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GOVERNMENT OF WEST BENGAL
TRANSPORT DEPARTMENT

Memo no. 1513-WT/126 JSRM/ROPA-2009

April 17, 2009

MEMORANDUM

In Finance Department Resolution no. 6020-F dated the 28th August, 2008 the Government constituted a Pay Commission with terms of reference which included that the Commission would also examine the structure of emoluments and condition of service of the employees of the Hooghly River Bridge Commissioners.

After careful consideration of the recommendations of the Pay Commission in regard to the scales of pay, age of superannuation, retirement benefits and other terms and conditions of service, the Governor is pleased to direct that the recommendations of the Pay Commission shall be adopted for the employees of HRBC.

The Governor is also pleased to direct that the date of effect of the Revised Pay Structure, the matter of fixation of pay in the revised pay structure and other conditions of service of employees of HRBC shall be as prescribed herein below.

1. **Title - These may be called as HRBC Service (Revision of Pay & allowances) Orders, 2009.**
2. **Date of effect:**
 - (1) The revised scale of pay shall notionally be effective from the 1st January, 2006 as recommended by the Pay Commission.
 - (2) The pay and allowances of an employee which may be, admissible to him in consequence of revision of pay shall be actually paid with effect from 1st April, 2008
 - (3) **Mode of drawal of arrears of pay :**

The arrears pay to which an employee may be entitled in respect of the period from the 1st April, 2008 to 31st March, 2009 shall be paid in three consecutive equal yearly instalments in cash from the year 2009-2010.

Government of West Bengal
Transport Department
Writers' Buildings
Kolkata-700001

H.A.
21.4.09

No. 1529-WT/

Dated 17.4.09

From: Smt. R. Sengupta Barrik,
W.B.C.S. (Exe.), Joint Secretary
to the Govt. of West Bengal.

To : The Secretary, H.R.B.C.,
Munsi Premchand Sarani,
Kolkata-700 021

Handwritten notes and signatures:
A/S
FA & CAO
21/4/09
21/4

Sub: ROPA 2009 for H.R.B.C. employees.

Sir,

With reference to the Memo No. H.R.B.C./78-7/2008/1009 dated 27.3.09 on the subject noted above, I am directed to enclose herewith the draft regulation vetted by Finance Department regarding Revision of Pay & Allowances Rule, 2009 vide their U/O No.-806 dated 07.04.08 GR.-P(Pay) for taking necessary action at your end. Annexure-1, 2 & 3 are enclosed here with.

Yours faithfully

Joint Secretary to the
Govt. of West Bengal

- (h) 'Grade Pay' means a fixed amount shown in column (5) of Annexure-II corresponding to the pre-revised pay scale/posts.
- (i) 'revised pay structure' in relation to any post specified in Annexure-II means the pay band scale and grade pay specified against Col. (4) and Col. (5) of that Part, unless a different revised pay in the pay band and grade pay is notified separately for that post.
- (j) "Basic pay in 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;
- (k) 'revised emoluments' means the pay in the pay band plus the grade pay of the employees in the revised pay structure and includes allowances if any, admissible to him.

4. Scale of pay of post :

From the 1st January 2006, the pay band and grade pay of every post in the Hooghly River Bridge Commissioners shall be specified in Appendix-I & II.

5. Drawal of pay in revised pay structure :

Save as otherwise provided in the order, with effect from 1st January, 2006 every employee shall draw pay in revised pay structure applicable to the post to which he/she is appointed.

Provided that an employee may elect 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 an employee has been placed in higher pay scale between the period from 1st January 2006 to the date of notification of this order on account of up-gradation of pay scales or functional or non-functional movement etc., such employee may elect to switch over to the revised pay structure from the date of such up-gradation as the case may be.

Explanation-I : The option to retain the existing scale under first proviso of the order shall be admissible only in respect of the existing scale.

Explanation-II: The aforesaid option shall not be admissible to any employee appointed to a post on or after the 1st January, 2006 whether for first time or by subsequent appointment by fresh selection and he shall be allowed pay only in the revised pay structure.

An employee, who retired after 31st March, 2008 but before the issue of this Memorandum, shall receive the arrears of pay which he may be entitled, in cash.

An employee, who retired on any date between the 1st January, 2006 and the 31st March, 2008 shall not receive any arrears of pay in respect of the period upto the 31st March, 2008.

3. Definitions :

In this memorandum, unless there is anything repugnant to the subject or context-

- (a) 'Annexure' means an annexure to this order.
- (b) 'existing basic pay' means the pay drawn in the prescribed existing scale of pay including stagnation increments if any, but does not include any other type of pay.
- (c) 'existing emoluments' means the aggregate of -
 - (i) existing basic pay
 - (ii) dearness pay appropriate to the basic pay, and
 - (iii) dearness allowance appropriate to the basic pay plus dearness pay at index average 536 (1982=100) :
- (d) 'existing scale' means -
 - (i) The scale of pay shown in Col. (2) in Annexure-II.
 - (ii) in relation to an employee the scale of pay to which the employee was entitled on 1st January, 2006 in terms of ROPA'98 and G.O. no. 8546-WT dated 7.12.98 and any other order or orders which might have been issued in this regard.
- (e) 'employees' means the employees of Hooghly River Bridge Commissioners.
- (f) 'para' means a paragraph of this order.
- (g) 'pay in the pay band' means pay drawn in the running pay bands specified in Col. (4) of Annexure - I & II.

7. Fixation of initial pay in revised pay structure:

The initial pay of an employee who elects or is deemed to have elected under Para 6 to be governed by the revised pay structure on and from the 1st January, 2006 shall 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 an 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.

- (i) And after the pay in the pay band so determined grade pay corresponding to the existing scale shall be added.

Note-1. An employee who is on leave on the date of commencement of this order 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.

Note-2. An 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 employee, the difference amount shall be allowed as personal pay to be absorbed in future increases in pay.

6. Option :

(1) The option under the provision of para 5 shall be exercised within ninety days from the date of issue of this order.

(2) The option once exercised shall be final.

Note – 1. An employee, who on the date of issue of this memorandum is on leave or on deputation or otherwise, shall exercise the said option in writing so as to reach the Head of the Office within ninety days from the date of his return from such leave or deputation.

Note – 2. An employee, who is under suspension on the date of issue of this memorandum, shall exercise the said option so as to reach the Head of Office within ninety days from the date of his return to service after reinstatement.

Note-3. If an employee, who was in service on the 31st December 2005 and continued thereafter and to whom this order applies, does not exercise option under the proviso to para 5 of this order, shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st January 2006.

Note-4. An employee, who died on or after the 1st January 2006 and could not exercise option within the prescribed time limit shall be deemed to have exercised option for the revised pay structure from the 1st January 2006 or from such subsequent date as is considered most beneficial to him.

Note-5. The form in which option shall be exercised has been set out in Annexure IV.

Note-6. Where an employee exercises the option under the provisos to this order 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 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 which ever is higher.

Note-8 : Where an 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 employee as personal pay to be absorbed in the future increases of the pay.

8. Fixation of pay in revised pay structure of employee 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 Annexure III.

(2) The provision of sub-para (1) shall also be applied in the case of those recruited between the 1st day of January, 2006 and the date of publication of this memorandum.

Provided that where the emoluments in the pre-revised scale(s) i.e., sum total of the basic pay in the pre-revised pay scales(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 May, 2008 and such difference in total emoluments for the period from 1st day of April, 2008 to the date of publication of this memorandum shall be regulated in accordance with the provisions of para 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 provided that the amount (paisa) below rupee one should be ignored.

(2) The amount of increment shall be added to the existing pay in the pay band
Provided that in case an 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 bands 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 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).

Note-4: (a) For the purpose of fixation of pay under this Para, every employee, who held before the 1st January, 2006, a post substantively and other post or posts on officiating basis, shall exercise option in the appropriate form set out in Annexure IV for fixation of initial pay separately in the revised pay structure of the substantive post and also in revised pay structure the officiating post. If the number of officiating posts held by the employee is more than one, he shall exercise option for fixation of initial pay in the revised pay structure in respect of the last officiating post.

(b) If upon the fixation of pay under this para the initial pay of an employee fixed in the revised pay structure of the substantive post becomes either equal to or higher than, the pay fixed in the revised pay structure of the officiating post, his initial pay in the revised pay structure of the officiating post shall be re-fixed at the same stage as the 'substantive pay'.

Note-5 : In the case of an employee, who elects or is deemed to have elected to draw pay in revised pay structure with effect from 1st January, 2006 when the normal date of increment in the existing scale of pay is also 1st January, 2006 the increment in the existing scale should be drawn first and thereafter the pay of the employee shall be fixed in the revised pay structure under this order.

Note-6 : Where in the fixation of pay under this order, the pay of an employee, who immediately before the 1st day of January, 2006, was drawing more pay in the existing scale than another 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 junior with the approval of Govt.

✓ **Note-7 :** In case where a senior employee promoted to a higher post/grade 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 1st January, 2006, the pay in the pay bands of senior employee should be stepped upto an amount equal to the pay in the pay band as fixed for his junior in that higher grade. The 'stepping up' shall be done with the approval of the Govt. with effect from the date of promotion/awarding higher grade of the junior employee subject to fulfillment of certain conditions as per ROPA Rules, 2009 issued under Notification no. 1690 F dated 23.2.2009.

Provided, the anomaly should arise directly as a result of the application of the provision of normal rule/order or any other rule or order regulating fixation of pay on such promotion/awarding higher grade in the revised pay structure.

a) One increment equal to three per cent (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 provided that the amount (paise) below rupee one should be ignored;

b) the amount arrived at in clause (a) shall be added to the existing pay in the 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;

c) 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 an employee involves change in the pay band the same methodology as mentioned in clause (a) to clause (c) of sub-para (1) for fixation of pay, shall be applicable.

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

Note I - In case the 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 an employee shall be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, pay in the pay band 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 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.

12. Payment of arrears :

(1) Notwithstanding anything contained elsewhere in this memorandum or in any other rules for the time being in force, no arrears of pay to which an employee may be entitled in respect of the period from the 1st January 2006 to the 31st day of March, 2008, shall be paid to the employee.

Provided further that in case an 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 an employee nor such an amount of increments shall be added to the existing pay in the pay band.

10. Date of increment in the revised pay structure :

(1) In respect of all employees, there shall be a uniform date of annual increment and such date of annual increment shall be the 1st day of July of every year.

Provided that in case of an 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 un-revised pay scale shall be allowed on the 1st day of January, 2006 and thereafter the provision of this para shall apply.

Note- 1 : In case of the employees completing six (06) 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 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 employee should get next increment on the 1st day of July, 2006.

Note-3 : In case of the 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 January, 2006 their pay in the revised pay structure should be fixed on the 1st January 2006 and such employees should get their next increment on the 1st day of July, 2006.

Note-4 : If an employee opts to come under revised pay structure any date between the 1st 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 1st January 2006, the fixation of pay on an employee shall be made in the following manner, namely :

14. Medical and other Allowance :

Medical and other allowances, not specifically covered in this order, shall continue to be drawn with pay in the revised pay structure the amount of such allowance shall be Rs. 300/- per month from 1st April, 2009.

Dearness allowance payable with effect from 1st April, 2008 shall be at the following rate :-

Period from 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%

15. Over-riding effect of the order -

The provisions of this order shall have effect notwithstanding anything to the contrary contained in any other rules, orders and notifications for the time being in force, and all such rules, orders and notifications shall have effect subject to the provision of this memorandum.

16. Relaxation :

Where the Government is satisfied that the operation of all or any of the provisions of this order causes undue hardship in any particular case or class of cases, it may, by order, dispense with or relax the requirement of all or any of the parts of the order to such extent and subject to such condition as it may consider necessary for dealing with the case or class of cases in a just and equitable manner.

This order is issued with the concurrence of the Finance Department their U.O. no. 806 dated 07.04.08 Group 'P' (Service) prescribing the pay structure for the employees of HRBC as envisaged u/s 7 of the HRB Act, 1969.

By the order of the Governor,

(S. Choudhury)

Additional Chief Secretary to the
Government of West Bengal

(2) (a) The arrears of pay to which the 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 instalments in cash from the year 2009-2010.

(b) An employee, who retired on any date between the 1st 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.

(c) An employee, who retired between the periods from 31st day of March, 2008 to the 1st day of April, 2009, but before publication of this memorandum in the Official Gazette, shall receive arrears of pay for the period from the 1st April, 2008 to the date of his retirement, in cash.

Explanation : For the purpose of this para, "arrears of pay", in relation to an 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 this memorandum 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) shall be payable only with effect from the 1st day of April, 2009.

13. House Rent Allowances :

With effect from the 1st April, 2009 the House Rent Allowance admissible to an employee shall be 15% of his revised basic pay i.e. aggregate of the band pay plus Grade Pay in the revised pay structure subject to a maximum of Rs. 6000/-. The ceiling of House Rent Allowance drawn by husband and wife together shall also be raised to Rs. 6000/- per month.

The existing terms and conditions of drawl of House Rent Allowance by employees living in their own house or in a rental house shall continue to apply.

Subject to continuance of the existing terms and conditions regulating drawl of House Rent Allowance by the employees provided with accommodation owned/hired by the Authority and recovery of fixed rent/license fee from time, the following conditions shall be there with effect from 1st April, 2009 in respect o such categories of employees.

- (1) When an official accommodation being in habitable condition in all respect and such accommodation is earmarked for holder of a particular post without any rent, the holder will not be entitled to House Rent Allowance for living elsewhere.
- (2) In case the employee pays rent or license fee for such official accommodation, his reimbursement in the form of House Rent Allowance will be limited to actual license fee/rent paid or 15% of the pay whichever is lower.

HRBC Service (Revision Pay and Allowance) Rules, 2009

Annexure - I

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 Scales	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.	4500-150-5200-175-7000-200-8000-225-9700	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

As approved by F.D GR-P (Pay)
vide u/o No. - 806 dt. - 07.4.09.

Rama Sengupta
Joint Secy
Transport Dept.
Govt. of West Bengal

GOVERNMENT OF WEST BENGAL
TRANSPORT DEPARTMENT
Paribahan Bhawan
12, R.N.Mukherjee Road, Kolkata-700001

No.562-WT/TR/O/11E-03/19

Date: 13.01.2020

MEMORANDUM

In Finance Department Resolution no.8071-F(P) dated the 27th November, 2015 the Government constituted a Pay Commission with terms of reference which included that the Commission would also examine the structure of emoluments and condition of service of the employees of the Hooghly River Bridge Commission, (HRBC).

After careful consideration of the recommendations of the Pay Commission in regard to the structure of pay and other terms and conditions of service, the Governor is pleased to direct that the recommendations of the Pay Commission as accepted by the State Govt. shall be applicable for the employees of HRBC to the extent as set out below.

1. **Title** - These may be called as HRBC Services (Revision of Pay & Allowance) Order, 2019.
2. **Date of effect:**
The revised pay structure shall notionally be effective from the 1st January, 2016 and with actual effect from 1st January, 2020.
3. **Definitions** - (1) In this order, unless the context otherwise requires, -
 - (a) **"Employee"** means a whole time and regular employee of HRBC;
 - (b) **"Existing basic pay"** means the pay drawn in the prescribed existing Pay Band and Grade Pay but does not include any other type of pay;
 - (c) **"Existing Pay Band and Grade Pay"** means the running Pay Band and the Grade Pay applicable to the post held by the employee or, as the case may be, the personal scale applicable to such employee on account of his advancement to a higher Pay Band / Grade Pay under specific or general orders as on 1st day of January, 2016, whether in a substantive or officiating or temporary capacity.
 - (d) **"Existing pay structure"** means the present system of Pay Band and Grade Pay applicable to the post held by the employee as on the 1st day of January, 2016 whether in a substantive or officiating capacity or the Pay Band and Grade Pay as personal scale applicable to him on account of advancement to higher Pay Band / Grade Pay.



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

- (e) **"Existing emoluments"** means the sum of existing basic pay and existing dearness allowance allowed to the basic pay as on 1st day of January, 2016.
- (f) **"Pay Matrix"** means the Matrix specified in Annexure-I with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay.
- (g) **"Level"** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay as specified in Annexure-II.
- (h) **"Pay in the Level"** means pay drawn in the appropriate Cell of the Level as specified in Annexure-I and Annexure-II.
- (i) **"Revised pay structure"** means the Pay Matrix and the Level specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised level is notified separately for the post.
- (j) **"Basic pay"** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix.
- (k) **"Revised Emoluments"** means the pay in the Level of an employee in the revised pay structure.
- (l) **"Schedule"** means schedule annexed to this order.
- (m) **"Para"** means a paragraph of this order.

(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-1.

4. **Level of posts-** from the date of commencement of this order the Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

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



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

Provided further that in cases where an employee has been placed in a higher Grade Pay between 1st day of January, 2016 and 25th September, 2019 on account of promotion or upgradation, the employee may elect to switch over to the revised pay structure from the date of such promotion or upgradation as the case may be.

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

Illustration-1: An employee got promotion / advancement on 18.09.2016. He is not eligible to exercise option to come under the revised pay structure from the date of increment on 01.07.2017 or 01.07.2018 or 01.07.2019. He is, however, eligible to exercise such option w.e.f 01.01.2016 or 01.07.2016 or 18.09.2016.

Illustration-11: An employee got promotion/advancement on 12.03.2017 and got pay fixation benefit on 01.07.2017. He is not eligible to exercise option to come under the revised pay structure from the date of subsequent increment on 01.07.2018 or 01.07.2019. He is, however, eligible to exercise such option w.e.f 01.01.2016 or 01.07.2016 or 01.07.2017.

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

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

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

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

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



(ii) Where an employee is under suspension on the date of publication of this order, the option may be exercised by him within three months of the date of his return to his duty or within three months of the date of publication of this order, whichever is later.

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

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

(4) The option once exercised shall be final.

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

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

(a) in the case of all employees,

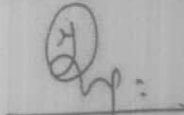
(i) The pay in the applicable level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that level in the Pay Matrix and if such an identical figure corresponds to any Cell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

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

(2) An employee under suspension shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

(3) Where the existing emoluments exceed the revised emoluments in the case of any employee, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

(4) Where in the fixation of pay under sub-para (1) the pay of an employee, who, in the existing pay structure was drawing more pay than another employee junior to him in the same grade in the same cadre immediately before the 1st day of January, 2016, gets fixed in the revised pay



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

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

Note: In the case of employees completing six months and above in the revised pay structure as on 1st Day of July, shall be eligible to be granted increment.

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

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

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

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

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

Note 2:-

(a) In case of non functional movement under CAS when an employee is moved to next higher Level on completion of 10 years or 20 years of service, his pay shall be fixed as per Note 1 above except the interim pay fixation benefit from the date of entitlement when the employee opts to get his pay fixed from the date of increment.

(b) In case of an employee has got only one promotion to a post carrying pay Level equal to 2nd higher Level or above before completion of 20 years of service, he will, on completion of 20 years of service, get one increment in the same Level with date of next increment remaining unchanged.

(c) In case an employee has got promotion (functional) to a post carrying same or lower Level than the Level he is enjoying due to CAS, he will get one increment in the same Level from the date of promotion with date of next increment remaining unchanged.



structure in a Cell lower than that of such junior, his pay shall be stepped up with the approval of the Government to the same Cell in the revised pay structure as that of the junior.

(5) In the case where a senior employee promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior employee in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with the approval of the Government with effect from the date of promotion of the junior employee subject to the fulfillment of the following conditions, namely:-

(a) Both the junior and the senior employees belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;

(b) The existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay should be identical;

(c) The senior employee at the time of promotion was drawing equal or more pay than the junior;

(d) The anomaly should arise directly as a result of the application of the provisions of this order or any other order regulating fixation of pay on such promotion in the revised pay structure:

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

(6) Where employee is in receipt of personal pay on the 1st day of January, 2016, which together with his existing emoluments exceeds the revised emoluments, the difference representing such excess shall be allowed to such employee as personal pay to be absorbed in future increases of the pay.

(7) Subject to provisions of para 5, if the pay as fixed in the officiating post under sub-para(1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

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

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



Pay Band	P.B. 1 (4900-16200)		P.B 2 (5400-25200)						P.B 3 (7100-37600)				P.B 4 (9000-40500)						P.B 5 (37400-60000)	
Grade Pay	1700	1800	1900	2100	2300	2600	2900	3200	3600	3900	4100	4400	4600	4700	4800	5400	6600	7600	8700	8900
Old Entry Pay	6600	6830	7300	7680	8160	8840	9600	10300	11040	12270	12750	13400	13900	14930	15960	21000	25200	29920	46100	46300
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	17000	17600	18800	19700	21000	22700	24700	27000	28900	32100	33400	35800	37100	39900	42600	56100	67300	79900	123100	123600
2	17500	18100	19400	20300	21600	23400	25400	27800	29800	33100	34400	36900	38200	41100	43900	57800	69300	82300	126800	127300
3	18000	18600	20000	20900	22200	24100	26200	28600	30700	34100	35400	38000	39300	42300	45200	59500	71400	84800	130600	131100
4	18500	19200	20600	21500	22900	24800	27000	29500	31600	35100	36500	39100	40500	43600	46600	61300	73500	87300	134500	135000
5	19100	19800	21200	22100	23600	25500	27800	30400	32500	36200	37600	40300	41700	44900	48000	63100	75700	89900	138500	139100
6	19700	20400	21800	22800	24300	26300	28600	31300	33500	37300	38700	41500	43000	46200	49400	65000	78000	92600	142700	143300
7	20300	21000	22500	23500	25000	27100	29500	32200	34500	38400	39900	42700	44300	47600	50900	67000	80300	95400	147000	147600
8	20900	21600	23200	24200	25800	27900	30400	33200	35500	39600	41100	44000	45600	49000	52400	69000	82700	98300	151400	152000
9	21500	22200	23900	24900	26600	28700	31300	34200	36600	40800	42300	45300	47000	50500	54000	71100	85200	101200	155900	156600
10	22100	22900	24600	25600	27400	29600	32200	35200	37700	42000	43600	46700	48400	52000	55600	73200	87800	104200	160600	161300
11	22800	23600	25300	26400	28200	30500	33200	36300	38800	43300	44900	48100	49900	53600	57300	75400	90400	107300	165400	166100
12	23500	24300	26100	27200	29000	31400	34200	37400	40000	44600	46200	49500	51400	55200	59000	77700	93100	110500	170400	171100
13	24200	25000	26900	28000	29900	32300	35200	38500	41200	45900	47600	51000	52900	56900	60800	80000	95900	113800	175500	176200
14	24900	25800	27700	28800	30800	33300	36300	39700	42400	47300	49000	52500	54500	58600	62600	82400	98800	117200	180800	181500
15	25600	26600	28500	29700	31700	34300	37400	40900	43700	48700	50500	54100	56100	60400	64500	84900	101800	120700	186200	186900
16	26400	27400	29400	30600	32700	35300	38500	42100	45000	50200	52000	55700	57800	62200	66400	87400	104900	124300	191800	192500
17	27200	28200	30300	31500	33700	36400	39700	43400	46400	51700	53600	57400	59500	64100	68400	90000	108000			
18	28000	29000	31200	32400	34700	37500	40900	44700	47800	53300	55200	59100	61300	66000	70500	92700	111200			
19	28800	29900	32100	33400	35700	38600	42100	46000	49200	54900	56900	60900	63100	68000	72600	95500	114500			
20	29700	30800	33100	34400	36800	39800	43400	47400	50700	56500	58600	62700	65000	70000	74800	98400	117900			
21	30600	31700	34100	35400	37900	41000	44700	48800	52200	58200	60400	64600	67000	72100	77000	101400	121400			
22	31500	32700	35100	36500	39000	42200	46000	50300	53800	59900	62200	66500	69000	74300	79300	104400	125000			
23	32400	33700	36200	37600	40200	43500	47400	51800	55400	61700	64100	68500	71100	76500	81700	107500	128800			
24	33400	34700	37300	38700	41400	44800	48800	53400	57100	63600	66000	70600	73200	78800	84200	110700	132700			
25	34400	35700	38400	39900	42600	46100	50300	55000	58800	65500	68000	72700	75400	81200	86700	114000	136700			
26	35400	36800	39600	41100	43900	47500	51800	56700	60600	67500	70000	74900	77700	83600	89300	117400	140800			
27	36500	37900	40800	42300	45200	48900	53400	58400	62400	69500	72100	77100	80000	86100	92000	120900	145000			
28	37600	39000	42000	43600	46600	50400	55000	60200	64300	71600	74300	79400	82400	88700	94800	124500	149400			
29	38700	40200	43300	44900	48000	51900	56700	62000	66200	73700	76500	81800	84900	91400	97600	128200	153900			
30	39900	41400	44600	46200	49400	53500	58400	63900	68200	75900	78800	84300	87400	94100	100500	132000	158500			
31	41100	42600	45900	47600	50900	55100	60200	65800	70200	78200	81200	86800	90000	96900	103500	136000	163300			
32	42300	43900	47300	49000	52400	56800	62000	67800	72300	80500	83600	89400	92700	99800	106600	140100	168200			
33	43600	45200	48700	50500	54000	58500	63900	69800	74500	82900	86100	92100	95500	102800	109800	144300	173200			

Note:- Schedule-II is not applicable for the Employees of Hooghly River Bridge Commissioners(HRBC)

14/01/2020
BIJOY KUMAR ROY, WBSS
 Deputy Secretary
 Transport Department
 Govt. of West Bengal

HRBC R-2019
Pay →

12. **Payment of arrears** - Notwithstanding anything contained elsewhere in this order, or in any other order for the time being in force, no arrears of pay to which an employee may be entitled in respect of the period from the 1st day of January, 2016 to the 31st day of December, 2019, shall be paid to the employee.

13. **Classification of employees** - From the date of commencement of these rules, Government servants shall be classified as Category A, Category B, Category C and Category D in the following manner :-

- (i) Category A - employees holding all posts in the Pay Level 12 and above.
- (ii) Category B - employees holding all posts in the Pay Levels 8 to 11
- (iii) Category C - employees holding all posts in the Pay Levels 3 to 7.
- (iv) Category D - employees holding all posts in the Pay Levels 1 and 2.

14. **House Rent Allowance**: With effect from the 1st January, 2020, the house rent allowance admissible to an employee shall be 12% of his revised basic pay, subject to a maximum of Rs. 12,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 12,000/- per month.

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

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

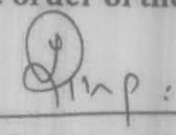
Subject to continuance of the existing terms and conditions regulating drawl of house rent allowance by the employees provided with accommodation owned / hired by the authority and recovery of fixed rent/license fee from them, the existing terms and conditions in respect of such category of employees shall be applicable:-

15. **Medical Allowance** - The existing rate of Medical Allowance will be revised to Rs.500/- per month in respect of all employees with effect from 1st January, 2020.

16. **Other Allowances**:- All other allowances shall continue as drawn with the exiting amount as drawn as on the date of issue of this order for revised pay till such time the allowances are revised. Employees joining service after issue of this order shall also draw the existing.

This order is issued with the concurrence of the Finance Department vide their U.O. no. Group P1/2019-2020/0335 dated 02.01.2020 Group 'P1' prescribing the pay structure for the employees of HRBC as envisaged u/s 7 of the HRB Act, 1969.

By the order of the Governor,


14/1/2020
Secretary to the
Government of West Bengal

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HRBC SERVICE (REVISION OF PAY AND ALLOWANCE) ORDER, 2019

Annexure- III
Form of option
(see para 5 and 6)

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

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

(a) the date of my next increment w.e.f.

(b) the date of my subsequent increment raising my pay to Rs. _____ in
the existing pay structure w.e.f.

(c) the date of my promotion/upgradation to the post of _____ w.e.f.

Existing Pay Band and Grade Pay _____.

Signature _____

Name _____

Designation _____

Office in which employed _____

Department _____

To be scored out, if not applicable.

UNDERTAKING

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

Date: _____ Signature _____

Place: _____ Name _____

Designation _____

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Annexure-II

HRBC Service(Revision of pay and Allowance) ORDER, 2019

Correspondence between the exiting scales and the revised scales

Exiting Pay Structure(Ropa-2009)				Revised Pay Matrix(Ropa-2019)
Sl No	Existing Pay Band	Pay Band Scale	Existing Grade Pay	Level in Pay Matrix
1	PB-1	Rs-4900-16200	1700	Level -1
2	PB-1	Rs-4900-16200	1800	Level -2
3	PB-2	Rs-5400-25200	1900	Level -3
4	PB-2	Rs-5400-25200	2100	Level -4
5	PB-2	Rs-5400-25200	2300	Level -5
6	PB-2	Rs-5400-25200	2600	Level -6
7	PB-2	Rs-5400-25200	2900	Level -7
8	PB-3	Rs-7100-37600	3200	Level -8
9	PB-3	Rs-7100-37600	3600	Level -9
10	PB-3	Rs-7100-37600	3900	Level -10
11	PB-3	Rs-7100-37600	4100	Level -11
12	PB-4	Rs-9000-40500	4400	Level -12
13	PB-4	Rs-9000-40500	4600	Level -13
14	PB-4	Rs-9000-40500	4700	Level -14
15	PB-4	Rs-9000-40500	4800	Level -15
16	PB-4	Rs-9000-40500	5400	Level -16
17	PB-4	Rs-9000-40500	6600	Level -17
18	PB-4	Rs-9000-40500	7600	Level -18
19	PB-5	Rs-37400-60000	8700	Level -19
20	PB-5	Rs-37400-60000	8900	Level -20

B Roy
14/01/2020

BHOY KUMAR ROY, WBSS
Deputy Secretary
Transport Department
Govt. of West Bengal

HRBC SERVICE (REVISION OF PAY AND ALLOWANCE) ORDER, 2019

Annexure-IV

[see para 7(1)]

Form for fixation of initial pay for the employees of Hooghly River Bridge Commissioners in the revised pay structure under the HRBC Services (Revision of Pay and Allowances) order, 2019

- | | | |
|----|---|---|
| 1 | Name of the Department and Office | : |
| 2 | Name and designation of 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 on the date of option (Band Pay +Grade Pay) | : |
| 6 | Amount arrived at by multiplying basic pay as at sl. no. 5 above by 2.57 rounded off to nearest rupee | : |
| 7 | Applicable Level in the Pay Matrix corresponding to the Pay Band and Grade Pay | : |
| 8 | Applicable Cell in the Level either equal to or next higher of the amount at Sl. no. 6 above | : |
| 9 | Revised Basic Pay (as per sl. no.8) | : |
| 10 | Date of effect | : |
| 11 | Date of next increment | : |

Signature of Head of office/with Designation