

GOVERNMENT OF WEST BENGAL
FINANCE DEPARTMENT
AUDIT BRANCH

No. 6075-F

Calcutta, the 21st June, 1990.

The question of career prospects of the employees holding various posts and services under the Government has been under consideration of the Government for sometime past. In conformity with the commitment of the Government to the improvement of (a) the standard of administration and (B) the career prospects of the State Government employees at all levels as announced in the Government policy statement December 30, 1989. The Governor is now pleased to decide to implement a career advancement scheme in the following manner..

2. The Government employees in revised pay scale nos. 1 to 16 will be allowed to move to their respective next higher scales on completion of ten years of continuous and satisfactory service in their respective revised scales and their corresponding unrevised scales taken together and to move to the scale next above the first higher scale on completion of further ten years of continuous and satisfactory service in the first higher scale and the corresponding unrevised scales under previous ROPA Rules taken together. Every movement to such higher scales will be subject to the fulfillment of usual norms of promotion. This general scheme of career advancement will, however, be subject to provisions undernoted :
 - (i) A Government employee who was first appointed to a post in any of the unrevised scale numbers 1 to 13 and who had already moved to the next higher scale after 18 years of service in terms of Rule of the West Bengal Services (ROPA) Rules, 1981 will be deemed to have got the benefit of movement to the first higher scale. On completion of total service of twenty years without any further promotion/ appointment to higher scale of pay he will now get advancement to the second higher scale.
 - (ii) A Government employee who has completed service of ten years or longer without any promotion will move from the revised scale in relation to him to the first higher scale and after serving in that scale for two years will get advancement to the second higher scale, provided that the total period of his service in the first higher scale after a total period of his service in the first two scales is not less than twenty years.
 - (iii) A Govt. employee who has got normal promotion to a post in the first higher scale within ten years of service will have to complete total service of twenty years before he gets advancement to the second higher scale with reference to the feeder post.
 - (iv) A Government employee in revised scale number 16 (or its unrevised equivalent) holding teaching and allied post in college of medicine, engineering, technology, arts and crafts or in Polytechnic will get advancement to revised scale number 22 after completion of eight years of service. He will not be eligible for any further advancement under this scheme. In respect of teacher of medical colleges, the decision taken in Department of Health and Family Welfare Notification No. H/MA/1503/JS11/90 dated 30th May, 1990 shall apply.
 - (v) A Govt. employee directly recruited to a post in the revised scale number 17 (or its unrevised equivalent) will be allowed advancement to the first higher scale on completion of ten years of service. He will not be eligible to any further advancement under this scheme.
 - (vi) When a Government employee has got benefit of only one promotion or advancement to a scale similar to or above the second higher scale, he will not get any further advancement under this scheme except fixation benefit rule 42A of WBSR, Pt.I on completion of twenty years of service.
 - (vii) Where the scale of a Government post is the same as that of the feeder post, it will be treated as the scale of the feeder post for advance under the scheme. Special pay, if any attached to the promotional post shall remain as a separate element.

- (viii) Where a Government employee is borne on a scale higher than the basic scale for the post as personal to him, the scale personal to him will be treated as the basic scale for his advancement under the scheme.
- (ix) When a Government employee comes within the quota of higher grade in the first higher scale under the existing promotional policy after getting the first higher scale in accordance with the career advancement scheme, he will not be eligible to get any fixation benefit for the second time. He will, however, remain eligible for second higher scale after total service of twenty years. If the scale of the higher grade is above the first higher scale, the pay of the Government employee on his appointment to first higher grade, will be fixed under Rule 42(1) (i) from the first higher scale. He will, however, be eligible for the benefit of pay fixation in the same scale under Rule 42A of WBSR, Pt. I after completion of total service of twenty years.
- (x) Where a Government employee comes within the quota of second higher grade under the existing promotional policy after getting the second higher scale on completion of total service of twenty years, he will not get any fixation of benefit if the scale of second higher grade is the same as the second higher scale. If however, the scale of the second higher grade is higher, the pay of the Government employee, on his appointment to the second higher grade, will be fixed under Rule 42(1) (i) of WBSR, Pt. I, from the second higher scale.
- (xi) Where a Government employee whose scale of pay of the promotion post is next higher scale gets promotion after enjoying the benefit of career advancement scheme for twenty years, he will be allowed to retain the higher scale in the promotional post, as personal to him, and his pay on promotion will be fixed in terms of rule 42 (1) (i) of WBSR, Pt. I.
- (xii) A school teacher who has got the benefit of movement to a scale similar to or above the second higher scale on the basis higher qualification acquired during service will not get any benefit under this scheme except the benefit of fixation of pay under 42A of WBSR, Pt. I on completion of total service of twenty years. Provided that a school teacher who has got benefit of movement to a scale next above on the basis higher qualification acquired during the service will be eligible to only one movement to the second higher scale under this scheme on completion of total service of twenty years.
- (xiii) A school teacher who acquires a higher qualification which entitle him to the first scale after movement to the first higher scale on completion of ten years of service will not be eligible for any further benefit for acquiring the said higher qualification. He will, however be eligible for the second higher scale on completion of total service of twenty years.
- (xiv) Secondary teachers, Headmasters/Headmistresses with Doctorate Degree in the subject taught or in an allied subject shall get two additional increments from the date of the convocation on which such degree is awarded. Provided that those who obtained this degree prior to the date of coming over to the revised scale shall get two additional increments from the date with effect from which they elect to draw pay in the revised scale.
- (xv) The Officers of the Engineering Services, West Bengal Factories Service and West Bengal Boilers Service will continue to be guided by the existing promotion policy as enunciated for them in 1985. Over and above such promotional facilities and Assistant Engineer may be allowed to move to the next higher scale on completion of ten years of service, if he has not already been fitted in the next higher scale under the existing scheme. Similarly, Executive Engineer will be allowed to move to the next higher scale in relation to their posts on completion of satisfactory service of twenty years as Assistant Engineer and Executive including three years of service as Executive Engineer, if they have not already moved to that scale in terms of the existing promotion policy.

The Superintending Engineer will, likewise, be allowed to move to the next higher scale in relation to their posts on completion of twenty-six years of satisfactory service as Assistant Engineer, Executive Engineer and Superintending Engineer, including one year's of service as Superintending Engineer, if they have not already got that scale in terms of the existing promotion policy.

- (xvi) The officers of other State Services and West Bengal General Service (Secretariat) as indicated in the annexure will continue to be guided by the existing promotion policy enunciated for them in 1981 and subsequent thereto. However, the additional benefits granted on the adhoc basis to the State Services in terms of G.O. No. 13639-F dt. 18.12.87 w.e.f. 1.1.87 will stand withdrawn from the date of effect of the new career advancement scheme which will be applicable in addition to the existing policy, provided that the officers who have already been allowed or will be allowed the benefit of higher scale of pay under this G.O. prior to the date of effect of this career advancement scheme will continue to retain the said scale/corresponding revised scale as personal to them.

The officers of such services who do not move to the first higher scale and second higher scale within ten and twenty years of total service respectively since entry into basic grade under the existing promotion policy, will be allowed to move to such higher scales on completion of ten and twenty years of total service irrespective of the quota of such higher scale.

For movement to the second higher scale a minimum of 2 years' service in the former higher scale out of a total period of service of 20 years in the cadre concerned will be necessary.

WBCS (Ex.) and other services and also West Bengal General Service (Secretariat) are allowed the revised scale No. 19 and the numbers of posts in this scale along with eligibility criteria for various services are indicated in the Annexure.

The distribution of posts in the basic grade under the existing promotion policy will stand reduced by the equivalent number of posts granted in revised scale No. 19 WBCS (Ex.) Officers who will get scale No. 19 will be designated as Joint Secretary if posted in the Secretariat. If such an officer as posted outside, he will be declared equivalent to Joint Secretary.

In case of unified services, the seniority and the length of service are not always coterminous. In such services, the movement from the basic grade to both the first higher scale and the second higher scale and also to revised scale No. 19 will be subject to the condition that in case any junior officer in a service moves to such higher scale on completion of the prescribed length of service, the officers senior to him in the said service but not yet having put in the requisite length of service will be allowed to move to the said higher scales from the date such higher scales have been allowed to their juniors by suitably relaxing the eligibility criteria as regards the length of service. The length of service rendered in the junior cadre prior to unification will not be considered for the purpose of movement to higher scales under the new career advancement scheme. The existing distribution of posts in various promotional scales (as per existing promotional policy) will mean the distribution as it existed prior to the issue of Memo No. 13639-F dt. 18. 12. 87.

- (xvii) 4 (four) posts Special Secretary/Secretary in the revised scale No. 21 are sanctioned for WBCS (Ex.) and such posts are to be encadred in this service by inclusion of some of the existing ex-cadre posts of Special Secretary/Secretary and/or by creation. Such posts are to be filled up by selection from amongst those WBCS (Ex.) Officers who have completed twenty-five years of total service in the cadre including three years as Joint Secretary.

The post of Director of Agriculture is elevated to the rank of Ex-officio Secretary in the revised pay scale No. 21.

One post of Special Commissioner, Commercial Taxes in the revised scale No. 21 is created and such post is to be filled up by selection from amongst the Additional Commissioners who have put in a total service of thirty years since entry into West Bengal Commercial Tax Services including six years in the post of Additional Commissioner.

The post of Director of Animal Husbandry, Director of Animal Health, Milk Commissioner and Director of Bureau of Applied Economics and Statistics are elevated and given the revised pay scale No. 20.

- (xviii) Fixation of pay on movement to higher scales of pay in terms of existing promotion policy and/or career advancement scheme will be made under Rule 42A of WBSR, Pt. I unless anything to the contrary has been indicated hereinbefore.
- (xix) The existing promotion opportunities available of the promotion policy statement of 1981 will continue to be available to various services and posts in addition to the career advancement scheme introduced now.
- (xx) The posts in scale Nos. 19 and 21 for each service as shown in the Annexure should be filled up on strict observance of eligibility criteria and the usual norms and condition of promotion, i.e. seniority-cum-merit should also apply to appointments to the aforesaid scales. Eligibility condition for scale No. 19 (revised) for all other services mentioned in the Annexure may be the same as for the WBCS (Ex.) as also mentioned in the Annexure.
- (xxi) The provisions of this order shall have effect notwithstanding anything to the contrary in WBSR or in any other Rules.
- (xxii) The post in scale Nos. 19 and 21 as mentioned in the Annexure as well as the posts indicated in para (xvii) foregoing will be created by the concerned Administrative Departments. For example in case of WBCS (Ex.), the post will be created by the Home (PAR) Department.
- (xxiii) This career advancement scheme will be effective from 1st April, 1989.

Sd/- J. C. Ghosh

Deputy Secretary to the
Government of West Bengal.