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GOVERNMENT OF WEST BENGAL

**FINANCE DEPARTMENT
AUDIT BRANCH**

**West Bengal Services
(Revision of Pay and Allowance) Rules, 2009,
Memorandum issued thereon and related orders.**

The 23rd February, 2009

FOREWORD

The West Bengal Services (Revision of Pay and Allowance) Rules, 2009 and other notifications on revision of pay of Police personnel, Civil Defence personnel, staff and officers of the Public Service Commission, West Bengal as well as a Memorandum on the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 and allied matters have been published in the extraordinary issue of Kolkata Gazette dated the 23rd February, 2009. Government has also issued orders sanctioning fresh instalments of Dearness Allowance with effect from the 1st April, 2009.

In this volume, the above-mentioned rules, notifications, memorandum and order have been compiled together for the benefit of all Heads of Offices and Drawing & Disbursing Officers.

DIPANKAR MUKHOPADHYAY
*Principal Secretary to the
Government of West Bengal*
Finance Department

Government of West Bengal
Finance Department
Audit Branch

NOTIFICATION

No. 1690-F,-the 23rd February, 2009.– 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, 2009.

(2) They shall be deemed to have come into force on the first day of January, 2006.

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 All India Services, the West Bengal Judicial Service and members of the services to whom the University Grants Commission and the All India Council of Technical Education scales 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) Officers and staff of the High Court at Calcutta,
- (f) Government employees appointed on contract,
- (g) Government employees not in whole time employment,
- (h) Government employees paid otherwise than on a monthly basis, including those paid at piece-rates,
- (i) Government employees who have retired in the afternoon of the 31st December, 2005, and
- (j) Government employees re-employed after retirement.

3. Definitions. – (1) In these rules, unless the context otherwise requires, –

- (a) “existing basic pay” means the pay drawn in the prescribed existing scale of pay, including stagnation increment(s), if any, but does not include any other type of pay;

(b) “existing scale” means, –

13. in relation to a Government employee, the existing scale applicable to the post held by the Government employee or, as the case may be, the personal 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, 2006, whether in a substantive or officiating or temporary capacity, and

(ii) in the case of Government employee who was on the 1st January, 2006, 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, the scale of pay applicable to the post which he would have held but for his being on deputation or on foreign service or on leave or, as the case may be, but for his officiating in a higher post;

(c) “existing emoluments” mean the aggregate of –

(ii) existing basic pay,

(iii) dearness pay appropriate to the basic pay, and

(iv) dearness allowance appropriate to the basic pay *plus* dearness pay at index average 536 (1982 =100);

(d) “present scale”, 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 (3) thereof;

(e) “pay in the pay band” means pay drawn in the running pay bands specified in column (5) of Part D of Schedule I;

(f) “grade pay” means a fixed amount corresponding to the pre-revised pay scales/posts;

(g) “revised pay structure”, in relation to any post specified in column (2) of Part D of Schedule I, means the pay band scale and grade pay specified against column (5) and column (6) of that Part, unless a different revised pay in the pay band and grade pay is notified separately for that post;

(h) “basic pay in the revised pay structure” means the pay drawn in the prescribed pay band *plus* applicable grade pay but does not include any other type of pay;

(i) “revised emoluments” means the pay in the pay band *plus* the grade pay of a Government employee in the revised pay structure and includes the revised non-practicing allowance, if any, admissible to him.

(j) “Schedule” means the Schedule appended to these rules.

(2) Words and expressions used but not defined in these rules shall have the same meanings as respectively assigned to them in the West Bengal Service Rules, Part I.

4. Scale of pay of post. – From the date of commencement of these rules, the pay band and grade pay of every post specified in column (2) of Part D of Schedule I, shall be as specified in column (5) and column (6) respectively thereof.

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

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

Provided further that in case where a Government employee has been placed in a higher pay scale between the period from 1st January, 2006 to the date of notification of these rules on account of promotion, upgradation of pay scales etc., such Government employee may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

Explanation I. – The option to retain the existing scale under the first proviso to this rule, shall be admissible only in respect of one existing scale.

Explanation II. – The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Government Service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation III. – Where a Government employee exercises the option under the provisos to this rule to retain the existing scale 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 scale under the existing rules or order applicable to that post, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale 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.

6. Exercise of option.– (1) The option under the provisos to rule 5 shall be exercised in writing in the Form appended to Schedule II so as to reach the authority mentioned in sub-rule (2) within three months of the date of publication of these rules in the *Official Gazette*:

Provided that –

- (i) a Government employee, who on the date of publication of these rules in the *Official Gazette*, is on leave or 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) a Government employee, who is under suspension on the date of publication of these rules in the *Official Gazette*, shall exercise the said option within three months of the date of his return to his duty or within

three months of the date of publication of these rules in the *Official Gazette*, whichever is later.

(2) The option shall be submitted by the Government employee to the Head of his Office.

(3) If the option under sub-rule (1) has not been received by the Head of his Office within the time mentioned in that sub-rule, the Government employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2006.

(4) The option once exercised shall be final.

Note 1. – A Government employee whose service is terminated on or after the 1st day of April, 2008 and who is unable to exercise the option on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds within the prescribed period, shall be entitled to the benefits of exercising option under this rule.

Note 2. – A Government employee, who died on or after 1st day of January, 2006 and could not exercise the option within the prescribed period, shall be deemed to have exercised option for the revised pay structure on and from the 1st day of January, 2006 or from such subsequent date as is considered most beneficial to him, if he was alive.

Note 3. – A Government employee who was on leave on the 1st January, 2006 and is entitled to leave salary, shall be allowed the benefits of exercising option under this rule.

Note 4. – A Government employee whose existing scale of the post was revised with effect from any date notionally before publication of these rules, may be allowed the benefits of exercising option under this rule on the basis of notional basic pay in the existing scale.

7. Fixation of initial pay in revised pay structure. – (1) The initial pay of a Government employee who elects or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the Governor 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 had his lien not been suspended, and in respect of his pay in the officiating post held by him in the following manner namely:–

(a) in case of all employees, –

(i) the pay in the pay band of a Government employee who continued in service after 31st December, 2005, shall be determined notionally as on 1st day of January, 2006, by way of multiplying his existing basic pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10:

Provided that if the minimum of the revised pay band is higher than the amount so arrived at in accordance with the provisions of this item, the pay shall be fixed at the minimum of the revised pay band;

- (ii) after the pay in the pay band so determined, grade pay corresponding to the existing scale shall be added;
- (b) in case of medical officers and veterinarians who are in receipt of non-practising allowance, the pay in the revised pay structure shall be fixed notionally in accordance with the provisions of clause (a):

Provided that the pre-revised dearness allowance appropriate to the existing non-practising allowance admissible at index average of 536 (1982=100) shall be added while fixing the pay in the revised pay band, and the amount of non-practising allowance at the rate as specified in Part F of Schedule I shall be drawn with effect from the 1st day of January, 2006 or the date of option for revised pay structure notionally, in addition to the pay so fixed in the revised pay structure.

Note 1.— A Government employee who is on leave on the date of commencement of these rules and is entitled to leave salary, shall become entitled to pay in the revised pay structure from the date of actual effect of the revised emoluments. Similarly, where a Government employee is on study leave shall get the benefit of these rules.

Note 2.— A Government employee under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure shall be subject to the final order of the pending disciplinary proceedings.

Note 3.—Where the amount of existing emoluments exceeds the revised emoluments in respect of any Government employee, the difference amount shall be allowed as personal pay to be absorbed in future increases in pay.

Note 4.— Where in the fixation of pay under sub-rule (1), the pay of a Government employee, who, immediately before the 1st day of January, 2006, was drawing more pay in the existing scale than another Government employee junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

Note 5. — In the case where a senior Government employee promoted to a higher post before the 1st day of January, 2006, 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, 2006, the pay in the pay band of senior Government employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up shall be done by the Government with effect from the date of promotion of the junior Government employee subject to the fulfillment of the following conditions:—

- (i) both the junior and the senior Government employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (ii) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical;
- (iii) the senior Government employee at the time of promotion should have been drawing equal or more pay than the junior;
- (iv) the anomaly should arise directly as a result of the application of the

provisions of the normal rule or any other rule or order regulating fixation of pay on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, the provisions of this *Note* shall not be applicable to step up the pay of the senior officer.

Note 6. – Where a Government employee is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, the difference representing such excess shall be allowed to such Government employee as personal pay to be absorbed in future increases of the pay.

(2) Subject to provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (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 revised pay structure of employees appointed as fresh recruits on or after 1st day of January, 2006. – (1) The pay of direct recruits to a particular post carrying a specific grade pay shall be fixed on or after the 1st day of January, 2006, at the entry level pay in the pay band as indicated in Part D or Part E, as the case may be, of Schedule I to these rules.

(2) The provisions of sub-rule (1) shall also be applied in the case of those recruited between the 1st day of January, 2006 and the date of publication of these rules:

Provided that where the emoluments in the pre-revised pay scale(s) i.e., sum total of the basic pay in the pre-revised pay scale(s), dearness pay, if any, *plus* dearness allowance applicable from the date of joining, exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be ignored upto the 31st day of March, 2008 and such difference in total emoluments for the period from 1st day of April, 2008 to the date of publication of these rules, shall be regulated in accordance with the provisions of rule 12.

9. Rate of increment in revised pay structure. – (1) The rate of increment in the revised pay structure shall be three *per centum* (3%) of the sum of the pay in the pay band and grade pay applicable and the resulting amount shall be rounded off to the next multiple of 10.

(2) The amount of increment shall be added to the existing pay in the pay band.

Provided that in case a Government employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band, shall be placed in the next higher pay band after one year of reaching such a maximum and at the time of placement in the higher pay band, benefit of one increment shall be allowed while the grade pay shall remain the same in the higher pay band and such Government employee shall continue to move in the higher pay band till his pay in the pay band reaches the maximum of pay band-5 (PB-5):

Provided further that in case a Government employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band-5(PB-5), neither further increment shall be granted to such a Government employee nor such an amount of increments shall be added to the existing pay in the pay band.

10. Date of increment in revised pay structure.— (1) In respect of all Government employees, there shall be a uniform date of annual increment and such date of annual increment shall be the 1st day July of every year:

Provided that in case of a Government employee who had been drawing maximum of the existing scale of pay for more than a year on the 1st day of January, 2006, the next increment in the unrevised pay scale shall be allowed on the 1st day of January, 2006 and thereafter the provision of this rule shall apply.

Note 1.— In case of Government employees completing six (6) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted the increment. The first increment after fixation of pay on the 1st day of January, 2006 in the revised pay structure shall be granted notionally on the 1st day of July, 2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.

Note 2. — In case of the Government employees who earned their last increment between the period commencing from the 2nd day of January, 2005 and ending on the 1st day of January, 2006, after fixation of their pay under revised pay structure, such Government employee should get next increment on the 1st day of July, 2006.

Note 3. — In case of the Government employees whose date of next increment falls on the 1st day of January, 2006, after granting an increment in the pre-revised pay scale as on the 1st day of January, 2006, their pay in the revised pay structure should be fixed on the 1st day of January, 2006 and such Government employees should get their next increment on the 1st day of July, 2006.

Note 4. — If a Government employee opts to come under revised pay structure after any date between the 1st day of January, 2006 to the 1st day of July, 2006, his pay in the revised pay structure should be fixed accordingly, but his date of next increment should be 1st day of July, 2007.

11. Fixation of pay on promotion on or after 1st day of January, 2006. — (1) In case of promotion from one grade pay to another in the revised pay structure on or after the 1st day of January, 2006, the fixation of pay of a government employee shall be made in the following manner, namely:—

- (a) one increment equal to three *per centum* (3%) of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10;
- (b) the amount arrived at in clause (a) shall be added to the existing pay in the pay band and in case the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band shall be stepped up to such minimum;

I after the pay in the pay band so determined, grade pay corresponding to the promotional post shall be granted in addition to this pay in the pay band.

(2) In case where promotion of a Government employee involves change in the pay band, the same methodology as mentioned in clause (a) to clause (c) of sub-rule (1) for fixation of pay, shall be applicable.

(3) The benefit of fixation of pay available at the time of normal promotion under this rule shall be allowed in case of non-functional movement to higher scales.

Note 1. – In case the Government employee opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue to be unchanged, but grade pay of the higher post shall be granted. Further re-fixation shall be done on the date of his next increment, i.e., 1st day of July. On that day, such a Government employee shall be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion and grade pay corresponding to such pay in the pay band shall be taken into account. After allowing such increments, grade pay of the higher post/ scale shall be allowed.

Note 2. – In case the Government employee opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1st July, if he was promoted between the periods from the 2nd July to 1st January. However, if he was promoted between periods commencing from the 2nd January and ending on the 30th June of a particular year, he shall get his increment on the 1st July of the next year.

Note 3. – If a Government employee after getting non-functional movement to higher scale gets promotion in the same existing pre-revised scale, he shall get only one incremental benefit for the higher post without any change in the grade pay.

12. Payment of arrears.– (1) 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 day of January, 2006 to the 31st day of March, 2008, shall be paid to the Government employee.

(2) (a) The arrears of pay to which the Government employee may be entitled to in respect of the period from the 1st day of April, 2008 to the 31st day of March, 2009, shall be paid in three consecutive equal yearly installments in cash from the year 2009-2010.

(b) A Government employee, who retired on any date between the 1st day of January, 2006 to the 31st day of March, 2008, shall not be entitled to any arrears of pay for the period up to the 31st day of March, 2008.

I A Government employee, who retired between the periods from the 31st day of March, 2008 to the 1st day of April, 2009, but before publication of these rules in the *Official Gazette*, shall receive arrears pay for the period from the 1st April, 2008 to the date of his retirement, in cash.

Explanation.– For the purpose of this rule, “arrears of pay”, in relation to a Government employee, 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. The revised allowance (except for dearness allowance and non-practising allowance) shall be payable only with effect from the 1st day of April, 2009.

Note.– Non-practising allowance at the new rate on the revised pay structure shall be admissible to the officers of the West Bengal Homeopathic Educational Service, the

West Bengal Ayurvedic Educational Service, the West Bengal Homeopathic Health Service and the West Bengal Ayurvedic Health Service with effect from 1st day of April, 2009.

13. Classification of Government employees.—From the dates of commencement of these rules, Government employees shall be classified as Group A, Group B, Group C and Group D in the following manner:—

- (i) Group A – Government employees holding all posts in the pay band Nos. 4 and 5 with grade pay ranging from Rs. 4,400 to Rs. 10,000.
- (ii) Group B – Government employees holding all posts in the pay band No. 3 with grade pay ranging from Rs. 3,200 to Rs. 4,100.
- (iii) Group C – Government employees holding all posts in the pay band No. 2 with grade pay ranging from Rs. 1,900 to Rs. 2,900.
- (iv) Group D – Government employees holding all posts in the pay band No. 1 with grade pay ranging from Rs. 1,700 to Rs. 1,800.

14. 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.

15. 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 with 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.	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.	4500-150-5250-175-7000-200-8800-225-9700	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 B*Revised Pay Structure*

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

PART C*Correspondence between the existing scales and the revised scales*

Existing Pay Structure		Revised Pay Structure		
Sl. No.	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
1.	2600-55-2985-60-3525-65-4175	PB-1	Rs. 4900-16200	Rs. 1700
2.	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800
3.	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900
4.	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
5.	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs. 2300
6.	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600
7.	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900
8.	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs. 7100-37600	Rs. 3200
9.	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600
10.	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900
11.	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs. 7100-37600	Rs. 4100
12.	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs. 9000-40500	Rs. 4400
13.	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs. 9000-40500	Rs. 4600
14.	5500-200-6300-225-8325-250-11325	PB-4	Rs. 9000-40500	Rs. 4700
15.	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 4800
16.	8000-275-13500	PB-4	Rs. 9000-40500	Rs. 5400
17.	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 6600
18.	12000-375-18000	PB-4	Rs. 9000-40500	Rs. 7600
19.	14300-400-18300	PB-5	Rs. 37400-60000	Rs. 8700
20.	16400-450-20000	PB-5	Rs. 37400-60000	Rs. 8900
21.	18400-500-22400	PB-5	Rs. 37400-60000	Rs. 10000
22.	10000-300-15100-350-16500-375-18000	PB-4	Rs. 9000-40500	Rs. 7000
23.	14300-450-22400	PB-5	Rs. 37400-60000	Rs. 9500
24.	12500-375-18500	PB-4	Rs. 9000-40500	Rs. 8000

PART D*Correspondence between the existing scales and the revised scales*

Existing Pay Structure			Revised Pay Structure		
Pre-revised Pay Scale No.	Posts / Services	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	All posts / Services carrying existing scales shown in column (3)	2600-55-2985-60-3525-65-4175	PB-1	Rs. 4900-16200	Rs. 1700
2	-do-	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800
3	-do-	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900
4	-do-	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
5	-do-	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs. 2300
6	-do-	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600
6(a)	-do-	3350-90-3800-100-4700-125-6325 with higher initial start at 3440	PB-2	Rs. 5400-25200 (Entry point minimum pay 6400)	Rs. 2600
6(b)	-do-	3350-90-3800-100-4700-125-6325 with higher initial start at 3530	PB-2	Rs. 5400-25200 (Minimum pay 6570)	Rs. 2680
7	-do-	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900
8	-do-	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs. 7100-37600	Rs. 3200
9	-do-	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600
9(a)	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4125	PB-3	Rs. 7100-37600 (Minimum pay 7680)	Rs. 3600
9(b)	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4250	PB-3	Rs. 7100-37600 (Entry point minimum pay 7910)	Rs. 3600
9l	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4550	PB-3	Rs. 7100-37600 (Minimum pay 8470)	Rs. 3650
10	-do-	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900
10(a)	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 4650	PB-3	Rs. 7100-37600 (Minimum pay 8650)	Rs. 3950

Existing Pay Structure			Revised Pay Structure		
Pre-revised Pay Scale No.	Posts / Services	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
10(b)	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 4800	PB-3	Rs. 7100-37600 (Minimum pay 8930)	Rs. 3950
10l	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 6300	PB-3	Rs. 7100-37600 (Minimum pay 11720)	Rs. 4220
11	-do-	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs. 7100-37600	Rs. 4100
11(a)	-do-	4650-150-5100-175-6325-200-7925-225-10175 with higher initial start at 4800	PB-3	Rs. 7100-37600 (Minimum pay 8930)	Rs. 4100
12	-do-	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs. 9000-40500	Rs. 4400
12(a)	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 5500	PB-4	Rs. 9000-40500 (Minimum pay 10230)	Rs. 4580
12(b)	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 5675	PB-4	Rs. 9000-40500 (Entry point minimum pay 10560)	Rs. 4400
12l	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 6450	PB-4	Rs. 9000-40500 (Minimum pay 12000)	Rs. 4780
13	-do-	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs. 9000-40500	Rs. 4600
13(a)	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 5525	PB-4	Rs. 9000-40500 (Entry point minimum pay 10280)	Rs. 4600
13(b)	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 5900	PB-4	Rs. 9000-40500 (Entry point minimum pay 10980)	Rs. 4600
13l	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 6100	PB-4	Rs. 9000-40500 (Entry point minimum pay 11350)	Rs. 4600
14	-do-	5500-200-6300-225-8325-250-11325	PB-4	Rs. 9000-40500	Rs. 4700
14(a)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 5700	PB-4	Rs. 9000-40500 (Entry point minimum pay 10610)	Rs. 4700

Existing Pay Structure			Revised Pay Structure		
Pre-revised Pay Scale No.	Posts / Services	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
14(b)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6100	PB-4	Rs. 9000-40500 (Entry point minimum pay 11350)	Rs. 4700
14l	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6300	PB-4	Rs. 9000-40500 (Entry point minimum pay 11720)	Rs. 4700
14(d)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6525	PB-4	Rs. 9000-40500 (Entry point minimum pay 12140)	Rs. 4700
15	-do-	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 4800
15(a)	-do-	6000-225-7800-250-9800-275-12000 with higher initial start at 6225	PB-4	Rs. 9000-40500 (Entry point minimum pay 11580)	Rs. 4800
15(b)	-do-	6000-225-7800-250-9800-275-12000 with higher initial start at 7800	PB-4	Rs. 9000-40500 (Minimum pay 14510)	Rs. 5040
16	-do-	8000-275-13500	PB-4	Rs. 9000-40500	Rs. 5400
16(a)	-do-	8000-275-13500 with higher initial start at 9100	PB-4	Rs. 9000-40500 (Minimum pay 16930)	Rs. 5640
16(b)	-do-	8000-275-13500 with higher initial start at 9100	PB-4	Rs. 9000-40500 (Entry point minimum pay 16930)	Rs. 5400
17	-do-	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 6600
18	-do-	12000-375-18000	PB-4	Rs. 9000-40500	Rs. 7600
19	-do-	14300-400-18300	PB-5	Rs. 37400-60000	Rs. 8700
20	-do-	16400-450-20000	PB-5	Rs. 37400-60000	Rs. 8900
21	-do-	18400-500-22400	PB-5	Rs. 37400-60000	Rs.10000
22	-do-	10000-300-15100-350-16500-375-18000	PB-4	Rs. 9000-40500	Rs. 7000
23	-do-	14300-450-22400	PB-5	Rs. 37400-60000	Rs. 9500
24	-do-	12500-375-18500	PB-4	Rs. 9000-40500	Rs. 8000

PART E*Entry Pay in the revised pay structure for direct recruits appointed on or after 01.01.2006***PAY BAND – 1 (Rs. 4900-16200)**

Grade Pay (Rs.)	Pay in the Pay Band (Rs.)	Total (Rs.)
1700	4900	6600
1800	5030	6830

PAY BAND – 2 (Rs. 5400-25200)

Grade Pay (Rs.)	Pay in the Pay Band (Rs.)	Total (Rs.)
1900	5400	7300
2100	5580	7680
2300	5860	8160
2600	6240	8840
2900	6700	9600

PAY BAND – 3 (Rs. 7100-37600)

Grade Pay (Rs.)	Pay in the Pay Band (Rs.)	Total (Rs.)
3200	7100	10300
3600	7440	11040
3900	8370	12270
4100	8650	12750

PAY BAND – 4 (Rs. 9000-40500)

Grade Pay (Rs.)	Pay in the Pay Band (Rs.)	Total (Rs.)
4400	9000	13400
4600	9300	13900
4700	10230	14930
4800	11160	15960
5400	15600	21000
6600	18600	25200
7000	18600	25600
7600	22320	29920
8000	23250	31250

PAY BAND – 5 (Rs. 37400-60000)

Grade Pay (Rs.)	Pay in the Pay Band (Rs.)	Total (Rs.)
8700	37400	46100
8900	37400	46300
9500	37400	46900
10000	37400	47400

PART F*Non-Practising Allowance (NPA)*

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

Name of Services	Rate of NPA (in Rs. Per month)	With effect from
W.B. Medical Education Service	30% of pay in the Pay Band and Grade Pay subject to the condition that Basic Pay and NPA taken together shall not exceed Rs. 80,000/- at any time	01.04.2008
W.B. Health Services, W.B. Public Health & Administrative Service, W.B. Dental Service, W.B. ESI Medical Service, Additional Medical Officer (Formerly Community Health Service Officers) and Veterinary doctors	25% of pay in the Pay-Band and Grade Pay subject to the condition that Basic Pay and NPA taken together shall not exceed Rs. 80,000/- at any time.	01.04.2008
W.B. Homeopathic Health Service, W.B. Homeopathic Education Service, W.B. Ayurvedic Health Service & W.B. Ayurvedic Education Services	25% of pay in the Pay-Band and Grade Pay subject to the condition that Basic Pay and NPA taken together shall not exceed Rs. 80,000/- at any time.	01.04.2009

SCHEDULE II

PART A
Form of option
(See rules 5 and 6)

* (i) I Hereby elect the revised pay structure with effect from 1st January, 2006.

* (ii) 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

13. the date of my subsequent increment raising my pay to Rs. in the existing scale.

(c) the date of my promotion to in the existing scale of pay of Rs.

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 pay in the revised pay structure as soon as the fact of such excess drawal comes / brought to my notice.

Signature _____

Date : _____

Name _____

Station : _____

Designation _____

Office in which employed _____

Department _____

14. To be scored out, if not applicable.

PART B

Form of fixation of initial pay in the revised pay structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.

1. Name of the Department and Office :
2. Name and designation of Government Employee :
3. Status (substantive / officiating) :
4. Existing scale of pay
(a) in substantive post :
(b) in officiating / temporary post :
5. Existing basic pay as on as on :
(the date of option)
6. Pay after multiplication by a factor 1.86 :
and rounded off to next multiple of 10.
7. Revised pay band and Grade Pay :
corresponding to existing scale
(as shown at sl. No. 4 above)
8. Pay in the revised pay band / scale in :
which pay is to be fixed
9. Grade Pay to be applied in terms of :
West Bengal Services (Revision of Pay
and Allowance) Rules, 2009
10. Revised basic pay (sl. No. 7 + sl. No. 8) :
11. Date of effect :
12. Date of next increment :

Signature of Head of Office / Department

Designation

By order of the Governor,

*Principal Secretary to the
Government of West Bengal*

**Government of West Bengal
Finance Department
Audit Branch**

NOTIFICATION

No. 1693-F, dated 23rd February, 2009. In exercise of the power conferred by the clause (b) of article 318 of the Constitution of India, the Governor is pleased hereby to make the following regulations:-

Regulations

With effect from the 1st January, 2006, the Pay and Allowances of the members of the staff of the Public Service Commission, West Bengal, shall be governed by the provisions of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, published under the Finance Department notification No. 1690-F dated the 23rd February, 2009 and Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters *mutatis mutandis*.

15. The West Bengal Public Service Commission (Conditions of Service and Miscellaneous Provisions) Regulations, 1953, as subsequently amended, shall be deemed to have been further amended to the extent indicated above.

By order of the Governor,

Sd/- Dipankar Mukhopadhyay

*Principal Secretary to the
Government of West Bengal.*

**Government of West Bengal
Home Department
Police Branch**

NOTIFICATION

No. 689-PL, dated the 23rd February, 2009. In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of Bengal Police Act, 1869 (Ben. Act VII of 1869), section 8 of the Calcutta Police Act, 1866 (Ben. Act IV of 1866), section 2 of the Calcutta Suburban Police Act, 1866 (Ben. Act II of 1866) and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Inspector, Sergeants, Sub-Inspectors and other officers of the Kolkata Police Force :-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Inspectors, Sergeants, Sub-Inspectors and other officers of the Kolkata Police Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*.

Provided that notwithstanding anything contained in the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the revised pay structure of the posts shown in column (2) of the following Schedule, shall be as shown in column(4) thereof:-

Existing Pay Structure			Revised Pay Structure		
Sl. No.	Posts / Services	Existing Pay Scales (Rs.)	(4)		
			Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(a)	(b)	I
1	Constable (unarmed Branch)	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
2	Constable (Armed Branch)				
3	Assistant Sub-Inspector	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600

By order of the Governor,

Sd/- R.P. Banerjee

*O.S.D. & Ex-Officio Special Secretary
to the Government of West Bengal.*

**Government of West Bengal
Home Department
Police Branch**

NOTIFICATION

No. 688-PL, dated the 23rd February, 2009. In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of Bengal Police Act, 1869 (Ben. Act VII of 1869), and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Inspector, Sub-Inspectors, constables and other officers of the West Bengal Police Force :-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Inspectors, Sergeants, Sub-Inspectors, constables and other officers of the West Bengal Police Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*.

Provided that notwithstanding anything contained in the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the revised pay structure of the posts shown in column (2) of the following Schedule, shall be as shown in column(4) thereof:-

Existing Pay Structure			Revised Pay Structure		
Sl. No.	Posts / Services	Existing Pay Scales (Rs.)	(4)		
			Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(a)	(b)	I
1	Constable (unarmed Branch)	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
2	Constable (Armed Branch)				
3	Assistant Sub-Inspector	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600

By order of the Governor,

Sd/- R.P. Banerjee

*O.S.D. & Ex-Officio Special Secretary
to the Government of West Bengal.*

**Government of West Bengal
Home Department
Police Branch**

NOTIFICATION

No. 690-PL, dated the 23rd February, 2009. In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of West Bengal Police Act, 1869 (Ben. Act VII of 1869), and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Subedar Majors, Subedars and other members of the Eastern Frontier Rifles Battalion :-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Subedar Majors, Subedars and other members of the Eastern Frontier Rifles Battalion shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23 February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*.

By order of the Governor,

Sd/- R.P. Banerjee

*O.S.D. & Ex-Officio Special Secretary
to the Government of West Bengal.*

**Government of West Bengal
Civil Defence Department**

NOTIFICATION

No. 342-CD, dated the 23rd February, 2009. In exercise of the power conferred by section 16 of the West Bengal National Volunteer Force Act, 1949 (West Bengal Act I of 1949), read with the proviso to article 309 of the Constitution of India, and in supersession of the West Bengal National Volunteer Force (Officers, Subordinate other Ranks and Staff) (Pay & Allowance) Rules, 2009, published under Notification No. 3971-PL, dated the 16th October, 1998, the Governor is pleased hereby to make the following rules to regulate the pay and allowances of Officers, subordinate other ranks and staff of the West Bengal National Volunteer Force:-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Officers, subordinate other ranks and staff of the West Bengal National Volunteer Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with Finance Department Notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*.

Provided that in the cases where free food is supplied, the amount of pay drawn in each month in the revised scales of pay shall, subject to such changes as may be made subsequently, continue to be reduced by the existing amount as mentioned in Home (Police) Department Notification No. 3971-PL, dated 16th October, 1998.

By order of the Governor,

Sd/- A. K. Singh
*Principal Secretary to the
Government of West Bengal.*

**Government of West Bengal
Finance Department
Audit Branch**

No. 1691-F

Dated the 23rd February, 2009

MEMORANDUM

Subject : Clarificatory Memorandum on the West Bengal Services (Revision of Pay & Allowance) Rules, 2009 and on allied matters dealt with by the Fifth Pay Commission.

In Finance Department Resolution No. 6020-F dated the 28th August, 2008 the Government constituted a Pay Commission –

- (1) to examine the present structure of pay and conditions of service after taking into account the total package of benefits available to the following categories of employees and to suggest changes which may be desirable and feasible keeping in view the decisions of Central Government on the recommendations of the Sixth Central Pay Commission;
 - (a) employees under the rule making control of the Government of West Bengal except members of the All India Services, West Bengal Judicial Service and the members of the services to whom the University Grants Commission Scales of pay and AICTE scales of pay are applicable;
 - (b) teaching and non-teaching employees of Government sponsored or aided –
 - (i) educational institutions,
 - (ii) Training Institutions of Primary Teachers,
 - (iii) Libraries,
 - (iv) Polytechnics and Junior Technical Schools;
 - I non-teaching employees of non-Government Colleges (Sponsored or Aided);
 - (d) employees of the Municipalities, Municipal Corporations, Notified

Area Authorities, District Primary School Councils and Panchayat Bodies;

- (2) to examine the existing promotion policies and related issues and to suggest changes which may be desirable and feasible, having regard to need for improving people orientation, social accountability and efficiency of the administration;
- (3) to examine special allowance and other allowances, concessions including leave travel concession and benefits in kind which are available to the employees in addition to pay and suggest changes which may be desirable and feasible;
- (4) to examine issues relating to retirement benefits; and
- (5) to make recommendations on each of the above having regard *inter alia* to the prevailing pay structure under the Central Government, Public Sector Undertakings and other State Governments etc., the economic conditions of the country, financial responsibility to the Government of India and the pattern of allocation of revenues to the State, the resources of the State Government and the demands thereon on account of the commitment of the State Government to developmental activities.

The Commission submitted its report on the 12th February, 2009. After due consideration of the recommendations of the Commission, the Governor has been pleased to make the decisions set out in the following paragraphs in respect to the employees under category 1(a) above :-

2. Scales of Pay – The Government has accepted the recommendation of the Commission in respect of running pay bands and grade pay corresponding to each scale of pay without any modification.

The revised pay structure which has been prescribed by the Government are set out in –

- (a) Schedule I to the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 relating to services generally published with the Finance Department Notification No. 1690-F dated the 23rd February, 2009.

- (b) Rules relating to Subordinate Executive Staff of the Police Force, published with notification No. 688-PL, 689-PL and 690-PL dated the 23rd February, 2009.
- I Regulations relating to the officers and staff of the West Bengal National Volunteer Force, published with the notification No. 342-CD dated the 23rd February, 2009.
- (d) Regulations relating to the officers and staff of the Public Service Commission, West Bengal, published with the Finance Department notification No. 1693-F dated the 23rd February, 2009.

These rules and regulations have been published in the extraordinary issue of Kolkata Gazettee dated the 23rd February, 2009.

3. *Fixation of pay in the revised pay structure* – The principle of fixation of pay in the revised pay structure, as recommended by the Commission, has been accepted. The principle of fixation of initial pay in the revised pay structure has been laid down in the rule 7 of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.

- (A) To arrive at the pay of a Government employee in the revised pay structure the following principles are to be followed :-
 - (i) The pay of a Government employee who continued in the Service after 31.12.2005 may be determined subject to his option notionally as on the 1st day of January, 2006 by multiplying his existing basic pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
 - (ii) If the minimum of the revised pay band is more than the amount arrived at as per (i) above, the Band Pay shall be fixed at the minimum of the revised pay band.
 - (iii) In addition to the pay in the Pay Band, as determined above, Grade Pay corresponding to existing scale will be payable.
- (B) For the purpose of fixation of pay in the revised pay structure of Government employees who are in receipt of Non-Practising Allowance

(NPA), the following method is to be followed :-

The pay in the revised pay structure is to be fixed notionally in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the existing non-practising allowance admissible at index average 536 (1982=100) is to be added while fixing the notional pay in the revised Pay Band. In such cases, the NPA at the new rates shall be drawn with effect from 01.01.2006 or the date of option for revised pay structure notionally, in addition to the pay so fixed, in the revised pay structure.

4. Option for drawal of pay in the revised pay structure –

- (i) The rules relating to exercising option for drawal of pay in the revised pay structure have been laid down in rule 5 read with rule 6 of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009. The said rules prescribe the manner in which option is to be exercised and also the authority who should be appraised of such option.
- (ii) The Form in which the option should be exercised has been set out in Part A of Schedule II to the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.
- (iii) It should be noted that it is not sufficient for a Government employee to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit.

5. Fixation of Entry Pay in the revised pay structure for fresh recruits appointed on or after 01.01.2006 – Rule 8 of the WBS (ROPA) Rules, 2009 and Part D and Part E of Schedule-I appended to the said rules prescribe the manner in which the pay to a particular post of direct recruits appointed on and after the 1st day of January, 2006 is to be regulated.

6. Rate of increment in the revised pay structure and date of next Increment – The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The

amount of increment will be added to the existing pay in the pay band.

In respect of all employees there will be a uniform date of increment and the same will be 1st July of every year.

7. Fixation of pay on promotion on or after the 1st day of January, 2006 – For fixation of pay on promotion on or after the 1st day of January, 2006, the provisions of rule 11 and ‘Notes’ laid down below the said rule in the WBS (ROPA) Rules, 2009 should be followed.

8. Drawal of pay in the revised pay structure – A Government employee will be entitled to draw pay in the revised pay structure with effect from 1st April, 2009 after initial fixation of pay in the revised pay structure as indicated in rule 7 of the WBS (ROPA) Rules, 2009 as per his option which he may exercise under the provisions of these rules. On the basis of the WBS (ROPA) Rules, 2009, detailed Fixation Tables for each stage in each of the pre-revised scales have been worked out and annexed to the memorandum for guidance of the Heads of Offices.

Pay shall be fixed by the Head of Office concerned, who shall prepare the initial pay fixation statement in duplicate in the form set out in Part B of Schedule II to the WBS (ROPA) Rules, 2009.

If any amount is drawn by an employee in excess of what is admissible to him as a result of erroneous fixation of pay in the revised scale, he shall refund the amount so drawn forthwith.

9. Non-Practising Allowance –

(1) In case of the officers of the West Bengal Medical Education Service Non-Practising Allowance (NPA) will be @ 30% of the aggregate of the band pay and grade pay in the revised pay structure subject to the condition that the Basic pay plus NPA so computed, shall not exceed Rs. 80,000/-

(2) In case of officers of the West Bengal Health Service, West Bengal Public Health & Administrative Service, West Bengal Dental Service, West Bengal E.S.I. Medical Service, Additional Medical Officers (Formerly Community Health Service Officers) and Veterinary Doctors, NPA will be

@ 25% of revised basic pay, i.e., the band pay plus grade pay in the revised pay structure, subject to the condition that the Basic pay plus NPA shall not exceed Rs. 80,000/-.

- (3) In respect of the officers of the West Bengal Ayurvedic Health Service and West Bengal Homeopathic Health Service and also their corresponding Educational Services NPA @ 25% of the revised basic pay with the condition that the revised Basic pay plus NPA shall not exceed Rs. 80,000/-, should apply.
- (4) The rates of NPA in all the above three cases on the revised pay structure shall be notional with effect from 01.01.2006. The actual benefit will be given from 01.04.2008 in case of the officers of (1) and (2) above, but the same will be allowed in the case of (3) above with effect from 01.04.2009.

10. Dearness Allowance – Consequent upon revision of pay of Government employees in accordance with the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the dearness allowance to which a Government employee is entitled from time to time since the 1st day of January, 2006 needs to be related to pay in the revised pay structure. Necessary Government Order in this regard has been issued with Finance Department Memo. No. 1692-F dated the 23rd February, 2009.

11. House Rent Allowance – With effect from the 1st April, 2009, the house rent allowance admissible to a Government employee shall be 15% of his revised basic pay, i.e., aggregate of the Band Pay plus Grade Pay and NPA, if any, in the revised Pay Structure subject to a maximum of Rs. 6,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 6,000/- per month.

The existing terms and conditions of drawal of house rent allowance by Government employees living in their own house or in a rented house shall continue to apply.

Subject to continuance of the existing terms and conditions regulating drawal of house rent allowance by Government employees provided with accommodation owned / hired by the Government and recovery of licence fee from them, the following conditions

shall be there with effect from 1st April, 2009 in respect of such category of employees:-

- (i) When a Government accommodation being in a habitable condition in all respect with appropriate supply of water, power and toilet arrangements for individual families and such a Government accommodation is earmarked for holder of a particular post, the holder will not be entitled to house rent allowance for living elsewhere.
- (ii) Group D employees, when they occupy an accommodation provided by the Government (i.e., the accommodations are earmarked) and according to their entitlement, will be exempted from payment of licence fee.
- (iii) Group D employees, who are required to occupy below standard or below entitlement accommodations, but when such accommodations are not earmarked for them, will also be exempted from payment of licence fee.

12. *Medical Allowance* –

- (1) The existing rate of Medical Allowance will be revised to Rs. 300/- per month in respect of Government employees and Government pensioners with effect from 1st April, 2009.
- (2) The present limit towards reimbursement of cost of medicines on each occasion of indoor treatment will also be raised to Rs. 2500/- with effect from 1st April, 2009.
- (3) Those who will opt for the West Bengal Health Scheme, 2008, will not be entitled to the benefits stated at (1) and (2) above.

13. *Mode of Payment of Arrear* – The rule relating ‘Payment of arrears’ as laid down in rule 12 of the WBS (ROPA) Rules, 2009 should be strictly followed for calculation of payment of arrear pay and allowances in the revised pay structure.

Sd/- Dipankar Mukhopadhyay

Principal Secretary to the Government of West Bengal

FITMENT TABLES IN THE REVISED PAY BAND

PRE-REVISED SCALE NO. 1 Rs. 2600-55-2985-60-3525-65-4175/-	REVISED PAY BAND+GRADE PAY PB-1 - Rs. 4900-16200/- + Rs. 1700/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2600	4900	1700	6600
2655	4940	1700	6640
2710	5050	1700	6750
2765	5150	1700	6850
2820	5250	1700	6950
2875	5350	1700	7050
2930	5450	1700	7150
2985	5560	1700	7260
3045	5670	1700	7370
3105	5780	1700	7480
3165	5890	1700	7590
3225	6000	1700	7700
3285	6120	1700	7820
3345	6230	1700	7930
3405	6340	1700	8040
3465	6450	1700	8150
3525	6560	1700	8260
3590	6680	1700	8380
3655	6800	1700	8500
3720	6920	1700	8620
3785	7050	1700	8750
3850	7170	1700	8870
3915	7290	1700	8990
3980	7410	1700	9110
4045	7530	1700	9230
4110	7650	1700	9350
4175	7770	1700	9470
4240	7890	1700	9590
4305	8010	1700	9710
4370	8130	1700	9830
4435	8250	1700	9950
4500	8370	1700	10070
4565	8500	1700	10200

PRE-REVISED SCALE NO. 2 Rs. 2700-60-3120-65-3770-70-4400/-	REVISED PAY BAND+GRADE PAY PB-1 - Rs. 4900-16200/- + Rs. 1800/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2700	5030	1800	6830
2760	5140	1800	6940
2820	5250	1800	7050
2880	5360	1800	7160
2940	5470	1800	7270
3000	5580	1800	7380
3060	5700	1800	7500
3120	5810	1800	7610
3185	5930	1800	7730
3250	6050	1800	7850
3315	6170	1800	7970
3380	6290	1800	8090
3445	6410	1800	8210
3510	6530	1800	8330
3575	6650	1800	8450
3640	6780	1800	8580
3705	6900	1800	8700
3770	7020	1800	8820
3840	7150	1800	8950
3910	7280	1800	9080
3980	7410	1800	9210
4050	7540	1800	9340
4120	7670	1800	9470
4190	7800	1800	9600
4260	7930	1800	9730
4330	8060	1800	9860
4400	8190	1800	9990
4470	8320	1800	10120
4540	8450	1800	10250
4610	8580	1800	10380
4680	8710	1800	10510
4750	8840	1800	10640
4820	8970	1800	10770

PRE-REVISED SCALE NO. 3 Rs. 2850-65-3305-70-4005-75-4680/-	REVISED PAY BAND+GRADE PAY PB-2 - Rs. 5400-25200/- + Rs. 1900/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
2850	5400	1900	7300
2915	5430	1900	7330
2980	5550	1900	7450
3045	5670	1900	7570
3110	5790	1900	7690
3175	5910	1900	7810
3240	6030	1900	7930
3305	6150	1900	8050
3375	6280	1900	8180
3445	6410	1900	8310
3515	6540	1900	8440
3585	6670	1900	8570
3655	6800	1900	8700
3725	6930	1900	8830
3795	7060	1900	8960
3865	7190	1900	9090
3935	7320	1900	9220
4005	7450	1900	9350
4080	7590	1900	9490
4155	7730	1900	9630
4230	7870	1900	9770
4305	8010	1900	9910
4380	8150	1900	10050
4455	8290	1900	10190
4530	8430	1900	10330
4605	8570	1900	10470
4680	8710	1900	10610
4755	8850	1900	10750
4830	8990	1900	10890
4905	9130	1900	11030
4980	9270	1900	11170
5055	9410	1900	11310
5130	9550	1900	11450

PRE-REVISED SCALE NO. 4 Rs. 3000-75-3450-80-4330-90-5230/-	REVISED PAY BAND+GRADE PAY PB-2 - Rs. 5400-25200/- + Rs. 2100/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3000	5580	2100	7680
3075	5720	2100	7820
3150	5860	2100	7960
3225	6000	2100	8100
3300	6140	2100	8240
3375	6280	2100	8380
3450	6420	2100	8520
3530	6570	2100	8670
3610	6720	2100	8820
3690	6870	2100	8970
3770	7020	2100	9120
3850	7170	2100	9270
3930	7310	2100	9410
4010	7460	2100	9560
4090	7610	2100	9710
4170	7760	2100	9860
4250	7910	2100	10010
4330	8060	2100	10160
4420	8230	2100	10330
4510	8390	2100	10490
4600	8560	2100	10660
4690	8730	2100	10830
4780	8900	2100	11000
4870	9060	2100	11160
4960	9230	2100	11330
5050	9400	2100	11500
5140	9570	2100	11670
5230	9730	2100	11830
5320	9900	2100	12000
5410	10070	2100	12170
5500	10230	2100	12330
5590	10400	2100	12500
5680	10570	2100	12670
5770	10740	2100	12840

PRE-REVISED SCALE NO. 5 Rs. 3150-80-3390-90-4380-100-5680/-	REVISED PAY BAND+GRADE PAY PB-2 - Rs. 5400-25200/- + Rs. 2300/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3150	5860	2300	8160
3230	6010	2300	8310
3310	6160	2300	8460
3390	6310	2300	8610
3480	6480	2300	8780
3570	6650	2300	8950
3660	6810	2300	9110
3750	6980	2300	9280
3840	7150	2300	9450
3930	7310	2300	9610
4020	7480	2300	9780
4110	7650	2300	9950
4200	7820	2300	10120
4290	7980	2300	10280
4380	8150	2300	10450
4480	8340	2300	10640
4580	8520	2300	10820
4680	8710	2300	11010
4780	8900	2300	11200
4880	9080	2300	11380
4980	9270	2300	11570
5080	9450	2300	11750
5180	9640	2300	11940
5280	9830	2300	12130
5380	10010	2300	12310
5480	10200	2300	12500
5580	10380	2300	12680
5680	10570	2300	12870
5780	10760	2300	13060
5880	10940	2300	13240
5980	11130	2300	13430
6080	11310	2300	13610
6180	11500	2300	13800
6280	11690	2300	13990

PRE-REVISED SCALE NO. 6 Rs. 3350-90-3800-100-4700-125-6325/-	REVISED PAY BAND+GRADE PAY PB-2 - Rs. 5400-25200/- + Rs. 2600/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3350	6240	2600	8840
3440	6400	2600	9000
3530	6570	2600	9170
3620	6740	2600	9340
3710	6910	2600	9510
3800	7070	2600	9670
3900	7260	2600	9860
4000	7440	2600	10040
4100	7630	2600	10230
4200	7820	2600	10420
4300	8000	2600	10600
4400	8190	2600	10790
4500	8370	2600	10970
4600	8560	2600	11160
4700	8750	2600	11350
4825	8980	2600	11580
4950	9210	2600	11810
5075	9440	2600	12040
5200	9680	2600	12280
5325	9910	2600	12510
5450	10140	2600	12740
5575	10370	2600	12970
5700	10610	2600	13210
5825	10840	2600	13440
5950	11070	2600	13670
6075	11300	2600	13900
6200	11540	2600	14140
6325	11770	2600	14370
6450	12000	2600	14600
6575	12230	2600	14830
6700	12470	2600	15070
6825	12700	2600	15300
6950	12930	2600	15530
7075	13160	2600	15760

PRE-REVISED SCALE NO. 7 Rs. 3600-100-4200-125-5700-150-7050/-	REVISED PAY BAND+GRADE PAY PB-2 - Rs. 5400-25200/- + Rs. 2900/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3600	6700	2900	9600
3700	6890	2900	9790
3800	7070	2900	9970
3900	7260	2900	10160
4000	7440	2900	10340
4100	7630	2900	10530
4200	7820	2900	10720
4325	8050	2900	10950
4450	8280	2900	11180
4575	8510	2900	11410
4700	8750	2900	11650
4825	8980	2900	11880
4950	9210	2900	12110
5075	9440	2900	12340
5200	9680	2900	12580
5325	9910	2900	12810
5450	10140	2900	13040
5575	10370	2900	13270
5700	10610	2900	13510
5850	10890	2900	13790
6000	11160	2900	14060
6150	11440	2900	14340
6300	11720	2900	14620
6450	12000	2900	14900
6600	12280	2900	15180
6750	12560	2900	15460
6900	12840	2900	15740
7050	13120	2900	16020
7200	13400	2900	16300
7350	13680	2900	16580
7500	13950	2900	16850
7650	14230	2900	17130
7800	14510	2900	17410
7950	14790	2900	17690

PRE-REVISED SCALE NO. 8 Rs. 3800-100-4100-125-4725-150-6375-175-7775/-	REVISED PAY BAND+GRADE PAY PB-3 - Rs. 7100-37600/- + Rs. 3200/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3800	7100	3200	10300
3900	7260	3200	10460
4000	7440	3200	10640
4100	7630	3200	10830
4225	7860	3200	11060
4350	8100	3200	11300
4475	8330	3200	11530
4600	8560	3200	11760
4725	8790	3200	11990
4875	9070	3200	12270
5025	9350	3200	12550
5175	9630	3200	12830
5325	9910	3200	13110
5475	10190	3200	13390
5625	10470	3200	13670
5775	10750	3200	13950
5925	11030	3200	14230
6075	11300	3200	14500
6225	11580	3200	14780
6375	11860	3200	15060
6550	12190	3200	15390
6725	12510	3200	15710
6900	12840	3200	16040
7075	13160	3200	16360
7250	13490	3200	16690
7425	13820	3200	17020
7600	14140	3200	17340
7775	14470	3200	17670
7950	14790	3200	17990
8125	15120	3200	18320
8300	15440	3200	18640
8475	15770	3200	18970
8650	16090	3200	19290
8825	16420	3200	19620

PRE-REVISED SCALE NO. 9 Rs. 4000-125-4250-150-5300-175-7050-200-8850/-	REVISED PAY BAND+GRADE PAY PB-3 - Rs. 7100-37600/- + Rs. 3600/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4000	7440	3600	11040
4125	7680	3600	11280
4250	7910	3600	11510
4400	8190	3600	11790
4550	8470	3600	12070
4700	8750	3600	12350
4850	9030	3600	12630
5000	9300	3600	12900
5150	9580	3600	13180
5300	9860	3600	13460
5475	10190	3600	13790
5650	10510	3600	14110
5825	10840	3600	14440
6000	11160	3600	14760
6175	11490	3600	15090
6350	11820	3600	15420
6525	12140	3600	15740
6700	12470	3600	16070
6875	12790	3600	16390
7050	13120	3600	16720
7250	13490	3600	17090
7450	13860	3600	17460
7650	14230	3600	17830
7850	14610	3600	18210
8050	14980	3600	18580
8250	15350	3600	18950
8450	15720	3600	19320
8650	16090	3600	19690
8850	16470	3600	20070
9050	16840	3600	20440
9250	17210	3600	20810
9450	17580	3600	21180
9650	17950	3600	21550
9850	18330	3600	21930
10050	18700	3600	22300

PRE-REVISED SCALE NO. 10 Rs. 4500-150-5250-175-7000-200-8800-225-9700/-	REVISED PAY BAND+GRADE PAY PB-3 - Rs. 7100-37600/- + Rs. 3900/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4500	8370	3900	12270
4650	8650	3900	12550
4800	8930	3900	12830
4950	9210	3900	13110
5100	9490	3900	13390
5250	9770	3900	13670
5425	10100	3900	14000
5600	10420	3900	14320
5775	10750	3900	14650
5950	11070	3900	14970
6125	11400	3900	15300
6300	11720	3900	15620
6475	12050	3900	15950
6650	12370	3900	16270
6825	12700	3900	16600
7000	13020	3900	16920
7200	13400	3900	17300
7400	13770	3900	17670
7600	14140	3900	18040
7800	14510	3900	18410
8000	14880	3900	18780
8200	15260	3900	19160
8400	15630	3900	19530
8600	16000	3900	19900
8800	16370	3900	20270
9025	16790	3900	20690
9250	17210	3900	21110
9475	17630	3900	21530
9700	18050	3900	21950
9925	18470	3900	22370
10150	18880	3900	22780
10375	19300	3900	23200
10600	19720	3900	23620
10825	20140	3900	24040
11050	20560	3900	24460

PRE-REVISED SCALE NO. 11 Rs. 4650-150-5100-175-6325-200-7925-225-10175/-	REVISED PAY BAND+GRADE PAY PB-3 - Rs. 7100-37600/- + Rs. 4100/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4650	8650	4100	12750
4800	8930	4100	13030
4950	9210	4100	13310
5100	9490	4100	13590
5275	9820	4100	13920
5450	10140	4100	14240
5625	10470	4100	14570
5800	10790	4100	14890
5975	11120	4100	15220
6150	11440	4100	15540
6325	11770	4100	15870
6525	12140	4100	16240
6725	12510	4100	16610
6925	12890	4100	16990
7125	13260	4100	17360
7325	13630	4100	17730
7525	14000	4100	18100
7725	14370	4100	18470
7925	14750	4100	18850
8150	15160	4100	19260
8375	15580	4100	19680
8600	16000	4100	20100
8825	16420	4100	20520
9050	16840	4100	20940
9275	17260	4100	21360
9500	17670	4100	21770
9725	18090	4100	22190
9950	18510	4100	22610
10175	18930	4100	23030
10400	19350	4100	23450
10625	19770	4100	23870
10850	20190	4100	24290
11075	20600	4100	24700
11300	21020	4100	25120
11525	21440	4100	25540

PRE-REVISED SCALE NO. 12 Rs. 4800-175-5850-200-6650-225-8675-250-10925/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 4400/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
4800	9000	4400	13400
4975	9260	4400	13660
5150	9580	4400	13980
5325	9910	4400	14310
5500	10230	4400	14630
5675	10560	4400	14960
5850	10890	4400	15290
6050	11260	4400	15660
6250	11630	4400	16030
6450	12000	4400	16400
6650	12370	4400	16770
6875	12790	4400	17190
7100	13210	4400	17610
7325	13630	4400	18030
7550	14050	4400	18450
7775	14470	4400	18870
8000	14880	4400	19280
8225	15300	4400	19700
8450	15720	4400	20120
8675	16140	4400	20540
8925	16610	4400	21010
9175	17070	4400	21470
9425	17540	4400	21940
9675	18000	4400	22400
9925	18470	4400	22870
10175	18930	4400	23330
10425	19400	4400	23800
10675	19860	4400	24260
10925	20330	4400	24730
11175	20790	4400	25190
11425	21260	4400	25660
11675	21720	4400	26120
11925	22190	4400	26590
12175	22650	4400	27050
12425	23120	4400	27520

PRE-REVISED SCALE NO. 13 Rs. 5000-175-5700-200-6500-225-8525-250-11275/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 4600/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
5000	9300	4600	13900
5175	9630	4600	14230
5350	9960	4600	14560
5525	10280	4600	14880
5700	10610	4600	15210
5900	10980	4600	15580
6100	11350	4600	15950
6300	11720	4600	16320
6500	12090	4600	16690
6725	12510	4600	17110
6950	12930	4600	17530
7175	13350	4600	17950
7400	13770	4600	18370
7625	14190	4600	18790
7850	14610	4600	19210
8075	15020	4600	19620
8300	15440	4600	20040
8525	15860	4600	20460
8775	16330	4600	20930
9025	16790	4600	21390
9275	17260	4600	21860
9525	17720	4600	22320
9775	18190	4600	22790
10025	18650	4600	23250
10275	19120	4600	23720
10525	19580	4600	24180
10775	20050	4600	24650
11025	20510	4600	25110
11275	20980	4600	25580
11525	21440	4600	26040
11775	21910	4600	26510
12025	22370	4600	26970
12275	22840	4600	27440
12525	23300	4600	27900
12775	23770	4600	28370

PRE-REVISED SCALE NO. 14 Rs. 5500-200-6300-225-8325-250-11325/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 4700/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
5500	10230	4700	14930
5700	10610	4700	15310
5900	10980	4700	15680
6100	11350	4700	16050
6300	11720	4700	16420
6525	12140	4700	16840
6750	12560	4700	17260
6975	12980	4700	17680
7200	13400	4700	18100
7425	13820	4700	18520
7650	14230	4700	18930
7875	14650	4700	19350
8100	15070	4700	19770
8325	15490	4700	20190
8575	15950	4700	20650
8825	16420	4700	21120
9075	16880	4700	21580
9325	17350	4700	22050
9575	17810	4700	22510
9825	18280	4700	22980
10075	18740	4700	23440
10325	19210	4700	23910
10575	19670	4700	24370
10825	20140	4700	24840
11075	20600	4700	25300
11325	21070	4700	25770
11575	21530	4700	26230
11825	22000	4700	26700
12075	22460	4700	27160
12325	22930	4700	27630
12575	23390	4700	28090
12825	23860	4700	28560

PRE-REVISED SCALE NO. 15 Rs. 6000-225-7800-250-+9800-275-12000/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 4800/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
6000	11160	4800	15960
6225	11580	4800	16380
6450	12000	4800	16800
6675	12420	4800	17220
6900	12840	4800	17640
7125	13260	4800	18060
7350	13680	4800	18480
7575	14090	4800	18890
7800	14510	4800	19310
8050	14980	4800	19780
8300	15440	4800	20240
8550	15910	4800	20710
8800	16370	4800	21170
9050	16840	4800	21640
9300	17300	4800	22100
9550	17770	4800	22570
9800	18230	4800	23030
10075	18740	4800	23540
10350	19260	4800	24060
10625	19770	4800	24570
10900	20280	4800	25080
11175	20790	4800	25590
11450	21300	4800	26100
11725	21810	4800	26610
12000	22320	4800	27120
12275	22840	4800	27640
12550	23350	4800	28150
12825	23860	4800	28660
13100	24370	4800	29170
13375	24880	4800	29680
13650	25390	4800	30190

PRE-REVISED SCALE NO. 16 Rs. 8000-275-13500/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 5400/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050
14600	27160	5400	32560
14875	27670	5400	33070
15150	28180	5400	33580

PRE-REVISED SCALE NO. 17 Rs. 10000-325-15525/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 6600/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
10000	18600	6600	25200
10325	19210	6600	25810
10650	19810	6600	26410
10975	20420	6600	27020
11300	21020	6600	27620
11625	21630	6600	28230
11950	22230	6600	28830
12275	22840	6600	29440
12600	23440	6600	30040
12925	24050	6600	30650
13250	24650	6600	31250
13575	25250	6600	31850
13900	25860	6600	32460
14225	26460	6600	33060
14550	27070	6600	33670
14875	27670	6600	34270
15200	28280	6600	34880
15525	28880	6600	35480
15850	29490	6600	36090
16175	30090	6600	36690
16500	30690	6600	37290
16825	31300	6600	37900
17150	31900	6600	38500
17475	32510	6600	39110

PRE-REVISED SCALE NO. 18 Rs. 12000-375-18000/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 7600/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
12000	22320	7600	29920
12375	23020	7600	30620
12750	23720	7600	31320
13125	24420	7600	32020
13500	25110	7600	32710
13875	25810	7600	33410
14250	26510	7600	34110
14625	27210	7600	34810
15000	27900	7600	35500
15375	28600	7600	36200
15750	29300	7600	36900
16125	30000	7600	37600
16500	30690	7600	38290
16875	31390	7600	38990
17250	32090	7600	39690
17625	32790	7600	40390
18000	33480	7600	41080
18375	34180	7600	41780
18750	34880	7600	42480
19125	35580	7600	43180
19500	36270	7600	43870
19875	36970	7600	44570
20250	37670	7600	45270

PRE-REVISED SCALE NO. 19 Rs. 14300-400-18300/-	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 8700/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
14300	37400	8700	46100
14700	37400	8700	46100
15100	37400	8700	46100
15500	37400	8700	46100
15900	37400	8700	46100
16300	37400	8700	46100
16700	37400	8700	46100
17100	37400	8700	46100
17500	37400	8700	46100
17900	37400	8700	46100
18300	37400	8700	46100
18700	37400	8700	46100
19100	37400	8700	46100
19500	37400	8700	46100
19900	37400	8700	46100
20300	37760	8700	46460
20700	38510	8700	47210

PRE-REVISED SCALE NO. 20 Rs. 16400-450-20000/-	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 8900/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
16400	37400	8900	46300
16850	37400	8900	46300
17300	37400	8900	46300
17750	37400	8900	46300
18200	37400	8900	46300
18650	37400	8900	46300
19100	37400	8900	46300
19550	37400	8900	46300
20000	37400	8900	46300
20450	38040	8900	46940
20900	38880	8900	47780
21350	39720	8900	48620
21800	40550	8900	49450
22250	41390	8900	50290
22700	42230	8900	51130

PRE-REVISED SCALE NO. 21 Rs. 18400-500-22400/-	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 10000/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
18400	37400	10000	47400
18900	37400	10000	47400
19400	37400	10000	47400
19900	37400	10000	47400
20400	37950	10000	47950
20900	38880	10000	48880
21400	39810	10000	49810
21900	40740	10000	50740
22400	41670	10000	51670
22900	42600	10000	52600
23400	43530	10000	53530
23900	44460	10000	54460
24400	45390	10000	55390
24900	46320	10000	56320
25400	47250	10000	57250

PRE-REVISED SCALE NO. 22 Rs. 10000-300-15100-350-16500-375-18000/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 7000/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
10000	18600	7000	25600
10300	19160	7000	26160
10600	19720	7000	26720
10900	20280	7000	27280
11200	20840	7000	27840
11500	21390	7000	28390
11800	21950	7000	28950
12100	22510	7000	29510
12400	23070	7000	30070
12700	23630	7000	30630
13000	24180	7000	31180
13300	24740	7000	31740
13600	25300	7000	32300
13900	25860	7000	32860
14200	26420	7000	33420
14500	26970	7000	33970
14800	27530	7000	34530
15100	28090	7000	35090
15450	28740	7000	35740
15800	29390	7000	36390
16150	30040	7000	37040
16500	30690	7000	37690
16875	31390	7000	38390
17250	32090	7000	39090
17625	32790	7000	39790
18000	33480	7000	40480
18375	34180	7000	41180
18750	34880	7000	41880
19125	35580	7000	42580
19500	36270	7000	43270
19875	36970	7000	43970
20250	37670	7000	44670

PRE-REVISED SCALE NO. 23 Rs. 14300-450-22400/-	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 9500/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
14300	37400	9500	46900
14750	37400	9500	46900
15200	37400	9500	46900
15650	37400	9500	46900
16100	37400	9500	46900
16550	37400	9500	46900
17000	37400	9500	46900
17450	37400	9500	46900
17900	37400	9500	46900
18350	37400	9500	46900
18800	37400	9500	46900
19250	37400	9500	46900
19700	37400	9500	46900
20150	37480	9500	46980
20600	38320	9500	47820
21050	39160	9500	48660
21500	39990	9500	49490
21950	40830	9500	50330
22400	41670	9500	51170
22850	42510	9500	52010
23300	43340	9500	52840
23750	44180	9500	53680
24200	45020	9500	54520
24650	45850	9500	55350
25100	46690	9500	56190

PRE-REVISED SCALE NO. 24 Rs. 12500-375-18500/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 8000/-
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PRE-REVISED BASIC PAY	REVISED PAY		
	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
12500	23250	8000	31250
12875	23950	8000	31950
13250	24650	8000	32650
13625	25350	8000	33350
14000	26040	8000	34040
14375	26740	8000	34740
14750	27440	8000	35440
15125	28140	8000	36140
15500	28830	8000	36830
15875	29530	8000	37530
16250	30230	8000	38230
16625	30930	8000	38930
17000	31620	8000	39620
17375	32320	8000	40320
17750	33020	8000	41020
18125	33720	8000	41720
18500	34410	8000	42410
18875	35110	8000	43110
19250	35810	8000	43810
19625	36510	8000	44510
20000	37200	8000	45200
20375	37900	8000	45900
20750	38600	8000	46600

**Government of West Bengal
Finance Department
Audit Branch**

No. 1692-F

Dated the 23rd February, 2009.

MEMORANDUM

Subject : Drawal of Dearness Allowance in the revised pay structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.

Consequent upon the revision of Pay Scales of Government employees under the provisions of West Bengal Services (Revision of Pay and Allowance) Rules, 2009, it has become necessary to relate Dearness Allowance admissible to a Government employee to his basic pay in the revised pay structure in the case he has elected or is deemed to have elected to draw pay in the revised pay structure prescribed under the aforesaid Rules.

2. As it has been laid down in Rule 12 of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, that no arrears of pay and allowances to which any Government employee may be entitled in respect of the period from the 1st January, 2006 to 31st March, 2008, shall be paid to the Government employee, the Dearness Allowance admissible to a Government employee needs to be related to his pay in the revised pay structure with effect from the 1st April, 2008 only.

3. Accordingly the Governor is pleased to decide that the Dearness Allowance payable to a Government employee with effect from 1st April, 2008, shall be at the following rates :-

Period for which payable	Rate of Dearness Allowance per month on basic pay
01.04.2008 to 31.05.2008	2%
01.06.2008 to 31.10.2008	6%
01.11.2008 to 28.02.2009	9%
01.03.2009 to 31.03.2009	12%
01.04.2009 onwards	16%

4. The payment of Dearness Allowance under this order from the dates indicated above shall be made after adjusting the instalments of Dearness Allowance already sanctioned and paid to the State Government employees with effect from 01.04.2008, 01.06.2008, 01.11.2008 and 01.03.2009, *vide* Order No. 13-F dated 01.01.2008, No. 4236-F dated 12.06.2008, No. 8195-F dated 04.11.2008 and 1370-F dated 12.02.2009 respectively.

5. The term 'basic pay' for the purpose of calculation of Dearness Allowance shall mean the Pay drawn in the revised pay band including the Grade Pay and NPA, where admissible, but shall not include any other type(s) of pay. In the case of those employees who do not opt for the revised pay structure as per the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the 'Pay' shall mean the Basic pay in the scales of pay as per the West Bengal Services (Revision of Pay and Allowance) Rules, 1998 plus Dearness Allowance as sanctioned to the State Government employee with effect from 01.04.2007, *vide* Finance Department Memo. No. 2416-F dated 27.03.2007.

6. The Dearness Allowance admissible in the para 4 of this memorandum shall be rounded off to the nearest rupee in each case.

By Order of the Governor,

Sd/- S.K. Chattopadhyay

Special Secretary to the Government of West Bengal

**Government of West Bengal
Finance Department
Audit Branch**

No. 1694-F

Dated the 23rd February, 2009.

The undersigned directed to forward herewith some illustrations showing fixation of pay in the revised Pay Structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 for guidance only. Head of the Offices will ensure that pay is fixed strictly in accordance with the provisions of the aforesaid rules.

By order of the Governor,

Sd/- B. Lahiri

*Deputy Secretary to the
Government of West Bengal*

Finance Department

**Illustrations showing the fixation of Pay under
West Bengal Services (Revision of Pay and Allowance) Rules, 2009**

Illustration 1: *A Government employee with basic Pay of Rs. 2820/- p.m. in the existing scale of pay of Rs. 2600-4175/- opted for fixation of his Pay in the revised Pay Structure w.e.f. 01.01.2006.*

1. Existing Scale of Pay :Rs. 2600-55-2985-60-3525-65-4175/-
2. Pay Band (revised) applicable : PB-1 Rs. 4900-16200/-
3. Existing Basic Pay as on 01.01.2006 : Rs. 2820/- p.m.
4. Pay after multiplication by a factor of 1.86 : Rs. 5250/-
(to be rounded off to the next multiple of 10)
5. Pay in the Pay Band (PB-1) : Rs. 5250/-
6. Grade Pay attached to the Scale : Rs. 1700/-
7. Revised Basic Pay total of Pay in : Rs. 6950/- (as on 01.01.06)
the Pay Band and Grade Pay (5+6)
8. Date of Next increment : Rs. 01.07.06

Illustration 2: *A Government employee with basic Pay of Rs. 3120/- p.m. in the existing scale of pay of Rs. 2700-4400/- opted for fixation of his Pay in the revised Pay Structure w.e.f. 01.04.2006.*

1. Existing Scale of Pay :Rs. 2700-60-3120-65-3770-70-4400/-
2. Pay Band (revised) applicable : PB-1 Rs. 4900-16200/-
3. Existing Basic Pay as on 01.04.2006 : Rs. 3120/- p.m.
4. Pay after multiplication by a factor of 1.86 : Rs. 5810/-
(to be rounded off to the next multiple of 10)
5. Pay in the Pay Band (PB-1) : Rs. 5810/-
6. Grade Pay attached to the Scale : Rs. 1800/-
7. Revised Basic Pay total of Pay in : Rs. 7610/- (as on 01.04.06)
the Pay Band and Grade Pay (5+6)
8. Date of Next increment : Rs. 01.07.07

Illustration 3: *A Government employee with basic Pay of Rs. 4000/- p.m. in the existing scale of pay of Rs. 3350-6325/- opted for fixation of his Pay in the revised Pay Structure w.e.f. 01.01.2006.*

1. Existing Scale of Pay :Rs. 3350-90-3800-100-4700-125-6325/-
2. Pay Band (revised) applicable : PB-2 Rs. 5400-25200/-
3. Existing Basic Pay as on 01.01.2006 : Rs. 4000/- p.m.
4. Pay after multiplication by a factor of 1.86 : Rs. 7440/-
(to be rounded off to the next multiple of 10)
5. Pay in the Pay Band (PB-2) : Rs. 7440/-
6. Grade Pay attached to the Scale : Rs. 2600/-
7. Revised Basic Pay total of Pay in : Rs. 10040/- (as on 01.01.06)
the Pay Band and Grade Pay (5+6)
8. Date of Next increment : Rs. 01.07.06

Illustration 4: *A Government employee with basic Pay of Rs. 7000/- p.m. in the existing scale of pay of Rs. 4500-9700/- opted for fixation of his Pay in the revised Pay Structure w.e.f. 01.01.2006.*

1. Existing Scale of Pay :Rs. 4500-150-5250-175-7000-200-8800-225-9700/-
2. Pay Band (revised) applicable : PB-3 Rs. 7100-37600/-
3. Existing Basic Pay as on 01.01.2006 : Rs. 7000/- p.m.
4. Pay after multiplication by a factor of 1.86 : Rs. 13210/-
(to be rounded off to the next multiple of 10)
5. Pay in the Pay Band (PB-3) : Rs. 13210/-
6. Grade Pay attached to the Scale : Rs. 3900/-
7. Revised Basic Pay total of Pay in : Rs. 17110/- (as on 01.01.06)
the Pay Band and Grade Pay (5+6)
8. Date of Next increment : Rs. 01.07.06

Illustration 5: *A Government employee with basic Pay of Rs. 7000/- p.m. in the existing scale of pay of Rs. 4500-9700/- opted for fixation of his Pay in the revised Pay Structure w.e.f. 01.01.2006.*

1. Existing Scale of Pay :Rs. 4500-150-5250-175-7000-200-8800-225-9700/-
2. Pay Band (revised) applicable : PB-3 Rs. 7100-37600/-
3. Existing Basic Pay as on 01.01.2006 : Rs. 7000/- p.m.
4. Pay after multiplication by a factor of 1.86 : Rs. 13210/-
(to be rounded off to the next multiple of 10)
5. Pay in the Pay Band (PB-3) : Rs. 13210/-
6. Grade Pay attached to the Scale : Rs. 3900/-
7. Revised Basic Pay total of Pay in : Rs. 17110/- (as on 01.01.06)
the Pay Band and Grade Pay (5+6)
8. Date of Next increment : Rs. 01.07.06

Illustration 6: *A Government employee with basic Pay of Rs. 16300/- p.m. in the existing scale of pay of Rs. 14300-400-18300/- opted for fixation of his Pay in the revised Pay Structure w.e.f. 01.01.2006.*

1. Existing Scale of Pay : Rs. 14300-400-18300/-
2. Pay Band (revised) applicable : PB-5 Rs. 37400-60000/-
3. Existing Basic Pay as on 01.01.2006 : Rs. 16300/- p.m.
4. Pay after multiplication by a factor of 1.86 : Rs. 30320/-
(to be rounded off to the next multiple of 10)
5. Pay in the Pay Band (PB-5) : Rs. 37400/- (minimum)
6. Grade Pay attached to the Scale : Rs. 8700/-
7. Revised Basic Pay total of Pay in : Rs. 46100/- (as on 01.01.06)
the Pay Band and Grade Pay (5+6)
8. Date of Next increment : Rs. 01.07.06

Illustration 7: *A Government employee with basic Pay of Rs. 6700/- p.m. in the existing scale of pay of Rs. 4000-8850/- as on 01.01.2006 was promoted to a post in the existing scale of pay of which is Rs. 4500-9700/- with higher initial at Rs. 6300/- w.e.f. 01.04.2006. He opted for fixation of his Pay in the revised Pay Structure w.e.f. 01.01.2006 and he also exercised for promotional fixation w.e.f. 01.07.06.*

A.

1. Existing Scale of Pay : **Rs. 4000-125-4250-150-5300-175-7050-200-8850/-**
2. Pay Band (revised) applicable : **PB-3 Rs. 7100-37600/-**
3. Existing Basic Pay as on 01.01.2006 : **Rs. 6700/- p.m.**
4. Pay after multiplication by a factor of 1.86 : **Rs. 12470/-**
(to be rounded off to the next multiple of 10)
5. Pay in the Pay Band (PB-3) : **Rs. 12470/-**
6. Grade Pay attached to the Scale : **Rs. 3600/-**
7. Revised Basic Pay total of Pay in the Pay Band and Grade Pay (5+6) : **Rs. 16070/- (as on 01.01.06)**
8. Date of Next increment : **Rs. 01.07.06**

B.

1. Existing Scale of Pay of the promotion post : **Rs. 4500-150-5250-175-7000-200-8800-225-9700/- with higher initial start at Rs. 6300/-**
2. Date of Promotion : **01.04.06**
3. Option exercised for Promotional fixation : **Rs. 01.07.06**
4. Pay Band (revised) applicable in promotion post : **PB-3 Rs. 7100-37600/-**
5. Pay in the Pay Band on the date of Promotion : **Rs. 12470/-**
6. Grade Pay attached to the Scale of Promotion post : **Rs. 4220/-**
7. Pay initially fixed in the promotion post w.e.f. 01.04.06 : **Rs. (12470+4220) = Rs. 16690/-**
8. Pay finally fixed in the promotion post (as per option exercised) as on 01.07.06 : Pay in the Pay Band + Grade Pay = Total
Rs. 13460/- + Rs. 4220/- = Rs. 17680/-
(normal increment @3% on pay at item No. A-7 above amounting to Rs. 490 + promotional increment, i.e., @3% on the whole amount so arrived at, amounting to Rs. 500)
9. Date of Next increment : **Rs. 01.07.07**

Illustration 8: *A Medical officer belonging to the basic grade of West Bengal Health Service with basic pay of Rs. 9375/- p.m. as on 01.01.2006 in the existing scale of pay of Rs. 8000-275-13500/- opted for fixation of his Pay in the revised Pay Structure w.e.f. 01.01.2006.*

1. Existing Scale of Pay : **Rs. 8000-275-13500/-**
2. Pay Band (revised) applicable : **PB-4 Rs. 9000-40500/-**
3. Existing Basic Pay as on 01.01.2006 : **Rs. 9375/- p.m.**
4. Existing NPA as on 01.01.2006 : **Rs. 1700/-**
5. D.P. on Basic Pay & NPA : **50% of Rs. (9375+1700)=Rs. 5538/-**
6. NPA as admissible on existing : **Rs. 2400/-**
B.P.+DP Rs. (9375+5538),
i.e., on Rs. 14913/-
7. Revised Pay in the Pay Band after : **Rs. 17438/-**
multiplication by a factor of 1.86
8. DA on NPA (as at item 6) : **Rs. 576/-**
@24% of Rs. 2400/-
9. Pay in the Pay Band attached to the : **Rs. 17438+Rs. 576, i.e., Rs. 18020/-**
Scale (7+8) rounded off to
the next multiple of 10
10. Grade Pay attached to the Scale : **Rs. 5400/-**
11. Revised Basic Pay (total of Pay in : **Rs. 23420/- (as on 01.01.06)**
the Pay Band and Grade Pay)
12. Revised NPA 25% of revised basic pay : **Rs. 5855/-**
13. Date of Next increment : **Rs. 01.07.06**