



GOVERNMENT OF WEST BENGAL
HIGHER EDUCATION DEPARTMENT
BIKASH BHAVAN, SALT LAKE, KOLKATA - 700 091

No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE

Dated: 15.10.2020

MEMORANDUM

The undersigned is directed to state that the benefits of the West Bengal Services (Revision of Pay and Allowances) Rules, 2019 may be applied mutatis-mutandis towards revision of scale of pay of the employees in the Govt. approved posts in the Jagadis Bose National Science Talent Search to the extent of the following points:-

1. i. From the existing Pay Band and Grade Pay/ Academic Grade Pay, the Pay of each employee will be revised to the corresponding level in the Pay Matrix notionally with effect from 01.01.2016 with actual effect from 01.01.2020. [Annexure I for academic posts, Annexure II for non-academic posts and ANNEXURE III for all are enclosed herewith]
ii. The employees in the non-academic posts may have option to come under the revised pay structure with effect from 01.01.2016 or from the date of next or any subsequent increments on 01.07.2016, 01.07.2017, 01.07.2018 or 01.07.2019 (ANNEXURE IV is enclosed herewith).
iii. The employees in the academic posts shall come under the revised pay structure with effect from 01.01.2016 only.
iv. The employees directly appointed to any post on or after 01.01.2016 will have no such option. The pay of such employees shall be fixed at the minimum pay structure i.e. at the first cell of the Level attached to the post from the date of joining.
2. The initial pay of each employee in the appropriate Level of the revised pay structure shall be fixed as per provisions of rule 7(1) of the WBS (ROPA) Rules, 2019. Rule 7(4) ibid shall be applied, where necessary (ANNEXURE V is enclosed herewith).
3. Increments in Pay Matrix shall be regulated as per provisions of rule 9 and rule 10 of the WBS (ROPA) Rules, 2019.
4. With effect from 01.01.20, the employees will get House Rent Allowance @12% of revised Basic Pay subject to a maximum of Rs.12000/- (Rupees twelve thousand) only per month. The ceiling of House Rent Allowance to be drawn by husband and wife shall be restricted to Rs.12000/- (Rupees twelve thousand) only per month. The existing terms and conditions for drawal of such allowance shall remain the same.

P. S. Chatterjee
P. S. Chatterjee
Deputy Secretary
Department of Higher Education
Government of West Bengal

5. With effect from 01.01.2020 the employees will be entitled to draw Medical Allowance @Rs.500/- (Rupees five hundred) only per month provided that the concerned employee is not covered under ESI Scheme or any Medical Benefit Scheme sponsored by the Government.
6. There will be no arrear for the period from 01.01.2016 to 31.12.2019.
7. The employees (other than UGC pay scale holders) of Jagadis Bose National Science Talent Search may be allowed to move to the first higher Level with reference to Level attached to the first appointed post on completion of 10 (ten) years of service provided he has not got any promotion during that time and to move to the second higher Level with reference to the Level attached to the first appointed post on completion of total 20 (twenty) years of service provided he has not got more than one promotion or advancement during that time. The benefit may be allowed after coming under the revised pay structure notionally with effect from 01.01.2016 with actual effect from 01.01.2020. In case an employee has already completed 20 (twenty) years of service by this time or on 01.01.2016, he/she may be allowed the first higher Level after 2 (two) years of awarding first higher Level. Fixation of pay on such movements will be made in the following manner:

The employee will have option to get his/ her pay fixed either from the date of entitlement or from the date of next increment.

- (a) In case the employee opts to get his/ her pay fixed from the date of entitlement, then on that date one increment shall be added to his existing pay and if the figure arrived at corresponds to any Cell of the first or second higher Level, as the case may be, the pay shall be fixed at that Cell and if no such Cell is available in the first or second Level, as the case may be, the pay shall be fixed at the next higher Cell of that Level.
- (b) In case the employee opts to get his pay fixed from the date of next increment, then after allowing annual increment in the existing Level the pay shall be fixed in the manner as indicated at (a) above provided that there will be no interim pay fixation from the date entitlement to the date of next increment.

This is issued with the concurrence of the Finance (Gr. P1) Department vide their U.O. No.: Group P1/2019-2020/0451 dated 18.03.2020 read with U.O. No.: Group P1/2020-2021/0172 dated 17.08.2020 and Group P1/2020-2021/0204 dated 18.09.2020.

Sd/- P.Saha

Deputy Secretary to the Government of West Bengal

No.:66/1(11)-HED-21014(23)/2/2020-SE SEC-Dept. of HE

Dated: 15.10.2020

Copy forwarded for information and necessary action to:

1. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata - 700 001
2. The Accountant General (RW & LBA), West Bengal, 3rd MSO Buildings, CGO Complex, Block DF, Salt Lake, Kolkata - 700 064
3. The Director of Public Instructions, West Bengal, Bikash Bhavan, Salt Lake, Kolkata - 700 091
4. The Finance Department, Group P1 of this Government
5. The Finance Department, Group B of this Department
6. The FA, HED, Bikash Bhavan, Salt Lake, Kolkata - 700 091
7. The Pay & Accounts Officer, Kolkata Pay & Accounts Office III
8. The Joint Director of Public Instructions (NGC), West Bengal, Bikash Bhavan, Salt Lake, Kolkata - 700 091
9. The Budget Branch, Higher Education Department of this Government, Bikash Bhavan, Salt Lake, Kolkata - 700 091
10. The Director, Jagadis Bose National Science Talent Search, 1300 Rajdanga Main Road, Kasba, Kolkata - 700 107
11. The IT Cell, Higher Education Department of this Government - with the request to upload this Memorandum in the website of this Department

Prangopal Saha
16.10.2020

Deputy Secretary to the Government of West Bengal

PRANGOPAL SAHA, WEGGS
Deputy Secretary
Department of Higher Education
Government of West Bengal

ANNEXURE - I (for academic posts)

Annexure I to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE
Dated: 15.10.202

PAY MATRIX						
Pay Band (Rs.)	15,600 - 39,100			37,400 - 67,000		67,000 - 79,000
Academic Grade Pay/ Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level/ Level	10	11	12	13A	14	15
Rationalised Entry Pay(Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	---
10	75,200	89,900	1,04,100	1,71,400	1,88,200	---
11	77,500	92,600	1,07,200	1,76,500	1,93,800	---
12	79,800	95,400	1,10,400	1,81,800	1,99,600	---
13	82,200	98,300	1,13,700	1,87,300	2,05,600	---
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	---
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	---
16	89,800	1,07,300	1,24,200	2,04,700	---	---
17	92,500	1,10,500	1,27,900	2,10,800	---	---
18	95,300	1,13,800	1,31,700	2,17,100	---	---
19	98,200	1,17,200	1,35,700	---	---	---
20	1,01,100	1,20,700	1,39,800	---	---	---
21	1,04,100	1,24,300	1,44,000	---	---	---
22	1,07,200	1,28,000	1,48,000	---	---	---
23	1,10,400	1,31,800	1,52,700	---	---	---
24	1,13,700	1,35,800	1,57,300	---	---	---
25	1,17,100	1,39,900	1,62,000	---	---	---
26	1,20,600	1,44,100	1,66,900	---	---	---
27	1,24,200	1,48,400	1,71,900	---	---	---
28	1,27,900	1,52,900	1,77,100	---	---	---
29	1,31,700	1,57,500	1,82,400	---	---	---
30	1,35,700	1,62,200	1,87,900	---	---	---
31	1,39,800	1,67,100	1,93,500	---	---	---
32	1,44,000	1,72,100	1,99,300	---	---	---
33	1,48,300	1,77,300	2,05,300	---	---	---
34	1,52,700	1,82,600	2,11,500	---	---	---
35	1,57,300	1,88,100	---	---	---	---
36	1,62,000	1,93,700	---	---	---	---
37	1,66,900	1,99,500	---	---	---	---
38	1,71,900	2,05,500	---	---	---	---
39	1,77,100	---	---	---	---	---
40	1,82,400	---	---	---	---	---

16.10.20
PRANJAL SAHA, JGSS
Joint Secretary
Department of Higher Education
Government of West Bengal

ANNEXURE – II (for non-academic posts)
Annexure II to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE **Dated: 15.10.2020**


Pay Band Grade	Pay Matrix																									
	PB-1 4900-16200							PB-2 5400-25200							PB-3 7100-37000							PB-4 9000-40500				PB-5 37400-60000
Pay Grade	1800	1900	2100	2300	2600	2900	3200	3600	3900	4100	4400	4600	4700	4800	5400	6600	7600	8700	8900	10000						
1	17000	17600	18800	19700	21000	22700	24700	27200	28900	32100	33400	35800	37100	39900	42600	54100	67300	79900	123100	128900						
2	17500	18100	19400	20300	21600	23400	25400	27800	29800	33000	34400	36900	38200	41100	43900	55700	69300	82300	126800	132800						
3	18000	18600	20000	20900	22200	24100	26200	28600	30700	34100	35600	38200	39300	42300	45200	57400	71400	84800	130600	136800						
4	18500	19200	20600	21500	22900	24800	27000	29500	31600	35100	36500	39100	40500	43600	46600	59100	73500	87300	134500	140900						
5	19100	19800	21200	22100	23600	25500	27800	30400	32500	36200	37600	40300	41700	44900	48000	60900	75700	89900	138500	145100						
6	19700	20400	21800	22800	24800	26300	28600	31300	33500	37300	38700	41500	43000	46200	49400	62700	78000	92600	142700	149500						
7	20300	21000	22500	23500	25500	27100	29500	32200	34500	38400	39900	42700	44300	47600	50900	64600	80300	95400	147000	154000						
8	20900	21600	23200	24200	26200	27900	30400	33200	35500	39600	41100	44000	45600	49000	52400	66500	82700	98300	151400	158600						
9	21500	22200	23900	24900	26900	28700	31300	34200	36600	40800	42300	45300	47000	50500	54000	68200	85000	101200	155900	163400						
10	22100	22900	24600	25600	27600	29500	32100	35000	37400	41600	43100	46100	47900	51500	55000	69400	86800	104200	160600	168300						
11	22800	23600	25300	26300	28300	30200	32800	35700	38100	42300	43800	46800	48600	52200	55700	70200	87700	104700	165400	173300						
12	23500	24300	26100	27100	29100	31000	33600	36500	38900	43100	44600	47600	49400	53000	56500	71000	88500	105700	170400	178500						
13	24200	25000	26900	27900	29900	31800	34400	37300	39700	43900	45400	48400	50200	53800	57300	71800	89300	106900	175500	184000						
14	24900	25800	27700	28700	30700	32600	35200	38100	40500	44700	46200	49200	51000	54600	58100	72600	90100	108300	180800	195100						
15	25600	26600	28500	29500	31500	33400	36000	38900	41300	45500	47000	50000	51800	55400	58900	73400	90900	1100900	186200	201000						
16	26400	27400	29400	30400	32400	34300	36900	39800	42200	46400	47900	50900	52700	56300	59800	74400	92300	111200	191800							
17	27200	28200	30300	31300	33300	35200	37800	40700	43100	47300	48800	51800	53600	57200	60700	75400	93400	112400	197500							
18	28000	29000	31200	32200	34200	36100	38700	41600	44000	48200	49700	52700	54500	58100	61600	76400	94600	113600	200100							
19	28800	29900	32100	33100	35100	37000	39600	42500	44900	49100	50600	53600	55400	59000	62500	77400	95700	114800	205800							
20	29700	30800	33100	34100	36100	38000	40600	43500	45900	50100	51600	54600	56400	60000	63500	78400	96900	116000	211500							
21	30600	31700	34100	35100	37100	39000	41600	44500	46900	51100	52600	55600	57400	61000	64500	79400	97500	117200	217200							
22	31500	32700	35100	36100	38100	40000	42600	45500	47900	52100	53600	56600	58400	62000	65500	80400	99100	118400	222900							
23	32400	33700	36200	37200	39200	41100	43700	46600	49000	53200	54700	57700	59500	63100	66600	81500	100300	119600	228600							
24	33400	34700	37300	38300	40300	42200	44800	47700	50100	54300	55800	58800	60600	64200	67700	82600	101500	120800	234300							
25	34400	35700	38400	39400	41400	43300	45900	48800	51200	55400	56900	59900	61700	65300	68800	83700	102700	122000	240000							
26	35400	36800	39600	40600	42600	44500	47100	50000	52400	56600	58100	61100	62900	66500	70000	84900	103900	123200	245700							
27	36500	37900	40800	41800	43800	45700	48300	51200	53600	57800	59300	62300	64100	67700	71200	86100	105100	124400	251400							
28	37600	39000	42000	43000	45000	46900	49500	52400	54800	59000	60500	63500	65300	68900	72400	87300	106300	125600	257100							
29	38700	40200	43300	44300	46300	48200	50800	53700	56100	60300	61800	64800	66600	70200	73700	88600	107500	126800	262800							
30	39900	41400	44600	45600	47600	49500	52100	55000	57400	61600	63100	66100	67900	71500	75000	90000	108700	128000	268500							
31	41100	42600	45900	46900	48900	50800	53400	56300	58700	62900	64400	67400	69200	72800	76300	91000	109900	129200	274200							
32	42300	43800	47300	48300	50300	52200	54800	57700	60100	64300	65800	68800	70600	74200	77700	92000	111100	130400	280000							
33	43600	45200	48700	49700	51700	53600	56200	59100	61500	65700	67200	70200	72000	75600	79100	94000	112300	131600	285800							

PKP.S.S. Rao
 P.K.S.S. Rao
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ANNEXURE III

Annexure III to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE
Dated: 15.10.2020

Sl. No.	Name of the post	Existing pay Band	Existing Grade Pay/AGP	Corresponding Level as per Annexure I	Corresponding Level as per Annexure II
i.	Director	Rs. 37400 -67000/-	Rs. 12000/-	15 (UGC)	-
ii.	Deputy Director	Rs. 37400 - 67000/-	Rs. 9000/-	13A (UGC)	-
iii.	Scientific Officer	Rs. 15600 - 39100/-	Rs. 6000/-	10 (UGC)	-
iv.	Student Advisor	Rs. 15600 - 39100/-	Rs. 6000/-	10 (UGC)	-
v.	Assistant Director	Rs. 9000 - 40500/-	Rs. 5400/-	-	16
vi.	Accountant	Rs. 9000 - 40500/-	Rs. 4400/-	-	12
vii.	Head Clerk	Rs. 7100 - 37600/-	Rs. 3900/-	-	10
viii.	Stenographer	Rs. 7100 - 37600/-	Rs. 3600/-	-	9
ix.	Library Asstt.-cum-Typist	Rs. 7100 - 37600/-	Rs. 3600/-	-	9
x.	Typist-cum-Clerk	Rs. 5400 - 25200/-	Rs. 2600/-	-	6
xi.	Additional Clerk	Rs. 5400 - 25200/-	Rs. 2600/-	-	6
xii.	Record Supplier-cum-Peon	Rs. 5400 - 25200/-	Rs. 1900/-	-	3
xiii.	Office Peon	Rs. 4900 - 16200/-	Rs. 1700/-	-	1
xiv.	Junior Scientific Officer	Rs. 7100 - 37600/-	Rs. 3900/-	-	10


 16.10.2020
 Department of Higher Education
 Government of West Bengal

ANNEXURE IV

Annexure IV to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE
Dated: 15.10.2020

Form of Option

*1. I, _____ hereby elect the revised pay structure with effect from 1st January, 2016.

2. I, hereby elect to continue on the existing scale of pay of my substantive/ officiating post mentioned below until:

(a) the date of my next increment on

(b) the date of my subsequent increment on raising my pay to Rs. in the existing pay structure

Existing	Pay	Band	and	Grade	Pay
.....					

Signature:

Name:

Designation:

Office in which employed:

Department :

*To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in this order, as detected subsequently, any excess payment so made shall be refundable by me to the competent authority either by adjustment against future payments due to me or otherwise.

Signature:

Name:

Designation:

Date:

Place:

ANNEXURE -V

Annexure V to Memorandum No.:66-HED-21014(23)/2/2020-SE SEC-Dept. of HE
Dated: 15.10.2020

Form for fixation of initial pay in the revised pay structure under the West Bengal Services (Revision of Pay and Allowances Rules), 2019.

1. Name of the Department and Office:
2. Name and Designation of the employee :
3. Status (Substantive/ Officiating) :
4. Existing Pay Band and Grade Pay
(a) In substantive post :

(b) In officiating / temporary post :
5. Basic Pay in the existing pay structure as on January 1, 2016 or the date of option on
(Band Pay + Grade Pay) :
6. Amount arrived at by multiplying Basic Pay as at Sl. 5 above by 2.57 (Rounded off to nearest rupee)
7. Applicable Level in the Pay Matrix corresponding to the Pay Band and Grade Pay :
8. Applicable Cell in the Level either equal to or next higher of the amount at Sl. No. 6 above :
9. Revised Basic Pay (as per Sl. No.8) :
10. Date of effect :
11. Date of next increment :

.....
Signature of Head of Office/
Department with Designation