

**GOVERNMENT OF WEST BENGAL
FINANCE DEPARTMENT
AUDIT BRANCH
NABANNA, MANDIRTALA, HOWRAH-711 102
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No. 4583-F(P₁).

Dated, Howrah, the 14th November, 2022.

MEMORANDUM

Certain instances of irregularity in fixation of pay on promotion to a post within the period of probation in the respective lower post have come to the notice of the Government. After careful consideration of the cases, it is felt necessary to modify **Illustration I** of clarification at Sl. No.3 of Finance Department Memorandum No.6471-F(P₂) dated 02.12.2019.

Now, the undersigned is directed by order of the Governor to replace **Illustration I** of clarification at Sl. No.3 of Finance Department Memorandum No.6471-F(P₂) dated 02.12.2019 by the following :-

Illustration I

A) An employee while drawing pay of ₹7,220/- (₹5,220/- + ₹1,700/-) in the lower post with Grade Pay of ₹1,700/- was promoted to the post of Lower Division Assistant on 11.03.2018 in Pay Band-2 with Grade Pay of ₹2,600/- and was again promoted to the post of Upper Division Assistant with effect from 08.04.2018 in Pay Band-3 with Grade Pay of ₹3,600/- before completion of 1 (one) year probation period in the post of Lower Division Assistant.

His pay with effect from 11.03.2018 in the post of Lower Division Assistant in Pay Band-2 with Grade Pay of ₹2,600/- would be fixed at ₹8,840/- (₹6,240/- + ₹2,600/-) i.e. minimum pay attached to the post of Lower Division Assistant. On further promotion to the post of Upper Division Assistant, his pay with effect from 08.04.2018 would be fixed initially at ₹11,040/- (₹7,440/- + ₹3,600/-) i.e. minimum pay attached to the post of Upper Division Assistant in Pay Band-3 with Grade Pay of ₹3,600/-. However, in terms of Memo. No.919-F dated 02.02.2006, he is entitled to get final fixation for promotion to the post of Upper Division Assistant with effect from 11.03.2019 or from 01.07.2019 as per his option and in both the cases, his pay would be fixed again at ₹11,040/- (₹7,440/- + ₹3,600/-) in Pay Band-3 with Grade Pay of ₹3,600/-.

For fixation of his pay in the revised pay structure under W.B.S. (R.O.P.A.) Rules, 2019 he may opt with effect from 01.01.2016 or 01.07.2016 or 01.07.2017 or 11.03.2018 (the date of his promotion to the post of Lower Division Assistant) or 11.03.2019 / 01.07.2019 (the date of his final fixation in the promotional post of Upper Division Assistant).

If he opts for the revised pay structure from 11.03.2018 his pay in the post of Lower Division Assistant with effect from 11.03.2018 shall be fixed at ₹23,400/- (₹8,840/- X 2.57 = ₹22,718.80 = ₹22,719/-) in Level 6. On further promotion to the post of Upper Division Assistant with effect from 08.04.2018 his revised pay shall be fixed initially at ₹28,900/- i.e. at minimum of Level 9, which shall be finally re-fixed with effect from 11.03.2019 / 01.07.2019 (as per his option) at ₹28,900/- in Level 9 in terms of Memo. No.919-(F) dated 02.02.2006. his next increment will fall due on 01.07.2020.

If he opts for revised pay structure from 11.03.2019 / 01.07.2019 i.e. the date of his final fixation in the post of Upper Division Assistant in the pre-revised pay structure as per his option, his pay in the revised pay structure will be fixed at ₹28,900/- in Level 9 with next increment as on 01.07.2020.

B) An employee who joined on or after 01.01.2016 while drawing pay of ₹7,010/- (₹5,310/- + ₹1,700/-) in the lower post with Grade Pay of ₹1,700/- was promoted to the post of Lower Division Assistant on 07.03.2019 in Pay Band-2 with Grade Pay of ₹2,600/- and was again promoted to the post of Upper Division Assistant with effect from 08.03.2019 in Pay Band-3 with Grade Pay of ₹3,600/- before completion of 1 (one) year probation period in the post of Lower Division Assistant.

His pay with effect from 07.03.2019 in the post of Lower Division Assistant in Pay Band-2 with Grade Pay of ₹2,600/- would be fixed at ₹8,840/- (₹6,240/- + ₹2,600/-) i.e. minimum pay attached to the post of Lower Division Assistant. On further promotion to the post of Upper Division Assistant, his pay with effect from 08.03.2019 would be fixed initially at ₹11,040/- (₹7,440/- + ₹3,600/-) i.e. minimum pay attached to the post of Upper Division Assistant in Pay Band-3 with Grade Pay of ₹3,600/-. Such pay would continue till 31.12.2019.

Contd....P/2.

