

Government of West Bengal
Finance Department
Audit Branch

No. 6020-F

Kolkata, the 28th August, 2008

RESOLUTION

Considering the changes that have taken place in the structure of emoluments of State Government employees, employees of local bodies, public undertakings, teaching and non-teaching employees of Government aided and sponsored educational institutions, employees of Panchayats etc. in several respects since the 4th Pay Commission submitted its report, the Governor has been pleased to appoint the 5th Pay Commission comprising the following :-

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|-----|---|------------------|
| 01. | Shri Satyendra Nath Ghose, IAS (Retd.), | Chairman |
| 02. | Shri Shyamal Kumar Dutta, IPS (Retd.), | Member |
| 03. | Shri Sarafat Ali Ahmed, IAS (Retd.), | Member |
| 04. | Shri Amitava Chatterjee, Retired Chief Engineer, Public Works Deptt., Govt. of West Bengal, | Member |
| 05. | Shri Rabindralal Bhattacharyya, P.O. & Vill. Janai, Dist. Hooghly | Member |
| 06. | Shri Pradosh Kumar Dasgupta, WBCS (Exe) (Retd.), OSD & E.O. Spl. Secy., Finance Deptt. | Member-Secretary |

The terms of reference of the Pay Commission will be notified separately.

ORDER

Ordered that the resolution be communicated to all administrative departments and all offices sub-ordinate to them.

Ordered also that the resolution be published in the Kolkata Gazette.

By order of the Governor

(Dipankar Mukhopadhyay)
Principal Secretary to the
Government of West Bengal
Finance Department

Government of West Bengal
Finance Department
Audit Branch

No. 6021-F

Kolkata, the 28th August, 2008

RESOLUTION

The State Government has constituted 5th Pay Commission for State Government employees and certain other categories of employees by Resolution No. 6020-F dated 28th August, 2008. The Governor is now pleased to decide that the terms of reference of the Pay Commission will be as follows :

- (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 UGCscales of pay and AICTE scales of pay are applicable and (b) the employees of Statutory Bodies, Boards, Corporations etc. as mentioned in the Annexure and also in case of those employees organizations which may be notified later on 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 6th 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 allowance 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 Undertakings, 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 will devise its own procedures and may appoint such advisors, institutional consultants and experts as it may consider necessary for any particular purpose in consultation with the State Govt. The Commission may call for such information and take such evidence as may be considered necessary.

The different departments of the State Government and Offices sub-ordinate to them will furnish such information, documents and other assistance as may be required by the Commission. The Govt. of West Bengal trust that the service associations and the unions of the State Govt. employees and others concerned will extend to the Commission their fullest co-operation and assistance.

3. The Commission will 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.

4. The Commission will submit their recommendations as expeditiously as practicable but preferably within a period of six months from the date of order notifying the constitution of the Commission.

5. The Commission may submit interim recommendations if found necessary or if so desired by the Government.

ORDER

Ordered that the resolution be communicated to all Administrative Departments and all offices sub-ordinate to them.

Ordered also that the resolution be published in the Kolkata Gazette.

By order of the Governor

(Dipankar Mukhopadhyay)
Principal Secretary to the
Government of West Bengal
Finance Department

ANNEXURE

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 & Tenancy 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. Bankura Dist. Fish Farmers' Dev. Agency
20. Birbhum Dist. Fish Farmers' Dev. Agency
21. Burdwan Dist. Fish Farmers' Dev. agency
22. Cooch Behar Fish Farmers' Dev. Agency
23. Darjeeling Fish Farmers' Dev. Agency
24. Hooghly Fish Farmers' Dev. Agency

25. Howrah Fish Farmers' Dev. Agency
26. Jalpaiguri Fish Farmers' Dev. Agency
27. Malda Fish Farmers' Dev. Agency
28. Midnaopore Fish Farmers' Dev. Agency
29. Murshidabad Fish Farmers' Dev. Agency
30. Nadia Fish Farmers' Dev. Agency
31. Purulia Fish Farmers' Dev. Agency
32. Uttar Dinajpur Fish Farmers' Dev. Agency
33. Dakshin Dinajpur Fish Farmers' Dev. Agency
34. North 24 Parganas Fish Farmers' Dev. agency
35. South 24 Parganas Fish Farmers' Dev. Agency
36. State Fishereis Dev. Corpn. Ltd.
37. West Bengal Fisheries Corpn. Ltd.
38. West Bengal Financial Corpn. Ltd.
39. West Bengal Forest Dev. Corpn. Ltd.
40. West Bengal Essential Commodities Supply Corpn. Ltd.
41. West Bengal Housing Board
42. West Bengal Film Dev. Corpn. Ltd.
43. West Bengal Labour Welfare Board
44. West Bengal Agro Industries Corpn. Ltd.
45. West Bengal State Warehousing Corpn.
46. West Bengal Social Welfare Advisory Board
47. West Bengal S.C. & S.T. Dev. & Finance Corpn.
48. West Bengal Tourism Dev. Corpn. Ltd.

49. Calcutta State Transport Corpn.
50. North Bengal State Transport Corpn.
51. South Bengal State Transport Corpn.
52. West Bengal Surface Transport Corpn.
53. Durgapur Chemicals Ltd.
54. Calcutta Tramways Co. (1978) Ltd.
55. Zoological Garden Alipore
56. Infusion (India) Ltd.
57. Gluconate Health Ltd.
58. West Bengal Renewable Energy & Dev. Agency
59. Dist. Rural Dev. Agency
60. Central Valuation Board
61. State Urban Dev. Agency
62. Britannia Engineering Co. Ltd.
63. Westinghouse Saxby Farmers Ltd.
64. Saraswati Press Ltd.
65. Eastern Distilleries Co. Ltd.
66. Shalimar Works Ltd.
67. Electro Medical and Allied Industries Ltd.

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