



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.wbsedcl.in

Office Order No.: 1900

Dated: 31-12-2020

A good number of queries/ demands/ suggestions relating to interpretation/ implementation of provisions of ROPA, 2020 have been received from different stakeholders like unions/ associations/ officials/ individuals. All such representations have been duly examined and after careful scrutiny following changes/ addendums to various clauses office order no. 1782 dated 22.02.2020 are hereby made..

1. House Rent Allowance:

The following text will be added to the clause 9.

"Where both husband and wife are under service and are eligible to get HRA as per rules, then the joint upper ceiling limit applicable will be Rs.16000 pm under the head House Rent Allowance."

2. Electricity Allowance:

In modification of the clause 10 following will be the rate of Electricity Allowance for different classes of employees.

In the rank of	Admissible amount per month
Class – IV	Rs. 1000/-
Class - III & II	Rs. 1200/-
Class - I	Rs. 1500/-

3. Special Allowance:

In partial modification of the clause 26(d) the following is added

"All technical Class I & II employees of ALDC shall also be eligible to get Special Allowance at the rates mentioned in rule no. 26(d) of ROPA rules 2020 keeping all other terms and conditions unchanged."

4. Hill Compensatory Allowance:

In modification of the clause 26(e)(i) the Amount of Hill Compensatory Allowance will be @ 5% of Basic Pay subject to maximum of Rs. 2500 per month.

5. Non-practicing Pay (for Doctor):

It is clarified that the portion of the Dearness Allowances allowed on admissible Non-practicing Pay (NPA) drawn by the Medical Officers as on 01.01.2016 shall also be considered to arrive at the notional pay as on 01.01.2016 in the Revised Pay Structure as per ROPA,2020 by multiplying 2.57 to the existing pay in the Band Pay plus Grade Pay as well as the Non-practicing Pay (NPA) drawn on 01.01.2016 prior to consider the admissible Dearness Allowance on applicable Non-Practicing Allowance(NPA) as on 01.01.2016. The notional pay as on 01.01.2016 so arrived should be fixed suitably in the new scale in the applicable "Level".

ILLUSTRATION

1	Existing scale of Pay as per ROPA 2009	15600-39100
2	Existing BP as on 01.01.2016	35240
3	Existing Grade Pay	7600
4	Existing NPA as on 01.01.2016	10710
5	Total(2+3)	42840
6	MF of 2.57 on 5	110098.8
7	DA on NPA @125% on 01.01.2016	13387.5
8	Total(6+7)	123486.3
9	Initial pay as on 01.01.2016 as per ROPA 2020	126600.00

6. Stenographers and Pharmacists:

Stenographers (re-designated as Personal Assistants) and Pharmacists are in the same pay scale as of Office Executives. In partial modification of the clause 20(d) it has been decided that such employees shall also be entitled to a notional pay of Rs 7440/- with admissible Grade Pay of Rs 3600/- w.e.f the date the cadre of Office Executive was allowed for fixation of pay as per Revised scale as on 01.01.2016 at par with the Office Executives of the company. Those who were drawing more than Rs.7440/- as basic pay shall be fixed in the revised scale of pay considering the higher pay.

Pre-revised pay of such employees who joined prior to 31.12.2015 shall be fixed following the above rationale.

7. Holding Charge of Cash Section:

The amount of fixed allowance in lieu of charge allowance for holding the charge of cash section by employee other than a Class II or Class I officer will be Rs. 1000/- per month.

8. Special Service Linked Scheme (SSLS):

The clause 20 (b) of ROPA, 2020 speaks about the continuation of Special Service Linked Scheme (SSLS) for the employees already under Pay Band of Band Pay Rs. 37,400 + G.P. Rs. 8100/-. It is clarified that the benefits of Office Order no. 144 dated 26.06.2009 shall remain in force with scale level 11 as per ROPA, 2020.

9. Minimum Pension:

The clause 32(b) has been modified and it should be replaced by "Minimum Pension / Family Pension shall not be less than Rs. 8,650/- per month".

10. Medical Allowance:

The clause 32(d)(2) has been modified and it should be replaced by "For the purpose of determination of dependency on employee in respect of any family member the monthly income limit will be Rs. 8650".

11. Pensioners who retired/ died in harness before 01.01.2016:

The clause 32(d)(2) has been modified and it should be replaced by "pension in no case shall be lower than fifty percent of the minimum of the pay in the revised pay corresponding to the pre-revised pay scale (Pay Band + G.P.) from which the pensioners had retired prorated with the ratio of length of service completed, against the length of service required to get the full pension, i.e. 33 years upto 31.12.2019 and 28 years on & from 01.01.2020.


30.12.2020
Director(HR)
WBSEDCL