



**Government of West Bengal**  
**Technical Education, Training and Skill Development Department**  
**Karigari Bhavan, Plot B/7, Action Area III,**  
**New Town, Rajarhat, Kolkata-700160**

No. 1412 – TET(Poly)/SP-10/2019 (Pt I)

Date: December 24, 2019

From: Suparna Kr Roychoudhury, WBCS (Exe)  
Joint Secretary to the  
Government of West Bengal

To: Director of Technical Education & Training, West Bengal

Sub: **Revision of pay-scales for Principals and Lecturers of Government and Government Sponsored Polytechnics in West Bengal w.e.f. 01.01.2016**

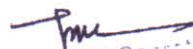
The Undersigned is directed to say that the Governor has been pleased to accord sanction to the revised Pay-structures for Principals and Lecturers of Government and Government Sponsored Polytechnics of West Bengal notionally w.e.f. 01.01.2016 keeping in view the recommendation of AICTE Regulation, vide The Gazette of India: Extraordinary [Part III—Sec. 4], New Delhi dated March 01, 2019 as accepted by the Government keeping in view the local condition with actual financial effect from 01.01.2020.

1. **Categories of Employees for whom this order will be applicable:** All regular Principals and Lecturers of Government and Government-sponsored Polytechnics in West Bengal will be covered under the revised Pay structure.
2. **Level of posts:** From the date of commencement of this order the Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix under Schedule I.
3. **Drawal of Pay in Revised Pay Structure:** The revised pay structure shall be applicable to the above mentioned category of posts which the employees are holding as on 01.01.2016 or to which he is appointed on or after 1st day of January, 2016.
4. **Exercise of option:** (1) There shall be no option to retain the existing pay structure. All employees mentioned in para 1 above shall come under the revised pay structure from 01.01.2016.

Provided that: (i) in the case of an employee, who is on leave or on deputation or on foreign service, he shall get his pay fixed in the revised pay structure from 01.01.2016 on his return from such leave or deputation or foreign service, as the case may be; and

(ii) where an employee is under suspension he shall get his pay fixed in the revised pay structure from the date of his return to his duty.

**Note 1:** An employee, who died on or after the 1st day of January, his pay in the revised pay structure shall be fixed from the 1st day of January, 2016 notionally and his pensionary benefits may be settled as per the provisions of para 16 of this order.

  
Joint Secretary

5. **Pay Matrix and Fixation of Revised Pay** : Based on the recommendation of the AICTE, the revised Pay-Structure is reproduced as follows:

Sr. No.	Designations	Existing Pay Structure	Revised pay Structure	
			Entry Pay (Rs.)	Level
1.	Lecturer	Rs. 15,600-39,100/- with AGP Rs.5,400/-	56,100/-	9A
2.	Lecturer	Rs. 15,600-39,100/- with AGP Rs.6,000/-	57,700/-*	10
3.	Lecturer (Senior Scale)	Rs. 15,600-39,100/- with AGP Rs.7,000/-	68,900/-	11
4.	Lecturer (Selection Grade -I)	Rs. 15,600-39,100/- with AGP Rs.8,000/-	79,800/-	12
5.	Lecturer (Selection Grade -II)	Rs. 37,400-67,000/- with AGP Rs.9,000/-	1,31,400	13A1
6.	Principal	Rs. 37,400-67,000/- with AGP Rs.9,000/- plus spl. Allowance Rs. 2,000/-	1,31,400/- with special Allowance of Rs. 4,500/- p.m.	13A1

The new pay structure shall involve a pay matrix with an ascending series of levels and ascending cells in each level. The new pay matrix shall subsume the pay band and grade pay in one simple chart as given in **Schedule - I**. The pay matrix shall comprise of two dimensions – a horizontal range of levels starting from the lowest level in the hierarchy and ascending to the highest level, with the levels being numbered from 9A to 13A1 covering Principals and Lecturers of Govt. & Govt.-sponsored Polytechnics in West Bengal. Within each level, the salary increases as one goes down vertically, with each progression of going down represented by a “Cell”. Each Cell within that level represents the steps of annual financial progression. On recruitment / promotion, an employee shall join at a particular level and progress within the level as per the vertical range. The movement shall be based on annual increments till the time of his /her next promotion. When the employee will receive a promotion, he/she will progress to the next level in the horizontal range till it exhausts.

To fix the pay of an Employee in the Pay Matrix as on 1st January 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57, rounded off to the nearest Rupee and the figure so arrived at will be located in the applicable level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix. If the figure arrived at in this manner is less than the first Cell in that Level, then the pay shall be fixed at the first Cell of that applicable Level of Pay Matrix (See **Schedule-I**).

6. **Payment of arrears:** Notwithstanding anything contained elsewhere in this regulation/ order, or in any other rules/orders 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, 2016 to the 31st day of December, 2019, shall be paid to the employee.
7. **Date of next increment in revised pay structure:** In respect of all employees mentioned in para 1, there shall be a uniform date of annual increment, as existing now and such date of annual increment shall be the 1st day of July of every year. Provided that an employee completing 6 (six) months or more in the revised pay structure shall be eligible to be granted increment.



8. Fixation of pay on promotion on or after 01.01.2016 and the mode of payment consequent upon the fixation of pay in the revised pay-structure shall be made to the terms and conditions as laid down in the Finance Department notification No. 5562-F the 25<sup>th</sup> September, 2019.
9. **House Rent Allowance** – With effect from the 1st January, 2020, the house rent allowance admissible to the employee shall be 12% of his revised basic pay, subject to a maximum of Rs. 12,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 12,000/- per month. The term basic pay in the revised pay structure means the pay drawn in the prescribed pay level in the Pay Matrix and do not include Special Allowance or any other type of pay. The existing terms and conditions of drawl of house rent allowance by Government employees living in their own house or in a rented house shall continue to apply. Subject to continuance of the existing terms and conditions regulating drawl of house rent allowance by employees provided with accommodation owned / hired by the Government and recovery of license fee from them, the following condition shall be there, as existing now, in respect of such category of employees: When a Government accommodation being in a habitable condition in all respect with appropriate supply of water, power and toilet arrangements for individual families and such a Government accommodation is earmarked for holder of a particular post, the holder will not be entitled to house rent allowance for living elsewhere.
10. **Medical Allowance** –
- The existing rate of Medical Allowance will be revised to Rs. 500/- per month in respect of employees and pensioners with effect from 1st January, 2020.
  - The present limit towards reimbursement of the cost of medicine on each occasion of indoor treatment shall be Rs.3500/- with effect from 1st January, 2020.
  - Those who will opt for the West Bengal Health Scheme, 2008, will not be entitled to the benefits stated at (i) above.
11. **Hill Compensatory Allowance:** Hill Compensatory Allowance will be admissible @ 12% of revised basic pay subject to maximum of Rs.2000/- per month with effect from 01.01.2020.
12. **Winter Allowance:** Rs. 3,000/- per annum will be admissible as Winter Allowance w.e.f. 01.01.2020.
13. **Hill Compensatory Relief:** Hill Compensatory Relief will be admissible @ 12% of basic revised pension subject to maximum of Rs.1000/- per month with effect from 01.01.2020.
14. **Winter Relief:** Rs.1500/- per annum will be admissible as Winter Relief w.e.f. 01.01.2020. The benefits of para 12 to 15 are admissible to those employees / pensioners who are in receipt of the same as per Govt. orders issued in this respect.
15. **Pension, Gratuity, Family Pension, GPF, Leave Encashment and Other Pensionary Benefits** shall be extended to the mentioned category of employees and will be guided by the extant rules of the State Government.
16. Fixation of Initial Pay Statement (Schedule-II) and ready reckoner tables (Schedule-I) are enclosed.
17. While fixing pay in the revised pay structure w.e.f. 01.01.2016 in respect of any employee mentioned in para 1 an undertaking in the following manner should be obtained from the concerned employee.

**Undertaking**

'I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions of this order, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise'.

This order is issued with the concurrence of Finance Department vide U.O. No. Group P1/2019-20/0317 dated 24.12.2019 .

Principal A.G. of West Bengal and all concerned are being informed.

**Sd/- S K Roychoadhury**

Joint Secretary to the  
Government of West Bengal

**No. 1412 /1(15) – TET(Poly)/5P-10/2019 (Pt I)**

**Date: December 24, 2019**

Copy forwarded for information and necessary action to:

1. Principal Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata-700 001;
2. Principal Accountant General (Audit), West Bengal, Treasury Buildings, Kolkata-700 001;
3. Accountant General (Receipt, Work and Local Bodies Audit) West Bengal, 3rd MSO Building, CGO Complex, DF Block, Sector-I, Salt Lake, Kolkata-700064;
4. Special Secretary, Finance Department, Group P1, Nabanna, Howrah 711 102;
5. Director of Treasuries & Accounts, West Bengal, 8, Lyons Range, Mitra Building, 2<sup>nd</sup> & 3<sup>rd</sup> floor, Kolkata- 700 001.
6. Joint Secretary, North Bengal Branch Secretariat, TET&SD Department;
7. Financial Advisor, TET&SD Dept, Karigari Bhavan, Kolkata 700 160;
8. Principal / Officer-in-Charge, ..... Polytechnic;
9. Pay & Accounts Officer, Kolkata PAO I/II/III, Kolkata;
10. Treasury Officer, ..... Treasury;
11. P.S. to the Hon'ble Minister-in-Charge, TET&SD Department, Karigari Bhavan, Kolkata 700 160;
12. Sr P.A. to the Principal Secretary, TET&SD Department, Karigari Bhavan, Kolkata 700 160;
13. P.A. to the Additional Secretary, TET&SD Department, Karigari Bhavan, Kolkata 700 160;
14. SSP - for uploading in Departmental website
15. File

  
24/12/19

Joint Secretary to the  
Government of West Bengal

**Schedule-I**  
**PAY MATRIX**  
(All figures are in  
Rupees)

Existing Pay Band		Rs.15600-39100/-				Rs. 37400-67000/-
Revised Cadre Title		Lecturer	Lecturer	Lecturer (Senior scale)	Lecturer (Selection Grade-I)	Lecturer (Selection Grade-II) /Principal
Academic Grade Pay - (No. 574-TET(Poly) dt 13.9.2010)		5400	6000	7000	8000	9000
Cell No.	Level	9A	10	11	12	13A1
	1	56100	57700	68900	79800	131400
	2	57800	59400	71000	82200	135300
	3	59500	61200	73100	84700	139400
	4	61300	63000	75300	87200	143600
	5	63100	64900	77600	89800	147900
	6	65000	66800	79900	92500	152300
	7	67000	68800	82300	95300	156900
	8	69000	70900	84800	98200	161600
	9	71100	73000	87300	101100	166400
	10	73200	75200	89900	104100	171400
	11	75400	77500	92600	107200	176500
	12	77700	79800	95400	110400	181800
	13	80000	82200	98300	113700	187300
	14	82400	84700	101200	117100	192900
	15	84900	87200	104200	120600	198700
	16	87400	89800	107300	124200	204700
	17	90000	92500	110500	127900	
	18	92700	95300	113800	131700	
	19	95500	98200	117200		
	20	101100	120700	139800		
	21	104100	124300	144000		
	22	107200	128000	148300		
	23	110400	131800	152700		
	24	113700	135800	157300		
	25	117100	139900	162000		
	26	120600	144100	166900		
	27	124200	148400	171900		
	28	127900	152900	177100		
	29	131700	157500	182400		
	30	135700	162200	187900		
	31	139800	167100	193500		
	32	144000	172100	199300		
	33	148300	177300	205300		
	34	152700	182600	211500		
	35	157300	188100			
	36	162000	193700			
	37	166900	199500			
	38	171900	205500			
	39	177100				
	40	182400				

Note:

The end-points of any column do not signify the end points of the pay received at that level. As was the case in the earlier provision of traditional pay scales, the last point does not represent the maximum pay of that level for calculation purposes. The end-points of the column should not be treated as the maximum and minimum of a pay scale to calculate the average pay for any level.

  
Joint Secretary  
Education, Training


**Schedule: II** [see para 6]

*Form for fixation of initial pay in the revised pay structure under the West Bengal Services (Revision of Pay and Allowances Rules), 2019.*

1. Name of the Department and Office :
2. Name and designation of Government employee:
3. Status(Substantive/Officiating) :
4. Existing Pay Band and Grade Pay  
(a) In substantive post :  
(b) in officiating/temporary post :
5. Basic Pay in the existing pay structure  
as on January 1, 2016 :  
(Band Pay + Academic Grade Pay)
6. Amount arrived at by multiplying basic  
pay as at sl. no. 5 above by 2.57 :  
Rounded off to nearest rupee :
7. Applicable Level in  
the Pay Matrix  
corresponding to the  
Pay Band and  
Grade Pay :
8. Applicable Cell in the  
Level either equal to or  
next higher of the  
amount at Sl. no. 6  
above
9. Revised Basic Pay (as per sl. no. 8) :
10. Date of effect :
11. Date of next increment :

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Signature of Head of Office/Department with  
Designation

  
Joint Secretary  
Technical Education, Training &  
Skill Development Department  
Kolkata