



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 WBPDCCL Vide letter No: PDCL/CORP/HR/305/1495 dated:3.3.2012

ISO 9001:2015 CERTIFIED

Ref No: WBPDCLEWF/CEC/2018-19/ 004

Date: 13/07/2018

To,
The Chairman & Managing Director
The West Bengal Power Development Corpn. Ltd.,
Bidyut Unnayan Bhaban, Plot No.3/C,
LA Block, Sector-III, Salt Lake City, Kolkata - 700098.

Sub: Appeal for modification of General shift duty timings at all Plants

Ref: Office Order No: 142/2018 dated 12/07/2018 of Director (HR)

Respected Sir,

This has reference to Office Order No: 142/2018 dated 12/07/2018 of Director (HR).

I, on behalf of **Engineers' Welfare Forum, WBPDCCL**, a recognized and registered association of Engineers of WBPDCCL, strongly protest against the new dictate of imposing more Burden on employees working under Factory Act , while leaving those under Non- Factory act with bread and honey.

I bring to your kind notice that **general shift duty pattern** should be from **9:00 to 17:00 hrs** continuous duty **for one and all** including both employees working under both factory and non-factory acts. We do not want 2 hrs recesses in general shift duty for O&M personnel.

Hence , we are protesting against recent circular no: 142/2018 dtd 12.07.2018 regarding general shift duty timings and earlier circular 330/2017 dtd 07.06.2017.

Kindly note that we the O&M personnel those who are performing General Shift duty are taking responsibility for 24X7 including abnormal duty timing beyond schedule duty hours and sacrificing our holidays also considering plant emergency, without getting any sort of financial benefit for it.

It is observed that effective working time is much less in such type of general shift duties with two hrs recesses.

That's why in NTPC and other power generating stations, general shift duty timing is from 9:00 to 17:00 hrs continuous duty. In WBPDCCL, during overhauling all jobs have been carried out continuously without 2 hrs recesses.



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Kindly think positively about the plant activities and implement general shift duty timing as 9:00 to 17:00 hrs continuously and stop immediate implementation of general shift duty timing vide circular no: 142/2018 dated 12.07.2018

Also, we would request you to extent the facility of allowing 4 nos of late punches (during IN time) for O&M personnel as is now applicable to Ministerial staffs (vide Circular No: WBPDCCL/MIS/108/5000 dated 22/08/2006. .

We hope that you will consider our proposal and implement this as early as possible for betterment of our organisation like NTPC and other power generating stations.

We would also request you to take all recognised Unions/ associations into confidence before implementing any steps that concerns the wellbeing of the Employees of WBPDCCL who are giving their blood and toil for the progress of the state and the concern as a whole.

Yours faithfully

(SOU MEN DAS)

General Secretary,
Engineers' Welfare Forum, WBPDCCL
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