



WEST BENGAL STATE ELECTRICITY DISTRIBUTION COMPANY LIMITED

(A Government of West Bengal Enterprise)

CIN: U40109WB20075GC113473

VIDYUT BHAVAN: BIDHANNAGAR: KOLKATA- 91

WBSEDCL

Office Order No: 2554

Dated: 26-02-2026

Sub: Revision of Special Allowance of the contract labourers (skilled and un-skilled) engaged in various repair & maintenance (R&M) and operation & maintenance (O&M) monthly job contracts under WBSEDCL.

Ref: Office Order No. 16 dated 15.05.2018 of the Director (HR) [LT mobile van contracts]

Ref: Office Order No. 17 dated 15.05.2018 of the Director (HR) [HT mobile van contracts & round the clock O&M of the Sub-Station].

Ref: Office Order No. 73 dated 23.03.2022 of the Director (HR) [HT-LT Combined Repair & Maintenance Works in Island Areas of South 24 Paraganas & North 24 Paraganas Districts]

With reference to the above, it may be mentioned that presently the monthly job contracts related to HT, LT mobile maintenance van, round the clock (O&M) of the Sub-Stations etc are having provision for payment of 5% special allowance on minimum wages of skilled and un-skilled labourers and 10% supervisory allowance for supervisors (except the HT-LT combined maintenance rate contracts of islands of South & North 24 Paraganas Districts).

The higher authority of WBSEDCL has been contemplating to review the existing allowances as admissible to cover the risks and hazards entail with such electrical works.

After reviewing the matter, it has been decided to revise the allowances to the following extent:

1. Special Allowance will be revised from the existing 5% of the minimum wages to 8% of minimum wage (under existing category of minimum wages) per month (i.e 3% hike) i.r.o skilled and un-skilled contract labourers engaged in various monthly job contract (of mainland and hilly areas), viz. repair & maintenance of HT /LT lines through mobile vans & round the clock O&M of the Sub-Stations etc.
2. Special Allowance of 8% on minimum wages (under existing category of minimum wages) for skilled and un-skilled labours and Supervisory Allowance of 10% of minimum wages (under existing category of minimum wages of highly skilled cadre) for supervisors, will also be applicable i.r.o HT-LT combined repair & maintenance rate contracts of islands under North & South Paraganas districts.

As per prevailing norms, such special allowance and supervisory allowance will not be linked with the profit and overhead charges payable to the contractors.

These revised allowances will be applicable w.e.f **1st March'2026** and shall be continued until further order.

All other terms and conditions of the referred Rate Contract orders and subsequent revision orders will remain unchanged until further order.

This has the reference to the decision passed through a resolution by circulation by the Board of Directors vide Memo No. DCL/CS/ 14(2025-26)/ 407, dated-20.02.2026

(A.K. Latua)
Director (HR)

Dated : 26/02/2026

Memo No: WBSEDCL/BC/0.0. 2554/421(10)

Distribution :-

- 1) The Director (Dist)/ (Projects)/ (R&T)/ (Finance): WBSEDCL
- 2) The General Manager (HR&A) / (F&A)—Corporate/Planning/Operation/I-A/HRDD, WBSEDCL
- 3) The Chief Engineer: Dist-South/Dist-North/PTP Cell/Regulation Cell/Corp Safety, WBSEDCL
- 4) The Chief Engineer (IT Cell), WBSEDCL---.....**He is requested to publish the same in the official website of WBSEDCL.**
- 5) The Addl. Genl. Manager (HR & A)/(F&A)-Dist/Corporate/Legal/CLM Cell., WBSEDCL
- 6) The Zonal Manager : Kolkata/ Burdwan/ Midnapore/ Berhampore/Siliguri /Malda Zone : WBSEDCL
- 7) The Addl GM (HR & A)/ Sr Manager (HR & A): Board Cell: WBSEDCL---**is requested for uploading the Circular in WBSEDCL's Website**
- 8) **The Regional Manager(s) :**
Bidhannagar/ 24-Prgs.(North)/ 24-Prgs.(South)/ Howrah/ Hooghly/ Purba-Burdwan/Paschim-Burdwan/ Birbhum/ PurbaMidnapore/ PaschimMidnapore/ Bankura/ Purulia/ Malda/ Murshidabad/ Nadia/Darjeeling/Kalimpong/Jalpaiguri/Uttar-Dinajpur/Dakhin
Dinajpur/Coochbehar/Alipurduar/Jhargram Regional Office, WBSEDCL.
- 9) **The Divisional Manager (s) :**
Bidhannagar- I/ Bidhannagar- II/ Bhangar/Baduria/Barrackpore/ Naihati/ Barasat/ Basirhat/ Bongaon/ Habra/ Uluberia/ Howrah-I/ Howrah- II/ Behala/ Garia/ Baruipore/ Canning/ Diamond Harbour/ Kakdwip/ Serampore/ Chandannagar/ Tarakeswar/ Arambag/ Singur-Haripal/ Mogra/ Memari/ Burdwan Urban/ Burdwan Rural/ Katwa/ Kalna/ Durgapur/ Asansol/ Rampurhat/ Suri/ Bolpur/ Kharagpur/ Belda/ Jhargram/ Midnapur/ Ghatal/ Contai/ Egra/ Haldia/ Tamluk/ Bankura/ Bishnupur/ Khatra/ Purulia/ Raghunathpur/ Kalyani/ Krishnanagar/ Tehatta/ Berhampore/ Raghunathgunj/ Kandi/ Domkal/ Jiaganj/ North Malda/ South Malda/ Raiganj/ Balurghat/ Coochbehar/ Mathabhanga/ Alipurduar/ Jalpaiguri/ Mal/ Siliguri Subarban/ Siliguri Town/ Darjeeling/ Kurseong/ Kalimpong/ Islampur/Buniadpur/Nakashipara/Gazole Division : WBSEDCL.-
They are requested to circulate the same to the respective Station Manager.
- 10) The P.S. to the Chairman & Managing Director, WBSEDCL