

**GOVERNMENT OF WEST BENGAL**

***Finance Department***

**Audit Branch**

**No. : 7220-F**

**Kolkata, the 23<sup>rd</sup> July, 2009.**

**From :** D. Mukhopadhyay  
Principal Secretary to the  
Government of West Bengal,  
Finance Department.

**To :** The Addl. Chief Secretary/Principal Secretary/Secretary

.....  
.....Department.

**Sir,**

A Pay Commission was constituted under the Government Resolution No. 6020-F, dated 28.08.2008 read with Resolution No. 6021-F, dated 28.08.2008 for examining the structure of pay and conditions of service of State Government employees along with those for the employees of a number of State Government Undertakings, Statutory Bodies, Corporations etc. as included in Part A and Part B of Resolution No. 6021-F dated 28.08.2008 respectively. Certain other organizations were subsequently included in the lists.

The Pay Commission has since submitted its recommendations in respect of 61 organizations as included in Part B of Resolution No. 6021-F, dated 28.08.2008 and the organizations subsequently included under the terms of reference of the Commission.

2. After careful consideration of the recommendations of the Pay Commission as regards structure of emoluments and other conditions of service in respect of 53 organizations as mentioned in the Annexure I and 8 organizations in the Annexure II appended herewith, the Governor has been pleased to decide that the following guidelines shall be followed in the matter of revision of pay and allowances of the employees of those organizations :-

**I. Revised Pay Structure :**

In line with the recommendations of the Pay Commission, the revised pay structure in respect of the employees of 53 organizations mentioned in Annexure I shall be as that given in Annexure III and the revised pay structure in respect of the employees of 8 manufacturing organizations as mentioned in Annexure II shall be as that given in Annexure IV.

The revised pay structure shall come into force notionally from 01.01.2006 with actual effect from 01.04.2008 in both cases.

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**II. Fixation of Pay in the revised Pay Structure :-**

Accepting recommendation of the Pay Commission regarding mode of fixation of pay in the revised pay structure, the pay in the pay band of the employees of 53 organizations mentioned in Annexure I , shall be determined by multiplying the existing basic pay by a factor 1.86 and rounding off the same to the next ten rupees, while the pay in the pay band of the employees of 8 manufacturing organizations mentioned in Annexure II shall be determined by multiplying the existing basic pay by a factor 1.35 and rounding off the same to the next ten rupees. In determining pay in the pay band paisa below rupee one shall be ignored.

**III. Rate of Increment in the revised Pay Structure :-**

The recommendations of the Pay Commission in regard to rate of increment which is @ 3% of the sum of pay in the pay band and grade pay applicable and rounding off the resulting amount to the next multiple of 10 and added to the existing pay in the pay band, shall be accepted.

In determining amount of annual increment paisa below rupee one shall be ignored.

**IV. Date of Annual Increment :-**

The recommendation of the Pay Commission to the effect that the date of annual increment be uniformly fixed on 1<sup>st</sup> day of July of every year for the employees completing service for a period of six months or more on 1<sup>st</sup> July, shall be accepted.

**V. Dearness Allowance :-**

The recommendation of the Pay Commission in regard to payment of Dearness Allowance at the State Government rates w.e.f. 01.01.2006 shall be accepted.

**VI. House Rent Allowance :-**

As regards payments of House Rent Allowance the recommendations of the Pay Commission with slight modification has been accepted. The employees of all the 61 organizations shall be allowed House Rent Allowance @ 15% of revised basic pay subject to a maximum of Rs. 6,000/- p.m. w.e.f. 01.04.2009 and also subject to other terms and conditions as applicable to the State Government employees. Basic pay in the revised pay structure shall include the pay drawn in the prescribed pay band plus applicable grade pay but does not include any other type of pay.

**VII. Medical Allowance :-**

As regards payment of Medical Allowance and other Medical Benefits the recommendations of the Pay Commission shall be accepted and as such the benefit will be regulated as under :-

- a) The employees who are now in receipt of medical allowance @ Rs. 100/- p.m. shall be allowed enhancement of the rate to Rs. 300/- p.m. w.e.f. 01.04.2009.
- b) The 'workers' of the manufacturing units who are under ESI (Medical Benefits) will not be allowed any Medical Allowance.
- c) In the case of organizations where the employees and officers enjoy the benefit of reimbursement of the cost of medical treatment of the members of their families upto a limit of one month's basic pay and D.A. per year, the benefit shall be continued, but the ceiling amount of such re-imbursment remaining the same i.e., limited to one month's basic pay in the unrevised pay scale plus D.A. as on 31.03.2008.

#### **VIII. Pensionary Benefits :-**

As regards retirement benefits (pension) in line with the recommendations of the Pay Commission the following guidelines will be followed :-

- a) There will be no change in the existing retirement benefits in respect of the employees who are now covered under CPF-Gratuity-cum-EPF (Pension) Scheme and leave encashment. For these employees the existing ceiling limit of gratuity of Rs. 3.5 lakh shall be enhanced as and when the ceiling under the payment of Gratuity Act is revised.
- b) In the case of those employees who are not covered under the payment of Gratuity Act, the existing ceiling on gratuity of Rs. 2.5 lakh shall be raised to Rs. 6.00 lakh w.e.f. 01.01.2006. However, in case of employees of those organizations whose existing maximum ceiling on gratuity is less than Rs. 2.50 lakhs, the maximum limit of gratuity in their case will be determined proportionately after due consideration with effect from 01.01.2006.
- c) The employees who are now enjoying pension broadly at par with the State Government employees, their pensionary benefit will be revised *mutatis mutandis* in terms of Finance Department Memo. No. 200-F(Pen) dated 25.02.2009 and Finance Department Memo. No. 201-F(Pen) dated 25.02.2009.

Thus, the pension / family pension of existing pre-2006 pensioners/ family pensioners will be consolidated with effect from 01.01.2006 by adding together:

- (i) The existing pension / family pension;
- (ii) Dearness Pension, where applicable, @50% of basic pension / family pension on notional basis;

- (iii) Dearness Relief upto AICPI average index 536 (base year 1982 = 100), i.e., 24% of basic pension / basic family pension plus Dearness Pension @50% of the basic pension / basic family pension where applicable, on notional basis;
- (iv) Fitment weightage @40% of the existing pension / family pension:

Provided the total amount so arrived at is less than Rs. 3,300/-, the same shall be stepped up to Rs. 3,300/-.

The amount so arrived at will be regarded as consolidated pension / family pension notionally with effect from 01.01.2006 with actual effect from 01.04.2008.

The minimum pension/family pension being Rs. 3,300/-, maximum pension will be Rs. 35,000/- and maximum family pension will be Rs. 21,000/-.

- d) All the above retirement benefits are notional for the period from 01.01.2006 to 31.03.2008 and actual revised pensionary benefits will be allowed w.e.f. 01.04.2008.

**IX. Benefit of leave encashment :-**

As regards payment of encashment of unutilized leave the recommendations of the Pay Commission shall be accepted.

Except the employees who presently enjoy periodical encashment of leave over and above such encashment at the time of retirement, the employees who now get encashment of leave upto 180 days will get encashment of leave upto 240 days and the employees who now get encashment of leave upto 240 days will get encashment of leave upto 300 days subject to the condition that the expenditure towards such enhancement of leave encashment benefit will have to be borne by the organization itself. The benefit of enhancement will be admissible to those who retired/will retire on or after 01.04.2008.

**X. Drawal of revised pay and arrears of pay and allowances/pension :-**

The employees will draw revised pay from 1<sup>st</sup> September, 2009. The arrears for the period from 1<sup>st</sup> April, 2009 to the date of implementation of the revised pay shall be given in cash. The arrears of pay and dearness allowance for the period from 01.04.2008 to 31.03.2009 shall be paid in three equal annual instalments, the first instalment being released in the month of December, 2009.

The pensioners will be allowed the arrears of revised pension in eight equal monthly instalments commencing from the month of December, 2009.

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3. The administrative departments are requested to send the proposal for revision of pay and allowances of the employees of the organizations under their administrative control to the Finance Department following the guidelines mentioned herein above along with a draft pay regulation and the previous file on the revision of pay and allowances on the last occasion.

**Yours faithfully,**

***Sd/- Dipankar Mukhopadhyay***

**Principal Secretary to the  
Government of West Bengal,  
Finance Department.**

**No. : 7220/1(500) -F**

**Kolkata, the 23<sup>rd</sup> July, 2009.**

Copy forwarded for information and necessary action to :

01. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata – 1.  
02. ....Department, Government of West Bengal,  
.....  
03. Directorate of ....., West Bengal,  
.....

*Sd/- B. Lahiri*

Deputy Secretary to the  
Government of West Bengal,  
Finance Department.

**ANNEXURE I**

**The list of 53 organizations:-**

1. West Bengal State Marketing Board.
2. West Bengal State Seed Corporation Ltd.
3. West Bengal Minor Irrigation Corporation Ltd.
4. West Bengal Dairy and Poultry Dev. Corporation Ltd.
5. West Bengal Livestock Development Corporation Ltd.
6. Greater Calcutta Gas Supply Corporation Ltd.
7. West Bengal Electronics Industries Dev. Corporation Ltd.
8. West Bengal Industrial Dev. Corporation Ltd.
9. West Bengal Industrial Infrastructure Dev. Corporation Ltd.
10. West Bengal Mineral Dev. & Trading Corporation Ltd.
11. West Bengal Pharmaceutical & Phytochemical Dev. Corporation Ltd.
12. West Bengal Tea Development Corporation Ltd.
13. Shilpa Barta Printing Press Ltd.
14. West Bengal Handicrafts Development Corporation Ltd.
15. West Bengal Khadi & Villages Industries Board
16. West Bengal Small Industries Development Corporation Ltd.
17. West Bengal Comprehensive Area Dev. Corporation
18. All District Fish Farmers' Dev. Agencies
19. State Fisheries Dev. Corporation Ltd.
20. West Bengal Fisheries Corporation Ltd.
21. West Bengal Financial Corporation Ltd.
22. West Bengal Forest Dev. Corporation Ltd.
23. West Bengal Essential Commodities Supply Corporation Ltd.
24. West Bengal Housing Board
25. West Bengal Film Dev. Corporation Ltd.
26. West Bengal Labour Welfare Board
27. West Bengal Agro Industries Corporation Ltd.
28. West Bengal State Warehousing Corporation
29. West Bengal Social Welfare Board
30. West Bengal S.C. & S.T. Dev. Financial Corporation
31. West Bengal Tourism Development Corporation Ltd.
32. Calcutta State Transport Corporation

33. North Bengal State Transport Corporation
34. South Bengal State Transport Corporation
35. West Bengal Surface Transport Corporation
36. Durgapur Chemical Ltd.
37. Calcutta Tramways Co. (1978) Ltd.
38. Zoological Garden Alipore
39. Infusion (India) Ltd.
40. West Bengal Renewable Energy & Dev. Agency
41. West Bengal Valuation Board
42. State Urban Development Agency
43. Electro Medical and Allied Industries Ltd.
44. Calcutta Society for Prevention of Cruelty to Animals
45. Institute of Development Studies, Kolkata
46. West Bengal Central School Service Commission
47. West Bengal Madrasah Service Commission
48. West Bengal Bio Diversity Board
49. West Bengal Pollution Control Board
50. West Bengal Women Development Undertaking
51. Bankim Bhavan Gabeshana Kendra
52. West Bengal Dental Council
53. West Bengal Electricity Regulatory Commission

**ANNEXURE II**

**The list of 8 manufacturing units :**

- (i) Gluconate Health Ltd.
- (ii) Britannia Engineering Ltd.
- (iii) Westinghouse Saxby Farmers Ltd.
- (iv) Saraswati Press Ltd.
- (v) Eastern Distilleries & Chemicals Ltd.
- (vi) Shalimar Works (1980) Ltd.
- (vii) Kalyani Spinning Mills Ltd.
- (viii) West Dinajpur Spinning Mills Ltd.



**ANNEXURE III**

**(Pay Structure for 53 organizations given in ANNEXURE I)**

Scale No.	Existing Pay Structure	Revised Pay Structure		
	Present Scale (Rs.)	Name of the Pay Band	Pay Band Scale	Grade 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	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs.7100-37600	Rs.3200
9	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs.7100-37600	Rs.3600
10	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs.7100-37600	Rs.3900
11	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs.7100-37600	Rs.4100
12	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs.9000-40500	Rs.4400
13	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs.9000-40500	Rs.4600
14	5500-220-6300-225-8325-250-11325	PB-4	Rs.9000-40500	Rs.4700
15	6000-225-7800-250-9800-275-12000	PB-4	Rs.9000-40500	Rs.4800
16	8000-275-13500	PB-4	Rs.9000-40500	Rs.5400
17	10000-325-15525	PB-4	Rs.9000-40500	Rs.6600
18	12000-375-18000	PB-4	Rs.9000-40500	Rs.7600
19	14300-400-18300	PB-5	Rs.37400-60000	Rs.8700
20	16400-450-20000	PB-5	Rs.37400-60000	Rs.8900
21	18400-500-22400	PB-5	Rs.37400-60000	Rs.10000

**ANNEXURE IV**

**(Pay Structure for 8 manufacturing units given in ANNEXURE II)**

Serial No.	Existing Pay Structure	Revised Pay Structure		
	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
1.	3000-40-3240-45-3735-50-4335	PB-1	Rs. 4100-15100	Rs. 1700
2.	3100-45-3415-50-3965-55-4570	PB-1	Rs. 4100-15100	Rs. 1800
3.	3200-50-3550-55-4155-60-4815	PB-2	Rs. 4400-21800	Rs. 1900
4.	3400-55-3785-60-4445-70-5215	PB-2	Rs. 4400-21800	Rs. 2100
5.	3550-60-3970-70-4740-80-5620	PB-2	Rs. 4400-21800	Rs. 2300
6.	3700-70-4260-80-5140-90-6220	PB-2	Rs. 4400-21800	Rs. 2500
7.	4000-80-4720-90-5710-100-6610	PB-2	Rs. 4400-21800	Rs. 2700
8.	4200-90-5010-100-6110-115-7145	PB-3	Rs. 5700-30200	Rs. 2900
9.	4400-100-5300-115-6565-130-7995	PB-3	Rs. 5700-30200	Rs. 3200
10.	4700-100-5100-115-5905-130-8505	PB-3	Rs. 5700-30200	Rs. 3500
11.	5000-115-5805-130-7365-150-9165	PB-3	Rs. 5700-30200	Rs. 3700
12.	5250-115-5710-130-7270-150-9520	PB-4	Rs. 7100-38200	Rs. 3900
13.	5500-130-7190-150-9890	PB-4	Rs. 7100-38200	Rs. 4000
14.	5800-130-6970-150-8170-170-10550	PB-4	Rs. 7100-38200	Rs. 4300
15.	6000-150-7800-170-11030	PB-4	Rs. 7100-38200	Rs. 4500
16.	7000-200-11400	PB-4	Rs. 7100-38200	Rs. 4600
17.	8500-240-12820	PB-4	Rs. 7100-38200	Rs. 5200
18.	11000-280-15480	PB-4	Rs. 7100-38200	Rs. 6200
19.	12500-320-16340	PB-4	Rs. 7100-38200	Rs. 6600
20.	14000-360-17600	PB-5	Rs. 22500-46700	Rs. 7100
21.	16000-400-20000	PB-5	Rs. 22500-46700	Rs. 8000