

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

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.

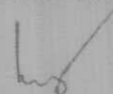
To : The Secretary, H.R.B.C.,
Munsi Premchand Sarani,
Kolkata-700 021

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

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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.

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.

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.

- (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.

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.

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.

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 :

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 (I) 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).

(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.

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.

HRBC Service (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 4250-125-4250-150-5300-175-7050-200-8850	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
W.B.C.S. (Secy)
Joint Secretary
Transport Department
Govt. of West Bengal

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

ROPA-2019 (Pensionary)

TRANSPORT DEPARTMENT
GOVT. OF WEST BENGAL
PARIBAHAN BHAWAN, KOLKATA-700 001

No. 1400-WT/TR/O/11E-01/19

Date: 04.05.2021

M E M O R A N D U M

Subject: Revision of pension / family pension of Pre-01.01.2016 Pensioners / Family Pensioners – Implementation of the Government decision on the recommendations of the Sixth Pay Commission.

The undersigned is directed to state that in pursuance of Government decision on the recommendations of the Sixth Pay Commission, the Governor has been pleased to revise the Pension / Family Pension of Pre-2016 Hooghly River Bridge Commissioners (HRBC) Pensioners / Family Pensioners with effect from 01.01.2020 of all pre-01.01.2016 Pensioners / Family Pensioners in the manner indicated in the succeeding paragraphs.

2. These orders will apply to all Pre-2016 pensioners/family pensioners who were drawing Pension/Family Pension on 31.12.2015 under the HRBC Services (Death-cum-Retirement Benefit) Regulations, 2000.

3. In these orders:

- (a) Existing pensioners or Existing family pensioners means pensioners who were drawing/entitled to pension/family pension on 31.12.2015.
- (b) Existing pensions means the basic pension inclusive of commuted portion, if any, due on 31.12.2015. It covers all classes of Pension under HRBC Services (Death-cum-Retirement Benefit) Regulations, 2000 or any other rules/orders mentioned in para 2 above, as issued by the State Government for the employees of HRBC from time to time.
- (c) Existing family pensions means the basic family pension/ex-gratia family pension/ad-hoc family pension/extraordinary family pension due on 31.12.2015 under the HRBC Services (Death-cum-Retirement Benefit) Regulations, 2000



(A STATUTORY ORGANISATION UNDER TRANSPORT DEPARTMENT)

GOVT. OF WEST BENGAL

MUNSHI PREM CHAND SARANI

(ST. GEORGES GATE ROAD)

KOLKATA - 700 021

Phone No.: 2248-5178/8890/4425/5833/6692/6787/9770/8203, Fax No.: 91,33,2248-7904/7754

Email: hrbc.as60@gmail.com

Sri Tarun Samanta
AD, APPG
22/09/21

No.HRBC/7P-8/2020/

Date: 29.06.2021

From: Jyotishman Chattopadhyay, IAS
Secretary

To: The Additional Director
Pension, Provident Fund and Group Insurance, West Bengal
Purta Bhawan, Salt Lake
Kolkata

Sub: Payment of revised pensionary benefits.

Sir,

You are perhaps aware that pensionary benefits in respect of employees of Hooghly River Bridge Commissioners (HRBC) w.e.f 01.01.2000 are paid at par with the State Government employees out of HRBC fund as per approval of the Cabinet in the meeting held on 26.04.2005 followed by G.O No. 2224-WT/TR/O/11E-40/93pt. dated 06.05.2005 issued by the Transport Department, Govt. of West Bengal after necessary vetting of DCRB Scheme of the HRBC by the Finance Department's U.O No. 742 of Group-P(pay) dated 27.01.2005.

The payment of revised pensionary benefits is to be given (Pension, Family Pension Commutation of Pension, Gratuity and Relief on Pension & Family Pension etc.), consequent upon implementation of Revised Pay Structure under ROPA-2019 to the retired employees, (Pensioners and family pensioners) of HRBC as per Transport Department Memorandum No. 1400-WT/TR/O/11E-01/19 & 1401-WT/TR/O/11E-01/19 dated 04.05.2021 concurrence of the Finance Department, Pension Branch vide their U.O No. 66-F(Pen) dated 10.03.2021, out of HRBC's Fund.

An extract of the said memorandum issued by the Transport Department, Govt. of West Bengal is enclosed for your ready reference.

Under the circumstances, we would request you to kindly arrange for issuances of revised P.P.O for payment of revised pensionary benefits in respect of HRBC employees.

Enclo: As Stated.

Yours Sincerely,

[Signature]
29/6/21
Secretary/HRBC

- 4.2. In the case of pensioners who are in receipt of more than one pension, the overall ceiling of Rs.8500/- will apply to the total of all pensions taken together.
- 4.3. The upper ceiling on pension/family pension laid down in Memo No.453-WT/TR/O/11E-01/19 dated 09.02.2021 has been increased from Rs. 35,000/- and Rs. 21,000/- to Rs.96,250/- and Rs.57,750/- respectively.
- 4.4. The fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than 50% of the minimum of the Pay in the Pay plus the Grade Pay in the revised Pay Structure corresponding to the pre-revised pay scale from which the pensioner had retired.
- 4.5. The quantum of pension/family pension available to the old pensioners/family pensioners shall be increased as follows:

Age of Pensioners	Additional Quantum of Pension
From 80 years to less than 85 years	20% of revised basic pension/family pension.
From 85 years to less than 90 years	30% of revised basic pension/family pension
From 90 years to less than 95 years	40% of revised basic pension/family pension
From 95 years to less than 100 years	50% of revised basic pension/family pension
100 years or more	100% of revised basic pension/family pension

The amount of additional pension will be shown distinctly in the pension payment order.

5. The pensioners/family pensioners who are re-employed/employed are not getting relief on pension in terms of the existing rules/orders. In their cases, the notional relief which would have been admissible to them but for their re-employment/employment will be taken into account for consolidation of their pension in terms of paragraph 4.1 above, as if they were drawing the relief. Their pay on re-employment will be re-fixed with effect from 01.01.2020 with reference to consolidated pension becoming admissible to them. Relief beyond 01.01.2020 will, however, not be admissible to them during the period of re-employment/employment.

- 4.1 The pension/family pension of existing pre-2016 pensioners/family pensioners will be revised notionally by multiplying the exiting basic pension/basic family pension as on 31.12.2015 by 2.57. The amount of revised pension/family pension so arrived at shall be rounded off to next 10(ten) rupees, if the said amount is not a multiple of Rs.10 (ten). However, if the revised basic Pension is below Rs.8500/-, it will be fixed at minimum of Rs. 8500/-.

The amount so arrived at will be regarded as revised pension/family pension with effect from 01.01.2020.

Illustrations:

Existing Basic Pension as on 31.12.2015	Figure arrived at on multiplication by 2.57	Revised Basic Pension after rounding off to next 10(ten) rupees
Rs. 3302	Rs. 8486.14	Rs. 8500(Minimum Pension)
Rs. 3422	Rs. 8794.54	Rs. 8800
Rs. 6432	Rs. 16530.24	Rs. 16540
Rs. 11000	Rs. 28270.00	Rs. 28270

As the revision is based on a simple formula, a Ready Reckoner for the same is not necessary.

As the consolidated Pension of the Pensioner revised in accordance with the above provision, will be inclusive of commuted value of pension, if any, such commuted portion shall be deducted from the pension while making monthly disbursement.

Illustrations:

'A' was entitled to a basic Pension of Rs. 13525/- per month from 01.01.2014(i.e. before 01.01.2016). After commutation of 40% of Pension i.e. Rs.5410/-, his Pension reduced to Rs. 8115/-. He is now drawing Pension of Rs. 8115/- and relief, as admissible, on original basic Pension of Rs. 13525/-.

His revised pension will be $\text{Rs. } 13525/- \times 2.57 = \text{Rs. } 34759.25$ i.e. Rs.34760/- (after rounding off to next ten rupees). As the consolidated Pension is inclusive of commuted portion of pension, the commuted amount of Rs. 5410/- shall be deducted from Rs.34760/- for monthly disbursement of Pension which will be Rs.29350/-(Rs.34760/-minus Rs.5410/-) from 01.01.2020.

TRANSPORT DEPARTMENT
GOVERNMENT OF WEST BENGAL
PARIBAHAN BHAWAN, KOLKATA-700 001

No.1401-WT/TR/O/11E-01/19

Dated: 04.05.2021

MEMORANDUM

Subject: Revision of pension/family pension, gratuity and
Commutation of pension of post 01.01.2016 pensioners.

The undersigned is directed to state that the question of modification of Regulations granting pensionary benefits to the Hooghly River Bridge Commissioners (HRBC) consequent on the revision of pay structure under the HRBC Services (Revision of Pay and Allowance) Orders, 2019 has been approved by the Finance Department vide U.O No. Group P1/2019-2020/0335 dated 02.01.2020 and Transport Department Memorandum No.562-WT/TR/O/11E-03/19 dated 13.01.2020

After careful consideration of the matter, the Governor has been pleased to decide that the pensionary benefits in respect of the HRBC Employees who retire after coming into force of the HRBC Services (Revision of Pay and Allowance) Orders, 2019 and whose pay has been fixed under the said rules actually or in whose favour such revised pay has been allowed notionally shall be determined as follows:

A. Pension

- (i) An employee retiring in accordance with the provisions of Hooghly River Bridge Commissioners (Death-cum-Retirement Benefit) Regulations, 2000 and before completion of minimum qualifying service of ten years shall not be entitled to pension but he shall continue to be entitled to gratuity.
- (ii) Linkage of full pension with 33 years of qualifying service as per Memo no. No.562-WT/TR/O/11E-03/19 dated 13.01.2020 shall be dispensed with. Once an employee has rendered a minimum qualifying service of 20 (twenty) years, pension shall be paid at 50% of the last basic pay drawn. For HRBC employee who at the time of retirement have rendered qualifying service for 10 (ten) years or more but less than 20 (twenty) years, proportionate reduction shall be made while calculating the amount of pension.
This provision, however, shall be applicable to the HRBC employees retiring on or after the date of issue of this memorandum and should not be made applicable in respect of those employees who have retired on or after the 1st day of January, 2016, but before issue of this memorandum.

6. Extraordinary pension sanctioned to the pensioners prior to 01.01.2016 will also be consolidated if any of the pensioners is in receipt of pension on 01.01.2016 by taking together all the units as single unit and thereafter his/her share may be paid in the same proportion as was previously paid.

7. Pension Disbursing Officer i.e. Accounts Officer, HRBC disbursing pension to the HRBC pensioners/family pensioners are hereby authorized to pay pension/family pension, etc. to the existing pensioner/family pensioner at the consolidated rates without any further authorization from the Director, Pension, Provident Fund & Group Insurance, West Bengal.

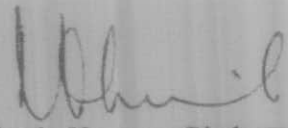
8. A suitable entry regarding the revised consolidated pension shall be made by the Accounts Officer, HRBC in both halves of the Pension Payment Order. An intimation regarding the disbursement of revised pension may be sent by the Accounts Officer, HRBC to the Director, Pension, Provident Fund & Group Insurance, West Bengal, who issued the Pension Payment Order in the form given at Annexure-1 to this memorandum to enable the latter to update the Pension Payment Order Register maintained by them.

9. The consolidated pension / family pension as worked out in accordance with paras 4.1 to 4.4 above shall be treated as final Basic Pensions with effect from 01.01.2020 and shall qualify for grant of relief on pension sanctioned thereafter.

10. Where the Pension is increased due to consolidation, such increased pension will not be considered for further commutation.

11. As per Rule 3 of Hooghly River Bridge Commission Employees' (Death-cum-Retirement) Benefit Regulation, 2000, all the financial liabilities/burden to run the Revised Pension Scheme will be borne by the HRBC from their own resources. No financial liabilities will be devolved on the State Government in this respect.

12. This order is issued with the concurrence of the Finance Department, Pension Branch vide their **U.O. no. 66-F(Pen) dated 10.03.2021.**


(Rajesh Kumar Sinha, IAS)
Secretary to the
Government of West Bengal

(ii) Additional Family Pension

In addition to the Family Pension calculated in para (i) above, the quantum of family pension available to the old Family Pensioners shall be increased as indicated in the following table with effect from 01.01.2020.

Age of Family Pensioners	Additional quantum of family pension
From 80 years to less than 85 years	20% of the basic family pension
From 85 years to less than 90 years	30% of the basic family pension
From 90 years to less than 95 years	40% of the basic family pension
From 95 years to less than 100 years	50% of the basic family pension
100 years or more	100% of the basic family pension

C. Gratuity

In view of revision of pay as per ROPA 2019 notionally from 01.01.2016, Finance Department, Pension Branch considered the enhancement of ceiling of maximum Gratuity from Rs. 6.00 lakh to Rs. 12.00 lakh w.e.f. 01.01.2016 in respect of the employees of HRBC who are covered under the Hooghly River Bridge Commission Employees' (Death-cum-Retirement) Benefit Regulation, 2000.

D. Regulation of the cases of pensioners/family pensioners during the period from 01.01.2016 to 31.12.2019

- (i) HRBC employees who retired during the period from 01.01.2016 to 31.12.2019 are also entitled to have their pensionary benefits revised notionally in terms of the HRBC Services (Revision of Pay and Allowance) Orders, 2019 for the period prior to 01.01.2020. They shall not get any arrears representing the difference between revised pension and existing pension for the period upto 31.12.2019. They shall continue to draw the existing amount of pension which was fixed without taking into account the benefit of notional fixation of pay upto 31.12.2019. They shall get actual payment of revised pensionary benefits, i.e., pension, death/retiring gratuity and family pension arrived at on the basis of emoluments allowed notionally as a special case. In their cases pensionary benefits shall be calculated on the

- (iii) The existing maximum amount of monthly pension of Rs.35,000/- (Rupees Thirty five thousand) only shall be raised to Rs.96250/- (Rupees Ninety Six thousand two hundred fifty) only per month.
- (iv) The existing minimum amount of monthly pension/family pension of Rs.3300/- (Rupees Three thousand three hundred) only shall be raised to Rs.8500/- (Rupees Eight thousand five hundred) only per month.

(v) **Additional Pension**

The quantum of pension available to the old pensioners shall be increased as indicated in the following table with effect from 01.01.2020.

Age of Pensioners	Additional Quantum of Pension
From 80 years to less than 85 years	20% of the basic pension
From 85 years to less than 90 years	30% of the basic pension
From 90 years to less than 95 years	40% of the basic pension
From 90 years to less than 100 years or more	100% of the basic pension

The Pension Sanctioning Authority shall ensure that the date of birth and the age of pensioner is invariably indicated in the Single Comprehensive Form to facilitate the Director, Pension, Provident Fund and Group Insurance, West Bengal to record the same in the Pension Payment Order (**P.P.O**) to be issued in favour of the pensioners for payment of additional pension by the Pension Disbursing Authority as soon as it becomes due. The amount of additional pension will be shown distinctly in the **P.P.O**.

- (vi) In view of the revised provision for computation of pension in para (ii) above, the existing provision of rules for allowing the benefit of adding years of qualifying service for the purpose of computation of pension shall stand withdrawn.

B. Family Pension

- (i) Family pension shall be calculated @ 30% of the basic pay drawn last actually or notionally under HRBC Services (Revision of Pay and Allowance) Orders, 2019. The maximum ceiling of family pension of Rs.21,000/- (Rupees Twenty one thousand) only per month shall be raised to Rs.57,750/- (Rupees Fifty seven thousand seven hundred and fifty) only per month at normal rate. However, the existing provision for calculation of family pension at enhanced rate for a specific period will continue.

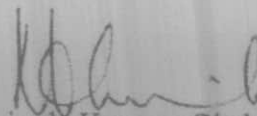
E. Commutation of Pension

- (i) HRBC employee shall continue to be entitled to commute for a lump sum payment upto 40% of his pension.
- (ii) The existing table of commutation value for pension annexed to the HRBC (DCRB) Regulations, 2000 shall be substituted by a new Table at Annexure I.
- (iii) The revised table of commutation value for pension will be used for all commutations of pension which become absolute after the date of issue of this memorandum.
- (iv) In the case of those pensioners, in whose case commutation of pension become absolute on or after the 1st day of January, 2016, but before the issue of this memorandum the pre-revised table of commutation value for pension will be used for Payment of Commutation of Pension based on pre-revised pay/pension. Such pensioners shall have an option to commute the amount of pension that has become additionally commutable on account of retrospective revision of pay/pension on implementation of the recommendations of the Sixth Pay Commission. On exercising such option by the pensioner, the revised table of commutation value of pension will be used for the commutation of the additional amount of pension that has become commutable on account of retrospective revision of pay/pension.
- (v) In all cases where the date of retirement/commutation of pension is on or after the date of issue of this memorandum, the revised table of commutation for pension will be used for commutation of pension.

2. The relevant rules in the HRBC Services (Death-cum-Retirement Benefit) Regulations, 2000 and HRBC Services (Commutation of Pension) Order, 2000 shall be deemed to have been amended to the extent indicated in these orders. Formal amendments to the said Regulations will be made in due course.

3. As per Rule 3 of Hooghly River Bridge Commission Employees' (Death-cum-Retirement) Benefit Regulation, 2000, all the financial liabilities/burden to run the Revised Pension Scheme will be borne by the HRBC from their own resources. No financial liabilities will be devolved on the State Government in this respect.

4. This order is issued with the concurrence of the Finance Department, Pension Branch vide their **U.O. no. 66-F(Pen) dated 10.03.2021.**


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basis of notional pay fixed under HRBC Service (Revision of Pay and Allowance) Orders, 2019 and also on the basis of certificate of notional emoluments (in lieu of Pay Certificate) to be issued by the respective Pension Sanctioning Authority on the date of retirement/death based on initial notional pay, as a special case and in relaxation of normal rules.

- (ii) The Director of Pension, Provident Fund & Gratuity, West Bengal will issue authority for payment of revised pensionary benefits with effect from 01.01.2020 onwards on the basis of certificate of notional emoluments as stated above without insisting of pay certificate. The Pension Sanctioning Authority will prepare pension papers in these cases as usual on the basis of notional emoluments and submit the same to the Director, Pension, Provident Fund & Group Insurance, West Bengal for issue of authority for payment of pensionary benefits at the revised rate as stated.
- (iii) In the cases of the HRBC employees who are already in receipt of pension, the Pension Sanctioning Authority in their cases will send previous pension papers along with Service Book, certificate of notional emoluments, revised calculation sheets showing the calculation of revised pensionary benefits and application, if submitted, for further Commutation of pension. The Director, Pension, Provident Fund & Group Insurance, West Bengal will authorize payment of pensionary benefits at revised rate accordingly to the Pension Disbursing Officer concerned.
- (iv) The amount of gratuity, if any, paid earlier in respect of employees of this category according to the rules prevailing at the material time will be adjusted against the revised gratuity calculated on the basis of notional emoluments now authorized by the Director, Pension, Provident Fund & Group Insurance, W.B. on the basis of this order.
- (v) In the cases of pensioners who are otherwise eligible to have their pay fixed notionally under HRBC Services (Revision of Pay and Allowance) Orders, 2019 and who died on any date before or after being eligible to get actual payment of revised pension and gratuity determined on the basis of notional emoluments, pension/family pension and gratuity in respect of them shall also be determined as stated above and Life-time Arrear of such benefits with effect from 01.01.2016 shall be paid to the nominee(s)/legal heir(s)/family members as usual after adjustment of the amount already paid on this account earlier.