

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

No. 5961-F

Calcutta, the 25<sup>th</sup> June, 1991.

**MEMORANDUM**

Certain points have been raised in connection with the implementation of the Career Advancement Scheme for State Government employees published under Finance Department Memo No. 6075-F, dated the 21st of June, 1990. The undersigned is directed by order of the Governor to offer the following clarifications on the same for information and guidance of all concerned :

**Q. 1. How the pay of the Government employee should be fixed in the same scale under Rule 42A of W.B.S.R., Pt.-I as per Para 2(vi) of the Career Advancement Scheme with effect from 1.4.89 if the normal increment also falls on 1.4.89?**

Ans. The Government employee concerned shall first be allowed the normal increment with effect from 1.4.89 and thereafter his pay shall be fixed in the manner provided in para 4 of Finance Department Memo No. 9735- F, dt. 10.10.90.

**Q. 2. How the pay in the above circumstances will be fixed if the normal increment falls on any date subsequent to 1.4.89?**

Ans. The answers to this question has been given in item Nos. 4 and 6 of Memo No. 9735-F, dt. 10.10.90.

**Q. 3. Whether a Government employee who has been appointed in a post carrying same scale of pay/higher scale of pay as a direct recruit being considered along with outsider, shall be allowed to count the previous service for the purpose of calculating the benefit of 10/20 years of service as provided in the Career Advancement Scheme 1990.**

Ans. The reply is in the negative. In this case, 10/20 years' service shall be calculated from the date of his appointment in the post to which he was appointed as a direct recruit.

**Q. 4. Whether the case covered in Para 2 of Finance Department Memo No. 9735-F, dt. 10.10.90 shall directly be referred to Finance Department.**

Ans. In such cases, reference to the Finance Department shall be made through the concerned Admn. Deptt. with all supporting papers.

**Q. 5. In some case the pay of a senior and a junior member of a cadre of employees has been fixed at the same stage and in the same scale in the W.B.S. (R.O.P.A.) Rules, 1981 and/or 1990. It is stated that in a few of such cases, the senior employee has been entitled to the benefit of Career Advancement Scheme, 1990 before the date of annual increment in the year concerned and has received fixation of pay at the stage which is lower than the stage of his junior who received the benefit of the Career Advancement Scheme, 1990 after availing himself of the benefit of annual increment in the year concerned. The points how the pay anomaly arising from above should be resolved.**

Ans. Individual cases of anomaly may be referred to Finance Department along with all relevant records.

**Q. 6. Whether a Government employee who was placed on the next higher scale in terms of Rule 9 of W.B.S.**

**(R.O.P.A.) Rules, 1981 prior to 1.4.89 will be allowed to forgo the said benefit of movement to the first higher scale under the Career Advancement Scheme, 1990 and fixation of pay therein.**

Ans. The reply is in the negative.

**Q. 7. Whether an employee who has completed 18 years' service between 01.04.89 and the date of issue of Finance Deptt. Memo No. 6075-F, dt. 21.06.90 will be allowed the next higher scale in terms of Rule 9 of W.B.S. (R.O.P.A.) Rules, 1981.**

Ans. The reply is in the negative. In such case, he will be allowed the first higher scale under Career Advancement Scheme, if otherwise admissible.

**Q. 8. Whether an employee who was otherwise entitled to the benefit of next higher scale in terms of Rule 9 of the W.B.S. (R.O.P.A.) Rules 1981, from a date prior to 01.04.89 but could not be given effect due to some administrative reasons will be allowed the said benefit or be given the benefit of 1st higher scale with effect from 1.4.89. as per Career Advancement Scheme for completion of 10 years service.**

Ans. In such cases, the concerned employee shall be allowed the next higher scale as was admissible in terms of Rule 9 of W.B.S. (R.O.P.A.) Rules, 1981.

**Q. 9. Whether the pay of an employee who has been promoted to a higher scale of pay after enjoying the benefit of 1st higher/2nd higher scale as per Career Advancement Scheme, will be fixed with reference to the 1st higher/2nd higher scale or with reference to the basic scale.**

Ans. In such cases the pay of the employee will be fixed with reference to the pay actually drawn.

**Q. 10. (a) Whether a Govt, employee who was promoted to a higher grade/post and subsequently reverted to his former post at his own seeking, shall get the benefit of service, in the higher grade for calculating 10/20 years' of service as provided in para 2 of the Career Advancement Scheme, 1990.**

Ans. If the pay on reversion was refixed or if the employee agrees to have his pay refixed assuming that he had never worked in the promotion post, then he will get 10/20 years' benefit with reference to his joining the basic post provided he is otherwise eligible.

**(b) A Govt. employee who got two promotions and reverted to his first promotion post at his own seeking, will be entitled to get the benefit of Career Advancement Scheme, 1990.**

Ans. Same principle as stated above will apply.

**Q. 11. While calculating 10/20 years' of service in the cadre of L.D.C., whether the service rendered as Typist/Copyist in the piecerated Establishment before their appointment to the post of L.D.C. shall be taken into account.**

Ans. The reply is in the negative.

**Q. 12. (a) Whether the facility of movement to next higher scale and/ or second higher scale on completion of 10/20 years' of service will be treated as promotion.**

Ans. (a) Such movement is not a case of promotion but will be treated as promotion only for the purpose of fixation of pay.

**(b) Whether an employee who has got normal promotion after getting the first higher scale as per Career Advancement Scheme shall be entitled to get further advancement as per Career Advancement Scheme, 1990 on completion of 20 years of service.**

Ans. (b) The reply is in the negative if the scale of pay of the promotion post is second higher scale or above with reference to the basic scale of pay of the lower post.

**Q. 13. Whether an employee who has been appointed to the post of L.D.C./ L.D.A. from the post of Typist and enjoyed the benefit of higher fixation on retention of N.S.G. scale of Typist in the post of L.D.C./L.D.A. in terms of Memo No. 4049-F, dt. 7.6.75 shall be treated to have got one promotion for the purpose of advancement of scale as per Career Advancement Scheme, 1990.**

Ans- The reply is in the negative.

**Q. 14. Whether an employee who has come into the revised scale of W.B.S. (R.O.P.A.) Rules, 1990 from a date subsequent to 1.4.89 shall be entitled to the benefit of Career Advancement Scheme, 1990, with effect from 1.4.89, if he is otherwise admissible for such.**

Ans. The employee will have to opt. for the revised scale of pay from a date prior to 1.4.89 or the date of his entitlement to the benefit of Career Advancement Scheme.

**Q. 15. Whether a Government employee who has been appointed to a post on ad-hoc/irregular etc. basis and subsequently regularised in the same post shall be allowed to count the service rendered before regularisation for the purpose of Career Advancement Scheme, 1990.**

Ans. The reply is in the negative. The period of service rendered on and from the date of regularisation shall be taken into account for Career Advancement Scheme, 1990.

**Q. 16. Whether the pay of an employee who has been covered by item No. 2 of Finance Deptt. Memo No. 9735-F, dt. 10.10.90 with the concurrence of this Deptt. shall be compared for stepping up of pay.**

Ans. No stepping up of pay shall be allowed in such cases.

**Q. 17. Clarification regarding Point No. 7 of F. D. Memo No. 9735-F, dt. 10.10.90.**

Ans. In cancellation of the clarification to this point given in Memo No.9735- F, dt. 10.10.90, the following clarification is laid down :

So far as the services and posts mentioned in the annexure to Memo No. 6075-F, dt. 21.06.90 are concerned, this power vests in the respective Administrative Departments. In respect of the other services and posts, this power vests in the Head of Offices concerned subject to ratification by the Appointing Authority.

*Sd/- A. K. Chakraborty*

Deputy Secretary  
Finance Department.