

**West Bengal State Electricity  
Distribution Company Limited**

(A Govt. of West Bengal Enterprise)

Vidyut Bhaban, Bidhannagar,

Kolkata – 700 091

Office Order No. **345**

Dated : **19-08-10**

Sub : Amendment of Regulation 18(3) and 18(4) of  
WBSEBESR (since adopted by WBSEDCL)

The Board of Directors of the Company is pleased to make the following amendments in the Regulation 18(3) and 18(4) of West Bengal State Electricity Board Employees' Service Regulations (since adopted by WBSEDCL).

Regulation 18(3) shall be substituted with :-

“For special reasons(which should be recorded), the appointing authority may extend the prescribed period of probation successively in two occasions for a further period, but not exceeding half of the prescribed period in each occasion with the approval of next higher authority.”

Regulation 18(4) shall be substituted with :-

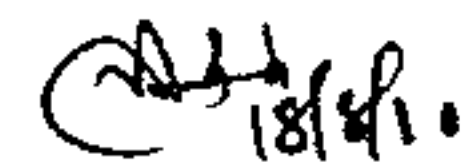
“Notwithstanding anything contained in Clause-3 above a probationer may at any time be discharged from service by the appointing authority, if considered by that authority to be unsuitable for the service or post to which he was appointed, but the order of discharge shall ~~not be given effect to till it has been submitted to and confirmed by the next higher authority.~~

No formal proceedings, which are prescribed for the removal or dismissal of Company's employees, who are not probationers, shall be necessary.

Note : The term discharge in this Regulation includes, in the case of a probationer appointed by promotion from another post, reversion to that post.”

The Regulation 18(1) and 18(2) of WBSEBESR(since adopted by the Company) shall, however, remain unchanged.

This has reference to the Resolution no. 16 adopted in the 22<sup>nd</sup> meeting of the Board of Directors held on 19.07.2010.



(D. Goswami)  
Director(HR)