

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

No. 1021-F

Calcutta, the 30th January, 1992.

Consequent upon introduction of the West Bengal Services (Revision of Pay & Allowance) Rules, 1990 and Career Advancement Scheme and application of various clarifications issued from time to time, certain problems in regard to fixation of pay of Government employees have cropped up. The Governor, after careful consideration of the problems, has been pleased to lay down the following guidelines regarding fixation of pay of Government employees in the situations indicated in the relevant paragraphs :

2) Where a Government employee who is enjoying a scale of pay which is higher than the basic scale of pay of the post in terms of the Promotion Policy Circulars or the Career Advancement Scheme is appointed on promotion to a post carrying duties and responsibilities of greater importance, but the basic scale of pay of which is the same as the scale of pay which is being enjoyed by the Government employee, his pay shall be fixed in accordance with the provisions of Rule 42A(1) or 42A(2) of the W.B.S.R., Part-I, as the case may be. In the former case, the Government employee may exercise option for fixation of his pay in the new post either straightway with effect from the date of appointment to the new post or with effect from the date of his increment in the old post. In case the Government employee exercises option for fixation of pay in the new post with effect from the date of his increment in the old post, he will not be allowed any interim pay fixation benefit in the intervening period. In any case, next increment will fall due after completion of one full incremental period. In the latter case, the employee's pay shall be fixed straightway in the new post on the date of appointment to the new post and he shall draw increment in the new post on the date on which he would have drawn increment, had he not been promoted to the new post.

3) The same principle of fixation of pay and drawal of increment, as mentioned in para 1 above, shall apply if an employee while holding a Grade-1 post or any other non-functional promotional post is appointed on promotion to a higher post the scale of pay of which is identical with the scale of pay of the Grade-1 post held by him or the scale of pay enjoyed by him before such promotion.

4) Notwithstanding anything contained in paras 4 and 6 of Finance Department Memo No. 9735-F, dt. 10.10.90 in regard to fixation of pay of Government employees in higher scales or in the same scale in accordance with the provisions of the Career Advancement Scheme, the Government employee concerned may exercise option for fixation of pay either straightway on the date of entitlement of the benefit under the Career Advancement Scheme or on the date he receives increment in his existing scale of pay. In the latter case, he shall not be allowed any interim pay fixation benefit in the intervening period. In any case, increment will fall due after completion of one full incremental period.

5) The principle of fixation, as laid down in the Career Advancement Scheme and in the various clarifications issued from time to time, in so far as they are inconsistent with the principles laid down in the Memorandum, shall be deemed to be modified by this Memorandum to the extent indicated therein.

6) This order shall be deemed to have taken effect from 1.1.86.

7) Some examples are set out in the annexure for proper appreciation.

Sd/- Samar Ghosh

Joint Secretary to the
Government of West Bengal
Finance Department