



# West Bengal State Electricity Distribution Company Limited

(A Government of West Bengal Enterprise)

Vidyut Bhavan, DJ- Block, Sector- II, Bidhannagar, Kolkata- 91

CIN: U40109WB2007SGC113473 ; website: [www.wbsedcl.in](http://www.wbsedcl.in)

Office Order No. 587

Dated: 25/1/26

The post of Office Executive was created vide O.O. No. MPP/2012/10 Dated: 31.03.2012 and the employees in the level of Assistant at that point of time was given the opportunity for switching over to the post of Office Executive on being successful in CPT.

Subsequently, the promotional Path of Graduate Office Executives and Non Graduate Office Executives was formulated in the following manner:

Graduate Office Executive				Non Graduate Office Executive			
Designation	Level	Unrevised Pay	Pay Level as per (ROPA) Rules, 2020	Designation	Level	Unrevised Pay	Pay Level as per (ROPA) Rules, 2020
Office Executive	Induction/ Elevation	Rs.6,300-20,200 (G.P. 3600)	4	Office Executive ( E)	Elevation	Rs.6,300-20,200 (G.P. 3600)	4
Sr. Office Executive	1 <sup>st</sup> CPS	Rs.6,300-20,200 (G.P. 3900)	5	Office Executive	1 <sup>st</sup> CPS	Rs.6,300-20,200 (G.P. 3600)	4
Jr. Manager (Office Operation)	2 <sup>nd</sup> CPS	Rs.9,300-34,800 (G.P. 4700)	7	Sr. Office Executive	2 <sup>nd</sup> CPS	Rs.6,300-20,200 (G.P. 3900)	5
Asst. Manager (Office Operation)	3 <sup>rd</sup> CPS	Rs.15,600-39,100 (G.P. 5400)	8	Jr. Manager (Office Operation)	3 <sup>rd</sup> CPS	Rs.9,300-34,800 (G.P. 4700)	7

However, it has been observed that many Office Executives, who were inducted earlier as Assistants and were unsuccessful in CPT on initial attempts, are getting less pay than their junior counterparts. In terms of Rule-20(d) of WBSEDCL (ROPA) Rules, 2020, the pay of Office Executives was supposed to be fixed at Rs. 7440 + 3600/- w.e.f. 31.03.2012 ( i.e. the date of creation of the post), however, such fixation of Pay was effected notionally from the date of elevation to the post of Office Executive. As a result, grievances amongst the employees in the Office Executive cadre cropped up and representations have been received from different stakeholders for resolution of the discrepancy.


It has been observed further that if the pay of Office Executives was fixed at Rs. 7440+ 3600/- w.e.f. the date of creation of the post i.e. 31.03.2012, such discrepancy may be mitigated.

Accordingly, in consideration of all the above , to mitigate the issue once and for all, it is, hereby, ordered that the pay of Office Executives who have been elevated from Assistant through CPT, be fixed notionally at Rs. 7440+3600/- from the date of creation of the post i.e. 31.03.2012 and that should be drawn while fixing Pay at the Senior Office Executive level on promotion under CPS.

It is further ordered that payment of arrear at the level of Sr. Office Executives before 01.01.2020 will be drawn in the un-revised scale under WBSEDCL (ROPA) Rules, 2009.

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

This has reference to the Resolution No. 14 adopted in the 136<sup>th</sup> meeting of the Board of the Directors, held on 8<sup>th</sup> January, 2026.

  
(A.K. Latua)  
**Director (HR)**

**Distribution:**

1. **The Adviser (S&V), WBSEDCL**
2. **The Legal Advisor, WBSEDCL**
3. **The Chief Engineer:** CRM/ Commercial / Communication Cell/Distribution-South /Distribution-North /Distribution Planning /Distribution Testing/ EMD/ Hydel/IT/ Project-I / Project-II / Project-III / Project-IV / PTP / P&C / PIDD / PSPD / Regulation / R&EM Cell / Solar Power Generation Department / Safety Cell / S&LP Cell / TPSP, WBSEDCL
4. **The Chief Engineer & Project Manager. PPSP HQ, WBSEDCL**
5. **The General Manager (HR&A):** Corporate/HRDD/Planning, WBSEDCL
6. **The General Manager (F&A):** Corporate Planning/Corporate Operations/ Internal Audit, WBSEDCL
7. **The Company Secretary. WBSEDCL**
8. **The Chief Medical Officer, WBSEDCL**
9. **The Project Manager (Hydel Units):** RHP/ TCFHP/ JHP, WBSEDCL
10. **The Project Site-in-Charge. PPSP Site, WBSEDCL**
11. **The Officer-On-Special Duty, WBSEDCL**
12. **The Chief Vigilance Officer, WBSEDCL**
13. **The Zonal Manager:** Kolkata / Burdwan / Berhampur / Midnapur / Malda / Siliguri Zone, WBSEDCL
14. **The Addl. General Manager (HR&A):** SSC/R&MP/ CLM/ Dist./ ES&ER-I/ ES&ER-II/ CS/CHR/Legal/Vigilance/Board Cell, WBSEDCL
15. **The Addl. General Manager (F&A):** B&A/Corp.-Finance/Corp.-MIS/Terminal Claim/DHQ/Insurance/RiskCell/Regulation/HHQ/Project-IV/IA/Project-I/Project-II/Project-III, WBSEDCL
16. **The Addl. General Manager (Corporate Communications & CPRO), WBSEDCL**
17. **The Resident Director, WBSEDCL, New Delhi**
18. **The Chief Security Officer, WBSEDCL**
19. **The Sr. Manager / Manager (F&A):** CMC/Treasury/Fund & Payment/CPF Cell, WBSEDCL
20. **The Project Manager:** Darjeeling/ Uttar Dinajpur/ Nadia / North 24 Parganas/ Burdwan / PaschimMedinipur/ Bankura / Birbhum / Howrah / Hooghly / PurbaMedinipur / Jalpaiguri / Coochbehar / Malda / DakshinDinajpur / Purulia / Murshidabad / South 24 Parganas-I / South 24 Parganas-II, WBSEDCL
21. **The Regional Manager:** 24 Pgs (North) / 24 Pgs (South) / Bankura / Bidhannagar / Birbhum / PurbaBurdwan / Paschim Burdwan / Darjeeling / Hooghly / Howrah / Jalpaiguri / Malda / Paschim Midnapur / Murshidabad / Nadia / Purulia / Uttar Dinajpur / Dakshin Dinajpur / Purba Midnapur / Coochbehar / Alipurduar / Kalimpong / Jhargram, WBSEDCL
22. **The Chief Land Officer, WBSEDCL**

**23. The Divisional Engineer:** Mini Micro Hydel Division, WBSEDCL

**24. The Divisional Manager:** Alipurduar / Arambagh / Asansol / Baduria / Bankura / Barasat / Barrackpore / Baruipur / Basirhat / Behala / Belda / Berhampur / Bidhannagar-I / Bidhannagar-II / Bishnupur / Bolpur / Bongaon / Bhangar / Burdwan North /Burdwan South / Canning / Chandannagar / Contai / Coochbehar / Chanchal / Balurghat / Buniadpur / Durgapur / Domkal / Dinhata / Egra / Garia / Ghatal / Gazole / Habra / Haldia / Howrah-I / Howrah-II / Islampur / Jalpaiguri / Jhargram / Jiaganj / Joynagar / Kakdwip / Kalna / Kalimpong / Kalyani / Kandi / Katwa / Krishnanagar / Kharagpur / Khatra / Kurseong / Mal / Mathabhanga / Memari / Midnapur / Mogra / Naihati / Malda / Nakashipara / New Town / Purulia / Raghunathganj / Raghunathpur / Raiganj / Rampurhat / Ranaghat / Serampore / Siliguri Suburban / Siliguri Town / Singur-Haripal / Suri / Tamluk / Tarakeswar / Tehatta / Uluberia Division, WBSEDCL — for further circulation as may be required under their jurisdiction.

**25. The P.S. to Chairman & Managing Director / Director (Human Resource) / Director (R&T) / Director (Finance) / Director (Distribution) / Director (Projects) / Director (Generation) / Executive Director (Distribution) / Executive Director (Commercial) / Executive Director (Projects), WBSEDCL**