

West Bengal State Electricity Board Officers' Association

(Regd. No. S/16/10)

A united Organisation of WBSEDCL, WBSETCL & WBPCL

Vidyut Bhavan: Bidhannagar

Block-DJ: Sector-II: Kolkata 700031

Memo No: WBSEBOA/2019 - 21/94

Dated: 26/06/2020

To
The Director (HR),
West Bengal State Electricity Distribution Company Ltd.,
Vidyut Bhavan, Block DJ, Sector - II,
Salt Lake,
Kolkata – 700091



Subject: Demand for modifications in ROPA 2020 of WBSEDCL, and proposal for changes in promotion structure

Ref: WBSEDCL (ROPA) Rules, 2020 issued vide Office Order No. 1782 dated: 22/02/2020

Sir,

At the onset, WBSEBOA expresses heartiest thanks for formulation and implementation of the long-pending ROPA 2020. While the said ROPA Rules has overall commendably attempted to afford a fair compensation to the employees of WBSEDCL for their services, as well as allow them to maintain a good standard of living considering the current market, there have been some glaringly unfair and inadequate components in the ROPA 2020, which warrant immediate redressal, as proposed below:

- i. **Adequate increment after promotion from Assistant Manager to Manager and from Manager to Sr. Manager level:**

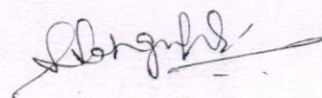
As per Annexure - II of the ROPA 2020, it is noted that upon getting promotion from Assistant Manager to Manager level, or from Manager to Sr. Manager level, an employee is getting a nominal monetary benefit of merely ₹100/- in excess of a regular annual increment. It is highly de-motivating for an employee to get so little monetary benefit upon finally getting his/her first or second promotion after years of dedicated hard work. Further, an increment of a mere ₹100/- at first or second promotion is extremely underwhelming, and falls quite short of expectations. Thus, necessary modifications are required to be incorporated in the ROPA 2020 of WBSEDCL to provide increased monetary benefit upon promotion from Assistant Manager to Manager level, and from Manager to Sr. Manager level as befitting such promotion. The following pay structure is proposed for promotions to Manager and Sr. Manager level:

Proposed Pay Matrix for Promotion to the rank of Manager and Sr. Manager			
Pay Band	PB – 4		
Scale	₹15,600/- - ₹39,100/-		
Grade Pay	₹5,400/-	₹6,600/-	₹7,600/-
Level	8	9	10
Multiplying Factor	2.67	2.67	2.67
1	56,100	76,500	1,02,600
2	57,800	78,800	1,05,600
3	59,600	81,200	1,08,800
4	61,400	83,600	1,12,100
5	63,300	86,100	1,15,400
6	65,200	88,700	1,18,900
7	67,200	91,400	1,22,400
8	69,300	94,200	1,26,100
9	71,400	97,000	1,29,900
10	73,600	99,900	1,33,800
11	75,900	1,02,900	1,37,800

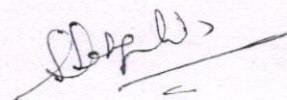
- ii. **Sufficient career progression opportunities for Class – I Officers:** All categories of employees of WBSEDCL except for Class – I Officers are afforded the opportunity of 3 (three) assured promotions, while for Class – I Officers, only 2 (two) promotions under Career Progression Scheme are granted, and remaining promotions are vacancy based. Consequently, many Class – I Officers are destined to retire with only two promotions. WBSEBOA has long been demanding 3 (three) promotions under Career Progression Scheme for Class – I and had also proposed the same in its recommendations for ROPA Rules, 2020. Thus, the following changes to Career Progression Scheme are once again proposed to provide adequate self-actualization opportunities to Class – I Officers:

- **Induction Level:** Assistant Manager (HR&A)
- **First assured promotion under CPS (after 7 years):** Manager(HR&A)
- **Second assured promotion under CPS (after 13 years):** Sr. Manager (HR&A)
- **Third assured promotion under CPS (after 19 years):** Deputy G.M. (HR&A)

- iii. **Payment of arrear from 01/01/2016 to 31/12/2019:** Although, the ROPA 2020 has been deemed to have come into force from 01/01/2016, it was actually implemented in practice from 01.01.2020. Such delayed implementation naturally merits payment of arrear to the employees for the period 01/01/2016 to 31.03.2019. While the arrear amount from 01/01/2016 to 31/12/2019 has been left unsettled, which is a gross deprivation of fair dues to the employees of WBSEDCL. Hence, WBSEBOA demands payment of arrear for the period 01/01/2016 to 31/12/2019.



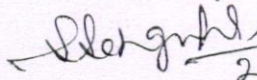
- iv. **Removal of ₹16,000/- ceiling of House Rent Allowance:** Although House Rent Allowance @16% of basic pay has been introduced in the ROPA 2020, a maximum HRA ceiling of ₹16,000/- has been stipulated. This is especially unfair to the senior employees who would have been able to draw a greater amount of HRA as per their basic if such ceiling had not been existed, and appears to be specifically depriving those who dedicated long years of service and loyalty to the Company. As such, WBSEBOA demands that the provision of HRA ceiling at ₹16,000/- be removed from the ROPA 2020 of WBSEDCL.
- v. **Uncapped House Rent Allowance for employees with working spouses:** In ROPA 2009, a clause had been included under which if the spouse of a WBSEDCL employee is also employed in service of any organization, then the maximum House Rent Allowance admissible jointly to the couple is ₹6,000/-. Yearly HRA declarations were taken from all employees by the concerned DDOs, and deductions were made from the HRA components (of employees with working spouses) by the concerned DDOs accordingly. However, such a restrictive policy is not followed by any PSU. Moreover, it is noted that in cases where both partners in a couple work in WBSEDCL, Electricity Allowance is granted to both partners by WBSEDCL without any restriction. Thus, there should not be any hindrance to disbursing full HRA to all employees of WBSEDCL without any capping irrespective of the employment status of their spouses.
- vi. **Payment of Electricity Allowance as cost of a fixed number of units of electricity (at prevailing rates) instead of lump sum:** A lump sum Electricity Allowance that varies for different categories of employees of WBSEDCL has been incorporated in ROPA 2020. However, considering the periodic increments in unit cost of electricity, and the fact the ROPA 2020 shall be in effect for a considerably long period of time, it seems more logical to grant the employees the actual cost of a fixed number of units of electricity (that may vary across different categories of employees) at prevailing unit rate, rather than give them a lump sum electricity allowance. This will be a more sustainable form of electricity allowance considering the long period for which the ROPA 2020 shall remain in force.
- vii. **Adequate Medical Allowance for regular medical expenditures:** Although WBSEDCL reimburses medical expenditures for medical treatments of employees and their dependents in cases where hospitalization is required, no such reimbursement is provided for day to day treatments of relatively less critical afflictions (that do not require hospitalization) or regular purchase of medicines. As such, ₹500/- seems to be too low a sum to cover such expenses on a monthly basis. Thus, WBSEBOA demands that the Medical Allowance be increased to at least ₹1,000/- per month uniformly across all categories of employees.



It is earnestly expected that the above demands and proposal shall be considered seriously by the Management of WBSEDCL. WBSEBOA is open to discussion and shall be happy to provide any clarification regarding the above.

Thanking you.

Yours faithfully,


26/6/2020

(Siladitya Sengupta)

General Secretary