

**Government of West Bengal**  
**Judicial Department**  
**Writer's Buildings, Kolkata – 1**

G O. No. 440/JD/L/2S-70/-09

Dated: Kolkata the 8th July, 2010.

The Hon'ble Supreme Court by order dated 28.04.2009 in L. A. No. 244 in WP No. 1022/1989 in the case of All India Judges Association and Others-vs-Union of India and Others appointed one member Committee headed by Justice, E. Padmanabhan (Rtd.) to determine the pay scales of the Judicial Officers on the basis of the Justice Shetty Commission's report. On 17.7.2009 the Commissioner submitted its report before the Hon'ble Supreme Court of India recommending different revised scales of pay and other allowances, pensionary benefits for the judicial officers. By its order dated 4.5.2010 the Hon'ble Supreme Court issue directions upon all the State Governments to implement the recommendation of Justice Padmanabhan Committee.

2. After careful consideration of the directions of the Hon'ble Supreme Court of India the Governor is hereby pleased to accord sanction to the implementation of the recommendation of the Justice Padmanabhan Committee in regard to the revised pay scales etc. of the Judicial Officers of the State of West Bengal and make the following orders:-

**(a) Revised Pay Scales:**

- (i) Master Pay Scale and different stages thereof as shown in Annexure – I.
- (ii) Revised Scales of Pay of the posts as shown in Annexure – II.
- (iii) Revised A. C. P. Scale, Selection Grade Scale and Super Time Scale as shown in Annexure - III.

**(b) Fitment in the Revised Pay Scales and date of next increment.**

i) The Pay of the Judicial Officer, who was in service as on 01.01.2006, shall be fixed in the revised scales of pay as under:

The existing pay of the Judicial Officer in the pre-revised scale as on 01.01.2006 shall be revised and fixed in the revised scales of pay at the corresponding stages 1 to 44 in the Revised Master Pay Scale as shown Column No. 4 in the Annexure - I without granting any increment or additional weightage while fixing the pay as above in the revised scale of pay.

ii) The next increment of a Judicial Officer, whose pay in the Revised Pay Scale is fixed with effect from 1.1.2006 as above, shall be on the date on which he would have drawn his increment has he continued in the existing scale of pay.

iii) Where in allowing the benefit of next increment as above if it is found that the pay of the senior is lower than the pay of his Junior, the pay of the senior shall be stepped up to the same stage as that of the Junior.

**(c) Fixation of Pay on promotion on or after 1st day of January, 2006.**

i) In case of promotion from one pre-revised scale of pay to another the pay in revised scale shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in respect of the pay in the lower scale by one increment at the state at which such pay has accrued.

Note i) The benefit of fixation of pay available at the time of normal promotion from one post to another higher post shall be allowed in the case of non-functional movement to higher scales including Selection Grade Scale Super Time Scale and the scales under A.C.P Scheme as shown in Annexure - III.

ii) The next date of increment in the revised scale in such case of promotion shall be the 1st day of month in which it becomes due after completion of 12 months period from the date of such promotion.

**(d) Payment of dearness allowance and house rent allowance:**

An officer of the West Bengal Judicial Service shall be allowed to draw dearness allowance and house rent allowance as per existing principle.

**(e) Date of effect**

i) The revised scale of pay shall come into force with effect from 01.01.2006. The salary in the revised pay scales payable for the month of July, 2010 shall be paid in cash in the month of August, 2010. District Judges, Chief Judges, Small Causes Court, Kolkata, Chief Judge, City Civil Court, Kolkata, Chief Judge, City Sessions Court, Kolkata are hereby authorized to make provisional fixation of pay in the revised pay scales and to draw and disburse salary after obtaining necessary particulars from the concerned judicial officers posted in the judgeship of the respective districts. A copy of such provisional fixation statement shall invariably be sent to the Government in the Judicial Department for approval and on receipt of such approval, the arrears shall only be drawn and disbursed.

ii) Fixation of pay of the District Judges, Chief Judge, Small Causes Court Kolkata, Chief Judge, City Sessions Court, Kolkata Chief Judge, City Sessions Court, Kolkata, other Judicial Officers posted on deputation and those Judicial officers who has already retired died or elevated after 01.01.2006 shall be made by the Judicial Department, Government of West Bengal.

**(f) Assured Career Progression Scheme/Selection Grade Scale/ Super Time Scale.**

i) The benefit of the Assured Career Progression Scheme, the Selection Grade Scale and the Super Time Scale already allowed to the Member of the West Bengal Judicial Service as sanctioned by the National Judicial Pay Commission and implemented by the State Government by making Judicial Service (Revision of Pay and Allowances Rules, 2003 and also by issuance of Notifications from time to time as per recommendation of the High Court, Calcutta till the date of the Order of the Hon'ble Supreme Court of India i.e. 4th May, 2010 shall remain unaltered.

ii) With effect of 4th May, 2010, an officer of the West Bengal Judicial Service other than District Judges may be allowed A.C.P. Scales as shown in Annexure -111 subject to the following conditions:-

a. The conferment of the benefit by way of Assured Career progression (ACP) Scales shall not be automatic and shall be allowed on the recommendation of the High Court, Calcutta after appraisal of their work and performance:

b. The benefit by way of Assured Career Progression (ACP) Scales shall not be provided to those who have declined regular promotion on any personal ground:

c. In case where an officer belonging to the WB Judicial Service other than the District Judges who has been provided the ACP Scales, refuses functional promotion to the higher post in his turn of seniority and merit, he shall be reverted to the original pay scale where from he has been awarded the Assured Career Progression.

iii) With effect from 4th May, 2010, and officer belonging to the cadre of District Judge may be allowed Selection Grade Scale and Super Time scale 25% of the posts of the Judicial officers in the rank of District Judges who have put in not less than 5 years service in the rank of District Judges (entry level) shall be awarded Selection Grade scale and 10% of the posts of the Selection Grade to those Officers who have put in not less than three years of continuous service in the Selection Grade Posts shall be allowed Super Time Scale of Pay.

**(g) Payment of arrears:**

40% of the arrears of pay, dearness allowance and house rent allowance from 01.01.2006 to 30.06.2010 shall be credited to the respective General Provident Fund Accounts of the Judicial Officer and the remaining 60% of the arrears of pay, dearness allowance and house rent allowance shall be paid in cash spread over in two financial years. The arrears of salary in respect of Judicial Officer who retired after 01.01.2006 shall be paid in cash.

**(h) Relaxation of Rules:**

Where the Governor is satisfied that the operation of all or any of the provisions contained hereinabove causes undue hardship in any particular case or class of cases, he may, by an order, dispense with or relax the requirement of all or any of these rules to such extent and subject to conditions as he may consider necessary for dealing with class or class of cases in a just and equitable manner.

This order issues with the concurrence of the Finance (Audit) Department vide their U.O. No. 2324 Gr. P. (Service) dated 08.07.2001.

Sd/- K. Y. S. Manhas

Principal Secretary - in-charge to the  
Government of West Bengal  
Judicial Department

### Annexure – I

The Revised Pay for 1 to 44 Stages of Master pay scale and increments in the Revised Pay Scale as on 1.1.2006 shall be as under:

Sl. No.	Existing		Revised	
	Pay	Increment	Pay	Annual Increment
1	9000	250	27700	770
2	9250	250	28470	770
3	9500	250	29240	770
4	9750	250	30010	770
5	10000	250	30780	770
6	10250	250	31550	770
7	10500	250	32320	770
8	10750	300	33090	920
9	11050	300	34010	920
10	11350	300	34930	920
11	11650	300	35850	920
12	11950	300	36770	920
13	12250	300	38610	920
14	12550	300	38610	920
15	12850	300	39530	920
16	13150	350	40450	1080
17	13500	350	41530	1080
18	13850	350	42610	1080
19	14200	350	43690	1080
20	14550	350	44770	1080
21	14900	350	45850	1080
22	15250	350	46930	1080
23	15600	350	48010	1080
24	15950	400	49090	1230
25	16350	400	50320	1230
26	16750	400	51550	1230
27	17150	400	52780	1230
28	17550	400	54010	1230
29	17950	400	55240	1230
30	18350	400	56470	1230
31	18750	400	57700	1230
32	19150	450	58930	1380
33	19600	450	60310	1380
34	20050	450	61690	1380
35	20500	450	63070	1380
36	20950	450	64450	1380
37	21400	450	65830	1380
38	21850	500	67210	1540
39	22350	500	68750	1540
40	22850	500	70290	1540

41	23350	500	71830	1540
42	23850	500	73370	1540
43	24350	500	74910	1540
44	28450		76450	-

#### Annexure – II

The Revised Scales of Pay of the posts on 1.1.2006 shall be under:

Sl. No.	Designation (II)	Existing Scale of Pay (III)	Revised Scale of Pay (IV)
1.	Civil Judge (Junior Division) (Entry Level)	Rs. 9000-250- 10750-300- 13150- 350-14550	Rs. 27700-770 33090-92040450 108044770
2.	Civil Judges (Junior Division) 1 Stage A.C.P. Scale	Rs. 10750-300- 13150-350- 14900	Rs. 33090-920 40450-108045850
3.	Civil Judge (Junior Division) II Stage A.C.P. Scale	Rs. 12850-300- 13150-350- 15950 400-17550	Rs. 39530-920- 40450-108049090 1230-54010
4.	Civil Judge (Senior Division) (Entry Level)	Rs. 12850-300- 13150-350- 15950- 400-17550	Rs. 39530-920 40450-108049090- 1230-54010
5.	Civil Judge (Senior Division) 1 Stage A.C.P. Scale	Rs. 14200-350- 15950-400- 18350	Rs. 43690-1080- 49090-1230- 56470
6.	Civil Judge (Senior Division) II Stage A.C.P. Scale	Rs. 16750400- 19150-450-20500	Rs. 51550-1230- 58930-1380- 63070
7.	District Judge Entry Level	Rs. 16750400- 19150450-20500	Rs. 51550-1230- 58930-1380- 63070
8.	District Judge (Selection Grade)	Rs. 18750 400- 19150450-21850 500-22850	Rs. 57700-1230 58930-1380- 67210- 1540-70290
9.	District Judge (Super Time Scale)	Rs. 22850-500- 24850	Rs. 70290-1540- 76450

#### Annexure – III

Sl. No. (I)	Designation (II)	Existing ACP Scale of Pay (III)	Revised ACP Seale of Pay (IV)
-------------	------------------	---------------------------------	-------------------------------

1.	Civil Judge (Junior Division) I Stage A.C.P. Scale	Rs. 10750-300- 13150 350-14900	Rs. 33090-920-40450 -1080-45480 after 5 years of continuous service from the date of entry
2.	Civil Judge (Junior Division) II Stage A.C.P. Scale	Rs. 12850-300- 13150 350-15950- 400-17550	Rs. 39530-920-40450-1080 49090-1230-54010 after completion of another 5 years of continuous service
3.	Civil Judge (Senior Division) 1 Stage A.C.P. Scale	Rs. 14200-350- 15950-400-18350	Rs. 43690- 1080- 49090-1230-56470 after completion of another 5 years of continuous service
4.	Civil Judge (Senior Division) 11 Stage A.C.P. Scale	Rs. 16750-400- 19150-450-20500	Rs. 51500-1230- 58930-1380-63070 after completion of another 5 years of continuous service
5.	District Judge (Selection Division)	Rs. 18750-400- 19150-450-21850- 500-22850	Rs. 57700-1230 58930-1380-67210- 1540-70290 on merit-cum-seniority to available 25% of the cadre posts to those officers who have put in not less than 5 years of continuous service, in the cadre
6.	District Judge (Super Time Scale)	Rs. 22850-500- 24850	Rs. 70290-1540-76450 on merit cum seniority to available 10% of the Selection Grade to those officers who have put in not less than 3 years of continuous service as Selection Grade District Judges.

Ready reckoner in respect of Dearness Allowance as allowed from time to time by the Central Government which is also admissible to the Judicial Officers

Basic Pay	2% D.A.	6% D.A.	9% D.A.	12% D.A.	16% D.A.	22% D.A.	27% D.A.	35% D.A.
27700	554	1662	2493	3324	4432	6094	7479	9.695
28470	569	1708	2562	3416	4555	6263	7686.9	9.965
29240	585	1754	2,632	3,509	4678	6,433	7,895	10,234
30010	600	1,801	2,701	3601	4,802	6602	8,103	10,504
30780	616	1,847	2770	3,694	4,925	6,772	8,311	10,773
31550	631	1893	2,840	3786	5048	6941	8,519	11,043

32320	646	1939	2,909	3878	5171	7110	8726	11.312
33090	662	1985	2978	3,971	5294	7,280	8934	11,582
34010	680	2,041	3,061	4081	5,442	7482	9,183	11.904
34930	699	2,096	3,144	4,192	5,589	7685	9431	12,226
35850	717	2151	3,227	4302	5736	7887	9,680	12.548
36770	735	2206	3309	4412	5883	8089	9.928	12.870
37690	754	2261	3392	4523	6,030	8.292	10.176	13.192
38610	772	2317	3475	4633	6.178	8.494	10,425	13,514
39530	791	2372	3558	4744	6,325	8.697	10,673	13,836
40450	809	2427	3640.5	4854	6472	8899	10.922	14.158
41530	831	2,492	3,738	4.984	6.645	9.137	11213	14.536
42610	852	2,557	3.835	5113	6.818	9374	11,505	14.914
43690	874	2621	3,932	5.243	6990	9.612	11796	15.292
44770	895	2686	4029	5372	7163	9849	12.088	15,670
45850	917	2751	4,127	5502	7336	10087	12,380	16.048
46930	939	2,816	4.224	5.632	7.509	10.325	12671	16,426
48010	960	2.881	4.321	5761	7.682	10,562	12.963	16.804
49090	982	2945	4418	5.891	7854	10.800	13254	17,182
50320	1006	3019	4.529	6.038	8051	11070	13586	17,612
51550	1031	3093	4.640	6186	8248	11341	13.919	18,043
52780	1.056	3.167	4750	6.334	8.445	11,612	14,251	18,473
54010	1.080	3,241	4861	6481	8.642	11,882	14,583	18.904
55240	1,105	3314	4,972	6,629	8838	12,153	14.915	19,334
56470	1129	3388	5082	6776	9035	12423	15,247	19.765
57700	1154	3462	5193	6924	9232	12694	15579	20,195
58930	1.179	3,536	5.304	7.072	9,429	12,965	15911	20.626
60310	1206	3,619	5.428	7237	9.650	13268	16.284	21,109
61690	1,234	3701	5552	7.403	9870	13.572	16656	21,592
63070	1261	3784	5676	7568	10091	13875	17.029	22,075
64450	1289	3867	5.801	7734	10312	14179	17.402	22.558
65830	1.317	3,950	5.925	7.900	10.533	14,483	17774	23.041
67210	1344	4.033	6.049	8065	10.754	14786	18.147	23,524
68750	1375	4125	6.188	8250	11000	15125	18,563	24.063
70290	1.406	4217	6326	8.435	11246	15.464	18978	24,602
71830	1.437	4.310	6.465	8.620	11.493	15.803	19394	25.141
73370	1467	4402	6603	8804	11739	16141	19.810	25.680
74910	1498	4.495	6.742	8989	11.986	16480	20.226	26.219
76450	1529	4587	6.881	9174	12232	16819	20.642	26.758