



West Bengal State Electricity Transmission Company Ltd.

(A GOVERNMENT OF WEST BENGAL ENTERPRISE)
CORPORATE OFFICE

Vidyut Bhawan : Bidhannagar, Kolkata-91.

WBSETCL

Office Order No. 395/2010

Dated : 08.09.2010

Office of the Addl. G.M. Corporate Communication
W.B.S.E.D.C.L. / 52
Receipt No. _____
Date: 16.09.2010

In reference to the Recruitment Policy introduced vide Office Order No. 355/2010 dated 02.08.2010, it is hereby ordered that the norms & procedures for Employment/Financial Relief on compassionate ground to the dependant of the employees who die-in-harness / died-in-harness or have been declared physically incapacitated by the Medical Board constituted by the Company, irrespective of pecuniary condition of the family, may be offered employment in Class-III and Class-IV posts subject to the following conditions :-

- (i) The dependant of an employee shall be eligible to apply for employment under this category provided such death-in-harness/incapacitated retirement occurred on or after 01.04.2007.
- (ii) Upper age limit shall not be more than 40 years for the spouse and 30 years for other dependants as on the date of the death/premature retirement on permanent disablement of the employee.
- (iii) Candidate must meet the minimum requirement of the qualifications and standard for the post applied for and the dependants did not receive any financial compensation in lieu of employment.
- (iv) They must be found physically fit as per norms prescribed by the Company and ascertained by the Medical Board constituted by the Company
- (v) Suitability of such candidates will have to be judged through a selection process, separately to be conducted, comprising of written test, interview and/or computer proficiency test as may be required for the post. Those who will obtain the qualifying marks in the written test as may be prescribed will be called for interview and/or other tests like computer proficiency etc. as prescribed above. There will, however, be no gradation in order of merit amongst those qualified candidates.

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While qualifying in such tests will be mandatorily the basis of eligibility, their appointment will be in order of the date of death/incapacitation of the employee concerned in whose respect he or she is the dependant applicant and not in order of merit/performance tests in such selection process, provided that no such candidate should be allowed to appear for the tests for more than one occasion for each category of Class-III posts. Unsuccessful applicants for Class-III posts or Class-IV posts may also opt for Class-IV posts and such candidates will be given only one more chance of appearing for Class-IV posts

Such unsuccessful applicant(s) can also opt for financial compensation in lieu of employment within one year of their being unsuccessful. Financial compensation, in lieu of employment, will be given in the manner and at the rate as prescribed hereinafter in this order.

However, a dependant of an employee who died while performing job in any electrical installation of the Company due to accident directly in course of discharging his official functions may be offered employment with relaxation of age and qualification and in the manner as may be considered appropriate by the CMD.

None other than the spouse, son(s) and unmarried daughter(s) who were fully dependent on the deceased/permanently incapacitated employee shall be considered as a dependant of such employee for this purpose. Any exception to this condition, if necessary in any deserving case may be made by the CMD only on consideration of the fact and circumstances of such particular case(s).

i) Financial compensation shall be payable to :-

- i) The dependant(s) of the deceased employee died while in service, opting for financial compensation in lieu of employment at first instance regardless the fact that none of the dependants is eligible for employment with regard to prescribed qualification and standards or not.
- ii) The dependant(s) of the deceased employee died while in service/ dependents of permanently incapacitated employee, opting for financial compensation after being disqualified in the selection process for the appointment within a period of one year of being unsuccessful in the qualifying test to be reckoned from the date of communication of such result.
- iii) All the employees permanently incapacitated and retired, over and above statutory compensation, if any

(3)

Ex-gratia grant/financial compensation will be calculated in the following manner :-

- 1) 45 days emoluments for each completed year of continuous service limited to the total emoluments that the employee would have drawn at the prevailing level of his emoluments for the residual period of service.

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- 2) An amount equivalent to 35 days' emoluments for each completed year of continuous service plus 25 days' emoluments for each remaining year of the residual period of service limited to the total emoluments that the employee would have drawn at the prevailing level of his emoluments, for the residual period of his service whichever is higher.

This order takes immediate effect.

(**D. Goswami**)
Director (HR)