



Office Order No: 196 / 2012

Dated: 15.05.2012

Sub: Re-designation of Jr. Eng. (E) Gr.-II from SAE (E) & Spl. OA and Jr. Eng. (C) Gr.-II from SAE (Civil) in respect of direct employees of the Company.

In terms of Rule-20(e) of ROPA Rules 2009 the existing Spl. Operating Assistant Grade-B were redesignated as Special Operating Assistant and their induction level qualification was prescribed as Diploma in Electrical Engineering. Subsequently during the course of organisation restructure vide O. O. No. 355/2010 dated 02.08.10 of the CMD, WBSETCL the cadres of Sub-Assistant Engineer (Electrical) and Special Operating Assistant have been merged with revised nomenclature as Junior Engineer (Electrical) Gr.-II and the post of Sub-Asstt. Engineer (Civil) has been renamed as Junior Engineer (Civil) Gr.-II.

Accordingly, the newly recruited diploma engineers in Electrical and Civil disciplines have been designated as Junior Engineer (Electrical) Gr.-II and Junior Engineer (Civil) Gr.-II respectively but the diploma engineers recruited during the period 01.04.07 to till such restructuring, are still continuing with respective designation of either Sub-Assistant Engineer (Electrical) or Special Operating Assistant in electrical discipline and Sub-Assistant Engineer (Civil) in Civil discipline.

Existence of different designation in respect of similar position creates confusion and gives rise to misconception. The management has been receiving representations from various corners urging for effecting redesignation of all the similarly placed employees to dispel confusion and to bring uniformity. In consideration of above contentions and taking into account all aspects it has been decided that all such existing employees possessing diploma in electrical engineering and designated as Sub-Assistant Engineer (Electrical) or Special Operating Assistant shall have the new designation of Junior Engineer (Electrical) Gr.-II and those possessing diploma in Civil engineering and designated as Sub-Assistant Engineer (Civil) will have the designation of Junior Engineer (Civil) Gr.-II.

The *inter-se* seniority in their respect shall be determined according to the panel dates and panel position in terms of Reg. 32 of WBSEBESR (adopted by WBSETCL).

All controlling officers shall take appropriate action for effecting the change of designation in the service records of the individual employees. Incidentally it is clarified that the employees, who are placed on deputation in the company, shall continue to hold their respective designations till the issue of absorption under the Company is finalised.

This order issues with the approval of the Managing Director and takes immediate effect.

(H. HAZRA)
GENERAL MANAGER (HR&A)