

FIFTH PAY COMMISSION
GOVERNMENT OF WEST BENGAL
Tantuja Bhavan (8th Floor)
DD-18/4, Sector-I, Salt Lake, Calcutta – 700 064

NOTICE

The Government of West Bengal through Finance Deptt. Resolution No. 6020-F dt. 28.8.2008 has appointed the Fifth Pay Commission for State Government employees and certain other categories of employees as listed below in Parts A & B.

PART - A

01. Teaching and non-teaching employees of Government sponsored or aided educational institutions, Training Institutions of Primary Teachers, Libraries & Polytechnics and junior Technical Schools;
02. Non-teaching employees of non-Government Colleges (Sponsored and Aided);
03. Employees of Municipalities, Municipal Corporations, Notified Area authorities, Panchayat Bodies;
04. Employees of the West Bengal Legislative Assembly Secretariat.
05. Employees of the West Bengal Public Service Commission.
06. Employees of the State Election Commission, West Bengal.
07. Employees of the West Bengal College Service Commission
08. Employees of the West Bengal Municipal Service Commission
09. Employees of the State Minority Commission, West Bengal.
10. Employees of the West Bengal Commission for Backward Classes.
11. Employees of the West Bengal Commission for Women.
12. Employees of the West Bengal Human Rights' Commission
13. Employees of the West Bengal Taxation Tribunal.
14. Employees of the West Bengal Commercial Taxes Appellate and Revisional Board

15. Employees of the West Bengal Administrative Tribunal.
16. West Bengal Co-operative Tribunal.
17. Calcutta Metropolitan Development Authority including CIT, HIT and CMWSA.
18. Employees of the office of the Hooghly River Bridge Commissioners.
19. Employees of the Sunderban Development Board.
20. Employees of the Sriniketan Santiniketan Development Authority
21. Employees of the Siliguri-Jalpaiguri Development Authority
22. Employees of the Asansol-Durgapur Development Authority.
23. Employees of the Haldia Development Authority.
24. Employees of the Digha- Sankarpur Development Authority
25. Calcutta Improvement Tribunal.
26. Institute of Wetland Management & Ecological Design
27. State Council of Science & Technology
28. Recognised Audio-Visual Units and Community Centres.
29. Recognised Non-Govt. Sponsored/Aided Voluntary Organisations
30. West Bengal Board of Primary Education and District Primary Councils
31. West Bengal Madrasah education Board.
32. Institute of Local Government and Urban Studies (ILGUS).
33. West Bengal State Co-operative Union.
34. Institute of Historical Studies.
35. Institute of English, Calcutta.
36. West Bengal State Book Board.
37. Jagadish Bose National Talent Search.
38. Institute De Chandernagore.
39. Netaji Institute for Asian Studies.

40. West Bengal Urdu Academy.
41. West Bengal Hindi Academy.
42. West Bengal Co-operative Service Commission.
43. West Bengal Wakf Board.
44. West Bengal Higher Education Council.
45. West Bengal Technical Education Council.
46. West Bengal Science & Technology Council.
47. West Bengal Veterinary Council.
48. West Bengal Nursing Council.
49. West Bengal Medical Council.
50. West Bengal Ayurvedic Council.
51. West Bengal Homoeopathic Council.
52. West Bengal Vocational Education Council.
53. West Bengal Infrastructure Development & Finance Corporation.
54. Employees of West Bengal Land Reforms Tribunal.

PART - B

01. West Bengal State Marketing Board
02. West Bengal State Seed Corporation Ltd.
03. West Bengal Minor Irrigation Corporation Ltd.
04. West Bengal Dairy and Poultry Dev. Corpn. Ltd.
05. West Bengal Livestock Processing Company Ltd.
06. Greater Calcutta Gas Supply Corpn. Ltd.
07. West Bengal Electronics Industries Dev. Corporation Ltd.
08. West Bengal Industrial Development Corporation Ltd.

09. West Bengal Industrial Infrastructure Dev. Corpn. Ltd.
10. West Bengal Mineral Dev. & Trading Corpn. Ltd.
11. West Bengal Pharmaceutical & Phytochemical Dev. Corpn. Ltd.
12. West Bengal Tea Dev. Corpn. Ltd.
13. Shilpa Barta Printing Press Ltd.
14. West Bengal Handicrafts Dev. Corpn. Ltd.
15. West Bengal Handloom & Powerloom Dev. Corpn. Ltd.
16. West Bengal Khadi & Villages Industries Board
17. West Bengal Small Industries Dev. Corpn. Ltd.
18. West Bengal Comprehensive Area Dev. Corpn.
19. All District Fish Farmers' Development Agencies and
Siliguri Mahakuma Fish Farmers' Development Agency
20. State Fisheries Dev. Corpn. Ltd.
21. West Bengal Fisheries Corpn. Ltd.
22. West Bengal Financial Corpn. Ltd.
23. West Bengal Forest Dev. Corpn. Ltd.
24. West Bengal Essential Commodities Supply Corpn. Ltd.
25. West Bengal Housing Board
26. West Bengal Film Dev. Corpn. Ltd.
27. West Bengal Labour Welfare Board
28. West Bengal Agro Industries Corpn. Ltd.
29. West Bengal State Warehousing Corpn.
30. West Bengal Social Welfare Advisory Board
31. West Bengal S.C. & S.T. Dev. & Finance Corpn.
32. West Bengal Tourism Dev. Corpn. Ltd.

33. Calcutta State Transport Corpn.
34. North Bengal State Transport Corpn.
35. South Bengal State Transport Corpn.
36. West Bengal Surface Transport Corpn.
37. Durgapur Chemicals Ltd.
38. Calcutta Tramways Co. (1978) Ltd.
39. Zoological Garden Alipore
40. Infusion (India) Ltd.
41. Gluconate Health Ltd.
42. West Bengal Renewable Energy & Dev. Agency
43. Dist. Rural Dev. Agency
44. Central Valuation Board
45. State Urban Dev. Agency
46. Britannia Engineering Co. Ltd.
47. Westinghouse Saxby Farmers Ltd.
48. Saraswati Press Ltd.
49. Eastern Distilleries Co. Ltd.
50. Shalimar Works Ltd.
51. Electro Medical and Allied Industries Ltd.

Note : Inclusion of some other Units will be as may be notified by the Govt.

The terms of reference of this Pay Commission as specified in Resolution no. 6021-F dt. 28.8.2008 are as under :-

- (1) To examine the present structure of pay and conditions of service of the (a) employees under the rule making control of the Government of West Bengal except the member of the All India Services, the West Bengal Judicial Service and members of services to whom the UGC scales of pay and AICTE scales of pay are applicable and (b)

the employees of different non-govt. institutions, Statutory Bodies, Boards, Corporations etc. as mentioned in the Annexure of the said Resolution and reproduced in Parts A and B hereinabove after taking into account the total package of benefits now available to the employees and suggest changes which may be desirable and feasible, keeping in view, inter-alia the needs for social accountability and efficiency of the administration and also the decisions of the Govt. of India on the recommendations of the Sixth Central Pay Commission;

(2) To examine the existing promotion policies and related issues and suggest suitable changes, which may be desirable and feasible, after taking into account the norms of promotions, efficiencies/ productivity, wherever relevant and also having special regard to the priority for improving people-orientation, social accountability and efficiency of the administration;

(3) To examine the special allowances and other allowances, concessions including Travelling Allowance and Leave Travel Concession and other benefits which are available to the employees in addition to the pay and to suggest changes which may be desirable and feasible;

(4) To examine the issues relating to retirement benefits, and

(5) To make recommendations on each of the above having regard inter-alia, to –

- i) the prevailing pay structure under the Central Government, Public Sector Under takings, other State Govts. etc.,
- ii) the economic condition of the country, financial responsibility of the Govt. of India and the pattern of allocation of revenues to the State, and
- iii) the resources of the State Govt. and the demands thereon on account of the commitment of the State Govt. to the developmental activities,

2. The Commission has been asked to make an estimate of the cost involved in implementing their recommendations and suggest measures for avoidance of wasteful expenditure and other measures for economy. The Commission will also specially suggest measures for promoting efficiency.

The Commission hereby invite all Associations, Unions, Institutions, other organizations and interested individuals to send memoranda containing their views on the following subjects keeping in view the economic condition of the country, the resources of the State Government and the State Government's commitment to developmental activities - (a) Present structure of pay and conditions of service, after taking into account

the total package of benefits available and suggestion for changes which may be desirable and feasible, keeping in view, inter alia, the needs for more people-orientation, social accountability and efficiency of the administration and the need of benefits for the employees; (b) Existing promotion policies and related issues and suggestion for changes, which may be desirable and feasible, after taking into consideration the norms of efficiency/productivity, wherever relevant, and having special regard to the priority for improving people-orientation, social accountability and efficiency of the administration; (c) Special pay and other allowances, concessions including Leave Travel Concession and benefits in kind which are available to the employees in addition to the pay and suggestion for changes which may be desirable and feasible and (d) Issues relating to retirement benefits.

Each of the subjects should be separately dealt with as precisely as possible numbering the paragraphs.

At the end of the Memorandum a brief synopsis of the salient points should be given. The Commission may ask for further information/clarifications, if considered necessary. Eight copies of such memoranda may be sent to the Member-Secretary, Fifth Pay Commission, Government of West Bengal, Tantuja Bhavan (8th floor), DD-18/4, Sector-I Salt Lake, Calcutta – 700064 within 30 (thirty) days of publication of the Notice.

Full text of the Finance Deptt. Resolution nos. 6020-F and 6021-F both dt. 28.8.2008 and the text of this notice may also be available in the web-site of Finance Department, Government of West Bengal at the web-portal – www.wbfin.nic.in.

PRADOSH KUMAR DASGUPTA
Member-Secretary