Government of West Bengal Water Resources Investigation & Development Department Establishment Branch KHADYA BHAVAN, A-Block, 5th & 6th Floor 11 A, Mirza Ghalib Street Kolkata- 700 087

No. 900 - WI/O/2P-01/2020

Date:

Kolkata, the 17th July, 2020

From: The Deputy Secretary to the Government of West Bengal

To:

The Principal Accountant General (A&E), West Bengal,

Treasury Buildings, Kolkata - 700 001.

Subject: Revision of Pay and Allowances under ROPA-2019 for the employees of West Bengal State Minor Irrigation Corporation Ltd. and West Bengal Agro-Industries Corporation Ltd. under Water Resources Investigation & Development Department.

Sir.

I am directed to say that keeping in view the recommendations of the Sixth Pay Commission as regards structure of emoluments and other conditions of service , the Governor has been pleased to decide that the following guidelines shall be followed in the matter of revision of pay & allowances of the regular and hole time employees of the West Bengal State Minor Irrigation Corporation Ltd. and the West Bengal Agro-Industries Corporation Ltd. under the administrative control of Water Resources Investigation & Development Department.

I. Revised Pay Structure:

In line with the recommendations of the Pay Commission, the revised pay structure in the form of Pay Matrix with Levels of Pay arranged in vertical cells as assigned corresponding to the existing Pay Band and Grade Pay in respect of the employees of West Bengal State Minor Irrigation Corporation Ltd. and West Bengal Agro Industries Corporation Ltd. shall be as that given in Annexure - I read with Annexure-II for West Bengal State Minor Irrigation Limited and Annexure-III for West Bengal Agro-Industries Corporation Limited.

The revised pay structure shall come into force notionally from 01.01.2016 with actual effect from 01.01.2020.

II. Exercise of Option to come under the revised pay structure :

An employee of West Bengal Agro Industries Corporation Ltd. and West Bengal State Minor Irrigation Corporation Ltd. may elect to come under the revised pay structure either from 01.01.2016 or from the date of next or any subsequent increment or from the date of promotion/upgradation which took place till 25 09.2019 provided that the employee who joined service on or after 01.01.2016 will have no option to come under the revised pay structure and he shall draw pay in the revised pay structure at the initial Cell of the applicable Level of the Pay Matrix from the date of his joining. The option shall be exercised by the employees of the two Corporations in writing in form appended to Annexure-IV within three months from the date of issue of these regulations.

NOTE: An employee is not eligible to extractise option to come under the revised pay structure with effect from a date beyond 25.09.2019 and also from the date of any subsequent increment that fell due after any promotion that took $\mathfrak p$ ace during 01.01.2016 to 25.09.2019.

Illustration - I: An employee got promotion on 18.10.2016. He / she is not eligible to exercise option to come under the revised pay structure with effect from 01.07.2017 or 01.07.2018 or 01.07.2019. He/she is, however, eligible to exercise such option with effect from 01.01.2016 or 01.07.2016 or 18.10.2016.

Illustration – II :An employee got promition on 22.04.2017 and got pay fixation benefit with effect from 01.07.2017 after accrual of in rement, He/she is not eligible to exercise option to come the revised pay structure with effect from 01.07.2018 or 01.07.2019. He / she, is however, eligible to exercise such option with effect from 01.01.2016 or 01.07.2016 or 01.07.2017.

III. Fixation of pay in the revised pay str cture:

Initial pay in the revised pay structure of an employee of either of the above mentioned Corporations shall be determined by multiplying the prerevised basic pay (Band Pay + Grade Pay) on the date of option by a factor 2.57 and rounding off the same to the nearest ruple and the figure so arrived at will be located in the appropriate (corresponding) Level in the Pay Matrix as given in Annexure I, and if such an identical figure corresponds to any Cell in the applicable Level in the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

NOTE: "Appropriate (Corresponding) Level" means the Level in the Pay Matrix corresponding to existing Pay Band and Grade Pay.

(2) Fixation of Pay in the revised pay structure in respect of an employee appointed as fresh recruits on or after 01.01.2016 :

The pay of employee appointed by direct recruitment on or after 01.01.2016, shall be fixed at minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed as indicated in Annexure-II.

(3) Fixation of Pay in the revised Pay Structure in respect of the employees of the Corporations enjoyed MCAS (8 years/16 years / 25 years):

As the benefit of MCAS (8 years/16 years /25 years) vide memo no. 3015-F, dtd 13.03.2001 has not been extended in respect of the employees of similar other organizations, the pay of all employees of the Corporations be re-fixed by allowing CAS (10 years / 20 years) benefit as per memo no. 6075-F, dtd 21.06.1990 after withdrawing MCAS benefit, if allowed earlier and the pay thus arrived at on 01.01.2016 may be taken into the account for fixation of pay in the revised pay structure with effect from 01.01.2016 or from the date of option, as the case may be.

(IV) Fixation of Pay on Promotion:

For fixation of pay on promotion, an employee may have option to get his pay fixed either from the date of promotion straightway or from the date of next increment.

- a) In case the employee opts to get his pay fixed from the date of promotion, he /she shall be allowed one increment in the Level from which he/she is promoted and the figure so arrived at shall be placed at a Cell equal to that figure in the applicable Level of the promotion post and if no such Cell is available in the Level to which he / she is promoted, his/her pay shall be fixed at the next higher Cell in that Level and his/her next increment will fall due on the 1st July on completion of at least 6 months from the date of such promotion.
- b) In case the employee opts to get his/her pay fixed from the date of next increment then on the date of promotion his/her pay shall initially be fitted in the applicable Level of the promotion post at the same Cell as that of his/her existing pay and in absence of such cell, it shall be fitted at the next higher Cell and such pay shall finally be re-fixed as per the provisions as at(a) above after accrual of increment in the lower post. The next increment shall, however, fall due on the next 1st July.

(V) Fixation of Pay relating to Carrier Advancement Scheme on or after 01.01.2016

As per provisions made in para 2.V of Order No. 6446 -F(P2), date 29.11.2019.

- a) An employee is eligible to move to 1st higher Level in relation to the Level of the first appointed post on completion of 10 years service without having any promotion during that period and is eligible to move to 2nd higher Level on completion of total 20 years of service provided he /she has not got more than one promotion / movement during that time. Fixation of pay in such cases shall be as per the procedure detailed in para (IV) above except the interim pay fixation benefit as mentioned in clause (b) therein if the employee opts to get his /her pay fixed from the date of next increment.
- b) If an employee has got promotion to a post in the 2nd higher Level or above within 10 years of service he / she will not be eligible to move to any further higher Level on completion of 20 years of service except pay fixation benefit of one increment in the same Level keeping the date of increment unchanged.
- c) If an employee, after getting 1st higher Level or 2nd higher Level under career advancement scheme, gets promotion to a post in the same or lower Level, he /she will get pay fixation benefit of one increment in the existing (same) Level keeping the date of increment unchanged.

(VI) Increments in the Pay Matrix:

After fixation of pay in the appropriate Level in the Pay Matrix, the subsequent increment in the Level shall be at the immediate next higher Cell vertically arranged downwards in that Level.

(VII) Date of Annual Increment:

In respect of all employees of West Bengal Agro-Industries Corporation Ltd. and West Bengal State Minor Irrigation Corporation Ltd. , there shall be a uniform date of annual increment as existing now and such date of annual increment shall be the $1^{\rm st}$ day of July of every year. An employee completing six months or more service in the revised pay structure as on $1^{\rm st}$ day of July, shall be eligible to be granted increment.

(VIII) House Rent Allowance:

Employees of both the Corporations shall be allowed House Rent Allowance @12% of revised basic pay subject to a maximum of Rs. 12,000/- p.m. with effect from 01.01.2020 and also subject to other terms and conditions as applicable to the State Government Employees. The ceiling of house rent allowance drawn by husband and wife together has also been raised to Rr. 12,000/- p.m. For the purpose of drawal of House Rent Allowance the basic pay in the revised pay structure does not include any other type of pay.

(IX) Medical Allowance:

The Employees who are now in receipt of Medical Allowance @ of Rs.300/- p.m. shall be allowed enhancement of the rate to Rs. 500/- p.m. with effect from 01.01.2020. Provided that they are not covered under any Health Scheme sponsored by Government.

(X) Retirement Benefits:

There will be no change in the existing retirement benefits in respect of the employees who are now covered under CPF-Gratuity-cum-EPF (Pension) Scheme and Leave encashment. Existing Ceiling Limit of gratuity shall be raised to Rs. 12 lakhs w.e.f. 01.01.2016.

(XI) Benefit of Leave Encashment:

Existing benefit of encashment of leave shall continue. The benefit of leave encashment in the revised pay structure will be admissible to those who will retire on or after 01.01.2020.

(XII) Drawal of pay, allowances and pension in the revised pay structure:

The employees will draw revised pay, allowances and retirement benefits w.e.f. 01.01.2020.

(XIII) This order issues with the concurrence of Finance Department, vide U.O. No. Group P1/2020-2021/0024, dated 19.05.2020.

Enclo: Annexure-I to V.

Yours faithfully,
Sd/Deputy Secretary
to the Government of West Bengal

(VII) Date of Annual Increment:

In respect of all employees of West Bengal Agro-Industries Corporation Ltd. and West Bengal State Minor Irrigation Corporation Ltd. , there shall be a uniform date of annual increment as existing now and such date of annual increment shall be the $1^{\rm st}$ day of July of every year. An employee completing six months or more service in the revised pay structure as on $1^{\rm st}$ day of July, shall be eligible to be granted increment.

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Enclo: Annexure-I to V.

Yours faithfully, Sd/-Deputy Secretary to the Government of West Bengal

Date: Kolkata, the 17th July, 2020

Copy forwarded for information and taking necessary action to:

- The Managing Director, West Bengal State Minor Irrigation Corporation Ltd., 5, Mustage Ahmed Street, Kolkata-16.
- The Managing Director, West Bengal Agro-Industries Corporation Ltd., 23 –B,Netaji Subhas Road, Kolkata- 700 001.
 - 3. The Finance Budget Department, GoWB.
 - 4. The Finance Department, Group-P_{1,1} GoWB.
 - 5. The O.S.D to Hon'ble M.I.C of this Deptt.
 - 6. The Sr. P.S to the Pr. Secretary of this Department.
 - 7. The Sr. P.S to the Spl. Secretary of this Department.
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Water Resource Investigation & Development Department

ANNEXURE-II (Enclosure to memo no. 900-WI/O/2P-1/2020, dtd. 17th July, 2020)

Revised Pay Level correponding to existing Pay Band and Grade Pay in respect of the posts of West Bengal State Minor Irrigation Corporation Ltd.

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Office Supdt.	Sr.Accountant		Internal Audit Officer		(Civil/Mechanical/Electrical)	Sub Divisional Engineer	Administrative Officer		Accounts Officer	The post is equivalent to Ex.Engr.	TA to the Managing Director).	Divisional Engineer (including	Financial Adviser & Chief Accounts Officer	Secretary	Project Engineer	Managing Director	2	Transport of the Property	Name of the post
PB-4: Rs.9000-40500	PB-4 : Rs.9000-40500		PB-4 : Ks. 9000-40500	DD 1 D 0000 10500	FD-4 . NS. 9000-40300	DD 1 . D . 0000 10500	FB-4: NS.9000-40500	0050V VOCOU	PB-4: Rs.9000-40500		PB-4 · Rs 9000-40500		PB-4: Rs.9000-40500	PB-4: Rs.9000-40500	PB-4: Rs.9000-40500	PB-5 : Rs.37400-60000/-	3	Pay Band	Existing Pay Structure
Gr.Pay . Rs. 4400	Gr.Pay : Rs. 4400		Or.Pay : Ks.4700	C D D 4700	OLT ay . NS.5400	C - Daw - Dr < 400	OLFAY NS.J400	C. D D. <400	Gr.Pay Rs.6600		Gr Pav : Rs 6600	e d'op	Gr.Pay : Rs.7600	Gr.Pay : Rs.7600	Gr.Pay: Rs.7600	Gr. Pay : Rs. 8900		Grade Pay	Structure
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Promotion	(b) Promotion	(a) Deputation	(b) Deputation	(a) Promotion	(b) Promotion	(a) Deputation	(b) Promotion	(a) Deputation	Deputation	(b) Promotion	(a) Deputation		Direct & Deputation	Direct	of WB on deputation	To be appointed by Govt. of WB on deputation	7		Remarks

ANNEXURE-II

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Clerk cum Cashier	>		Sr. Accounts Clerk		Stores Supervisor	Typist (Gr-I)		Surveyor	Draftsman		Stenographer	Head Clerk/UDA/Cashier	PA- cum -Stenographer	Accountant	Head Assistant	II - J Assistant	Divisional Accountant			Estimator	(CIVII) MISSIL / Live)	Sub Assit.Engr.	
	PB-2 · Rs 5400-25200		PB-3 : KS./100-3/000.	55 3 B 7100 27600	PB-3: Rs.7100-37600.	PB-3 : N5./100-3/000.	00375 0015 39 . 5 00	PB-3: Rs.7100-37600.	PB-3: Rs.7100-37600		PB-3: Rs.7100-37600	PB-3: Rs.7100-37600	PB-3: Rs.7100-37600	1 D-3 . INSECTION SERVEN	PR-3 · Rs 7100-37600	PB-3 · Rs 7100-37600	TD-J. No. HOW DIGOV	DB 3 · Rs 7100-37600		PB-4: Rs.9000-40500		PB-4: Rs.9000-40500	
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	PB-1 : Rs.4900-16200		PB-1: Rs.4900-16200	PB-2 : Rs.5400-25200		PB-2: Rs.5400-25200	PB-2: Rs.5400-25200		PB-2: Rs.5400-25200	PB-2: Rs.5400-25200		PB-2: Rs.5400-25200		PB-2: Rs.5400-25200		PB-2: Rs.5400-25200	PB-2: Rs.5400-25200	1000	PB-2 : Rs.5400-25200	PB-2 : Rs.5400-25200
	Gr. Pay : Rs. 1700	St. Fay . NS. 1800	Gr Pay : Do 1900	Gr. Pay : Rs. 1900		Gr. Pav · Rs 1000	Gr. Pay: Rs. 2100	OI. Fay : KS. 2600		Gr. Pay : Rs. 2600	2000 ay . No. 2000	Gr Pay : Do 2600		Gr. Pav : Rs. 2600	Si. 1 ay- 1 RS. 2600	Gr Pay : De acon	Gr. Pay: Rs. 2600	OIL Fay : KS. 2600	Gr David Braza	Gr. Pay : Rs. 2600
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Deputy Secretary
Water Resource Investigation
& Development Department
Govt. of West Bengal

MANCH!

ANNEXURE III (Enclosure to memo no. 900-WI/O/2P-1/2020, dtd. 17th July, 2020) Revised Pay Level corresponding to existing Pay Band and Grade Pay in respect of the Posts of West Bengal Agro-Industries Corporation Limited.

DESIGNATION	E	XISTING SCALE OF	PAY	DEVICES
	PAY BAND	SCALE OF PAY	GRADE PAY	REVISED PAY
MANAGING DIRECTOR		Grade Pay of D		A CONTRACTOR OF THE CONTRACTOR
SECRETARY CUM CPO	PB -4	9000-40500		
CHIEF ENGINEER	PB -4	9000-40500	7600	LEVEL 18
AGRONOMIST	PB -4	9000-40500	7600	LEVEL 18
GENERAL MANAGER	PB -4	9000-40500	7600	LÉVEL 18
FIN. ADV. & C.A.0	PB -4	9000-40500	7600	LEVEL 18
PROJECT MANAGER	PB-4	9000-40500	7600	LEVEL 18
SPECIAL OFFICER	PB -4	9000-40500	7600	LEVEL 18
DY. FIN. ADVISOR	PB-4		6600	45%最上 17
DY. CAO	PB -4	9000-40500	6600	LEVEL 17
EXECUTIVE ENGINEER	PB -4	9000-40500	6600	LEVEL 17
PRODUCTION MANAGER	PB -4	9000-40500	6600	LEVEL 17
PLANT MANAGER	PB -4	9000-40500	6600	LEVEL 17
PERSONNEL MANAGER	PB -4	9000-40500	6600	LEVEL 17
ACCOUNTS OFFICER	PB -4	9000-40500	5400	LEVEL 16
ASSISTANT MANAGER	PB-4	9000-40500	5400	LEVEL 16
ASSTT. PROD. MANAGER	PB-4	9000-40500	5400	LEVEL 16
AGRIL SALES OFFICER	PB-4	9000-4050C	5400	× 11 12 13
ADMN. OFFICER		9000-40500	4700	* 1 * * * * * * * * * * * * * * * * * *
ASSTT. SECRETARY	PB -4	9000-40500	4600	
SPECIAL OFFICER - II	PB -4	9000-40500	4600	
LAW OFFICER	PB-4	9000-40500	4600	Mary States of the Control of the Co
ASSTT, ACCTT, OFFICER	PB-4	9000-40500	4600	T And Y down or have been dead of the second
MARKETING OFFICER	PB -4	9000-40500	4600	77777
PA TO CHAIRMAN	PB-4	9000-40500	4400	A STATE OF THE STA
PA TO MD	PB -4	9000-40500	4400	
SR. TECH. OFFICER	PB -4	9000-40500	4400	IEVELLO
SUB ASSTTOENGINEER	PB -4	9000-40500		
FOREMAN	PB -3	7100-37600	3900	The second secon
SR. RECOVERY OFFICER	PB-3	7100-37600	4100	E STATE OF THE STA
HD CASHIER	PB-3	7100-37600	3.2.7	
ACCOUNTANT	PB -3	7100-37600	3900	
SALES OFFICER	PB -3	7100-37600		Marini di Americana di American
	PB -3	7100-37600 .		The state of the s
PUBLICITY OFFICER	PB-3	7100-37600	***************************************	C. II
HD ASSTJ.	PB-3	7100-37600		The state of the s
SR. TRACTOR OPERATOR	PB -3	7100-37600	20 6 6 6	For the second
SR. DRIVER	PB -3	7100-37600		
SUPERVISOR	PB -3	7100-37600	The second secon	
R. ACCOUNTANT	PB -3			EVELS
RECOVERY OFFICER	PB -3	7100-37600		EVEL
CASHIER	PB -3	7100-37600		EVELS
SR. MECHANIC	PB -3	7100-37600		EVELS
SR. STORE KEEPER	P.S.	7100-37600		EVE
STEENOGRAPHER	55.	7100-37600	3600 1	
	10.0	7100-37600	3600 1	RVESS



ANNEXURE-III

SR. GODOWNKEEPER	PB -3	7100-37600	3600	LEVEL 9
U.D. ASSTT.	PB-3	7100-37600	3600.	LEVEL 9
SR. TELEPHONE OPERATOR	PB -3	7100-37600	3600	LEVEL 9
SR. OPERATOR CUM MECHANIC	PB -3	7100-37600	3600	LEVEL 9
GODOWN KEEPER	PB - 2	5400-25200	2600	LEVEL 6
L D ASSTT-CUM-TYPIST	PB - 2	5400-25200	2600	LEVEL 6
JR. CASHIER	PB - 2	5400-25200	2600	LEVEL 6
JR. STOREKEEPER	PB - 2	5400-25200	2600	LEVEL 6
AUTO ELECTRICIAN	PB - 2	5400-25200	2600	LEVEL 6
MECHANIC	PB - 2	5400-25200	2600	LEVEL 6
OPTR. CUM MECHANIC	PB-2	5400-25200	2600	LEVEL 6
DRIVER	PB - 2	5400-25200	2600	LEVEL 6
HANDLING EQUIP. DRIVER	PB - 2	5400-25200	2600	LEVEL 6
ELECTRICIAN	PB - 2	5400-25200	2600	LEVEL 6
LAB ASSTT.	PB - 2	5400-25200	2600	LEVEL 6
SALES ASSTT-CUM-CASHIER	PB - 2	5400-25200	2600	LEVEL 6
PUL OPTR-CUM-MAINT.CREW	PB - 2	5400-25200	2600	LEVEL 6
OPTR. WINDROWYARD	PB - 2	5400-25200	2600	LEVEL 6
TELEPHONE OPERATER	PB - 2	5400-25200	2600	LEVEL 6
FIELD OFFICER	PB - 2	5400-25200	2600	LEVEL 6
FITER-CUM-WELDER	PB - 2	5400-25200	2300	LEVEL 5
DUPLICATING OPERATER	PB - 2	5400-25200	2100	LEVEL 4
RECORD SUPPLIER	PB - 2	5400-25200	1900	LEVEL 3
ASSTT. FOR WINDROWYARD	PB - 2	5400-25200	1900	LEVEL 3
MALI	PB - 1	4900-16200	1800	LEVEL 2
NIGHT GUARD	PB - 1	4900-16200	1700	LEVEL 1
PEON	PB - 1	4900-16200	1700	LEVEL 1
HELPER	PB - 1	4900-16200	1700	LEVEL 1
PICKER	PB - 1	4900-16200	1700	LEVEL 1
CHOWKIDAR	PB - 1	4900-16200	1700	LEVEL 1
SWEEPER	PB - 1	4900-16200	1700	LEVEL 1

8-5 mb/n 17/7/2000

Annexure- IV

Form of option

*1.		hereby elect the revised
	structure with effect from 1*1 January,2016.	
contin	I,inue on the existing pay structure of my substioned below until:	here by elect to tantive / officiating post
(a) (b)		raising my pay to Rs
(c)) The date of my promotion / up gradation to	the post of w.e.f
Existin	ing Pay Band and Grade Pay	
	Sign	nature
	Nam	9
	Des	gnation
	Office	in which employed
	Depa	artment
•	To be scored out, if not applicable.	
		a a g
	UNDERTAKING	
contra subsec Compe	eby undertake that in the event of my parary to the provisions contained in tequently, any excess payment so made setent authority either by adjustment againerwise.	hese regulations as detected shall be refunded by me to the
	Sign	rature
Data	Nam	
Date		gnation
:Plac	CE .	

ANNEXURE-V

		ANNEAGRE				
						· · · · · · · · · · · · · · · · · · ·
			dort	he Pav Regi	ilations for e	nployees or
Fo	rm for fixation of initial pay in the revise e Corporations under W.R.I.& D.Deptt. i.r.	ed pay structu o. ROPA-2019.	re under c	no reg		
th	a setment and Uffice					
2.	Name and designation of dover-		:			
3		14.		•		
4	. Existing Pay Band and Grade Pay		:			*
	a) in substantive post		1			
	b) in officiating/temporary post	a ac on				
	5. Basic Pay in the existing pay structure	e as on				
	January 1, 2016 or on the date of opti	IOH OH				
	(Band Pay + Grade Pay)	asic pay as at				
	6. Amount arrived at by multiplying ba	at nearest rub	ee :			
	sl. No. 5 above by 2.57 rounded off a	at flearest in-				
	7. Applicable level in the Pay Matrix	A Crade Pav				
	corresponding to the Pay Band and	agual to or			*	
	8. Applicable Cell in the Level either	equal to o.	1			
	next higher of the amount at sl. No					
	9. Revised Basic Pay (as per sl. No. 8					
	10. Date of effect		1			
	11. Date of next increment		· ·			
	N.					
					i at	

Signature of Head of Office