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# ENGINEERS' WELFARE FORUM

THE WEST BENGAL POWER DEVELOPMENT CORPN. LTD.

(Regn. No.: S/ 1L/ 74829)

Address for Communication: Bidyut Unnayan Bhaban, 3/C, Block-LA,  
Sector-III, Bidhannagar, Kolkata-98, E-mail: wbpdclewf@gmail.com,  
Recognised by WBPDCLEWF Vide letter No: PDCL/CORP/HR/305/1495 dated: 3.3.2012

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Date: 23.11.2017

## A letter from Genl. Secretary to the members of EWF, WBPDCLEWF

Dear Friends,

**Engineers' Welfare Forum of the WBPDCLEWF** would like to take this opportunity to convey best wishes to all the newly promoted managers/ Sr.Managers. A few important issues may be noted now.

The malpractice of illogically by-passing candidates in interviews, which had been rampant earlier and to which many of our hard working engineers had fallen prey, seems to have been controlled. EWF would like to thank all those who came forward and helped us in realizing this change. EWF has always believed that without a proper evaluation, denying an engineer his first two promotions is a heavy blow to his morale and should be stopped permanently. EWF promises that it will not deviate from this stance in the future (except for exceptional cases).

Secondly EWF feels that our organization is not doing justice to its engineers by offering **SSLS (Special Service Linked scheme)** to a Sr. Manager after 09 years of service in that post. Further, almost none of the engineers are being called for DGM interview before 10 to 12 years of service as a Senior Manager, even when it can be done within 03 years as per present norms. Surprisingly, most of the Non-Engineering Class-I officers are being given the above advantage of 03 years. EWF believes that this is an unacceptable issue and must be addressed. A letter to this effect vide letter no. WBPDCLEWF/CEC/2017-19/142 dated 15.11.2017 has already been placed before the honorable CMD of WBPDCLEWF ([http://wbpdclewf.org.in/wp-content/uploads/2017/11/ewf\\_letter\\_SSLSR1.pdf](http://wbpdclewf.org.in/wp-content/uploads/2017/11/ewf_letter_SSLSR1.pdf)) . EWF is working hard to bring about the above change.

There are several other issues that EWF is striving to address. A few notable ones include, discontinuation of the special advantage of HR and Finance employees in enjoying Non-Factory Act holidays, implementation of a Standard Purchase Policy, creation of an autonomous and neutral vigilance cell run by full-time employees. If these issues are solved then it will bring a drastic change in the functioning of WBPDCLEWF.

However there are critical problems that could not be solved. The prime among them is the continued refusal of the management in effecting systematic departmental rotation among its engineers. In this regard EWF blames the out dated management policy of making an engineer indispensable and retaining him/her in the said department for an abnormally long period. The management aimed at reaping short term gains and never took interest in the holistic development of engineers for long term benefits.



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Friends, we want to assure that such a detrimental policy is about to change. We thank the Honorable MIC Power, Government of West Bengal for issuing a path-breaking circular (Memo No:561(3)/PO/O/C-IV/1E-66/2017 dated:05/07/2017) in which it has been clearly mentioned in Point No. 1 of "Transfer of Certain other Categories of Employees" that departmental rotation policy is to be effected for ensuring all-round exposure to engineers. When this policy is fully implemented, we feel that all grievances for lack of inter-departmental transfer will be a thing of the past.

But friends, the above objectives can never be realized without your support. EWF had been formed at a time when engineers' welfare had become a non-issue. From the very first day, EWF has never given in to power play or any corrupt practices and stood for its engineers in all adverse situations. EWF values each of its members tremendously and is open to all of their constructive criticism. EWF requests all of you to be a bit more patient since **great changes are never realized in an instant**. They require a dedicated and systematic approach. Let's work together for a great future.

Regards,

**(SOU MEN DAS)**

General Secretary,

Central Executive Committee,

Engineers' Welfare Forum,WBPDCLEWF

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