



H : SCALE OF PAY W.E.F. 1981

[H/1 (i)]

GOVERNMENT OF WEST BENGAL EDUCATION DEPARTMENT, BUDGET BRANCH.

No. 372-Edn.(B)

Dated, the 31st July, 1981.

MEMORANDUM

In Finance Department Resolution No. 9716-F dated, 16th November, 1977 Government set up a Pay Commission with terms of reference which included that the Commission will also examine the structure of emoluments and conditions of service of the —

(a) teachers and non-teaching staff of —

- i) State Government sponsored or aided Primary Schools/Junior Basic Schools (including Pre-Basic Schools) ;
- ii) State Government sponsored or aided Junior High/High School/Higher Secondary School upto Class XII Standard (including Jr. High & High Madrasah) ;
- iii) State Government sponsored or aided Schools for Handicapped ;
- iv) State Government sponsored/Aided Training Institutes for Primary teachers ;
- v) State Government sponsored/Aided Polytechnics ;
- vi) State Government sponsored/Aided Junior Technical Schools ;
- vii) Non-Teaching staff of Non-Government Colleges ;
- viii) District School Board ;
- ix) Sponsored Day Students Home ;
- x) Library staff of sponsored/aided ;
- a) Educational Institutions ;
- b) District Library ;
- c) Sub-Divisional /Town Library ;
- d) Rural/Area/Primary/Unit/Library ;

with due regard to the financial resources of the State Government.

The Commission submitted its reports containing its recommendations.

2. After careful consideration of the recommendations, the Governor is pleased to direct that in the Sponsored and aided recognised Educational Institutions including Libraries and Day Students Home, all whole-time occupants of the posts on the existing scale of pay as described in columns (2) and (3) respectively of Annexure I shall with effect from 1st April, 1981 be entitled to draw pay in the revised scales of pay as shown against each of the posts in column (4) of the said Annexure. The detailed break-up of the revised pay scales shown under column (4) of Annexure - I are given in Annexure II.

3. A separate order regarding fixation of pay in the revised scales of pay on the analogy of the State Govt. (sergents) Rules will be issued later on.

4. All orders issued by the Education Department regulating the conditions of service of the employees and the pay scales of the posts shown in the Annexure of this order shall be effective subject to provisions of this order.

5. The charge will be met from the appropriate head in the Non-Plan/Plan Sector in the current year's budget under "277 - Education (excluding Sports and Youth Welfare), where necessary fund will be provided by re-appropriation or otherwise in due course.

6. Those who were in service on 31st March, 1981 will have the option either to retain their existing scale of pay and existing terms and conditions of service or to come under the revised scales of pay together with revised terms and conditions of service, as may be determined by the State Government. The option will have to be exercised within 90 days from the date of issue of this order and they may come

under the revised scales and revised terms and conditions of service with effect from April, 1981 or any subsequent date not later than April, 1982.

The form in which the option will have to be exercised and other terms and conditions governing option will be circulated separately.

Teachers in all Government aided Educational Institutions opting for the revised scale of pay shall retire at 60 years. Provided, however, that who were above 54 years but below 57 years of age on April, 1981 shall retire on completion of 62 years of age or on March 31, 1989 whichever is earlier, and for such teachers who were above 57 years of age on April 1, 1981 retirement will be on completion of 65 years on March 31, 1987 whichever is earlier.

The non-teaching employees of all Government aided institutions shall retire at 60 years of age.

7. This Order issues with the concurrence of the Finance Department vide their U.O.No. Group - J/1284 dated, 31st July, 1981.

8. All concerned have been informed.

By order of the Governor
Sd/- N. Ghoshal
Deputy Secretary.

ANNEXURE - I

State Government Sponsored or Aided Secondary School upto Class XII Standard.

Sl. No.	Name of Service / Post	Existing Pay Scale/Special Pay/Allowance etc.	Revised scale of Pay
1	2	3	4
1.	Head Master/Head Mistress of High/Higher Secondary Schools/High Madrasah	Rs. 480-1170/- Rs. 100/- as Spl. pay for Heads of (10+2) Schools.	i) Rs. 660-1600/- with higher initial start at Rs. 940/- plus Spl. pay of Rs. 100/- for Heads of (10+2) Higher Secondary Schools only ; ii) Rs. 600-1600/- with higher initial start at 940/- Secondary Schools. In the case of existing integrated Secondary Schools if the morning Section (Primary) and Day Section (Secondary/Higher Secondary) are under the same administration the Head Master/ Head Mistress or any Asstt. Teacher of the Day Section who is in charge of the Morning Section (Primary) will draw a Spl. pay of Rs. 75/-
2.	Head Master / Head Mistress of Jr. High Schools / Jr. Madrasah.	Prescribed pay as per qualification. Graduate teacher with Headmaster's duty Rs. 25/- p.m.	Pay as Teacher according to qualification and Spl. pay Rs. 75/-
3.	Asstt. Head Master/Asst. Headmistress	Rs. 400-1020/-	

Sl. No.	Name of Service / Post	Existing Pay Scale/Special Pay/Allowance etc.	Revised scale of Pay
1	2	3	4

4. Assistant Teacher

(A)

- | | |
|--------------------|---|
| i) Rs. 350-920/- | i) Rs. 550-1470/- (for Trained Master's Degree holders) |
| ii) Rs. 300-750/- | ii) Rs. 500-1360/- (for Trained Honours Graduates) |
| iii) Rs. 230-400/- | iii) Rs. 440-1170/- (for Trained Graduates) |
| iv) Rs. 220-270/- | iv) Rs. 300-685/- (for trained Matriculates) |
| | v) Rs. 280-617/- (for Un-Trained Matriculates) |
| | vi) Rs. 260-537/- (for Non-Matriculates) |

(B)

for Teachers/Persons with qualifications as noted below as noted against each

- i) B.Sc. (Agri) — Rs. 500-1360/-
- ii) Two recognised Sanskrit Titles or M. M. or equivalent with 5 years' teaching experience in both cases — Rs. 440-1170/-
- iii) Diploma in Engineering — Rs. 425-1050/-
- iv) Craft Teacher with (a) 5-year Diploma in Art and Craft from Govt. College of Art and Craft or Degree Rs. 440-1170/- (b) any other Diploma — Rs. 425-1050/-
- v) Music Teacher with (a) B. Music Degree Rs. 440-1170/- (b) Diploma — Rs. 425-1050/-

Sl. No.	Name of Service / Post	Existing Pay Scale/Special Pay/Allowance etc.	Revised scale of Pay
1	2	3	4
			vi) Physical Education Teacher, if Graduate with Diploma in Physical Education — Rs. 440-1170/-
			vii) Sub-Overseer's Certificate — Rs. 380-910/-
			viii) Matriculate with 2 years' training certificate from a recognised institution or with 10 years' practical experience — Rs. 360-815/-
			ix) Physical Education Teacher Undergraduate with training in Physical Education — Rs. 340-750/-
			x) Matriculate with Kavya Tirtha — Rs. 300-685/-
			xi) Kavya Tirtha and 5 years' teaching experience — Rs. 300-685/-
			xii) Two recognised Sanskrit Titles or equivalent with less than 5 years' teaching experience — Rs. 300-685/-
			xiii) Final Madrasah Examination or equivalent passed — Rs. 300-685/-
			xiv) Workshop Instructor (Practical experience only) with less than 10 year's experience — Rs. 300-685/-
			xv) Agricultural Instructor — Rs. 300-685/-
			xvi) Craft Teacher-Matriculate with one year Craft Training Certificate from recognised institution or non-Matriculate with 2 years' training certificate from recognised institution — Rs. 300-685/-

Sl. No.	Name of Service / Post	Existing Pay Scale/Special Pay/Allowance etc.	Revised scale of Pay
1	2	3	4
			xvii) Music Teacher with Certificate in Music from recognised institution — Rs. 300-685/-
5.	Clerk	i) Rs. 220-350/- (Matriculate) ii) Rs. 200-260/- (Non-Matriculate)	i) Rs. 300-685/- (Matriculate) ii) Rs. 260-537/- (Non-Matriculate)
6.	Librarian	i) Rs. 250-600/- Spl. pay Rs. 25/- ii) Rs. 250-600/- iii) Rs. 220-350/-	i) Master's Degree holder with Diploma in Library Science — Rs. 400-1170/- with higher initial at 560/- ii) Graduate with Diploma in Library Science — Rs. 550-900/- iii) Matriculate with/without certificate in Librarianship — Rs. 300-685/- iv) Others (Non-Matriculate) — Rs. 260-537/-
7.	Class IV Staff	Rs. 135-180/-	Rs. 220-388/- If any class IV staff not appointed as Night Guard stays at school at night and acts as its Night Guard in addition to his own normal duties he will get a special pay of Rs. 20/- p.m.

N.B. 1. All existing Secondary School teachers will be allowed annual increments in the revised scales of pay provided that untrained teachers will have to get themselves trained within 5 years from April, 1981 failing which their increment will be stopped till they get themselves trained.

2. (a) All existing Secondary School teachers who have improved their qualifications relevant to their teaching subjects will get the higher scale on qualification basis without any restriction.

(b) All existing Secondary School teachers who have improved their qualifications not relevant to their teaching subjects will be allowed the higher scale on qualification basis after five years' teaching counting from the date on which higher qualification was obtained.

(c) In future Secondary School teachers will be allowed higher pay scale on qualification basis only when they obtain such higher qualification in the subject relevant to their teaching/appointment.

Serial Number	Pay Scale (Rs.)	Length (years)
1.	220-5-260-6-308-7-364-8-388	28
2.	230-5-250-6-280-7-350-8-414	28
3.	245-6-263-7-319-8-383-9-455	28
4.	260-7-295-8-311-10-421-12-481-14-537	28
5.	280-8-304-10-394-12-442-15-577-20-617	28
6.	300-10-400-15-565-20-685	28
7.	340-10-400-15-550-20-750	27
8.	360-10-400-15-520-20-740-25-815	27
9.	380-15-500-20-700-25-850-30-910	27
10.	425-15-485-20-685-25-835-30-895	23
11.	425-15-470-20-670-25-820-30-910-35-1050	27
12.	440-20-560-25-785-30-875-35-1050-40-1170	27
13.	470-20-550-25-750-30-870-40-1230	27
14.	610-25-635-30-755-35-790-40-1270	19
15.	500-20-540-25-640-30-820-40-1260-50-1360	26
16.	550-25-625-30-745-35-780-40-1220-50-1470	25
17.	660-40-1100-50-1600	22
18.	1100-50-1300-60-1900	15
19.	550-25-750-30-900	14
20.	700-40-1100-50-1300	15
21.	700-40-1100-50-1600	21
22.	1200-50-1300-60-1900	13
23.	1500-60-1800-100-2000-125/2-2500	16

[H/1 (ii)]

GOVERNMENT OF WEST BENGAL
Education Department, Budget Branch.

No. 52 - Edn(B)
1M - 45/91

Dated, the 14th February, 1992.

MEMORANDUM

The Governor is pleased to make with effect from the 1st day of April, 1981, the following amendment in the Annexure-I (hereinafter referred to as the said Annexure) to this Department Memo No. 372-Edn(B) dated, the 31st July, 1981 (hereinafter referred to as the said Memorandum) :

Amendment

In the said Annexure to the said Memorandum, in sub-paragraph (a) of paragraph (2) under N.B. after the words "All existing Secondary School teachers" insert the words "who entered service with higher qualifications or"

By order of the Governor,

Sd/- U. K. Ray

Secretary to the Govt. of West Bengal.

GOVERNMENT OF WEST BENGAL
Education Department, Budget Branch.

No. 492(6)-Edn(B)
F1-39/81

Dated, the 26th October, 1981.

From : Shri N. Ghosal, I.A.S., Deputy Secretary to the Govt. of West Bengal.

To : The 1) Director of Public Instruction, West Bengal. 2) Director of Technical Education, West Bengal. 3. Director of Secondary Education, West Bengal. 4) Director of Primary Education, West Bengal. 5) Director of Adult Education, West Bengal. 6) Director of Library Services, West Bengal.

Sub : *Fixation of pay of the teaching and non-teaching employees of the Educational Institutions in the revised pay scales.*

In pursuance of para 3 of Government Order No. 372-Edn(B) dated, the 31st July, 1981, the undersigned is directed, by order of the Governor, to say that the Governor is pleased to direct the pay of the teaching and the non-teaching staff of the non-Govt/Sponsored/aided educational institutions and other organisations will be fixed in the revised scale of pay as sanctioned in Govt. Order No. 372-Edn(B) dated, the 31st July, 1981 in the following manner :—

1. **Definitions**— In this order unless there is anything repugnant to the subject or context—

‘Basic pay’ means, grade pay now drawn excluding interim pay, special pay, qualification pay, personal pay, dearness pay, ad-hoc pay, administrative pay and other categories of pay, if any.

(b) ‘Interim pay’ means such pay might have been allowed under this nomenclature.

(c) ‘Existing pay’ means the aggregate of—

(i) basic pay in the existing scale of pay whether in the basic grade or in the new/intermediate selection grade or in any other selection grade.

(ii) Ad-hoc pay, if any,

(iii) Interim pay, if any ; and

iv) Special pay including qualification pay and special allowance including administrative pay, if any, and special allowance, if any, whenever such special pay/qualification pay/administrative allowance/special allowance is not retained in addition to the grade pay in the revised scale of pay.

(d) “Existing scale of pay” means the scale of pay of an employee of the non-Govt./Sponsored/aided educational institutions and other organisations in respect of the post which the incumbent belonged to or is held by him/her in a substantive, officiating or temporary capacity immediately before the date on which he/she becomes liable to draw pay in the revised scale of pay.

(e) “Employee” means the teaching and non-teaching staff of the non-Govt/Sponsored/aided institutions and other organisations.

2. **Application of the revised scale of pay** : An occupant of every post specified in column (2) of Annexure - I of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981 shall be entitled to draw pay in the revised scale of pay with effect from :—

(a) the 1st April, 1981, or,

(b) if he/she was in service on 31st March, 1981 under Govt. aided institutions at his/her option, from any date upto 1st April, 1982, or,

(c) if he/she enters service on or after the 1st April, 1981 from the date of appointment.

Note : Service rendered by an employee on appointment or re-appointment after the 31st March, 1981, on a substantive, officiating or temporary basis to a post on the same or identical time scale as the existing scale of pay of the post to which he/she belonged to which he/she held on 31st March, 1981, shall be deemed to be in service rendered in the post held by him/her on the 31st March, 1981.

3. Fixation of initial pay in the revised scale of pay :

(i) The initial pay of an employee of the non-Govt. educational institutions who was in service on the 31st March, 1981, shall on the date on which he/she is eligible to draw pay in the revised scales of pay sanctioned under Govt. Order No. 372-Edn(B) dated, the 31st July, 1981, be fixed in the manner indicated below :—

(a) if the total of the existing pay be less than the minimum of the revised scale of pay, the pay shall be fixed at the minimum.

(b) if the total of the existing pay fits in at a stage or if it falls in between the two stages of the revised scales of pay the pay shall be fixed at the next higher stage of the revised scales of pay :

Provided that if the difference between the existing pay and the pay (including rise in the special pay, if any,) to be fixed in any of the revised scale of pay shown in Sl. No. 1 to 13 of Annexure-II of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981 be less than the amount equivalent to two increments at the initial stage of the revised scale of pay in question pay in the revised scale, shall be first fixed under clause (a) or clause (b) and then his/her pay in the revised scale shall be re-fixed at the next higher scale of the revised scale of pay.

(2) For an employee as specified in para I above, whose pay fits in any of the revised scales shown in serial numbers 1 to 13 of Annexure-II of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981 and who has not received a single promotion during 10 years of service, the initial pay of such an employee shall first be fixed in the manner provided in Clause (a) or Clause (b) and the proviso to sub-Clause (I) above and such pay shall be finally fixed after granting one additional increment in the revised scale of pay.

3. (a) For an employee as specified in para I above, whose pay fits in any of the revised scales of pay shown in serial numbers 1 to 13 of Annexure-II of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981 and who has completed 20 years of service but has not got more than one promotion in his/her service career, the initial pay of such an employee shall first be fixed in the manner provided in Clause (a) or Clause (b) and the proviso to sub-clause (I) above and such pay shall be finally fixed after granting one additional increment in the revised scale of pay.

(b) For an employee as specified in para I above, whose pay fits in any of the revised scales of pay shown in serial number 14 and above but who is not on a pay scale higher than the existing pay scale of Rs. 475-1150/- and who has completed 20 years' service but has not got more than one promotion in his/her service life, the initial pay of such an employee shall first be fixed in the manner provided in Clause (a) or Clause (b) of sub-Clause (1) above and then such pay shall be finally fixed after granting one additional increment in the revised scale of pay :

Provided that a non-Govt. employee governed by sub-clause (2) or by Clause (a) or Clause (b) who has completed 30 years' service but has not got any promotion or has not got more than one promotion in his service life, the initial pay of such a non-Govt. employee shall be fixed in the manner provided in sub-clause (2) or Clause (a) or Clause (b) of this sub-clause as the case may be and then such pay shall be finally fixed after granting one more additional increment in the revised scale of pay.

Explanation — Ten/Twenty/Thirty years' service in this rule shall be counted upto the date prior to coming into the revised scale of pay by option or otherwise.

(4) If the existing pay in cases falling under sub-clauses (1), (2) and (3) is equal to or higher than the maximum of the revised scales of pay the pay shall be fixed at such maximum and the difference shall be treated as personal pay to be absorbed in future increments in pay, if any.

(5) If in a case where special pay is attached to the existing scale of pay and shown in Annexure-II of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981 to have been retained in the revised scale of pay, no dearness allowance shall be admissible on such special pay.

4. **Exercise of Option :** (1) The option under para (2) above shall be exercised in writing in the form set out in Annexure-1 of this order and shall be submitted to the authority mentioned below within 180 days from the date of issue of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981 :—

(a) in the cases of all occupants of the posts other than the Head of the Institution— Head of the Institution.

(b) in the case of the Head of the Institution—

(i) the Secretary, Managing Committee, or,

(ii) the President of the Governing Body, or,

(iii) Administrator, if any, or, Drawing and disbursing officer, if any, or,

(iv) District Social Education Officer (in the case of all categories of librarian),

(c) In respect of other organisations—Head of the organisations :

Provided that in the case of a non-Govt. employee who is on leave, or on deputation, or under suspension on the date of issue of this aforesaid order, the said option shall be exercised not later than 90 days of the date of his return from such leave, deputation, or suspension as the case may be.

(2) The option once exercised shall be final and cannot be modified at any subsequent date.

(3) If option is not exercised under para 3 above by any non-Govt. employee within the specified time he/she shall be subject to the appropriate revised scale of pay, with effect from—

(a) in the case of a non-Govt. employee in service on the 31st March, 1981—the 1st April, 1981 and,

(b) in other cases—the date of appointment.

(4) An employee of the non-Govt. institutions may also retain his/her existing scale of pay beyond 1.4.82, but in the event he/she will have no scope to come under the revised scale of pay.

5. **Benefit of next higher scale of pay in certain contingency :**

(1) A non-Govt. employee who has not got a single promotion or appointment in any higher grade in the same post even after completion of 18 years' continuous and satisfactory service shall be placed in the immediate next higher scale of pay as shown in Annexure-II of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981, his/her designation, however, remaining unchanged.

(2) The pay of such an employee in such next higher scale of pay shall be fixed in the manner as will be intimated later on.

Note : (1) The benefit under sub-clause (1) shall be applicable only to those whose pay shall be fixed in the revised scales of pay shown in serial numbers 1 to 13 of Annexure-II of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981 and only once in one's service career.

(2) Appointment to posts in the New/Intermediate Selection Grade shall not be treated as promotion for the purpose of this order.

(3) For the scale of serial No. 9 in Annexure-II of the Govt. Order No. 372-Edn(B) dated the 31st July, 1981, the immediate next higher scale of pay shall be the scale of serial No. 11 of the Govt. Order No. 372-Edn(B) dated, the 31st July, 1981.

6. **Stagnation pay :** The non-Govt. employees whose pay has been fixed in the revised scales of pay shown in serial Nos. 1 to 13 of Annexure-II of Govt. Order No. 372-Edn(B) dated, 31.7.81 and who reached the maximum of the respective scales of pay shall continue to draw increment beyond the maximum of the scale for three years at the rate last drawn by him/her as increment before reaching the maximum.

7. **Pay fixation on promotion or appointment :** Notwithstanding anything contained elsewhere where a non-Govt. employee holding a post in a substantive, officiating or temporary capacity to another post carrying duties and responsibilities of greater importance than these attached to the post held by him/her, the initial of pay of such non-Govt. employees in the scale of pay of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his/her pay in respect of the lower post by one increment at the stage at which such pay has accrued.

8. **The date of next increment in the revised scale of pay :** The next increment of a non-Govt. employee whose initial pay has been fixed under this order shall be granted—in a case where initial pay has been fixed in terms of para 3 — after completion of one full incremental period from the date of fixation of initial pay in the revised scale of pay.

9. He is authorised to proceed with the implementation of the revised salary scheme as sanctioned in terms of Govt. Order No. 372-Edn(B) dt. 31.7.81 and to pay salary in the revised scale out of the amount already placed at his/her disposal after fixing the pay in accordance with the principles laid down in this order. Form of fixation of initial pay in the revised scale is set out in Annexure-II.

10. This order issues with the concurrence of the Finance Dept. vide their U.O.No. 1545 Group J dt. 23.9.81.

11. All concerned have been informed.

Sd/- Illegible
Deputy Secretary.

GOVERNMENT OF WEST BENGAL
Education Department, Budget Branch.

No. 304(6) – Edn(B)
1M – 1 / 82

Dated, the 21st June, 1983.

From : Shri M. M. Sinha Roy, I.A.S., Deputy Secretary to the Govt. of West Bengal.

To : The 1) Director of Public Instruction, West Bengal. 2) Director of Technical Education, West Bengal. 3) Director of Secondary Education, West Bengal. 4) Director of Primary Education, West Bengal. 5) Director of Adult Education, West Bengal. 6) Director of Library Services, West Bengal.

Sub : *Fixation of pay of the teaching and non-teaching employees of the Educational Institutions in the revised scale of pay.*

In continuation of the Education Department G.O.No. 492(6)-Edn(B) dated, 26.10.81 the undersigned is directed by order of the Governor to say that the Governor is pleased to direct that :

- (a) With effect from 1.4.81 and until further orders, all whole-time employees (both teaching and non-teaching) of the aided/sponsored Educational institutions including the staff of sponsored/aided libraries and the District School Board situated in the hill section of Darjeeling District, i.e. in the Sub-Division of Kurseong, Darjeeling and Kalimpong of the district, drawing pay up to Rs. 1250/-, shall draw winter allowance at the uniform rate of Rs. 300/- per annum.
- (b) The teaching and non-teaching staff of the aided/Sponsored/Non-Govt. educational institutions shall be allowed to draw Hill Compensatory allowance at the existing rate even after they opt to come under the revised scales of pay.
- (c) Pay of teachers of non-Govt./Sponsored/aided educational institutions who will enjoy a lift in the scale for their improved educational qualifications shall be fixed in the following manner :—
 - (i) If the existing pay is lower than the minimum of the Higher Scale, the pay shall be fixed at the minimum of the higher scale.
 - (ii) If the pay in the lower scale exactly fits in at stage of the higher scale, the pay shall be fixed there and the date of next increment will remain unchanged.
 - (iii) If the pay in the lower scale does not fit in at any stage of the higher scale, the pay shall be fixed at the next higher stage of the higher scale and the date of next increment will remain unchanged.

- (d) Lift in the scale for acquiring improved qualification and grant of higher scale of pay on the basis of experience/length of service shall not be treated as promotion for the purpose of fixation of pay in the revised scale of pay or for the purpose of appointment in the higher scale of pay on completion of 18 years' continuous service counting from the date of first entering into service.

This order issues with the concurrence of the Finance Department vide their U.O.No. Group J/555 dated, 20.6.83.

All concerned have been informed.

Sd/- M. M. Sinha Roy
Deputy Secretary.

GOVERNMENT OF WEST BENGAL
Education Department, Budget Branch.

No. 408(3) - Edn(B)
IM - 45 / 83

Dated, 13th Sept., 1983.

From : Shri M. M. Sinha Roy, I.A.S., Deputy Secretary to the Govt. of West Bengal.

To : The 1) Director of Public Instruction, West Bengal. 2) Director of Technical Education, West Bengal. 3) Director of School Education, West Bengal.

Sub : *Fixation of pay of the teaching and non-teaching employees of the Educational Institutions in the revised pay scales.*

In partial modification of sub-clause (2) of para 3 of the G.O.No. 492(6)-Edn(B) dated, the 26th October, 1981 on the above subject, the undersigned is directed by order of the Governor to say that Governor is pleased to direct that the initial pay of the teachers of the non-Government educational institutions, as shown in the margin* having B.A. (Hons), B.Sc.(Hons), B.Com. (Hons)/M.A./M.Sc./M.Com. as their qualification, who were in service on the 31st March, 1981 shall on the date on which he/she is eligible to draw pay in the revised scales of pay sanctioned under G.O. No. 372-Edn(B) dt. 31.7.81 be fixed in the following manner :

(a) For an employee as specified above whose pay fixed in any of the revised scales shown in Serial No. 15 & 16 of Annexure-II of the G.O. No. 372-Edn(B) dt. 31.7.81, and who has completed 10 years of service on the date of exercising option, the initial pay of such an employee shall first be fixed in the manner prescribed in clause (a) or clause (b) of para 3 of the G.O. No. 492(6)-Edn(B) dt. 26.10.81. and such pay shall finally be re-fixed at the next higher stage of the revised scales of pay subject to the condition that no arrear claims of the teachers prior to 31.8.83 shall be entertained.

This order issues with concurrence of the Finance Department vide their U.O.No. 782 Group J. Dt. 3.9.83.

The Accountant General, West Bengal and the Pay & Accounts Officer, Calcutta have been informed.

- * (1) Govt. Sponsored and aided Secondary Schools, Higher Secondary Schools and High Madrasahs.
(2) Govt. Sponsored and aided Jr. High Schools and Jr. High Madrasahs.
(3) Govt. Sponsored and aided institutions for the Handicapped.
(4) Govt. Sponsored and aided Training Institutes for Primary teachers.

Sd/- M. M. Sinha Roy
Deputy Secretary.

GOVERNMENT OF WEST BENGAL

Education Department, Budget Branch.

12

No. 503 (3)-Edn(B)

Calcutta, the 23rd December., 1983.

From : Shri S. Ghosh, Deputy Secretary to the Govt. of West Bengal.

To : The 1) Director of Public Instruction, West Bengal. 2) Director of Technical Education, West Bengal. 3) Director of School Education, West Bengal.

Sub : *Fixation of pay of the Teaching Staff of the non-Government educational institutions in the revised scales (1981) of pay.*

In partial modification of para 3 of the G.O.No. 492(6)-Edn(B) dated, the 26th October, 1981 on the above subject, the undersigned is directed by order of the Governor to say that the Governor is pleased to direct that the pay of graduate (Pass) teachers of the marginally* noted non-Government educational institutions, holding "distinction" in graduation i.e. in B.A./B.Sc./B.Com. and who were in service on the 31st March, 1981 and whose pay has been fixed below 3rd stage in the revised pay scale i.e. below Rs. 480/- in the revised (1981) pay scale of Rs. 440-1170/- shall, on the date on which he/she is eligible to draw pay in the revised (1981) scales of pay sanctioned under the G.O. No. 372-Edn(B) dated, 31.7.81 be fixed in the following manner :—

The initial pay of an employee as specified above, who is entitled to the revised scale (1981) of Rs. 440-20-560-25-785-30-875-35-1050-40-1170/- (scale No. 12) shall first be fixed in the manner as laid down in para - 3 of the aforesaid G.O. dt. 26.10.81 and such pay shall finally be refixed after granting one or two increments as the case may be on the said revised scale of Rs. 440-1170/- ensuring that such incumbents are allowed third stage benefit i.e. Rs. 480/- p.m. but not exceeding the same provided such distinction-holder teachers whose pay have already been fixed at Rs. 480/- or above in the said revised (1981) scale will not be further granted additional increment over Rs. 480/- on the date on which he/she is eligible to draw pay in the said revised scale of Rs. 440-1170/-.

No arrear claims of the Distinction-holder teachers prior to the 31st August, 1983 shall be entertained.

This order issues with the concurrence of the Finance Department vide their U/O No. 1046/Group-J dated 15.12.83.

The Accountant General, West Bengal and the Pay and Accounts Officer, Calcutta have been informed.

*

1. Govt. Sponsored and aided Secondary Schools, Higher Secondary Schools and High Madrasahs.
2. Govt. Sponsored and aided Jr. High Schools and Jr. High Madrasahs.
3. Govt. Sponsored and aided institutions for the Handicapped.
4. Govt. Sponsored and aided Training Institutes for Primary teachers.

Sd/- S. Ghosh

Deputy Secretary.

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GOVERNMENT OF WEST BENGAL
Education Department, Budget Branch.

No. 257(3)-Edn (B)

Dated, the 18th Sept., 1984.

From : Shri M. M. Sinha Roy, I.A.S., Deputy Secretary to the Govt. of West Bengal.

To : 1) The Director of Public Instruction, West Bengal. 2) The Director of Technical Education, West Bengal. 3) The Director of School Education, West Bengal.

Sub : *Fixation of pay of the teaching staff of non-Government /aided/Sponsored educational institutions.*

In continuation of the Government Order No. 408(3)-Edn(B) dated, 13.9.83, the undersigned is directed by the order of the Governor to say that the Governor is pleased to direct that the employees (teaching staff) of the non-Government/aided/sponsored educational institutions, whose pay fits in any of the revised scales shown in Sl. No. 15 & 16 of the Annexure-II of the Government Order No. 372-Edn(B) dated, 31.7.81 and who were in service on 31.3.81, shall be allowed to exercise fresh option within 90 days from the date of issue of this order, so that they may get the benefit of the order No. 408(3)-Edn(B) dated, 13.9.83 from a date which is convenient to them, subject to the time limit as laid down in para 6 of the Government Order No. 372-Edn(B) dated, 31.7.81.

All concerned have been informed.

Sd/- Illegible
Deputy Secretary.

GOVERNMENT OF WEST BENGAL
Education Department, Budget Branch.

No. 244 - Edn(B)
IM - 15 / 87

Dated, the 24th August, 1987.

From : Shri P. K. Ganguli, I.A.S., Joint Secretary to the Govt. of West Bengal.

To : The Director, Pension, P. F. and Group Insurance,
West Bengal, Purta Bhavan, Salt Lake, Calcutta-91.

Sub : *Fixation of pay of the teacher of Non-Govt. Educational Institutions.*

The undersigned is directed to invite a reference to the D.O. letter no. 4628-F dated, 2nd May, '87 on the subject mentioned above and to say that the pay of the teachers of Non-Govt. Educational Institutions, who have completed 10/20/30 years of service on the date of option, shall be fixed in the revised scales of pay introduced with effect from 1.4.81 in terms of the Principles laid down in G.O.No. 492(6)-Edn(B) dt. 26.10.81 read with G.O. No. 408(3)-Edn(B) dt. 13.9.83. The service rendered by an individual in different institutions should be taken into consideration in determining the length of service.

If the Pension Directorate feels difficulty in interpretation of any case, the same may be sent to this Department.

Sd/- P. K. Ganguli
Joint Secretary.

GOVERNMENT OF WEST BENGAL
Education Department.

No. 59-G.A.

Dated, the 16th January, 1982.

From : The Director of Secondary Education, West Bengal.

To : The Deputy Secretary to the Government of the West Bengal Education Department, Budget Branch/Secondary Branch, Writers' Buildings, Calcutta-1.

Sub : *Revision of pay scales and fixation of pay of Approved teaching and non-teaching employees of Government aided Secondary Institutions.*

Ref : Government Order Nos. 372-Edn(B) dated, 31.7.81 and No. 492(6)-Edn(B) dated 26.10.81 and this office Nos. 2081-GA dated, 11.12.81 & 1-GA dated, 2.1.82.

With reference to the Subject mentioned above a meeting was held on 4.1.82 in presence of Minister-in-charge of Education (PS), Special Secretary, Dy. Secretary (Budget Branch), Dy. Secretary (Secondary Branch) Education Department, Director of Secondary Education, West Bengal, Dy. Director of Secondary Education (G.A.) and some other officers of the Education Department and Directors for discussion about certain points raised by this office and submitted to the Education Department for clarification in the chamber of the Hon'ble Minister-in-charge of Education (Primary & Secondary), Government of West Bengal. The following points as discussed, clarified and decided are detailed below. Education Department is requested to kindly confirm.

Points

Clarifications Decided

1. What will be the scale of pay of :

(a) Librarians with Graduate Degree and certificate in Librarianship.

(a) It was decided that undergraduate Scale of Pay Rs. 300-695/- will be admissible.

(b) Part-time non-Matric Craft teachers with some sort of training absorbed as work education assistants in terms of G.O. No. 1205-Edn(S) dated, 29.12.79, the scale of pay of such type of work education assistant was Rs. 200-5-250/-

(b) It was decided that scale of pay will be Rs. 300-685/-.

(c) Teachers having Degree in Engineering appointed in Technical stream of erstwhile H.S. sections now converted to X or XII class Institutions.

(c) Scale No. 17 of the Annexure II of the G.O.No. Dated 31.7.81 will be admissible.

(d) Teachers having nine months' contents course training in Science Education.

(d) Corresponding revised scale of pay will be admissible.

(Those type of teachers appointed in erstwhile H.S. Sections of Secondary Schools as subject teachers and receiving Hons. graduate scale of pay will get the corresponding revised scale of pay. But those type of teachers if working in X Class High School with Pass Graduates' Scale of pay will get the corresponding revised scale of pay).

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| <p>(e) Asstt. Head Masters/Asstt. Head Mistresse of High/Higher Secondary Schools.</p> <p>(f) Teachers having Intermediate qualifications (I.A., I.Sc. etc.).</p> <p>(g) Matric with Kobid.</p> | <p>(e) Pay as teacher according to qualification and Special Pay of Rs. 75/-</p> <p>(f) Scale of pay of Rs. 300-685/- will be admissible.</p> <p>(g) Scale of pay Rs. 300-685/- will be admissible.</p> |
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| <p>2. Whether the content of the G.O.No. 772-Edn(S) dt. 8.7.74 in which the number of posts admissible for higher scale of pay was earmarked may be treated as redundant on introduction of this scheme?</p> <p>3. Whether the minimum prescribed qualifications and experience required for appointment as Headmasters/Headmistresses, Asstt. Headmasters/Asstt. Headmistresses of Jr. High/High/Higher Secondary Schools as laid down in earlier Education Deptt's Memo still stand?</p> <p>4. Whether the existing teachers who have improved their qualifications relevant to their teaching subjects will get the higher scale of pay on qualification basis without any restriction?</p> | <p>2. Though the staff pattern will remain operative but relevant portion of the G.O. earmarking the maximum number of admissibility of allowing higher scale of pay for teachers placed in Language group and Science & Math. group would stand modified. Deptt. may kindly issue modified order.</p> <p>3. Earlier Education Deptt's order prescribing the minimum essential qualifications and experience for the requirement of the posts mentioned still stand until modified.</p> <p>4. Subjects relevant to their teaching will mean the subject included in the group (Language group/Sc. & Math. Group/Social Sc. Group etc.) in which a teacher was appointed. No specific instruction regarding work load is imposed. Teachers desirous of improving qualifications in future may do so on receipt of prior permission only relevant to their teaching subject from Directorate/Employer.</p> |
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| <p>5. Whether the existing teachers of Secondary Schools who have improved their qualifications not relevant to their teaching subjects will be allowed higher scale of pay even prior to introduction of the revised scale of pay if they have completed 5 yrs. teaching counting from the date of attainment of higher qualification prior to 1.4.81?</p> <p>6. Whether B.A./B.Sc. with distinction (in both part I and part II) will get two advance increments?</p> | <p>5. Higher scale of pay will be admissible from 1.4.81 or from any subsequent date on which 5 yrs. teaching counting from the date of attainment of qualification is completed provided the teacher opts to come under revised scale of pay.</p> <p>6. From 1.4.81 no such benefit will be extended.</p> |
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7. Whether the incumbents will get the benefits of two advance increments after acquiring D.E.L.T. diploma?
8. Whether the special allowance of Rs. 35/- of the under-qualified approved Asstt. Head Masters/Asstt. Head Mistresses will be included in the grade pay for fixation or the spl. allowance will be increased or redesignated as special pay?
9. Whether the service of teachers from 60 years to 65 years for certain categories will be on extension basis from year to year, though it has been laid down in the 3rd para of col. 6 of the G.O. No. 372-Edn(B) dt. 31.7.81 that certain categories of teachers will retire after completion of 62 years/65 years?
10. Whether the approved non-teaching employees of all Govt. aided institutions shall retire after completion of 60 years of age?
11. Whether the pay of the approved Headmasters/Headmistresses of High/Higher Secondary Schools will be fixed at Rs. 940/- higher initial or is there any condition for getting higher initial start?
12. Of late in terms of G.O. No. 261(2)-Edn/P. dt. 7.4.81 approved teaching experience in Primary Schools counts towards calculation of pension of the staff of non-Govt. Secondary Schools. Whether approved teaching experience in Primary School would be taken into account in calculating the teaching experience of a teacher in non-Govt. aided Secondary Schools towards fixation of pay in the revised scale?
13. The determining factor relating to the term "subject teacher" in case of teachers working in Jr. High Schools/Jr. High Madrasahs should be clarified explicitly.
7. From 1.4.81 no such benefit will be extended.
8. Underqualified approved Asstt. Headmasters/Asstt. Head Mistresses will get qualification pay plus special pay of Rs. 75/- instead of Rs. 35/- as Spl. allowance as enjoyed earlier.
9. Service of teachers from 60 years to 65 years will be on existing terms and conditions.
10. The cases of extension of services of approved non-teaching employees of Govt. aided institutions lying pending at the D.I. of Schools(SE)/Directorate office may be disposed of on its own merit.
11. There is no such condition for getting higher initial start. All approved Headmasters/Headmistresses of High/Higher Secondary Schools will be entitled to the higher initial pay at Rs. 940/-.
12. Approved teaching experience in Primary Schools would not be taken into account in calculating the total teaching experience of a teacher in non-Govt. Secondary Schools towards fixation of pay in the revised scale.
13. Existing approved teachers with higher qualifications will get higher scale of pay if their qualifications are relevant to teaching subjects within the prescribed syllabus/subjects taught in Jr. High/Jr. High Madrasah.

14. Underqualified approved Headmasters/Headmistresses were in receipt of working allowance 1/5th of their basic pay according to his/her qualification with some limitations. It may be confirmed whether the same rule would be applicable in case of underqualified approved Headmasters/Headmistresses opting to come under the revised scale of pay from 1.4.81 or from any subsequent date.
15. Whether the rural allowance as enjoyed by the trained teachers will be added to their grade pay at the time of fixation of their pay in the revised scale or if it would continue as usual on terms of conditions on which it was sanctioned?
16. Whether P. F. deduction can be made on the special pay granted to Headmasters/Headmistresses of Jr. High/High/Higher Secondary Institutions?
17. Whether incremental benefits can be accorded to newly appointed untrained teachers of H.S. sections on completion of one year's service?
18. As per sub-clause 2 of the G.O. No. 492(6)-Edn.(S) dated, 26.10.81 an employee of non-Govt. Secondary institutions whose pay fits in any of the revised scale from 1 to 13 and who has completed 10 yrs. service has been allowed one addl. increment in the revised scale of pay. Again as per sub-clause 3 (a) an employee whose pay fits in same scale of pay but has completed 20 yrs. service has been allowed one addl. increment. Does it mean that such employees who has completed 20 yrs. service will get one more increment over and above the addl. increment allowed as per Clause 7?
19. Whether the Librarians appointed in any Higher Secondary Instn. having Graduate Degree with Diploma qualifications would be entitled to the revised scale of pay of Rs. 500-900/- ?
14. Underqualified approved Headmasters/Headmistresses will get qualification pay plus 20% working allowance provided the total amount does not exceed the initial pay of the Headmasters/Headmistresses' scale of pay.
15. Rural allowance will continue on the original terms and conditions of the relevant G.O.
16. Necessary P. F. deduction will be made as usual.
17. Incremental benefits may be extended to those types of teachers after completion of one year's service. Higher Secondary Council may kindly be moved to issue necessary changes in their relevant order.
18. One increment will be allowed but no addl. increment over and above the addl. increment as per clause 2.
19. No decision was arrived at. Deptt. may kindly decide and inform.

20. Whether the manner of fixation of pay of an employee of non-Govt. aided Institution entitled to get the next higher scale of pay has been finalised?

20. No such order has been issued.

21. If so, the same may kindly be intimated early. Last date of exercising option was 31.1.82. Whether the date will be extended up to 31.3.82?

21. It was decided that the date would be extended up to 31.3.82.

The above decisions may be confirmed where decisions were arrived at or clarified ; where no decision were arrived at Directorate will have to communicate the decision of the Government to the District Inspectors of schools in time.

An early intimation is solicited.

Sd/- R. Das Gupta

Director of Secondary Education, West Bengal.

GOVERNMENT OF WEST BENGAL
Education Directorate, Grant-in-Aid Section.

No. 554(16)-G.A.

Dated, 7.5.1982.

From : The Director of Secondary Education, West Bengal.

To : The District Inspector of Schools (SE)

Sub : *Revision of pay scales and fixation of pay of Approved teaching and non-teaching employees of Government aided Secondary Institutions.*

Ref : This office No. 59-GA dated, 16.1.82.

In continuation of this office No. 59-GA dated, 16.1.82 the undersigned has to enclose herewith some other decisions arrived at the meeting held in the chamber of the Hon'ble Minister-in-Charge of Education (Primary and Secondary), Govt. of West Bengal, for his information and guidance. He is requested to follow the guidelines for the present pending receipt of formal orders from the competent authorities.

Sd/- Illegible

for Director of Secondary Education, West Bengal.

DECISIONS

1) Service conditions of non-teaching employees and extension of services of non-teaching employees of non-Govt. aided secondary institutions :

Extension cases of non-teaching employees who have completed 60 years, if any, may be forwarded to the undersigned at the earliest. Though their option to come under the revised scale of pay in terms of G.O.No. 492(6)-Edn(B) dated, 26th October, 1981 will not be accepted till any modification in respect of their exercising option are effected they will receive an ad-hoc benefit of Rs. 125/- per month (class IV staff) and Rs. 175/- per month (Clerk) from 1.4.81 over and above their pay and other admissible benefits in respects of their un-revised scale of pay on the basis of the undertaking to be given by them agreeing to refund the amount, if required.

2) Pay scale for teachers having intermediate qualifications :

It was further decided that though scale for such type of teachers was communicated to the District Inspector of Schools (SE) vide Secondary Education Directorate's No. 59-GA dated, 16th July, 1982 as Rs. 300/- to 685/- but scale No. 8 of the Annexure-2 of the G.O.No. 372-Edn(B) dated, 31st July, 1981 is under active consideration of the Government. Incumbents may be fixed in the prescribed pay scale for the present.

3) Interpretation of Sub-Rule 3(b) of Rule No. 3 of G.O. No. 492(6)-Edn(B) dated, 26th October, 1981 :

Teachers whose pay fits in any of the revised scale of pay shown in serial No. 14 and above and who is not on a pay scale higher than the existing pay scale of Rs. 475 to 1150/- and who has completed 20 years' service but has not got any promotion in his/her service life initial pay of such an employee shall first be fixed in the manner provided in Clause (a) or Clause (b) or Sub-Clause (1) of the G.O.No. concerned and then such pay shall be finally fixed after granting one additional increment in the revised scale of pay.

Meaning of greater Calcutta in Rule 2 of the G.O.No. 475-Edn(B) dated, 17th October, 1981 :

Teachers and Employees under the C.M.D.A. area may be provisionally awarded 15% H.R.A.

Meaning of Block Head Quarters in Rule 2 of the G.O.No. 475-Edn(B) dated, 17th October, 1981 :

Block Head-quarters will mean the area of the town and village in which the concerned block office is situated.

GOVERNMENT OF WEST BENGAL

Directorate of School Education, Grant-in aid Section.

No. 3083-G.A.

Dated, the 7th December, 1983.

To : The District Inspector of Schools (S.E.) Calcutta.

Sub : *Clarification in respect of Fixation of the Pay in the revised scale of a teacher who has improved qualification not relevant to the teaching Subject.*

Ref : His office Memo. No. 52/H dt. 17.3.83.

In the reference to and on the subject mentioned above the undersigned has to state that since it is clearly stated in the G.O. No. 372-Edn(E) dt. 31.7.83 that higher scale of pay will be allowed with effect from the date on which the qualification is obtained, it is obvious that it should be counted with effect from the date of publication of the result in as much as qualification is obtained only when the result of the examination is published.

Sd/- A. K. Ray

Dy-Director of Secondary Education (G.A.), West Bengal.

GOVERNMENT OF WEST BENGAL

Grant-in aid Section.

No. 1467(16)GA
4G-771/80

Dated, Calcutta, the 3rd August, 1984.

To : The District Inspector of Schools (S.E.).

Sub : *Clarification in respect of fixation of the pay in the revised scale of pay to existing (Prior to 1.4.81) teachers who improved their qualifications not relevant to their teaching subject.*

Ref : This Office Memo. No. 3083 G.A. dated, 7.12.83.

In partial modification of this office Memo under reference the undersigned has to state that as per Note 2(b) of the Sub-Head "State Govt. Sponsored or Aided Secondary Schools upto class XII stage" of Annexure I to Government Order No. 372-Edn.(B) dt. 31.7.81 all existing teachers who improved their qualification not relevant to the teaching subjects will be allowed higher scale on qualification basis after

5 years' teaching counting from the date on which higher qualification was obtained i.e. after 5 years' teaching counting from the date of publication of the results. In the previous memo the clarification was given to the word 'obtained'.

Sd/- Illegible
Director of School Education, West Bengal.

GOVERNMENT OF WEST BENGAL
Education Department, Budget Branch.

No. 253 - Edn(S)
1M.12/84

Dated, the 17th September, 1984.

To : The Director of Secondary Education, West Bengal.

Sub : *Revision of pay scales of the teachers of non-Govt./aided/sponsored educational institutions.*

The undersigned is directed to say that note 2(b) & 2(c) of Annexure-I of the G.O. No. 372-Edn(B) dated, 31.7.81 read thus :

2. (b) All existing Secondary School teachers who have improved their qualifications not relevant to their teaching subjects will be allowed the higher scale on qualification basis after five years' teaching counting from the date on which higher qualification was obtained.

2. (c) In future, Secondary School Teachers will be allowed higher pay scale on qualification basis only when they obtain such higher qualification in the subject relevant to their teaching appointment.

A question has been raised as to the date which may be taken into consideration regarding "obtaining higher qualification."

The Governor is now pleased to direct date of obtaining higher qualification will count from the date following the last date of examination both theoretical and practical—subject to the condition that the incumbent concerned comes out successful in the said examination. This principle will be applicable in the case of teachers appointed in High Schools, Jr. High Schools, Jr. and High Madrasahs.

All concerned have been informed.

Sd/- M. M. Sinha Roy
Deputy Secretary.

GOVERNMENT OF WEST BENGAL
Finance Department, Audit Branch.

No. 1595-F

Calcutta, the 21st February, 1987.

NOTIFICATION

In exercise of the power conferred by the proviso to Article 309 of the Constitution of India, the Governor is pleased hereby to make the following amendments in the West Bengal Services (Revision of pay and Allowance) Rules, 1981, published with this Department Notification No. 5691-F, dated, the 28th July, 1981 in the Calcutta Gazettee, Extraordinary, part-I dated, the 31st July, 1981, as subsequently amended (hereinafter referred to as the said rules) :—

AMENDMENTS

In the said rules, in part 'C' of Schedule I, in 'SECTION II OTHER POSTS'.

(4) Under the heading "XXXIII. Posts omitted by the Second Pay Commission and not incorporated elsewhere in Part—C' of Schedule I"

(5) Under the heading "Education Department", after the existing entries and the following sub-heading and entries :—

"Government Junior High Schools (Including M. E. Schools)

It was further decided that though scale for such type of teachers was communicated to the District Inspector of Schools (SE) vide Secondary Education Directorate's No. 59-GA dated, 16th July, 1982 as Rs. 300/- to 685/- but scale No. 8 of the Annexure-2 of the G.O.No. 372-Edn(B) dated, 31st July, 1981 is under active consideration of the Government. Incumbents may be fixed in the prescribed pay scale for the present.

3) Interpretation of Sub-Rule 3(b) of Rule No. 3 of G.O. No. 492(6)-Edn(B) dated, 26th October, 1981 :

Teachers whose pay fits in any of the revised scale of pay shown in serial No. 14 and above and who is not on a pay scale higher than the existing pay scale of Rs. 475 to 1150/- and who has completed 20 years' service but has not got any promotion in his/her service life initial pay of such an employee shall first be fixed in the manner provided in Clause (a) or Clause (b) or Sub-Clause (1) of the G.O.No. concerned and then such pay shall be finally fixed after granting one additional increment in the revised scale of pay.

Meaning of greater Calcutta in Rule 2 of the G.O.No. 475-Edn(B) dated, 17th October, 1981 :

Teachers and Employees under the C.M.D.A. area may be provisionally awarded 15% H.R.A.

Meaning of Block Head Quarters in Rule 2 of the G.O.No. 475-Edn(B) dated, 17th October, 1981 :

Block Head-quarters will mean the area of the town and village in which the concerned block office is situated.

GOVERNMENT OF WEST BENGAL

Directorate of School Education, Grant-in aid Section.

No. 3083-G.A.

Dated, the 7th December, 1983.

To : The District Inspector of Schools (S.E.) Calcutta.

Sub : *Clarification in respect of Fixation of the Pay in the revised scale of a teacher who has improved qualification not relevant to the teaching Subject.*

Ref : His office Memo. No. 52/H dt. 17.3.83.

In the reference to and on the subject mentioned above the undersigned has to state that since it is clearly stated in the G.O. No. 372-Edn(E) dt. 31.7.83 that higher scale of pay will be allowed with effect from the date on which the qualification is obtained, it is obvious that it should be counted with effect from the date of publication of the result in as much as qualification is obtained only when the result of the examination is published.

Sd/- A. K. Ray

Dy-Director of Secondary Education (G.A.), West Bengal.

GOVERNMENT OF WEST BENGAL

Grant-in aid Section.

No. 1467(16)GA
4G-771/80

Dated, Calcutta, the 3rd August, 1984.

To : The District Inspector of Schools (S.E.).

Sub : *Clarification in respect of fixation of the pay in the revised scale of pay to existing (Prior to 1.4.81) teachers who improved their qualifications not relevant to their teaching subject.*

Ref : This Office Memo. No. 3083 G.A. dated, 7.12.83.

In partial modification of this office Memo under reference the undersigned has to state that as per Note 2(b) of the Sub-Head "State Govt. Sponsored or Aided Secondary Schools upto class XII stage" of Annexure I to Government Order No. 372-Edn.(B) dt. 31.7.81 all existing teachers who improved their qualification not relevant to the teaching subjects will be allowed higher scale on qualification basis after

5 years' teaching counting from the date on which higher qualification was obtained i.e. after 5 years' teaching counting from the date of publication of the results. In the previous memo the clarification was given to the word 'obtained'.

Sd/- Illegible

Director of School Education, West Bengal.

GOVERNMENT OF WEST BENGAL
Education Department, Budget Branch.

No. 253 - Edn(S)
1M.12/84

Dated, the 17th September, 1984.

To : The Director of Secondary Education, West Bengal.

Sub : *Revision of pay scales of the teachers of non-Govt./aided/sponsored educational institutions.*

The undersigned is directed to say that note 2(b) & 2(c) of Annexure-I of the G.O. No. 372-Edn(B) dated, 31.7.81 read thus :

2. (b) All existing Secondary School teachers who have improved their qualifications not relevant to their teaching subjects will be allowed the higher scale on qualification basis after five years' teaching counting from the date on which higher qualification was obtained.

2. (c) In future, Secondary School Teachers will be allowed higher pay scale on qualification basis only when they obtain such higher qualification in the subject relevant to their teaching appointment.

A question has been raised as to the date which may be taken into consideration regarding "obtaining higher qualification."

The Governor is now pleased to direct date of obtaining higher qualification will count from the date following the last date of examination both theoretical and practical—subject to the condition that the incumbent concerned comes out successful in the said examination. This principle will be applicable in the case of teachers appointed in High Schools, Jr. High Schools, Jr. and High Madrasahs.

All concerned have been informed.

Sd/- M. M. Sinha Roy
Deputy Secretary.

GOVERNMENT OF WEST BENGAL
Finance Department, Audit Branch.

No. 1595-F

Calcutta, the 21st February, 1987.

NOTIFICATION

In exercise of the power conferred by the proviso to Article 309 of the Constitution of India, the Governor is pleased hereby to make the following amendments in the West Bengal Services (Revision of pay and Allowance) Rules, 1981, published with this Department Notification No. 5691-F, dated, the 28th July, 1981 in the Calcutta Gazettee, Extraordinary, part-I dated, the 31st July, 1981, as subsequently amended (hereinafter referred to as the said rules) :—

AMENDMENTS

In the said rules, in part 'C' of Schedule I, in 'SECTION II OTHER POSTS'.

(4) Under the heading "XXXIII. Posts omitted by the Second Pay Commission and not incorporated elsewhere in Part—C' of Schedule I"

(5) Under the heading "Education Department", after the existing entries and the following sub-heading and entries :—

"Government Junior High Schools (Including M. E. Schools)

- | | | |
|--------------------------------------|--|--|
| 1. Headmaster / Assistant Headmaster | (i) Rs. 500-750/- | (i) Rs. 550-1470/- (for trained Master Degree holders) |
| | (ii) Rs. 375-650/- for Hons./ M.A.with training. | (ii) Rs. 500-1360/- (for trained Hons. Graduates. |
| | (iii) Rs. 300-600/- for Graduate with training. | (iii) Rs. 400-1170/- (for trained Graduates). |
| | (iv) Rs. 230-425/- with higher initial start at Rs. 275 for existing trained undergraduates. | (iv) Rs. 300-685/- (for existing trained undergraduates) special pay Rs. 75/- per month for Headmasters only of Govt. Junior High Schools (including M. E. Schools)" |

II. These amendments, unless specifically stated otherwise, shall be deemed to have effect from 1st April, 1981.

III. Occupants of the services or posts whose revised scales of pay have been prescribed in this notification shall exercise their option to come under the revised scales of pay within ninety days from the date of publication of this notification in the Official Gazettee.

By order of the Governor
Sd/- P. K. Sarkar
Secretary to the Govt.of West Bengal.