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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

**GOVERNMENT OF WEST BENGAL**  
**DEPARTMENT OF MUNICIPAL AFFAIRS**  
**WRITERS' BUILDINGS : KOLKATA**

**RESOLUTION**

No. 136/MA/O/C-5/CC/1R-1/2009

Kolkata, the 27th February, 2009.

In Finance Department Resolution No. 6020-F dated the 28th August, 2008, the Government constituted a Pay Commission to examine the present structure of pay and conditions of service of the employees of, inter alia, the Howrah Municipal Corporation, and to suggest changes which may be desirable and feasible keeping in view the decisions of the Central Government on the recommendations of the Sixth Central Pay Commission. The Commission has since submitted its recommendation to the Government on the 12th day of February, 2009.

After careful consideration of the recommendations of the Fifth Pay Commission, the Governor has been pleased to decide that the scale of pay and other conditions of service in respect of the employees of the Howrah Municipal Corporation will be as set out in the following paragraphs:—

1. **Date of effect.**— The revised pay structure under this resolution shall be deemed to have come into force on the first day of January, 2006.
2. **Definitions.**— (1) In this resolution, unless the context otherwise requires,—
  - (a) “employee” means a person holding a post under the employment of Howrah Municipal Corporation, duly sanctioned by the competent authority in a substantive, officiating or temporary capacity and includes a person who is on deputation/foreign service or leave but does not include a person on re-employment/extension of service after retirement and a person on fixed pay/honorarium/fee/stipend/remuneration, etc.;
  - (b) “existing basic pay” means the pay drawn in the prescribed existing scale of pay, including stagnation increment(s), if any, but does not include any other type of pay;

- (c) "existing scale" means, –
- (i) in relation to the employee, the existing scale applicable to the post held by the employee or, as the case may be, the personal scale applicable to him on account of his advancement to a higher scale under specific or general orders of the Government as on the 1st January, 2006, whether in a substantive or officiating or temporary capacity, and
  - (ii) in the case of the employee who was on the 1st January, 2006, on deputation or on foreign service or on leave or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, the scale of pay applicable to the post which he would have held but for his being on deputation or on foreign service or on leave or, as the case may be, but for his officiating in a higher post;
- (d) "existing emoluments" mean the aggregate of –
- (i) existing basic pay,
  - (ii) dearness pay appropriate to the basic pay, and
  - (iii) dearness allowance appropriate to the basic pay *plus* dearness pay index average 536 (1982 = 100);
- (e) "present scale", in relation to any post specified in column (2) of Part D of Schedule I, means the scale of pay specified against that post in column (3) thereof;
- (f) "pay in the pay band" means pay drawn in the running pay bands specified in column (5) of Part D of Schedule I;
- (g) "grade pay" means a fixed amount corresponding to the pre-revised pay scales/posts;
- (h) "revised pay structure", in relation to any post specified in column (2) of Part D of Schedule I, means the pay band scale and grade pay specified against column (5) and column (6) of that Part, unless a different revised pay in the pay band and grade pay is notified by the Government separately for that post;
- (i) "basic pay in the revised pay structure" means the pay drawn in the prescribed pay band *plus* applicable grade pay but does not include any other type of pay;
- (j) "revised emoluments" means the pay in the pay band *plus* the grade pay of an employee in the revised pay structure;
- (k) "Schedule" means the Schedule appended to this Resolution;
- (l) "para" means a para of this Resolution.

**3. Scale of pay of post.**– From the date of commencement of this Resolution, the pay band and grade pay of every post specified in column (2) of Part D of Schedule I, shall be as specified in column (5) and column (6) respectively thereof.

**4. Drawal of pay in revised pay structure.**– Save as otherwise provided in this Resolution, every employee shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that an employee may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale:

Provided further that in case where an employee has been placed in a higher pay scale between the period from 1st January, 2006 to the date of publication of this Resolution on account of promotion, upgradation of pay scales or such employee may elect to switch over to the revised pay structure from the date of such promotion or upgradation as the case may be.

*Explanation I.* – The option to retain the existing scale under the first proviso to this para, shall be admissible only in respect of one existing scale.

*Explanation II.* – The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in the service of Howrah Municipal Corporation or by transfer from another post and he shall be allowed pay only in the revised pay structure.

*Explanation III.* – Where an employee exercises the option under the provisos to this para to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under the existing paras or order applicable to that post, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

**5. Exercise of option.**– (1) The option under the provisions to para 4 shall be exercised in writing in the Form appended to Schedule II within 90 days from the date of issue of a circular by the Corporation accepting the Government decision for implementation of the revised structure of pay under this Resolution, so as to reach the authority mentioned in sub-para (2) within three months of the date of publication of these paras in the *Official Gazette*:

Provided that –

- (i) an employee, who on the date of publication of these paras in the *Official Gazette*, is on leave or deputation or on foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of his return from such leave or deputation or foreign service, as the case may be; and
- (ii) an employee, who is under suspension on the date of publication of these paras in the *Official Gazette*, shall exercise the said option within three months of the date of his return to his duty or within three months of the date of publication of these paras in the *Official Gazette*, whichever is later.

(2) The option shall be submitted by the employee to such authority of the Corporation as may be determined by the Corporation in the circular mentioned in sub-para (1).

(3) If the option under sub-para (1) has not been received by the respective authority within the time mentioned in that sub-para, the employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2006.

(4) The option once exercised shall be final.

*Note 1.* – An employee whose service is terminated on or after the 1st day of April, 2008 and who is unable to exercise the option on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds within the prescribed period, shall be entitled to the benefits of exercising option under this para.

*Note 2.* – An employee, who died on or after 1st day of January, 2006 and could not exercise the option within the prescribed period, shall be deemed to have exercised option for the revised pay structure on and from the 1st day of January, 2006 or from such subsequent date as is considered most beneficial to him, if he was alive.

*Note 3.* – An employee who was on leave on the 1st January, 2006 and is entitled to leave salary, shall be allowed the benefits of exercising option under this para.

**6. Fixation of initial pay in revised pay structure.**– (1) The initial pay of an employee who elects or is deemed to have elected under para 5 of this Resolution to be governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien, or would have held a lien had his lien not been suspended, and in respect of his pay in the officiating post held by him in the following manner namely:—

in case of all employee, –

- (i) the pay in the pay band of an employee who continued in service after 31st December, 2005 shall be determined notionally as on 1st day of January, 2006, by way of multiplying his existing basic pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10:

Provided that if the minimum of the revised pay band is higher than the amount so arrived at in accordance with the provisions of this item, the pay shall be fixed at the minimum of the revised pay band;



- (ii) after the pay in the pay band so determined, grade pay corresponding to the existing scale shall added;

*Note 1.* – An employee who is on leave on the date of commencement of this Resolution and is entitled to leave salary, shall become entitled to pay in the revised pay structure from the date of actual effect of the revised emoluments. Similarly, where an employee is on study leave shall get the benefit of this Resolution.

*Note 2.* – An employee under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure shall be subject to the final order of the pending disciplinary proceedings.

*Note 3.* – Where the amount of existing emoluments exceeds the revised emoluments in respect of any Employee, the difference amount shall be allowed as personal pay to be absorbed in future increases in pay.

*Note 4.* – Where in the fixation of pay under sub-para (1), the pay of an employee, who, immediately before 1st day of January, 2006, was drawing more pay in the existing scale than another employee junior to him in same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

*Note 5.* – In the case where a senior employee promoted to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of senior employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up shall be done by the Corporation in consultation with the Government with effect from the date of promotion of the junior Employee subject to the fulfilment of following conditions:-

- (i) both the junior and the senior employee should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (ii) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical;
- (iii) the senior employee at the time of promotion should have been drawing equal or more pay than junior;
- (iv) the anomaly should arise directly as a result of the application of the provisions of this Resolution or other resolution or order regulating fixation of pay on such promotion in the revised pay structure. If the senior officer is in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior officer, in virtue of any advance increments granted to him, the provisions of this Note shall not be applicable to step up the pay of the senior officer.

*Note 6.* - Where an employee is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, the difference representing such excess shall be allowed to such employee as personal pay to be absorbed in future increases of the pay.

(2) Subject to provisions of para 4, if the pay as fixed in the officiating post under sub-para (1) is lower than pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

**7. Fixation of pay in revised pay structure of employees appointed as fresh recruits on or after 1st day of January, 2006.** - (1) The pay of direct recruits to a particular post carrying a specific grade pay shall be fixed on or after the 1st day of January, 2006, at the entry level pay in the pay band as indicated in Part E of Schedule I to this Resolution.

(2) The provisions of sub-para (1) shall also be applied in the case of those recruited between the 1st day of January, 2006 and the date of publication of this Resolution:

Provided that where the emoluments in the pre-revised pay scale(s) i.e., sum total of the basic pay in the revised pay scale(s), dearness pay, if any, plus dearness allowance applicable from the date of joining, exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be ignored upto the 31st day of March, 2008 and such difference in total emoluments for the period from 1st day of April, 2008 to the date of publication of this Resolution, shall be regulated in accordance with the provisions of clause 11 of this Resolution.

**8. Rate of increment in revised pay structure.** - (1) The rate of increment in the revised pay structure shall be three *per centum* (3%) of the sum of the pay in the pay band and grade pay applicable and the resulting amount shall be rounded off to the next multiple of 10.

(2) The amount of increment shall be added to the existing pay in the pay band.

Provided that in case an employee, who reaches the maximum of his pay band after addition of the amount of increment of the existing pay in the pay band, shall be placed in the next higher pay band after one year of reaching such a maximum and at the time of placement in the higher pay band, benefit of one increment shall be allowed while the grade pay shall remain the same in the higher pay band and such Employee shall continue to move in the higher pay band till his pay in the pay band reaches the maximum of pay band-4 (PB-4):

Provided further that in case an employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band-4(PB-4), neither further increment shall be granted to such an employee nor such an amount of increments shall be added to the existing pay in the pay band.

**9. Date of increment in revised pay structure.** (1) In respect of all employee, there shall be a uniform date of annual increment and such date of annual increment shall be the 1st day July of every year:

Provided that in case of an employee who had been drawing maximum of the existing scale of pay for more than a year on the 1st day of January, 2006, the next increment in the unrevised pay scale shall be allowed on the 1st day of January, 2006 and thereafter the provision of this para shall apply.

*Note 1.* - In case of employees completing six (6) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted the increment. The first increment after fixation of pay on the 1st day of January, 2006 in the revised pay structure shall be granted notionally on the 1st day of July, 2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.

*Note 2.* - In case of the employees who earned their last increment between the period commencing from the 2nd day of January, 2005 and ending on the 1st day of January, 2006, after fixation of their pay under revised pay structure, such Employee should get next increment on the 1st day of July, 2006.

*Note 3.* - In case of the employees whose date of next increment falls on the 1st day of January, 2006, after granting an increment in the pre-revised pay scale as on the 1st day of January, 2006, their pay in the revised pay structure should be fixed on the 1st day of January, 2006 and such Employees should get their next increment on the 1st day of July, 2006.

*Note 4.* - If an employee opts to come under revised pay structure after any date between the 1st day of January, 2006 to the 1st day of July, 2006, his pay in the revised pay structure should be fixed accordingly, but his date of next increment should be 1st day of July, 2007.

**10. Fixation of pay on promotion on or after 1st day of January, 2006.** - (1) In case of promotion from one grade pay to another in the revised pay structure on or after the 1st day of January, 2006, 2006, the fixation of pay of an employee shall be made in the following manner, namely:-

- (a) one increment equal to three *per centum* (3%) of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10;
- (b) the amount arrived at in clause (a) shall be added to the existing pay in the pay band and in case the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band shall be stepped up to such minimum;

after the pay in the pay band so determined, grade pay corresponding to the promotional post shall be granted in addition to this pay in the pay band.

(2) In case where promotion of an employee involves change in the pay band, the same methodology as mentioned in clause (a) to clause (c) of sub-para (1) for fixation of pay, shall be applicable.

(3) The benefit of fixation of pay available at the time of normal promotion under this para shall be allowed in case of non-functional movement to higher scales.

*Note 1.* - In case the employee opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue to be unchanged, but grade pay of the higher post shall be granted. Further re-fixation shall be done on the date of his next increment, i.e., 1st day of July. On that day, such an employee shall be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion and grade pay corresponding to such pay in the pay band shall be taken into account. After allowing such increments, grade pay of the higher post / scale shall be allowed.

*Note 2.* - In case the employee opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1st July, if he was promoted between the periods from 2nd July to 1st January. However, if he was promoted between periods commencing from the 2nd January and ending on the 30th June of a particular year, he shall get his increment on the 1st July of the next year.

*Note 3.* - If an employee after getting non-functional movement to higher scale gets promotion in the same or higher existing pre-revised scale, he shall get only one incremental benefit for the higher post without any change in grade pay.

**11. Payment of arrears.**- (1) Notwithstanding anything contained elsewhere in this Resolution, or in any other Resolution or order for the time being in force, no arrears of pay to which an employee may be entitled in respect of the period from the 1st day of January, 2006 to the 31st day of March, 2008, shall be paid to the employee.

(2) (a) The arrears of pay to which the employee may be entitled to in respect of the period from the 1st day of April, 2008 to the 31st day of March, 2009, shall be paid in three consecutive equal yearly installments in cash from the year 2009-2010.

(b) An employee, who retired on any date between the 1st day of January, 2006 to the 31st day of March, 2008, shall not be entitled to any arrears of pay for the period up to the 31st day of March, 2008.

An employee, who retired between the periods from the 31st day of March, 2008 to the 1st day of April, 2009, but before publication of these paras in the *Official Gazette*, shall receive arrears pay for the period from the 1st April, 2008 to the date of his retirement, in cash.

*Explanation.* - For the purpose of this para, "arrears of pay", in relation to an employee, means the difference between the aggregate of pay and allowances to which he is entitled on account of the revision of pay and allowances under the paras for the period in question and the aggregate of the pay and allowances to which he would have been entitled for the period had his pay and allowances not been so revised. The revised allowance (except for dearness allowance) shall be payable only with effect from the 1st day of April, 2009.

**12. Dearness Allowance.**- Dearness Allowance may be paid by the Corporation to their employees at the same rate and on the same conditions as admissible to Government employees.

**13. House Rent Allowance.**- With effect from the 1st April, 2009, the house rent allowance admissible to an employee shall be 15% of his revised basic pay, i.e., aggregate of the Band Pay plus Grade Pay and NPA, if any, in the revised Pay Structure subject to a maximum of Rs. 6,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 6,000/- per month.

The existing terms and conditions of drawal of house rent allowance by employees living in their own house or in a rented house shall continue to apply.

**14. Medical Allowance.**- The existing rate of Medical Allowance will be revised to Rs. 300/- per month in respect of Employees and the pensioners of Howrah Municipal Corporation with effect from 1st April, 2009.

**15. Other Allowances.**- Other allowances such as Fixed Conveyance Allowance, Permanent Travelling Allowance shall be allowed to the employees at the same rates and on the same terms and conditions as applicable to Government employees.

**16. Primary School Teachers.**- Teachers serving in the Primary Schools managed by the Corporation who are entitled to the different existing scales of pay, shall draw pay in the revised pay structure corresponding to the existing scales of pay shown in part C of Schedule I. Other allowances shall be paid to them at the same rates as are admissible to their counterparts serving under the West Bengal Primary Education Schemes.



**17. Secondary School Teachers.** - Teachers including Head master serving in Secondary Schools of the Corporation shall be entitled to draw their pay in the revised Pay Structure and other allowances as admissible to their counterparts serving in the Secondary Schools aided by Government.

**18. Classification of Employees.** - From the dates of commencement of these paras, Employees shall be classified as Category A, Category B, Category C and Category D in the following manner:-

- (i) Category A - Employees holding all posts in the pay band Nos. 4 with grade pay ranging from Rs. 4,400 to Rs. 5,400.
- (ii) Category B - Employees holding all posts in the pay band No. 3 with grade pay ranging from Rs. 3,200 to Rs. 4,100.
- (iii) Category C - Employees holding all posts in the pay band No. 2 with grade pay ranging from Rs. 1,900 to Rs. 2,900.
- (iv) Category D - Employees holding all posts in the pay band No. 1 with grade pay ranging from Rs. 1,700 to Rs. 1,800.

**19. Overriding effect of this Resolution.**- The provisions of this Resolution shall have effect notwithstanding anything to the contrary contained in any other Resolutions, orders or notifications for the time being in force, and all such Resolutions, orders and notifications shall have effect subject to the provisions of this Resolution.

**20. Relaxation.**- Where the State Government is satisfied that the operation of all or any of the provisions of this Resolution causes undue hardship in any particular case or class of cases, the Government may, by order, dispense with or relax the requirement of all or any of the paras of this Resolution to such extent and subject to such conditions as may be considered necessary for dealing with the case or class of cases in a just and equitable manner.

**21. Interpretation.**- If any question arises relating to the interpretation of any of the provisions of this Resolution, it shall be referred to the Department of Municipal Affairs, Government of West Bengal for decision.

**22. Financial Assistance.**- The Corporation will mobilize its own resources to meet the additional expenditure for implementation of this Resolution. The Government will consider in due course the question of providing ways and means advance after proper check and scrutiny if there be any shortfall in the Corporation's own fund.

**23. Adoption of the Resolution.**- The Commissioner of the Howrah Municipal Corporation will adopt a resolution to implement aforesaid decisions of the Government and take such action as is required under the provisions of the Howrah Municipal Corporation Act, 1980.

**24. Change in existing laws and rules for implementing the aforesaid decisions may be undertaken, if necessary.**

**25. This has the concurrence of Finance Department vide U.O. No. 710 Group P Service, dated the 27th day of February, 2009.**

## SCHEDULE 1

## PART A

*Details of the existing scales of pay mentioned in column (3) of Part D of this Schedule*

SI. No.	Existing Pay Scales (Rs.)	Span (Years)
1.	2600-55-2985-60-3525-65-4175	27
2.	2700-60-3120-65-3770-70-4400	27
3.	2850-65-3305-70-4005-75-4680	27
4.	3000-75-3450-80-4330-5230	28
5.	3150-80-3390-90-4380-100-5680	28
6.	3350-90-3800-100-4700-125-6325	28
7.	3600-100-4200-125-5700-150-7050	28
8.	4000-125-4250-150-5300-175-7050-200-8850	29
9.	4500-150-5250-175-7000-200-8800-225-9700	29
10.	4650-150-5100-175-6325-200-7925-225-10175	29
11.	4800-175-5850-200-6650-225-8675-250-10925	29
12.	6000-225-7800-250-9800-275-12000	25
13.	8000-275-13500	21
14.	10000-325-15525	18

## PART B

*Revised Pay Structure*

SI. No.	Name of Pay Band	Pay Band Scale	Grade Pay
1.	PB-1	Rs. 4900-16200	Rs. 1700
2.	PB-1	Rs. 4900-16200	Rs. 1800
3.	PB-2	Rs. 5400-25200	Rs. 1900
4.	PB-2	Rs. 5400-25200	Rs. 2100
5.	PB-2	Rs. 5400-25200	Rs. 2300
6.	PB-2	Rs. 5400-25200	Rs. 2600
7.	PB-2	Rs. 5400-25200	Rs. 2900
8.	PB-3	Rs. 7100-37600	Rs. 3600
9.	PB-3	Rs. 7100-37600	Rs. 3900
10.	PB-3	Rs. 7100-37600	Rs. 4100
11.	PB-4	Rs. 9000-40500	Rs. 4400
12.	PB-4	Rs. 9000-40500	Rs. 4800
13.	PB-4	Rs. 9000-40500	Rs. 5400
14.	PB-4	Rs. 9000-40500	Rs. 6600



## PART C

*Correspondence between the existing scales and the revised scales*

Existing Pay Structure		Revised Pay Structure		
Sl. No.	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grand Pay
1.	2600-55-2985-60-3525-65-4175	PB-1	Rs. 4900-16200	Rs. 1700
2.	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800
3.	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900
4.	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
5.	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs. 2300
6.	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600
7.	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900
8.	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600
9.	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900
10.	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs. 7100-37600	Rs. 4100
11.	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs. 9000-40500	Rs. 4400
12.	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 4800
13.	8000-275-13500	PB-4	Rs. 9000-40500	Rs. 5400
14.	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 6600

## PART D

*Correspondence between the existing scales and the revised scales*

Existing Pay Structure			Revised Pay Structure		
Prerevised Pay Scale No.	Post/ Services	Existing Pay Scales (Rs.)	Name of pay BaND	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	All posts/Services Carrying Existing Scales shown in column (3)	2600-55-2985-60-3525-65-4175	PB-1	Rs. 4900-16200	Rs. 1700
2	-do-	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800
3	-do-	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900
4	-do-	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
5	-do-	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs. 2300
6	-do-	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600
7	-do-	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900
8	-do-	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600
9.	-do-	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900
10.	-do-	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs. 7100-37600	Rs. 4100
11.	-do-	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs. 9000-40500	Rs. 4400
12.	-do-	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 4800
13.	-do-	8000-275-13500	PB-4	Rs. 9000-40500	Rs. 5400
14.	-do-	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 6600

**PART E***Entry pay in the revised pay structure for direct recruits appointed on or after 01.01.2006***PAY BAND - 1 (Rs. 4900-16200)**

Grand Pay (Rs.)	Pay in the pay Band (Rs.)	Total (Rs.)
1700	4900	6600
1800	5030	6830

**PAY BAND-2 (Rs. 5400-25200)**

Grand Pay (Rs.)	Pay in the pay Band (Rs.)	Total (Rs.)
1900	5400	7300
2100	5580	7680
2300	5860	8160
2600	6240	8840
2900	6700	9600

**PAY BAND-3 (Rs. 7100-37600)**

Grand Pay (Rs.)	Pay in the pay Band (Rs.)	Total (Rs.)
3600	7440	11040
3900	8370	12270
4100	8650	12750

**PAY BAND-4 (Rs. 9000-40500)**

Grand Pay (Rs.)	Pay in the pay Band (Rs.)	Total (Rs.)
4400	9000	13400
4800	11160	15960
5400	15600	21000
6600	18600	25200

## SCHEDULE II

## PART A

*Form of option*

(See paras 4 and 5)

\* (i) I ..... hereby elect the revised pay structure with effect from 1st January, 2006.

\* (ii) I ..... hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

- (a) the date of my next increment
- (b) the date of my subseuent increment raising my pay to Rs. .... in the existing scale.
- (c) the date of my promotion to ..... in the existing scale of pay of Rs. ....

Declaration.- I hereby undertake to refund to the Corporation any amount which may be drawn by me in excess of what is admissinle to me on account of erroneous fixation of pay in the revised pay structure as soon as the fact of such excess drawal comes / brought to my notice.

Signature \_\_\_\_\_

Date : .....

Name \_\_\_\_\_

Station : .....

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

Department \_\_\_\_\_



**PART B**

Form of fixation of initial pay in the revised pay structure.

1. Name of the Department and Office :
2. Name and designation of Employee :
3. Status (substantive / officiating) :
4. Existing scale of pay :
  - (a) in substantive post :
  - (b) in officiating / temporary post :
5. Existing basic pay as on ..... :  
(the date of option)
6. Pay after multiplication by a factor 1.86 :  
and rounded off to next multiple of 10.
7. Revised pay band and Grade pay :  
corresponding to existing scale (as shown  
at Sl. No. 4 above)
8. Pay in the revised pay band / scale in which :  
pay is to be fixed
9. Grade pay to be applied in terms of this :  
Resolution
10. Revised basic pay (Sl. No 7 + sl. No. 8) :
11. Date of effect :
12. Date of next increment :

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*Signature of Head of Office / Department*

*Designation*

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**ORDER**

Ordered that the Resolution be communicated to the Howrah Municipal Corporation and all concerned, and published in an Extraordinary issue of the Official Gazette.

By order of the Governor,

K. C. MONDAL,  
*Jt. Secy. to the Govt. of West Bengal.*

**FITMENT TABLES IN THE REVISED PAY BAND IN RESPECT OF  
HOWRAH MUNICIPAL CORPORATION**

**PRE-REVISED SCALE NO.1**

Rs. 2600-55-2985-60-3525-65-4175/-

**REVISED PAY BAND+GRADE PAY**

PB-1 - Rs. 4900-16200/- + Rs. 1700/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2600	4900	1700	6600
2655	4940	1700	6640
2710	5050	1700	6750
2765	5150	1700	6850
2820	5250	1700	6950
2875	5350	1700	7050
2930	5450	1700	7150
2985	5560	1700	7260
3045	5670	1700	7370
3105	5780	1700	7480
3165	5890	1700	7590
3225	6000	1700	7700
3285	6120	1700	7820
3345	6230	1700	7930
3405	6340	1700	8040
3465	6450	1700	8150
3525	6560	1700	8260
3590	6680	1700	8380
3655	6800	1700	8500
3720	6920	1700	8620
3785	7050	1700	8750
3850	7170	1700	8870
3915	7290	1700	8990
3980	7410	1700	9110
4045	7530	1700	9230
4110	7650	1700	9350
4175	7770	1700	9470
4240	7890	1700	9590
4305	8010	1700	9710
4370	8130	1700	9830
4435	8250	1700	9950
4500	8370	1700	10070
4565	8500	1700	10200

PRE-REVISED SCALE NO.2  
Rs. 2700-60-3120-65-3770-70-4400/-

REVISED PAY BAND+GRADE PAY  
PB-1 - Rs. 4900-16200/- + Rs. 1800/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2700	5030	1800	6830
2760	5140	1800	6940
2820	5250	1800	7050
2880	5360	1800	7160
2940	5470	1800	7270
3000	5580	1800	7380
3060	5700	1800	7500
3120	5810	1800	7610
3185	5930	1800	7730
3250	6050	1800	7850
3315	6170	1800	7970
3380	6290	1800	8090
3445	6410	1800	8210
3510	6530	1800	8330
3575	6650	1800	8450
3640	6780	1800	8580
3705	6900	1800	8700
3770	7020	1800	8820
3840	7150	1800	8950
3910	7280	1800	9080
3980	7410	1800	9210
4050	7540	1800	9340
4120	7670	1800	9470
4190	7800	1800	9600
4260	7930	1800	9730
4330	8060	1800	9860
4400	8190	1800	9990
4470	8320	1800	10120
4540	8450	1800	10250
4610	8580	1800	10380
4680	8710	1800	10510
4750	8840	1800	10640
4820	8970	1800	10770



PRE-REVISED SCALE NO.3  
Rs. 2850-65-3305-70-4005-75-4680/-

REVISED PAY BAND+GRADE PAY  
PB-2 - Rs. 5400-25200/- + Rs. 1900/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2850	5400	1900	7300
2915	5430	1900	7330
2980	5550	1900	7450
3045	5670	1900	7570
3110	5790	1900	7690
3175	5910	1900	7810
3240	6030	1900	7930
3305	6150	1900	8050
3375	6280	1900	8180
3445	6410	1900	8310
3515	6540	1900	8440
3585	6670	1900	8570
3655	6800	1900	8700
3725	6930	1900	8830
3795	7060	1900	8960
3865	7190	1900	9090
3935	7320	1900	9220
4005	7450	1900	9350
4080	7590	1900	9490
4155	7730	1900	9630
4230	7870	1900	9770
4305	8010	1900	9910
4380	8150	1900	10050
4455	8290	1900	10190
4530	8430	1900	10330
4605	8570	1900	10470
4680	8710	1900	10610
4755	8850	1900	10750
4830	8990	1900	10890
4905	9130	1900	11030
4980	9270	1900	11170
5055	9410	1900	11310
5130	9550	1900	11450

PRE-REVISED SCALE NO.4 Rs. 3000-75-3450-80-4330-90-5230/-		REVISED PAY BAND+GRADE PAY PB-2 - Rs. 5400-25200/- + Rs. 2100/-		
PRE-REVISED BASIC PAY	REVISED PAY			
	PAY IN THE BAND	GRADE PAY	REVISED BASIC	
3000	5580	2100	7680	
3075	5720	2100	7820	
3150	5860	2100	7960	
3225	6000	2100	8100	
3300	6140	2100	8240	
3375	6280	2100	8380	
3450	6420	2100	8520	
3530	6570	2100	8670	
3610	6720	2100	8820	
3690	6870	2100	8970	
3770	7020	2100	9120	
3850	7170	2100	9270	
3930	7310	2100	9410	
4010	7460	2100	9560	
4090	7610	2100	9710	
4170	7760	2100	9860	
4250	7910	2100	10010	
4330	8060	2100	10160	
4420	8230	2100	10330	
4510	8390	2100	10490	
4600	8560	2100	10660	
4690	8730	2100	10830	
4780	8900	2100	11000	
4870	9060	2100	11160	
4960	9230	2100	11330	
5050	9400	2100	11500	
5140	9570	2100	11670	
5230	9730	2100	11830	
5320	9900	2100	12000	
5410	10070	2100	12170	
5500	10230	2100	12330	
5590	10400	2100	12500	
5680	10570	2100	12670	
5770	10740	2100	12840	

PRE-REVISED SCALE NO.5  
Rs. 3150-80-3390-90-4380-100-5680/-

REVISED PAY BAND+GRADE PAY  
PB-2 - Rs. 5400-25200/- + Rs. 2300/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3150	5860	2300	8160
3230	6010	2300	8310
3310	6160	2300	8460
3390	6310	2300	8610
3480	6480	2300	8780
3570	6650	2300	8950
3660	6810	2300	9110
3750	6980	2300	9280
3840	7150	2300	9450
3930	7310	2300	9610
4020	7480	2300	9780
4110	7650	2300	9950
4200	7820	2300	10120
4290	7980	2300	10280
4380	8150	2300	10450
4480	8340	2300	10640
4580	8520	2300	10820
4680	8710	2300	11010
4780	8900	2300	11200
4880	9080	2300	11380
4980	9270	2300	11570
5080	9450	2300	11750
5180	9640	2300	11940
5280	9830	2300	12130
5380	10010	2300	12310
5480	10200	2300	12500
5580	10380	2300	12680
5680	10570	2300	12870
5780	10760	2300	13060
5880	10940	2300	13240
5980	11130	2300	13430
6080	11310	2300	13610
6180	11500	2300	13800
6280	11690	2300	13990



PRE-REVISED SCALE NO.6  
Rs. 3350-90-3800-100-4700-125-6325/-

REVISED PAY BAND+GRADE PAY  
PB-2 - Rs. 5400-25200/- + Rs. 2600/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3350	6240	2600	8840
3440	6400	2600	9000
3530	6570	2600	9170
3620	6740	2600	9340
3710	6910	2600	9510
3800	7070	2600	9670
3900	7260	2600	9860
4000	7440	2600	10040
4100	7630	2600	10230
4200	7820	2600	10420
4300	8000	2600	10600
4400	8190	2600	10790
4500	8370	2600	10970
4600	8560	2600	11160
4700	8750	2600	11350
4825	8980	2600	11580
4950	9210	2600	11810
5075	9440	2600	12040
5200	9680	2600	12280
5325	9910	2600	12510
5450	10140	2600	12740
5575	10370	2600	12970
5700	10610	2600	13210
5825	10840	2600	13440
5950	11070	2600	13670
6075	11300	2600	13900
6200	11540	2600	14140
6325	11770	2600	14370
6450	12000	2600	14600
6575	12230	2600	14830
6700	12470	2600	15070
6825	12700	2600	15300
6950	12930	2600	15530
7075	13160	2600	15760

PRE-REVISED SCALE NO.7  
Rs. 3600-100-4200-125-5700-150-7050/-

REVISED PAY BAND+GRADE PAY  
PB-2 - Rs. 5400-25200/- + Rs. 2900/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3600	6700	2900	9600
3700	6890	2900	9790
3800	7070	2900	9970
3900	7260	2900	10160
4000	7400	2900	10340
4100	7630	2900	10530
4200	7820	2900	10720
4325	8050	2900	10950
4450	8280	2900	11180
4575	8510	2900	11410
4700	8750	2900	11650
4825	8980	2900	11880
4950	9210	2900	12110
5075	9440	2900	12340
5200	9680	2900	12580
5325	9910	2900	12810
5450	10140	2900	13040
5575	10370	2900	13270
5700	10610	2900	13510
5850	10890	2900	13790
6000	11160	2900	14060
6150	11440	2900	14340
6300	11720	2900	14620
6450	12000	2900	14900
6600	12280	2900	15180
6750	12560	2900	15460
6900	12840	2900	15740
7050	13120	2900	16020
7200	13400	2900	16300
7350	13680	2900	16580
7500	13950	2900	16850
7650	14230	2900	17130
7800	14510	2900	17410
7950	14790	2900	17690

PRE-REVISED SCALE NO. 8 Rs. 4000-125-4250-150-5300-175-7050-200-8850/-		REVISED PAY BAND+GRADE PAY PB-3 - Rs. 7100-37600/- + Rs. 3600/-	
PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4000	7440	3600	11040
4125	7680	3600	11280
4250	7910	3600	11510
4400	8190	3600	11790
4550	8470	3600	12070
4700	8750	3600	12350
4850	9030	3600	12630
5000	9300	3600	12900
5150	9580	3600	13180
5300	9860	3600	13460
5475	10190	3600	13790
5650	10510	3600	14110
5825	10840	3600	14440
6000	11160	3600	14760
6175	11490	3600	15090
6350	11820	3600	15420
6525	12140	3600	15740
6700	12470	3600	16070
6875	12790	3600	16390
7050	13120	3600	16720
7250	13490	3600	17090
7450	13860	3600	17460
7650	14230	3600	17830
7850	14610	3600	18210
8050	14980	3600	18580
8250	15350	3600	18950
8450	15720	3600	19320
8650	16090	3600	19690
8850	16470	3600	20070
9050	16840	3600	20440
9250	17210	3600	20810
9450	17580	3600	21180
9650	17950	3600	21550
9850	18330	3600	21930
10050	18700	3600	22300



## PRE-REVISED SCALE NO.9

Rs. 4500-150-5250-175-7000-200-8800-225-9700/-

## REVISED PAY BAND+GRADE PAY

PB-3 - Rs. 7100-37600/- + Rs. 3900/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4500	8370	3900	12270
4650	8650	3900	12550
4800	8930	3900	12830
4950	9210	3900	13110
5100	9490	3900	13390
5250	9770	3900	13670
5425	10100	3900	14000
5600	10420	3900	14320
5775	10750	3900	14650
5950	11070	3900	14970
6125	11400	3900	15300
6300	11720	3900	15620
6475	12050	3900	15950
6650	12370	3900	16270
6825	12700	3900	16600
7000	13020	3900	16920
7200	13400	3900	17300
7400	13770	3900	17670
7600	14140	3900	18040
7800	14510	3900	18410
8000	14880	3900	18780
8200	15260	3900	19160
8400	15630	3900	19530
8600	16000	3900	19900
8800	16370	3900	20270
9025	16790	3900	20690
9250	17210	3900	21110
9475	17630	3900	21530
9700	18050	3900	21950
9925	18470	3900	22370
10150	18880	3900	22780
10375	19300	3900	23200
10600	19720	3900	23620
10825	20140	3900	24040
11050	20560	3900	24460

## PRE-REVISED SCALE NO.10

## REVISED PAY BAND+GRADE PAY

Rs. 4650-150-5100-175-6325-200-7925-225-10175/-

PB-3 - Rs. 7100-37600/- + Rs. 4100/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4650	8650	4100	12750
4800	8930	4100	13030
4950	9210	4100	13310
5100	9490	4100	13590
5275	9820	4100	13920
5450	10140	4100	14240
5625	10470	4100	14570
5800	10790	4100	14890
5975	11120	4100	15220
6150	11440	4100	15540
6325	11770	4100	15870
6525	12140	4100	16240
6725	12510	4100	16610
6925	12890	4100	16990
7125	13260	4100	17360
7325	13630	4100	17730
7525	14000	4100	18100
7725	14370	4100	18470
7925	14750	4100	18850
8150	15160	4100	19260
8375	15580	4100	19680
8600	16000	4100	20100
8825	16420	4100	20520
9050	16840	4100	20940
9275	17260	4100	21360
9500	17670	4100	21770
9725	18090	4100	22190
9950	18510	4100	22610
10175	18930	4100	23030
10400	19350	4100	23450
10625	19770	4100	23870
10850	20190	4100	24290
11075	20600	4100	24700
11300	21020	4100	25120
11525	21440	4100	25540

## PRE-REVISED SCALE NO.11

Rs. 4800-175-5850-200-6650-225-8675-250-10925/-

## REVISED PAY BAND+GRADE PAY

PB-4 - Rs. 9000-40500/- + Rs. 4400/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4800	9000	4400	13400
4975	9260	4400	13660
5150	9580	4400	13980
5325	9910	4400	14310
5500	10230	4400	14630
5675	10560	4400	14960
5850	10890	4400	15290
6050	11260	4400	15660
6250	11630	4400	16030
6450	12000	4400	16400
6650	12370	4400	16770
6875	12790	4400	17190
7100	13210	4400	17610
7325	13630	4400	18030
7550	14050	4400	18450
7775	14470	4400	18870
8000	14880	4400	19280
8225	15300	4400	19700
8450	15720	4400	20120
8675	16140	4400	20540
8925	16610	4400	21010
9175	17070	4400	21470
9425	17540	4400	21940
9675	18000	4400	22400
9925	18470	4400	22870
10175	18930	4400	23330
10425	19400	4400	23800
10675	19860	4400	24260
10925	20330	4400	24730
11175	20790	4400	25190
11425	21260	4400	25660
11675	21720	4400	26120
11925	22190	4400	26590
12175	22650	4400	27050
12425	23120	4400	27520

PRE-REVISED SCALE NO.12  
Rs. 6000-225-7800-250-9800-275-12000/-

REVISED PAY BAND+GRADE PAY  
PB-4 - Rs. 9000-40500/- + Rs. 4800/-

PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
6000	11160	4800	15960
6225	11580	4800	16380
6450	12000	4800	16800
6675	12420	4800	17220
6900	12840	4800	17640
7125	13260	4800	18060
7350	13680	4800	18480
7575	14090	4800	18890
7800	14510	4800	19310
8050	14980	4800	19780
8300	15440	4800	20240
8550	15910	4800	20710
8800	16370	4800	21170
9050	16840	4800	21640
9300	17300	4800	22100
9550	17770	4800	22570
9800	18230	4800	23030
10075	18740	4800	23540
10350	19260	4800	24060
10625	19770	4800	24570
10900	20280	4800	25080
11175	20790	4800	25590
11450	21300	4800	26100
11725	21810	4800	26610
12000	22320	4800	27120
12275	22840	4800	27640
12550	23350	4800	28150
12825	23860	4800	28660
13100	24370	4800	29170
13375	24880	4800	29680
13650	25390	4800	30190



PRE-REVISED SCALE NO.13 Rs. 8000-275-13500/-		REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 5400/-	
PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050
14600	27160	5400	32560
14875	27670	5400	33070
15150	28180	5400	33580

PRE-REVISED SCALE NO.14 Rs. 10000-325-15525/-		REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 6600/-	
PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880
15525	28880	6600	35480
15850	29490	6600	36090
16175	30090	6600	36690
16500	30690	6600	37290
16825	31300	6600	37900
17150	31900	6600	38500
17475	32510	6600	39110

By order of the Governor,

K. C. MONDAL,  
Jt. Secy. to the Govt. of West Bengal.