

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

No. 9735-F

Calcutta, the 10th October, 1990.

MEMORANDUM

Certain points have been raised in connection with implementation of the Career Advancement Scheme for State Government employees published under Finance Department Memorandum No. 6075-F, dt. the 21st of June, 1990. The undersigned is directed by order of the Government to forward herewith the following clarifications with regard to the points raised for information and guidance :

Q. 1. Whether Rule 42A of W.B.S.R., Pt.-I as referred to in sub-para (xvii) of para 2 of the Career Advancement Scheme means 42A(1), 42A(2) and 42A(3).

Ans. Rule 42A of W.B.S.R., Pt.-I as referred to in sub-para (xvii) of para 2 of the Career Advancement Scheme means 42A(1) except in the case of advancement from a Group-'A' post to another Group-'A' post in which case it will mean Rule 42A(2).

Q. 2. Whether a Government employee who has been appointed on transfer/selection or otherwise to another post belonging to a Separate cadre in the identical scale of pay shall get the benefit of previous service for the purpose of calculating 10/20 years of service as provided in para 2 of the Career Advancement Scheme.

Ans. If the appointment has been made in public interest and not on the seeking of the employee concerned, the question of counting of previous service in the identical scale of pay may be considered. But each such case has to be referred to the Finance Department.

Q. 3. Whether the appointment of a Government employee to NISG shall be treated as a case of higher grade appointment on promotion.

Ans. Appointment to a new/intermediate selection grade post is not a case of promotion.

Q. 4. How the pay of a Government employee will be fixed in the same scale of pay under Rule 42A of W.B.S.R., Pt.-I as provided in para 2(vi) of the Career Advancement Scheme?

Ans. Here Rule 42A would mean two full increment all benefits where the scale of pay in which the employee is drawing his pay is not one relating to a Group-'A' post and one increment benefit where the scale of pay is one relating to a Group-'A' post. The increments will be allowed in the same scale of pay in the former case, next increment will be allowed after one full incremental period from the date allowing the benefit. In the later case next increment will be allowed on the date of his normal increment.

Q. 5. Whether a Government employee who has got the benefit of only one promotion or advancement to a scale similar to or above the second higher scale and also completed twenty years of service before 1.4.89 will be entitled to fixation benefit under Para 2 (vi) of the Career Advancement Scheme, 1990 with effect from 1.4.89.

Ans. The answer is in the affirmative.

Q. 6. How would the date of next increment would be fixed consequent on fixation of pay under Para 2(xvii) of the Career Advancement Scheme, 1990?

Ans. (i) The benefit of fixation of pay should be exactly on the date of entitlement of the benefits under the Career Advancement Scheme in respect of those for whom fixation of pay is made in accordance with Rule 42A(1) of W.B.S.R., Part-I. The next increment will be allowed after one full increment period counted from such fixation of pay.

(ii) In respect of those employees to whom Rule 42A(2) is applicable fixation of pay under the Career Advancement Scheme may also be made on the date of entitlement. However, in such cases the date of increment will remain unchanged if the pay is fixed above the minimum of the scale. But if the pay is fixed at the minimum of the scale then the next increment will be allowed after one full incremental period from the date of such fixation pay.

Q. 7. Who is vested with the power to create post in the higher scale/give appointment to higher scale as per Career Advancement Scheme, 1990?

Ans. Heads of Offices may exercise this power, except in the case of Constituted services for whom the power may be exercised by the concerned Administrative Department.

[Clarified in G.O. No-5961 dt-25.6.91. Q. 17]

Q. 8. Whether an employee who has got promotion after getting the benefit of Rule 9 of the W. B. S. (R. O. P. A.) Rules, and has also subsequently got normal promotion before the publication of the Career Advancement Scheme would be entitled to get the benefit of that Scheme on completion of 20 years of service.

Ans. The answer is in the affirmative.

Q. 9. Whether the employee who is deemed to have got the first higher scale under Sub-Para(i) of Para 2 of the Career Advancement Scheme, 1990, will have to serve for at least two years in that first higher scale in order to be eligible for advancement to the second higher scale.

Ans. The answer is in the affirmative.

Q. 10. How will the pay of an employee on receipt of the benefit of Para 2 (vi) of the Career Advancement Scheme, 1990 be fixed?

Ans. In such cases two increments will be available only when the scale enjoyed by the employee is not one relating to Group-'A' post. If the scale enjoyed by the employee is one relating to Group-'A' post only one increment will be available.

Sd/- J. C. Ghosh

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