MBA (HR)s in this class-I induction level posts.

A resolution to this gross deprivation and utter frustration due to poor promotion policy of the Class-I Engineers & Officers, we, WBSEB Engineers Association, WBSE Finance &


Accounts Managers Association and WBSEB Officers Association are submitting joint representation of the desired career path with seeking appointment of you for presenting the same before you.

As desired by you we place herewith the proposed CPS structure (The flow diagram annexed) for your kind perusal keeping in mind the substantial financial loss incurred by majority of directly recruited Class-I Engineers & Officers who could not get 3rd level promotion early owing to the factors beyond their control, like limited vacancies, inter-se seniority etc.

"At this moment the salary difference between an employees who got the promotion in first attempt after completing 19 years of service and ones who could not, amounts to Rs 50000/- approx. This huge financial disparity can only be compensated by extending the benefits of existing Special Service Linked Scheme (SSLS) with scale level 11 (earlier GP 8100) after completing 19 years of satisfactory service in place of 25 years at present for all Class-I Engineers & Officers. In this way financial loss may be compensated without allowing designation. The 3rd level CPS may be allowed with designation of Dy CE/ DGM after completion of 25 year of successful service at scale level 12." For up keeping morale of the Addl CEs/ AGMs and CEs/ GMs policy may be framed for up gradation to immediate next higher scale on completion of 5 years and 3 years of service respectively.

Your kind patronage and support is highly solicited.

Thanks and regards,


22.12.2020

(Sohag Mukherjee)

General Secretary,

WBSE Finance & Accounts

Managers' Association


22.12.2020

(Moupali Mukhopadhyay)

Honorary Secretary,

WBSEB Engineers'

Association


22/12/2020

(Siladitya Sengupta)

General Secretary,

WBSEB Officers'

Association

Encl: The Flow Diagram of Proposed Promotion Path

Flow Diagram of Promotion Path of Class-I Engineers & Officers & Engineers

