



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

Office Order No. 586

Dated: 20/1/26

The promotional Path of the Graduate & Non Graduate Office Executives were issued vide Office Order No. MPP/Career Path/2019/41 Dated: 20.07.2019 & Office Order No. MPP/Career Path/31 Dated: 14.09.2021 respectively with the following promotional channel:

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 st CPS	Rs.6,300-20,200 (G.P.3900)	5	Office Executive	1 st CPS	Rs.6,300-20,200 (G.P. 3600)	4
Jr. Manager (Office Operation)	2 nd CPS	Rs.9,300-34,800 (G.P. 4700)	7	Sr. Office Executive	2 nd CPS	Rs.6,300-20,200 (G.P. 3900)	5
Asst. Manager (Office Operation)	3 rd CPS	Rs.15,600-39,100 (G.P.5400)	8	Jr. Manager (Office Operation)	3 rd CPS	Rs.9,300-34,800 (G.P. 4700)	7

There was a demand from different stakeholders, since long, to modify the Pay from level 5 (unrevised Grade Pay Rs.3900/-) to level 6 (unrevised Grade Pay Rs. 4400/-) of WBSEDCL (ROPA) Rules, 2020 at Sr. Office Executive level. In some cases it has been observed that movement from level 5 to level 7 of WBSEDCL (ROPA) Rules, 2020 was less beneficial than movement from level 5 to level 6.

The management of the Company was contemplating for quite some time past to resolve such pay discrepancy of the Office Executive cadre and after detailed examination it has been felt necessary to modify the promotional channel with modification of Pay level at the 1st and 2nd level promotion under CPS i.r.o. Graduate and Non Graduate Office Executives respectively.

Accordingly, it is, hereby, ordered that henceforth the promotional path along with Pay for Graduate and Non Graduate Office Executives will be followed in the following manner:

Graduate Office Executive			Non Graduate Office Executive		
Designation	Level	Pay Level as per (ROPA) Rules,2020	Designation	Level	Pay Level as per (ROPA) Rules,2020
Office Executive	Induction/ Elevation	4 (Rs 29,000 - Rs 84,500) [Unrevised G.P. Rs 3600]	Office Executive(E)	Elevation	4 (Rs 29,000 - Rs 84,500) [Unrevised G.P. Rs 3600]
Sr. Office Executive	1 st CPS	6 (Rs 36,800 - Rs 1,06,700) [Unrevised G.P. Rs 4400]	Office Executive	1 st CPS	4 (Rs 29,000 - Rs 84,500) [Unrevised G.P. Rs 3600]
Jr. Manager (Office Operation)	2 nd CPS	7 (Rs 37,400 - Rs 1,08,200) [Unrevised G.P. Rs 4700]	Sr. Office Executive	2 nd CPS	6 (Rs 36,800 - Rs 1,06,700) [Unrevised G.P. Rs 4400]
Asst. Manager (Office Operation)	3 rd CPS	8 (Rs 56,100 - Rs 1,60,500) [Unrevised G.P. Rs.5400]	Jr. Manager (Office Operation)	3 rd CPS	7 (Rs 37,400 - Rs 1,08,200) [Unrevised G.P. Rs 4700]

It is further ordered that payment of arrear at the level of Sr. Office Executives before 01.01.2020 will be drawn in the unrevised 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 instalments starting from the salary March, 2026 after due authentication of Pay.

This has reference to the Resolution No. 14 adopted in the 136th meeting of the Board of the Directors, held on 8th 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