

Post Creation (Dafadars & Chowkidar) (5)

Absorption of Dafadars
Chowkidar



Department Of Panchayat & Rural Development



No. 1113-Panch/2E-47/92

Dated :

28.4.94

From : The Secretary to the Govt. of West Bengal Deptt. of Panchayats

To : The Director of Panchayats West Bengal

Sub : Creation of posts of Gram Panchayat Karmee under the Gram Panchayats and regularization of the services of the Dafadars and Chowkidars in these posts.

'The question of regularization of the services of Dafadars and Chowkidars of Gram Panchayats as full-time employees of Gram Panchayats by way of absorption in a regular post under Gram Panchayats with a time scale of pay at par with other group 'D' employees of P. R. Bodies has been engaging the attention of the State Government for some time past. A committee was constituted in this department Notification No. 36713/Panch, dt. 14.12.84 with the Secretary of this department as Chairman and representatives from Home (Police) Deptt. and Finance Deptt. as members and the Director of Panchayats as Member-Secretary to examine and recommend the cadre strength, Pay-Scale, Recruitment Policy, Service Conditions and other matters related to this issue. The said committee has since submitted its recommendations.

After careful consideration of the recommendations and in consideration of efficient functioning of the Gram Panchayats, the Governor is pleased to approve under the proviso to sub-Section 1 of Section 36 of the West Bengal Panchayat Act, 1973 creation of a total number of 11,508 posts of Gram Panchayat Karmee under the Gram Panchayats with a scale of pay of Rs. 800-1265 plus usual allowances as admissible to other group 'D' employees of Panchayat bodies w. e. f. April 01, 1994 as per norms laid down herein below :

Each Gram Panchayat having ten (10) or less number of elected members will have two (2) posts of G. P. Karmee. In all other Gram Panchayats, there will be three (3) posts of Gram Panchayat Karmees.

District-wise break-up of the combined strength of Existing Dafadars and Chowkidars and entitlement of newly created posts of Gram Panchayat Karmee has been set out in Annexure-1. (The Pradhan of a Gram Panchayat will be the appointing authority as well as disciplinary authority of the Gram Panchayat Karmees employed in that Gram Panchayat.)

The Governor is further pleased to approve absorption of the existing Dafadars and Chowkidars in the said post of Gram Panchayat Karmees as fresh recruit by way of appointment either in the Gram Panchayat where they are now attached or in any other Gram Panchayats, depending upon the availability of such posts in the concerned Gram Panchayat, provided that they exercise option for the said post in the prescribed proforma along with a written undertaking to perform the duties and responsibilities assigned to the Gram Panchayat Karmees. For the time being, the existing Dafadars and Chowkidars will submit formal joining report along with the aforesaid option and written undertaking to the Pradhan of the Gram Panchayat where they are now attached.

In view of the fact that the combined strength of existing Dafadars and Chowkidars in some of the districts exceed the admissible number of Gram Panchayat Karmees, as shown in Annexure-1, it has further been decided that no fresh recruitment to the post of Gram Panchayat Karmee will be made in those districts until the number of Gram Panchayat Karmee in such districts comes down below the admissible strength. In the districts where the combined strength of existing Dafadars and Chowkidars is less than the admissible number of Gram Panchayat Karmees, the competent authority is empowered to fill up the vacancies as per instructions to be issued separately by this Department.

Surplus and short-fall in strength of Dafadars and Chowkidars in different G. Ps within a particular district will be adjusted by way of issuing order of transfer from surplus G. P. to deficit G. P. keeping in view the age of the incumbents so that only those who are

comparatively junior in age are transferred.

In case of transfer within the same Block, such order will be issued by the Executive Officer of the concerned P» S. In those cases where transfer outside the Block area will be needed such transfer will be effected by the E. O. of the Z. P.

- The Dafadars and Chowkidars so absorbed in the said post will be covered by the DCRB Scheme, 1985 for the Employees of Panchayats. They may, however, be allowed to opt out of the DCRB Scheme, 1985 for the Employees of Panchayats' so as to avail of the existing facilities under DCRB Scheme, 1985 for Dafadars and Chowkidars of Gram Panchayats/Anchal Panchayats'. A written option to this effect may, however, be obtained from the concerned employees within three (3) months from the date of their absorption in the newly created post of Gram Panchayat Karmee. In all other cases, the Dafadars and Chowkidars absorbed in the post of Gram Panchayat Karmee will be come under the DCRB Scheme, 1985 at the time of retirement on superannuation.

The Gram Panchayat Karmees shall be required to perform the following duties :

- (1) Duties and responsibilities prescribed under Section 39 and Section 40 of the West Bengal Panchayat Act, 1973.
- (2) Duties and responsibilities pertaining to work of Night Guard, Messenger, Office Orderly Peon and Helper in the Gram Panchayat.
- (3) Any other duty and responsibility that may be assigned to them by the authorities of the Gram Panchayat.

Necessary changes in the rules framed under the West Bengal Panchayat Act, 1973, if required, will be made in due course.

This order issues with the concurrence of Finance Deptt. vide their u/o. No. 45-F. A., Panch, dt. 02.02.94.

The Accountant General (Accounts and Establishment, Audit-I and Audit-II), West Bengal and the District Officers are being informed direct.

Sd/- S. N. Ghosh

Secretary to the Govt. of West Bengal



Department Of Panchayat & Rural Development

No. 1312/III/Panch/2E-47/92

Dated : 24.5.94

From : The Secretary to the Govt. of West Bengal

To : The Director of Panchayats, West Bengal

Sub : Absorption of serving Dafadars and Chowkidars of Gram Panchayat in the posts of Gram Panchayat Karmee

The undersigned is directed to refer to Govt. Order No. 1113-Panch/2E-47/92 dated 28.4.94 issued in the matter of creation of posts of Gram Panchayat Karmee and absorption of the serving Dafadars and Chowkidars in the said posts and to say that the Governor has now been pleased to make the following further clarifications :

1. Creation of 11508 number of posts of Gram Panchayat has been made by way of unification of the two separate services of Dafadars and Chowkidars into a single service and redesignating the said service as Gram Panchayat Karmee with the sole objective of regularizing the service of existing Dafadars and Chowkidars as a whole time Group-'D' employees of Gram Panchayats on their absorption as a fresh recruit to the posts. Naturally the Dafadars and the Chowkidars will be dying cadres and there shall not be an/ fresh recruitment to the posts (of Dafadars and Chowkidars of Gram Panchayats even after death or retirement on

superannuation of the existing Dafadars and Chowkidars who will not opt for the posts of Gram Panchayat Karmee and continue as Dafadars and Chowkidars, as the case may be.

2. Subject to the conditions laid down in Govt. Order No. 1113-Panch/2E-47/92 dated 28.4.94 the post of Gram Panchayat Karmee shall be primarily filled up by the serving Dafadars and Chowkidars and though a mere formality, an order of appointment shall be issued by concerned Gram Panchayat in favour of existing Dafadars and Chowkidars according to the norms laid down in the said Govt. Order.

In case of direct recruitment to the post of Gram Panchayat Karmee from amongst the candidates sponsored by Employment Exchange or from the sons or near relations of Dafadars and Chowkidars who died/die in harness, the decision of the Block Level Selection Committee constituted for the purpose of such direct recruitment shall be binding upon the Gram Panchayat.

The District Magistrates and Ex-officio Executive Officer of Zilla Parishads and the Block Development Officer and Ex-officio, Executive Officer of Panchayat Samitis are being informed separately.

Sd/- S. N. Ghosh

Secretary to the Govt. of West Bengal

*Higher Initial Pay of
Dafadars*



Department Of Panchayat & Rural Development

No. 1313/III/Panch/2E-47/92

Dated : 24.5.94

From : The Secretary to the Govt. of West Bengal

To : The Director of Panchayats, Government of West Bengal

Sir,

In continuation of this department order No. 1113-Paneh/2E-47/92 dated 28.4.94 sanctioning creation of the post of Gram Panchayat Karmee under Gram Panchayats and absorption of the existing Dafadars and Chowkidars in such posts and in exercise of the power conferred under sub-Rule 3 of Sec. 36 of the West Bengal Panchayat Act '73, I am directed by order of the Governor to say that the Governor is pleased to make the following provisions in regard to the service conditions and other related matters in respect of the Gram Panchayat Karmees :

1. (a) A Gram Panchayat Karmee shall retire from service compulsorily on attaining the age of superannuation.
- (b) The age of superannuation of a G. P. Karmee shall be 60 (sixty) years.
- (c) A. G. P. Karmee shall retire from service with effect from the afternoon of the last day of the month in which he attains the age of superannuation.

Provided that when the date of birth is the first day of a month, the Gram Panchayat Karmee shall retire from service with effect from the afternoon of the last day of the preceding month on attaining the age of superannuation.

2. (a) The Pradhan shall act as the appointing authority in respect of Gram Panchayat Karmees on the basis of a resolution of the Gram Panchayat in a meeting specially convened for this purpose in terms of sub-Section 1 of Section 36 read with Section 32 of the West Bengal Panchayat Act, '73.

(b) (i) In the event of a Gram Panchayat having existing Dafadars and Chowkidars in excess of admissible number of posts of Gram Panchayat Karmee, the Executive Officer of the concerned Panchayat Samiti shall be competent to issue the order of absorption of excess number of Dafadars and Chowkidars in available posts in any other Gram Panchayat within the jurisdiction of that Panchayat Samiti.

(ii) If such posts of Gram Panchayat Karmee are not available in any Gram Panchayat within the jurisdiction of the Panchayat Samiti, the Executive Officer of the Zilla Parishad shall be competent to issue the order of such absorption of excess Dafadars and Chowkidars in any available posts of the Gram Panchayat Karmee in any Gram Panchayat within the District.

3. (a) The pay of a existing Chowkidar absorbed as Gram Panchayat Karmee will be fixed at the initial stage of the scale of pay of Rs. 800/- 1265/- on and from the date of his absorption in such post.

(b) A Dafadar absorbed as Gram Panchayat Karmee, shall be entitled to have the benefit of 3 advance increments and his pay shall be initially fixed at Rs. 845/- in the scale of Rs. 800/- 1265/- on and from the date of his absorption in such post.

(c) The Dafadars and Chowkidars who do not exercise option for absorption as Gram Panchayat Karmee shall continue to draw their pay and allowances at the existing rate.

(d) In case of direct recruitment to a post of Gram Panchayat Karmee the new appointee shall always have his pay fixed at the initial stage of the scale.

4. Casual leave not exceeding 14 days in a year reckoned according to the British Calendar may be granted to the Gram Panchayat Karmee by the Pradhan. Casual leave for a period exceeding seven days at a time shall not ordinarily be granted. Earned Leave, half pay leave; commuted leave, quarantine leave and maternity leave shall be the same as those admissible to a Govt. servant on an identical or comparative scale of pay under the WBSR Pt. I, and shall be granted by the Executive Officer of Panchayat Samiti on the recommendation of the Gram Panchayat.

5. (a) Subject to provisions in sub-para (b) and (c) a Gram Panchayat Karmee shall be confirmed in his post by the appointing authority on completion of one year of satisfactory service on the basis of a resolution of Gram Panchayat in a meeting.

(b) A serving Dafadar or Chowkidar who has already completed more than one year of satisfactory service, shall be confirmed in the post of

Gram Panchayat Karmee on the date of his absorption in such post.

(c) The appointing authority may extend by one year the period of probation of the Gram Panchayat Karmee whose service has not been found satisfactory.

6. (a) A Gram Panchayat Karmee is transferable within the district and

(i) the Executive Officer of the concerned Panchayat Samiti may transfer him in any Gram Panchayat within the area of the Panchayat Samiti at any time.

(ii) the Executive Officer of the concerned Zilla Parishad may transfer him in any Gram Panchayat within the area of the district at any time.

(b) In the event of transfer by a competent authority, as mentioned above, a Gram Panchayat Karmee shall be entitled to such travelling allowances from the Gram Panchayat fund to which he is transferred, as are admissible to a Govt. employee of similar category in terms of W. B. S. R. Pt. II.

7. (a) A Gram Panchayat may place a Gram Panchayat Karmee under suspension where a disciplinary proceeding against him is contemplated or is pending, provided that he shall forthwith report to the Executive Officer of Panchayat Samiti the circumstances under which the order of suspension has been made.

(b) During the period of suspension, a Gram Panchayat Karmee shall be entitled to subsistence allowance at such rate as is admissible to a Government servant, on and identical or comparative scale of pay under

the WBSR Pt. I.

8. The following penalties may, for good sufficient reasons as hereinafter provided, be imposed on the Gram Panchayat Karmee, namely : (i) censure, (ii) withholding of increments, (iii) recovery from pay of the whole or part of any pecuniary loss caused to the Gram Panchayat by negligence or breach of orders ; (iv) reduction to a lower stage in the time scale of pay for a specified period, (v) removal from service, and (vi) dismissal from service which shall ordinarily be a disqualification for future employment.

9. The Gram Panchayat may, after giving the Gram Panchayat Karmee a reasonable opportunity of being heard, impose on him the penalty of (i) censure and (ii) withholding of increments as aforesaid and may, in appropriate cases, recommend to the Executive Officer the imposition of any other penalty as envisaged in Para 8 above.

10. The Executive Officer, if he is satisfied with the recommendation of the Gram Panchayat may, after giving the Gram Panchayat Karmee a reasonable opportunity of being heard, impose any penalty on the basis of recommendation of the Gram Panchayat, including removal or dismissal from service.

U. An appeal shall lie to the Executive Officer of the Panchayat Samiti against an order of penalty imposed on the Gram Panchayat Karmee under sub-Rule (9) within one month from the date of the order. The decision of the Executive Officer on such appeal shall be final.

12. An appeal shall lie to the Executive Officer of Zilla Parishad against an

order of penalty imposed on the Gram Panchayat Karmee under sub-Rule (10) within one month from the date of the order. The decision of the Executive Officer of the Zilla Parishad on such appeal shall be final.

Sd/- S. N. Ghosh

Secretary to the Govt. of West Bengal

Secretary to the Govt. of West Bengal

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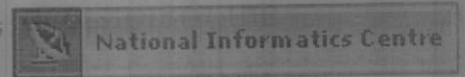
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Higher Initial Pay of Dafadar



Department Of Panchayat & Rural Development

No. 1580/III/Panch/4C-1/94 (1)

Dated

:21. 07. 1995

To : Shri D. Ghosh, Deputy Secretary to the Govt. of W. Bengal

From : The Director of Panchayats, West Bengal

Sub : Fixation of pay of working Dafadars at the time of their absorption in the post

of G. P. Karmee in the scale of pay of Rs. 800-1265/-.

Sir,

In continuation of this Departments No. 1313/III/Panch dated 24-5-94 wherein a Dafadar was allowed vide para 3(b) of the said order, to have the benefit of 3 advance increments and his pay was said to be fixed at Rs. 845- in the scale of Rs. 800-1265/- on and from his the date of his absorption in the post of G. P. Karmee of the Gram Panchayats, I am directed to say that such advance increments were allowed to Dafadar in the shape of boosting within the meaning of higher initial that would start at Rs. 845/- in the time scale of pay of Rs. 800-1265/- at the time of his absorption in the post of G. P. Karmee under Gram Panchayat. As such no adjustment of such advance increment can be made against the usual

increments that would be admissible to erstwhile Dafadar subsequent to his absorption in the post of G. P. Karmee under Gram Panchayat.

Yours faithfully,

Sd/- D. Ghosh Dy. Secretary to the Govt. of
West Bengal

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Sd/- D. Ghosh



Department Of Panchayat & Rural Development

No. 921/PN/0/III/2A-21/95

Dated : 11.4.96

From : The Principal Secretary to the Government of West Bengal.

To : The Director of Panchayats & Rural Development, West Bengal.

Sub : Appointment of son/daughter/near relation of a Gram Panchayat Karmee who dies in harness.

The undersigned is directed to invite his attention to this Department. No, 1995/PN/O/III/2A-21/95, dated 20-10-1995 and to issue the following clarifications in this regard.

2. It is hereby clarified that the above order was issued in respect of the cadre of Gram Panchayat Karmee. It is therefore applicable with effect from 1-4-1994, the date on which the cadre of Gram Panchayat Karmee was constituted. Earlier Order No. 24611/III/Panch/4C--2/86 (Ft. I) dt. 9-9-1988 read with No. 19362/III/Panch dt. 25-7-1989 in relation to inter alia, Dafadars and Chowkidars still remain in force. Therefore, the benefit under the principle of died-in-harness case in case of Dafadar and Chowkidar shall be available only when a serving Dafadar or Chowkidar has died on or after 9th August, 1988. Obviously, such benefit is not available to any near relation of a serving Dafadar or Chowkidar who has died prior to 9th August, 1988.

3. In Annexure-1 to this Department No, 1113-Panch/2E-47/92 dt. 28-4-94, districtwise existing strength of the Dafadars and Chowkidars as on 31-3-1994

have been shown against the corresponding column for admissible strength. In point 10 of this Deptt. No. 1739/IH/Panch/4C-1/94 dt. 1-7-1994, it was clarified that the number of posts occupied by the existing Dafadars/ Chowkidars exceeding the admissible number of such posts in a district should be treated as supernumerary posts of Gram Panchayat Karmee for that district. For the purpose of appointment of an eligible person under died-in-harness category in pursuance of an order passed by the Hon'ble High Court, any subsequent vacancy in any such supernumerary post shall be taken into account. Total existing strength of posts of Dafadars and Chowkidars as on 31-3-94 shall, however, not be exceeded in any event. District Panchayat Officer of each district shall monitor the existing number of Gram Panchayat Karmee as also Dafadars/Chowkidars (who have not exercised option to be appointed as G. P. Karmee) in the district and keep an account of the vacancy in the existing strength in the district as indicated in Annexure-I of G. O. No. 1113-Panch/2E-47/92 dt. 28.4.94 for the purpose of appointment in any Gram Panchayat within the district under died-in-harness category in pursuance of order of a competent court and inform the B.D.O. and the Pradhan as and when necessary.

Sd/- S. N. Ghosh

Principal Secy.

to the Govt. of West Bengal





Department Of Panchayat & Rural Development

MEMORANDUM

No. 2730/PN/O/I/3S-120/97

Dated : 2.7.97

For the purpose of regularisation of the posts of Dafadars and Chowkidars working in the Gram Panchayats within this State on constituting a regular cadre, the posts of Gram Panchayat Karmee were created with effect from 1st April, 1994 under the Gram Panchayats with a scale of pay and allowance as admissible to other Group-D employees of Panchayat bodies i.e. scale No. 1 of ROPA, 1990. These posts were primarily filled up on absorption of serving Chowkidars and Dafadars who exercised options accordingly. Since the service rendered by them in the capacity of Chowkidars and Dafadars prior to their absorption as Gram Panchayat Karmees with effect from 1.4.1994 was not deemed as regular service under the Gram Panchayat, the service rendered by them previously as Dafadars and Chowkidars was held to be inadmissible for counting towards qualifying service for pension and other retirement benefits.

2. In terms of the order in force, post-retirement benefit of Dafadars/Chowkidars is limited to lump sum amount of Rs. 3000/-. If the qualifying service of such Dafadars/Chowkidars now absorbed as Gram Panchayat Karmees is considered with effect from 1st April, 1994 without counting the period of service rendered by them as Dafadars and/or Chowkidars, these employees are being put into much financial loss causing extreme

hardship.

3. After careful consideration of the matter, the Government has now decided that in partial modification of this Department No. 1113/Panch/2E-47/92 dated 28.4.94, the previous service rendered by all Chowkidar/Dafadar before their absorption as Gram Panchayat Karmees will count towards pension and other retirement benefits as a special case, subject to the conditions as follows :

(a) the period of service rendered as Chowkidars/Dafadars must be continuous, and there must not be any interruption between their service as Chowkidars/Dafadars on the one hand and Gram Panchayat Karmees on the other and

(b) the employer's share to contributory fund with interest thereon, if any, is refunded to the Government.

4. This order issues with the concurrence of the Finance Department vide their U. O. No. Gr. J. (Fin) 477 dt. 24.6.97.

5. The Principal Accountant General, West Bengal is being informed.

Sd/- S. N. Ghosh Principal Secy, to the
Govt. of, West Bengal

