

**GOVERNMENT OF WEST BENGAL
FINANCE DEPARTMENT
AUDIT BRANCH**

No. 3776-F

Calcutta, the 30th March, 1995.

MEMORANDUM

It has been provided in Rule 42 (1) (ii) of W.B.S.R. Pt. I that when a Government employee is appointed to a new post which does not involve assumption of duties or responsibilities of greater importance than those attached to the post already held by him, he shall draw as initial pay the stage of the time scale which is equal to his substantive pay in respect of the old post, or, if there is no such stage, the stage next below that pay plus personal pay equal to the difference, and in either case he shall continue to draw that pay until such as he would have received an increment in the time scale of the old post or for the period after which an increment is earned in the time scale of the new post, whichever is earlier. It has also been provided in Rule 44 of WBSR Pt. I that the holder of a post, the pay of which is changed, shall be treated as if he were transferred to a new post on the new pay. So in cases where the pay scale of a post is changed but the duties and responsibilities of it remain the same, the pay of the Govt. employee holding the post is fixed under the provision of Rule 42 (1) (ii) *ibid*.

2) It has now come to the notice of Govt. that in cases where pay of a Govt. employee is fixed in the time scale of the new post by allowing personal pay, the employee stands to suffer financially in as much as the personal pay does not count for various allowances such as, dearness allowance, house rent allowance, etc. and also for retirement benefits. A change in the aforesaid manner of pay fixation was therefore under consideration of Government.

3) After careful consideration of the whole matter Governor has been pleased to order that when a Govt. employee is appointed from one post to another where such appointment to the new post does not involve assumption of duties and responsibilities of greater importance than those attached to the old post, he shall draw as initial pay the stage of the time scale of the new post which is equal to his pay in respect of the old post, or, if there is no such stage, the stage next above his pay in respect of the old post. In the former case his next increment will be due on the date when he would have received increment in the old post, and in the latter case his increment in the new post will become due after completion of one full incremental period. If, however, the minimum of the time scale of the new post is higher than his pay in respect of the old post, he shall draw that minimum as initial pay and in that case the next increment in the new post will be due after completion of one full incremental period.

4) With a view to avoiding pay anomaly between senior and junior employees appointed before and after accrual of increment in the old post, the Governor is further pleased to order that a Govt. employee appointed to a new post may exercise option for fixation of his pay in the new post either from the date of his appointment there to or from the date of his next increment in the old post. During the intervening period there will be no interim pay fixation and the employee shall continue to draw pay of the old post.

This option has to be exercised within sixty days from the date of such appointment to the new post. Option once exercised shall be final.

5) These orders would be deemed to have taken effect from the 1st April, 1994. Govt. employees appointed to new post which does not involve assumption to greater responsibilities w.e.f. 1.4.94 and are holding such post on the date of issue of these orders should exercise option within ninety days from the date of issue of these orders, if they want to switch over to the new formulations.

6) Necessary amendment of the relevant rule will be made in due course.

Sd/- A. K. Chakraborty

Deputy Secretary to the
Government of West Bengal