

**West Bengal State Electricity Transmission Co. Ltd.**

(A Govt. of West Bengal Enterprise)

Vidyut Bhavan : Bidhannagar : Kolkata-700 091

W.B. ST. E.T. Co. Ltd.

**Office Order No: 2301/2012**

**Dated: 07.06.2012**

Pursuant to the provisions contained under Rule 33 of ROPA 2009 relating to contractual appointment of retired employees of the Company and other retired professionals including Govt. officials, a good number of retired persons have been inducted for a fixed tenure with either consolidated monthly compensation or a sum equivalent to difference of last drawn salary and eligible pension. In almost all the cases no specific provision for entitlement of leave and other service benefits have been spelt out causing ambiguities and raising queries on various aspects from different corners.

With a view to streamline the conditions of employment in such manner and to remove all sort of confusions, it is, hereby, ordered and clarified that conditions of employment of retired persons including ex-employees of the Company, ex-Government officials and others engaged on contractual basis for a fixed tenure on monthly remuneration / compensation basis shall be guided by the following stipulations:

1	<b>Casual Leave</b>	: 7 days for every 6 months' of tenure; proportionate to that for less duration than 6 months. Any fraction will be rounded off to the nearest full day.
2	<b>Compensatory Casual Leave</b>	: As applicable for regular employees.
3	<b>Earned Leave</b>	: Nil.
4	<b>Half-pay Leave</b>	: 10 days for 6 months or pro rata which may be commuted on medical ground with full pay by debiting twice the HPL.
5	<b>Any other kind of Leave</b>	: Not entitled.
6	<b>Leave encashment</b>	: Not entitled.
7	<b>HTC &amp; LTC</b>	: Not entitled.
8	<b>Medical benefit</b>	: For self indoor treatment only as applicable for regular employees and not for any dependant subject to a limit of ₹ 50,000/- in a year where engagement is for 1 year and ₹ 25,000/- where engagement is for 6 months. Persons covered under WBHS 2008, CGHS or similar other scheme shall not, however, be entitled to this benefit. State Govt. Pensioners, even if not covered under WBHS 2008, will not be entitled to any medical reimbursement facility or even medical allowance for future engagement, if any, of this category.

Aforesaid conditions shall be applicable for future engagement of persons on contractual basis. Existing reemployed persons shall continue governed by the terms stipulated in the respective order of engagement expiry while renewal of terms, if any, would henceforth be guided according to this order. If any exception is felt necessary in respect of engagement of retired officer / employee of the Company / Central / State Govt. organization that would have to be specified in the respective order of engagement with prior approval of the MD.

It is, however, clarified that this order would not be applicable to contractual engagements of other than retired persons made or will be made in future as those cases will be subject to terms & conditions of respective orders of engagement.

This order takes immediate effect and is issued with the concurrence of the Managing Director.

  
(H. HAZRA)

GENERAL MANAGER(HR&M)