

**GOVERNMENT OF WEST BENGAL  
FINANCE DEPARTMENT  
AUDIT BRANCH**

No. 4970-F

Calcutta, the 26<sup>th</sup> April, 1993.

As per Career Advancement Scheme issued under G. O. No. 6075-F, dt. 21.6.90 an employee appointed in any scale from 1 to 16 will be entitled to the next higher scale on completion of 10 years of service and to the second next higher scale on completion of 10 years of service in the first higher scale or 20 years of service in the first two scales taken together of which at least two years must be in the first higher scale. The usual norms of promotion should be followed while considering the cases of employees for movement to the higher scales.

In the case of certain categories of officers, such movement is allowed on the basis of his 'rating' in the Annual Confidential Reports. Some minimum rating is decided upon and if an officer fails to attain that rating he is not allowed movement to the higher scale. It may so happen that an officer at the time of consideration of his case for movement to higher scale has not attained the particular rating though he has completed the required number of years of service, but at a later date, on the basis of subsequent ACRs, he attains that rating. A question has been raised as to what would be the date of effect of his movement to the higher scale.

After careful consideration of the matter the Governor has been pleased to decide that if an officer who was not allowed movement to the first or the second higher scale as the case may be at the time of previous consideration for not having the required 'rating' is found to have attained that particular 'rating' at a subsequent date, he may be allowed movement to the next higher scale notionally w.e.f. the date on which he would have otherwise got the higher scale but for his failure to attain the required rating. But actual payment in such higher scale may be made only w.e.f. the time when he is found to have attained the required rating. Since the movement is allowed on the basis of rating in the ACR and ACRs are drawn for the period from 1st April of a year to 31st March of the following year, the date of effect may be the 1st April falling after the period to which the subsequent ACR, which has enabled him to attain the desired rating relates. This principle shall be followed in case of all officers in all Departments.

The liberalisation suggested above shall not however apply to normal promotion which involves assumption of higher responsibility.

*Sd/- A. K. Chakraborty*

Deputy Secretary to the  
Government of West Bengal.