

VI. CAREER ADVANCEMENT SCHEME

**Government of West Bengal
Finance Department
Audit Branch**

No. 6075-F

Calcutta, the 21st June, 1990

MEMORANDUM

The question of Career prospects of the employees holding various posts and services under the State Government has been under consideration of the Government for some time past. In conformity with the commitment of the Government to the improvement of (a) the standard of administration and (b) the career prospects of the State Government employees at all levels as announced in the Government policy statement dated December 30, 1989, the Governor is now pleased to decide to implement a career advancement scheme in the following manner.

2. The Government employees in revised pay scale nos.1 to 16 will be allowed to move to their respective next higher scales on completion of ten years of continuous and satisfactory service in their respective revised scales and their corresponding unrevised scales taken together and to move to the scale next above the first higher scale on completion of further ten years of continuous and satisfactory service in the first higher scale and the corresponding unrevised scales under previous ROPA Rules taken together. Every movement to such higher scales will be subject to the fulfilment of usual norms of promotion. This general scheme of career advancement will, however, be subject to provisions undernoted.

- (i) A Government employee who was first appointed to a post in any of the unrevised scale numbers 1 to 13 and who had already moved to the next higher scale after 18 years of service in terms of Rule 9 of the West Bengal Services (ROPA) Rules, 1981 will be deemed to have got the benefit of movement to the first higher scale. On completion of total service of twenty years without any further promotion/appointment to higher scale of pay he will now get an advancement to the second higher scale.
- (ii) A Government employee who has completed service of ten years or longer without any promotion will move from the revised scale in relation to him to the first higher scale and after serving in that scale for two years will get advancement to the second higher scale, provided that the total period of his service in the first two scales is not less than twenty years.
- (iii) A Government employee who has got normal promotion to a post in the first higher scale within ten years of service will have to complete total service of twenty years before he gets advancement to the second higher scale with reference to the feeder post.
- (iv) A Government employee in revised scale number 16 (or its unrevised equivalent) holding teaching and allied post in colleges of medicine, engineering, technology, arts and crafts or in polytechnic will get advancement to revised scale number 22 after completion of eight years of service. He will not be eligible for any further advancement under this scheme. In respect of teachers of medical colleges, the decision taken in Department of Health and Family Welfare Notification No. H/MA/1503/JS-11/90 dated 30th May, 1990 shall apply.
- (v) A Government employee directly recruited to a post in the revised scale number 17 (or its unrevised equivalent) will be allowed advancement to the first higher scale on completion of ten years of service. He will not be eligible to any further advancement under this scheme.
- (vi) Where a Government employee has got benefit of only one promotion or advancement to a scale similar to or above the second higher scale, he will not get any further advancement under this scheme except fixation benefit under Rule 42A of WBSR, PART-I on completion of twenty years of service.
- (vii) Where the scale of a promotional post is the same as that of the feeder post, it will be treated as the scale of the feeder post for advancement under the scheme. Special pay, if any, attached to the promotional post shall remain as a separate element.

- (viii) Where a Government employee is borne on a scale higher than the basic scale for the post as personal to him, the scale personal to him will be treated as the basic scale for his advancement under the scheme.
- (ix) When a Government employee comes within the quota of higher grade in the first higher scale under the existing promotional policy after getting the first higher scale in accordance with the career advancement scheme, he will not be eligible to get any fixation benefit for the second time. He will, however, remain eligible for the second higher scale after total service of twenty years. If the scale of the higher grade is above the first higher scale, the pay of the Government employee on his appointment to first higher grade, will be fixed under rule 42(1) (i) from the first higher scale. He will, however, be eligible for the benefit of pay fixation in the same scale under rule 42A of WBSR Part-I after completion of total service of twenty years.
- (x) Where a Government employee comes within the quota of second higher grade under the existing promotion policy after getting the second higher scale on completion of total service of twenty years, he will not get any benefit of fixation if the scale of second higher grade is the same as the second higher scale. If however, the scale of the second higher grade is higher, the pay of the Government employee, on his appointment to the second higher grade, will be fixed under rule 42(1) (i) of WBSR, Part-I, from the second higher scale.
- (xi) Where a Government employee whose scale of pay of the promotion post is next higher scale gets promotion after enjoying the benefit of career advancement scheme for twenty years, he will be allowed to retain the higher scale in the promotional post, as personal to him, and his pay on promotion will be fixed in terms of rule 42(1)(i) of WBSR, Part-I.
- (xii) A school teacher who has got the benefit of movement to a scale similar to or above the second higher scale on the basis of higher qualification acquired during service will not get any benefit under this scheme except the benefit of fixation of pay under Rule 42A of WBSR, Part-I on completion of total service of twenty years. Provided that a school teacher who has got benefit of movement to a scale next above on the basis of higher qualification acquired during the service will be eligible to only one movement to the second higher scale under this scheme on completion of total service of twenty years.
- (xiii) A school teacher who acquires a higher qualification which entitle him to the first higher scale after movement to the first higher scale on completion of ten years of service will not be eligible for any further benefit for acquiring the said higher qualification. He will, however be eligible for the second higher scale on completion of total service of twenty years.
- (xiv) Secondary teachers, Headmasters/Headmistresses/with Doctorate Degree in the subject taught or in an allied subject shall get two additional increments from the date of the convocation on which such degree is awarded. Provided that those who obtained this degree prior to the date of coming over to the revised scale shall get two additional increments from the date with effect from which they elect to draw pay in the revised scale.
- (xv) The Officers of the Engineering Services, West Bengal Factories Service and West Bengal Boilers Service will continue to be guided by the existing promotion policy as enunciated for them in 1985. Over and above such promotional facilities an Assistant Engineer, may be allowed to move to the next higher scale on completion of ten years of service if he has not already been fitted in the next higher scale under the existing Scheme. Similarly, Executive Engineers will be allowed to move to the next higher scale in relation to their posts on completion of satisfactory service of twenty years as Asstt. Engineer and Executive Engineer including three years of service as Executive Engineer, if they have not already moved to that scale in terms of the existing promotion policy.
The Superintending Engineers will, likewise, be allowed to move to the next higher scale in relation to their posts on completion of twenty six years of satisfactory service as Asstt. Engineer, Executive Engineer and Superintending Engineer including one years' service as Superintending Engineer, if they have not already got that scale in terms of the existing promotion policy.
- (xvi) The officers of other State Services and West Bengal General Service (Secretariat) as indicated in the annexure will continue to be guided by the existing promotion policy enunciated for them in

1981 and subsequent thereto. However, the additional benefits granted on an adhoc basis to the State Services in terms of G.O. No.13639-F, dated 18.12.87 with effect from 1.1.87 will stand withdrawn from the date of effect of the new career advancement scheme which will be applicable in addition to the existing policy provided that the officers who have already been allowed or will be allowed the benefit of higher scale of pay under this G.O. prior to the date of effect of this career advancement scheme will continue to retain the said scale/corresponding revised scale as personal to them.

The officers of such services who do not move to the first higher scale and second higher scale within ten and twenty years of total service respectively since entry into basic grade under the existing promotion policy, will be allowed to move to such higher scales on completion of ten and twenty years of total service irrespective of the quota of such higher posts.

For movement to the second higher scale a minimum of 2 years' service in the former higher scale out of a total period of service of 20 years in the cadre concerned will be necessary.

WBCS (Exe.) and other services and also West Bengal General Service (Secretariat) are allowed the revised scale No. 19 and the number of posts in this scale along with eligibility criteria for various services are indicated in the Annexure.

The distribution of posts in the basic grade under the existing promotion policy will stand reduced by the equivalent number of posts granted in revised scale No. 19. WBCS (Exe.) Officers who will get scale No.19 will be designated as Joint Secretary if posted in the Secretariat. If such an officer is posted outside, he will be declared equivalent to Joint Secretary.

In case of unified services, the seniority and the length of service are not always coterminus. In such services, the movement from the basic grade to both the first higher scale and the second higher scale and also to revised scale No.19, will be subject to the condition that in case any junior officer in a service moves to such higher scale on completion of the prescribed length of service, the officers senior to him in the said service but not yet having put in the requisite length of service will be allowed to move to the said higher scales from the date such higher scales have been allowed to their juniors by suitably relaxing the eligibility criteria as regards the length of service. The length of service rendered in the junior cadre prior to unification will not be considered for the purpose of movement to higher scales under the new career advancement scheme. The existing distribution of posts in various promotional scales (as per existing promotion policy) will mean the distribution as it existed prior to the issue of Memo. No.13639-F, dated 18.12.87.

- (xvii) 4 (four) posts of Special Secretary/Secretary in the revised scale No. 21 are sanctioned for WBCS(Exe.) and such posts are to be encadred in this service by inclusion of some of the existing ex-cadre posts of Special Secretary/Secretary and/or by creation. Such posts are to be filled up by selection from amongst those WBCS (Exe.) Officers who have completed twenty five years of total service in the cadre including three years as Joint Secretary.

The post of Director of Agriculture is elevated to the rank of ex-Officio Secretary in the revised pay scale No.21.

One post of Special Commissioner, Commercial Taxes in the revised scale No.21 is created and such post is to be filled up by selection from amongst the Additional Commissioners who have put in a total service of thirty years since entry into West Bengal Commercial Tax Service including six years in the post of Additional Commissioner.

The post of Director of Animal Husbandry, Director of Animal Health, Milk Commissioner and Director of Bureau of Applied Economics and Statistics are elevated and given the revised pay scale No.20.

- (xviii) Fixation of pay on movement to higher scales of pay in terms of existing promotion policy and/or career advancement scheme will be made under rule 42A of WBSR, Part - I unless anything to the contrary has been indicated hereinbefore.
- (xix) The existing promotion opportunities available in terms of the Promotion Policy Statement of 1981 will continue to be available to various services and post in addition to the career advancement scheme introduced now.

- (xx) The posts in scale nos.19 and 21 for each service as shown in the Annexure should be filled up on strict observance of eligibility criteria and the usual norms and condition for promotion, i.e. seniority-cum-merit should also apply to appointments to the aforesaid scales. Eligibility condition for Scale No. 19 (revised) for all other services mentioned in the Annexure may be the same as for the WBCS (Executive) as also mentioned in the Annexure.
- (xxi) The provisions of this order shall have effect notwithstanding anything to the contrary in W.B.S.R. or in any other rules,
- (xxii) The posts in Scale Nos. 19 and 21 as mentioned in the Annexure as well as the posts indicated in para (xvii) foregoing will be created by the concerned Administrative Departments. For example in case of WBCS (Executive), the post will be created by the Home (PAR) Department.
- (xxiii) This career advancement scheme will be effective from 1st April, 1989.

J.C. Ghosh
Deputy Secretary to the Government
of West Bengal.

ANNEXURE TO MEMO. NO. 6075-F DATED 21.6.90

Distribution of posts in revised scale nos. 19 and 21 for the services shown in Col. (1) of the following table :-

Name of Service	Scales		Eligibility condition for scale no.19 (revised)
	19	21	
(1)	(2)		(3)
1.(a) W.B. Agriculture Services (Extn).	Three	-	Same as for W.B.C.S. (Executive)
(b) W.B. Agriculture Service (Research).	One	-	- do -
2. Animal Resources Dev. Deptt.			
(a) Animal Husbandry services	One	-	- do -
(b) Veterinary Services	One	-	- do -
(c) Dairy Development Services	One	-	- do -
3. Co-operative Services	Two	-	- do -
4. Excise Service	One	-	- do -
5. Agriculture Income Tax Service	Nil	-	-
6. W.B. Audit & Accounts Services	One	-	Same as for W.B.C.S. (Executive)
7. W.B. Commercial Tax Service	Eight	One	Same as for W.B.C.S. (Executive)
8. W.B. Statistical Service	One	-	- do -
9. W.B. Fishery Service	Nil	-	--
10. W.B. Food & Supply Services	Nil	-	--
11. W.B. Health Services	Seventy-five	-	Same as for W.B.C.S. (Executive)
12. West Bengal Police Service	Two	-	- do -
13. W.B. Labour Service	One	-	- do -

	Name of Service	Scales		Eligibility condition for scale no.19 (revised)
		19	21	
	(1)	(2)		(3)
14.	W.B. National Employment Service	One	-	- do -
15.	W.B.C.S. (Ex.)	Sixty two	Four	20 years of total service on revised scales no.16, 17, 18 and their unrevised counter-parts and 3 yrs. in unrevised scale no. 19 or revised scale no.18.
16.	W.B.C.S. (Judicial)	Five	-	Same as for W.B.C.S. (Executive)
17.	W.B. General Service	Three	-	- do -

The Services shown in column (1) include the corresponding higher services wherever they exist and posts which were taken into account for distribution in unrevised scale Nos. 17, 18 and 19 in the existing promotion policy orders.

No.6075/1 (350) F

Calcutta, the 21st June, 1990

Copy forwarded for information & necessary action to :-

- 1) The Accountant General (A&E), West Bengal, Treasury Buildings, Calcutta-700001.
- 2) The Pay & Accounts Officer, Calcutta Pay & Accounts Office, 81/2/2, Phears Lane, Calcutta-700012.
- 3) The District Magistrate/Judge, _____
- 4) The Treasury Officer, _____ Treasury,
- 5) The Sub-Divisional Officer, _____
- 6) The _____
- 7) The Superintendent of Police, _____
- 8) The Principal, Industrial Training Institute, _____
- 9) The Accounts Officer, West Bengal Secretariat.
- 10) The Commissioner, _____ Division.

Sd/- Illegible
Deputy Secretary to the
Government of West Bengal
Finance Department

**Government of West Bengal
Finance Department
Audit Branch**

No. 9735-F

Calcutta, the 10th October, 1990

MEMORANDUM

Certain points have been raised in connection with implementation of the Career advancement scheme for State Government Employees published under Finance Department's Memorandum No.6075-F dt. the 21st of June,1990. The undersigned is directed by order of the Governor to forward herewith the following clarifications with regard to the points raised for information and guidance:-

POINTS RAISED

CLARIFICATIONS

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| <p>1. Whether rule 42A of WBSR Pt. I as referred to in sub-para (xviii) of para 2 of the Career Advancement Scheme means 42A(1), 42(2) and 42(3).</p> <p>2. Whether a Govt. employee who has been appointed on transfer/selection or otherwise to another post belonging to a separate cadre in the identical scale of pay shall get the benefit of previous service for the purpose of calculating 10/20 years of service as provided in para 2 of the Career Advancement Scheme.</p> <p>3. Whether the appointment of a Government employee to NISG shall be treated as a case of higher grade appointment on promotion.</p> <p>4. How the pay of a Govt. employee will be fixed in the same scale of pay under rule 42A of WBSR Pt. I as provided in para 2(vi) of the Career Advancement Scheme.</p> <p>5. Whether a Govt. employee who has got the benefit of only one promotion or advancement to a scale similar to or above the second higher scale and also completed twenty years of a service before 1.4.89 will be entitled to fixation benefit under para 2(vi) of career advancement scheme, 1990 with affect from 1.4.89.</p> <p>6. How the date of next increment would be fixed consequent on fixation of pay under para 2 (xviii) of the Career Advancement Scheme, 1990.</p> | <p>Rule 42A of WBSR Pt.I as referred to in sub-para (xviii) of para 2 of the career advancement scheme means 42A(1) except in the case of advancement from a Group 'A' post to another Group 'A' post, in which case it will mean rule 42A(2).</p> <p>If the appointment has been made in public interest and not on the seeking of the employees concerned, the question of counting of previous service in the identical scale of pay may be considered. But each such case has to be referred to the Finance Department.</p> <p>Appointment to a new/intermediate selection grade post is not a case of promotion.</p> <p>Here rule 42A would mean two full incremental benefits where the scale of pay in which the employee is drawing his pay is not one relating to a Group 'A' post and one incremental benefit where the scale of pay is one relating to a Group 'A' post. The increments will be allowed in the same scale of pay. In the former case next increment will be allowed after one full incremental period from the date of allowing the benefit. In the latter case next increment will be allowed on the date of his normal increment.</p> <p>The answer is in the affirmative</p> <p>(i) the benefit of fixation of pay should be exactly on the date of entitlement of the benefits under the career advancement scheme in respect of those for whom fixation of pay is made in accordance with rule 42A(1) of W.B.S.R. Pt. I. The next increment will be allowed after one full incremental period counted from such fixation of pay.</p> |
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POINTS RAISED

CLARIFICATIONS

- (ii) in respect of those employees to whom Rule 42A(2) is applicable fixation of pay under the Career Advancement Scheme may also be made on the date of entitlement. However, in such cases the date of increment will remain unchanged if the pay is fixed at the minimum of the pay is fixed above the minimum of the scale. But if the pay is fixed at the minimum of scale then the next increment will be allowed after one full incremental period from the date of such fixation of pay.
7. Who is vested with the power to create post in the higher scale/give appointment to higher scale as per Career Advancement Scheme. Heads of offices may exercise this power, except in the case of Constituted Services for whom the power may be exercised by the concerned Administrative Deptt.
8. Whether an employee who has got promotion after getting the benefit of rule 9 of the W.B.S. (ROPA) Rules, 1981 and has also subsequently got normal promotion before the publication of the Career Advancement Scheme would be entitled to get the benefit of that scheme on completion of 20 years of service. The answer is in the affirmative.
9. Whether the employee who is deemed to have got the first higher scale under sub-para (i) of para 2 of the Career Advancement Scheme, 1990 will have to serve for at least two years in that first higher scale in order to be eligible for advancement to the second higher scale. The answer is in the affirmative.
10. How the pay of an employee on receipt of the benefit of para 2 (vi) of the Career Advancement Scheme, 1990 will be fixed. In such cases, two increments will be available only when the scale enjoyed by the employee is not one relating to Group 'A' post.

If the scale enjoyed by the employee is one relating to Group 'A' post only one increment will be available.

J.C. Ghosh
Deputy Secretary to the
Government of West Bengal
Finance Department.

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Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta - 700027

Memo No. 21/8188/B-I/90

Dated, Alipore, the 17th November, 1990

To
The District Land & Land Reforms Officer,
Medinipur.

Subject : Implementation of Career Advancement Scheme.
Reference : His Memo No. 34407/A-234/90 dated 21.09.90

The clarifications on the question raised in connection with the above are stated hereunder for information and guidance :-

QUESTION

1. An employee was originally appointed to a 'D' Group post on 27.5.74 and subsequently he was promoted to the post of J.M./Amin on 27.5.77.

A question has arisen as to whether the aforesaid employee will be allowed to move to respective next higher scale of pay on completion of 10 years of continuous services in the post of J.M./Amin.

2. An employee was originally appointed to a 'D' Group post on 14.6.54. Subsequently, he was allowed N.I.S.C. Scale of pay from 1.3.74 and thereafter he was promoted to the 'C' Group posts with effect from 1.4.80 in scale No.5 (unrevised) which has been revised as scale No.6.

Question arises as to whether the aforesaid employee is entitled to move to the next higher scale of pay on completion of 10 years of continuous services in the aforesaid 'C' Group posts.

CLARIFICATIONS

1. The answer is in the negative. The employee concerned was promoted to the post of J.M./Amin carrying a scale of pay above the second higher scale of pay. So he is not entitled to any further advancement to the next higher scale of pay on completion of 10 years of continuous services in the post of J.M./Amin. He will however be entitled to the benefit of fixation u/r 42A of the W.B.S.R. Pt-I in the same scale of pay with effect from the date of completion of 20 years of continuous services in the basic post and promotion post taken together.

The cases of the 'D' Group employees who have since been promoted to the higher posts of L.D. Clerk/Bhumi Sahayak, etc. should be similarly dealt with.

2. The answer is in the negative. Such employee are entitled to the benefit as specified at para 2(vi) of the scheme. Be it pointed out in this connection that the appointment of the employees to N.I.S.G. is not considered as promotion.

T.K. Saha

for Director of Land Records and Surveys
and Joint Land Reforms Commissioner, W.B.

Dated, Alipore, the 17th Nov., 1990

Memo No. 21/8189-8256/B-I/90

Copy forwarded to :-

- I) The D.L. & L.R.O.
II) The S.D.L. & L.R.O, for information & necessary action.

T.K. Saha

for Director of Land Records and Surveys
and Joint Land Reforms Commissioner, W.B.

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Government of West Bengal
Office of the Director of Land Records and Surveys
& Joint Land Reforms Commissioner, West Bengal

Memo No. 130/9614/B-I/90

Dated, Alipore, the 31st December, 1990

To : The Secretary
Board of Revenue
West Bengal.

Subject : Implementation of the Career Advancement Scheme.

This is to inform that certain Pre-1961 and Pre-1981 scales of pay in respect of certain categories of posts were revised in the manner as illustrated below :-

Category of posts	Pre-1961 Scale of pay	Revision of Scale of Pay			
		From 1.4.61	From 1.4.70	From 1.4.81	From 1.1.86
Jr. Junch Muharrir	Rs.40-60/-	Rs.100-140/-	Rs.180-350/-	Rs.300-685/-	Rs.1040-1920/-
Sr. Junch Maharrir	Rs.50-80/-	Rs.100-140/-	Rs.180-350/-	Rs.300-685/-	Rs.1040-1920/-
Peshkar/L.D. Clerk	Rs.55-100/-	Rs.125-200/-	Rs.230-425/-	Rs.300-685/- Plus Spl. Pay of Rs.15/- for Peshkar	Rs.1040-1920/- Plus Spl. Pay of Rs.30/- for Peshkar
Head Zine Corrector	Rs.50-80/-	Rs.100-140/-	Rs.180-350/-	Rs.340-750/-	Rs.1140-2160/-
Asstt. Plate Retoucher	Rs.-	-	Rs.330-550/-	Rs.340-750/-	Rs.1140-2160/-

The appointments of certain employees in the Pre-1961/Pre-1981 lower scales of pay to higher ones were made as on promotion and the employees concerned were allowed the benefit of higher fixation, on appointment to such higher scales of pay. Subsequently, those lower and higher Pre-1961/Pre-1981 scales of pay have been merged into a single scale of pay in the R.O.P.A. Rules, 1961 and R.O.P.A Rules, 1981 respectively.

In the aforesaid context, it is presumed that the employees who got appointment from the aforesaid Pre-1961/Pre-1981 lower scales of pay to the higher ones and who got the benefit of higher fixation of pay as admissible in cases of promotion, should be treated to have got promotion for the purpose of implementation of Career Advancement Scheme even though all such lower and higher scales of pay were brought to a single scale of pay as per ROPA Rules, 1961/ROPA Rules, 1981.

The Board of Revenue, West Bengal is requested to kindly confirm the aforesaid presumption early for enabling disposal of the respective cases.

K.S. Rajendrakumar
Director of Land Records and Surveys &
Joint Land Reforms Commissioner, West Bengal

Memo No. 30/9615-9683/B-I/90

Dated, Alipore, the 31st December, 1990

Copy forwarded to :

- 1) The District Land & Land Reforms Officer,
- 2) The Sub-divisional Land & Land Reforms Officer
- 3) The Principal, West Bengal Survey Institute, Bandel

for information. He is requested to please ensure that the cases of similar nature are kept pending till receipt of the desired confirmation from the Board of Revenue, West Bengal.

T.K. Saha
For Director of Land Records & Surveys &
Joint Land Reforms Commissioner, West Bengal

Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta - 700027

Memo No. 157/12/B-I/90

Dated, Alipore, the 1st January, 1991

To
The District Land & Land Reforms Officer,
North 24-Parganas.

Sub : Grant of benefit to 'D' Group employees under the Career Advancement Scheme.

Ref.: His endorsement No.4835(4)-L. & L.R.(N) dated 20.11.90.

It appears that the 'D' Group employees concerned were promoted to Grade-I posts in Scale No. 2 with effect from 1.4.81 and subsequently allowed movement to Scale No. 3 from due dates on completion of 27 years of continuous services in terms of Finance Department's No. 6302 F dated 29.5.84 and that in both the cases of their appointment to the aforesaid higher scales of pay they were allowed higher pay fixation as admissible in cases of promotional fixation u/r 11(1) of the W.B.S. (R.O.P.A.) Rules, 1981 since renamed as Rule 42A of the W.B.S.R. Pt-I. It is therefore obvious that they have already enjoyed two promotional benefits prior to 1.4.89 and as such they are not entitled to any benefit under the Career Advancement Scheme. The orders granting the benefit to the 'D' Group employees concerned in terms of Para 2(vi) of the Scheme are therefore liable to be cancelled.

He is, therefore, requested to take suitable corrective steps immediately to regularise the matter and arrange to effect recovery of overpayment if already paid to the employees concerned on the basis of the erroneous orders referred to.

This Directorate may be kept informed of the course of action taken by him as instructed above.

T.K. Saha
for Director of Land Records & Surveys
and Joint Land Reforms Commissioner,
West Bengal

Memo No. 157/13-78/B-I/90

Dated, Alipore, the 1st January, 1991

Copy forwarded to :-

- I) The District Land & Land Reforms Officer
- II) The S.D.L. & L.R.O.,

for information and guidance. The cases of the 'D' Group employees who have already completed more than 20 years as on 1.4.89 or thereafter may be disposed of accordingly.

T.K. Saha
for Director of Land Records & Surveys
and Joint Land Reforms Commissioner,
West Bengal

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Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta - 700027

Memo No. 33/1307/B-I/90

Dated, Alipore, the 30th March, 1991

To
The Secretary,
Board of Revenue
West Bengal.

Subject : Grant of benefit to the officers belonging to the W.B.S.L.R.S, Gr-I & B.L. & L.R.O. in terms of career advancement scheme.

This is to inform him that this Dte. has not yet received any order/instruction on the point raised in this Dte. memo No. 33/8711/B-I/90 dt.4.12.90 a copy of which is enclosed for ready reference. A reminder has also been sent to him vide this Dte. memo No. 33/640/B-I/90 dt.11.3.90. In the meantime it has come to the notice of the Dte. that certain District Land & Land Reforms Officers and Sub-divisional Land & Land Reforms Officers have already granted the benefit to the officers belonging to the W.B.S.L.R.S., Gr.I and B.L. & L.R.O/SRO.II in terms of career advancement scheme.

He is, therefore, requested to kindly communicate necessary order/instruction at a very early date.

I. Ray
for Director of Land Records and Surveys and Joint
Land Reforms Commissioner, W. Bengal.

Memorandum No. 33/1308-76/B-I/90,

dated, Alipore, the 30th March, 1991.

Copy forwarded to :

- 1) The District Land & Land Reforms Officer,

[He is requested to please let this Dte. know the circumstances as to why the benefit was allowed to the Revenue Officers/B.L.& L.R.Os/S.R.O.II in spite of the clear instructions conveyed to him under this Dte. endorsement no.33/8712-79/B-I/90 dt. 4.12.90]

- 2) The Sub-divisional Land & Land Reforms Officer,

[] applicable to D.L. & L.R.O., Birbhum/Tamluk

I. Ray
for Director of Land Records and Surveys and Joint
Land Reforms Commissioner, W. Bengal.

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Government of West Bengal
Finance Department
Audit Branch

No. 5961-F

Calcutta the 25th June, 1991

MEMORANDUM

Certain points have been raised in connection with the implementation of the Career Advancement Scheme for State Government employees published under Finance Department Memo. No. 6075-F dated the 21st of June, 1990. The undersigned is directed by order of the Governor to offer the following clarifications on the same for information and guidance of all concerned :-

	Points raised	Clarification
1.	How the pay of a Govt. employee should be fixed in the same scale under Rule 42A of W.B.S.R. Pt.I as per para 2(vi) of the Career Advancement Scheme with effect from 1.4.89 if the normal increment also falls on 1.4.89.	The Govt. employee concerned shall first be allowed the normal increment with effect from 1.4.89 and thereafter his pay shall be fixed in the manner provided in para - 4 of Finance Department Memo. No.9735-F dt. 10.10.90.
2.	How the pay in the above circumstances will be fixed if the normal increment falls on any date subsequent to 1.4.89.	The answer to this question has been given in item nos.4 & 6 of memo no. 9735-F dt. 10.10.90.
3.	Whether a Govt. employee who has been appointed in a post carrying same scale of pay/higher scale of pay as a direct recruit being considered along with outsider, shall be allowed to count the previous service for the purpose of calculating the benefit of 10/20 years of service as provided in the Career Advancement Scheme, 1990.	The reply is in the negative. In this case, 10/20 years' service shall be calculated from the date of his appointment in the post to which he was appointed as a direct recruit.

	Points raised	Clarification
4.	Whether the case covered in Para-2 of Finance Department Memo. No. 9735-F dt. 10.10.90 shall directly be referred to Finance Department.	In such cases, reference to the Finance Department shall be made through the concerned Admn. Deptt. with all supporting papers.
5.	In some cases the pay of a senior and a junior member of a cadre of employees has been fixed at the same stage and in the same scale in the W.B.S. (R.O.P.A) Rules, 1981 and/or 1990. It is stated that in a few of such cases, the senior employee has been entitled to the benefit of Career Advancement Scheme, 1990 before the date of annual increment in the year concerned and has received fixation of pay at the stage which is lower than the stage of his junior who received the benefit of the Career Advancement Scheme, 1990 after availing himself of the benefit of annual increment in the year concerned. The points how the pay anomaly arising from above should be resolved.	Individual cases of anomaly may be referred to Finance Department alongwith all relevant records.
6.	Whether a Govt. employee who was placed on the next higher scale in terms of rule 9 of WBS (ROPA) Rules, 1981 prior to 1.4.89 will be allowed to forego the said benefit in order to accept the benefit of movement to the first higher scale under the Career Advancement Scheme, 1990 and fixation of pay therein.	The reply is in the negative.
7.	Whether an employee who has completed 18 years service between 1.4.89 and the date of issue of Finance Deptt. Memo. No. 6075-F dt. 21.6.90 will be allowed the next higher scale in terms of rule 9 of W.B.S. (R.O.P.A.) Rules, 1981.	The reply is in the negative. In such Case, he will be allowed the first higher scale under Career Advancement Scheme, if otherwise admissible.
8.	Whether an employee who was otherwise entitled to the benefit of next higher scale in terms of rule 9 of the W.B.S. (R.O.P.A) Rules, 1981, from a date prior to 1.4.89 but could not be given effect due to some administrative reasons will be allowed the said benefit or be given the benefit of 1 st higher scale with effect from 1.4.89 as per Career Advancement Scheme for completion of 10 years service.	In such cases, the concerned employee shall be allowed the next higher scale as was admissible in terms of Rule 9 of W.B.S. (R.O.P.A.) Rules, 1981.
9.	Whether the pay of an employee who has been promoted to a higher post on a higher scale of pay after enjoying the benefit of 1 st higher/2 nd higher scale as per Career Advancement Scheme, will be fixed with reference to the 1 st higher/2 nd higher scale or with reference to the basic scale.	In such cases the pay of the employee will be fixed with reference to the pay actually drawn.

	Points raised	Clarification
10.	<p>(a) Whether a Govt. employee who was promoted to a higher grade/post and subsequently reverted to his former post at his own seeking, shall get the benefit of service, in the higher grade for calculating 10/20 years of service as provided in para - 2 of the Career Advancement Scheme, 1990.</p> <p>(b) A Govt. employee who got two promotions and reverted to his first promotion post at his own seeking, will be entitled to get the benefit of Career Advancement Scheme, 1990.</p>	<p>If the pay on reversion was refixed or if the employee agrees to have his pay refixed assuming that he had never worked in the promotion post, then he will get 10/20 years' benefit with reference to his joining the basic post provided he is otherwise eligible.</p> <p>Same principle as stated above will apply.</p>
11.	While calculating 10/20 years of service in the cadre of L.D.C., whether the service rendered as Typist/Copist in the piece-rated Establishment before their appointment to the post of L.D.C. shall be taken into account.	The reply is in the negative.
12.	(a) Whether the facility of movement to next higher scale and/or second higher scale on completion of 10/20 years of service will be treated as promotion.	(a) Such movement is not a case of promotion but will be treated as promotion only for the purpose of fixation of pay.
	(b) Whether an employee who has got normal promotion after getting the first higher scale as per Career Advancement Scheme shall be entitled to get further advancement as per Career Advancement Scheme, 1990 on completion of 20 years of service.	(b) The reply is in the negative, if the scale of pay of the promotion post is second higher scale or above with reference to the basic scale of pay of the lower post.
13.	Whether an employee who has been appointed to the post of L.D.C./L.D.A. from the post of Typist and enjoyed the benefit of higher fixation on retention of N.I.S.G. scale of Typist in the post of L.D.C/L.D.A. in terms of memo. no. 4049-F dt. 7.6.75 shall be treated to have got one promotion for the purpose of advancement of scale as per Career Advancement Scheme, 1990.	The reply is in the negative.
14.	Whether an employee who has come in to the revised scale of WBS (R.O.P.A.) Rules, 1990 from a date subsequent to 1.4.89 shall be entitled to the benefit of Career Advancement Scheme, 1990, with effect from 1.4.89, if he is otherwise admissible for such.	The employee will have to opt for the revised scale of pay from a date prior to 1.4.89 or the date of his entitlement to the benefit of Career Advancement Scheme.
15.	Whether a Government employee who was appointed to a post on ad-hoc/irregular etc. basis and subsequently regularized in the same post shall be allowed to count the service rendered before regularisation for the purpose of Career Advancement Scheme, 1990.	The reply is in the negative. The period of service rendered on and from the date of regularization shall be taken into account for Career Advancement Scheme, 1990.

	Points raised	Clarification
16.	Whether the pay of an employee who has been covered by item no.2 of Finance Deptt. Memo. No. 9735-F dt. 10.10.90 with the concurrence of this Deptt. shall be compared for stepping up of pay.	No stepping up of pay shall be allowed in such cases.
17.	Clarification regarding Point No.7 of F.D. Memo. No. 9735-F dt. 10.10.90.	In cancellation of the clarification to this point given in Memo. No. 9735-F dt. 10.10.90, the following clarification is laid down : So far as the services and posts mentioned in the annexure to Memo. No. 6078-F dt. 21.6.90 are concerned, this power vests in the respective Administrative Departments. In respect of the other service and post, this power vests in the Heads of Offices concerned subject to ratification by the Appointing Authority.

A.K. Chakrabarty
Deputy Secretary, Finance Deptt.

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Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta – 700027.

Memo No. 33/2873-2940/B-1/90

Dated, Alipore, the 26th July, 1991

To
The District Land & Land Reforms Officer

Sub-Divisional Land & Land Reforms Officer,

Subject : Grant of benefit for Revenue Officers/SRO-IIs and B.L.&L.R.Os as per the provision of career advance scheme.

His attention is invited to this Directorate Memo. No.33/8711/BI/90 dated 4.12.90 on the above subject addressed to Board of Revenue, a copy of which was endorsed to him with this Directorate Memo No. 33/8712-79/B-I/90 dated 4.12.90. The matter has since been clarified by the Finance Deptt's vide item no.17 of the clarification appended with the Finance Deptt's no. 5961F dated 25.6.91. In terms of the said clarification he is competent to dispose of the cases of Revenue Officer/SRO-II/B.L. & L.R.Os subject to fulfilment of the usual condition.

He is therefore requested to please issue formal orders in this regard and send a copy of such orders to the Secretary, Board of Revenue, West Bengal for ratification in terms of clarification no. 17 of Finance Deptt. No. 5961-F dated 25.6.91.

T.K. Saha
for Director of Land Records and Surveys
& Jt. Land Reforms Commissioner, West Bengal.

**Government of West Bengal
Vigilance Commission
Bikash Bhavan, Bidhan Nagar, Calcutta – 700091.**

No. 5757 ()/V/1E-6/91

Dated 2nd August, 1991

From : The Secretary
Vigilance Commission, W.B.

To: The Secretary
Land & Land Reforms Department

Subject : Vigilance clearance in respect of career advancement scheme.

I am directed to say that the career advancement scheme for the State Govt. employees published under Finance (Audit) Deptt's Memo No. 6075-F dated 21.6.90 contemplates movement of Govt. employees to the next higher scale on completion of 10/20 years of continuous and satisfactory service in their respective revised scale and their corresponding unrevised scales taken together. But such movement is not a case of promotion, though it will be treated as promotion only for the purpose of fixation of pay as clarified at 12(a) of Finance (Audit) Deptt. Memo No.5961-F dated 25.6.91. In view of this clarification this career advancement scheme does not mean a regular promotion and as such movement to the next higher scale under the Career Advancement scheme will not require any vigilance clearance.

Yours faithfully,
B. Banerji
Secretary

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**Government of West Bengal
Office of the Board of Revenue, West Bengal
Section B.III - GB.III Branch**

No. 5487-GB-III
12/91

Dated, 17th/21st August, 1991

To
The Director of Land Records & Surveys
West Bengal

Subject : Implementation of the Career Advancement Scheme.

The undersigned is directed to refer to his memo. No. 30/9544/B-1/90 dated 31.12.90 on the above subject and to state that the Finance Deptt., Govt. of West Bengal was consulted in the matter. The observation of the Finance Deptt. is as follows :-

“Individual cases of anomaly in pay as pointed out in his memo. will be referred to this Deptt. along with all relevant records.”

He is, therefore, requested to act on accordingly.

S. Mallick
Assistant Secretary, Board of Revenue,
West Bengal

Memo No. 30/3531-3598/B-1/90

Dated, Alipur, the 28th August, 1991

Copy forwarded to the :-

District Land and Land Reforms Officer

Sub-Divisional Land & Land Reforms Officer,

For information and necessary action. In this regard his attention is invited to this Dte. Memo. No.30/9544/B-1/90 dt. 31.12.90 addressed to Board of Revenue (a copy of which had been endorsed to him vide this Dte. memo No. 30/9545-9613/90 dt. 31.12.90)

T.K. Saha
for Director of Land Records & Surveys and
Jt. LRC, West Bengal

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Government of West Bengal
Office of The Board of Revenue, West Bengal
Section B.II, Branch - PB.II

No. 5458(87)-PBII

Dated, Cal, the 26th August, 91

To

- 1) The Land & Land Reforms Deptt., West Bengal
- 2) The Director of Land Records & Surveys, West Bengal
- 3) The Collector, _____
- 4) The District Land & Land Reforms Officer, _____
- 5) The Sub-Divisional Land & Land Reforms Officer,

Subject : Implementation of Career Advancement Scheme.

In terms of F.D's memo. no.6075-F dated 21.6.90 the Govt. have introduced a scheme for career advancement of the employees holding various posts and services under the State Govt. In the aforesaid scheme the employees borne in the revised Scale No.1 to 16 have been allowed some benefits of higher pay scale and of higher fixation of pay. The Board of Revenue being the appointing authority in respect of various posts borne in the Cadre of S.R.O. II/L.R.O II/ W.B.S.L.R.S. Gr.I attached to the Intregated set up or at the disposal of Collectors, a question has arisen as to whether the aforesaid scheme in respect of the officers stated above will be implemented centrally by Board of Revenue. The Finance Deptt. has clarified in its memo. no.5961-F dated 25.6.91 that in respect of the aforesaid posts the power of implementation vests in the Head of Offices concerned subject to ratification by the Appointing Authority.

The Board has now been pleased to decide that the following officers will issue implementation orders in respect of the Officers noted against them:

- | | |
|--|--|
| 1. The Director of Land Records & Surveys, West Bengal | The Officers belonging to aforesaid categories, working directly under him. |
| 2. The Collector | -Do- |
| 3. The District Land and Land Reforms Officer | -Do- |
| 4. The Sub-Divisional Land and Land Reforms Officer | -Do- |
| 5. Respective Head of Office | U.L.C. KGOs. and such others on deputation to other Directorates/ Departments of the State Government. |

Though the Sub-Divisional Land and Land Reforms Officers will be required to implement the scheme in respect of Officers in his establishment, the District Land and Land Reforms Officers are requested to monitor and supervise their work. After implementation all such cases will have to be referred to the Board of Revenue for ratification. However, further instructions from the Board may be awaited before making such reference.

As the Career Advancement Scheme does not mean a regular promotion such movement to the next higher scale under the aforesaid scheme will not require any vigilance clearance.

Illegible
Secretary
Board of Revenue, West Bengal.

●

Government of West Bengal
Office of the Director of Land Records and Surveys &
Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta - 700027

Memorandum No. 54/5155-71/B-I/90

Dated, Alipore, the 12th Nov. 1991

To

The District Land & Land Reforms Officer,

Subject : Implementation of Career Advancement Scheme' 90.

Ref : This Dte. memo no. 30/3531-3598/B-I/90 dt. 28.8.91

This is to inform him that a case of anomaly in pay between a promotee and a direct recruit in the post of Junch Muharrir, occurred due to implementation of the career advancement scheme' 90, has already been referred to the Board of Revenue, West Bengal for a decision. Other cases of similar in nature will be forwarded to the Board of Revenue only after receipt of favourable orders from the Govt. He is, therefore, requested not to forward any such case(s) to this Dte. until further instructions from this end.

T.K. Saha
for Director of Land Records and Surveys &
Jt. Land Reforms Commissioner,
West Bengal

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Government of West Bengal
Office of the Director of Land Records and Surveys &
Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta - 700027

Memo No. 57/5183/B-I/90

Dated, Alipore, the 15th Nov. 1991

To
The Secretary,
Board of Revenue, West Bengal.

Subject : Fixation of pay of S.R.O-II's after getting benefit in the post of Revenue Officer under the Career Advancement Scheme.

Some of the Revenue Officers of the W.B.S.L.R.S. Gr.I in the scale of pay of Rs.1390-2970/- got the benefit of movement to next higher scale of pay of Rs.1420 – 3130/- under the Career Advancement Scheme with effect from 1.4.89 when their pay was fixed in the said higher scale of pay in terms of Rule 42A(1) of the W.B.S.R. Pt.-I. Many of them subsequently got promotion to the post of S.R.O.-II in the higher scale of pay of Rs.1640-3635/- and their pay on such promotion, fixed under Rule 42(1)(i) of the W.B.S.R. Pt-I having regard to Para 2 (ix) of the Career Advancement Scheme.

The Secretary, West Bengal Land & Land Reforms Officers' Association and many S.R.O-II's have objected to the aforesaid manner of fixation. According to them the Revenue Officers on their promotion to the posts of S.R.O.II in the scale of pay of Rs.1640-3635/- after getting the benefit of movement to next higher scale of pay of Rs.1420 – 3130/- in accordance with the Career Advancement Scheme are entitled to have their pay fixed under Rule 42A(1) of the W.B.S.R. Pt.-I and not under Rule 42(1) (i) ibid.

It is presumed that the manner of fixation as indicated of para (1) above confirms to the manner of fixation as indicated at para – 2 (ix) of the Career Advancement Scheme. The Board of Revenue, West Bengal is requested to kindly confirm the aforesaid presumption early.

T.K. Saha
for Director of Land Records and Surveys &
Joint Land Reforms Commissioner,
West Bengal

Memo No. 57/5184-5251/B-I/90 dated, Alipore, the 15th Nov., 1991

Copy forwarded to the :-

- I) D.L. & L.R.O.,
- II) S.L. & L.R.O.

for information. The views of the Board of Revenue will be communicated to all concerned as soon as the same is received at this end. Pending communication of such views he is requested examine this case of pay fixation of the S.R.O. II, on promotion strictly in the manner indicated of para (1) of the Dte. Memo.

T.K. Saha
for Director of Land Records and Surveys &

Joint Land Reforms Commissioner,
West Bengal.

●
Government of West Bengal
Office of The Board of Revenue, West Bengal
Section B.(II), PB.II - Branch

No. 713-PBII

Dated, Calcutta, the 22nd January, 1992

To

The Director of Land Records & Surveys, West Bengal
Survey Buildings, 35, Gopal Nagar Road, Calcutta-27.

Subject : Fixation of pay of SRO-II after getting the benefit of Career Advancement Scheme, 1990.

Ref : His memo no. 57/5183/B-I/90 dt. 15.11.91.

In reply to his memo. referred to above the undersigned is directed to inform him that the para 2 (ix) of FD's memo. no.6075-F dt. 21.6.90 relates to the officers, who are promoted as per promotion policy. But the posts of SRO-II/S.D.C.O. are filled up from the posts borne in the cadre of WBSLRS, Gr.I by promotion as and when vacancy arises. This is normal chain of promotion. He is, therefore, requested to fix the pay of SRO-IIs, who have got the benefit of C.A. Scheme, 1990 in the post borne in the cadre of WBSLRS, Grade I on promotion u/r 42A of WBSR (Pt.I) on the basis of pay enjoyed in the next higher scale allowed under C.A. Scheme, 1990.

This has the concurrence of Finance Deptt. vide their u/o no. 188 Group-P (pay) dt. 22.1.92.

Sd/- Illegible
Deputy Secretary
Board of Revenue, West Bengal

Memo No. 713/1(33)-PBII

Dated, Calcutta, the 22nd January, 1992.

Copy forwarded for information and necessary action to :-

- 1) District Land and Land Reforms Officer,
- 2) Collector,

Sd/- Illegible
Deputy Secretary
Board of Revenue, West Bengal

●
Government of West Bengal
Finance Department
Audit Branch

No. 1021-F

Calcutta, the 30th January, 1992

Consequent upon introduction of the West Bengal Services (Revision of Pay & Allowance) Rules, 1990 and Career Advancement Scheme and application of various clarifications issued from time to time, certain problems in regard to fixation of pay of Govt. employees have cropped up. The Governor, after careful consideration of the problems, has been pleased to lay down the following guidelines regarding fixation of pay of Government employees in the situations indicated in the relevant paragraphs :-

2. Where a Government employee who is enjoying a scale of pay which is higher than the basic scale of pay of the post in terms of the promotion policy circulars or the Career Advancement Scheme is appointed on promotion to a post carrying duties and responsibilities of greater importance, but the basic scale of pay of which is the same as the scale of pay which is being enjoyed by the Government employee, his pay shall be fixed in accordance with the provisions of rule 42A(1) or 42A(2) of the WBSR, Part-I, as the case may be. In the former case, the Government employee may exercise option for fixation of his pay in the new post either straightway with effect from the date of appointment to the

new post or with effect from the date of his increment in the old post. In case the Government employee exercises option for fixation of pay in the new post with effect from the date of his increment in the old post, he will not be allowed any interim pay fixation benefit in the intervening period. In any case, next increment will fall due after completion of one full incremental period. In the latter case, the employee's pay shall be fixed straightway in the new post on the date of appointment to the new post and he shall draw increment in the new post on the date on which he would have drawn increment, had he not been promoted to the new post.

3. The same principle of fixation of pay and drawal of increment, as mentioned in para 2 above, shall apply if an employee while holding a Grade-I post or any other non-functional promotional post is appointed on promotion to a higher post the scale of pay of which is identical with the scale of pay of the Grade-1 post held by him or the scale of pay enjoyed by him before such promotion.

4. Notwithstanding anything contained in paras 4 and 6 of Finance Department Memo No. 9735-F dt. 10.10.90 in regard to fixation of pay of Government employees in higher scales or in the same scale in accordance with the provisions of the Career Advancement Scheme, the Government employee concerned may exercise option for fixation of pay either straightway on the date of entitlement of the benefit under the Career Advancement Scheme or on the date he receives increment in his existing scale of pay. In the latter case, he shall not be allowed any interim pay fixation benefit in the intervening period. In any case, increment will fall due after completion of one full incremental period.

5. The principle of fixation, as laid down in the Career Advancement Scheme and in the various clarifications issued from time to time, insofar as they are inconsistent with the principles laid down in this Memorandum, shall be deemed to be modified by this Memorandum to the extent indicated therein.

6. This order shall be deemed to have taken effect from 1.1.86.

7. Some examples are set out in the annexure for proper appreciation.

Samar Ghosh
Joint Secretary to the Government of West Bengal
Finance Department

ANNEXURE

Example under para 2 of Finance Deptt. Memo No. 1021-F dated 30.1.1992.

Example - 1

An employee holding post 'A' (Basic pay scale of Rs. 800-1265-(Scale No.1) was drawing pay @ Rs.845/- per month in 1st higher pay scale of Rs.830-1357 (Scale No.2) with effect from 1.4.89 through Career Advancement Scheme. He has been appointed on promotion to post 'B' (Basic pay scale of Rs.830-1357/-) on 1.4.91 His pay in post 'B' shall be fixed in the following manner :-

	Post A	Post B
	Rs.800-1265/- (Basic scale)	Rs.830-1357/-
	Rs.830-1357/- (1 st higher scale)	(Basic scale)
1.4.1989	Rs.845.00	-
1.4.1990	Rs.860.00	-
1.4.1991	Rs.875.00	Rs.908.00
		Under rule 42A(1) of WBSR Part I.
1.4.1992	-	Rs.929.00 (increment)

Example - 2

An employee holding post 'A' (Basic pay scale of Rs.920-1617 (scale No.4) is drawing pay @ Rs.1130/- per month in 1st higher pay scale of Rs.980-1755 (scale no.5) with effect from 1.6.89 through Career Advancement Scheme. He has been promoted to post 'B' (Basic pay scale of Rs.980-1755/-) on 17.9.90. His pay in post 'B' shall be fixed in the following manner :-

	Post A	Post B
	Rs.920-1617/- (Basic scale)	Rs.980-1755/-
	Rs.980-1755/- (1 st higher scale)	(Basic scale)
1.6.1989	Rs.1130.00	-

1.6.1990	Rs.1155.00	-
17.9.1990	Rs.1155.00	Rs.1205.00
1.9.1991	-	Under rule 42A(1) of WBSR Part I. Rs.1230.00 (increment)

Alternatively the employee may opt for fixation of his pay in post B with effect from 1.6.91. In that case his pay in post 'B' shall be fixed in the following manner :-

	Post A	Post B
	Rs.980-1755/- (1 st higher scale)	Rs.980-1755/- (Basic scale)
1.6.1989	Rs.1130.00	-
1.6.1990	Rs.1155.00	-
17.9.1990	Rs.1155.00	-
1.6.1991	Rs.1180.00	Rs.1230.00
1.6.1992	-	Under rule 42A(1) of WBSR Part I. Rs.1260.00 (increment)

No interim pay fixation benefit shall however be allowed in post 'B' on 17.9.1990.

Example - 3

An employee holding post 'A' (Basic pay scale of Rs.1040-1920) and drawing pay @ Rs.1275/- on 1.4.89 has been allowed first higher pay scale of Rs.1140-2160/- on 1.4.89 and second higher pay scale of Rs.1200-2360/- on 1.4.91 through Career Advancement Scheme. He has been promoted to post 'B' in the basic pay scale of Rs.1200-2360/- on 22.8.91. His pay shall be fixed in the post 'B' in the following manner :-

	Post A			Post B
	Basic scale Rs.1040-1920	1 st higher scale Rs.1140-2160	2 nd higher scale Rs.1200-2360	Basic scale Rs.1200-2360
1.4.89	Rs.1275	Rs.1320.00	-	-
1.4.90	-	Rs.1350.00	-	-
1.4.91	-	Rs.1380.00	Rs.1445	-
22.8.91	-	-	Under Rule 42A(1) of WBSR Part I Rs.1445.00	Rs.1515.00 under rule 42A(1) of WBSR Pt.I

He shall draw increment in the post B on 1.8.92 raising his pay to Rs.1550.00.

Alternatively the employee may opt for fixation of his pay in post B with effect from 1.4.92. In that case his pay shall be fixed in the post B in the following manner :-

	Post A		Post B
	Rs.1140-2160/- (1 st higher scale)	Rs.1200-2360/- (2 nd higher scale)	Rs.1200 - 2360/- Basic scale
1.4.89	Rs.1320.00	-	-
1.4.90	Rs.1350.00	-	-
1.4.91	Rs.1380.00	Rs.1445.00	-
22.8.91	-	Rs.1445.00	-
1.4.92	-	Rs.1480.00	Rs.1550.00

He shall draw increment in post B on 1.4.93 raising his pay to Rs.1590.00

He shall however get no interim pay fixation benefit in post B on 22.8.91.

Example 4

A Group 'A' employee holding post A (Basic pay scale of Rs.1640-3635) and drawing pay @ Rs.2735.00 on 1.1.89 has been allowed to draw pay in first higher scale of Rs.1780-3780 on 1.5.89 through Career Advancement Scheme. He has been promoted to post B in the basic pay scale of Rs.1780-3780/- on 14.11.90. His pay in post B shall be fixed in the following manner :

	Post A		Post B
	Rs.1640-3635 (Basic scale)	Rs.1780-3780 (1 st higher scale)	Rs.1780 – 3780 Basic scale
1.1.89	Rs.2735.00	-	-
1.5.89	-	Rs.2760.00	-
1.1.90	-	Rs.2840.00 (increment)	-
14.11.90	-	Rs.2840.00	Rs.2920.00 under Rule 42A (2) of WBSR Pt.I.
1.1.91	-	-	Rs.3000.00

He shall draw next increment in the post B on 1.1.92 raising his pay to Rs.3080/-.

Example – 5

An employee holding post A (Basic scale Rs.660-1600 unrevised) was allowed to draw pay in the higher pay scale of Rs.1100-1900/- (Unrevised) in the year of 1984 through promotion policy statement. He got his pay fixed in the corresponding 1990 revised pay scale of Rs.3000-4750 – on 1.1.86 at Rs.3100/- . He was promoted to post B in the basic pay scale of Rs.3000-4750/- on 27.5.88. His pay in post B shall be fixed in the following manner :-

	Post A		Post B
	Rs.3000-4750/- (Higher scale)		Rs.3000-4750/- (Basic scale)
1.1.86	Rs.3100.00		-
1.1.87	Rs.3200.00		-
1.1.88	Rs.3300.00		-
27.5.88	Rs.3300.00	Rs.3400.00 (under rule 42A(2) of WBSR Part-I.	
1.1.89	-	Rs.3500.00 (increment)	

Example – 6

An employee holding post A in the unrevised pay scale of Rs.660-1600/- plus special pay of Rs.100/- got his pay fixed at Rs.3300.00 in the corresponding 1990 revised pay scale of Rs.2200-4000/- plus a special pay of Rs.200/- on 1.1.88. He was allowed to draw pay in the higher pay scale of Rs.3000 – 4750/- on 12.8.89 through Career Advancement Scheme. He has been promoted to post B in the basic pay scale of Rs.3000-4750/- plus special pay of Rs.400/- on 7.10.90. His pay in post B shall be fixed in the following manner :-

	Post A		Post B
	Rs.2200-4000/- Rs.200/- spl. pay (Basic scale)	Rs.3000-4750/- (1 st higher scale)	Rs.3000-4750/- Rs.400 Spl. pay (Basic scale)
1.1.88	Rs.3300.00 Rs. 200.00	-	-
1.1.89	Rs.3400.00 Rs. 200.00	-	-
12.8.89	Rs.3400.00 Rs. 200.00	Rs.3500.00 Rs. 200.00	-
1.1.90	Rs.3500.00 Rs. 200.00	Rs.3625.00 Rs. 200.00	-
7.10.90	-	Rs.3625.00 Rs. 200.00	Rs.3750.00 Rs. 400.00
1.1.91	-	Rs.3750.00 Rs. 200.00	Rs.3875.00 Rs. 400.00

He shall draw next increment in post B on 1.1.92 raising his pay to Rs.4000/- plus special pay of Rs.400/-.

<http://wblroa.in>

Examples under para 3 of Fin. Deptt. Memo No. 1021-F dt. 30.1.92.

Example - 7

An employee holding post A (Basic scale of Rs.220-388/- unrevised) was allowed to draw pay in Grade I scale of pay of post (Rs.230-414/- unrevised) in 1984. He got his pay fixed in the 1990 scale of Rs.830-1357/- on 1.1.86 at Rs.908/-. He was appointed to post B (Basic scale Rs.830-1357/-) on 11.5.88. His pay in post B shall be fixed in the following manner:-

	<u>Post A</u> Rs.220-388/- Rs.800-1265/-	<u>Post A Grade I</u> Rs.830-1357/-	<u>Post B</u> Rs.830-1357/-
1.1.86	-	Rs.908.00	-
1.1.87	-	Rs.926.00	-
1.1.88	-	Rs.944.00	-
11.5.88	-	Rs.944.00	Rs.980/- under rule 42A(1) of WBSR Part-I.
1.5.89	-	-	Rs.1001/- (increment)

Alternatively he may opt for fixation of his pay in post B on 1.1.89. His pay in that case shall be fixed in the following manner :-

	<u>Post A Grade I</u>	<u>Post B</u>
	Rs.830-1357/-	Rs.830-1357/-
1.1.86	Rs. 908.00	-
1.1.87	Rs. 926.00	-
1.1.88	Rs. 944.00	-
11.5.88	Rs. 944.00	-
1.1.89	Rs. 962.00	Rs.1001/- under rule 42A(1) of WBSR Part-I.
1.1.90	-	Rs.1022/- (increment)

No interim pay fixation shall be allowed in post B on 11.5.88.

Example - 8

A Group 'D' employee (drawing pay in the unrevised pay scale of Rs.245-455/-, scale No.3, for completion of 27 years of service without promotion) got his pay fixed in the 1990 revised pay scale of Rs.875-1460/- at Rs.929/- on 1.4.86. Subsequently on 14.12.87 he was appointed to a post carrying the pay scale of Rs.875-1460/-. His pay shall be fixed in that post in the following manner :-

	<u>Post</u>	<u>Post</u>
	Rs.875-1460/- (Higher scale No.3)	Rs.875-1460/- (Basic scale)
1.4.86	Rs.929.00	-
1.4.87	Rs.950.00	-
14.12.87	-	Rs.992.00 under rule 42A(1) of WBSR Part - I.
1.12.88	-	Rs.1013/- (increment)

Alternatively he may opt for fixation of his pay in the latter post on 1.4.88. In that case his pay shall be fixed in the following manner :

	<u>Post</u>	<u>Post</u>
	Rs.875-1460/-	Rs.875-1460/-
14.12.87	Rs.950.00	-
1.4.88	Rs.971.00	Rs.1013/- under rule 42A(1) ibid
1.4.89	-	Rs.1034/- (increment)

He shall be allowed no interim pay fixation benefit on 14.12.87.

Example - 9

An employee holding a Technical post in the basic pay scale of Rs.425-1050/- (unrevised) was allowed the Grade I pay scale of that post (Rs.470-1230/- unrevised) in 1984. He got his pay fixed in the 1990 revised pay scale of Rs.1500-3410/- at Rs.2185/- on 1.6.86. He was appointed on 12.1.87 to a post in the same pay scale of Rs.1500-3410/-. His pay in that post shall be fixed in the following manner :-

	<u>Post</u>	<u>Post</u>
	Rs.1500-3410/- (Grade I pay scale)	Rs.1500-3410/- (Basic pay scale)
1.6.86	Rs.2185.00	-
12.1.87	Rs.2185.00	Rs.2250/- under rule 42A(2) of WBSR Part-I
1.6.87	Rs.2250.00 (increment)	Rs.2330.00

Examples under para 4 of Fin. Deptt. Memo No.1021-F dt. 30.1.1992.

Example - 10

An employee holding post A has got his pay fixed in the basic pay scale of Rs.800-1265/- at Rs.815/- on 1.1.86. He has been allowed 1st higher scale of Rs.830-1357/- on 16.9.89 through Career Advancement Scheme. His pay in 1st higher scale shall be fixed in the following manner :-

	<u>Post 'A'</u>	
	Rs.800-1265/- (Basic scale)	Rs.830-1357/- (1 st higher scale)
1.1.86	Rs.815.00	-
1.1.87	Rs.830.00	-
1.1.88	Rs.845.00	-
1.1.89	Rs.860.00	-
16.9.89	Rs.860.00	Rs.890.00 under rule 42A(1) of WBSR Part - I
Next increment on 1.9.90		Rs.908.00

Alternatively he may opt for fixation of his pay, in 1st higher scale on 1.1.90. In that case his pay shall be fixed in the following manner :

	Rs.800-1265/- (Basic scale)	Rs.830-1357/- (1 st higher scale)
1.1.89	Rs.860.00	-
16.9.89	Rs.860.00	-
1.1.90	Rs.875.00	Rs.908.00
Next increment on 1.1.91		Rs.926.00

He shall get no interim pay fixation benefit in 1st higher pay scale on 16.9.89.

Example - 11

An employee holding post A has got his pay fixed in the basic pay scale of Rs.1040-1920/- at Rs.1215/- on 1.4.86. He has got 1st higher scale of Rs.1140-2160/- on 1.4.89 and 2nd higher scale of Rs.1200-2360/- on 26.7.91 through Career Advancement Scheme. His pay be fixed in the following manner :-

	<u>Post 'A'</u>		
	Rs.1040-1920/- (Basic scale)	Rs.1140-2160/- (1 st higher scale)	Rs.1200-2360/- (2 nd higher scale)
1.4.86	Rs.1215.00	-	-
1.4.87	Rs.1245.00	-	-
1.4.88	Rs.1275.00	-	-
1.4.89	Rs.1305.00	Rs.1350/- under rule 42A(1) of WBSR Pt-I	-
1.4.90		Rs.1380.00	
1.4.91		Rs.1410.00	
26.7.91		Rs.1410.00	Rs.1445/- under rule 42A(1) ibid.
1.7.92			Rs.1480/- (increment)

	Post 'A'		
	Rs.1040-1920/- (Basic scale)	Rs.1140-2160/- (1 st higher scale)	Rs.1200-2360/- (2 nd higher scale)
26.7.91	Alternatively	Rs.1410.00	
1.4.92		Rs.1440.00 (increment)	Rs.1480/- under rule 42A(1) ibid.
1.4.93			Rs.1515/- (increment)

The alternatively pay fixation shall be allowed if the incumbent exercises option to fix his pay in 2nd higher scale on 1.4.92. In that case he shall get no interim pay fixation benefit in 2nd higher pay scale on 26.7.91.

Example - 12

An employee holding post A (unrevised pay scale of Rs.300-685/-) was promoted to post B (unrevised pay scale of Rs.380-910/-) in 1985. He got his pay fixed on 1.1.86 in the basic pay scale of post B (Rs.1260-2610/-) at Rs.1505/-. He was allowed the benefit of 2nd higher pay scale through Career Advancement Scheme on 1.4.89. As the 2nd higher scale (1200-2360) in this case is lower, the employee shall be allowed two increments in the pay scale of Rs.1260-2610/- as shown below :-

	Post 'B'	
	Rs.1260-2610/- (Basic scale)	Rs.1260-2610/-
1.1.86	Rs.1505.00	
1.1.87	Rs.1540.00	
1.1.88	Rs.1585.00	
1.1.89	Rs.1630.00	
1.4.89	Rs.1630.00	Rs.1740/- (allowed to increments)
1.4.90		Rs.1795/- (increment)

The incumbent may opt for this benefit on 1.1.90 i.e. the date of his increment in the basic pay scale of the post he holds. In that case his pay shall be fixed in the following manner :-

	Post 'B'	
	Rs.1260-2610/- (Basic scale)	Rs.1260-2610/-
1.1.89	Rs.1630.00	
1.4.89	Rs.1630.00	
1.1.90	Rs.1685.00	Rs.1795.00 (allowed to increments)
1.1.91		Rs.1850/- (increment)

He shall get no interim benefit on 1.4.89.

Example - 13

An employee holding post A (unrevised scale of pay of Rs.660-1600/-) got his pay fixed in the corresponding 1990 revised pay scale of Rs.2200-4000/- at Rs.2440/- on 1.1.86. He has been allowed 1st higher pay scale of Rs.3000-4750/- on 1.4.89 and 2nd higher scale of Rs.3700-5700/- on 11.9.91 through Career Advancement Scheme. His pay in 1st higher scale and 2nd higher scale shall be fixed in the following manner :-

	Post 'A'		
	Rs.2200-4000/- (Basic scale)	Rs.3000-4750/- (1 st higher scale)	Rs.3700-5700/- (2 nd higher scale)
1.1.86	Rs.2440.00		
1.1.87	Rs.2520.00		
1.1.88	Rs.2600.00		
1.1.89	Rs.2680.00		
1.4.89	-	Rs.3000.00	
1.4.90	-	Rs.3100.00 *(increment)*	
1.4.91	-	Rs.3200.00	
11.9.91	-	-	Rs.3700.00
1.9.92	-	-	Rs.3825/- (increment)

* In each case pay of the employee has been fixed at the minimum of the higher scale of pay. So increment shall be drawn in each case after one year of appointment.

No.1021/1(350)-F

Calcutta, the 30th January, 1992.

Copy with a copy of Annexure forwarded for information and necessary action to :-

- 1-6) ***** **** ***** ****
7) The District Magistrate,

8-11) ***** **** ***** ****

Sd/-Illegible
Joint Secretary to the
Government of West Bengal
Finance Department

Form of option in terms of para 4 to Finance Department Memo No. 1021-F dated 30th January, 1992.

To

The Collector

I _____ hereby elect to continue in the revised Scale of pay of Rs. _____ for my substantive/officiating/Temporary post mentioned below till _____ 19 and to come under the benefit of Career Advancement Scheme, 1990 on completion of 10/20 years of my service, with effect from _____ after getting my annual increment in the scale of Rs. _____.
This may kindly be allowed.

Yours faithfully,

Signature _____

Name _____

Designation _____

substantive/Officiating/Temporary.

Office/Section/Deptt. _____

Signature

Head of Office/Deptt.

Copy of memo no.1311-GBIII dated, Calcutta, the 13/17.2.92 from the Assistant Secretary, Board of Revenue, West Bengal to the Director of Land Records & Surveys, West Bengal.

Sub: Grant of benefit under Career Advancement Scheme.

The undersigned is directed to refer his memo. no.171/3301/B-I/91 dated 14.8.91 on the above subject and to say that the post of Mohurrir and L.D.C. are not identical. So the appointment of Nurul Islam to the post of L.D.C. on 18.7.87 should be treated as a case of fresh one. As such he is not entitled as a case of benefit of Career Advancement Scheme, '90.

The duplicate Service Book of Shri Nurul Islam is returned back acceptance of which may kindly be acknowledged.

Memo No. 171/1677/B-I/91

Dated, Alipore, the 6th March, 1992

Copy alongwith the duplicate Service Book of Shri Nurul Islam forwarded to the Sub-Divisional Land & Land Reforms Officer, Dinhata, Dist. Coochbehar for information and necessary action. This has a reference to his memo. 342/xxxiii-1/SDL/91 dt.8.4.91.

T.K. Saha
For Director of Land Records & Surveys &

Joint Land Reforms Commissioner, West Bengal.

Memo No. 171/1678-1748/B-I/91

Dated, Alipore, the 6th March, 1992

Copy alongwith a copy of the Dte. Memo. No. 171/3301/B-I/91 dt. 14.8.91 to which the above is a reply forwarded to the District Land & Land Reforms Officer,

Sub-Divisional Land & Land Reforms Officer,

for information and guidance.

T.K. Saha

for Director of Land Records & Surveys &
Joint Land Reforms Commissioner, West Bengal

Copy of memo no.171/3301/B-I/91 dated, Alipore, the 14.8.91 from the Director of Land Records & Surveys, West Bengal to the Secretary, Board of Revenue, West Bengal.

Sub: Grant of benefit under Career Advancement Scheme.

Sri Nurul Islam, now posted under District Land & Land Reforms Officer, Coochbehar was appointed to different "C" Group posts as detailed below :-

Name of the post and date of appointment to such post.	Date of apptt. to the post in the identical scale of day.	Pay scale as per ROPA, 70
Muharrir-14.10.78	L.D.C. - 18.7.87	Rs.230-425/-

Sri Islam, while holding the post of Muharrir in the scale of pay of Rs.1040-1920/- was appointed to the post of L.D.C. with effect from 18.7.87 in the same and identical scale of pay in the interest of public services.

Sri Islam has since completed more than 10 (ten) years of continuous service in his basic post of Muharrir and L.D. Clerk taken together without any benefit of promotion to higher scale of pay before 1.4.89.

So, he will be entitled to get the benefit of next higher scale of pay of Rs.1140-2100/- with effect from 1.4.89 in terms of Finance Deptt's No. 6075-F dt. 21.6.90. provided that Govt. agrees to count his past services with the present one.

In the above circumstances, he is requested to kindly arrange to obtain necessary Govt. orders in the matter from the Finance Deptt. and communicate the same to this Directorate at an early date.

The Service Book of Sri Islam along with the connected papers are sent herewith for his kind perusal.

Copy of memo. no.1513-GBIII dated, the 17/19.2.92 from the Assistant Secretary, Board of Revenue, West Bengal to the Director of Land Records & Surveys, West Bengal.

Sub: Grant of benefit under Career Advancement Scheme.

Ref: Memo. No. 171/2941/B-I/91 dated 29.7.91.

The undersigned is directed to refer his Memo No. cited above on the above noted subject and to say that the post of Muharrir cannot be regarded as feeder posts for promotion to the post of L.D.C. As such for computation of the years of service rendered by Shri Mridul Dutta for career advancement scheme only his length of service with effect from the date of appointment to the post of L.D.C. should be taken into account.

Regarding allowing benefit under Career Advancement Scheme in favour of Shri Prafulla Kr. Das, there is no provision for appointment to the post of Typist from the post of Amin in the recruitment rules for the post of Typist. The service of Shri Das may be counted w.e.f. 25.9.81 i.e. the date of his appointment to the post of Typist for calculating 10/20 years of services as provided in para 2 of the Career Advancement Scheme.

This order issues with the concurrence of the Fin. Deptt. under their u/o. no. 2916-P.I. Cell (Policy) dt. 21.1.92.

The Service Books of Shri Dutta & Shri Das are returned herewith, receipt of which may please be acknowledged.

Memo. No. 171/1605-1676/B-I/91

Dated, Alipore, the 6th March, 1992

Copy forwarded in continuation to this Dte. Endorsement No.171/2942-43/B-I/91 dt.26.7.91 to:-

- 1) The Sub-Divisional Land & Land Reforms Officer, Dinahata, Dist. Coochbehar for information and necessary action. This has a reference to his memo. no. 341/xxiii-I/SDL/91 dt. 8.4.91. The Service Book of Sri Mridul Dutta is returned herewith.
- 2) The District Land & Land Reforms Officer, Burdwan for information and necessary action. The Service Book of Sri Prafulla Kr. Das is returned herewith. This has a reference to his memo. no. 17/xi/12139/A/90 dt. 7.6.91.
- 3) The District Land & Land Reforms Officer,
- 4) The Sub-Divisional Land & Land Reforms Officer,

for information and guidance. A copy of this Dte. Memo. No. 171/2941/B-I/91 dt. 26.7.91 to which the above is a reply is enclosed herewith.

T.K. Saha

for Director of Land Records & Surveys &
Joint Land Reforms Commissioner, West Bengal

Copy of memo no.171/2941/B-I/91 Dated, Alipur, the 26.7.91 from the Director of Land Records & Surveys, West Bengal to the Secretary, Board of Revenue, West Bengal.

Sub: Grant of benefit under Career Advancement Scheme

Sri Mridul Dutta and Sri Prafulla Kumar Das, now posted under District Land & Land Reforms Officer, Coochbehar and Burdwan respectively entered into the Govt. service as Group "C" employees with effect from the dates as mentioned against their names.

Name	Designation & entry into the Govt. Service	Date of apptt. To the posts in the identical scale of pay	Pay scales as per ROP A 1970
Sri Mridul Dutta	<u>Muharrir</u> 10.11.78	<u>L.D.C.</u> 29.7.87	Rs.230-425/-
Sri Prafulla Kumar Das	<u>Amin</u> 18.5.74	<u>Typist</u> 25.9.81	Rs. 230-425/-

Sri Dutta, while holding the post of Muharrir in the scale of pay of Rs.1040/- was temporarily appointed to the post of L.D.C. w.e.f. 29.7.87 in the same and identical scale of pay in the interest of public services.

Sri Prafulla Kumar Das, while holding the post of Amin in the scale of pay of Rs.300-685/- was appointed to the post of Typist in the same and identical scale of pay w.e.f. 25.9.81 in the interest of public services.

Sri Dutta, L.D.C. & Sri Das, Typist are now working in the revised scale of pay of Rs.1040-1920/- and have completed more than 10 (ten) years of continuous services in their basic post and present posts taken together without any benefit of promotion to higher scale of pay as on 1.4.89.

So, they will be entitled to get the benefit of next higher scale of pay of Rs.1140-2100/- w.e.f. 1.4.89 interms of Finance Deptt. No.6075-F dt. 21.6.90 provided the Govt. agrees to count their past services with the present one.

In the above circumstances, he is requested to kindly arrange to issue necessary Govt. orders in the matter and communicate the same to this Directorate at an early date.

The Service Books of the aforesaid employees along with the connected papers are sent herewith for his kind perusal.

●

Government of West Bengal
Home Department
Personnel and Administrative Reforms Branch.

From : Shri N. Krishnamurthi,
Chief Secy. to the Govt. of West Bengal
To: The Secretary to the Govt. of West Bengal.
_____ Department.

No. 1601-PAR(Vig.)

Dated, Calcutta the 22nd Sept. 1992.

Sir/Madam,

Consequent upon the introduction of Career Advancement Scheme, 1990 under Finance Deptt.'s Memo No. 6075-F dt.21.6.90 for betterment of career prospects of the employees working in various posts and services under this State Government the question of obtaining integrity clearance for every movement to higher scale under the scheme has been under consideration of the Govt. for time past.

On a review of the Vigilance Commission's Circular No. 5757 ()/V/1E-6/91 dt. 2.8.1991 and taking into account all the aspects contained in Memo. Nos. 339-GAC(Vig) dt. 28.5.73 of Home (GA) Deptt. and Memo. No. 224-PAR (Vig), dt, 12.6.80 of Home (PAR) Deptt. it has been decided that before granting any benefits to an employee under the Career Advancement Scheme 1990, integrity clearance shall have to be taken only from the vigilance wing of the Deptt./or the Cadre Controlling Department.

The Department concerned/Cadre Controlling Department may, however, obtain clearances from Vigilance Commission, West Bengal also, if considered necessary.

This may be communicated to all the Directorates and officers under the control of your Department.

Yours faithfully,
N. Krishnamurthi
Chief Secy. to the Govt. of West Bengal.

●

Government of West Bengal
Office of the Board of Revenue, West Bengal
Section E.1, D.E. Branch

No. 6228(17)-D.E.
166/91

Dated, Cal, the 21st October, 1993

To
The Collector,

Sub : Benefit of Career Advancement Scheme to the Mohurrirs working as L.D. Clerks and U.D. Clerks.

Consequent on the extension of the benefit of the scale of pay of Rs.230-425/- (unrevised) to the Mohurrirs working in the Collectorates under Finance Deptt's memo. No.485-F, dated 18.1.88 (copy enclosed for ready reference) there was a proposal under consideration of the Government as to whether those Mohurrirs, who were appointed as L.D. Clerks on or after the 1st April, 1970, shall be entitled to the benefit of the Career Advancement Scheme granted under Finance Deptt's memo. No. 6075-F, dated 21.6.90.

The undersigned is directed by order of the Governor to say that the Governor has been pleased to decide that those Mohurrirs, who were appointed as L.D. Clerks in the Collectorates on or after the

1st April, 1970 shall be entitled to the benefit of Career Advancement Scheme after counting their services from the date when they actually joined as L.D. Clerks subject to the fulfilment of other conditions as laid down in Finance Deptt's memo No. 6075-F dated 21.6.90

This order issues with the concurrence of the Finance Deptt. vide their u.o. No. 640, P.I. Coll (Group P) dated 22.6.93 and U.O. No. 1401, P.I. Cell (Group P) dated 22.9.93 and U.O. No. 1740-P (Pay) dated 18.10.93.

The Accountant General, West Bengal is being informed.

Sd/- Illegible
Deputy Secretary
Board of Revenue, West Bengal &
(Ex-Officio) Deputy Secretary to the
Govt. of West Bengal
Land & Land Reforms Deptt.

Memo No. 6228/1(6)-D.E.

Dated, Calcutta, the 21st Oct, 1993

copy forwarded to :

1. The Accountant General, West Bengal
2. The Commissioner _____ Division _____
3. Director of Land Records & Surveys & Joint Land Reforms Commissioner, W.B.
4. Finance Deptt (Audit Branch).

Sd/- Illegible
Deputy Secretary
Board of Revenue, West Bengal &
(Ex-Officio) Deputy Secretary to the
Govt. of West Bengal
Land & Land Reforms Deptt.

**Government of West Bengal
Finance Department
Audit Branch**

No.485-F

Calcutta, the 18th January, 1988

MEMORANDUM

In the West Bengal Services (Revision of Pay & Allowances) Rules, 1970, Mahurrirs under the Registration Directorate of the Judicial Department and Mahurrirs under the Regional Offices of the Land & Land Reforms Department and Mahurrirs who were previously under the Board of Revenue for collection of canal revenue and had since been transferred to the Regional Offices of the Irrigation & Waterways Department were all given the pay scale of Rs.180-350/- with effect from 1.4.70. By an order No. 902-Regn, dated 8th May, 1978 issued from the Judicial Department, the pay scale of the Muharrirs under the Registration Directorate of the Judicial Department was further revised from Rs.180-350/- to 230-425/- with effect from 1st April, 1970 subject to the condition that there would be no payment of arrears prior to February, 1978. The Muharrirs belonging to the Regional Offices under the Land & Land Reforms Department and the Irrigation & Waterways Department remained on the pay scale of Rs.180-350/- which was not further revised. A number of writ applications were moved before the Hon'ble High Court, Calcutta by some Mohurrirs working in the Regional Offices under both the Land & Land Reforms Department and Irrigation & Waterways Department claiming the same benefit as was granted in respect of Mohurrirs of the Registration Directorate i.e. revision of their pay scale in the WBS (ROPA) Rules, 1970 with effect from 1.4.70 from Rs.180-350/- to Rs.230-425/- provided that there would be no arrear payment prior to February, 1978. The writ applications were allowed by the High Court and the Government appeals were dismissed by the Division Bench. Further, State Government preferred appeals in the Supreme Court and Supreme Court also dismissed the appeals and directed that the payment should be made within four months from the date of order which was passed on 22nd September, 1987.

2. In the circumstances stated above, the Governor has been pleased to decide that the pay scale of the Moharrirs working in the Regional Offices under the Irrigation & Waterways Department and in the Regional Offices of the Land & Land Reforms Department in the WBS (ROPA) Rules, 1970 would be revised from Rs.180-350/- to Rs.230-425/- with effect from 1.4.70 subject to the condition that there would be no arrear adjustment of salary prior to February 1978 and that their pay in the revised scale of Rs.230-425/- would be fixed under the provisions of WBS (ROPA) Rules, 1970.

S. Goswami
Joint Secretary to the Government of West Bengal

<http://wblr0a.in>

No.485/1(4)-F

Dated 18th January, 1988

Copy forwarded for information and necessary action to the Land & Land Reforms Department.

S. Goswami
Joint Secretary to the Government of West Bengal

Immediate

No. 233(18)-Estt.

Calcutta, the 20th January, 1988

Copy forwarded for information and guidance to the:

1. Secretary, Board of Revenue, West Bengal
2. Director of Land Records & Surveys, West Bengal
35, Gopalnagar Road, Alipore, Calcutta-700027.
3. Collector, _____

Sd/- Illegible
Dy.Secy. to the Govt. of W. Bengal
Land & Land Reforms Deptt.

————— ● —————
Government of West Bengal
Finance Department
Audit Branch

No.960-F

Calcutta, the 27th January, 1994

MEMORANDUM

It has been brought to the notice of Government that consequent upon introduction of the Career Advancement Scheme there has been disparity of pay of the senior and junior Government employees. The Senior Government employees are also reported to be praying for protection of their pay. Various factors are responsible for causing a senior employee to draw less pay than that of his junior and in cases such pay disparity is not necessarily required to be removed only on the ground of seniority. It is, therefore, necessary to take into the factors responsible for the senior employee drawing less than his junior for consideration if any relief can be allowed to senior in the matter of pay.

In the circumstances, the undersigned is directed to say each individual case of disparity of pay of the senior Government employees caused due to introduction of the Career Advancement Scheme be examined carefully with reference to the following papers and referred to the Finance Department through the respective administrative department together with the views of the administrative department for decision-

- 1) Service Book(s) of both the senior and junior Government employees, and
- 2) Statement showing the particulars in detail in respect service rendered and pay drawn both by the senior and junior Government employees right from the date of the appointment under Government.

A.K. Chakraborty
Deputy Secretary to the Government of West Bengal
Finance Department

No.960/1(350)-F

Calcutta, the 27th January, 1994

Copy forwarded for information and necessary action to Board of Revenue, West Bengal.

A.K. Chakraborty
Deputy Secretary to the Government of West Bengal
Finance Department

————— ● —————
Government of West Bengal
Land and Land Reforms Department
Establishment Branch

No.2738-Estt

Dated : 26th Sept, 1994

Sub : Entitlement of the benefits of Career Advancement Scheme, 1990 to the petitioners Amin.

The undersigned is directed to say that the above matter was examined by the Finance (Law Cell) Deptt. and their views are noted below for information and necessary action :

“The post of Amin has been allowed the pay scale of Rs.280-617/- under W.B.S. (ROPA) Rules, 1981. Subsequently, a large number of petitioners Amin have been allowed the pay scale of Rs.380-910/- subject to the final result of the Appeal preferred by the Government. The Appeal is still pending. Now the Admn. Deptt. has sought for the views of this Deptt. as to how those petitioners Amin may be allowed the benefit of C.A.S. 1990.

Although the petitioners Amin have been allowed the higher pay scale Rs.380-910/- in compliance with the orders of the Hon'ble High Court, the pay scale of the post of Amin is still Rs.280-617/- under the W.B.S. (ROPA) Rules, 1981. As the matter is still subjudice, the question relating to entitlement of the benefit of CAS, 1990 on the basis of their provisional pay scale enjoyed by them on Court's orders in respect of the petitioners Amin may not be examined pending finalization of the Appeal Case.”

Sd/- Illegible
Deputy Secretary

No. 2739 (35)-Estt. Dated 27.09.94

Copy forwarded, for information and necessary action to :-

- 1) ***
- 2) The District Land & Land Reforms Officer,
- 3) ****

Sd/- Illegible
Deputy Secretary

●

Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta-700027

No.171/6924-41/BI/91,

Dated, Alipur, the 15th December, 1995

To
The District Land and Land Reforms Officer

Sub: Grant of benefit to the Revenue Inspectors in the Integrated set up under Career Advancement Scheme, 1990.

It has since been clarified by the Board of Revenue, West Bengal under its No.7101-GB III, dated 17/21-11-95 (copy enclosed) that the appointment to the post of Revenue Inspector from the post of L.D.Clerk/Peshkar/Typist/Copyist/Junch Mohorrrir/Amin should not be treated as a case of promotion. He is, therefore, requested to examine the question of allowing the Revenue Inspectors the benefit under Career Advancement Scheme in terms of Finance Department's No.6075-F, dated 21.6.90 according to the following guidelines and allow such benefit where admissible :-

- a) In cases where Muharrir/Copyist/Junch Mohorrrir/Amins have been appointed to the posts of Revenue Inspectors after getting one promotion to Grade-I post in the next higher scale of pay they may be allowed the benefit of movement to the next higher scale under Career Advancement Scheme on completion of 20 years' continuous/satisfactory service in their basic post and Grade-I post of Copyist/Junch Mohorrrir/Amin and Revenue Inspector taken together in terms of para 2 (iii) of the Career Advancement Scheme, but in cases, where the scale of pay of the Grade I post is the second next higher scale of pay in relation to basic scale of pay, benefit of movement to the next higher scale of pay on completion of 20 years service is not admissible. In such a case the incumbents will be entitled to fixational benefit in terms of para 2 (vi) of the Career Advancement Scheme.
- b) In cases where Peshker/L.D.C./Typist/Copyist/Junch Mohorrrir/Amin/Mohorrrir have been appointed to the post of Revenue Inspector without any movement to higher scale of pay, they may be allowed the benefit of movement to the next higher scale in terms of para 2 (ii) of

Finance Deptt's No. 6075-F, dated 21.6.90 on completion of 10 years' continues/satisfactory services in their basic post and in the post of the Revenue Inspector taken together. They may further be allowed the benefit of movement to next higher scale in terms of para 2 (ii) of the Career Advancement Scheme on completion of 20 years continuous/satisfactory services in their previous post and in the post of Revenue Inspector taken together, provided they do not hold any other promotional post and enjoy another higher scale under any order.

2) In the aforesaid cases the incumbents concerned shall be entitled to retain the aforesaid higher scale of pay as 'Personal' to them in the post of Revenue Inspector in addition to the usual Special pay of Rs.60/- attached to the post.

3) In cases where the Revenue Inspectors are enjoying the scale of pay of Rs.1260-2610/- by virtue of Calcutta High Court's order, they shall not come under the purview of the aforesaid benefit. Similarly, any employee as mentioned in the first paragraph who is enjoying any higher scale of pay as per High Court's order, will not come under the scheme.

4) He is requested to please take suitable action strictly according to the aforesaid guidelines. In case of any confusion on any point, the matter may be referred to this Directorate for clarification.

5) For the sake of uniformity, the D.L.&L.R.Os shall implement the scheme centrally after obtaining their Service Books and the relevant particulars of the employees concerned from the S.D.L. & L.R.Os and get ¼ illustrative cases of different nature vetted by this Dte. before issuing formal orders in this regard.

P. Bandyopadhyay
Director of Land Records and Surveys and
Jt. Land Reforms Commissioner, West Bengal.

Government of West Bengal
Office of the Board of Revenue, West Bengal
Section – B III : GB III-Branch

No.7101-GBIII
57/95

Dated, Calcutta, the 17th/21st Nov., 93

To
Sri P. Bandyopadhyay, I.A.S.
Director of Land Records & Surveys and
Joint Land Reforms Commissioner, West Bengal

Sub: Grant of benefit to the Revenue Inspector of the Integrated Set-up under Career Advancement Scheme.

The undersigned is directed to refer to his memo No. 171/2880/B-I/91 dt. 28.6.94 on the subject mentioned above and to state that since the movement from Mohurrior/Peshkar/L.D.C. to the Revenue Inspector was on the same Scale of pay and attachment of Special Pay to the post of Revenue Inspector it cannot be treated as promotion.

He is, therefore, requested to deal with the case of Career Advancement Scheme of Revenue Inspectors according Finance Department Memo No. 6075-F dt. 21.6.1990.

Sd/- Illegible
Deputy Secretary,
Board of Revenue, West Bengal

Government of West Bengal
Land and Land Reforms Department
Establishment Branch

No.1443 – Estt.

Dated, Calcutta, the 29th March, 1996

To
Shri P. Banerjee, I.A.S.
Director of Land Records & Surveys, West Bengal,
35, Gopalnagar Road, Alipore, Calcutta – 700027.

Sub: Entitlement of the benefits under the Career Advancement Scheme, 1990 to the petitioners Amins granted scale of pay of Rs.380-910/- as per Orders of the Calcutta High Court.

Sir,

I am directed to refer to the subject cited above and to say that the Finance (Law Cell) Department after a careful examination of the above matter has expressed the following views :

“Petitioners Amins were allowed the scale of pay of Rs.380-910/- w.e.f. 1.4.81 under ROPA Rules, 1981 and Rs.1260-2610 w.e.f. 1.1.86 under ROPA Rules, 1990 in compliance with the orders of the Hon’ble High Court, Calcutta, in most cases, subject to the result of the Appeal though the pay scale of Amin as per W.B.S. ROPA Rules, 1981 remains at Rs.280-617/-. It is learnt that some of the District Officers have given the benefits of Career Advancement Scheme to the writ petitioners – Amins who are enjoying the scale of pay of Rs.380-910/- w.e.f. 1.4.81. Upon a reference in the matter it was intimated to the Administrative Department that the question of allowing benefit of Career Advancement Scheme to the writ petitioners – Amin where appeal is pending may not be examined till disposal of the Appeal. Now, a question has arisen as to the entitlement of the benefits of C.A.S., 1990 in those cases (i) where the appeal preferred by the Government stand dismissed by the Division Bench (ii) where the appeal preferred by the Govt. was subsequently withdrawn; and (iii) where the Govt. did not prefer any appeal.

It may be mentioned in this connection that in the case of Tarak Chandra Deb & Ors. –Vs- State, C.O. No. 8540 (W)/90, it has recently been held by the Hon’ble High Court that the nature of duties and responsibilities attached to and the qualification required for recruitment to the post of Amin and Surveyor are not same. As such, Amins are not entitled to higher scale of pay of Rs.380-910/- together with other allowances as are enjoyed by the Surveyors. In a few cases, stay has already been allowed by the Hon’ble Division Bench in favour of the State Respondents.

In the premises of the above decisions and in view of the facts that the benefit of Career Advancement Scheme is related to the pay scale of the post there is hardly any question allowing Career Advancement Scheme benefit to the petitioners Amins on the basis of the pay scale allowed to them under orders of the Hon’ble Court”.

2. Thus in view of above opinion of Finance Deptt. the C.A.S. 1990 cannot be allowed to writ petitioner Amins.

3. This instruction is issued with the concurrence of the Finance (Law Cell) Deptt. vide their U.O. No. FL/121/96 dt. 25.3.96.

Yours faithfully,

Sd/- Illegible

O.S.D. & Ex. officio Deputy Secretary
Government of West Bengal

No.1443/1(19)-Estt.

Dated Calcutta, the 29th March, 1996

Copy forwarded, for information and necessary action to the District Land & Land Reforms Officer,

Sd/- Illegible

O.S.D. & Ex. officio Deputy Secretary
Government of West Bengal

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Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta-700027

No.30/3859/BI/95

Dated Calcutta, the 26th September, 1996

To

The District Land and Land Reforms Officer, Haora.

Sub: Fixational benefit in terms of Para 2 (vi) of the Career Advancement Scheme.

Ref.: His memo no. A/1632/LR dt. 7.6.96.

Prior to issue of Finance Deptt's No. 12504F dated 12.12.95 the S.R.O-IIs and other Group 'A' Officers on completion of 20 years services in the post of R.O. and S.R.O.-II taken together were allowed fixational benefit u/r 42A(2) of the W.B.S.R. Pt-I as per para 2 (vi) of the Career Advancement Scheme. Consequent upon issue of the aforesaid revised policy decision of the Finance Department, all the Group 'A' officers including the S.R.O-IIs would be entitled to fixational benefit U/R 42A(1) in place of 42A(2) of the W.B.S.R. Pt-I w.e.f. 1.1.86 in all cases of appointment on promotion.

So, there is no bar to allow the S.R.O-II fixational benefit U/R 42A(1) of the W.B.S.R. Pt.I consequent to their entitlement to the benefit under Para 2(vi) of the Career Advancement Scheme.

P. Bandyopadhyay
Director of Land Records and Surveys and
Joint Land Reforms Commissioner
West Bengal.

Copy of Letter No. 200-GB III Dated Calcutta, the 8/13th January, 1997 of Assistant Secretary, Land and Land Reforms Deptt., Govt. of West Bengal addressed to The Director of Land Records and Surveys and Joint Land Reforms Commissioner, West Bengal, 35, Gopalnagar Road, Calcutta - 27.

Sub : Counting of service rendered by Folio copyist for the purpose of granting benefit under CAS' 90.

The undersigned is directed to refer to his memo no.30/3382/BI/93 Dated : 29/8/96 on the above subject and to state as follows after careful consideration of the matter in consultation with the Finance Department :-

The work-charged establishment is a separate establishment. The posts have recruitment rules. There are prescribed scales of pay for the posts. Employees under that establishment draw pay in the prescribed scales of pay. Hence the employees under the work-charged establishment are entirely different from the piece rated workmen posts of copyists which were created for absorption of the piece-rated workmen in the Regular establishment under Board's order no. 4901 GB III dated 1.4.80. The pay of such copyist was fixed at the minimum of the scale of pay of Rs.180-350/- with effect from 1.4.80. As such it is clear that the past services of the Folio copyists/job contract copyists were not taken into account at the time of their absorptions in the Regular establishment towards fixations of pay.

Under the above circumstances the services rendered by the incumbents before their absorptions as Folio copyists and job contract copyists cannot be taken into account for the purpose of allowing them the benefits under the C.A. Scheme.

Memo No. 30/1781-1860/B-I/93

Dated : 11/3/97

Copy forwarded to the D.L. & L.R.O.

for information and taking necessary action. A copy of this Dte. Memo No.30/1272/BI/93 Dt. 22/3/95 alongwith no. 30/3382/BI/93 Dated : 29/8/96 to which the above is a reply is sent herewith for information.

S.C. Bera
for Director of Land Records & Surveys
and Joint Land Reforms Commissioner
West Bengal

**Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta - 700027**

Memo No.30/1272/B-I/93

Dated, Alipur, the 22nd March, 1996

To
The Secretary
Board of Revenue, West Bengal
Writers' Buildings', Calcutta - 700001.

Sub: Counting of Services rendered by Folio Copyists prior to their absorption against regular posts in R.S. Operation for the purpose of granting benefit under Career Advancement Scheme, '90.

Ref.: Board of Revenue's No. 5677-GB III dated 6/14.9.94.

This is to inform that a good number of Folio Copyists/Job Contract copyists had to be engaged during the period prior to 1970 in connection with copying out of Khatians prepared under the provisions of E.A. Act and that many of them were absorbed in the regular posts in R.S. Operations according to their educational qualifications and also according to their option during the period prior to 1.4.80. The remaining ones who could not be absorbed for non-availability of vacancies were absorbed with effect from 1.4.80 against the posts created by the Board of Revenue, West Bengal, under its order no. 4901-GB III dated 1.4.80 in terms of the employment policy of the Government as contained in Labour Department's No. 1700-Emp dated 3.8.79.

2. Many of such absorbed Folio Copyists have been pressing for counting of the period of services rendered by them as Folio Copyists/Job contract copyists prior to their absorption against regular posts of Junch Muharrir/Copyists/ 'D' Group for the purpose of getting benefit under Career Advancement Scheme, 1990.

3. In terms of Finance Department's No. 6971-F dated 1.7.74 the uninterrupted period of services rendered by the incumbents in the different work-charged establishments prior to their absorption against regular posts have been allowed to be counted as qualifying services for the purpose of granting benefit under Career Advancement Scheme in terms of Finance Department's No.6075-F dated 21.6.90.

4. The cases of the Folio Copyists/Job contract copyists under this Directorate appear to be analogous to those of incumbents in the work charged establishments as mentioned at para (3) above and accordingly their claim for counting of the period of their uninterrupted services for the purpose of granting benefit under Career Advancement Scheme, 1990 cannot be over ruled for the sake of parity and justice and also in recognition of their long and faithful services.

5. In the circumstances the Board of Revenue, West Bengal is requested to kindly consider the question and issue necessary orders extending similar benefit as contained in Finance Department's No. 6971-F dated 1.7.94 to the Folio Copyists/Junch Muharrirs/'D' Group employees under this Directorate so that the uninterrupted services rendered by them prior to their absorption in regular establishment can be treated as qualifying one for the purpose of granting benefit under Career Advancement Scheme.

P. Bandyopadhyay
Director of Land Records and Surveys and
Joint Land Reforms Commissioner
West Bengal.

Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta - 700027

Memo No.30/3382/B-I/93

Dated, Alipur, the 29th August, 1996

To
The Joint Secretary (Establishment)
Land and Land Reforms Department
Writers' Buildings, Calcutta -1.

Sub: Counting of Services rendered by Folio Copyist prior to their absorption against regular posts in R.S. Operation for the purpose of granting benefit under CAS' 90.

Ref.: Board of Revenue's No. 2830-GBIII/BR/1/191/94 dated 24/27.6.96.

The following are the seriatim reply to the queries of the Finance Department communicated through Board Memo under reference:

a)The incumbents concerned worked neither in the regular post nor in any work charged establishment under this Directorate before their absorption in the posts or Copyist. They were just piece rated

workmen. As such no documents can be produced to show that the offices where the incumbents concerned discharged their duties were/are under work charged establishment.

b) A copy of Board's No. 22012-S&S /755/68 dated 26.11.68 in terms of which the Folio Copyist were paid remuneration before 1.4.80 is enclosed for kind perusal.

It is re-iterated in this connection, that our proposal is for extension of the benefit in favour of the folio copyists/job contract copyists.

P. Bandyopadhyay
Director of Land Records and Surveys and
Joint Land Reforms Commissioner
West Bengal.

●
Government of West Bengal
Land and Land Reforms Department
Section - E(I) : DE. - Branch

No. 6490-DE
LL/0/280/95

Dated, Calcutta, the 23rd October, 1997

To
The Director of Land Records and Surveys and
Joint Land Reforms Commissioner, West Bengal.

Sub: Grant of the benefit to the L.D. Clerks in the Integrated Set-up who have been appointed on transfer from the other Departments of this Government.

Ref.: His Memo No.156/6391/BI/dt. 01.08.97.

The undersigned is directed to send herewith the relevant extracts of the notes and opinion of the Finance Deptt. on the proposal contained in para 4 of his letter No.156/5160/B-I/93 dt. 14.11.96 for information and necessary action at his end.

Sd/- Illegible
Assistant Secretary
Land and Land Reforms Department

Memo No. 156/8160-8229/BI/93

Dated, the 25th November, 1997

Copy together with the observation of the Finance Department in the matter forwarded to

- i) The District Land and Land Reforms Officer
- ii) The Sub-Divisional Land and Land Reforms Officer

For information and guidance, this has reference to this Department endorsement No. 156/5161-5231/B-I/93 dt. 14.11.96.

He is requested to review and dispose of the cases in the light of the observation of the Finance Department, as marked A and B.

S.C. Bera
for Director of Land Records and Surveys
and Joint Land Reforms Commissioner,
West Bengal

Encloser : As stated.

The relevant extracts of the notes and opinion of the Finance Deptt. in L & L.R. Deptt. File No. LL/0/280/95-DE.

This is in connection with the opinion of this Deptt. on the proposal contained in para-4 of the letter dt.14.11.96 of DLRS at C. P27. In this connection our opinion may be as follows :-

The concerned L.D. Clerks in the integrated set up have been appointed as such on the basis of their option while working as L.D.C. elsewhere under this Govt. Their length of services and drawal of pay in the former establishment had, of course, no role to play for being appointed as L.D.C. in the Integrated set-up, although their seniority have been determined on the basis of their appointment in the Integrated set-up. *In view of this, that one set of employees have joined there after availing themselves of the benefit*

A

of C.A.S. cannot be a cause to extend the same to other set of employees who were not eligible to get the benefit of C.A.S. in their former assignment. Under these circumstances we are not in a position to accord to what have been proposed in para-4 in relaxation of relevant rules.

B Incidentally, it may be mentioned that the employees who are now working as L.D.C. after availing themselves of the benefit of C.A.S. in the scale of Rs.1140-2160/- in their former establishment are not eligible to draw their pay in that scale in the Integrated set-up.

S.P. Mukherjee
10.3.97

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**Government of West Bengal
Land & Land Reforms Department
Section – E(I) : DE. - Branch**

No.6804 (21)-DE

Calcutta, 23rd October, 1997

To
The Collector/Commissioner

ORDER

Sub : Grant of benefit of CAS'90 to the promotee Circle Inspectors.

The promotee Circle Inspector drawing pay scale of L.D.C. in the feeder post i.e. in scale No.6 would normally be entitled to the benefit of movement to next higher pay scale No.7 on completion of 10 years of service and to the 2nd next higher pay scale No.8 on completion of 20 years of service. But since the Circle Inspectors have been allowed the higher pay scale No.9 with effect from 1.4.81 as per orders of Hon'ble High Court, these Circle Inspectors would not be entitled to any benefit under the Career Advancement Scheme.

This order issues in consultation with the Finance Deptt. No. 6004(21)-DE

Sd/- Illegible
Assistant Secretary
to the Govt. of West Bengal
Land & Land Reforms Department

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**Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta – 700027**

Memo No.177/1320/B-1/99

Dated, Alipur, the 11th March, 1999

To
The District Land and Land Reforms Officer,
South 24-Parganas.

Sub: The benefit of Career Advancement Scheme '90 of Sri Goutam Dutta,
L.D.C.

Ref.: His memo no. 20 (993)/17702/G/91 Dated 15.12.98.

He is requested to examine the question of entitlement to the Benefit under Career Advancement Scheme, 90 in the light of the decision of the Finance Department received by this Directorate under the L. & L.R. Deptt.'s no. 6490-DE/LL/O/280/95 dated 23.10.97 and communicated to him under this Dte. memo no. 156/8160-8229/BI/93 dated 25.11.97 a copy of which is enclosed.

Encl : As stated.

S.C. Bera
for Director of Land Records and Surveys &

<http://wbllroa.in>

Government of West Bengal
Land & Land Reforms Department
Section – E(I): DE. - Branch

No. 6490-DE
LL/O/280/95

Dated, Calcutta, the 23rd October, 1997

To
The Director of Land Records and Surveys and
Jt. Land Reforms Commissioner, West Bengal.

Sub: Grant of the benefit to the L.D. Clerks in the Integrated Set-up who have been appointed on transfer from the other Department's of this Government.

Ref: His Memo No. 156/6391/BI/dt. 01.08.97.

The undersigned is directed to send herewith the relevant extracts of the notes and opinion of the Finance Deptt. on the proposal contained in para 4 of his letter No. 156/5160/B-I/93 dt. 14.11.96 for information and necessary action at his end.

Sd/- Illegible
Assistant Secretary
Land and Land Reforms Department

Memo. No.156/8160-8229/BI/93

Dated, the 25th November, 1997

Copy together with the observation of the Finance Department in the matter forwarded to

- i) The District Land and Land Reforms Office,
- ii) The Sub-Divisional Land and Land Reforms Officer.

For information and guidance, this has reference to this Department endorsement No. 156/5161-5231/B-I/93 dt.14.11.96.

He is requested to review and dispose of the cases in the light of the observation of the Finance Department, as marked A and B.

S.C. Bera
for Director of Land Records and Surveys &
Joint Land Reforms Commissioner, West Bengal

Encloser : As stated.

The relevant extracts of the notes and opinion of the Finance Deptt. in L & L.R. Deptt.
File No. LL/O/230/95-DE.

This is in connection with the opinion of this Deptt. in the proposal contained in para-4 of the letter dt. 14.11.96 of DLRS at C. P27. In this connection our opinion may be as follows :-

A The concerned L.D. Clerks in the integrated set up have been appointed as such on the basis of their opinion while working as L.D.C. elsewhere under this Govt. Their length of services and drawal of pay in the former establishment had, of course, no role to play for being appointed as L.D.C. in the Integrated set-up, although their seniority have been determined on the basis of their appointment in the Integrated set-up. *In view of this, that one set of employees have joined there after availing themselves of the benefit of C.A.S. cannot be a cause to extend the same to other set of employees who were not eligible to get the benefit of C.A.S. in their former assignment. Under these circumstances we are not in a position to accord to what have been proposed in para-4 in relaxation of relevant rules.*

B *Incidentally, it may be mentioned that the employees who are now working as L.D.C. after availing themselves of the benefit of C.A.S. in the scale of Rs.1140-2160/- in their former establishment are not eligible to draw their pay in that scale in the Integrated set-up.*

S.P. Mukherjee
10.3.97

Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal

Memo No.351/1268/B-I/91

Dated, Alipur, the 26th March, 1991

In terms of G.O. No. 727-L. Ref. dated 21/7/88 of the L&L.R. Deptt read with No.1655(24)-MBR dtd.18.2.89 of the Member, Board of Revenue, West Bengal the employees of Purulia Collectorate as per list enclosed, are hereby on option exercised by them are absorbed in the same post in the Integrated Set up as they have been holding now and posted in the same district to which they are now attached.

2. They will continue to enjoy the same benefits with respect of Pay scale and other allowances on their appointment on absorption in the Integrated Set up.
3. Interse seniority of the incumbents so appointed on absorption in the Integrated Set up shall be determined in terms of W.B. Services (determination of Seniority) rules, 1981.
4. The posts against which they have been absorbed have been created under L & L.R. Department's No. 51-L. Ref. dated 18.2.89.
5. They are liable to be transferred anywhere in West Bengal in the interest of public service.
6. They should report to the District Land & Land Reforms Officer concerned for further order of posting.

K.S. Rajendrakumar
Director of Land Records and Surveys &
Joint Land Reforms Commissioner, West Bengal

Memo No. 351/1269-71/B-I/91

Dated, Alipur, the 26th March, 1991

Copy forwarded to the :-

1. District Magistrate & Collector, Purulia
for information with reference to his Memo No. 156/LR Dt.16/2/91 and 70/LR Dt. 22.1.91. The employee concerned may kindly be released with direction to report to the District Land & Land Reforms Officer, Purulia, for further order of posting immediately. The Service Books and L.P.C. of the employee concerned may please be sent to D.L. & L.R.O. concerned for necessary action.
2. District Land & Land Reforms Officer, Purulia
-for information and necessary action.
3. Secretary, Board of Revenue, West Bengal -for information.

T.K. Saha
For Director of Land Records & Surveys and
Joint Land Reforms Commissioner, West Bengal

Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta-700027

Memo No.156/5160/B-I/93

Dated, Alipur, the 14th November, 1996

To
The Joint Secretary (Establishment)
Land and Land Reforms Department,
West Bengal.

- Sub: Grant of the benefit to the L.D. Clerks in the Integrated Set-up who have been appointed on transfer from other Deptts. of this Government.
- Ref.: Land and Land Reforms Deptt's No. 3851-DE/BR/O/280/95 dated 19/22.8.96.

It was pointed out in this Directorate memo no. 156/1418/B-I/93 dated 7.3.96 that certain L.D. Clerks including Sri Sankar Kala joined the posts of L.D. Clerk in the Integrated Set-up before availing themselves of the benefit of movement to next higher scale of pay of Rs.1140-2160/- in terms of para 2 (ii) of the C.A. Scheme and that many others joined the posts of L.D. Clerks in the Integrated set-up after availing themselves of the benefit of movement to next higher scale of pay of Rs.1140-2160/- in terms of para 2 (ii) of the C.A. Scheme.

2. It is pointed out in this connection that the incumbents as mentioned at para (1) above were appointed to the posts of Integrated Set-up in the interest of Public service though on their own seeking.

3. In the former cases the incumbents would be entitled to the benefit of movement to next higher scale of pay of Rs.1140-2160/- in terms of para 2 (ii) of the C.A. Scheme on completion of 10 years services in the post of L.D. Clerks in the Integrated Set up and the period of services rendered by them in the posts of L.D. Asstt/Typist in their previous offices is not reckonable for the purpose according to the L & L.R. Deptt's No. 3851-D.E. dated 19/22.8.96. But in the latter cases the incumbents are drawing their pay in the scale of pay of Rs.1140-2160/- on their appointment to the posts of L.D. Clerk in the integrated Set-up although their appointment to the posts of L.D. Clerk in the Integrated Set-up is also a fresh one. The position appears to be anomalous and discriminatory to some extent and this has resulted resentment amongst the former categories of employees.

4. So for the sake of parity, either the incumbents of the former category should be allowed to count the period of services as L.D. Asstt./L.D. Clerk/Typist rendered by them in their previous offices with the period of their services as L.D. Clerk in the integrated Set-up in relaxation of the clarification to point (2) of F.D. No. 9735-F dated 10.10.90 for the purpose of their entitlement to the benefit under the C.A. Scheme or the benefit of movement to next higher scale of pay of Rs.1140-2160/- which was being enjoyed by the encumbents of the latter category in terms of para 2 (ii) of the C.A. Scheme prior to their appointment to the posts of L.D. Clerk in the Integrated Set-up and which is being enjoyed by them on their appointment to the post of L.D. Clerk in the Integrated Set-up should be withdrawn. In the event of taking recourse to the alternative step the incumbents would be subjected to suffer reduction of pay and also recovery of over payment causing much financial hardship.

5. In view of the facts and circumstances as stated above and in order to bring about uniformity/parity at all level, the Land and Land Reforms Department is requested to kindly take up the matter with the Finance Department, once again and communicate necessary Govt. orders on para (4) above early so as to enable this Directorate to take follow-up action accordingly.

6. The decision of the Govt. as contained in the L. & L.R. Deptt. No. 3851-D.E. dated 19/22.8.96 as however, already been circulated to all concerned for information and guidance.

P. Bandopadhyay
Director of Land Records & Surveys and
Joint Land Reforms Commissioner, West Bengal

Memo No. 156/5161-5231/BI/93

Dated, Alipur the 14th November, 96

Copy in continuation of this Directorate No. 156/3591-3662/BI/93 dated 20.9.96 forwarded to :-

1. The D.L. & L.R.O, for present information
2. The S.D.L. & L.R.O. for present information

S.C. Bera
for Director of Land Records & Surveys and
Joint Land Reforms Commissioner, West Bengal

●
Government of West Bengal
Finance Department
Audit Branch

Memo No.7377-F

Cal. the 29th July, 1999

MEMORANDUM

Para 2 (ix) of the Finance Department's Memo. No.6057-F dated 21.6.90 provides that when a Government employee comes within the quota of higher grade in the 1st higher scale under the existing promotion policy after getting the 1st higher scale in accordance with the Career Advancement Scheme, 1990, he will not be eligible to get any fixation benefit for the 2nd time. It has been represented to the Government that the application of the aforesaid provision in respect of the Group-D employees has caused hardship to them.

A question has therefore arisen if the aforesaid Group-D employees can be allowed the benefit of fixation as admissible under normal rules in case of promotion to the Grade-I post in the first higher scale after getting the 1st higher scale under Career Advancement Scheme, 90.

After careful consideration of the matter and considering the hardship of the Group-D employees, the Governor has been pleased to order that the Group-D employees shall on their appointment on promotion to the post of Grade-I after getting the identical scale of pay as 1st higher scale under Career Advancement Scheme, 90 be entitled to fix their pay in the identical scale of pay in terms of Sub Rule 1 of Rule 42A of W.B.S.R. Part-I in relaxation of provisions under para 2 (ix) of F.D. Memo. No. 6075-F dated 21.6.90 till the Government takes any further decision.

This benefit shall be effective from 1.4.89.

S.K. Chakraborti
Deputy Secretary to the
Government of West Bengal
Finance Department

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Government of West Bengal
Office of the Director of Land Records and Surveys
and Joint Land Reforms Commissioner, West Bengal
35, Gopalnagar Road, Alipore, Calcutta - 700027

Memo No.38/3265/B-I/98

Dated, Alipore, the 29th June, 2000

To
The Joint Secretary (Establishment)
Land and Land Reforms Department, West Bengal.
Writers' Buildings, Calcutta - 700001.

Sub: Grant of benefit under C.A. Scheme to the promotee Circle Inspectors
Ref.: His Memo No. 32-DE dated 4/10.1.2000.

With reference to above, this is to state that the Circle Inspector of the Management Wing were allowed in general, the higher scale of pay of Rs.380-910/- plus special pay of Rs.50/- under ROPA Rules 1981 in place of Rs.300-685/- plus special pay of Rs.30/- with effect from 1.4.81 in terms of FD's No. 418-F (Law) dated 26.6.96 (copy enclosed). Subsequently, it was decided by the L & LR Department under its No. 6804(21) DE dated 23.10.97 (copy enclosed) that such Circle Inspectors would not be entitled to the benefit under C.A. Scheme' 90 as they enjoyed the scale of pay of Rs.380-910/- in accordance with an order of the Hon'ble High Court. So according to the aforesaid order of the L & LR Department, the benefit allowed to / enjoyed by the Circle Inspectors under C.A. Scheme stand cancelled/withdrawn.

It appears from the F.D.'s No. 418-F (Law) dated 26.6.96 that no condition was imposed as regards entitlement of the C.A. Scheme' 90 to the Circle Inspectors. As a result many Circle Inspectors enjoying the scale of pay of Rs.380-910/- as per Hon'ble High Court's order, were allowed benefit under C.A. Scheme before the issue of the L & LR Deptt's Memo. No. 6804(21)DE dated 23.10.97. Now in the event of withdrawal of the benefit, the beneficiaries would be subject to reduction of basic pay besides the admissible allowances and thereby would be subjected to recovery of over payment. It is quite natural that the reduction of pay due to the changed policy decision of the Government would result in mixed reaction amongst the affected employees and thereby invite manifold complications including litigation in course of time.

In order to explain the position stated above a specific case of Shri Dipak Roy, a retired employee, who enjoyed the benefit under C.A. Scheme' 90 as Circle Inspector and subsequently retired as R.O is referred to here. After retirement pension, gratuity, leave salary, etc. of Shri Roy were calculated on the basis of the enhanced pay fixed according to the benefit under C.A. Scheme. But due to imposition of the condition as laid down in the L & LR Deptt's No. 6804 (21)DE dated 23.10.97 the question of recalculation of pension

and other retiring benefits has naturally been arisen. In this case too there would be reduction of pay and he would be compelled to refund the overdrawal amount which would be very difficult for him after retirement. In order to realize the matter the application together with other connected papers of Shri Roy are enclosed herewith as ready reference.

The L & LR Department is requested to kindly consider the facts stated above and issue suitable intimation on the question of allowing C.A. Scheme benefit to the Circle Inspectors so as to enable this Directorate to take follow up actions in regard to implementation of the L & LR Deptt's No. 6804 (21) DE dated 23.10.97.

This is extremely urgent as the pension/gratuity cases of retired employee will be held up for want of the order.

S. Suresh Kumar
Director of Land Records and Surveys
& Jt. Land Reforms Commissioner, West Bengal

Memo No. 38/3266-84/BI/98

Dated, Alipur, the 29th June, 2000

Copy forwarded for information to :
The District Land & Land Reforms Officer,

S. Khaddar
For Director of Land Records and Surveys
& Jt. Land Reforms Commissioner, West Bengal

**Government of West Bengal
Land & Land Reforms Department
Section – E(I): DE. - Branch**

No.6804(21)-DE

Calcutta, the 23rd October, 1997

To
The Collector/Commissioner,

ORDER

Sub: Grant of benefit of CAS'90 to the promotee Circle Inspectors.

The promotee Circle Inspector drawing pay scale of L.D.C. in the feeder post i.e. in scale No.6 would normally be entitled to the benefit of movement to next higher pay scale No.7 on completion of 10 years of service and to the 2nd next higher pay scale No.8 on completion of 20 years of service. But since the Circle Inspectors have been allowed the higher pay scale No.9 with effect from 1.4.81 as per orders of Hon'ble High Court, these Circle Inspectors would not be entitled to any benefit under the career advancement scheme.

This order issues in consultation with the Finance Deptt. No. 6004(21)-DE.

Sd/- Illegible
Assistant Secretary
to the Govt. of West Bengal
Land & Land Reforms Department

●
**Government of West Bengal
Finance Department
Audit Branch**

No.9120-F

Calcutta, the 13.11.2000

MEMORANDUM

With a view to improving the Career Prospects of the State Govt. employees the Government have introduced Career Advancement Scheme for the State Govt. employees vide Finance Department's Memo No. 6057-F dated 21.6.90 which provides that an employee on completion of 10 (ten) years service with no promotion will get first higher scale subject to fulfilment of necessary conditions as laid down therein. An employee who will complete 20 years service with not more than one promotion/Advancement will get 2nd higher scale subject to fulfilment other conditions as laid down therein.

Now, it has come to the notice of this Deptt. that in some establishments under the Govt., employees in order to get the benefit of CAS first, are in the habit of willfully delaying/refusing the

promotion benefit particularly when promotion involves transfer from one station to another. This is opposed to the inherent intention of Career Advancement Scheme, 1990.

Now, after careful consideration of the matter, the undersigned is directed by order of the Governor to say that the employee who wilfully delays/refuses promotion within the span of 10 years or 20 years, as the case may be, will not be entitled to any benefit under Career Advancement Scheme, 1990 as the case may be.

If such benefit is allowed erroneously in cases as mentioned above that should be cancelled forthwith.

S. K. Chakraborty
Deputy Secretary to the
Government of West Bengal
Finance Department

No.9120/1(500)-F

Calcutta, the 13.11.2000

Copy forwarded for information and necessary action to :-

- 1) The Principal Secretary/Secretary, _____ Deptt.
- 2) The Commissioner, _____ Division.
- 3) The Principal Accountant General (A&E), West Bengal, Treasury Buildings, Calcutta - 700001.
- 4) The Dist. Magistrate/Judge, _____
- 5) The Pay & Accounts Officer, Calcutta Pay & Accounts Office-I, 81/2/2, Phears Lane, Calcutta - 700012.
- 6) The Pay & Accounts Officer, Calcutta Pay & Accounts Office-II, Johar Building, P-1, Hyde Lane, Calcutta-700012.
- 7) The Treasury Officer, _____
- 8) The Sub-Divisional Officer, _____
- 9) The Supdt. of Police, _____
- 10) The Accounts Officer, West Bengal Secretariat.
- 11) The Principal, Industrial Training Institute, _____
- 12) The _____ Deptt./Dte.

S.K. Chakraborty
Deputy Secretary to the
Government of West Bengal
Finance Department

●
**Government of West Bengal
Finance Department
Audit Branch**

No.3015-F

Kolkata, 13th March, 2001

MEMORANDUM

The question of improving the existing career advancement scheme for the State Government employees as introduced in Finance Department No. 6075-F dated 21.06.90 has been under consideration of the Government for sometime past. The recommendation of the Fourth Pay Commission on this aspect have also been under examination of the State Government. After careful consideration, the Governor is now pleased to modify the existing career advancement scheme of the State Government employees in the manner indicated below.

2. For Government employees first appointed to a post in any of the unrevised Scale No.1 to 12.

A Government employee may be allowed to move to his respective next higher Scale on completion of eight years of continuous and satisfactory service in his revised scale of the post and its corresponding unrevised scales taken together and to move to the scale next above the First higher scale on completion of further eight years of continuous and satisfactory service in the first higher scale and the corresponding unrevised scales under previous WBS (ROPA) Rules taken together and to move to the scale second next above the first higher scale on completion of further nine years of continuous and satisfactory service in the second higher scale and the corresponding unrevised scales under previous WBS (ROPA) Rules taken together. Every movement to such higher scales will be subject to the fulfilment of norms of promotion as prescribed in Finance Deptt. Memo No.10620-F dated 19.12.2000. This modification of the existing career advancement scheme may however, be subject to provisions undernoted.

- i) A Government employee who has already moved to the next higher scale after ten years of service under the existing career advancement scheme will be deemed to have got the benefit of movement to first higher scale. Likewise, a Govt. employee who has already moved to second higher scale after 20 years of service under the existing career advancement scheme will be deemed to have got the benefit of movement to second higher scale. On completion of total service of sixteen, twenty five years without any further promotion or appointment to higher scale of pay they will now get advancements to the second higher scale and third higher scale respectively.
- ii) A Govt. employee who has completed service of eight years or longer without any promotion will move from the revised scale in relation to him to the first higher scale and will get advancement to the second higher scale after a total period of service of sixteen years provided he is not promoted to any functional post borne in a pay scale higher than the first higher scale or to any non-functional grade higher than the first higher scale. On completion of a total period of service of 25 years without further promotion(s) to any functional post (s) borne in a pay scale higher than the scale next above the first scale or to any non-functional grade higher than the scale next above the first higher scale, he will get the third and final advancement under this scheme to the scale second next above the first higher scale.
- iii) A Govt. employee who has got normal promotion to a post in the first higher scale within eight years of service will have to complete total service of sixteen years before he gets advancement to the second higher scale with reference to the feeder post, provided he does not get any further functional, non-functional promotion in the meantime. He will get advancement to the third higher scale with reference to the feeder post on completion of total service of 25 years without any further promotion/appointment to higher scale of pay.
- iv) When a Govt. employee has got benefit of only one promotion or advancement to a scale similar to the second higher scale before sixteen years of service, he will not get any further advancement under this scheme on completion of sixteen years of service, but he will be eligible for fixation benefit u/r. 42A(1) of WBSR, Pt.I on completion of sixteen years of service. He will get advancement to the third higher scale with reference to the feeder post on completion of total service of 25 years without any further promotion/appointment to higher scale of pay.
- v) When a Govt. employee has got benefit of only one promotion or advancement to a scale similar to or above the third higher scale before twenty five years of service, he will not get any further advancement under the scheme except fixation benefit u/r. 42A(1) of WBSR. Pt.I on completion of 25 years of service. If the promotion or advancement to higher scale mentioned in this clause takes place before 16 years of service, he will get two fixation benefits the first on completion of 16 years and the second on completion of 25 years total service.
- vi) A Govt. employee who has got more than one normal promotion to posts the last of which is borne in the second higher scale within sixteen years of service will not get any fixation benefit on completion of sixteen years of service. He will have to complete total service of twenty five years before he gets advancement to the third higher scale with reference to the lower feeder post.
- vii) Where a Government employee has got two promotions before twenty five years of service without any scale advancement under C.A.S. or Promotion Policy Statement, 1981, the last of such promotion being in a scale similar to or above the third higher scale, he will not get any advancement under this scheme except fixation benefit under rule 42(A)(1) of WBSR Part-I on

completion of twenty five years service, provided, however, that such fixation benefit on completion of twenty five years service shall not be available to those who have already got such benefit under CAS or Promotion Policy statement earlier.

- viii) When a Government employee comes within the quota of first higher grade in the first higher scale under the existing promotional policy after getting the first higher scale in accordance with the Career Advancement Scheme but before completion of sixteen years of service, he will not be eligible to get any fixation benefit for the second time. He will, however, remain eligible for second higher scale after total service of 16 years and the third higher scale after total service of 25 years, provided he has not been promoted/appointed to higher scale during the intervening periods. If the scale of the first higher grade is the same as the second higher scale, the pay of the Government employee on his appointment to first higher grade, will be fixed u/r 42(1)(i) from the first higher scale. He will, however, be eligible for the benefit of pay fixation in the same scale of pay u/r. 42A(1) of WBSR, Part-1 on completion of total service of 16 years and for advancement to third higher scale after completion of total service of 25 years. If, however, the scale of the first higher grade is above the second higher scale the pay of the Government employee on his appointment to first higher grade will, as usual be fixed u/r. 42(1)(i) from the first higher scale but he will be entitled to the fixation benefit u/r. 42A(1), ibid, on completion of total sixteen and twenty five years service provided he does not get further functional/non-functional promotion during the period.
- ix) When a Government employee comes within the quota of second higher grade in the second higher scale under the existing promotion policy after getting the second higher scale on completion of total service of sixteen years in accordance with the Career Advancement Scheme, he will not be entitled to any fixation benefit on appointment to second higher grade, but he will be eligible for advancement to third higher scale on completion of total service of twenty five years. If, however, the scale of the second higher grade under the existing promotion policy is the same as the third higher scale or higher than it, the pay of the Govt. employee on his appointment to the second higher grade will be fixed u/r. 42(1)(i) of WBSR, Part-I and he will be entitled to a fixation benefit under rule 42A(1) on completion of total service of twenty five years provided he does not get any further promotion/appointment to higher scale in the meantime.
- x) Where a Govt. employee whose scale of pay of the promotion post is lower than the CAS Scale which he has been enjoying, gets the promotion after enjoying the benefit of CAS for sixteen or twenty five years, he will be allowed to retain the higher scale in the promotion post, as personal to him, and his pay on promotion may be fixed u/r. 42(1)(i) of WBSR, Part-I.
- xi) Where the scale of a promotion post is the same as that of the feeder post, it will be treated as the scale of the feeder post for advancement under the scheme.

3. For Government employees first appointed to a post in any of the unrevised scales 13 and above and Government employee appointed in the Constituted State Services including W.B. Secretariate Service.

A Government employee appointed in revised pay scale No. 13 to 16 in its unrevised scale of pay may be allowed to move to his next higher scale on completion of eight years of continuous and satisfactory service in the revised scale and the corresponding unrevised scales taken together and to move to the scale next above the first higher scale on completion of further eight years of continuous and satisfactory service in the first higher scale and the corresponding unrevised scales under previous WBS(ROPA) Rules taken together. Every movement to such higher scales also will be subject to the fulfilment of norms of promotion. This will, however, be subject to provisions undernoted :

- i) A Govt. employee who was first appointed to a post in any of the unrevised scale Nos. 13 to 16 and who have already moved to the next higher scale either due on operation of promotion policy Statement of 1981 or due to the existing career advancement scheme will be deemed to have got the benefit of movement to the first higher scale. On completion of total service of sixteen years without any further promotion/appointment to higher scale of pay he will now get an advancement to the second higher scale. In like manner, a Govt. employee who has already moved to the scale next above the first higher scale either due to operation of promotion policy statement of 1981 or due to operation of the existing career advancement scheme will be

- deemed to have got the benefit of movement to the second higher scale and he will not be entitled to any further benefit under this scheme.
- ii) A govt. employee who has completed service of eight years or longer without any promotion will move from the revised scale in relation to him to the first higher scale and after a total period of service of sixteen years without any further promotion/appointment to higher scale of pay, he will get advancement to the second higher scale.
 - iii) A Government employee who has got normal promotion to a post in the first higher scale within eight years of service will have to complete total service of sixteen years before he gets advancement to the second higher scale with reference to the feeder post.
 - iv) A Govt. employee who has got normal promotion to a post in the first higher scale and has completed total sixteen years service, will immediately get an advancement to the second higher scale with reference to the feeder post. If the normal promotion takes place before completion of eight years of service, no fixation benefit will be admissible on completion of eight years of service.
 - v) Where a Govt. employee has got benefit of only one promotion or advancement to a scale similar to or above the second higher scale, he will not get any further advancement under the scheme except fixation benefit under Rule 42A(1) of WBSR, Part-I on completion of sixteen years of service.
 - vi) Where the scale of a promotional post is the same as that scale of the feeder post, it will be treated as the scale of the feeder post for advancement under the scheme.
 - vii) Where a Govt. employee whose scale of pay of the promotion post is next higher scale gets promotion after enjoying the benefit of Career Advancement Scheme for sixteen years, he will be allowed to retain the higher scale in the promotional post, as personal to him, and his pay on promotion will be fixed in terms of Rule 42(l)(i) of WBSR, Part-I.
 - viii) A Government employee in revised scale No.16 (or its unrevised equivalent) holding teaching and allied post in colleges of medicine (including School of Tropical Medicine, Calcutta), arts and crafts and who are now eligible for only one advancement to scale 22 after completion of eight years of service in terms of the existing Career Advancement Scheme will be eligible for two advancements on completion of eight and sixteen years of service like other Govt. employees appointed in scale no.16. In respect of these categories of employees now borne in scale no.22 after enjoyment of CAS of 8 years, the next higher scale will be scale no. 18, which will be admissible after sixteen years of service. The employees who have already got fixation benefit in terms of Memo. No.775-F dt.20.01.95 will be eligible to get advancement to scale no. 18, but in their case fixation in scale 18 will be made as if they had not been allowed benefit of G.O. No.775-F dated 20.01.95. These employees, who will complete eight years of service on the date of implementation of this modification of the existing Career Advancement Scheme or on a later date, will move to scale no. 17 instead of existing scale no.22. Government employee mentioned in this clause, if appointed in scale no.22, will be eligible to only one advancement to scale no.18 after completion of eight years of service. F.D. Memo No.775-F dt.20.1.95 will cease to be operative w.e.f 1.1.2001.
 - ix) A Govt. employee directly recruited to a post in the revised scale no. 17 (or its unrevised equivalent) will be allowed advancement to the first higher scale on completion of eight years of service. He will not be eligible to any further advancement under the Career Advancement Scheme as modified herein. If such an employee has already moved to scale no.18 in terms of the existing Career Advancement Scheme he will not get any further advancement under the present modification.
 - x) The Superintending Engineers will be allowed to move to the next higher scale (Scale No. 19) in relation to the posts on completion of 24 years of satisfactory service as Assistant Engineer,

Executive Engineer and Superintending Engineer including one year's service as Superintending Engineer if they have not already get that scale in terms of the existing promotion policy.

The posts of Additional Chief Engineer holding Scale No. 10 under P.H. Deptt. are upgraded to the post of Chief Engineer in Scale No.20.

4. Over and above the existing posts in Scale No. 19 and 21 in various State Services as mentioned in F.D. No.6075-F, dated 21.6.90, the following additional posts shall be available to different State Services :-

(i) Forty three additional posts in Scale No. 19 in West Bengal Civil Service (Executive) are created and the eligibility condition for Scale No. 19 will be the same as stated in F.D.No.6075-F, dated 21.6.90.

Six additional posts of Special Secretary/Secretary in the revised Scale No.21 are sanctioned for W.B.C.S.(Ex) and such posts are to be filled up by selection from amongst W.B.C.S.(Ex) Officers who have completed twenty five years of total service in the cadre including three years as Joint Secretary.

Govt. has also decided to fill up some of the posts of the District Magistrates by W.B.C.S.(Ex) Officers. Detailed Govt. order in this respect will be issued later on.

(ii) One additional post of Special Commissioner, Commercial Taxes in the Scale No.21 is created and such post is to be filled up by selection from amongst the Additional Commissioners who have put in a total service of thirty years since entry into West Bengal Commercial Tax Service including six years in the post of Addl. Commissioner. Three additional posts in Scale No. 19 are also created for West Bengal Commercial Tax Service and the eligibility condition for scale No.19 will be the same as stated in Govt. Order No.6075-F dated 21.6.90.

iii) Fifty five additional posts in Scale No.19 in West Bengal Health Service are created and the eligibility condition for scale No. 19 will be the same as stated in Govt. Order No.6075-F dated 21.6.90.

iv) Ten posts in Scale No.19 in West Bengal E.S.I. Medical Service are created and the eligibility condition for Scale No.19 will be total service of 20 years on revised Scales No. 16, 17 & 18 and their unrevised counterparts and three years in Scale No.18.

v) Two additional posts in Scale No.19 are created for West Bengal Secretariat Service and the eligibility conditions for these two posts will remain the same as at present.

vi) As regards other constituted state services as mentioned in Finance Department Memo. No.6075-F dated 21.6.90 which have not been mentioned in this Memo, two additional posts in Scale No.19 are created for each of these constituted state services and the eligibility condition for Scale No.19 will be same as stated in Order No.6075-F dated 21.6.90.

vii) The number of posts in the basic grade in various State Services as mentioned will stand reduced by the equivalent number of posts created in Scale No. 19 and 21.

5. Other provisions of the existing career advancement scheme as contained in this Department No.6075-F, dated 21.6.90 which are not inconsistent with the provisions of this Memorandum shall continue to remain in force.

6. This will come into effect from 1.1.2001.

P. K. Dasgupta
Joint Secretary to the
Government of West Bengal

No.3015/1(500)-F

Kolkata, the 13th March, 2001

Copy forwarded for information and necessary action to:-

- 1-3)
4) The Director of Land Records & Surveys & Joint Land Reforms Commissioner, West Bengal
5-11)

P. K. Dasgupta

Joint Secretary to the
Government of West Bengal

<http://wblr0a.in>

Copy forwarded for information and taking necessary action to:-

- 1-18) District Land & Land Reforms Officer,
- 19) Asstt. Director (Trg.), ARTI, Shalboni, Medinipur.
- 20-33) DDA/DDS/DDC/PA/ADLR/ADS/ADC/AEO/OSD-I/OSD-II/OSD-III/ASO, WBDO/ASO, WBTP/ O.S.
- 34-41) HA, B-II/HA, 'A' GROUP/HA, BILL/HA, SB CELL/HA, E' GROUP/HA, 'D' GROUP/HA, 'C' GROUP/HA, CS CELL
- 42-44)

S. Suresh Kumar
Director of Land Records & Surveys
and Joint Land Reforms Commissioner,
West Bengal

●

Government of West Bengal
Finance Department
Audit Branch

No.9775-F

Dated : 19.10.2001

MEMORANDUM

Certain points have been raised in connection with implementation of Modified Career Advancement Scheme for State Govt. employees published under Finance Department Memo. No. 3015-F dt. 13.3.2001.

The undersigned is directed by order of the Governor to forward herewith the following clarifications with regard to the points raised for information and guidance.

The points raised	Clarification
1. An employee holding Scale No. 1 to 16 after getting first higher scale on completion of 10 years/8 years service under C.A.S., 1990 or C.A.S. 2001 as the case may be, gets promotion to a post the pay scale of which is the same as that of 1st higher scale before completion of 16 years of service. The question is whether the said employee is entitled to get 2nd higher scale under C.A.S., 2001 on completion of 16 years service.	1. The reply is in the affirmative.
2. An employee holding Scale No. 1 to 12 after getting 1st and 2nd higher scale under C.A.S., 1990 or C.A.S., 2001 as the case may be on completion of 10 years/20 years or 8 years/16 years of service gets promotion to a post the scale of pay of which is the same as that of second higher scale. The question is whether the said employee is entitled to get third higher scale on completion of 25 years of service.	2. The reply is in the affirmative.
3. An employee holding Scale No. 1 to 12 after getting 1st higher scale and 2nd higher scale under C.A.S.,1990 or C.A.S.,2001 as the case may be gets promotion to a post the pay scale of which is third higher scale or above before completion of 25 years of service. The question is whether the said employee is entitled to get fixation benefit under rule 42A(1) of W.B.S.R.-I on completion of 25 years of service in terms of para 2	3. The reply is in the negative

(vii) of Finance Deptt. No. 3015-Fdt. 13.3.01.	
4. An employee holding Scale No. 1 to 12 gets promotion to a post before 25 years of service the pay scale of which is third higher scale or above after getting the benefit of Rule-9 of W.B.S. (ROPA) Rules, 1981 and 2nd higher scale under C.A.S., 1990 on completion of 20 years of service. The question is whether he is entitled to get fixation benefit under rule 42A(1) of W.B.S.R., Pt.-1 on completion of 25 years service in terms of para 2(vii) of Finance Deptt. No. 3015-Fdt. 13.3.2001.	4. The reply is in the negative as because the employee has got three fixation benefits first in appointment in higher scale under Rule-9 of W.B.S.R. Pt.-1, 2nd in appointment in 2nd higher scale and third in promotion to a post the pay scale of which is third higher scale or above.
5. An employee holding Scale No. 1 to 12 gets promotion to a post before 20 years of service the pay scale of which is third higher scale or above after getting the benefit of Rule-9 of W.B.S. (ROPA) Rules, 1981. The question is whether he is entitled to get fixation benefit under rule 42A (1) of W.B.S.R., Pt.-1 on completion of 25 years of service in terms of para 2(v) of Finance Deptt. No. 3015-F dt. 13.3.01 although he received a fixation benefit under para 2(vi) of F.D. No. 6075-F dt. 21.6.90.	5. The reply is in the affirmative as because he got only two fixation benefits before 25 years of service. Although he was appointed in higher scale under Rule-9 of W.B.S. (ROPA) Rules, 1981 his pay was fixed in the promotion post on the basis of the scale of the basic post not on the basis of pay which he was drawing in higher scale under Rule-9 of ROPA '81. So it is his first fixation benefit and he received fixation benefit second time on completion of 20 years of service in terms of para 2(vi) of 6075-F dated 21.6.90.

B.K. Saha
Joint Secretary to the
Government of West Bengal

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**Government of West Bengal
Finance Department
Audit Branch**

No.9918-F

Dated : 02.11.2001

CORRIGENDUM

The undersigned is directed by order of the Governor to state that the clarification to point 4 of F.D. Memo. No. 9775-F dt. 19.10.2001 in connection with Modified Career Advancement Scheme published under Finance Deptt. Memo. No. 3015-F dated 13.03.2001 should be read as follows:

“The reply is in the negative as because the employee has got three fixation benefits first in appointment in higher scale under Rule 9 of W.B.S. (ROPA) Rules, 1981, 2nd in appointment in 2nd higher scale and third in promotion to a post the pay scale of which is third higher scale or above.”

B.K. Saha
Joint Secretary to the
Government of West Bengal
Finance Department

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**Government of West Bengal
Finance Department
Audit Branch**

No.6801-F

Kolkata, the 3rd July, 2002

The question of extending benefit under modified C.A.S. 2001 to the employees who were appointed under work-charged establishment has been under consideration for some time past.

After careful consideration, the Governor is pleased to order that the modified C.A.S. 2001 will also be admissible to the employees who were appointed in the work charged establishment and subsequently

brought into regular establishment or could not be subsequently brought into regular establishment taking into account the period of work charged service provided they fulfil the conditions laid down in Finance Department memo. no. 3015-F dated 13.3.2001 as the said employees were allowed benefit under C.A.S.-90 in terms of Finance Department memo. no.6871-F dated 1.7.1994 and 5539-F dated 27.6.2000.

N. Chakraborti
Deputy Secretary to the
Government of West Bengal
Finance Department

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**Government of West Bengal
Land and Land Reforms Deptt.
ISU Branch**

No.7784-ISU/2P-92/04

Dated : 13.12.2007

ORDER

The Junch Mohurrirs under erstwhile Settlement Offices were redesignated as L.D.C. with effect from 1.7.1989 as per Fin. Deptt. Memo. No.1099-F(Law) dated 2.12.1996 on the analogy that the Mohurrirs under Land and Land Reforms Deptt. & I & W Deptt. were redesignated as L.D.C. w.e.f. 1.7.1989 in terms of Fin. Deptt. Memo No. 861-F. dated 19.2.1996.

A question arose whether the services rendered in the post of Junch Mohurrirs would be counted towards allowing the benefits under Career Advancement Scheme, 1990 and modified Career Advancement Scheme '01 as the case may be in the post of L.D.C.

After careful consideration of the matter, the undersigned is directed by order of the Governor to say that the Governor has been pleased to decide to allow the CAS'90 benefit or CAS'01 benefit to the redesignated L.D.C. on 1.7.1989 in the same manner as was allowed to the Mohurrirs in term of this Deptt.'s memo. no. 976-DE/1M-165/06 dated 16.2.07 or fulfilment of usual norms of promotion.

This order issues with the concurrence of Fin. Deptt. vide their U.O. No. 931 Gr.'P' (Pay) dated 4.10.2007.

The A.G. (A & E), West Bengal is being informed.

D. P. Banerjee
Asstt. Secy. to the
Govt. of West Bengal

No. 7784/1(22)-ISU

Dated 13.12.2007

Copy forwarded for information and taking necessary action to the –

1. Pr. A.G. (A & E), West Bengal, Treasury Buildings, Kolkata-700001
2. Finance Deptt., Govt. of West Bengal, Writers' Bldgs. Kolkata-700001
3. Director of Land Records and Surveys, West Bengal, 35, Gopalnagar Road, Alipore, Kolkata-700027, with ref. to his office memo. No.178/386/BI/03 dated 7.2.2007
4. District Land and Land Reforms Officer,
5. A copy for guard file.

Sd/- Illegible
Asstt. Secy. to the Govt. of
West Bengal

Memo No. 178/108-111/B-I/03

Dated, Alipore, the 14th January, 2008

Copy forwarded to the :

- 1) D.L. & L.R.O., Burdwan for information & necessary action with reference to his Memo No.1352 dated 26.08.2004. Original Service Book of Sri Dhanapati Modak, U.D.C. is returned herewith. Receipt of the same may be acknowledged early.
- 2) Sri Chanchal Bhaskar, S.R.O. – I & Sri Anjan Ghosh, S.R.O.-II, Dte. C.S. Cell for information.
- 3) Guard File, Dte. C.S. Cell.
- 4) D.L. & L.R.O., for information.

A.L. Brahmachari
for Director of Land Records and Surveys and

**Government of West Bengal
Finance Department
Audit Branch**

No.6421-F

Dated, the 2nd July, 2009

To
The Deputy Accountant General (Pension),
Office of the A.G. (A & E), W.B.,
Treasury Buildings
Kolkata – 700001.

Ref : D.O. No. Pen. Co-ordn/114 Volume III/634 dt. 19.03.09.

Sir,

With reference to your D.O. letter as mentioned above I am to inform that the matter regarding appointment to the post of Revenue Inspectors has been examined. Revenue Inspectors are appointed by way of (i) absorption, (ii) selection from LDCs, Peskar, Muhurrirs Janch-Muhurrir, Amins etc and (iii) direct recruitment. It has been decided that the appointment by selection in the post of Revenue Inspectors is not a case of direct recruitment since the age limit for appointment on selection is upto 54 years of age. This apart, the scale of pay of Revenue Inspectors has been raised from scale no 6 to scale no.9 under WBS (Ropa) Rules 1998 w.e.f. 01.01.96. Therefore, such appointment to the post of Revenue Inspectors should not be treated as a fresh appointment.

In few cases earlier (Shri Bimal Kr. Das, Shri Ashim Kr. Ghosh & Shri Tapan Kr. Ghosh) we received reference from Pension Cell when the matter of appointment to the post of Revenue Inspectors was projected as a case of fresh appointment and Fin. Deptt. accordingly offered their views regarding fixation of pay only. Presently in a similar case of Shri Gurudas Chatterjee, Revenue Inspector we have already viewed that the appointment by selection to the post of Revenue Inspectors should not be treated as a fresh appointment.

A clarification regarding fixation of pay for the purpose of pensionary benefits to those Revenue Inspectors who are appointed to the post from LDC and whose appointment to the post of LDC was made by redesignation from the post of Muhurrir/Janch-Muhurrir like the instant case of Shri Ranjan Karmaka is being informed separately.

In view of all these I am directed to request for release of pending pension cases of Revenue Inspectors accordingly (except those who became Revenue Inspector from the post of Muhurrir/Janch-Mururrir after being redesignated as LDC). The pension cases which have already been settled in accordance with our earlier observations need not be reopened now unless a proposal for revision of pension is received.

Yours faithfully,
S.K. Chattopadhyay
Special Secretary
to the Govt. of W.B.

No.6421/1(3)-F

Dated, the 2nd July, 2009

Copy forwarded for information and necessary action to :-

- 1) The L.R.C & Principal Secretary, L & LR Deptt., Writers' Buildings, Kolkata-700001.
- 2) The Joint Secretary, Pension Cell, Finance Department.
- 3) Group 'G' of Finance Department.

Sd/- Illegible
OSD & Ex. Officio Deputy Secretary

**Government of West Bengal
Land and Land Reforms Deptt.
ISU Branch
Writers' Buildings, Kolkata-700001**

Memo No.8057-ISU/2P-143/09

Dated, Kolkata, the 27th October, 2009

ORDER

Consequent upon issuance of F.D. Memo No. 2602-F dated 01.04.09 read with L. & LR. Deptt. Memo No. 2523-ISU dated 07.04.09, the question for promotional fixation of Pay of Revenue Inspector promoted from the post of Amin/Bhumi Sahayak/L.D. Clerk/Mohurrir etc. holding Scale No. 6 or 9 as the case may be treating their appointment to the post of Revenue Inspector as promotion was under consideration of this Deptt. for some time pass.

After careful consideration of the matter, the undersigned is directed by order of the Governor to say that the 75% of posts of Revenue Inspector is filled up by selection from the posts of Amin, Bhumi Sahayak, L.D. Clerk, Mohurrir etc. holding scale no.6. The said filling up of Revenue Inspector posts is a promotion as the post of Revenue Inspector bears a special pay along with scale no.6. Now, the scale of Pay of Revenue Inspector is scale No.9 (Rs.4000-8850/-) under W.B.S. (ROPA Rules 98). In terms of F.D. No. 766-F dated 27.01.09 as revised from scale No.6 (Rs.1040/- - 1920/-) plus special pay of Rs.60/- under W.B.S. (ROPA Rules 90). So, it was promotion post prior to 01.01.96 and it is promotion post w.e.f. 01.01.96 and thereafter.

Prior to 01.01.96 promotional benefit was allowed in the form of Special Pay and after 01.01.96 promotional benefit would be given in terms of Rule 42A (1) of W.B.S.R. Pt.1. If an Amin/Bhumi Sahayak/L.D. Clerk/Mohurrir etc. holding scale No.6 on awardment of 25 years benefit under MCAS'01 is promoted to the post of Revenue Inspector in scale No.9, he would be allowed promotional fixation under rule 42A(1) of W.B.S.R.Pt.I vide F.D. No. 1021-F dated 30.01.92.

This order issues with concurrence of Fin. Deptt. vide their U.O. No. 2954, Group – P (Pay) dated 20.10.09.

The A.G. (A & E) W.B. & the Pr. A.G. (Audit), W.B. are being informed.

Sd/- Illegible
Assistant Secretary
to the Govt. of West Bengal

Memo No. 8057/1(24)-ISU/2P-143/09

Dated : 27.10.09

Copy forwarded for information and taking necessary action to :

1. The A.G. (A & E), West Bengal, Treasury Building, Kolkata-700001
2. The Pr. A.G. (Audit), West Bengal, Treasury Building, Kolkata-700001
3. The Fin. Deptt., Govt. of West Bengal, Kolkata-700001
4. The D.L.R. & S., West Bengal,
35, Gopal Nagar Road, Alipore, Kolkata-700027
5. The D.L. & L.R.O.,
6. The General Secretary, Paschim Banga Settlement Karmachary Samity,
71, Serpentine Lane, Kolkata-700014
This has a reference of his letter no.33/SKS/2009 dated 07.10.09.
7. A copy for Guard File of I.S.U. Branch.

Sd/- Illegible
Assistant Secretary
to the Govt. of West Bengal

●
Government of West Bengal
Land and Land Reforms Deptt.
ISU Branch
Writers' Buildings, Kolkata-700001

Memo No.8570-ISU/2P-56/02

Dated 01.11.10

ORDER

The question of allowing CAS'90 /MCAS'01 benefits in respect of erstwhile Peshkars by counting of their previous services rendered as Peshkars while holding the post of L.D.C./U.D.C. was under consideration of this Department for sometime post.

In view of the above, the undersigned is directed by order of the Governor to say that the Governor has been pleased to order for allowing the erstwhile Peshkars the CAS'90/MCAS'01 benefit while holding the post of L.D.C./U.D.C. in terms of clarification to the point 2 of F.D. Memo No. 9735-F dated 10.10.1990 as the pay scale of Peshkar and L.D.C. is identical i.e. scale no.6 and as the special pay attached to the post of Peshkar can not be taken into account for the purpose of CAS'90 benefit vide para 2 (vii) of F.D. Memo No. 6075-F dated 21.06.1990 and for MCAS'01 benefit vide para-5 of F.D. No. 3015-F dated 13.03.2001 provided they are otherwise eligible for and entitled to the above CAS'90/MCAS'01 benefit under the rules/orders in force.

This order issues with the concurrence of the Finance Department vide their U.O. No. 1283-Gr 'P' (Pay) dated 09.10.2010.

The Principal Accountant General (A & E), West Bengal and the Principal Accountant General (Audit), West Bengal are being informed.

Sd/-Illegible
Assistant Secretary
Land & Land Reforms Department

Memo No. 8570/1(24)-ISU/1P-56/02

dated 01.11.2010

Copy forwarded for information and taking necessary action to :

- 1) The Accountant General (A & E), West Bengal, Treasury Building, Kolkata-700001
- 2) The Accountant General (Audit), West Bengal, Treasury Building, Kolkata-700001
- 3) The Deputy Accountant General (Pension), West Bengal, Treasury Building, Kolkata-700001
- 4) The Finance Department, Government of West Bengal, Writers' Building, Kolkata-700001
- 5) The Director of Land Records & Surveys and Jt. Land Reforms Commissioner, West Bengal, 35, Gopalnagar Road, Alipore, Kolkata-700027.
- 6-23) The District Land & Land Reforms Officer,
- 24) Guard File of I.S.U. Branch.

Sd/- Illegible
Assistant Secretary
Land & Land Reforms Department

Government of West Bengal
Land and Land Reforms Deptt.
ISU Branch
Writers' Buildings, Kolkata-700001

No.3993-ISU/1P-45/2010

Dated, Kolkata, the 2nd July, 2012

From : The Deputy Secretary
To the Government of West Bengal

To: The Director of Land Records and Surveys and
Joint Land Reforms Commissioner, West Bengal
35, Gopal Nagar Road, Alipore, Kolkata - 27.

Sub: Fixation of pay of Amin in terms of Finance Deptt. clause (d) of Memo. No. 663 (F) (Law) IN-106/98 dated 07.08.2012.

With reference to his Memo No. 44/2213/BI/07 dated 06.06.2010, the undersigned is directed to inform him and to say that the directions and observations in the above noted subject are accordingly.

- i) In G.O. No.713-F(Law), dated 15/06/2005 detailed instruction were issued how the pay of Amins under ROPA'98 are to be fixed with effect from 01.01.1996. As per the said provision in respect of Amins who were enjoying scale no.9 in the Basic Grade post as per High Court Order, pay is to be fixed in the Scale No.6 and in respect of the Amins, holding sale no. 10 or 11 under CAS benefit based upon the High Court awarded scale, their pay is to be fixed in the scale no.7.

So pay is to be fixed in the scale 6 or scale 7 according as the position of individual Amin on 31.12.95. That order is still in force.

- ii) In terms of the classification as provided in 665-F (Law), dated 07.08.2007, after the pay is to be fixed on 01.01.1996, there is no question of granting any further benefit. They will however be entitle to 25 years of service and on such entitlement their pay shall again be fixed in scale no.9 as per normal provisions.
- iii) So, no question arises for entitlement of 20 years /16 years CAS benefit as per ROPA, 90 or ROPA'98 because, on observation, the Amins were enjoying scale no.9, 10 or 11 which are above the 3rd higher scale in respect of the Basic scale of pay no.6 as per ROPA '98.

Sd/- Illegible
Deputy Secretary to the
Government of West Bengal

Memo No. 44/2860/BI/07

Dated, Alipore, the 16th August, 2012

Copy forwarded for information and taking necessary action to the D.L. & L.R.O.,

S.R. Sikdar
for Director Land Records and Surveys and
Joint Land Reforms Commissioner, West Bengal

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Government of West Bengal
Finance Department
Audit Branch
Writers' Buildings, Kolkata-700001

No.10580-F(P)

Dated : 28.12.2012

MEMORANDUM

The question of improving the existing Career Advancement Scheme for the State Government employees first appointed in pre-revised scale nos. 13, 14 and 15 as introduced in Finance Department No.3015-F dt. 13.03.2001 has been under consideration of the Government for sometime past.

2. After careful consideration of the matter, the Governor has been pleased to decide to extend the benefit of movement to third higher scale of pay after completion of twenty five years of service under MCAS as now available to the employees first appointed in pre-revised scale nos. 1 to 12 to the State Government employees first appointed in pre-revised scale nos. 13, 14 and 15 under the same terms and conditions as in Finance Department No. referred to above.
3. This order will take effect from 01.12.2012.
4. The Accountant General (A&E) West Bengal and Principal Accountant General, West Bengal may be informed accordingly.

A K. Das
OSD & E.O. Joint Secretary to the
Government of West Bengal
Finance Department

No. 10580/1(500)-F(P)

Dated : 28.12.12

Copy forwarded for information and necessary action to :

- 1) The Accountant General (A&E) West Bengal, Treasury Buildings. Kolkata -700001.
- 2) The Principal Accountant. General (Audit) West Bengal, Treasury Buildings, Kolkata-700001.
- 3) The Pay & Accounts Officer, Kolkata Pay & Accounts Office-I, 81/2/2, Phears Lane, Kolkata-700012.

<http://wbllroa.in>