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R-2019

Government of West Bengal
DEPARTMENT OF INFORMATION & CULTURAL AFFAIRS
Nabanna, Howrah-711102

No. 3140-ICA(N)

Dated, Howrah, the 11th August 2021

MEMORANDUM

Government in the Department of Finance has introduced new pay structure as envisaged in WBS (ROPA) Rules, 2019 promulgated under notification no. 5562-F Dtd.2609.2019 for the State Government employees on the basis of recommendation of 6th Pay Commission constituted vide resolution no.8070-F(P) Dtd.27.11.2015 of Finance Department.

The matter of awarding the benefit of new pay structure in terms of WBS (ROPA) Rules, 2019 to the whole-time permanent employees of Calcutta University Institute Auditorium (CUIA), an autonomous body, under the administrative control of Information & Cultural Affairs Department has been under active consideration of this Department for sometime past.

Now after careful consideration of the matter, it has been decided by the Governor to allow the benefit of new pay structure in terms of WBS (ROPA) Rules, 2019 to the whole-time permanent employees only of Calcutta University Institute Auditorium under this Department subject to following provisions :

1. The revised pay structure as allowed under this memorandum shall be deemed to have come into force on the 1st day of January 2016 notionally with actual effect from 1st day of January 2020.
2. 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.

Other proviso and explanation as mentioned in rule 5 of WBS (ROPA) Rules, 2019 will also be applicable in respect of the employee of CUIA.

3. From the 1st day of January 2016, 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 in Annexure-1 appended herewith.

4. The option under the proviso to para 2 above shall be exercised in writing in the form appended to Annexure-III so as to reach the Member-Secretary, Calcutta University Institute Auditorium within one (1) month of the date of issue of this memorandum. ie 11.09.2021

An employee may come under the revised pay structure w.e.f. 01.01.2016 or the date of the next increment w.e.f. 01.07.2016 or the date of any subsequent increment or the date of availability of CAS benefit (date of fixation of pay due to CAS) within 25.09.2019 provided that he is not eligible to exercise option from the date of increment which fell due after the date of fixation of pay on account of CAS.

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(2)

Other proviso and explanation as mentioned in rule 6 of WBS (ROPA) Rules, 2019 shall also be applicable in respect of the employee of CUIA regarding exercise of option to come under new pay structure.

5. The initial pay of an employee who elects, or is deemed to have elected under para 4 above to be governed by the revised pay structure on and from the 1st day January 2016 shall be fixed in the following manner :

(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, as per Annexure IV appended with this memorandum.

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

Other proviso and explanation as mentioned in rule 6 of WBS (ROPA) Rules, 2019 shall also be applicable in respect of the employee of CUIA regarding exercise of option to come under new pay structure.

The illustration given under rule 7 of WBS (ROPA) Rules, 2019 may be followed in this respect.

6. 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 Annexure – II appended herewith.

Other proviso and explanation as mentioned in rule 8 of WBS (ROPA) Rules, 2019 shall also be applicable in respect of the employee of CUIA.

7. 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.

The illustration given under rule 9 of WBS (ROPA) Rules, 2019 may be followed in this respect.

8. 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.

In the case of an employee completing 6 (Six) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted increment.

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(3)

9. 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 :

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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.

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.
- (c) In case of non-functional movement like CAS, no interim pay fixation shall be allowed as stated in sub-para (b) above.

The illustration given under rule 11 of WBS (ROPA) Rules, 2019 may be followed in this respect.

10. No arrears of pay to which an employee of CUIA 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 him.

HRA
11. 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 employee and spouse together shall also be raised to Rs. 12,000/- per month.

All other provisions regarding drawal of H.R.A. as applicable to whole time State Government employees shall also be applicable to the employees of Calcutta University Institute Auditorium.

Medical
13. The employees of Calcutta University Institute Auditorium will draw Medical Allowance @ Rs. 500/- per month w.e.f. 01.01.2020 provided that they are not covered by any medical facility sponsored by Government including ESI (MB).

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Guaranty for ROPA-2019?

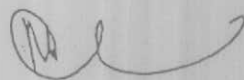
(4)

All other orders, corrigendum, addendum and clarifications issued by the Finance Department regarding implementation of new pay structure in respect of State Government employees shall also apply mutatis – mutandis in case of award of benefit to the whole-time permanent employees of CUIA on the basis of this memorandum.

In case of any clarification is required or any difficulty / hardship is found during implementation of revised pay structure in terms of this order, the same may be referred to this Department to resolve the issue.

This order is issued with the concurrence of the Finance Department vide their U.O. No. Group-P/2020-2021/0146 dated 22.07.2020.

All concerned are being informed accordingly.



Special Secretary to
Govt. of West Bengal

No.3140/1(8)-ICA(N)

Dated, Howrah, the 11th August 2021

Copy forwarded for kind information and necessary action to :

1. The Pr. Accountant General (A&E), West Bengal, Treasury Building, Kolkata-1
2. The Pr. Accountant General (Audit-II), West Bengal, Treasury Building, Kolkata-1
3. The Secretary (HoD), I & C.A. Deptt.
4. The Director of Pension, Provident Fund and Group Insurance, Purta Bhavan, 2nd Floor, Salt Lake, Kolkata – 700091
5. The OSD & ex-officio Additional Secretary, I & C.A. Deptt.
6. The Financial Adviser, I&CA Deptt
7. The Member-Secretary, Calcutta University Institute Auditorium
8. The Budget Cell of this Department



Special Secretary to
Govt. of West Bengal