

Government of West Bengal
Department of Urban Development & Municipal Affairs
(Urban Development Branch)
“Nagarayan”,
DF-8, Sector-I, Bidhannagar, Kolkata-700 064

NOTIFICATION

No. 114-T&CP/C-2/1R-01/2019;

Dated, Kolkata, the 14th January, 2020.

In terms of Finance Department Resolution No. 8070-F(P) dated the 25th November, 2015, the Government constituted a Pay Commission to examine the present structure of pay and conditions of service of the State Government Employees and certain other categories of employees as envisaged in resolution No. 8071-F(P) dated the 27th November, 2015 to suggest changes which may be desirable and feasible keeping in view the decisions of the Central Government on the recommendations of the Seventh Central Pay Commission, Public Sector Undertakings and other State Governments etc. The Commission has since submitted its recommendation to the Government.

Now, in exercise of the power conferred under section 95A of the Howrah Improvement Act, 1956, the Governor is pleased to direct that the revision of pay and allowances and certain conditions of service of the regular and whole-time employees of the Howrah Improvement Trust constituted under the said act shall be as set out in the following paragraphs.

The Howrah Improvement Trust is hereby directed to take necessary action for revision of pay and allowances and certain conditions of service of the regular and whole-time employees of the Howrah Improvement Trust under section 27 of the said Act strictly in accordance with the directions set out below :

- 1. Date of Effect :-** The revised pay structure under this statement shall be deemed to have come into force on the first day of January, 2016 notionally with actual effect from 01.01.2020.
- 2. Application -** (1) Save as otherwise provided by or under any order, the provisions of this notification shall apply to the whole-time and regular employees of Howrah Improvement Trust created under Howrah Improvement Act, 1956.

Unless specifically extended under order of the Competent Authority, the provisions of this notification shall not apply to Howrah Improvement Trust employees of following categories-

- (i) Employees appointed on contract,
- (ii) Employees not in whole time employment,
- (iii) Employees paid otherwise than on a monthly basis, Including those paid at piece-rates,
- (iv) Employees who have retired in the afternoon of the 31st December, 2015,
- (v) Employees re-employed after retirement, and
- (vi) Employees working on deputation terms, excepting the permanent deputationists from Government Departments not absorbed in the Howrah Improvement Trust.

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3. Definitions - In these directions, unless the context otherwise requires,-

- (a) **“existing basic pay”** means the pay drawn in the prescribed existing Pay Band and Grade Pay but does not include any other type of pay;
- (b) **“existing Pay Band and Grade Pay”** means the running Pay Band and the Grade Pay applicable to the post held by an employee or, as the case may be, the personal scale applicable to such an employee on account of his advancement to a higher Pay Band/Grade Pay under specific or general orders of the Government as on 1st day of January, 2016, whether in a substantive or officiating or temporary capacity, and
- (c) **“existing pay structure”** means the present system of Pay Band and Grade Pay applicable to the post held by an employee as on the 1st day of January, 2016 whether in a substantive or officiating capacity or the Pay Band and Grade Pay as personal scale applicable to him on account of advancement to higher Pay Band /Grade Pay.;

Explanation.- the expressions “existing basic pay” and “existing Pay Band and Grade Pay” in respect of an employee who was on the 1st day of January, 2016, on deputation or on foreign service or on leave or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay ,Pay band and Grade pay applicable to the post which he would have held but for his being on deputation or on foreign service or on leave or officiating in a higher post;

- (d) **“existing emoluments”** means the sum of existing basic pay and existing dearness allowance allowed to the basic pay as on 1st day of January, 2016.
- (e) **“Pay Matrix”** means Matrix specified in Schedule-I with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay;
- (f) **“Level”** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay as specified in Schedule-II;
- (g) **“pay in the Level”** means pay drawn in the appropriate Cell of the Level as specified in Schedule-I;
- (h) **“revised pay structure”** means the Pay Matrix and the Level specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised level is notified separately for the post;
- (i) **“basic pay”** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix ;
- (j) **“revised emoluments”** means the pay in the applicable Level of an employee of Howrah Improvement Trust in the revised pay structure.
- (k) **“Schedule”** means the schedule appended to these directions.

4. Level of posts - From the 1st day of January, 2016, the Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

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5. **Drawal of pay in the revised pay structure** - Save as otherwise provided in this notification, an employee shall draw pay in the Level in the revised pay structure applicable to the post which he is holding as on 01.01.2016 or to which he is appointed on or after 1st day of January ,2016 :

Provided that an employee may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure up to 25.09.2019 or until he vacates his post or ceases to draw pay in the existing pay structure:

Provided further that in cases where an employee has been placed in a higher Grade Pay between 1st day of January, 2016 and 25.09.2019 on account of promotion or upgradation, the employee may elect to switch over to the revised pay structure from the date of such promotion or upgradation or the date of final fixation therefore as the case may be.

Explanation 1 - The option to retain the existing pay structure under the first proviso to this para shall be admissible only in respect of one existing Pay Band or Grade Pay.

Note :-

An employee will have no option to come under the revised pay structure from the date of any subsequent increment that fell due after any promotion during the period from 01.01.2016 to 25.09.2019.

Illustration-I :-

An employee got promotion /advancement on 18.09.2016. He is not eligible to exercise option to come under the revised pay structure from the date of increment on 01.07.2017 or 01.07.2018 or 01.07.2019. He is, however, eligible to exercise such option w.e.f. 01.01.2016 or 01.07.2016 or 18.09.2016.

Illustration-II :-

An employee got promotion /advancement on 12.03.2017 and got pay fixation benefit on 01.07.2017. He is not eligible to exercise option to come under revised pay structure from the date of subsequent increment on 01.07.2018 or 01.07.2019. He is, however, eligible to exercise such option w.e.f. 01.01.2016 or 01.07.2016 or 01.07.2017.

Explanation 2 - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2016, whether for the first time in service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3 - Where an employee of Howrah Improvement Trust exercises the option under the proviso to this para to retain the existing pay structure in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that pay structure under the existing provision or order applicable to the post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

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- 6. Exercise of option** - (1) The option under the provisos to para 5 shall be exercised in writing in the form appended to Schedule III so as to reach the authority mentioned in sub- para (2) within three months of the date of issue of these directions.

Provided that - (i) in the case of an employee who on the date of issue of these directions, is on leave or on deputation or on foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of his return from such leave or deputation or foreign service, as the case may be; and

(ii) where an employee is under suspension on the date of issue of these directions, the option may be exercised by him within three months of the date of his return to his duty or within three months of the date of issue of this notification, whichever is later.

- (2) The option shall be submitted by an employee to the Head of his Office.
- (3) If the option is not received by the Head of his Office within the time specified in sub-para (1), the employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.
- (4) The option once exercised shall be final.

Note : An employee who died on or after the 1st day of January, 2016 and could not exercise the option within the prescribed time limit, shall be deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or from such subsequent date as is considered most beneficial to him, if he was alive.

- 7. Fixation of initial pay in the revised pay structure.** - (1) The initial pay of an employee who elects, or is deemed to have elected under para 6 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any case the Government by special order otherwise directs, 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 if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

In the case of all employees :-

- (i) the pay in the applicable level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable level in the pay matrix, the same shall be the pay, and if no such cell is available in the applicable level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix, as per schedule IV.

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Illustration - 1

1.	Existing Pay Band : P.B.1	Pay Band	P.B I 4900-16200	
		Grade Pay	1700	1800
2.	Existing Grade Pay : 1800	Level	1	2
		1	17000	17600
3.	Existing Pay in the Pay Band : 7410	2	17500	18100
		3	18000	18600
		4	18500	19200
4.	Existing Basic Pay : 9210 (=7410+1800)	5	19100	19800
		6	19700	20400
		7	20300	21000
		8	20900	21600
5.	Pay after multiplication by a fitment factor of 2.57 : $9210 \times 2.57 = 23669.70$ (rounded off to 23670)	9	21500	22200
		10	22100	22900
		11	22800	23600
6.	Level corresponding to Grade Pay 1800 : Level 2	12	23500	24300
		13	24200	25000
7.	Revised Pay in the Pay Matrix (either equal to or next higher to 23670 in Level 2) : 24300	14	24900	25800
		15	25600	26600

Illustration - 2

1.	Existing Pay Band : P.B.3	Pay Band	P.B.3 7100-37600			
		Grade Pay	3200	3600	3900	4100
2.	Existing Grade Pay : 4100	Level	8	9	10	11
		1	27000	28900	32100	33400
3.	Existing Pay in the Pay Band : 14000	2	27800	29800	33100	34400
		3	28600	30700	34100	35400
		4	29500	31600	35100	36500
4.	Existing Basic Pay : 18100 (=14000+4100)	5	30400	32500	36200	37600
		6	31300	33500	37300	38700
5.	Pay after multiplication by a fitment factor of 2.57 : 46517	7	32200	34500	38400	39900
		8	33200	35500	39600	41100
		9	34200	36600	40800	42300
6.	Level corresponding to Grade Pay 4100 : Level 11	10	35200	37700	42000	43600
		11	36300	38800	43300	44900
7.	Revised Pay in the Pay Matrix (either equal to or next higher to 46517 in Level 11) : 47600	12	37400	40000	44600	46200
		13	38500	41200	45900	47600
		14	39700	42400	47300	49000

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(ii) if the minimum pay or the first cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.

- (2) An employee who is on leave on the 1st day of January, 2016 and is entitled to leave salary shall be entitled to pay in the revised pay structure from the date of actual effect of the revised emoluments.
- (3) An employee under suspension, shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.
- (4) Where the existing emoluments exceed the revised emoluments in the case of an employee, the difference shall be allowed as personal pay to be absorbed in future increases in pay.
- (5) Where in the fixation of pay under sub-para (1) the pay of an employee, who, in the existing pay structure was drawing more pay than another employee of Howrah Improvement Trust junior to him in the same grade in the cadre immediately before the 1st day of January, 2016, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior with the approval of the Government.
- (6) In the case where a senior employee promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior employee in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with the approval of the Government with effect from the date of promotion of the junior employee subject to the fulfilment of the following conditions, namely :-
 - (a) both the junior and the senior employees belong to the same cadre and the posts in which they have been promoted are identical in the same cadre ;
 - (b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay should be identical ;
 - (c) the senior employee at the time of promotion was drawing equal or more pay than the junior ;
 - (d) the anomaly should arise directly as a result of the applications of the provisions of normal rule or any other rule or order regulating fixation of pay on such promotion in the revised pay structure :

Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increment(s) granted to him, the provisions of this sub-para shall not be applicable to step up the pay of the senior employee.

Provided further that the order relating to stepping up of the pay of the senior employee in accordance with the provision of this sub-para shall be issued with the approval of the Government and the senior employee shall be entitled to the next increment on completion of his required qualifying service with reference to the date of such stepping up of pay.

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- (7) Where an employee is in receipt of personal pay on the 1st day of January, 2016, which together with his existing emoluments exceeds the revised emoluments, the difference representing such excess shall be allowed to such employees as personal pay to be absorbed in future increases of the pay.
- (8) Subject to provisions of para 5, if the pay as fixed in the officiating post under sub-para (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

8. Fixation of pay in the revised pay structure in respect of an employee appointed as fresh recruits on or after 01.01.2016- The pay of employees appointed by direct recruitment on or after the 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed as indicated in Schedule-II.

Provided that where the existing pay of such employee appointed on or after the 1st day of January, 2016 and before the notification of these directions, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay in the revised pay structure as applicable to the post to which he is appointed on or after the first day of January, 2016, such difference shall be treated to be personal pay to be absorbed in future increments in pay.

9. Increments in Pay Matrix - After fixation of pay in the appropriate Level in the Pay Matrix, the subsequent increment in the Level shall be at the immediate next higher Cell vertically arranged in that Level.

Illustration

An employee in the basic pay of Rs.29000 in Level 5 will move vertically downwards in the same level to Rs.29900 on grant of increment	Pay Band	P.B. 25400-25200				
	Grade Pay	1900	2100	2300	2600	2900
	Level	3	4	5	6	7
1	18800	19700	21000	22700	24700	
2	19400	20300	21600	23400	25400	
3	20000	20900	22200	24100	26200	
4	20600	21500	22900	24800	27000	
5	21200	22100	23600	25500	27800	
6	21800	22800	24300	26300	28600	
7	22500	23500	25000	27100	29500	
8	23200	24200	25800	27900	30400	
9	23900	24900	26600	28700	31300	
10	24600	25600	27400	29600	32200	
11	25300	26400	28200	30500	33200	
12	26100	27200	29000	31400	34200	
13	26900	28000	29900	32300	35200	
14	27700	28800	30800	33300	36300	
15	28500	29700	31700	34300	37400	
16	29400	30600	32700	35300	38500	
17	30300	31500	33700	36400	39700	

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10. Date of next increment in revised pay structure. – In respect of all employees there shall be a uniform date of annual increment, as existing now and such date of annual increment shall be the 1st day of July of every year.

Note. – In the case of an employee completing 6 (six) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted increment.

11. Fixation of pay on promotion on or after the 1st day of January, 2016.- The fixation of pay in case of promotion from one level to another in the revised pay structure shall be made in the following manner, namely :-

- (i) One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

Illustration

	Pay Band	P.B. 2 5400-25200				
	Grade Pay	1900	2100	2300	2600	2900
	Level	3	4	5	6	7
An employee is drawing basic pay of Rs. 31400 in Level 6. He is promoted to Level 7. His pay will be fixed in the following manner. (1) Pay after giving one increment in Level 6 is to be determined which will be Rs. 32300 (2) Pay will be fixed in Level 7 at Rs.33200 (either equal to or next higher in Level 7)	1	18800	19700	21000	22700	24700
	2	19400	20300	21600	23400	25400
	3	20000	20900	22200	24100	26200
	4	20600	21500	22900	24800	27000
	5	21200	22100	23600	25500	27800
	6	21800	22800	24300	26300	28600
	7	22500	23500	25000	27100	29500
	8	23200	24200	25800	27900	30400
	9	23900	24900	26600	28700	31300
	10	24600	25600	27400	29600	32200
	11	25300	26400	28200	30500	33200
	12	26100	27200	29000	31400	34200
	13	26900	28000	29900	32300	35200
	14	27700	28800	30800	33300	36300
	15	28500	29700	31700	34300	37400
	16	29400	30600	32700	35300	38500
	17	30300	31500	33700	36400	39700

Note 1.- An employee may have option to get his pay fixed either from the date of promotion or from the date of next increment.

- (a) In case the employee opts to get his pay fixed from the date of promotion, his pay in the promotion post shall be fixed under the provisions of this para and his next increment will fall due on the 1st July on completion of at least six months from the date of such promotion.

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- (b) In case the employee opts to get his pay fixed from the date of increment, then on the date of promotion his pay shall initially be fitted in the applicable level of the promotion post at the same Cell as that of his existing pay and in absence of such Cell, it shall be fitted at the next higher Cell and such pay shall finally be re-fixed under the provisions of this para after accrual of increment in the lower post. The next increment shall, however, fall due on the next 1st July.

Note 2.-

- (a) In the case of non-functional movement under CAS when an employee is moved to next higher level on completion of 10 years or 20 years of service, his pay shall be fixed as per note 1 above except the interim pay fixation benefit from the date of entitlement when the employee opts to get his pay fixed from the date of increment.
- (b) In case an employee has got promotion to a post carrying Pay Level equal to 2nd higher level or above before completion of 20 years of service, he will, on completion of 20 years of service, get one increment in the same level with date of next increment remaining unchanged.
- (c) In case an employee has got promotion (functional) to a post carrying same level or lower level than the level he is enjoying due to CAS, he will get one increment in the same level from the date of promotion with date of next increment remaining unchanged.
12. **Payment of arrears.-** Notwithstanding anything contained elsewhere in these directions, or in any other rules or orders for the time being in force, no arrears of pay to which an employee of Howrah Improvement Trust may be entitled in respect of the period from the 1st day of January, 2016 to the 31st day of December, 2019, shall be paid to the employee.
13. **House Rent Allowance :-** With effect from the 1st January, 2020, the house rent allowance admissible to an employee shall be 12% of his revised basic pay, subject to a maximum of Rs. 12,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs.12,000/- per month.

The term basic pay in the revised pay structure means the pay drawn in the prescribed pay level in the Pay Matrix and does not include any other type of pay.

The existing terms and conditions of drawl of house rent allowance by the employee living in their own house or rented house shall continue to apply.

14. **Medical Allowance :-** The existing rate of Medical Allowance will be revised to Rs.500/- per month in respect of the employees w.e.f. the 1st January, 2020 provided that the employees who are covered by any Health Insurance Scheme sponsored by the State Government will not get the same.
15. **Other Allowances :-** Other allowances which are now admissible shall be allowed to the employees at the same amount as drawn on 31.12.2019 and on the same terms and conditions as applicable to such employees.

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16. Classification of an employee of Howrah Improvement Trust :- From 01.01.2016 an employee of Howrah Improvement Trust shall be classified as Category A, Category B, Category C and Category D in the following manner :-

(i)Category A - An employee of Howrah Improvement Trust holding all posts in the Pay Level 12 and above.

(ii)Category B - An employee of Howrah Improvement Trust holding all posts in the Pay Levels 8 to 11.

(iii)Category C - An employee of Howrah Improvement Trust holding all posts in the Pay Levels 3 to 7.

(iv)Category D - An employee of Howrah Improvement Trust holding all posts in the Pay Levels 1 and 2.

17. Overriding effect of the directions :- The provisions of these directions shall have effect notwithstanding anything contrary contained in any other directions, orders or notifications for the time being in force, and all such directions, orders and notifications shall have effect subject to the provisions of these directions.

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

19. Interpretation - If any question arises relating to the interpretation of any of the provisions of these directions, it shall be referred to the Finance Department through the Urban Development & Municipal Affairs Department for decision.

20. Financial Assistance :- The Howrah Improvement Trust will mobilize its own resources to meet the additional financial liability for implementation of these directions. The Government will consider in due course the question of providing ways and means advance after proper scrutiny if there be any short fall in the own fund of Howrah Improvement Trust.

21. This is issued with the concurrence of the Finance Department vide their U.O. NO : Group P1/2019-2020/0351 dated 09.01.2020.

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Schedule - I

[see para 3(e) and 3(g)]

Pay Band	P.B I 4900-16200		P.B. 2 5400-25200					P.B.3 7100-37600			
	Grade Pay	1700	1800	1900	2100	2300	2600	2900	3200	3600	3900
Old Entry Pay	6600	6830	7300	7680	8160	8840	9600	10300	11040	12270	12750
Level	1	2	3	4	5	6	7	8	9	10	11
1	17000	17600	18800	19700	21000	22700	24700	27000	28900	32100	33400
2	17500	18100	19400	20300	21600	23400	25400	27800	29800	33100	34400
3	18000	18600	20000	20900	22200	24100	26200	28600	30700	34100	35400
4	18500	19200	20600	21500	22900	24800	27000	29500	31600	35100	36500
5	19100	19800	21200	22100	23600	25500	27800	30400	32500	36200	37600
6	19700	20400	21800	22800	24300	26300	28600	31300	33500	37300	38700
7	20300	21000	22500	23500	25000	27100	29500	32200	34500	38400	39900
8	20900	21600	23200	24200	25800	27900	30400	33200	35500	39600	41100
9	21500	22200	23900	24900	26600	28700	31300	34200	36600	40800	42300
10	22100	22900	24600	25600	27400	29600	32200	35200	37700	42000	43600
11	22800	23600	25300	26400	28200	30500	33200	36300	38800	43300	44900
12	23500	24300	26100	27200	29000	31400	34200	37400	40000	44600	46200
13	24200	25000	26900	28000	29900	32300	35200	38500	41200	45900	47600
14	24900	25800	27700	28800	30800	33300	36300	39700	42400	47300	49000
15	25600	26600	28500	29700	31700	34300	37400	40900	43700	48700	50500
16	26400	27400	29400	30600	32700	35300	38500	42100	45000	50200	52000
17	27200	28200	30300	31500	33700	36400	39700	43400	46400	51700	53600
18	28000	29000	31200	32400	34700	37500	40900	44700	47800	53300	55200
19	28800	29900	32100	33400	35700	38600	42100	46000	49200	54900	56900
20	29700	30800	33100	34400	36800	39800	43400	47400	50700	56500	58600
21	30600	31700	34100	35400	37900	41000	44700	48800	52200	58200	60400
22	31500	32700	35100	36500	39000	42200	46000	50300	53800	59900	62200
23	32400	33700	36200	37600	40200	43500	47400	51800	55400	61700	64100
24	33400	34700	37300	38700	41400	44800	48800	53400	57100	63600	66000
25	34400	35700	38400	39900	42600	46100	50300	55000	58800	65500	68000
26	35400	36800	39600	41100	43900	47500	51800	56700	60600	67500	70000
27	36500	37900	40800	42300	45200	48900	53400	58400	62400	69500	72100
28	37600	39000	42000	43600	46600	50400	55000	60200	64300	71600	74300
29	38700	40200	43300	44900	48000	51900	56700	62000	66200	73700	76500
30	39900	41400	44600	46200	49400	53500	58400	63900	68200	75900	78800
31	41100	42600	45900	47600	50900	55100	60200	65800	70200	78200	81200
32	42300	43900	47300	49000	52400	56800	62000	67800	72300	80500	83600
33	43600	45200	48700	50500	54000	58500	63900	69800	74500	82900	86100

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Schedule - I (Continued)

Pay Band	P.B.4 9000 - 40500									P.B.5 37400 - 60000			
	Grade Pay	4400	4600	4700	4800	5400	6600	7000	7600	8000	8700	8900	9500
Old Entry Pay	13400	13900	14930	15960	21000	25200	25600	29920	31250	46100	46300	46900	47400
Level	12	13	14	15	16	17	18	19	20	21	22	23	24
1	35800	37100	39900	42600	56100	67300	68400	79900	83400	123100	123600	125200	128900
2	36900	38200	41100	43900	57800	69300	70500	82300	85900	126800	127300	129000	132800
3	38000	39300	42300	45200	59500	71400	72600	84800	88500	130600	131100	132900	136800
4	39100	40500	43600	46600	61300	73500	74800	87300	91200	134500	135000	136900	140900
5	40300	41700	44900	48000	63100	75700	77000	89900	93900	138500	139100	141000	145100
6	41500	43000	46200	49400	65000	78000	79300	92600	96700	142700	143300	145200	149500
7	42700	44300	47600	50900	67000	80300	81700	95400	99600	147000	147600	149600	154000
8	44000	45600	49000	52400	69000	82700	84200	98300	102600	151400	152000	154100	158600
9	45300	47000	50500	54000	71100	85200	86700	101200	105700	155900	156600	158700	163400
10	46700	48400	52000	55600	73200	87800	89300	104200	108900	160600	161300	163500	168300
11	48100	49900	53600	57300	75400	90400	92000	107300	112200	165400	166100	168400	173300
12	49500	51400	55200	59000	77700	93100	94800	110500	115600	170400	171100	173500	178500
13	51000	52900	56900	60800	80000	95900	97600	113800	119100	175500	176200	178700	183900
14	52500	54500	58600	62600	82400	98800	100500	117200	122700	180800	181500	184100	189400
15	54100	56100	60400	64500	84900	101800	103500	120700	126400	186200	186900	189600	195100
16	55700	57800	62200	66400	87400	104900	106600	124300	130200	191800	192500	195300	201000
17	57400	59500	64100	68400	90000	108000	109800						
18	59100	61300	66000	70500	92700	111200	113100						
19	60900	63100	68000	72600	95500	114500	116500						
20	62700	65000	70000	74800	98400	117900	120000						
21	64600	67000	72100	77000	101400	121400	123600						
22	66500	69000	74300	79300	104400	125000	127300						
23	68500	71100	76500	81700	107500	128800	131100						
24	70600	73200	78800	84200	110700	132700	135000						
25	72700	75400	81200	86700	114000	136700	139100						
26	74900	77700	83600	89300	117400	140800	143300						
27	77100	80000	86100	92000	120900	145000	147600						
28	79400	82400	88700	94800	124500	149400	152000						
29	81800	84900	91400	97600	128200	153900	156600						
30	84300	87400	94100	100500	132000	158500	161300						
31	86800	90000	96900	103500	136000	163300	166100						
32	89400	92700	99800	106600	140100	168200	171100						
33	92100	95500	102800	109800	144300	173200	176200						

Shagchi

Schedule - II

[see para 3(f)]

Corresponding Levels of existing Pay Band and Grade Pay

Sl. No.	Existing Pay Band	Pay Band Scale	Existing Grade Pay	Level in Pay Matrix with indication of higher initials, where applicable
1	PB-1	Rs.4900-16200	1700	Level-1
2	PB-1	Rs.4900-16200	1800	Level-2
3	PB-2	Rs.5400-25200	1900	Level-3
4	PB-2	Rs.5400-25200	2100	Level-4
5	PB-2	Rs.5400-25200	2300	Level-5
6	PB-2	Rs.5400-25200	2600	Level-6
7	PB-2	Rs.5400-25200	2900	Level-7
8	PB-3	Rs.7100-37600	3200	Level-8
9	PB-3	Rs.7100-37600	3600	Level-9
10	PB-3	Rs.7100-37600	3900	Level-10
11	PB-3	Rs.7100-37600	4100	Level-11
12	PB-4	Rs.9000-40500	4400	Level-12
13	PB-4	Rs.9000-40500	4600	Level-13
14	PB-4	Rs.9000-40500	4700	Level-14
15	PB-4	Rs.9000-40500	4800	Level-15
16	PB-4	Rs.9000-40500	5400	Level-16
17	PB-4	Rs.9000-40500	6600	Level-17
18	PB-4	Rs.9000-40500	7000	Level-18
19	PB-4	Rs.9000-40500	7600	Level-19
20	PB-4	Rs.9000-40500	8000	Level-20
21	PB-5	Rs.37400-60000	8700*	Level-21
22	PB-5	Rs.37400-60000	8900	Level-22
23	PB-5	Rs.37400-60000	9500	Level-23
24	PB-5	Rs.37400-60000	10000	Level-24

Shagchi

Schedule- III

Form of option
(see para 5 and 6)

*1. I, ----- hereby elect the revised pay structure with effect from 1st January,2016.

*2. . I, ----- hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until :

- (a) the date of my next increment w.e.f.
- (b) the date of my subsequent increment raising my pay to Rs. ----- in the existing scale w.e.f.
- (c) the date of my promotion/upgradation to the post of -----
-----w.e.f.

Existing Pay Band and Grade Pay -----.

Signature -----

Name -----

Designation -----

Office in which employed -----

Department -----

- To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in this notification, as detected subsequently, any excess payment so made shall be refunded by me to the Competent Authority either by adjustment against future payments due to me or otherwise.

Signature -----

Name -----

Designation -----

Date :

Place :

Department-----

Hagechi

Schedule- IV

[see para 7(1)]

Form for fixation of initial pay in the revised pay structure :-

1. Name of the Office :
2. Name and designation of the employees of Statutory Body :
3. Status (Substantive/Officiating) :
4. Existing Pay Band and Grade Pay
(a) in substantive post :
(b) in officiating/ temporary post :
5. Basic Pay in the existing pay structure as on January 1, 2016 or on the date of option (Band Pay + Grade Pay) :
6. Amount arrived at by multiplying basic pay as at sl. no. 5 above by 2.57 :
Rounded off to nearest rupee :
7. Applicable Level in the Pay Matrix corresponding to the Pay Band and Grade Pay :
8. Applicable Cell in the Level either equal to or next higher of the amount at Sl. no. 6 above :
9. Revised Basic Pay (as per sl. no.8) :
10. Date of effect :
11. Date of next increment :

Signature of Head of Office with Designation

By order of the Governor,

Shagun

Joint Secretary to the Government of West Bengal.