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(23)



GOVERNMENT OF WEST BENGAL
Panchayats & Rural Development Department

Revisions of Pay and Allowances of the Employees of
Panchayat Bodies, 1998 and the attendant Orders

The 12th November, 1998

No. 4103-PN/N/III/2P-29/98

Dated : 12.11.98.

Sub :- Revision of pay and allowance of the employees of Panchayat bodies following West Bengal services (Revision of Pay and allowance) Rules, 1998 and the equivalent orders.

MEMORANDUM

The Govt. of West Bengal in terms of Finance Department Resolution No. 11631-S dated 27.11.95 constituted Fourth Pay Commission with terms of reference which included, inter alia, examination of the existing structure of pay and allowances of the employees of Gram Panchayat, Panchayat Samiti and Zilla Parishad in this State including Chowkidars and Dafadars under the Gram Panchayats and recommendation for changes which would be desirable and feasible, with due regard, inter alia, to the financial resources of the State Government.

The Commission has submitted its report to Govt.

After careful consideration of the recommendation of the Pay Commission, the Governor is pleased to decide that the revised scales of pay and allowances of the Panchayat employees shall be admissible in the manner as set out in the following paragraphs :

1. Date of effect -

The revised scales of pay and allowances for the Panchayat employees shall be deemed to have come into force on the 1st day of January, 1996.

2. Application -

This shall apply to Panchayat employees.

3. Definitions -

(a) 'Panchayat employees' means all whole time and regular employees under Gram Panchayats, Panchayat Samitis and Zilla Parishad/Siliguri Mahakuma Parishad in the State of West Bengal excepting Chowkidars and Dafadars under Gram Panchayats.

(b) 'existing emoluments' means the aggregate of -

(i) the basic pay in the existing scale including stagnation increments, if any ;

(ii) special pay, if any ;

(iii) Dearness allowance appropriate to basic pay including stagnation increments, if any, admissible at the All India Consumer Price Index (AICPI) average 1510 (1960 = 100) ;

(iv) the amount of the first instalment of the interim relief of Rs. 100 per month ; and

(v) the amount equivalent to the second instalment of the interim relief at the rate of 10% of basic pay including stagnation increments, if any, subject to a minimum of Rs. 100 per month.

(c) 'existing scale means' -

(i) in relation of any post specified in Column (2) of Part D of Schedule-I, the scale of pay specified against that post in column (3) thereof ; and

(ii) in relation to a Panchayat employee, the existing scale applicable to the post held by him or, as the case may be, the scale applicable to him on account of his advancement to a higher scale by an order of the Panchayat concerned under specific or general orders of the Government as on the 1st January, 1996 whether in a substantive or officiating or temporary capacity.

(d) 'revised scale applicable to a Panchayat employee' means -

(i) the revised scale of pay of the post held by him if he is drawing pay in the existing scale of pay of the post, or

(ii) the revised scale corresponding to the existing scale applicable to him, if otherwise.

(e) 'revised scale corresponding to the existing scale' means the scale of pay shown against the existing scale in Part C of Schedule -I.

(f) 'revised scale or pay' in relation to any post specified in Column (2) of Part -D of Schedule-I means the scale of pay specified against that post in Column (4) thereof.

(g) 'Schedule' means a schedule appended to this memorandum.

4. Scale of pay of post -

(i) the scale of pay of every post as specified in column (2) of Part-D of Schedule-I shall be as specified in Column (4) thereof ;

(ii) No special pay shall be drawn in addition to pay in the revised scale.

5. Drawal of pay in the revised scale -

(a) Except Chowkidars and Dafadars under Gram Panchayats, every Panchayat employee shall draw pay in the revised scale applicable to the post to which he is appointed ;

(b) A Panchayat employee may elect to draw pay in the revised scale from any date between the 1st January, 1996 and the 1st January, 1997, both days inclusive, and continue to draw pay in the existing scale prior to that date.

Note -

(i) The aforesaid option shall not be admissible to a Panchayat employee who has been appointed to a post on or after the 1st January, 1996 for the first time in service.

(ii) The aforesaid option shall be applicable only in respect of the existing scale of the Panchayat employee as on 1st January, 1996. If the Panchayat employee has got advancement to a higher scale of pay with effect from any date prior to the 1st January, 1997, he shall exercise option to come over to the revised scale corresponding to his existing scale (as on the 1st January, 1996) from a date not later than the date with effect from which he got advancement to the higher scale. His pay in the revised higher scale shall be fixed under normal rules.

(iii) A ready reckoner for fixation of pay in the revised scales annexed herewith (Annexure-I).

6. Exercise of Option -

(i) option as provided in paragraph 5 above shall be exercised in writing in the form set out in Part-A of Schedule-II so as to reach the respective Head of Offices viz. (A) in the cases of employees of Zilla/Mahakuma Parishnads, to the Executive Officer/Adml. Executive Officer of the respective Zilla/Mahakuma Parishad, (B) in the cases of employees of Panchayat Samitis, to the Executive Officer of the respective Panchayat Samiti and (C) in the cases of employees of Gram Panchayats, to the Block Development Officer of the respective Block, within one hundred and eighty days from the date of issue of this memorandum.

(ii) It is provided that --

(a) A Panchayat employee, who on the date of issue of this memorandum is on leave, shall exercise the said option in writing so as to reach the respective Head of Offices within one hundred and eighty days from the date of his return from such leave ;

(b) A Panchayat employee, who is under suspension on the date of issue of this memorandum, shall exercise the said option so as to reach the respective Heads of Offices within one hundred and eighty days from the date of his return to duty/reinstalment.

(iii) The option once exercised shall be final.

(iv) If a Panchayat employee, who was in service on the 31st December, 1995, does not exercise option within the period as mentioned in paragraph 5 above, he shall be deemed to have exercised option for the revised scale from the 1st January, 1996.

Note —

A Panchayat employee, who died on or after the 1st January, 1996, and could not exercise option with the prescribed time limit shall be deemed to have exercised option for the revised scale from the 1st January, 1996, or from such subsequent date as is considered most beneficial to him.

7. Fixation of initial pay in the revised scales of pay -

The initial pay of a Panchayat employee who elects to draw pay in the revised scale of pay from the date between the 1st January, 1996 and the 1st January, 1997 or who is deemed to have elected under paragraph 6(IV) above to be governed by the revised scale of pay on and from the 1st January, 1996, shall be fixed in the manner as laid down in rule 7 of the West Bengal services (Revision of Pay and Allowances) Rules, 1998. 6/12

Relevant extract of rule 7 of the West Bengal services (Revision of Pay and Allowance) Rules, 1998 as annexed herewith (Annexure-II). Some illustrations showing fixation of pay in the revised scales are appended herewith (Annexure-II)

8. Date of increment in the revised scale -

The next increment in the revised scale of pay of a Panchayat employee, whose pay has been fixed in the revised scale shall be granted after completion of twelve months of qualifying service from the date of fixation of initial pay in the revised scale of pay.

9. Stagnation increment -

A Panchayat employee, whose pay has been fixed in the revised scale of pay and who reaches the maximum of the scale, shall draw annual increment for stagnation beyond the maximum of the scale at the same rate at which it was last drawn, subject to a maximum of six such increments.

10.(A) Payment of arrears -

(i) No arrears of pay to which a Panchayat employee may be entitled in respect of the period from the 1st January, 1996 to the 31st March, 1997, shall be paid to the Panchayat employee. The arrears of pay to which the Panchayat employee may be entitled to in respect of the period from the 1st April, 1997 to the 31st October, 1998, shall be paid to the Panchayat employee by crediting the same to his Provident Fund Account. Revised pay with effect from the 1st November, 1998, shall be paid in cash.

(ii) A Panchayat employee, who retired on any date between the 1st January, 1996 and the 31st March, 1997, shall not be entitled to any arrears of pension for the period upto the 31st March, 1997.

(iii) A Panchayat employee, who retired after the 31st March, 1997 but before the date of issue of this memorandum, shall receive his arrears of pay for the period from the 1st April, 1997 to the date of his retirement, in cash.

Explanation -

(a) 'arrears of pay' in relation to a Panchayat employee for a particular period means the difference between the aggregate of pay and allowances to which he is entitled on account of the revision of pay and allowances for the period in question and the aggregate of pay and allowances to which he would have been entitled for that period had his pay and allowances not been so revised ;

(b) 'arrears of pension' in relation to a retired Panchayat employee for a particular period means the difference between the aggregate of pension (including relief on pension) to which he is entitled on account of the revision of pay and allowances for the period in question and the aggregate of pension (including relief on pension) to which he would have been entitled for that period had his pension not been revised.

(B) The arrears of pay credited to the Provident Fund Account of a Panchayat employee can not be reckoned for the purpose of calculating admissible advances or final withdrawal till the 31st October, 2001 :

Provided that this restriction shall not be applicable in the case of final withdrawal from Provident Fund Account of a Panchayat employee who will retire on any date between the date of issue of this memorandum and the 31st October, 2001.

11. Dearness Allowances -

Consequent upon revision of pay of Panchayat employees, the dearness allowance to which a Panchayat employee is entitled from time to time since the 1st January, 1996, needs to be related to pay in the revised scales of pay. Accordingly, it has since been decided that the Dearness Allowance payable to a Panchayat employee with effect from the 1st April, 1997, shall be at the following rates :-

A ready reckoner showing the amount of dearness allowance admissible at various stages of pay in the revised scales is annexed herewith (Annexure -IV).

12. House Rent Allowance -

With effect from the 1st January, 1996, the house rent allowance admissible to a Panchayat employee shall be 15% of his basic pay in the revised scale, subject to a maximum of Rs. 2000/- per month. The ceiling of house rent allowances drawn by husband and wife together shall also be revised to Rs. 2000/- per month.

13. Medical and other allowances -

Medical and other allowances, not specifically covered in this memorandum, shall continue to be drawn with pay in the revised scales, the amounts of such allowances remaining unchanged.

This order issues with the concurrence of the Finance Department of this Government vide their Un-Official No. 1983 Group-P (Pay) dated 12.11.98.

S. N. Ghosh,
Principal Secretary to the Govt. of
West Bengal.

No. 4105/1(600)/PN/N/III/2P-29/98 dated 12.11.98.

Copy forwarded for information and necessary action to the :-

1. Pr. Accountant General (A&E) West Bengal, Treasury Buildings, Cal
2. Accountant General (Audit-I), West Bengal, 4, Brabourne Road, Cal-
3. Accountant General (Audit-II) West Bengal, 18, Rabindra Sarani.
4. Examiner of Local Accounts, West Bengal, 4, Brabourne Road, Cal-1
5. Finance (Budget) Deptt. of this Govt.
6. Financial Advisor, Panchayat & C.D. Deptt.
7. Director of Panchayats & R.D., West Bengal.
8. Jt. Secy. Panchayat & R.D. Deptt. (R.D. Wing) Raj Bhavan, Cal-1.
9. District Magistrate, _____
10. Executive Officer, _____ Silla Parishad/S.M. Parishad.

11. Sub-Divisional Officer _____

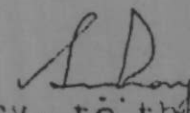
12. Treasury Officer _____

13. District Panchayat & Rural Development Officer, _____

_____ number of spare copies are enclosed for distribution among the Block Development Officers and Executive Officer of Panchayat Samitis within the district.

14. Block Development Officer, _____ Block
P.O. _____ Dist. _____

15. Executive Officer, _____ Panchayat Samiti
P.O. _____ Dist. _____


Asstt. Secy. to the Govt. of
West Bengal.

subimal/12.11.98.