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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
FINANCE DEPARTMENT

Audit

NOTIFICATION

No. 7306-F-16th October, 1998.-In exercise of the power conferred by the proviso to article 309 of the Constitution of India, the Governor is pleased hereby to make the following rules:--

Rules

1. **Short title and commencement** - (1) These rules may be called the West Bengal Services (Revision of Pay and Allowance) Rules, 1998.

(2) They shall be deemed to have come into force on the first day of January, 1996.

2. **Application**—(1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts under the rule-making control of the Government of West Bengal except -members of the All India Services, the West Bengal Higher Judicial Service, the West Bengal Civil Service Judicial end members of the services to whom the University Grants Commission stales of pay apply.

2) Unless specifically extended under express order of the Government, these rules shall not apply to —

- (a) Subordinate executive staff of the Police Forces in West Bengal,
- (b) Officers and staff of the West Bengal National Volunteer Force
- (c) Officers and staff of the West Bengal Legislative Assembly Secretariat.
- (d) Officers and staff of the Public Service Commission, West Bengal,
- (e) Government employees appointed on contract,
- (f) Government employees not in wholetime employment.
- (g) Government employees paid otherwise than on a monthly basis, including those paid at price-rates,
- (h) Government employees who have retired in the afternoon of the 31st December, 1995, and
- (i) Government employees re-employed after retirement.

3. **Definitions**—(I) In these rules, unless the context otherwise requires,—

- (a) “basic pay” means the pay as defined in sub-rule (3) of rule 5 of the West Bengal Service Rules, Part I, and shall include stagnation increment, if any;
- (b) “existing emoluments,” mean, the aggregate of—
 - (1) the basic pay in the existing scale including stagnation increment, if any,
 - (2) special pay, if any, no special pay being retained in addition to pay in the revised scale.
 - (3) dearness allowance appropriate to the basic pay including stagnation increments, if any, admissible at the All India Consumer Price Index (AICPI) average 1510 (1960=100),
 - (4) the amount of the first installment of the interim relief of Rs 100 per month, and
 - (5) the amount equivalent to the second installment of the interim relief at the rate of 10% of basic pay including stagnation increments, if any, subject to a minimum of Rs. 100 per month.

- (c) "existing scale" means—
- (i) in relation to any post specified in column (2) of Part D of Schedule I, the scale of pay specified against that post in column (3) thereof, and
 - (ii) in relation to a Government employee, the existing scale applicable to the post held by him or, as the case may be, the 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, 1996 whether in a substantive or officiating or temporary capacity;
- (d) "revised scale applicable to a Government employee" means—
- (i) the revised scale of pay of the post held by him if he is drawing pay in the existing scale of pay of the post, or
 - (ii) the revised scale corresponding to the existing scale applicable to him, if otherwise;
- (e) "revised scale corresponding to the existing scale" means the scale of pay shown against that existing scale in Part C of Schedule I;
- (f) "revised scale of pay" 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 (4) thereof;
- (g) "schedule" means the schedule appended to these rules.

(2) Words and expressions used in these rules and not defined shall have the same meaning as in the West Bengal Service Rules. Part I.

4. Scale of pay of post - (1) From the date of commencement of these rules, the scale of pay of every post specified in column (2) of Part D of Schedule I shall be as specified in column (4) thereof.

(2) No special pay shall be drawn in addition to pay in the revised scale :

Provided that where a post and its promotion post carry the same revised scale of pay, the Government may, having heard to the recruitment rules for the promotion post, distinguish it from its feeder post in such manner as may be deemed necessary.

5. Drywall of pay in the revised scale - Save as otherwise provided in these rules, every Government employee shall draw pay in the revised scale applicable to the post to which he is appointed:

Provided that a Government employee may elect to draw pay in the revised scale from any date between the 1st January, 1996 and the 1st January, 1997, both days inclusive, and continue to draw pay in the existing scale prior to that date.

Note 1 - The aforesaid option shall not be admissible to a Government employee who has been appointed to a post on or after the 1st January, 1996 for the first time in Government Service. Such employee shall draw pay in the revised scale of pay of the post with effect from date of his appointment thereto.

Note 2 - The aforesaid option shall be applicable only in respect of the existing scale of the Government employer as on the 1st January, 1996. If the Government employee has got advancement to a higher scale of pay with effect from any date prior to the 1st January, 1997, he may exercise option to come over to the revised scale corresponding to his existing scale (as on the 1st January, 1996) from a date not later than the date with effect from which he got advancement to the higher scale. His pay in the revised higher scale shall be fixed under normal rules.

6. Exercise of option – (i) Option under the proviso to rule 5 shall be exercised in writing in the Form appended to Schedule II so as to reach the respective Heads of Offices within one hundred and eighty days of publication of these rules in the *Official Gazette*:

Provided that--

- (i) a Government employee, who on the date of publication of these rules, is on leave or deputation or on foreign service, shall exercise the said option in opting so as to reach the Head of Office within one hundred and eighty days of his return from such leave or deputation or foreign service;
- (ii) a Government employee, who is under suspension on the date of publication of these rules, shall exercise the said option so as to reach the Head of Office within one hundred and eighty days of the date of his return to duty/reinstatement.

- (2) The option once exercised shall be final.
- (3) If a Government employee, who was in service on the 31st December, 1995 and to whom these rule apply, does not exercise option under the proviso to rule 5 within the period referred to in sub-rule (1) of this title, shall be deemed to have elected to be governed by the revised scales of pay with effect from the 1st January, 1996.

Note—A Government employee, who died on or after the 1st January, 1996, and could not exercise option within the prescribed time limit shall be deemed to have exercised option for the revised scale from the 1st January, 1996 or from such subsequent date as is considered most beneficial to him.

7. Fixation of initial pay in the revised scales of pay—(1) The initial pay of a Government employee who elects to draw pay in the revised scale of pay from any date between the 1st January, 1996 and the 1st January, 1997, or who is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised scale of pay on and from the 1st January, 1996, shall, unless in any case the Governor by special order directs otherwise, 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:—

- (i) an amount representing 40 per cent of the basic pay in the existing scale including stagnation increments, if any, shall be added to the existing emoluments of the employee;
- (ii) after the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the stage next above the amount thus computed;

Provided that—

- (a) if the minimum of the revised scale is higher than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
- (b) if the amount so arrived at is higher than the maximum of the revised pay scale, the pay shall be fixed at the maximum of the revised scale, the balance remaining as personal pay to be adjusted against stagnation increment as and when it becomes due;

Provided further that subject to the other provisions contained elsewhere in these rules, the personal pay so determined and remaining after absorption of a portion of it in stagnation increments, shall be treated as an element of basic pay for the purpose of fixation of pay on promotion / appointment of the Government employee to higher post or advancement to higher scale.

Explanation—For the purpose of this clause the term "existing emoluments" shall mean the existing emoluments as defined in clause (b) of sub-rule (I) of rule 3;

Note—In the case of medical officers and veterinarians who are in receipt of the non-practising allowance (NPA) in addition to pay in the existing scale and in whose case the NPA has been retained with the revised scale at the rate as specified in Part E of Schedule I, the pay of the Government employees in the revised scale shall be fixed in accordance with the provisions of sub-rule (1) of this rule and in such case, the NPA at the new rate shall be drawn in addition to pay so fixed in the revised scale.

(2) (a) For the purpose of fixation of pay under sub-rule (1) of this rule, every Government employee, who held before the 1st January, 1996, a post substantively and other post or posts on officiating basis, shall exercise option in the appropriate form set out in Part A of Schedule II for fixation of initial pay separately in the revised scale of pay of the substantive post and also in the revised scale of pay of the officiating post. If the number of officiating posts held by the employee is more than one, he shall exercise option for fixation of initial pay in the revised scale in respect of the last officiating Post.

(b) If, upon the fixation of pay under sub-rule (1), the initial pay of a Government employee fixed in the revised scale of the substantive post becomes either equal to, or higher than, the pay fixed in the revised scale of the officiating post, his initial pay in the revised scale of the officiating post shall be refixed at the stage next above the pay fixed in the revised scale of the substantive post.

Note 1—The pay of a Government employee, who has been appointed to a higher post in a higher scale of pay, or has got advancement to a higher scale, on the 1st January, 1996, shall he fixed under these rules with reference to the lower post/scale of pay and then his pay shall be fixed in the revised scale of pay of the higher post, or revised scale of pay corresponding to the existing higher scale of pay, as the case may be, under normal rules.

Note—Notwithstanding anything contained elsewhere in these rules, the fixation of pay in revised scale of a Government employee, who has been appointed to a higher post on a date prior to the 1st January, 1996, and who has exercised option in terms of sub-clause (b) below sub-rule (3) of rule 42A of the West Bengal Service Rules, Part I, for fixation of pay in the higher post on the date of accrual of the next increment in the scale of pay of the lower post and, in whose case, such increment accrues on a date after the 1st January, 1996, shall be made in the following manner: —

- (i) on the 1st January, 1996, the pay of such Government employee shall be fixed in the revised scale of pay of the higher post under these rules with reference to pay as on the 1st January in the existing scale of pay of the said higher post and he shall draw the pay so fixed in the revised scale of pay of the higher post with effect from the 1st January, 1996;
- (ii) on the date of accrual of the next increment in the existing scale of pay of the lower post, his pay in the revised scale of pay of the lower post shall be notionally fixed under these rules and, on the basis of the pay so fixed in the revised scale of pay of the lower post, his pay shall be re-fixed in the revised scale of the higher post on the same date under normal rules applicable to such cases and:
- (iii) the next increment in the higher post shall fall due after completion of twelve months of qualifying service from the date of re-fixation of pay under sub-clause (ii).

Note 3--Notwithstanding anything contained elsewhere in these rules, the fixation of pay in the revised scale of pay of a Government employee, who has got advancement to a higher scale of pay on a date prior to the 1st January, 1996, and who has exercised option for fixation of pay in the higher scale of pay on the date of accrual of the next increment shall be made in the following manner:—

- (i) on the 1st January, 1996, his pay shall be fixed on the basis of his pay in the existing lower scale of pay;
- (ii) on the date of accrual of the next increment in the lower scale of pay, his pay in the revised scale of pay corresponding to the existing higher scale of pay shall be fixed under normal rules.

Note 4--In the case of a Government employee, who elects, or is deemed to have elected under sub-rule (3) of rule 6 to draw pay in the revised scale of pay with effect from the 1st January, 1996, when the normal date of increment in the existing scale of pay is also the 1st January, 1996, the increment in the existing scale of pay shall be drawn first and thereafter the pay of the Government employee shall be fixed in the revised scale of pay under these rules.

Note 5--In the case where a government employee, who was promoted to a higher post or got advancement to a higher scale of pay before the 1st January, 1996, draws less pay in the revised scale of pay than his junior, who is promoted to the higher post or gets advancement to the higher scale of pay, as the case may be, after the 1st January, 1996, the pay of the senior Government employee shall be stepped up to an amount equal to the pay fixed for his junior in the higher post or higher scale of pay, as the case may be. The stepping up shall be done from the date of promotion or advancement of the junior Government employee, subject to fulfilment of the following conditions:

- (i) both the junior and the senior Government employees should belong to the same cadre and the posts to which they have been promoted, or the scales of pay to which they have got advancement should be identical in the same cadre;
- (ii) the existing as well as the revised scales of pay of the lower and the higher posts, in which they are entitled to draw pay, should be identical;
- (iii) in the lower post/scale of pay of the senior employee was not less than that of his junior, before revision of pay under these rules;
- (iv) the anomaly should arise directly as a result of the application of the provisions of normal rule or any other rule/order regulating fixation of pay on promotion.

Note 6--Where a Government employee, who was in receipt of personal pay on the 1st January, 1996, which together with his existing emoluments as defined in clause (b) of sub-rule (1) of rule 3 exceeds the pay fixed in the revised scale of pay, the difference representing such excess shall be allowed to the Government employee as personal pay to be absorbed in future increases of pay.

8. Date of increment in the revised scale—The next increment in the revised scale of pay of a Government employee, whose pay has been fixed in the revised scale under sub-rule (1) of rule 7, shall be granted after completion of twelve months of qualifying service from the date of fixation of initial pay in the revised scale of pay.

9. Stagnation increment—A Government employee, whose pay has been fixed in the revised scale of pay and who reaches the maximum of the scale, shall draw annual increment for stagnation beyond the maximum of the scale at the same rate at which it was last drawn, subject to a maximum of six such increments.

10. Payment of arrears—(1) (a) Notwithstanding anything contained elsewhere in these rules, or in any other rules for the time being in force, no arrears of pay to which a Government employee may be entitled in respect of the period from the 1st January, 1996, to the 31st March, 1997, shall be paid to the Government employee. The arrears of pay to which the Government employee may be entitled to in respect of the period from the 1st April, 1997 to the 31st October, 1998, shall be paid to the Government employee by crediting the same to his Provident Fund Account. Revised pay with effect from the 1st November, 1998, shall be paid in cash.

(b) A Government employee, who retired on any date between the 1st January, 1996 and the 31st March, 1997, shall not be entitled to any arrears of pension for the period up to the 31st March, 1997.

(c) A Government employee, who retired after the 31st March, 1997 but before the publication of these rules, shall receive his arrears of pay for the period from the 1st April, 1997 to the date of his retirement, in cash.

Explanation—For the purpose of this rule: —

(a) 'arrears of pay' in relation to a Government employee for a particular period 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 these rules for the period in question and the aggregate of the pay and allowances to which he would have been entitled for that period had his pay and allowances not been so revised;

(b) 'arrears of pension' in relation to a retired Government employee for a particular period means the difference between the aggregate of pension (including relief on pension) to which he is entitled on account of the revision of pay and allowances under these rules for the period in question and the aggregate of pension (including relief on pension) to which he would have been entitled for that period had his pension not been revised.

(2) The arrears of pay credited to the Provident Fund Account of a Government employee cannot be reckoned for the purpose of calculating admissible advances or final withdrawals till the 31st October, 2001;

Provided that this restriction shall not be applicable in the case of final withdrawal from Provident Fund Account of a Government employee who will retire on any date between the date of publication of these rules in the *Official Gazette* and the 31st October, 2001.

11. Classification of Government employees--From the date of commencement of these rules Government employees shall be classified as Group 'A', Group 'B', Group 'C' and Group 'D' in the following manner:--

- (1) *Group 'A'*—all Government employees having a pay or a scale of pay with the maximum above Rs. 10175;
- (2) *Group 'B'*—all Government employees having a pay or a scale of pay with the maximum of Rs. 10175 or below but above Rs. 7050 ;
- (3) *Group 'C'*—all Government employees having a pay or a scale of pay with the maximum of Rs. 7050 or below but above Rs. 4400;
- (4) *Group 'D'*—all Government employees having a pay or a scale of pay with the maximum of Rs 4400 or below.

Note—In this rule "pay" or "scale of pay" refers to the revised pay or the revised scale of pay.

12. Overriding effect of rules--The provisions of these rules shall have effect notwithstanding anything to the contrary contained in any other rules, orders or notifications for the time being in force, and all such rules, orders and notifications including the West Bengal Service Rules, Part I, shall have effect subject to the provisions of these rules.

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

SCHEDULE I
Part A

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

Sl. No.	Existing Pay Scales (Rs.)	Span (Years)
1.	800-15-920-18-1118-21-1265	27
2.	830-15-890-18-980-21-1232-25-1357	27
3.	875-18-929-21-1160-25-1460	27
4.	920-21-1067-25-1242-30-1512-35-1617	27
5.	980-25-1230-30-1500-35-1675-40-1755	27
6.	1040-25-1215-30-1485-35-1590-40-1670-50-1920	27
7.	1140-30-1440-35-1580-40-1660-50-2160	27
8.	1200-35-1550-40-1630-50-2180-60-2360	27
9.	1260-35-1540-45-1630-55-2070-65-2460-75-2610	27
10.	1390-45-1615-55-2055-65-2445-75-2970	27
11.	1420-45-1555-55-1720-65-2305-75-3130	27
12.	1500-55-1665-65-2250 -80-3210-100-3410	27
13.	1560-65-2210-80-3170-100-3570	27
14.	1640-65-2095-80-3135-100-3635	26
15.	1780-65-2040-80-3080-100-3780	25
16.	2200-80-3000-100-4000	21
17.	3000-100-3500-125-4750	16
18.	3700-125-4950-150-5700	16
19.	4500-150-6000	11
20.	5100 - 150 - 6300	9
21.	5900-200-6700	5
22.	3000-100-3200- 125-4950-150-5700	22
23.	4500-150-5700-200-7300	17
24.	5900-200-7300	8
25.	4500- 125-4500-150- 6000	15

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

Sl. No.	Revised 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.	3000-75-3450-80-4330-90-5230	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.	3800-100-4100-125-4725-150-6375-175-7775	28
9.	4000-125-4250-150-5300-175-7050-200-8850	29
10.	4500-150-5250-175-7000-200-8800-325-9700	29
11.	4650-150-5100-175-6325-200-7925-225-10175	29
12.	4800-175-5850-200-6650-225-8675-250-10925	29
13.	5000-175-5700-200-6500-225-8525-250-11275	29
14.	5500-200-6300-225-8325-250-11325	26
15.	6000-225-7800-250-9800-275-12000	25
16.	8000-275-13500	21
17.	10000- 325- 15525	18
18.	12000-375-18000	17
19.	14300-400-18300	11
20.	16400-450-20000	9
21.	18400-500-22400	9
22.	10000-300-15100-350-16500-375-18000	26
23.	14300-450-22400	19
24.	12500-375-18500	17

Part C

Correspondence between the existing scales and the revised scales

SI. No.	Existing Pay Scales (Rs.)	Revised Scales corresponding to the Existing Scales shown in column (1)
	(1)	(2)
1.	800-15-920-18-1118-21-1265	2600- 55-2985-60-3525-65-4175
2.	830-15-890-18-980-21-1232-25-1357	2700-60-3120-65-3770-70-4400
3.	875-18-929-21-1160-25-1460	2850-65-3305-70-4005-75-4680
4.	920-21-1067-25-1242-30-1512-35-1617	3000-75-3450-80-4330-90-5230
5.	980-25-1230-30-1500-35-1675-40-1755	3150-80-3390-90-4380-100-5680
6.	1040-25-1215-30-1485-35-1590-40-1670-50-1920	3350-90-3800-100-4700-125-6325
7.	1140-30-1440-35-1580-40-1660-50-2160	3600-100-4200-125-5700-150-7050
8.	1200-35-1550-40-1630-50-2180-60-2360	3800-100-4100-125-4725-150-6375-175-7775
9.	1260-35-1540-45-1630-55-2070-65-2460-75-2610	4000-125-4250-150-5300-175-7050-200-8850
10.	1390-45-1615-55-2055-65-2445-75-2970	4500-150-5250-175-7000-200-8800-325-9700
11.	1420-45-1555-55-1720-65-2305-75-3130	4650-150-5100-175-6325-200-7925-225-10175
12.	1500-55-1665-65-2250 -80-3210-100-3410	4800-175-5850-200-6650-225-8675-250-10925
13.	1560-65-2210-80-3170-100-3570	5000-175-5700-200-6500-225-8525-250-11275
14.	1640-65-2095-80-3135-100-3635	5500-200-6300-225-8325-250-11325
15.	1780-65-2040-80-3080-100-3780	6000-225-7800-250-9800-275-12000
16.	2200-80-3000-100-4000	8000-275-13500
17.	3000-100-3500-125-4750	10000- 325- 15525
18.	3700-125-4950-150-5700	12000-375-18000
19.	4500-150-6000	14300-400-18300
20.	5100 - 150 - 6300	16400-450-20000
21.	5900-200-6700	18400-500-22400
22.	3000-100-3200- 125-4950-150-5700	10000-300-15100-350-16500-375-18000
23.	4500-150-5700-200-7300	14300-450-22400
24.	5900-200-7300	18400-500-22400
25.	4500- 125-4500-150- 6000	12500-375-18500

Part D

Revised scales of pay for posts/services

SI. No.	Posts/Services	Existing Pay Scales (Rs.)	Revised Pay Scales (Rs.)
(1)	(2)	(3)	(4)
1.	All posts/services carrying existing scales shown in column (3)	800-15-920-18-1118-21-1265	2600- 55-2985-60-3525-65-4175
2.	Ditto	830-15-890-18-980-21-1232-25-1357	2700-60-3120-65-3770-70-4400
3.	Ditto	875-18-929-21-1160-25-1460	2850-65-3305-70-4005-75-4680
4.	Ditto	920-21-1067-25-1242-30-1512-35-1617	3000-75-3450-80-4330-90-5230
5.	Ditto	980-25-1230-30-1500-35-1675-40-1755	3150-80-3390-90-4380-100-5680
6.	Ditto	1040-25-1215-30-1485-35-1590-40-1670-50-1920	3350-90-3800-100-4700-125-6325
6(a).	Ditto	1040-25-1215-30-1485-35-1590-40-1670-50-1920 with higher initial start at 1090	3350-90-3800-100-4700-125-6325 with no higher initial.
6(b).	Ditto	1040-25-1215-30-1485-35-1590-40-1670-50-1920 with higher initial start at 1115	3350-90-3800-100-4700-125-6325 with higher initial start at 3440
7.	Ditto	1140-30-1440-35-1580-40-1660-50-2160	3600-100-4200-125-5700-150-7050
8.	Ditto	1200-35-1550-40-1630-50-2180-60-2360	3800-100-4100-125-4725-150-6375-175-7775
8(a).	Ditto	1200-35-1550-40-1630-50-2180-60-2360 with higher initial start at 1305	3800-100-4100-125-4725-150-6375-175-7775 with no higher initial.
9.	Ditto	1260-35-1540-45-1630-55-2070-65-2460-75-2610	4000-125-4250-150-5300-175-7050-200-8850
10.	Ditto	1390-45-1615-55-2055-65-2445-75-2970	4500-150-5250-175-7000-200-8800-325-9700
10(a).	Ditto	1390-45-1615-55-2055-65-2445-75-2970 with higher initial start at 1435	4500-150-5250-175-7000-200-8800-325-9700 with no higher initial.
10(b).	Ditto	1390-45-1615-55-2055-65-2445-75-2970 with higher initial start at 1480	4500-150-5250-175-7000-200-8800-325-9700 with no higher initial.
10(c).	Ditto	1390-45-1615-55-2055-65-2445-75-2970 with higher initial start at 1525	4500-150-5250-175-7000-200-8800-325-9700 with higher initial start at 4650
10(d).	Ditto	1390-45-1615-55-2055-65-2445-75-2970 with higher initial start at 1945	4500-150-5250-175-7000-200-8800-325-9700 with no higher initial.
10(e).	Ditto	1390-45-1615-55-2055-65-2445-75-2970 with higher initial start at 2055	4500-150-5250-175-7000-200-8800-325-9700 with higher initial start at 6300
11.	Ditto	1420-45-1555-55-1720-65-2305-75-3130	4650-150-5100-175-6325-200-7925-225-10175
11(a).	Ditto	1420-45-1555-55-1720-65-2305-75-3130 with higher initial start at 1465	4650-150-5100-175-6325-200-7925-225-10175 with no higher initial.
11(b).	Ditto	1420-45-1555-55-1720-65-2305-75-3130 with higher initial start at 1555	4650-150-5100-175-6325-200-7925-225-10175 with higher initial start at 4800
12.	Ditto	1500-55-1665-65-2250 -80-3210-100-3410	4800-175-5850-200-6650-225-8675-250-10925
12(a).	Ditto	1500-55-1665-65-2250 -80-3210-100-3410 with higher initial start at 1795	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 5500

(1)	(2)	(3)	(4)
12(b).	All posts/services carrying existing scales shown in column (3)	1500-55-1665-65-2250 -80-3210-100-3410 with higher initial start at 1860	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 5675
12(c).	Ditto	1500-55-1665-65-2250 -80-3210-100-3410 with higher initial start at 1990	4800-175-5850-200-6650-225-8675-250-10925 with no higher initial.
12(d).	Ditto	1500-55-1665-65-2250 -80-3210-100-3410 with higher initial start at 2120	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 6450
13.	Ditto	1560-65-2210-80-3170-100-3570	5000-175-5700-200-6500-225-8525-250-11275
13(a).	Ditto	1560-65-2210-80-3170-100-3570 with higher initial start at 1820	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 5525
13(b).	Ditto	1560-65-2210-80-3170-100-3570 with higher initial start at 1950	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 5900
13(c).	Ditto	1560-65-2210-80-3170-100-3570 with higher initial start at 2015	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 6100
14.	Ditto	1640-65-2095-80-3135-100-3635	5500-200-6300-225-8325-250-11325
14(a).	Ditto	1640-65-2095-80-3135-100-3635 with higher initial start at 1900	5500-200-6300-225-8325-250-11325 with higher initial start at 5700
14(b).	Ditto	1640-65-2095-80-3135-100-3635 with higher initial start at 2030	5500-200-6300-225-8325-250-11325 with higher initial start at 6100
14(c).	Ditto	1640-65-2095-80-3135-100-3635 with higher initial start at 2095	5500-200-6300-225-8325-250-11325 with higher initial start at 6300
15.	Ditto	1780-65-2040-80-3080-100-3780	6000-225-7800-250-9800-275-12000
15(a).	Ditto	1780-65-2040-80-3080-100-3780 with higher initial start at 1975	6000-225-7800-250-9800-275-12000 with no higher initial.
15(b).	Ditto	1780-65-2040-80-3080-100-3780 with higher initial start at 2040	6000-225-7800-250-9800-275-12000 with higher initial start at 6225
16.	Ditto	2200-80-3000-100-4000	8000-275-13500
16(a).	Ditto	2200-80-3000-100-4000 with higher initial start at 2440	8000-275-13500 with no higher initial.
17.	Ditto	3000-100-3500-125-4750	10000- 325- 15525
18.	Ditto	3700-125-4950-150-5700	12000-375-18000
19.	Ditto	4500-150-6000	14300-400-18300
20.	Ditto	5100 - 150 - 6300	16400-450-20000
21.	Ditto	5900-200-6700	18400-500-22400
22.	Ditto	3000-100-3200- 125-4950-150-5700	10000-300-15100-350-16500-375-18000
23.	Ditto	4500-150-5700-200-7300	14300-450-22400
24.	Ditto	5900-200-7300	18400-500-22400
25.	Ditto	4500- 125-4500-150- 6000	12500-375-18500

Part E*Non-Practising Allowance (NPA)*

The Non-Practising Allowance shall be admissible at the following rates:—

1. For the officers of the West Bengal Health Service, the West Bengal Medical Education Service, the West Bengal ESI Medical Service, the West Bengal Dental Service, the Homoeopathic and the Ayurvedic Physicians in revised pay scale No. 16 and above.

Basic Pay Range (in Rs.)	Rate of NPA (in Rs. per month)
Between 8000 and 9999	1200
Between 10000 and 11999	1700
Between 12000 and 15000	1900
Above 15000	2000

2. For Veterinarians

(a) Drawing Basic Pay below Rs. 8000	600
(b) Drawing Basic Pay of Rs. 8000 and above	900

3. For Homoeopathic and Ayurvedic Physicians

(a) in the revised scale Nos. 14 and 15	500
(b) in the revised scales below scale Nos. 14 and 15	300

SCHEDULE II**Part A***Form of Option*

(i) I hereby elect for the revised scale of pay of Rs. of my substantive/officiating/temporary post with effect from 1st January, 1996.

(ii) I hereby elect to continue in the existing scale of pay of Rs. of my substantive/officiating/temporary post mentioned below till 19 and to come over to the revised scale of pay of Rs. with effect from 19

Declaration—I hereby undertake to refund to the Government any amount which may be drawn by me in excess of what is admissible to me on account of erroneous fixation of my pay in the revised scale of pay in the revised scale of pay as soon as the fact of such excess drawal comes to my notice or is brought to my notice.

Station:

Signature:

Date:

Name:

Designation:

(Substantive/Officiating/Temporary)

Office/Department

Signature:

Head of Office/Department.

- Note:*
- (1) Separate option should be exercised in respect of the scale, if pay has to be fixed in more than one scale.
 - (2) The option once exercised is final. The employees should opt to come under the revised scale on any day between 1st, January, 1996 and 1st February, 1997, after reading carefully the provisions of the WBS (ROPA) Rules, 1998. No change of option shall be allowed under any circumstances.

Part B*Form of Fixation of Initial Pay in the Revised Scale under the West Bengal Services (Revision (Revision of Pay and Allowance) Rules, 1998*

1. Name of the Department and Office
2. Name and Designation of Government Employee
3. Date from which he/she elects to come under the revised Scale of Pay—
 - (a) in substantive post
 - (b) in officiating/temporary post
4. Existing Scale of Pay—
 - (a) in substantive post
 - (b) in officiating/temporary post
5. Revised Scale of Pay—
 - (a) in substantive post
 - (b) in officiating/temporary post
6. Special Pay, if any, in the existing Scale of pay—
 - (a) in substantive post
 - (b) in officiating/temporary post

	Substantive post	Officiating/Temporary	Remarks
7. Existing Emoluments as defined under rule			
(i) Basic Pay in the existing scale including stagnation increment, if any			
(ii) Dearness Allowance appropriate to the Basic Pay admissible at index average 1510 (1960=100)			
(iii) Special Pay			
(iv) Interim Relief			
(v) 40% of Basic Pay in the existing scale, including stagnation increments, if any			
Total :			

	Substantive post	Officiating/Temporary	Remarks
8. Pay fixed in the revised scale of Pay (Vide rule)			
(i) Basic Pay			
(ii) Personal Pay			
Total :			

9. Date of effect

10. Date of next increment

.....
Signature of the Head of the Office/Department

.....
Designation

By order of the Governor,

ASOK GUPTA
Principal Secretary to the
Government of West Bengal.