



**West Bengal State Electricity Transmission Co. Ltd.**  
**(A Govt. of West Bengal Enterprise)**

WBSETCL

CORPORATE HR&A DEPARTMENT

Registered Office: Vidyut Bhavan, Block-DJ, Sector-II, Bidhannagar, Kolkata-700091

Office Order No: 560 /2022

Date:- 29.06.2022

**Sub: Consideration of Training period as reckonable service under regular establishment**

WBSETCL has started its functioning on bifurcation of WBSEB into two successor entities with effect from 01.04.2007. At the time of bifurcation, some of the employees, who were joined in erstwhile WBSEB as "Trainee" and subsequently absorbed under regular establishment, have been finally absorbed in WBSETCL with effect from 01.11.2015.

WBSEDCL has recently issued one Office Order for regularization of "Training period" of those employees, who had joined as "Trainee" and subsequently absorbed in the regular establishment with consideration of their "Training Period" as reckonable service under the regular establishment of the Company (including the period erstwhile WBSEB/WBSEDCL) for all purposes.

Since all service benefits under the tenure of WBSEB are to be extended / continued to the employees absorbed in successor entities as per Gazette Notification at the time of bifurcation of WBSEB into WBSEDCL & WBSETCL, it is hereby ordered to consider the "Training Period" as reckonable service under the regular establishment of WBSETCL for the purpose of promotion and other service benefits i.r.o. those employees who had joined as "Trainee" and subsequently, absorbed in the regular establishment on adopting the same provision of WBSEDCL.

The period of on job training at different units/offices of erstwhile WBSEB/WBSEDCL, spent by employees presently serving under the company in different cadre posts, who had joined as "Trainee" and were subsequently absorbed against regular posts & in the regular establishment as well, are hereby, considered as reckonable service under the regular establishment of the Company (including the period erstwhile WBSEB/WBSEDCL) for all purposes including increment, promotion, terminal benefits etc.

However, **the financial benefits for the purpose will be considered notionally and the cases will be settled accordingly without any arrear payment** subject to the following conditions:

1. **The pay shall notionally be re-fixed w.e.f. the date of joining as "Trainee".**
2. **Seniority for consideration of other service benefit can be fixed on the basis of Panel Seniority.**
3. **For the purpose of notional re-fixation of pay for promotion under CPS taking into consideration of the date of joining as "Trainee".**

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(2)

However, where successful completion of Training period and/or course thereof, is necessary to fulfil the eligibility criteria for appointment in a particular post as per the Recruitment Policy, 2010 (and subsequent amendments thereof) of the Company, the said Training period will not be considered for the purpose of counting as reckonable service under regular establishment for all purposes as mentioned above.


Reckoning of such training period under regular establishment shall be included under 'Clause-s' under 'Conditions of Promotion' of the Promotion Policy, 2010 and will be applicable for all future cases. Promotion Policy, 2010 is modified to the above extent only.

Now, in consideration of the above, applications in the prescribed format, as enclosed herewith (**Annexure-A**), is hereby invited from the eligible employees of the Company for regularization of their training period.

The employees must submit their prayer alongwith the prescribed format, complete in all respect should reach to the Office of the General Manager (HR&A), WBSETCL within 20.07.2022 for further compliance.

This Order is issued with the approval of the Managing Director.

**Encl: Format (Annexure-A).**

  
**(Shamyia Roy Choudhury)**  
**Director (HR&A)**

**Memo No: Corp (HR&A)/ Office Order/2229(1-100)**

**Date: 29.06.2022**

**Distribution:-**

**Format to be submitted by the eligible employees for regularization of their Training  
Period under Office Order No. 560/2022 dated 29-06-2022**

Name	
Present Designation	
Emp No.	
SAP ID	
Present Place of Posting	
Date of Joining as Trainee (Copy of the Order will be enclosed)	
Initial Date of Joining (after completion of Training period) (Copy of the Order of absorption / appointment under regular establishment & Joining Letter will be enclosed)	
Date of Confirmation (Copy of the Order will be enclosed)	

**Promotional Details** (Copy of all promotion order including Sr. Scale/CAS/PB5 order will be enclosed)

Sr. Scale (if any)	Date of Effect	
	Designation	
Carrier Advanced Scheme (CAS) (if any)	Date of Effect	
	Designation	
First APS/CPS	Date of Effect	
	Designation	
Second APS/CPS	Date of Effect	
	Designation	
Third CPS (if any)	Date of Effect	
	Designation	
Beyond APS/CPS (if any)	Date of Effect	
	Designation	
Special Service Linked Scheme / PB5 (if any)	Date of Effect	
	Designation	

All the particulars as declared above are true and correct to the best of my knowledge and belief.

Encl:

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(Signature of the Employee with Date)

**Distribution:-**

- 1) The Chief Engineer, Corporate / O&M-I/ O&M-II / Projects-I / Projects-II/ Testing/Engineering Department/ SLDC / CPD / Procurement / Communication, WBSETCL.
- 2) The General Manager (F&A), WBSETCL.
- 3) The Company Secretary, WBSETCL.
- 4) The Head I.T., WBSETCL
- 5) The Addl. C. E.,RAC / Salt lake Tr Zone / ChisurahTr Zone / SiliguriTr Zone / MidnaporeTr Zone /BerhamporeTr Zone / Durgapur Tr Zone / Durgapur FZO /Kolkata FZO/Siliguri FZO/ Kharagpur FZO /Krishnanagar FZO /Chinsurah FZO /Barasat FZO /Howrah Communication Zone , WBSETCL.
- 6) The Addl. General Manager (F&A), Corporate / Internal Audit, WBSETCL.
- 7) The Addl. General Manager (HR&A), I /II, Corporate, WBSETCL.
- 8) The Chief Medical Officer, WBSETCL
- 9) The Chief Security Officer, WBSETCL
- 10) The Special Officer (Land), WBSETCL
- 11) The Area Manager/SE (E) / SE, In-charge:-
  - i) **Area Office :-**  
Salt Lake / Kasba / Behala / Barasat / Berhampore / Krishnanagar / Chandannagar / Howrah / Bankura / Burdwan / Birbhum/ Tamluk / Haldia / Midnapore/ Purulia / Kharagpur / Alipurduar / Jalpaiguri / Siliguri / Raiganj / Malda / Durgapur Area Office, WBSETCL
  - ii) **400KV Area Office:** -Arambag / Durgapur /Jeerat / Kharagpur /Gokarna / New Chanditala, WBSETCL
  - iii) **Testing Area Office:** -Salt Lake/ Durgapur/ Burdwan / Midnapore/ Howrah /Raiganj /Siliguri/ Kalyani/Alipurduar/Purulia/Berhampore/ Baruipur, WBSETCL
  - iv) **Communication Unit:**-Howrah / Siliguri / Durgapur, WBSETCL
  - v) **Field Zonal Office:** -Malda, WBSETCL
- 12) The Manager (HR&A)/Asstt. Manager (HR&A)/(F&A) / Jr. Manager (HR&A)/(F&A),O&M-I /O&M-II / Procurement / Projects-I /Projects-II / Corporate / Testing H.Q / Salt Lake / Kasba / Behala / Barasat / Berhampore / Krishnanagar / Chandannagar / Howrah / Bankura / Burdwan / Birbhum/ Tamluk / Haldia / Midnapore/ Purulia / Kharagpur / Alipurduar / Jalpaiguri / Siliguri / Raiganj / Malda Area Office/ Arambag 400 KV / Durgapur 400 KV/Jeerat 400 KV / Kharagpur 400 KV /Gokarna 400 KV / New Chanditala 400 KV / SLDC , WBSETCL
- 13) The Asstt. Manager (Corp. Comm.), WBSETCL
- 14) The P.S. to Managing Director /Director (HR&A) / Director (F&A) / Director (Projects) / Director (Operation), WBSETCL