

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 exercise 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 place 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 promotion on 22.04.2017 and got pay fixation benefit with effect from 01.07.2017 after accrual of increment. He/she is not eligible to exercise option to come under 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 structure:

- (1) 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 rupee 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 Career 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 1st day of July of every year. An employee completing six months or more service in the revised pay structure as on 1st 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 Rs. 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.

Encl: 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 1st day of July of every year. An employee completing six months or more service in the revised pay structure as on 1st day of July, shall be eligible to be granted increment.

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Encl: Annexure-I to V.

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

No. 900/1(8)- WI/O/2P-01/2020

Date: Kolkata, the 17th July, 2020

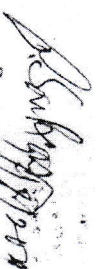
Copy forwarded for information and taking necessary action to:

1. The Managing Director, West Bengal State Minor Irrigation Corporation Ltd. , 5, Mustaqe Ahmed Street, Kolkata-16.
- ✓ 2. 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-P₁, 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.
8. Guard File.


Deputy Secretary

ANNEXURE - II

| Pay Band | PB-1 4900-16200 | | | PB-2 5400-25200 | | | | | | | | PB-3 7100-37600 | | | | | | | | PB-4 9000-40500 | | | | | | | | PB-5 37400-60000 | | | | |
|---------------|--------------------|-------|-------|--------------------|-------|-------|-------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|-------|--------|--------|--------------------|--------|--|--|--|--|--|--|---------------------|--|--|--|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | | | | | | | | | | | |
| Grade Pay | 1700 | 1800 | 1900 | 2100 | 2300 | 2600 | 2900 | 3200 | 3600 | 3900 | 4100 | 4400 | 4600 | 4700 | 4800 | 5400 | 6600 | 7600 | 8700 | 8900 | 10000 | | | | | | | | | | | |
| Old Entry Pay | 6600 | 6830 | 7300 | 7680 | 8160 | 8840 | 9600 | 10300 | 11040 | 12270 | 12750 | 13400 | 13900 | 14930 | 15960 | 20260 | 25200 | 29920 | 46100 | 46300 | 47400 | | | | | | | | | | | |
| Level | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | | | | | | | | | | | |
| 1 | 17000 | 17600 | 18800 | 19700 | 21000 | 22700 | 24700 | 27000 | 29900 | 32100 | 34400 | 36900 | 38200 | 41100 | 43900 | 55700 | 69300 | 82300 | 126800 | 127300 | 132800 | | | | | | | | | | | |
| 2 | 17500 | 18100 | 19400 | 20300 | 21600 | 23400 | 25400 | 27800 | 29900 | 33100 | 34400 | 36900 | 38200 | 42300 | 45200 | 57400 | 71400 | 84800 | 130600 | 131100 | 136300 | | | | | | | | | | | |
| 3 | 18000 | 18600 | 20000 | 20900 | 22200 | 24100 | 26200 | 28600 | 30700 | 34100 | 35400 | 38000 | 39300 | 42300 | 45200 | 59100 | 73500 | 87300 | 134500 | 135000 | 140900 | | | | | | | | | | | |
| 4 | 18500 | 19200 | 20600 | 21500 | 22900 | 24800 | 27000 | 29500 | 31600 | 35100 | 36500 | 39100 | 40500 | 43600 | 46600 | 60900 | 75700 | 89900 | 138500 | 139100 | 145100 | | | | | | | | | | | |
| 5 | 19100 | 19800 | 21200 | 22100 | 23600 | 25500 | 27800 | 30400 | 32500 | 36200 | 37600 | 40300 | 41700 | 44900 | 48000 | 62700 | 78000 | 92600 | 142700 | 143300 | 149500 | | | | | | | | | | | |
| 6 | 19700 | 20400 | 21800 | 22800 | 24300 | 26300 | 28600 | 31300 | 33500 | 37300 | 38700 | 41500 | 43000 | 46200 | 49400 | 64600 | 80300 | 95400 | 147000 | 147600 | 154000 | | | | | | | | | | | |
| 7 | 20300 | 21000 | 22500 | 23500 | 25000 | 27100 | 29500 | 32200 | 34500 | 39400 | 39900 | 42700 | 44300 | 47600 | 50900 | 66600 | 80300 | 95400 | 147000 | 147600 | 154000 | | | | | | | | | | | |
| 8 | 20900 | 21600 | 23200 | 24200 | 25800 | 27900 | 30400 | 33200 | 35500 | 39600 | 41100 | 44000 | 45600 | 49000 | 52400 | 68500 | 82700 | 99300 | 151400 | 152000 | 158600 | | | | | | | | | | | |
| 9 | 21500 | 22200 | 23900 | 24900 | 26600 | 28700 | 31300 | 34200 | 36600 | 40600 | 42300 | 45300 | 47000 | 50500 | 54000 | 70600 | 87800 | 104200 | 160600 | 161300 | 168300 | | | | | | | | | | | |
| 10 | 22100 | 22900 | 24600 | 25600 | 27400 | 29600 | 32200 | 35200 | 37700 | 42000 | 43600 | 46700 | 48400 | 52000 | 55600 | 72700 | 90400 | 107300 | 165400 | 166100 | 173300 | | | | | | | | | | | |
| 11 | 22800 | 23600 | 25300 | 26400 | 28200 | 30500 | 33200 | 36300 | 38800 | 43300 | 44900 | 48100 | 49900 | 53600 | 57300 | 74900 | 93100 | 110500 | 170400 | 171100 | 178500 | | | | | | | | | | | |
| 12 | 23500 | 24300 | 26100 | 27200 | 29000 | 31400 | 34200 | 37400 | 40000 | 44600 | 46200 | 49500 | 51400 | 55200 | 59000 | 79000 | 93100 | 110500 | 170400 | 171100 | 178500 | | | | | | | | | | | |


 Deputy Secretary
 Water Resource Investigation
 & Development Department
 Govt. of West Bengal

ANNEXURE-I

| | | | | | | | | | | | | | | | | | | | | | |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| 13 | 24200 | 25000 | 26900 | 28000 | 29900 | 32300 | 35200 | 38500 | 41200 | 45900 | 47600 | 51000 | 52900 | 56900 | 60800 | 77100 | 95900 | 113800 | 175500 | 170200 | 183900 |
| 14 | 24900 | 25800 | 27700 | 28800 | 30800 | 33300 | 36300 | 39700 | 42400 | 47300 | 49000 | 52500 | 54500 | 58600 | 62600 | 79400 | 98800 | 117200 | 180800 | 181500 | 194700 |
| 15 | 25600 | 26600 | 28500 | 29700 | 31700 | 34300 | 37400 | 40900 | 43700 | 48700 | 50500 | 54100 | 56100 | 60400 | 64500 | 81800 | 101800 | 120700 | 186200 | 186900 | 195100 |
| 16 | 26400 | 27400 | 29400 | 30600 | 32700 | 35300 | 38500 | 42100 | 45000 | 50200 | 52000 | 55700 | 57800 | 62200 | 66400 | 84300 | 104900 | 124300 | 191800 | 192500 | 201000 |
| 17 | 27200 | 28200 | 30300 | 31500 | 33700 | 36400 | 39700 | 43400 | 46400 | 51700 | 53600 | 57400 | 59500 | 64100 | 68400 | 86800 | 108000 | 128000 | | | |
| 18 | 28000 | 29000 | 31200 | 32400 | 34700 | 37500 | 40900 | 44700 | 47800 | 53300 | 55200 | 59100 | 61300 | 66000 | 70500 | 89400 | 111200 | 131800 | | | |
| 19 | 28800 | 29900 | 32100 | 33400 | 35700 | 38600 | 42100 | 46000 | 49200 | 54900 | 56900 | 60900 | 63100 | 68000 | 72600 | 92100 | 114500 | 135800 | | | |
| 20 | 29700 | 30800 | 33100 | 34400 | 36800 | 39800 | 43400 | 47400 | 50700 | 56500 | 58600 | 62700 | 65000 | 70000 | 74800 | 94900 | 117900 | 139900 | | | |
| 21 | 30600 | 31700 | 34100 | 35400 | 37900 | 41000 | 44700 | 48800 | 52200 | 58200 | 60400 | 64600 | 67000 | 72100 | 77000 | 97700 | 121400 | 144100 | | | |
| 22 | 31500 | 32700 | 35100 | 36500 | 39000 | 42200 | 46000 | 50300 | 53800 | 59900 | 62200 | 66500 | 69000 | 74300 | 79300 | 100600 | 125000 | 148400 | | | |
| 23 | 32400 | 33700 | 36200 | 37600 | 40200 | 43500 | 47400 | 51800 | 55400 | 61700 | 64100 | 68500 | 71100 | 76500 | 81700 | 103600 | 128800 | 152900 | | | |
| 24 | 33400 | 34700 | 37300 | 38700 | 41400 | 44800 | 48800 | 53400 | 57100 | 63600 | 66000 | 70600 | 73200 | 78800 | 84200 | 106700 | 132700 | | | | |
| 25 | 34400 | 35700 | 38400 | 39900 | 42600 | 46100 | 50300 | 55000 | 58800 | 65500 | 68000 | 72700 | 75400 | 81200 | 86700 | 109900 | 136700 | | | | |
| 26 | 35400 | 36800 | 39600 | 41100 | 43900 | 47500 | 51800 | 56700 | 60600 | 67500 | 70000 | 74900 | 77700 | 83600 | 89300 | 113200 | 140800 | | | | |
| 27 | 36500 | 37900 | 40800 | 42300 | 45200 | 48900 | 53400 | 58400 | 62400 | 69500 | 72100 | 77100 | 80000 | 86100 | 92000 | 116600 | 145000 | | | | |
| 28 | 37600 | 39000 | 42000 | 43600 | 46600 | 50400 | 55000 | 60200 | 64300 | 71600 | 74300 | 79400 | 82400 | 88700 | 94800 | 120100 | 149400 | | | | |
| 29 | 38700 | 40200 | 43300 | 44900 | 48000 | 51900 | 56700 | 62000 | 66200 | 73700 | 76500 | 81800 | 84900 | 91400 | 97600 | 123700 | 153900 | | | | |
| 30 | 39900 | 41400 | 44600 | 46200 | 49400 | 53500 | 58400 | 63900 | 68200 | 75900 | 78800 | 84300 | 87400 | 94100 | 100500 | 127400 | 158500 | | | | |
| 31 | 41100 | 42600 | 45900 | 47600 | 50900 | 55100 | 60200 | 65800 | 70200 | 78200 | 81200 | 86800 | 90000 | 96900 | 103500 | 131200 | 163300 | | | | |
| 32 | 42300 | 43900 | 47300 | 49000 | 52400 | 56800 | 62000 | 67800 | 72300 | 80500 | 83600 | 89400 | 92700 | 99800 | 106600 | 135100 | 168200 | | | | |
| 33 | 43600 | 45200 | 48700 | 50500 | 54000 | 58500 | 63900 | 69800 | 74500 | 82900 | 86100 | 92100 | 95500 | 102800 | 109800 | 139200 | 173200 | | | | |

Water Resource Investigation
& Development Department

ANNEXURE-II (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 State Minor Irrigation Corporation Ltd.

| Sl No | Name of the post | Existing Pay Structure | | Revised Pay Matrix | | Remarks |
|-------|--|-------------------------|--------------------|--------------------|-------------|--|
| | | Pay Band | Grade Pay | Level | Minimum Pay | |
| 1 | Managing Director | PB-5 : Rs.37400-60000/- | Gr. Pay : Rs. 8900 | 20 | 123600 | To be appointed by Govt. of WB on deputation |
| 2 | Project Engineer | PB-4 : Rs.9000-40500 | Gr. Pay : Rs.7600 | 18 | 79900 | To be appointed by Govt. of WB on deputation |
| 3 | Secretary | PB-4 : Rs.9000-40500 | Gr. Pay : Rs.7600 | 18 | 79900 | Direct |
| 4 | Financial Adviser & Chief Accounts Officer | PB-4 : Rs.9000-40500 | Gr. Pay : Rs.7600 | 18 | 79900 | Direct & Deputation |
| 5 | Divisional Engineer (including TA to the Managing Director). The post is equivalent to Ex. Engr. | PB-4 : Rs.9000-40500 | Gr. Pay : Rs.6600 | 17 | 67300 | (a) Deputation (b) Promotion |
| 6 | Accounts Officer | PB-4 : Rs.9000-40500 | Gr. Pay Rs.6600 | 17 | 67300 | Deputation |
| 7 | Administrative Officer | PB-4 : Rs.9000-40500 | Gr. Pay Rs.5400 | 16 | 54100 | (a) Deputation (b) Promotion |
| 8 | Sub Divisional Engineer (Civil/Mechanical/Electrical) | PB-4 : Rs.9000-40500 | Gr. Pay : Rs.5400 | 16 | 54100 | (a) Deputation (b) Promotion |
| 9 | Internal Audit Officer | PB-4 : Rs.9000-40500 | Gr. Pay : Rs.4700 | 14 | 39900 | (a) Promotion (b) Deputation |
| 10 | Sr. Accountant | PB-4 : Rs.9000-40500 | Gr. Pay : Rs.4400 | 12 | 35800 | (a) Deputation (b) Promotion |
| 11 | Office Supdt. | PB-4 : Rs.9000-40500 | Gr. Pay : Rs.4400 | 12 | 35800 | Promotion |

(Signature)

ANNEXURE-II

| | | | | | | |
|----|--|-----------------------|--------------------|----|-------|--|
| 12 | Sub Assst. Engr. (Civil/Mech./Elec) | PB-4 : Rs.9000-40500 | Gr.Pay : Rs. 4400 | 12 | 35800 | a) Direct b) Deputation a) Direct |
| 13 | Estimator | PB-4 : Rs.9000-40500 | Gr.Pay : Rs. 4400 | 12 | 35800 | b) Deputation (a) Promotion (b) Transfer (c) Deputation |
| 14 | Divisional Accountant | PB-3 : Rs.7100-37600 | Gr.Pay : Rs. 3900 | 10 | 32100 | Promotion |
| 15 | Head Assistant | PB-3 : Rs.7100-37600 | Gr.Pay : Rs. 3900 | 10 | 32100 | Direct |
| 16 | Accountant | PB-3 : Rs.7100-37600 | Gr.Pay : Rs. 3900 | 10 | 32100 | a)Promotion |
| 17 | PA-cum -Stenographer | PB-3 : Rs.7100-37600 | Gr.Pay : Rs. 3900 | 10 | 32100 | b) Deputation |
| 18 | Head Clerk/UDA/Cashier | PB-3 : Rs.7100-37600 | Gr.Pay : Rs. 3600 | 9 | 28900 | Promotion |
| 19 | Stenographer | PB-3 : Rs.7100-37600 | Gr.Pay : Rs. 3600 | 9 | 28900 | Direct |
| 20 | Draftsman | PB-3 : Rs.7100-37600 | Gr.Pay : Rs. 3600. | 9 | 28900 | b) Promotion |
| 21 | Surveyor | PB-3 : Rs.7100-37600. | Gr.Pay : Rs. 3600 | 9 | 28900 | Direct |
| 22 | Typist (Gr-I) | PB-3 : Rs.7100-37600. | Gr.Pay : Rs. 3600 | 9 | 28900 | Promotion |
| 23 | Stores Supervisor | PB-3 : Rs.7100-37600. | Gr.Pay : Rs. 3600 | 9 | 28900 | Promotion |
| 24 | Sr. Accounts Clerk | PB-3 : Rs.7100-37600. | Gr.Pay : Rs. 3600 | 9 | 28900 | a) Direct b) Promotion a) Direct |
| 25 | Accounts Clerk/LD Assst/Store Clerk/Storekeeper/Accounts Clerk cum Cashier | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | b) Promotion c) Transfer |

[Signature]
13/12/2020

ANNEXURE-II

| | | | | | | |
|----|---|----------------------|--------------------|---|-------|-------------------------------------|
| 26 | Clerk cum Typist | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | a) Direct b) Promotion |
| 27 | Typist | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | Direct |
| 28 | Tracer | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | Direct |
| 29 | Work Assistant | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | Direct |
| 30 | Operator | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | Direct a) Direct b) Promotion |
| 31 | Electrician | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | a) Direct b) Promotion |
| 32 | Driver | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | b) Promotion Direct |
| 33 | Mechanic | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2600 | 6 | 22700 | (a) Direct (b) Promotion |
| 34 | Duplicating Operator | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 2100 | 4 | 19700 | Promotion |
| 35 | Record Supplier | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 1900 | 3 | 18800 | Promotion |
| 36 | Asstt. Operator/Water Transmission Asslt. | PB-2 : Rs.5400-25200 | Gr. Pay : Rs. 1900 | 3 | 18800 | (a) Direct (b) Promotion |
| 37 | Store Khalasi | PB-1 : Rs.4900-16200 | Gr. Pay : Rs. 1800 | 2 | 17600 | Promotion |
| 38 | Peon/Watchman/Night Guard/Office Darwan/Sweeper | PB-1 : Rs.4900-16200 | Gr. Pay : Rs. 1700 | 1 | 17000 | Direct |

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& Development Department
Govt. of West Bengal



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 | EXISTING SCALE OF PAY | | | REVISED PAY STRUCTURE |
|-----------------------|-----------------------|----------------------------|-----------|--------------------------|
| | PAY BAND | SCALE OF PAY | GRADE PAY | |
| MANAGING DIRECTOR | | Grade Pay of Deputationist | | |
| SECRETARY CUM CPO | PB -4 | 9000-40500 | 7600 | LEVEL 18 |
| CHIEF ENGINEER | PB -4 | 9000-40500 | 7600 | LEVEL 18 |
| AGRONOMIST | PB -4 | 9000-40500 | 7600 | LEVEL 18 |
| GENERAL MANAGER | PB -4 | 9000-40500 | 7600 | LEVEL 18 |
| FIN. ADV. & C.A.O | PB -4 | 9000-40500 | 7600 | LEVEL 18 |
| PROJECT MANAGER | PB -4 | 9000-40500 | 7600 | LEVEL 18 |
| SPECIAL OFFICER | PB -4 | 9000-40500 | 6600 | LEVEL 17 |
| DY. FIN. ADVISOR | PB -4 | 9000-40500 | 6600 | LEVEL 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 | 9000-40500 | 4700 | LEVEL 15 |
| ADMN. OFFICER | PB -4 | 9000-40500 | 4600 | LEVEL 15 |
| ASSTT. SECRETARY | PB -4 | 9000-40500 | 4600 | LEVEL 15 |
| SPECIAL OFFICER - II | PB -4 | 9000-40500 | 4600 | LEVEL 15 |
| LAW OFFICER | PB -4 | 9000-40500 | 4600 | LEVEL 15 |
| ASSTT. ACCTT. OFFICER | PB -4 | 9000-40500 | 4600 | LEVEL 15 |
| MARKETING OFFICER | PB -4 | 9000-40500 | 4400 | LEVEL 14 |
| PA TO CHAIRMAN | PB -4 | 9000-40500 | 4400 | LEVEL 14 |
| PA TO MD | PB -4 | 9000-40500 | 4400 | LEVEL 14 |
| SR. TECH. OFFICER | PB -4 | 9000-40500 | 4400 | LEVEL 14 |
| SUB ASSTT. ENGINEER | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| FOREMAN | PB -3 | 7100-37600 | 4100 | LEVEL 13 |
| SR. RECOVERY OFFICER | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| HD CASHIER | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| ACCOUNTANT | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| SALES OFFICER | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| PUBLICITY OFFICER | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| HD. ASSTT. | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| SR. TRACTOR OPERATOR | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| SR. DRIVER | PB -3 | 7100-37600 | 3900 | LEVEL 13 |
| SUPERVISOR | PB -3 | 7100-37600 | 3600 | LEVEL 12 |
| JR. ACCOUNTANT | PB -3 | 7100-37600 | 3600 | LEVEL 12 |
| RECOVERY OFFICER | PB -3 | 7100-37600 | 3600 | LEVEL 12 |
| CASHIER | PB -3 | 7100-37600 | 3600 | LEVEL 12 |
| SR. MECHANIC | PB -3 | 7100-37600 | 3600 | LEVEL 12 |
| SR. STORE KEEPER | PB -3 | 7100-37600 | 3600 | LEVEL 12 |
| STEENOGRAPHER | PB -3 | 7100-37600 | 3600 | LEVEL 12 |

P. Sarkar
17/7/2020

Deputy Secretary
Water Resource Investigation
& Development Department

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 |

B. S. Ghosh
17/11/20

Deputy Secretary
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Govt. of West Bengal

Annexure- IV

Form of option

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

*2. I, _____ here by elect to continue on the existing pay structure of my substantive / officiating post mentioned below until:

- (a) the date of my next increment
- (b) the date of my subsequent increment w.e.f. _____ raising my pay to Rs. _____ in the existing pay structure.
- (c) The date of my promotion / up gradation to the post of _____ w.e.f. _____

Existing Pay Band and Grade Pay _____

Signature _____

Name _____

Designation _____

Office in which employed _____

Department _____

- To be scored out, if not applicable.

UNDERTAKING

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

Signature _____

Name _____

Designation _____

Date _____

Place _____


17/01/2016


Deputy Secretary
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Govt. of West Bengal

ANNEXURE-V

Form for fixation of initial pay in the revised pay structure under the Pay Regulations for employees of the Corporations under W.R.I. & D. Deptt. i.r.o. ROPA-2019.

1. Name of the Department and Office :
2. Name and designation of Government servant :
3. Status (Substantive/Officiating) :
4. Existing Pay Band and Grade Pay :
 - a) in substantive post :
 - b) in officiating/temporary post :
5. Basic Pay in the existing pay structure as on January 1, 2016 or on the date of option on :
(Band Pay + Grade Pay)
6. Amount arrived at by multiplying basic pay as at sl. No. 5 above by 2.57 rounded off at nearest rupee :
7. Applicable level in the Pay Matrix corresponding to the Pay Band and Grade Pay :
8. Applicable Cell in the Level either equal to or next higher of the amount at sl. No. 6 above :
9. Revised Basic Pay (as per sl. No. 8) :
10. Date of effect :
11. Date of next increment :

Signature of Head of Office


Deputy Secretary
Water Resource Investigation
& Development Department
Govt. of West Bengal