

(A letter from General Secretary of EWF to its valued members, Dated:16th January,2018)

Dear Friends,

At the very outset I would like to express my heartiest greetings for the New Year. I sincerely hope that 2018 turns out to be a great year for you, your family members and our beloved organization.

Friends, the end of the last year witnessed a path breaking event in the history of WBPDC. Through the concerted effort of all well wishers of WBPDC, the much awaited **Transfer Policy of WBPDC** took shape and finally saw the light of the day. Each and every employee became eager to experience the effects of the potent policy. They hoped that through its systematic implementation all transfer related irregularities would finally come to an end.

Unfortunately the very first transfer order, post policy publication has dampened their spirits. The transfer order of DGM's order no:98/2018 published on 4.1.2018 is fraught with anomalies and discrepancies. Quite a few DGMS's who have not yet completed 5 years at a particular location have been transferred preterm. This has happened in spite of the fact that there exists other DGM's who have been retained at their respective locations post promotion, some of them even after five years of their stay at a particular area .

Further, some **office bearers** of associations/platforms have also been included in the list. Both of these cases are in direct contradiction to *Clause No. IV of The General Principles of Transfer of an employee (Clause of 5 years service before transfer on promotion)* and *Clause No. 1 of the Protection and Exemption to the employees (Clause for Protected Employees)* respectively.

Interestingly, amidst all such irregularities, DGMs from the Finance and HR wings have been selectively kept out of this order, even bearing two DGMS in the same post in some cases.

Friends, the aftermath of such violations are indeed far reaching. Firstly this is a huge blow to the collective expectations of the entire fraternity of WBPDC. The foundations of **trust and transparency** upon which the policy is based, have been completely undermined. Secondly you must all empathize with the mental states of the employees who have been transferred in this manner. With no time to pre-plan their family commitments, they have been left completely devastated at this New year surprise. Will they be able to discharge their duties properly at the new place? The answer is known to everybody.

Thirdly such preterm transfers have invited unnecessary **financial burden** to our already ailing company. Don't you think when our organization lacks the funds to disburse **Dearness Allowance** for the last one and a half years, transfers in close succession (within less than five years) for a single incumbent, could have been avoided?

And finally the engineering community should feel devastated that once again, **Finance and HR employees** have been selectively left untouched in this order. Undoubtedly such partiality will have no positive effect on the morale of the engineers in the long run.

Friends, EWF has always promoted a culture of **transparency, honesty, humanity and better productivity in WBPDC**. In view of the same, EWF can **go to any length to accomplish revocation of the non-compliant orders**.

The first step towards this objective would definitely be your **spontaneous participation** in the plant wise **deputations** to the General Managers that have been planned by your local secretaries on **16th of January '2018**. EWF believes that your **collaborative efforts** will put a stop to the **malpractice of policy violation** and future transfer orders will be free from any deviations.

At the end I would like to share some good news with you all. Our long standing demand of a **Central Purchase Policy for WBPDC** is finally being met and a draft policy is already under circulation. Further the effort **to include HR and Finance employees in Factory Act (in plant level)** is also awaiting positive results. I sincerely hope that 2018 will be an exciting year for WBPDC in which it discards its outdated mindsets and emerges fresh and fulfilling.

Yours sincerely,



(SOUMEN DAS)

General Secretary,
Engineers' Welfare Forum,WBPDC