



# THE WEST BENGAL POWER DEVELOPMENT CORPORATION LIMITED

(A Government of West Bengal Enterprise)

Corporate Identity No. : U40104WB1985SGC039154

: Registered & Corporate Office :

'Bidyut Unnayan Bhaban', Plot No. 3/C, LA-Block, Sector III, Bidhannagar, Kolkata - 700 106

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• Website : www.wbpdcl.co.in

**WBPDCCL**

Office Order No: 165/2024

Date: 23.12.24

The West Bengal Power Development Corporation Limited Employees' Recruitment and Promotion Rules, 2017 had been issued vide Office Order No. 176/2017 dated 28.03.2017 and subsequently modified vide Office Order No 145/2022 dtd. 30.08.2022 is hereby partially modified to the following extent: -

**The existing Rule 13 (I) (b) shall be omitted and replaced with the following paragraph;**

With effect from 01.08.2023, the employees who have joined WBPDCCL as regular employees / trainees against regular posts shall be entitled to consideration for promotion to the first, second and third (as applicable) level of promotional posts upon having rendered satisfactory, continuous and uninterrupted service for 08 (eight), 15 (fifteen) and 24 (twenty-four) years respectively from the date of initial appointment, in line with the extant orders / guidelines / circulars issued by the company for promotion under Career Progression Scheme (CPS) of the company.

Provided that, with effect from 01.01.2020, the extended training period and extended probation period shall not be counted as qualifying service for the purpose of promotion under CPS and no increment or promotional benefits will be considered with respect to the 'extended training / extended probation period'.

Provided further that, if any employee gets promotion through 'Fast Track' mode, his eligibility period of 7 years or 9 years as the case may be, for next promotion(s) under CPS-will be counted from the date of effect of such promotion in relaxation of continuous service of 15 years or 24 years.

**The existing Rule 13 (I) (c) shall be omitted and replaced with the following paragraph;**

With effect from 01.08.2023, in case an employee who had been provided an opportunity to appear in Suitability Test for his / her selection to the next higher post under CPS as-well-as beyond CPS on completion of required period of services and other eligibility criteria and such employee fails to appear in the Suitability Test consecutively for two times, he / she shall be debarred for appearing in the Suitability Test under CPS as-well-as beyond CPS permanently.

However, if failure of such employee to appear in the CPS / beyond CPS on his second call due to self-hospitalization / severe illness or bereavement in the family, he / she shall be called for third-time before getting debarred from appearing in the Suitability Test under CPS as-well-as beyond CPS permanently.

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**Bandel Thermal Power Station**  
GM - (033) 2684 6369  
E-mail : gmbtps@wbpdcl.co.in  
Fax : 2684 6151

**Santaldih Thermal Power Station**  
GM - (03251) 260 227 / 250 / 341  
E-mail : gmstps@wbpdcl.co.in  
Fax : 260 217, PBX : 260 197

**Kolaghat Thermal Power Station**  
GM - (03228) 231 110  
E-mail : gmktps@wbpdcl.co.in  
Fax : 231 280

**Bakreswar Thermal Power Station**  
GM - (03462) 220 201  
E-mail : gmbktpp@wbpdcl.co.in  
Fax : 220 214, 220 346

**Sagardighi Thermal Power Project**  
GM - (03483) 237 099, E-mail : gmsgtpp@wbpdcl.co.in  
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NOTE:

- i. The employees who have already absented themselves from appearing in the Suitability Test consecutively two times under CPS or beyond CPS may be allowed one last chance to appear in the very next process of CPS or beyond CPS, whichever may be the case.  
In case, such employee fails to attend / absent themselves from appearing in the Suitability Test, he / she shall be debarred from appearing in the Suitability Test under CPS as-well-as beyond CPS permanently.
- ii. The employees who have absented themselves in the last spell from appearing in the Suitability Test for CPS / the employees who have absented themselves in previous spells of CPS but have appeared in the immediate preceding spell of CPS and have qualified, their date of effect of promotion shall remain unaltered without attracting the changes of reduced service period for 2nd and 3rd level posts i.e. 15 and 24 years continuous services respectively.  
Further, the employees whose date of eligibility of promotion in the 2nd or 3rd level posts come after 01.08.2023 and whose promotion had been deferred due to disqualification in any CPS criteria, his date of promotional effect shall be fixed by applying reduced service period for 2nd and 3rd level posts i.e. 15 and 24 years respectively and subsequently adding the deferment period. However, by doing so if such effect date crosses the original promotional effect date, the original effect date shall be taken into consideration.

**The following rule has been inserted under head Rule 18 (a)**

Special Service Linked Scheme (SSLS) : With effect from 01.08.2023 the employees holding 3rd level Class-I posts i.e. Sr. Manager level and have not obtained promotions to 4th level Class-I posts, after completion of their 24 years of continuous and satisfactory services from the date of induction (Excluding extended training / extended probation, as the case may be, with effect from 01.01.2020) in first level Class-I regular post, subject to a minimum 03 (three) years of satisfactory service in 3rd level Class-I category of post i.e. in Pay Level – 10 (Rs. 96,800/- to Rs. 1,81,200/-) will move to the next Pay Level - 11 (Rs. 1,34,500/- to Rs. 1,98,300/-) and they will be re-designated as ‘Deputy General Manager’ and ‘Deputy Chief Medical Officer’ in the respective discipline.

This has reference to the Resolution No. 2024/NRC-43/04 adopted by the Board of Directors of WBPDC vide it's 229<sup>th</sup> Meeting held on 17<sup>th</sup> December, 2024.

*Ladhaan*  
23/12/24  
(S. Pradhan)  
Director (HR)

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Memo. No: COHRA04210004/ 3128 (i- XLvii)

Dated: 23.12.24

Copy forwarded for kind information/necessary action to:-

1. The Chairman & Managing Director, WBPDC.
2. The Director (F&A) & Co. Secy./(Projects)/(Mining)/(O&M), WBPDC.
3. The Chief Vigilance Officer, WBPDC.
4. The Executive Director (P&P)/(OS)/(FM), WBPDC.
5. The General Manager, BTPS/BkTPS/KTPS/STPS/SgTPP, WBPDC.
6. The General Manager (Mining), PPJH/MROD, WBPDC.
7. The General Manager (IT)/(M&C)/(FM) /(OS)/(Civil)-Proj./(Civil)-O&M/(F&A)/(P&P)/(MMC)/ (R&M) / (HR&A)-PSC/ (HR&A and CC)/(E&S)/(Green Energy)/ (OS-BOP), Corp. Office, WBPDC.
8. The Addl. General Manager (HR&A), BTPS/BkTPS/KTPS/SgTPP/STPS/Corp., WBPDC.
9. The Agent, Barjora (N) / Barjore / Gangaramchak & Gangaramchak-Bhadulia / Tara (E&W), WBPDC.
10. The Liaison Officer, WBPDC Guest House, New Delhi.
11. Intra-net copy.

Dhruv Dasgupta  
23/12/2024  
General Manager (HR&A)