



**West Bengal State Electricity Distribution Company Limited**  
(A Govt. of West Bengal Enterprise)

Registered Office: Vidyut Bhavan, Bidhannagar, Block-DJ, Sector-II, Kolkata-700 091

CIN: U40109WB2007SGC113473, website: [www.wbsecl.in](http://www.wbsecl.in)

Office Order No. :2543

Dated :20.01.2026

Pay and Allowances for the employees of WBSEDCL has been revised through WBSEDCL (ROPA) Rules, 2020 issued vide Office Order No1782 dated 22.02.2020. It is stated under Rule 6(i) of WBSEDCL (ROPA) Rules, 2020 that corresponding revised Pay Band will be determined by multiplying the existing Band pay plus Grade Pay as on 01.01.2016 or on the date of his/her option or as on the date of his/her joining whichever is later, by the factor 2.57 and the resultant figure to be rounded off to next multiple of 100 and fixed suitably in slab equal to or just higher than the result and figure in the said Pay Band.

But, during preparation of Pay Matrix, which was published in Annexure-I of the said office order, different multiplication factors were used in different Pay Band. In most of the cases it is more than 2.57. In some cases it is more than the multiplying factor as adopted by the West Bengal State Govt. during preparation of ROPA-2019.

In Pay Level 9 and 10, the multiplication factor is less than 2.57. As a result, the initial Pay and subsequent Pay in pay Level 9 & 10 for the employees of WBSEDCL became lesser than the initial pay and the subsequent pay at the same level of the State Govt. employees.

It was under consideration of the management of the company for quite some time past for resolution of the discrepancy and after detailed examination it has been felt necessary to resolve such anomaly modifying the Pay Matrix of Pay Level 9 & 10.

To resolve the anomaly the multiplication factor as adopted by the State Govt. in the Pay Level 9 & 10 is hereby adopted for the employees of WBSEDCL, keeping multiplication factor untouched in other Pay Level as in other Pay Level multiplication factory is either higher or equal to the State Govt.

Accordingly, it is, hereby, ordered that the Pay Matrix of Pay Level 9 &10, as mentioned in Annexure-I at WBSEDCL (ROPA) Rules, 2020, is substituted with the following and current pay is to be re-fixed as per Para 6(i) WBSEDCL (ROPA) Rules, 2020 issued vide Office Order No. 1782 dated 22.02.2020.

Class	I	
Pay Band	PB 4	
Scale	15600-39100	
Grade Pay	6600	7600
Index	Level	
	9	10
1	76500	102600
2	78800	105700
3	81200	108900
4	83700	112200

5	86300	115600
6	88900	119100
7	91600	122700
8	94400	126400
9	97300	130200
10	100300	134200
11	103400	138300
12	106600	142500
13	109800	146800
14	113100	151300
15	116500	155900
16	120000	160600
17	123600	165500
18	127400	170500
19	131300	175700
20	135300	181000
21	139400	186500
22	143600	192100
23	148000	
24	152500	
25	157100	
26	161900	
27	166800	
28	171900	

WBSEDCL (ROPA) Rules, 2020 issued vide Office Order No. 1782 dated 22.02.2020 is modified to the above extent only keeping all other terms and conditions of the said Rules unchanged.

This substituted Pay Matrix in Pay Level 9 & 10 will be applicable notionally from 01.01.2016 or from the option as opted by the concerned employee in earlier fixation and from 01.01.2020 actually.

It is further ordered that salary will be drawn on the re-fixed pay from the salary month March, 2026. Differential amount will be paid in 6(six) monthly installments starting from the salary month March, 2026 after due authentication of Pay.

This has reference to Resolution No. 15 adopted in the 136<sup>th</sup> Meeting of the Board of Directors held on 8<sup>th</sup> January, 2026.

  
(A.K. Batua)  
Director (HR)

Memo. No. WBSEDCL/BC/51/O.O-2543/353(1-220)

Dated: 20.01.2026

**Distribution:**

1. Director (R&T)/ Director (HR) /Director (Dist)/Director (Fin)/ Director (Projects)/Director (Generation)
2. Adviser(S&V), WBSEDCL.
3. Legal Advisor , WBSEDCL .
- 3A.Executive Director (Distribution)/(Project)/(Commercial). WBSEDCL.
4. Chief Engineer: Dist. North/ Dist. South. WBSEDCL
- 5.ChiefEngineer:P&E/Projects-I/Project-II/Project- III/ Project -IV/Commercial/Hydel/ EMD/PTP/Safety Regulation/CRM/P&C/DTD/PIDD/PPSP/PSPD/Turga/R&EM/SPGD/S&LP/Hydel./Communication/Corp.Monitoring, WBSEDCL
6. Chief Engineer (IT),WBSEDCL- **with request for uploading this Circular in the Website of the Company**
7. Chief Engineer & Project Manager, PPSP HQ, WBSEDCL
8. General Manager:(HR&A): Corp./T&D and PM/Planning, WBSEDCL.
9. General Manager(F&A): Corp. Planning/IA/Operation, WBSEDCL.
11. Company Secretary, WBSEDCL.
12. Officer on Special Duty, WBSEDCL.
- 13 Chief Vigilance Officer, WBSEDCL.
14. Project Manager, PPSP Site/RHP/TCFHP/TPSP/JHP/M&M Hydel, WBSEDCL.
15. Addl. Chief Engineer, S&LP/DSM Cell, WBSEDCL.
16. Zonal Manager: Kolkata/Burdwan/Midnapur/ Berhampur/ Malda/Siliguri Zone, WBSEDCL.
18. Addl. Genl. Manager (HR&A): SSC/CLM/Corp./ES&ER-1/Dist./Legal/Vigilance/ES&ER-II/PTP/PSPD/Common Service Cell/HCM Core Team/HRDD/Project-II/Land Acquisition/Board Cell, WBSEDCL.
19. Project Manager: South 24 Parganas-I / South 24 Parganas II/ North 24 Parganas/Howrah / Hooghly/ Burdwan /Birbhum/Bankura/Purulia/Purba Midnapur/Paschim Midnapur/Nadia/Murshidabad/Malda/Dakshi Dinajpur/Uttar Dinajpur/Jalpaiguri/Darjeeling/Coochbebear Project Office
20. Addl. Genl. Manager (F&A): Corp.-Finance/B&A/MIS-ESTB/Indirect Tax Cell/ Terminal Claims Hydel/Dist./Project-IV/ P&C/ Internal Audit/Project-II/ IT, WBSEDCL
21. AGM(HR&A)- (Corporate Communication & CPRO), WBSEDCL.
22. Chief Medical Officer, WBSEDCL.
23. Advisor, Liaison Office, New Delhi, WBSEDCL.
24. Chief Security Officer, WBSEDCL.
25. Chief Land Officer, Land Acquisition Cell, WBSEDCL.
26. Sr. Manager (F&A)/(HR&A), Indirect Taxes/ Budget/ Estb. Corp/ CMC/ EMD, WBSEDCL
27. Regional Manager: North 24-Parganas/ South 24-Parganas/ Bidhannagar /Howrah /Hooghly/ Purba Bardhaman/ PaschimBardhaman/ Birbhum/ Purba Medinipur/ Paschim Medinipur/ Jhargram/Bankura/ Purulia/ Nadia/ Murshidabad/ Malda/ Uttar Dinajpur/ Dakshin Dinajpur/ Jalpaiguri/ Darjeeling/Kalimpong/ Alipurduar/ Coochbehar Region, WBSEDCL.
28. **Divisional Manager:** Behala/ Baruipur/Garia/ Diamond Harbour/ Canning/ Joynagar/Bidhannagar-I/Bidhannagar-II/ Howrah-I/ Howrah-II/Uluberia/Barrackpore/ Naihati/ Barasat/ Basirhat/ Baduria/Habra/ Bongoan/ Serampore/ Singur-Haripal/ Tarakeswar Arambag/ Chandannagar/ Mogra/ Kalna/ Katwa/ Memari/ Burdwan North/ Burdwan South/ Durgapur/ Asansol/ Suri/ Rampurhat/ Bolpur/ Tamluk/ Contai/ Haldia/ Ghatal/ Midnapur/ Kharagpur/Bankura/ Bishnupur/ Purulia/ Raghunathpur/ Kalyani/ Krishnagar/Ranaghat/Tehatta/ Berhampur/ Kandi/ Raghunathganj/ Malda/Gajol/Chanchol/Jalpaiguri/ Domkal/ Jiaganj/ Alipurduar/Dinhata/ Coochbehar/ Darjeeling/ Siliguri Town/ Siliguri Suburban/ Kurseong/ Islampur/ Kalimpong/ Mal/ Mathabhanga/ Belda/ Egra/ Jhargram/ Khatra/Nakashipara/ Kakdwip/ Bhangar/ New Town/ Balurghat/ Buniadpur/Islampur/Raiganj Division, WBSEDCL. **They are requested to circulated the same to the Station Manager under their respective jurisdiction**
29. Sr. P.S. to Chairman and Managing Director/Director (R&T)/ Director (HR) /Director (Dist)/Director (Fin)/ Director (Projects)/Director (Generation)/ ED(Distribution)/(Commercial)/(Projects), WBSEDCL.