

GOVERNMENT OF WEST BENGAL HIGHER EDUCATION DEPARTMENT BIKASH BHAVAN, SALT LAKE, KOLKATA – 700 091

No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE

Dated: 15.10.2020

MEMORANDUM

The undersigned is directed to state that the benefits of the West Bengal Services (Revision of Pay and Allowances) Rules, 2019 may be applied mutatis-mutandis towards revision of scale of pay of the employees in the Govt. approved posts in the Jagadis Bose National Science Talent Search to the extent of the following points:-

- i. From the existing Pay Band and Grade Pay/ Academic Grade Pay, the Pay
 of each employee will be revised to the corresponding level in the Pay Matrix
 notionally with effect from 01.01.2016 with actual effect from 01.01.2020.
 [Annexure I for academic posts, Annexure II for non-academic posts and
 ANNEXURE III for all are enclosed herewith]
 - ii. The employees in the non-academic posts may have option to come under the revised pay structure with effect from 01.01.2016 or from the date of next or any subsequent increments on 01.07.2016, 01.07.2017, 01.07.2018 or 01.07.2019 (ANNEXURE IV is enclosed herewith).
 - iii. The employees in the academic posts shall come under the revised pay structure with effect from 01.01.2016 only.
 - iv. The employees directly appointed to any post on or after 01.01.2016 will have no such option. The pay of such employees shall be fixed at the minimum pay structure i.e. at the first cell of the Level attached to the post from the date of joining.
- 2. The initial pay of each employee in the appropriate Level of the revised pay structure shall be fixed as per provisions of rule 7(1) of the WBS (ROPA) Rules, 2019. Rule 7(4) ibid shall be applied, where necessary (ANNEXURE V is enclosed herewith).
- Increments in Pay Matrix shall be regulated as per provisions of rule 9 and rule 10 of the WBS (ROPA) Rules, 2019.
- 4. With effect from 01.01.20, the employees will get House Rent Allowance @12% of revised Basic Pay subject to a maximum of Rs.12000/- (Rupees twelve thousand) only per month. The ceiling of House Rent Allowance to be drawn by husband and wife shall be restricted to Rs.12000/- (Rupees twelve thousand) only per month. The existing terms and conditions for drawal of such allowance shall remain the same.

Department of Higher Education Government of West Bengal

- 5. With effect from 01.01.2020 the employees will be entitled to draw Medical Allowance @Rs.500/- (Rupees five hundred) only per month provided that the concerned employee is not covered under ESI Scheme or any Medical Benefit Scheme sponsored by the Government.
- There will be no arrear for the period from 01.01.2016 to 31.12.2019.
- The employees (other than UGC pay scale holders) of Jagadis Bose National Science Talent Search may be allowed to move to the first higher Level with reference to Level attached to the first appointed post on completion of 10 (ten) years of service provided he has not got any promotion during that time and to move to the second higher Level with reference to the Level attached to the first appointed post on completion of total 20 (twenty) years of service provided he has not got more than one promotion or advancement during that time. The benefit may be allowed after coming under the revised pay structure notionally with effect from 01.01.2016 with actual effect from 01.01.2020. In case an employee has already completed 20 (twenty) years of service by this time or on 01.01.2016, he/she may be allowed the first higher Level after 2 (two) years of awarding first higher Level. Fixation of pay on such movements will be made in the following manner:

The employee will have option to get his/her pay fixed either from the date of entitlement or from the date of next increment.

- (a) In case the employee opts to get his/ her pay fixed from the date of entitlement, then on that date one increment shall be added to his existing pay and if the figure arrived at corresponds to any Cell of the first or second higher Level, as the case may be, the pay shall be fixed at that Cell and if no such Cell is available in the first or second Level, as the case may be, the pay shall be fixed at the next higher Cell of that Level.
- (b) In case the employee opts to get his pay fixed from the date of next increment, then after allowing annual increment in the existing Level the pay shall be fixed in the manner as indicated at (a) above provided that there will be no interim pay fixation from the date entitlement to the date of next increment.

This is issued with the concurrence of the Finance (Gr. P1) Department vide their U.O. No.: Group P1/2019-2020/0451 dated 18.03.2020 read with U.O. No.: Group P1/2020-2021/0172 dated 17.08.2020 and Group P1/2020-2021/0204 dated 18.09.2020.

Sd/- P.Saha
Deputy Secretary to the Government of West Bengal

No.:66/1(11)-HED-21014(23)/2/2020-SE SEC-Dept. of HE

Dated: 15.10.2020

Copy forwarded for information and necessary action to:

- The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata 700 001
- The Accountant General (RW & LBA), West Bengal, 3rd MSO Buildings, CGO Complex, Block DF, Salt Lake, Kolkata - 700 064
- 3. The Director of Public Instructions, West Bengal, Bikash Bhavan, Salt Lake, Kolkata 700 091
- 4. The Finance Department, Group P1 of this Government
- 5. The Finance Department, Group B of this Department
- 6. The FA, HED, Bikash Bhavan, Salt Lake, Kolkata 700 091
- 7. The Pay & Accounts Officer, Kolkata Pay & Accounts Office III
- 8. The Joint Director of Public Instructions (NGC), West Bengal, Bikash Bhavan, Salt Lake, Kolkata 700 091
- 9. The Budget Branch, Higher Education Department of this Government, Bikash Bhavan, Salt Lake, Kolkata - 700 091
- 10. The Director, Jagadis Bose National Science Talent Search, 1300 Rajdanga Main Road, Kasba, Kolkata - 700 107

11. The IT Cell, Higher Education Department of this Government – with the request to upload this Memorandum in the website of this Department

Deputy Secretary to the Government of West Bengal

PRANGOPAL SAHA, WOSS

Department of Higher Education Government of West Bengal

Annexure I to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE Dated: 15.10.202

			MATRIX			
Pay Band (Rs.)	1	5,600 - 39,10	0	37,400 -	67,000	67,000 - 79,000
Academic Grade Pay/ Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level/ Level	10	11	12	13A	14	15
Rationalised Entry						
Pay(Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,000			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400			A		

PRANCE SALE AND ASS

Department of Higher Education
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ANNEXURE – II (for non-academic posts)

Annexure II to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE Dated: 15.10.2020

P
Pay Ma
atrix

Rand	Grade	Old	Pay	Level	1	2		4	n 2	0	o	7	0	5	1 10	17	13	14	15	16	17	18	19	20	21	22	23	24	. 25	26	27	28	29	30	31	32	33
4900-16200	1700	6600		1	17000	17500	18000	18500	19100	10700	19700	20300	20500	2000	27800	23500	24200	24900	25600	26400	27200	28000	28800	29700	30600	31500	32400	33400	34400	35400	36500	37600	38700	39900	41100	42300	43600
00	1800	6830		2	17600	18100	18600	19200	19800	20000	2000	00017	00017	00000	23600	24300	25000	25800	26600	27400	28200	29000	29900	30800	31700	32700	33700	34700	35700	36800	37900	39000	40200	41400	42600	43900	45200
	1900	7300		w	18800	19400	20000	20600	21200	21800	000013	000022	22000	24600	25300	26100	26900	27700	28500	29400	30300	31200	32100	33100	34100	35100	36200	37300	38400	39600	40800	42000	43300	44600	45900	47300	48700
	2100	7680		4	19700	20300	20900	21500	22100	22800	2000	2000	24900	25600	26600	27200	28000	28800	29700	30600	31500	32400	33400	34400	35400	36500	37600	38700	39900	41100	42300	43600	44900	46200	47600	49000	50500
5400 - 25200	2300	8160		5	21000	21600	22200	22900	23600	24300	25000	25800	26600	27400	28200	29000	29900	30800	31700	32700	33700	34700	35700	36800	37900	39000	40200	41400	42600	43900	45200	46600	48800	49400	50900	52400	54000
00	2600	8840		6	22700	23400	24100	24800	25500	26300	27100	27900	28700	29600	30500	31400	32300	33300	34300	35300	36400	37500	38600	39800	41000	42200	43500	44800	46100	4/500	48900	50400	51900	53500	55100	56800	58500
	2900	9600		7	24700	25400	26200	27000	27800	28600	29500	30400	31300	32200	33200	34200	35200	36300	37400	38500	39700	40900	42100	43400	44700	46000	47400	48800	50300	00816	53400	55000	56700	58400	60200	62000	63900
	3200	1030		80	27000	27800	28600	29500	30400	31300	32200	33200	34200	35200	36300	37400	38500	39700	40900	42100	43400	44700	46000	47400	48800	50300	51800	53400	55000	20/00	58400	60200	62000	63900	65800	67800	69800
7100	3600	11040		9	28900	29800	30700	31600	32500	33500	34500	35500	36600	37700	38800	40000	41200	42400	43700	45000	46400	47800	49200	50700	52200	53800	55400	27,100	00185	00000	62400	64300	66200	68200	70200	72300	74500
7100 - 3700	3900	12270		10	32100	33100	34100	35100	36200	37300	38400	39600	40800	42000	43300	44500	45900	47300	48700	50200	51700	53300	54900	56500	58200	59900	61700	00000	00000	60500	69500	71600	73700	75900	78200	80500	82900
	4100	12750		11	33400	34400	35400	36500	37600	38700	39900	41100	42300	43600	44900	46200	47600	49000	50500	52000	53600	55200	56900	58600	60400	62200	64100	00000	DOOCOO	73100	0017/	74300	76500	78800	81200	83600	86100
	4400	13400		12	35800	36900	38000	39100	40300	41500	42700	44000	45300	46700	48100	49500	51000	52500	54100	55700	57400	59100	60900	62700	64600	66500	00589	0000	74900	77100	7/100	79400	81800	84300	86800	89400	92100
	4600	13900		13	37100	38200	39300	40500	41700	43000	44300	45600	47000	48400	49900	51400	52900	54500	56100	57800	59500	61300	63100	65000	67000	69000	0011/	75400	77700	20000	00000	82400	84900	87400	90000	92700	95500
	4700	14930		14	39900	41100	42300	43600	44900	46200	47600	49000	50500	52000	53600	55200	56900	58600	60400	_						-	1	1	83600								TOURTO
9000 - 40500	4800	15960		15	42600	43900	45200	46600	48000	49400	50900	52400	54000	55600	57300	59000	60800	62600	64500	66400	68400	70500	/2600	74800	//000	79300	84700	96700	89300	92000	92000	94800	9/600	╀	+	+	TOBBOT
10500	5400	20280		10	54100	55700	57400	59100	60900	62700	64600	66500	68500	70600	72700	74900	77100	79400	00818	84300	86800	89400	00176	94900	97700	100600	106700	109900	113200	116600	130100	001021	+	-		-	0076CT
	6600	25200		11	6/300	69300	71400	73500	75700	78000	80300	82700	85200	87800	90400	93100	95900	98800	TOTAGO	104900	0000801	111200	114500	117900	135000	128800	132700	+	+	1	-	+	+	-	-	-	1/3200
	7600	02667		10000	0000	82300	84800	87300	89900	92600	95400	98300	101200	104200	107300	110500	113800	117200	120700	+	+	131800	-	+	-	-	132300	+	+	-	+	+			-	1	-
	8700	00194		13300	123100	126800	130600	134500	138500	142700	147000	151400	155900	160600	165400	-	+	+	+	19	+	+	+	+	+	1 1	1 1	-	1			1	!	1	1		
3/400 - 00000	8900	46500	5	+	+	+	-	-	139100		147600	152000	156600	161300		-	-	+	+	19				+	-		+		:	-	+	1		:	:		
1	10000	1,400	31	1	-	-	-	-			154000		163400	168300	-	0 178500	+	-	1	02		1		1 1			+	1	1	1				1	1	1	

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ANNEXURE III

Annexure III to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE Dated: 15.10.2020

Sl. No.	Name of the post	Existing pay Band	Existing Grade Pay/AGP	Correspondi ng Level as per Annexure I	Correspondi ng Level as per Annexure II
i.	Director	Rs. 37400 -67000/-	Rs. 12000/-	15 (UGC)	-
ii.	Deputy Director	Rs. 37400 - 67000/-	Rs. 9000/-	13A (UGC)	-
iii.	Scientific Officer	Rs. 15600 - 39100/-	Rs. 6000/-	10 (UGC)	-
iv.	Student Advisor	Rs. 15600 - 39100/-	Rs. 6000/-	10 (UGC)	-
v.	Assistant Director	Rs. 9000 - 40500/-	Rs. 5400/-	-	16
vi.	Accountant	Rs. 9000 - 40500/-	Rs. 4400/-	-	12
vii.	Head Clerk	Rs. 7100 - 37600/-	Rs. 3900/-	-	10
viii.	Stenographer	Rs. 7100 - 37600/-	Rs. 3600/-	_	9
ix.	Library Asstt cum-Typist	Rs. 7100 - 37600/-	Rs. 3600/-	-	9
х.	Typist-cum- Clerk	Rs. 5400 - 25200/-	Rs. 2600/-	-	6
xi.	Additional Clerk	Rs. 5400 - 25200/-	Rs. 2600/-	-	6
xii.	Record Supplier-cum- Peon	Rs. 5400 - 25200/-	Rs. 1900/-		3
xiii.	Office Peon	Rs. 4900 - 16200/-	Rs. 1700/-		1
xiv.	Junior Scientific Officer	Rs. 7100 - 37600/-	Rs. 3900/-	-	10

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Department of Higher Education
Government of West Bengal

ANNEXURE IV

Annexure IV to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE Dated: 15.10.2020

			Form of Op			
*1.	Ι,			hereby	elect the	revised pay
stru	ucture with effe	ect from 1st Janua	ary, 2016.			
2. exi	I,sting scale of pa	ay of my substan	tive/ officiatir	hereby ng post mention	elect to con ed below unti	tinue on the l:
		e of my next incr				
	(b) the	date of my s	ubsequent in existing pay st	ructure	raising my	pay to Rs.
	Existing	Pay	Band	and	Grade	Pay
				ure:		
			Name:			
			Designat	ion:		
			Office in wh	nich employeed:		
			Department	t :		
	*To be score	d out, if not app	licable.			
			UNDER	<u> </u>		
	contrary to	undertake that the provisions ent so made sha nt against future	contained in t Il be refundab	this order, as de le by me to the c	etected subse competent au	equently, any
			Signat	ture:		
			Name:			
			Designa	tion:		
	Date: Place:					

ANNEXURE -V

Annexure V to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE Dated: 15.10.2020

Form for fixation of initial pay in the revised pay structure under the West Bengal Services (Revision of Pay and Allowances Rules), 2019.

- Name of the Department and Office:
- Name and Designation of the employee:
- 3. Status (Substantive/Officiating):
- 4. Existing Pay Band and Grade Pay
 (a) In substantive post:
 - (b) In officiating / temporary
 post:
- 5. Basic Pay in the existing pay structure as on January 1, 2016 or the date of option on

(Band Pay + Grade Pay)

- 6. Amount arrived at by multiplying Basic Pay as at Sl. 5 above by 2.57 (Rounded off to nearest rupee)
- 7. Applicable Level in the Pay Matrix corresponding to the Pay Band and Grade Pay:
- 8. Applicable Cell in the Level either equal to or next higher of the amount at Sl. No. 6 above :
- Revised Basic Pay (as per Sl. No.8):
- 10. Date of effect:
- 11. Date of next increment:

			COCC	,							

Signature of Head of Office/ Department with Designation