



GOVERNMENT OF WEST BENGAL
HIGHER EDUCATION DEPARTMENT
SOCIAL EDUCATION BRANCH
BIKASH BHAVAN, SALT LAKE, KOLKATA - 700 091

No.142 -HED-21014(23)/4/2020-SE SEC-Dept. of HE

Dated: 09.07.2021

MEMORANDUM

In continuation of this Department's earlier Memo.No.:73-HED-21014(23)/4/2020-SE SEC-Dept. of HE dated 02.11.2020, 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 academic posts in the Netaji Institute for Asian Studies, Kolkata to the extent of the following points:-

1. i. From the existing Pay Band and Academic Grade Pay, the Pay of each employee in the academic posts 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, II and III are enclosed herewith]
ii. The employees in the academic posts shall come under the revised pay structure with effect from 01.01.2016 only.
iii. The Pay of the employees directly appointed to any post after 01.01.2016, 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 III is enclosed herewith].
3. 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 in the academic posts will get House Rent Allowance @12% of revised Basic Pay subject to a maximum of Rs.12000/- (Rupees twelve thousand) per month. The ceiling of House Rent Allowance to be drawn by husband and wife shall be restricted to Rs.12000/- (Rupees twelve thousand) per month. The existing terms and conditions for drawal of such allowance shall remain the same.

5. With effect from 01.01.2020 the employees in the academic posts will be entitled to draw Medical Allowance @Rs.500/- (Rupees five hundred) per month provided that the concerned employee is not covered under ESI Scheme or any Medical Benefit Scheme sponsored by the Government.
6. There will be no arrear for the period from 01.01.2016 to 31.12.2019.

This is issued with the concurrence of the Finance (Gr. P1) Department vide their U.O. No.: Group P1/2021-2022/0038 dated 06.05.2021.

Sd/- P.Saha

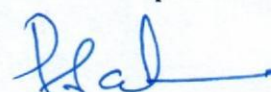
Deputy Secretary to the Government of West Bengal

No.142-HED-21014(23)/4/2020-SE SEC-Dept. of HE

Dated: 09.07.2021

Copy forwarded for information and necessary action to:

1. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata - 700 001
2. 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 Hon. Director, Netaji Institute for Asian Studies, 1, Woodburn Park, Kolkata - 700 020
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

Annexure to Memorandum No.: No.142 -HED-21014(23)/4/2020-SE SEC-Dept. of HE
Dated: 09.07.2021

ANNEXURE - I (for academic posts)

PAY MATRIX						
Pay Band (Rs.)	15,600 - 39,100			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	---	---	---	---	---

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Dated: 09.07.2021

ANNEXURE II

Sl. No.	Name of the post	Existing pay Band	Existing AGP	Corresponding Level as per Annexure I
i.	Professor	Rs. 37400 -60000/-	Rs. 10000/-	14 (UGC)
ii.	Assistant Professor	Rs. 15600 - 39100/-	Rs. 6000/-	10 (UGC)

**Annexure to Memorandum No.142-HED-21014(23)/4/2020-SE SEC-Dept. of HE
Dated: 09.07.2021**

ANNEXURE - III

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

1. **Name of the Department and Office:**
2. **Name and Designation of the employee :**
3. **Status (Substantive/ Officiating) :**
4. **Existing Pay Band and Grade Pay**
(c) In substantive post :

(d) In officiating / temporary post
5. **Basic Pay in the existing pay structure as on January 1, 2016 or the date of joining for those who joined after 01.01.2016 (Band Pay +Academic 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 Academic Grade Pay :**
8. **Applicable Cell in the Level either equal to or next higher of the amount at Sl. No. 6 above :**
9. **Revised Basic Pay (as per Sl. No.8) :**
10. **Date of effect :**
11. **Date of next increment :**

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**Signature of Head of Office/
Department with Designation**