

WEST BENGAL KHADI & VILLAGE INDUSTRIES BOARD
12, B.B.D. BAG, KOLKATA - 700 001

Order No.159

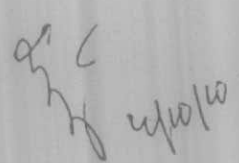
Date: 4th October

In terms of G.O. No.1501/MSET(1)/2K-8-2001 dated 30th September by the Micro and Small Scale Enterprises & Textiles Department, Government of West Bengal the Revision of Pensions/Family Pensions of the Pensioners/Family Pensioners of West Bengal Khadi & Village Industries Board is introduced with notional effect 1st January 2006 and actual effect from 1st April 2008.

The Pension Cell of the Board will take necessary action for drawal of pension/family pension at revised rate at the earliest.

The arrear pensions/family pensions with effect from 1st April 2008 to the date of payment of revised pension will be paid as per terms and conditions as laid down in the above mentioned G.O.

A copy of the G.O. is enclosed for ready reference.


Chief Executive Officer

Memo No. 2091(31)/ESTB(14)/2010-11

Date: 4th October 2010

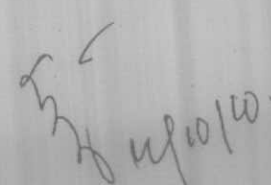
Copy for information to the

1. Hon'ble Chairman of the Board

Copy for information and necessary action to:-

2. Secretary of the Board
3. F.A. & C.A.O. of the Board
4. A.E.O./P.O.(M) of the Board
5. P.E.O. of the Board
6. A.O.(I) of the Board
7. A.O.(II) of the Board
8. C.O.(V.I) of the Board
9. C.O.(Khadi) of the Board
10. District Officer/District Officer In charge
West Bengal Khadi & Village Industries Board
District Office,
11. Centre In Charge, Hand Made Paper Centre, Kalyani/Dashghara
West Bengal Khadi & Village Industries Board

12. Pension Cell
13. Order Book.


Chief Executive Officer

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ES/2/10

GOVERNMENT OF WEST BENGAL
DEPARTMENT OF MICRO AND SMALL SCALE ENTERPRISES & TEXTILE
WRITERS' BUILDINGS,
KOLKATA - 700 001

Memo No. 1501/MSET(I)
2K- 8/2001

Date 30th September 2010

MEMORANDUM

A. Revision of pension/ family pension of Pre-01.01.2006 Pensioners/ Family Pensioners of West Bengal Khadi & Village Industries Board – Implementation of the Government decision on the recommendations of the Fifth Pay Commission.

1. In pursuance of Government's decision on the recommendations of the Fifth Pay Commission, the Pension/ Family Pension of Pre-2006 Pensioners/ Family Pensioners of West Bengal Khadi & Village Industries Board have been revised with effect from 01.04.2008 in respect of all pre-01.01.2006 Pensioners/ Family Pensioners in the manner indicated in the succeeding paragraphs.
2. These orders will apply to all Pre-2006 pensioners / family pensioners who were drawing Pension/ Family Pension of 31.12.2005 under the West Bengal Khadi & Village Industries Board Employees'(Death-cum-Retirement Benefit)Regulations 1982.
3. In these orders-
 - (a) "Existing Pensioners" or "Existing family pensioners" means pensioners who were drawing/entitled to pension/family pension on 31.12.2005.
 - (b) "Existing pension" means the basic pension inclusive of commuted portion, if any, due on 31.12.2005. It covers all cases of Pension under West Bengal Khadi & Village Industries Board Employees'(Death-cum-Retirement Benefit) Regulations1982 .
 - (c) "Existing family pension" means the basic family pension/ ex-gratia family pension/ad-hoc family pension/extra-ordinary family pension due on 31.12.2005 under the West Bengal Khadi & Village Industries Board Employees'(Death-cum-Retirement Benefit) Regulation 1982.
 - (d) "Dearness pension" means dearness relief equal to 50% of the basic pension.

The pension /family pension of existing pre-2006 pensioners /family pensioners will be consolidated with effect from 01.01.2006 by adding together:-

- (a) The existing pension / family pension;
- (b) Dearness Pension, where applicable, @ 50% of basic pension/family pension on notional basis;
- (c) Dearness Relief upto AICPI(IW) average index 536 (base year 1982=100) i.e. @ 24% of basic pension / basic family pension plus Dearness Pension @ 50% of the basic pension/ basic family pension where applicable, on notional basis;
- (d) Fitment weightage @40% of the existing pension/ family pension:

Provided the total amount so arrived at is less than Rs.3,300/-, the same shall be stepped up to Rs.3,300/-

The amount so arrived at will be regarded as consolidated pension/ family pension notionally with effect from 01.01.2006 with actual effect from 01.04.2008.

- 4.2 In the case of pensioners who are in receipt of more than one pension, the overall ceiling of Rs.3,300/- will apply to the total of all pensions taken together.
- 4.3 The upper ceiling on pension/ family pension has been increased to Rs.22,950/- and Rs.13,770/- respectively.
- 4.4 Additional pension to the pensioners/family pension beyond 80 years has been allowed like Govt. Pensioners/ Family pensioners as under:

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
From 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 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 01.04.2008 with reference to consolidated pension becoming admissible to them. Relief beyond 01.04.2008 will, however, not be admissible to them during the period of re-employment / employment.
6. The D.D.O. of West Bengal Khadi & Village Industries Board disbursing pension to the pensioners/family pensioners is hereby authorized to pay pension /family pension etc. to the existing pensioners / family pensioners at the consolidated rates without any further authorization from the Directorate of Pension, Provident Fund, Group-Insurance(DPPG) West Bengal. A table indicating the existing pension/family pension and consolidated pension / family pension is enclosed at Annexure-I with this memorandum for ready reference. This table may be used where the pensioner is in receipt of a single pension only. Where a pensioner is in receipt of more than one pension, consolidation may be done separately in terms of para 4.1 and as indicated in para 4.2, the overall ceiling of Rs.3,300/- may be applied to total pension from all sources taken together.
7. A suitable entry regarding the revised consolidated pension shall be made by the D.D.O.in both halves of the Pension Payment Order.
8. The consolidated pension / family pension as worked out in accordance with para 4.1 to 4.5 above shall be treated as final "Basic Pension" with effect from 01.04.2008 and shall qualify for grant of relief on pension sanctioned thereafter.
9. The arrears of pension in respect of the period from 01.04.2008 to the date of payment of revised Pension/Family Pension shall be paid in 8(eight) installments beginning with monthly pension from the date of payment of revised pension/family pension.
10. Where the Pension is increased due to consolidation, such increased pension will not be considered for further commutation.

REVISED COMMUTATION VALUE FOR A PERSON OF AGE 1000 ANNUUM

Age on next birthday	Commutation value expressed as number of year's purchase	Age on next birthday	Commutation value expressed as number of year's purchase	Age on next birthday	Commutation value expressed as number of year's purchase
20	9.188	41	9.075	62	8.093
21	9.187	42	9.059	63	7.982
22	9.186	43	9.040	64	7.862
23	9.185	44	9.019	65	7.731
24	9.184	45	8.996	66	7.591
25	9.183	46	8.971	67	7.431
26	9.182	47	8.943	68	7.262
27	9.180	48	8.913	69	7.083
28	9.178	49	8.881	70	6.897
29	9.176	50	8.846	71	6.703
30	9.173	51	8.808	72	6.502
31	9.169	52	8.768	73	6.296
32	9.164	53	8.724	74	6.085
33	9.159	54	8.678	75	5.872
34	9.152	55	8.627	76	5.657
35	9.145	56	8.572	77	5.443
36	9.136	57	8.512	78	5.229
37	9.126	58	8.446	79	5.018
38	9.116	59	8.371	80	4.812
39	9.103	60	8.287	81	4.611
40	9.090	61	8.194		

[Basis: LIC(94-96) Ultimate Tables and 8.00% interest]

Consequent upon the revision of pay structure under the West Bengal Khadi & Village Industries Board (Revision of Pay and Allowances) Regulations 2009, the pensionary benefits in respect of the employees of West Bengal Khadi & Village Industries Board who retire after coming into force the West Bengal Khadi & Village Industries Board (ROPA) Regulations 2009 and whose pay has been fixed under the said regulations actually or in whose favour such revised pay has been allowed notionally shall be determined as follows:-

1. Pension

- (i) An employee of the Board retiring in accordance with the provisions of West Bengal Khadi & Village Industries Board Employees' (Death-cum-Retirement Benefits) Regulations 1982 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 shall be dispensed with. Once an employee of the Board has rendered a minimum qualifying service of 20 (twenty) years, pension shall be paid at 50% of the last basic pay drawn. For the Board employees 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 Board employees retiring on or after the date of issue of the memo and should not be made applicable in respect of those employees who have retired on or after the 1st day of January, 2006, but before issue of the above memo.
- (iii) The maximum amount of monthly pension shall be Rs.22,950/- (Rupees Twenty two thousand nine hundred fifty) only per month.
- (iv) The minimum amount of monthly pension/ family pension shall be Rs.3300/- (Rupees three thousand three 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 01.04.2008

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 95 years to less than 100 years	50% of the basic pension
From 100 years or more	100% of the basic pension

The Pension Sanctioning Authority shall ensure that the date of birth and the age of the pensioner is invariably indicated in the Single Comprehensive Form to facilitate DPPG, West Bengal to record the same in 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.

2. Family Pension

- (i) Family pension shall be calculated @ 30% of the basic pay drawn last actually or notionally under West Bengal Khadi & Village Industries Board(Revision of Pay and Allowance)Regulations 2009. The maximum ceiling of family pension shall be Rs. 13,770/- (Rupees twenty one thousand) only per month at normal rate being 30% of Rs.45,900/-. However, the existing provision for calculation of family pension at enhanced rate for a specific period will continue.
- (ii) Additional Family Pension/Family Pension has be^{en} extended like Govt. Pensioners/Family Pensioners as per table under w.e.f. 01.04.2008

Age of Family Pensioner	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

3. Gratuity

The maximum amount of Death/Retiring Gratuity of Rs.1.51 lakh(Rupees One lakh fiftyone thousand)only shall be raised to Rs.4.00 Lakh(Rupees Four Lakhs) only

4. Regulation of the cases of pensioners / family pensioners during the period from 01.01.2006 to 31.03.2008

- (i) The employees of the West Bengal Khadi & Village Industries Board who retired during the period from 01.01.2006 to 31.03.2008 are also entitled to have their pensionary benefits revised notionally in terms of West Bengal Khadi & Village Industries Board(Revision of Pay and Allowances) Regulation 2009 for the period prior to 01.04.2008. They shall not get any arrears representing the difference between revised pension and existing pension for the period upto 31.03.2008. 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 31.03.2008. They shall get actual payment of revised pensionary benefits, i.e. pension, death/ retiring gratuity and family pension arrived at on the basis of emolument allowed notionally as special case. In their cases pensionary benefits shall be calculated on the basis of notional pay fixed under West Bengal Khadi & Village Industries Board(Revision of Pay and Allowance)Regulations 2009 and also on the basis of certificate of notional emoluments (in lieu of Pay Certificate) to be issued by the 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 DPPG, West Bengal will issue authority for payment revised pensionary benefits with effect from 01.04.2008 onwards on the basis of certificate of notional emoluments as stated above without insisting on issuing 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 DPPG, Salt Lake for issue of authority for payment of pensionary benefits at the revised rate as stated.

- (iii) In the cases of Board 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 DPPG, Salt Lake will authorize payment of pensionary benefits at revised rate accordingly to the Pension Disbursing Officer.
- (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.
- (v) In the case of pensioners who are otherwise eligible to have their pay fixed notionally under West Bengal Khadi & Village Industries Board (Revision of Pay and allowance) Regulation 2009 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 01.04.2008 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.

5. Commutation of Pension

- (i) An employee of the Board 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 shall substituted by a new table at Annexure – I.
- (iii) The revised table of commutation value for pension will be used for all commutation of pension which become absolute after the date of issue of the memo.
- (iv) In the case of those pensioners, in whose case commutation of pension become absolute on or after the 1st day of January 2006, but before the issue of the above memo, 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 fifth 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 the memo, the revised table of commutation for pension will be used for commutation of pension.

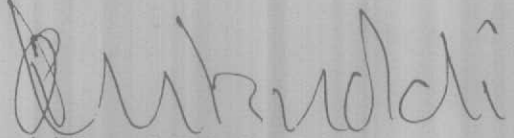
REVISED COMMUTATION VALUE FOR A PENSION OF RETIREE ANNUITY

Age on next birthday	Commutation value expressed as number of year's purchase	Age on next birthday	Commutation value expressed as number of year's purchase	Age on next birthday	Commutation value expressed as number of year's purchase
20	9.188	41	9.075	62	8.093
21	9.187	42	9.059	63	7.982
22	9.186	43	9.040	64	7.862
23	9.185	44	9.019	65	7.731
24	9.184	45	8.996	66	7.591
25	9.183	46	8.971	67	7.431
26	9.182	47	8.943	68	7.262
27	9.180	48	8.913	69	7.083
28	9.178	49	8.881	70	6.897
29	9.176	50	8.846	71	6.703
30	9.173	51	8.808	72	6.502
31	9.169	52	8.768	73	6.296
32	9.164	53	8.724	74	6.085
33	9.159	54	8.678	75	5.872
34	9.152	55	8.627	76	5.657
35	9.145	56	8.572	77	5.443
36	9.136	57	8.512	78	5.229
37	9.126	58	8.446	79	5.018
38	9.116	59	8.371	80	4.812
39	9.103	60	8.287	81	4.611
40	9.090	61	8.194		

[Basis: LIC(94-96) Ultimate Tables and 8.00% interest]

6. The relevant regulations in the West Bengal Khadi & Village Industries Board Employees' (Death-cum-Retirement Benefit) Regulations 1982 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.

This order issues with the concurrence of the Finance Department vide their U.O no.- 363F(Pen) dated -30.09.2010.



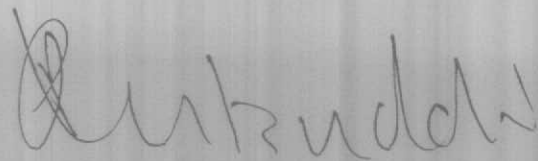
Officer on Special Duty & E.O. Special Secretary
Micro and Small Scale Enterprises & Textiles Department
Government of West Bengal
Writers' Buildings, Kolkata - 700 001

No.1501/MSET(1)
2K- 08/2001

Date 30.09.2010

Copy forwarded for information and necessary action to:

- 1) The Pr.A.G.(A&E), West Bengal
- 2) The Pay & Accounts Officer-1, Kolkata Pay & Accounts Office
- 3) The Chief Executive Officer, W.B.Khadi & V.I.Board
- 4) The Chairman, W.B.Khadi & V.I.Board
- 5) The Director of Pension, P.F.& G.I., W.B.Purta Bhavan, 2nd Floor
- 6) P.A. to Principal Secretary, Micro and Small Scale Enterprises & Textiles Department
- 7) Finance Department, Pension Branch.
- 8) Guard File



Officer on Special Duty & E.O. Special Secretary
Micro and Small Scale Enterprises & Textiles Department
Government of West Bengal
Writers' Buildings, Kolkata - 700 001



Government of West Bengal
Micro, Small & Medium Enterprises and Textiles Department
Shilpa Sadan(7th & 8th floor),4,Abanindranath Sarani(Camac St.)
Kolkata-700016

No. 1120 - MSMET-28011/78/2020

Dated: 09.07.2020

REGULATION

In Government of West Bengal, Finance Department Resolution 8071-F(P) dated 27th November, 2015 a Pay Commission was constituted to examine the present structure of pay and conditions of service of the employees of West Bengal Khadi & Village Industries Board after taking into account the prevailing pay structure under the Central Government, Public Sector Undertakings, other State Governments etc., and to furnish recommendations for changes which may be desirable and feasible. The Pay Commission has since submitted its report.

After due consideration of the recommendations of the Pay Commission, the Governor has been pleased to decide that the structure of pay and other conditions of service in respect of the employees of West Bengal Khadi & Village Industries Board will be as set out in the following paragraphs:-

I. REVISED PAY STRUCTURE:-

- i) These Regulations may be called West Bengal Khadi & Village Industries Board (Revision of Pay & Allowances) Regulation, 2020.
- ii) The revised pay structure under these regulation shall be deemed to have come into force notionally on the 1st day of January, 2016 with actual effect from 1st day of January, 2020.
- iii) In line with the recommendation of the Pay commission, the revised pay structure of the employees of West Bengal Khadi & Village Industries Board in respect of various categories of posts is shown in the Annexure I.[read with Annexure-II]

II. EXERCISE OF OPTION TO COME UNDER THE REVISED PAY STRUCTURE:-

An employee of West Bengal Khadi & Village Industries Board may elect to come under the revised pay structure either from 01.01.2016 or from the date of next or any subsequent increment or from the date of promotion/upgradation which took place till 25.09.2019 provided that the employee who joined service on or after 01.01.2016 will have no option to come under revised pay structure and he/she shall draw pay in the revised pay structure at the initial Cell of the applicable Level of the Pay Matrix from the date of his joining.

- (1) Option under these Regulations shall be exercised in writing in the prescribed form within 3(three) months from the date of issue of these Regulations.
- (2) The option shall be submitted by the Board employee to the Head of Office, that is, Chief Executive Officer.

WEST BENGAL KHADI & VILLAGE INDUSTRIES BOARD
12, B.B.D.BAG, KOLKATA – 700 001

Order No. 110

Date: 9th June, 2020

In terms of G.O.no. 1120-MSMET-28011/78/2020 dated 09.06.2020 by Principal Secretary, Micro, Small and Medium Enterprise & Textile Department, Government of West Bengal, the revision of pay and allowances of the employees of the West Bengal Khadi & Village Industries Board is going to be introduced with notional effect from 1st January, 2016 and actual effect from 1st January, 2020.

The employees of the West Bengal Khadi & Village Industries Board who are in service on or after 1st January, 2016 are requested to exercise their option in the enclosed prescribed proforma within 90 (Ninety) days from the date of issue of this Order.

Chief Executive Officer

Memo.No.934(10)/ESTB/ADMN/14/16-17

Date: 9th June, 2020

Copy for information and necessary action to:-

1. Secretary of the Board.
2. F.A. & C.A.O. of the Board
3. Planning Cum Evaluation Officer
4. Project Officer(Marketing)
5. Additional Executive Officer
6. Accounts Officer
7. I/C, Chief Organizer(V.I.)
8. I/C, Chief Organizer(Khadi)
9. District Officer, West Bengal Khadi & Village Industries Board, All District Office
- with instruction to collect 'option' from the staff under his control including Centres/Gramins etc in the enclosed prescribed form and forward the same to the Head Office of the Board with counter signature.
10. Order Book

Encl: As stated

Chief Executive Officer

that period and is eligible to move to 2nd higher Level on completion of total 20 years of service provided he has not got more than one promotion/movement during that time. Fixation of pay in such cases shall be as per the procedure detailed in para 2(IV) above except the interim pay fixation benefit as mentioned in clause (b) therein when the employee opts to get his pay fixed from the date of increment.

- b) If an employee has got promotion to a post in the 2nd higher Level or above within 10 years of service he/she will not be eligible to move to any further higher Level on completion of 20 years of service except pay fixation benefit of one increment in the same Level keeping the date of increment unchanged.
- c) If an employee, after getting 1st higher Level or 2nd higher Level from that date under career advancement scheme, gets promotion to a post in the same or lower level, he/she will get pay fixation benefit of one increment from the date of such promotion in the existing Level keeping the date of increment unchanged.

VI. INCREMENT IN THE 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 downwards in that Level.

VII. DATE OF ANNUAL INCREMENT:-

In respect of all employees of West Bengal Khadi & Village Industries Board, there shall be a uniform date of annual increment as existing now and such date of annual increment shall be 1st day of July of every year. An employee completing six months or more service in the revised pay structure as on 1st day of July, shall be eligible to be granted increment.

VIII. HOUSE RENT ALLOWANCE:-

Employees of West Bengal Khadi & Village Industries Board shall be allowed House Rent Allowance @ 12% of revised basic pay subject to a maximum of Rs. 12000/- p.m. with effect from 1st January, 2020, and also subject to other terms and conditions as applicable to the State Government employees. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs.12,000/- p.m. For the purpose of drawal of House Rent Allowance the basic pay in the revised pay structure does not include any other type of pay.

IX. MEDICAL ALLOWANCE

(1) The existing rate of Medical Allowance will be revised to Rs. 500/- per month in respect of Board employees and pensioners with effect from 1st January, 2020 provided that they are not covered under any Health Scheme sponsored by Govt..

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

Note- An employee is not eligible to exercise option to come under the revised pay structure from a date beyond 25.09.2019 or from the date of any increment that fell due after any promotion that took place during 01.01.2016 to 25.09.2019

III. FIXATION OF INITIAL PAY IN THE REVISED PAY STRUCTURE:-

The initial pay of an employee who elects or deemed to have elected to be governed by the revised pay structure on and from 1st day of January, 2016 in the applicable level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay (Band Pay + Grade 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.

Note- The term 'applicable level' means the level corresponding to the existing Pay Band and Grade Pay.

IV. FIXATION OF PAY ON PROMOTION:

For fixation of pay on promotion, an employee may have option to get his pay fixed either from the date of promotion straightway or from the date of next increment.

a) In case the employee opts to get his/her pay fixed from the date of promotion, he/she shall be allowed on increment in the Level from which he/she is promoted and the figure so arrived at shall be placed at a Cell equal to that figure in the applicable Level of the promotion post and if no such Cell is available in the Level to which he/she is promoted, his/her pay shall be fixed at the next higher Cell in that Level and his/her next increment will fall due on the 1st July on completion of at least 6 months from the date of such promotion.

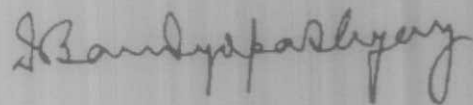
b) In case the employee opts to get his/her pay fixed from the date of next increment then on the date of promotion his/her pay shall initially be fitted in the applicable Level of the promotion post at the same Cell as that of his/her existing pay and in the absence of such cell, it shall be fitted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

V. FIXATION OF PAY RELATING TO CAREER ADVANCEMENT SCHEME:

- a) An employee is eligible to move to 1st higher Level in relation to the Level of the first appointment post on completion of 10 years service without having any promotion during

PAY MATRIX UNDER ROPA 2019 FOR WEST BENGAL KHADI & VILLAGE INDUSTRIES BOARD

Band	PB 1 4900 - 16200		PB 2 5400 - 25200					PB 3 7100 - 37600			
Grade Pay	1700	1800	1900	2100	2300	2600	2900	3200	3600	3900	4100
Old Entry Pay	6600	6830	7300	7680	8160	8840	9600	10300	11040	12270	12750
Level	1	2	3	4	5	6	7	8	9	10	11
1	17000	17600	18800	19700	21000	22700	24700	27000	28900	32100	33400
1	17500	18100	19400	20300	21600	23400	25400	27800	29800	33100	34400
3	18000	18600	20000	20900	22200	24100	26200	28600	30700	34100	35400
4	18500	19200	20600	21500	22900	24800	27000	29500	31600	35100	36500
5	19100	19800	21200	22100	23600	25500	27800	30400	32500	36200	37600
6	19700	20400	21800	22800	24300	26300	28600	31300	33500	37300	38700
7	20300	21000	22500	23500	25000	27100	29500	32200	34500	38400	39900
8	20900	21600	23200	24200	25800	27900	30400	33200	35500	39600	41100
9	21500	22200	23900	24900	26600	28700	31300	34200	36600	40800	42300
10	22100	22900	24600	25600	27400	29600	32200	35200	37700	42000	43600
11	22800	23600	25300	26400	28200	30500	33200	36300	38800	43300	44900
12	23500	24300	26100	27200	29000	31400	34200	37400	40000	44600	46200
13	24200	25000	26900	28000	29900	32300	35200	38500	41200	45900	47600
14	24900	25800	27700	28800	30800	33300	36300	39700	42400	47300	49000
15	25600	26600	28500	29700	31700	34300	37400	40900	43700	48700	50500
16	26400	27400	29400	30600	32700	35300	38500	42100	45000	50200	52000
17	27200	28200	30300	31500	33700	36400	39700	43400	46400	51700	53600
18	28000	29000	31200	32400	34700	37500	40900	44700	47800	53300	55200
19	28800	29900	32100	33400	35700	38600	42100	46000	49200	54900	56900
20	29700	30800	33100	34400	36800	39800	43400	47400	50700	56500	58600
21	30600	31700	34100	35400	37900	41000	44700	48800	52200	58200	60400
22	31500	32700	35100	36500	39000	42200	46000	50300	53800	59900	62200
23	32400	33700	36200	37600	40200	43500	47400	51800	55400	61700	64100
24	33400	34700	37300	38700	41400	44800	48800	53400	57100	63600	66000
25	34400	35700	38400	39900	42600	46100	50300	55000	58800	65500	68000
26	35400	36800	39600	41100	43900	47500	51800	56700	60600	67500	70000
27	36500	37900	40800	42300	45200	48900	53400	58400	62400	69500	72100
28	37600	39000	42000	43600	46600	50400	55000	60200	64300	71600	74300
29	38700	40200	43300	44900	48000	51900	56700	62000	66200	73700	76500
30	39900	41400	44600	46200	49400	53500	58400	63900	68200	75900	78800
31	41100	42600	45900	47600	50900	55100	60200	65800	70200	78200	81200
32	42300	43900	47300	49000	52400	56800	62000	67800	72300	80500	83600
33	43600	45200	48700	50500	54000	58500	63900	69800	74500	82900	86100



D. BANDYOPADHYAY, WBCS (Em.)

Joint Secretary
Micro, Small & Medium Enterprises
and Textiles Department
Government of West Bengal

X. RETIREMENT BENEFITS:

The pensionary benefits including family pension if any will be same as existing now. For these employees the ceiling of gratuity shall be raised to Rs.7,24,800/- w.e.f 01.01.2016.

In case there exists pension at par with Govt. employees, the relevant proposal for revision of pensionary benefits (except Gratuity) may be referred to Pension Branch of the Finance Department for decision.

XI. BENEFITS OF LEAVE ENCASHMENT:-

Existing benefit of encashment of leave shall continue. The benefit of leave encashment in the revised pay structure will be admissible to those who will retire on or after 01.01.2020.

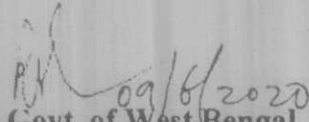
XII. DRAWAL OF PAY, ALLOWANCES AND PENSION IN THE REVISED PAY STRUCTURE:-

The employees will draw revised pay, allowances and pensionary benefit w.e.f. 1st day of January, 2020.

XIII. INSTRUCTIONS:-

- a) For any clarification and any matter with regard to the fixation of pay etc or any other matter relating to the implementation of these Regulations and which are not clarified under these Regulation, the matter shall be referred to the Government for clarification. Dispute if any, regarding interpretation of these Regulations shall also be referred to the Government for decision.
- b) No steps should be taken suo-moto the end of West Bengal Khadi & Village Industries Board beyond the provisions of the relevant Act.
- c) No financial change in the matter of scale of pay, benefit of CAS etc shall be made without concurrence of both the Administrative Department and the Finance Department.

This order is issued with concurrence of the Finance Department vide their U.O. No.-Group P1/2020-2021/0028 dated 19.05.2020.


Principal Secretary to Govt. of West Bengal

West Bengal Khadi & Village Industries Board
12, B.B.D.Bag, Kolkata - 700 001

SL No.	Name of the Post	Existing Pay Band	Pay Band Scale	Existing Grade Pay	Level in Pay Matrix
GROUP - A					
1	Chief Executive Officer	Pay of the deputationist			
2	Secretary	Pay of the deputationist			
3	Financial Advisor & Chief Accounts Officer	Pay of the deputationist			
4	Additional Executive Officer	PB-4	9000-40500	5400	Level-16
5	Planning-cum-Evaluation Officer	PB-4	9000-40500	5400	Level-16
6	Project Officer(Marketing)	PB-4	9000-40500	5400	Level-16
7	Project Officer(R &T)	PB-4	9000-40500	5400	Level-16
8	District Officer	PB-4	9000-40500	5400	Level-16
9	Chief Organizer (V.I.)	PB-4	9000-40500	4600	Level-13
10	Chief Organizer (Khadi)	PB-4	9000-40500	4600	Level-13
11	Accounts Officer	PB-4	9000-40500	4600	Level-13
12	Finance Officer	PB-4	9000-40500	4600	Level-13
13	Development Officer	PB-4	9000-40500	4400	Level-12
14	Asst.Accounts Officer	PB-4	9000-40500	4400	Level-12
GROUP -B					
15	Office Superintendent	PB-3	7100-37600	3900	Level-10
16	Inspector Organizer	PB-3	7100-37600	3900	Level-10
17	Investigator	PB-3	7100-37600	3900	Level-10
18	Marketing Officer(PG)	PB-3	7100-37600	3900	Level-10
19	Circle Inspector	PB-3	7100-37600	3900	Level-10
20	Typist Supervisory Grade	PB-3	7100-37600	3900	Level-10
21	Upper Division Assistant	PB-3	7100-37600	3600	Level - 9
22	Auditor	PB-3	7100-37600	3600	Level - 9
23	Headclerk-cum-Accountant	PB-3	7100-37600	3600	Level - 9
24	Computer	PB-3	7100-37600	3600	Level - 9
25	Publicity Organizer	PB-3	7100-37600	3600	Level - 9
26	Accountant	PB-3	7100-37600	3600	Level - 9
27	Cashier	PB-3	7100-37600	3600	Level - 9
28	Inspector Marketing	PB-3	7100-37600	3600	Level - 9
29	Inspector Palmgur	PB-3	7100-37600	3600	Level - 9
30	Inspector Canegur	PB-3	7100-37600	3600	Level - 9
31	Storekeeper-cum-Nazir	PB-3	7100-37600	3600	Level - 9
32	Progress Assistant(Khadi)	PB-3	7100-37600	3600	Level - 9
33	Stenographer	PB-3	7100-37600	3600	Level - 9
34	Typist Grade- 1	PB-3	7100-37600	3600	Level - 9
35	Development Asst.(Khadi)	PB-3	7100-37600	3600	Level - 9
36	Instructor Incharge	PB-3	7100-37600	3600	Level - 9
37	Manager(HMP)	PB-3	7100-37600	3600	Level - 9
38	Demonstrator(Palm Gur)	PB-3	7100-37600	3600	Level - 9

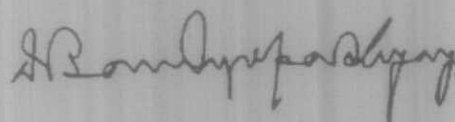
D. Bandyopadhyay

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D. BANDYOPADHYAY, WBCS (Rev.)
Joint Secretary
Micro, Small & Medium Enterprises
and Textiles Department
Government of West Bengal

AY MATRIX UNDER ROPA 2019 FOR WEST BENGAL KHADI & VILLAGE INDUSTRIES BOARD

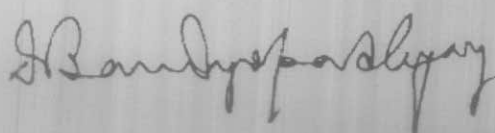
PB 4						
9000 - 40500						
4400	4600	4700	4800	5400	6600	7600
13400	13900	14930	15960	20280	25200	29920
12	13	14	15	16	17	18
35800	37100	39900	42600	54100	67300	79900
36900	38200	41100	43900	55700	69300	82300
38000	39300	42300	45200	57400	71400	84800
39100	40500	43600	46600	59100	73500	87300
40300	41700	44900	48000	60900	75700	89900
41500	43000	46200	49400	62700	78000	92600
42700	44300	47600	50900	64600	80300	95400
44000	45600	49000	52400	66500	82700	98300
45300	47000	50500	54000	68500	85200	101200
46700	48400	52000	55600	70600	87800	104200
48100	49900	53600	57300	72700	90400	107300
49500	51400	55200	59000	74900	93100	110500
51000	52900	56900	60800	77100	95900	113800
52500	54500	58600	62600	79400	98800	117200
54100	56100	60400	64500	81800	101800	120700
55700	57800	62200	66400	84300	104900	124300
57400	59500	64100	68400	86800	108000	128000
59100	61300	66000	70500	89400	111200	131800
60900	63100	68000	72600	92100	114500	135800
62700	65000	70000	74800	94900	117900	139900
64600	67000	72100	77000	97700	121400	144100
66500	69000	74300	79300	100600	125000	148400
68500	71100	76500	81700	103600	128800	152900
70600	73200	78800	84200	106700	132700	
72700	75400	81200	86700	109900	136700	
74900	77700	83600	89300	113200	140800	
77100	80000	86100	92000	116600	145000	
79400	82400	88700	94800	120100	149400	
81800	84900	91400	97600	123700	153900	
84300	87400	94100	100500	127400	158500	
86800	90000	96900	103500	131200	163300	
89400	92700	99800	106600	135100	168200	
92100	95500	102800	109800	139200	173200	



D. BANDYOPADHYAY, WBCS (Em.)
 Joint Secretary
 Micro, Small & Medium Enterprises
 and Textiles Department
 Government of West Bengal

West Bengal Khadi & Village Industries Board
12, B.B.D.Bag, Kolkata - 700 001

SL No.	Name of the Post	Existing Pay Band	Pay Band Scale	Existing Grade Pay	Level in Pay Matrix
GROUP - C					
80	Muharrier Gr-II	PB-2	5400-25200	2300	Level-5
81	Mechanic-(Gur Khandsari)	PB-2	5400-25200	2300	Level-5
82	Duplicating Machine Operator	PB-2	5400-25200	2100	Level-4
83	A'Category Skilled Labourer	PB-2	5400-25200	2100	Level-4
84	B'Category Skilled Labourer	PB-2	5400-25200	1900	Level-3
85	Ghani Mistry(V.Oil)	PB-2	5400-25200	1900	Level-3
86	Record Supplier	PB-2	5400-25200	1900	Level-3
GROUP - D					
87	C'Category Skilled Labourer	PB-1	4900-16200	1800	Level- 2
88	Workman Labourer(HMP)	PB-1	4900-16200	1800	Level- 2
89	Laboratory Helper(HMP)	PB-1	4900-16200	1800	Level- 2
90	Guide Palmgur	PB-1	4900-16200	1800	Level- 2
91	GuideCanegur	PB-1	4900-16200	1800	Level- 2
92	Master Potter	PB-1	4900-16200	1800	Level- 2
93	Daftary	PB-1	4900-16200	1800	Level- 2
94	Workman Labourer(HMP)	PB-1	4900-16200	1800	Level- 2
95	Finisher	PB-1	4900-16200	1800	Level- 2
96	Liftman	PB-1	4900-16200	1700	Level -1
97	Sweeper	PB-1	4900-16200	1700	Level -1
98	Mali	PB-1	4900-16200	1700	Level -1
99	Packer	PB-1	4900-16200	1700	Level -1
100	Peon/Orderly Peon	PB-1	4900-16200	1700	Level -1
101	Durwan/Durwan-cum-Nightguard	PB-1	4900-16200	1700	Level -1



D. BANDYOPADHYAY, WBCS (Est.)
Joint Secretary
Micro, Small & Medium Enterprises
and Textiles Department
Government of West Bengal

SL No.	Name of the Post	Existing Pay Band	Pay Band Scale	Existing Grade Pay	Level in Pay Matrix
GROUP - C					
39	Lower Division Assistant	PB-2	5400-25200	2600	Level-6
40	Accounts Clerk	PB-2	5400-25200	2600	Level-6
41	Clerk-cum-Typist	PB-2	5400-25200	2600	Level-6
42	Clerk Typist	PB-2	5400-25200	2600	Level-6
43	Typist	PB-2	5400-25200	2600	Level-6
44	Cashier-cum-Storekeeper	PB-2	5400-25200	2600	Level-6
45	Supervisor(HPRI)	PB-2	5400-25200	2600	Level-6
46	Marketing Assistant	PB-2	5400-25200	2600	Level-6
47	Clerk-cum-Storekeeper	PB-2	5400-25200	2600	Level-6
48	Driver	PB-2	5400-25200	2600	Level-6
49	Exhibition Assistant	PB-2	5400-25200	2600	Level-6
50	Supervisor(Saranjam karjalay)	PB-2	5400-25200	2600	Level-6
51	Mistry Foreman(S.K.)	PB-2	5400-25200	2600	Level-6
52	Mistry-Ambar(S.K.)	PB-2	5400-25200	2600	Level-6
53	Technical Asst.(S.K)	PB-2	5400-25200	2600	Level-6
54	Supervisor(HMP)	PB-2	5400-25200	2600	Level-6
55	Diesel Engine Driver(HMP)	PB-2	5400-25200	2600	Level-6
56	A'Grade Supervisor	PB-2	5400-25200	2600	Level-6
57	Inspector (V.Oil)	PB-2	5400-25200	2600	Level-6
58	Supervisor(Polyvastra)	PB-2	5400-25200	2600	Level-6
59	Supervisor(Hobbyloom)	PB-2	5400-25200	2600	Level-6
60	Trainer(HobbyloomTCPC)	PB-2	5400-25200	2600	Level-6
61	Supervisor(Pottery)	PB-2	5400-25200	2600	Level-6
62	Junior Vatman(HMP)	PB-2	5400-25200	2600	Level-6
63	Coucher(HMP)	PB-2	5400-25200	2600	Level-6
64	Beaterman(HMP)	PB-2	5400-25200	2600	Level-6
65	Skilled Operator(HMP)	PB-2	5400-25200	2600	Level-6
66	Asst.Instructor(Cane&Bamboo)	PB-2	5400-25200	2600	Level-6
67	Area Inspector(Khadi)	PB-2	5400-25200	2600	Level-6
68	Muharrier Gr-1	PB-2	5400-25200	2600	Level-6
69	Asst.Inspector((PG)	PB-2	5400-25200	2600	Level-6
70	Master Artisan(PG)	PB-2	5400-25200	2600	Level-6
71	Master Tapper(PG)	PB-2	5400-25200	2600	Level-6
72	Demonstrator(PG)	PB-2	5400-25200	2600	Level-6
73	Skilled Artisan(PG)	PB-2	5400-25200	2600	Level-6
74	Technical Asst.(PG)	PB-2	5400-25200	2600	Level-6
75	Asst.Instructor(PG)	PB-2	5400-25200	2600	Level-6
76	Asst.Inspector(GurKhandsari)	PB-2	5400-25200	2600	Level-6
77	Demonstrator(CG)	PB-2	5400-25200	2600	Level-6
78	Instructor(Pottery)	PB-2	5400-25200	2600	Level-6
79	Supervisor(Technical)	PB-2	5400-25200	2600	Level-6

D. Bandyopadhyay

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D. BANDYOPADHYAY, MSc (Econ.)
Joint Secretary
Micro, Small & Medium Enterprises

TOTAL

West Bengal Khadi & Village Industries Board
Vacancy position in Group D

Annexure II (contd) as on 01.01.2019

SL No.	Name of the Post	Existing Pay Band	Pay Band Scale	Existing Grade Pay	Level in Pay Matrix
1	GROUP - D				
2					
3	C'Category Skilled Labourer	PB-1	4900-16200	1800	Level- 2
4	Workman Labourer(HMP)	PB-1	4900-16200	1800	Level- 2
5	Laboratory Helper(HMP)	PB-1	4900-16200	1800	Level- 2
6	Guide Palmgur	PB-1	4900-16200	1800	Level- 2
7	GuideCanegur	PB-1	4900-16200	1800	Level- 2
8	Master Potter	PB-1	4900-16200	1800	Level- 2
9	Daftary	PB-1	4900-16200	1800	Level- 2
10	Workman Labourer(HMP)	PB-1	4900-16200	1800	Level- 2
11	Finisher	PB-1	4900-16200	1800	Level- 2
12	Liftman	PB-1	4900-16200	1700	Level -1
13	Sweeper	PB-1	4900-16200	1700	Level -1
14	Mali	PB-1	4900-16200	1700	Level -1
15	Packer	PB-1	4900-16200	1700	Level -1
16	Peon/Orderly Peon	PB-1	4900-16200	1700	Level -1
17	Durwan/Durwan-cum-Nightguard	PB-1	4900-16200	1700	Level -1
	TOTAL			0	0

D. Bandyopadhyay

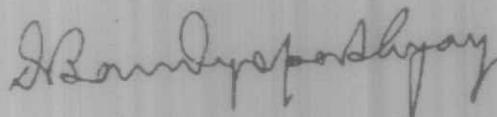
D. BANDYOPADHYAY, WBCS (Ea.)
Joint Secretary
Micro, Small & Medium Enterprises
and Textiles Department
Government of West Bengal

TOTAL

West Bengal Khadi & Village Industries Board
Vacancy position in Group D

Annexure II (contd) as on 01.01.2019

SL No.	Name of the Post	Existing Pay Band	Pay Band Scale	Existing Grade Pay	Level in Pay M Matrix
1	GROUP - D				
2					
3	C'Category Skilled Labourer	PB-1	4900-16200	1800	Level- 2
4	Workman Labourer(HMP)	PB-1	4900-16200	1800	Level- 2
5	Laboratory Helper(HMP)	PB-1	4900-16200	1800	Level- 2
6	Guide Palmgur	PB-1	4900-16200	1800	Level- 2
7	GuideCanegur	PB-1	4900-16200	1800	Level- 2
8	Master Potter	PB-1	4900-16200	1800	Level- 2
9	Daftary	PB-1	4900-16200	1800	Level- 2
10	Workman Labourer(HMP)	PB-1	4900-16200	1800	Level- 2
11	Finisher	PB-1	4900-16200	1800	Level- 2
12	Liftman	PB-1	4900-16200	1700	Level -1
13	Sweeper	PB-1	4900-16200	1700	Level -1
14	Mali	PB-1	4900-16200	1700	Level -1
15	Packer	PB-1	4900-16200	1700	Level -1
16	Peon/Orderly Peon	PB-1	4900-16200	1700	Level -1
17	Durwan/Durwan-cum-Nightguard	PB-1	4900-16200	1700	Level -1
	TOTAL			0	0



D. BANDYOPADHYAY, WICS (2nd)
Joint Secretary
Micro, Small & Medium Enterprises
and Textiles Department
Government of West Bengal