



**SCHEDULED CASTE & SCHEDULED TRIBE ELECTRICITY
EMPLOYEES' WELFARE ASSOCIATION**

Registration No: S0000024 of 2018-2019

(Registered under Registration of Societies, West Bengal Act XXVI of 1961)

Email: scsteewa@gmail.com Website: www.scsteewa.in



Memo No. SC&STEWA/19-20/89

Date : 24 /12 /2019

To
The Director,
National Commission for Scheduled Caste
Mayukh Bhaban, Salt Lake City,
Kolkata -700091.

Sub: Anomalies and non-implementing reservation acts/rules by WBSEDCL in selection process for vacancy based departmental promotion from the post of SE to ACE.

Sir,

With respect we, on behalf of SC&STEWA, the only association of SC&ST employees of WBSEDCL, WBSETCL & WBPDCCL, would like to inform you that WBSEDCL has recently conducted a selection process for departmental promotion from the post of Superintending Engineer (SE) to Additional Chief Engineer (ACE). The salient points of selection process are furnished below:

1. Total 82 nos. Candidates (SEs) out of which 57 nos. unreserved and 25 nos. S.C. candidates (no S.T. candidates are available) are called for interview. Officially no. of vacancy is not declared. Unofficially it is gathered that total projected vacancy for next one year are 18 nos. (Copy enclosed).
2. Out of 82 candidates called for interview, 72 nos. candidates are taken as per gradation (seniority) list and rest 10 nos. are only S.C. candidates picking only S.C. candidates from gradation list excluding unreserved candidates. Out of those 72 nos. candidates taken as per gradation list, 57 nos. are unreserved and 15 nos. are S.C. candidates.
3. On 10.12.19, a panel of 23 nos. selected candidates for promotion from SE to ACE is published in which 16 nos. are unreserved and 7 nos. are S.C. candidates. (Copy enclosed).

It is to mention here that out of 16 nos. unreserved candidates, 4 nos. candidates are to be retired in the next one year for which this panel has been made. So those 4 nos. post are considered to be vacant in that period.

From the above it is observed that:

1. Name of unreserved and reserved candidates have been shown separately without showing their position in merit list i.e. gradation list, which is a gross violation of the basic rule of promotion.
2. The panel shows that no candidate from SC category is selected as unreserved category on their own merit in terms of sub rule -5 of Rule-10 of the W B Reservation Rules.

XB 24-12-19
राष्ट्रीय अनुसूचित जाति आयोग
National Commission for
Scheduled Castes
मयूख भवन साल्ट लेक सिटी
Mayukh Bhawan, Salt Lake City
भारत सरकार, कोलकाता
Government of India, Kolkata

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SC&STEEWA

Although it is observed that many S.C. candidates are in upper position in the gradation list. So, it is hardly believable that no S.C. candidate is selected as unreserved category on their own merit. Hence, it has enough scope to believe that reservation rule has not been followed properly in this selection process.

3. As per sub rule -5 of Rule-10 of the W B Reservation Rules, remaining reserved category candidates (excluding candidates who already selected for unreserved vacancies) will be selected for reserved category irrespective of merit but who are within the normal zone of consideration. But from the panel it is noticed that total 7 nos. S.C. candidates (including 4 nos. who would be selected as unreserved category) are selected for promotion.

Moreover, the 7 nos. S.C. candidates are selected without considering their seniority (as per gradation list) which violates the Reservation rules. Thus more 4 nos. S.C. candidates over the 7 nos. S.C. candidates should be selected irrespective of merit i.e. as per seniority (as per gradation list).

4. As per available information no officer of SC/ST category was nominated in the DPC constituted for this promotion as per section 14.2 of Special Representation in Services Orders. So the selection process is not at all transparent.
5. Moreover, back log vacancies which have been accumulated since inception of WBSEDCL have not considered at all.

In view of the above I, on behalf of SC&STEEWA, appeal before you to please investigate the matter and take needful action towards reviewing the panel published on 09/12/2019 as stated above and to make it obeying all relevant acts and rules regarding reservation of S.C./S.T. candidates in the departmental promotion in WBSEDCL as stated above and in future also.

We hope, we will get justice from you.

Thanking you.

Yours sincerely,

Chanchal Biswas

(Chanchal Biswas)

Hony. President, SC&STEEWA

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