



West Bengal State Electricity Transmission Co. Ltd.
(A Govt. of West Bengal Enterprise)
Vidyut Bhavan : Bidhannagar : Kolkata-700 091

OFFICE ORDER NO: 287/2012

Dated: 08.08.2012

**Sub : Payment of Ex-gratia grant/Festival Advance
for the Financial Year 2011-12.**

Sanction is hereby accorded towards payment of ex-gratia grant/Festival Advance to the regular as well as contractual / part-time employees of the Company for the financial year 2011-12 at the following rates and on the following terms & conditions :-

1. All regular employees who were in the pay roll of the Company as on 31.03.2012 will be paid ₹7,000/- as ex-gratia grant. For the employees who are eligible for bonus under the Payment of Bonus Act, 1965 the amount of admissible bonus plus ex-gratia grant shall not exceed ₹7,000/-. Employees retired from the Company during the financial year 2011-12 will also be eligible for the ex-gratia grant.
2. All whole-time Directors of the Company as on 31.03.2012 will also be eligible for the above ex-gratia grant. Whole-time Directors of the Company, if retired during the year 2011-12 will also be eligible for ex-gratia grant.
3. The employees of other Organizations/Government working in WBSETCL on deputation will also be eligible for the above ex-gratia grant.
4. Suspended employees of WBSETCL receiving subsistence allowance as on 31.03.2012 are also eligible for the above ex-gratia grant.
5. For the employees whose services were retained for part-time work during 2011-12 the amount of ex-gratia grant will be ₹3,500/-.
6. Accounts-Trainees who were rendering service in the Company as on 31.03.2012 and still continuing, will be eligible for the ex-gratia grant of ₹3,500/-.
7. Regular whole-time employees of the Company who have joined Company's service on or after 01.04.2012 and are not entitled to ex-gratia grant for the year 2011-12 as per above stipulations, will be eligible for grant of interest-free recoverable 'Festival Advance' not exceeding ₹2,800/- each, provided such employees apply for such advance to their respective Controlling Officers who will sanction the same. The advance so sanctioned shall be recovered from those employees in not more than 8 (eight) monthly instalments from the salary for the month of December, 2012 onwards.

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8. Retired Company's employees as well as retired Govt. employees' re-employed / re-engaged in WBSETCL during the year 2011-12 either on contractual basis or on other terms, will also be eligible for the ex-gratia grant as per the scale applicable for regular employees.

Disbursement of payment of ex-gratia grant / festival advance so sanctioned will have to be completed by 11.08.2012 for the Muslim employees and by 06.10.2012 for the employees of other communities.

This has the approval of the Managing Director, WBSETCL.


(H. Haqra)
General Manager(HR&A)