

**Government of West Bengal**  
**Finance Deptt. : Audit Br.**

No. 3015-F

Kolkata, the 13th March, 2001.

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The question of improving the existing career advancement scheme for the State Government employees as introduced in Finance Deptt. No. 6075-F dt. 21-6-90 has been under consideration of the Government for sometime past. The recommendations of the Fourth Pay Commission on this aspect have also been under examination of the State Government. After careful consideration, the Governor is now pleased to modify the existing career advancement scheme of the State Government employees in the manner indicated below.

2. For Government employees first appointed to a post in any of the - revised scale no.1 to 12. :

A Government employee may be allowed to move to his respective next higher scale on completion of eight years of continuous and satisfactory service in his revised scale of the post and its corresponding unrevised scales taken together and to move to the scale next above the first higher scale on completion of further eight years of continuous and satisfactory service in the first higher scale and the corresponding unrevised scales under previous WBS (ROPA) Rules taken together and to move to the scale second next above the first higher scale on completion of further nine years of continuous and satisfactory service in the second higher scale and the corresponding unrevised scales under previous WBS (ROPA) Rules taken together. Every movement to such higher scales will be subject to the fulfillment of norms of promotion as prescribed in Finance Deptt. Memo No. 10620-F dt. 19-12-2000. This modification of the existing career advancement scheme may, however, be subject to provisions undernoted :

- i) A Government employee who has already moved to the next higher scale after ten years' of service under the existing career advancement scheme will be deemed to have got the benefit of movement to first higher scale. Likewise, a Govt. employee who has already moved to second higher scale after 20 years' of service under the existing career advancement scheme will be deemed to have got the benefit of movement to second higher scale. On completion of total service of sixteen/twenty five years without any further promotion or appointment to higher scale of pay they will now get advancements to the second higher scale and third higher scale respectively.

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ii) A Govt. employee who has completed service of eight years or longer without any promotion will move from the revised scale in relation to him to the first higher scale and will get advancement to the second higher scale after a total period of service of sixteen years provided he is not promoted to any functional post borne in a scale higher than the first higher scale. On completion of a total period of service of 25 years without further promotion (s) to any functional post (s) borne in a pay scale higher than the scale next above the first scale or to any non-functional grade higher than the scale next above the first higher scale, he will get the third and final advancement under this scheme to the scale second above the first higher scale.

iii) A Govt. employee who has got normal promotion to a post in the first higher scale within eight years of service will have to complete total service of sixteen years before he gets advancement to the second higher scale with reference to the feeder post, provided he does not get any further functional/non-functional promotion in the meantime. He will get advancement to the third higher scale with reference to the feeder post on completion of total service of 25 years without any further promotion/appointment to higher scale of pay.

iv) When a Govt. employee has got benefit of only one promotion or advancement to a scale similar to the second higher scale before sixteen years of service, he will not get any further advancement under this scheme on completion of sixteen years of service, but he will be eligible for fixation benefit u/r. 42A (1) of WBSR, Pt.I on completion of sixteen years of service. He will get advancement to the third higher scale with reference to the feeder post on completion of total service of 25 years without any further promotion/appointment to higher scale of pay.

v) When a Govt. employee has got benefit of only one promotion or advancement to a scale similar to or above the third higher scale before twenty five years of service will not get any further advancement under the scheme except fixation benefit u/r. 42 (1) of WBSR. Pt.I on completion of 25 years of service. If the promotion or advancement to higher scale mentioned in this clause takes place before 16 years of service, he will get two fixation benefits the first on completion of 16 years and the second on completion of 25 years total service.

vi) A Govt. employee who has got more than one normal promotion to posts the last of which is borne in the second higher scale within sixteen years' of service will not get any fixation benefit on completion of sixteen years of service. He will have to complete total service of twenty five years before he gets advancement to the third higher scale with reference to the lower feeder post.

vii) Where a Govt. employee has got two promotions before twenty five years of service without any scale advancement under C.A.S. or Promotion Policy Statement, 1981, the last of such promotion being in a scale similar to or above the third higher scale, he will not get any advancement under this scheme except fixation benefit under rule 42 (1) of WBSR Part-I on completion of twenty five years' service, provided, however, that such fixational benefit on completion of twenty five years' service shall not be available to those who have already got such benefit under CAS or Promotion Policy statement earlier.

viii) When a Govt. employee comes within the quota of first higher grade in the first higher scale under the existing promotional policy after getting the first higher scale in accordance with the Career Advancement Scheme but before completion of sixteen years of service, he will not be eligible to get any fixation benefit for the second time. He will, however, remain eligible for second higher scale after total service of 16 years and the third higher scale after total service of 25 years, provided he has not been promoted/appointed to higher scale during the intervening periods. If the scale of the first higher grade is the same as the second higher scale, the pay of the Govt. employee on his appointment to first higher grade, will be fixed u/r. 42(1) (i) from the first higher scale. He will, however, be eligible for the benefit of pay fixation in the same scale of pay u/r. 42A (1) of WBSR, Part-I on completion of total service of 16 years and for advancement to third higher scale the pay of the Govt. employee on his appointment to first higher grade will, as usual, be fixed u/r. 42 (1) (i) from the first higher scale but he will be entitled to the fixation benefits u/r. 42A (1), *ibid*, on completion of total sixteen and twenty five years service provided he does not get further functional/non-functional promotion during the period.

ix) When a Govt. employee comes within the quota of second higher grade in the second higher scale under the existing promotion policy after getting the second higher scale on completion of total service of sixteen years in accordance with the Career Advancement Scheme, he will not be entitled to

any fixational benefit on appointment to second higher grade, but he will be eligible for advancement to third higher scale on completion of total service of twenty five years. If, however, the scale of the second higher grade under the existing promotion policy is the same as the third higher scale or higher than it, the pay of the Govt. employee on his appointment to the second higher grade will be fixed u/r. 42 (1) (i) of WBSR, Part-I and he will be entitled to a fixation benefit under rule 42A (1) on completion of total service of twenty five years provided he does not get any further promotion/appointment to higher scale in the meantime.

x) Where a Govt. employee whose scale of pay of the promotion post is lower than the CAS Scale which he has been enjoying, gets the promotion after enjoying the benefit of CAS for sixteen or twenty five years, he will be allowed to retain the higher scale in the promotion post, as personal to him, and his pay on promotion may be fixed u/r. 42 (1) (i) of WBSR, Part-I.

xi) Where the scale of a promotion post is the same as that of the feeder post, it will be treated as the scale of the feeder post for advancement under the scheme.

3. For Government employees first appointed to a post in any of the revised scales 13 and above and Government employee appointed in the Constituted State Services including W.B. Secretariat Service . :

A Government employee appointed in any of the revised pay scale no. 13 to 16 or its unrevised equivalent may be allowed to move to his next higher scale on completion of eight years of continuous and satisfactory service in the revised scale and its corresponding unrevised scales taken together and to move to the scale next above the first higher scale on completion of further eight years of continuous and satisfactory service in the first higher scale and the corresponding unrevised scales under previous WBS (ROPA) Rules taken together. Every movement to such higher scales also will be subject to the fulfillment of norms of promotion. This will, however, be subject to provisions undernoted :

a) A Govt. employee who was first appointed to a post in any of the unrevised scale nos. 13 to 16 and who have already moved to the next higher scale either due on operation of Promotion Policy Statement of 1981 or due to the existing career advancement scheme will be deemed to have got the benefit of movement to the first higher scale. On completion of total service of sixteen years without any further promotion/appointment to higher scale of pay he will now get advancement to the second higher scale. In like manner, a Govt. employee who has already moved to the scale next above the first higher scale either due

to operation of Promotion Policy Statement of 1981 or due to operation of the existing career advancement scheme will be deemed to have get the benefit of movement to the second higher scale and he will not be entitled to any further benefit under this scheme.

ii) A Govt. employee who has completed service of eight years or longer without any promotion will move from the revised scale in relation to him to the first higher scale and after a total period of service of sixteen years without any further promotion/appointment to higher scale of pay, he will get advancement to the second higher scale.

iii) A Govt. employee who has got normal promotion to a post in the first higher scale within eight years of service will have to complete total service of sixteen years before he gets advancement to the second higher scale with reference to the feeder post.

iv) A Govt. employee who has got normal promotion to a post in the first higher scale and has completed total sixteen years service, will immediately get an advancement to the second higher scale with reference to the feeder post. If the normal promotion takes place before completion of eight years of service, no fixation benefit will be admissible on completion of eight years of service.

v) Where a Govt. employee has got benefit of only one promotion or advancement to a scale similar to or above the second higher scale, he will not get any further advancement under the scheme except fixation benefit u/r. 42 (1) of WBSR, Pt.I on completion of sixteen years' of service.

vi) Where the scale of a promotional post is the same as that of the feeder post, it will be treated as the scale of the feeder post for advancement under the scheme.

vii) Where a Govt. employee whose scale of pay of the promotion post is next higher scale gets promotion after enjoying the benefit of Career Advancement Scheme for sixteen years, he will be allowed to retain the higher scale in the

promotional post, as personal to him, and his pay on promotion will be fixed in terms of Rule 42 (1) (i) of WBSR, Pt. I.

viii) A Government employee in a revised scale No. 16 (or its unrevised equivalent) holding teaching and allied post in colleges of medicine (including School of Tropical Medicine, Calcutta), arts and crafts and who are now eligible for only one advancement to scale 22 after completion of eight years of service in terms of the existing Career Advancement Scheme will be eligible for two advancements on completion of eight and sixteen years of service like other Govt. employees appointed in scale no. 16. In respect of those categories of employees now borne in scale no. 22 after enjoyment of CAS of 8 years, the next higher scale will be scale no. 18, which will be admissible after sixteen years of service. The employees who have already got fixation benefit in terms of Memo. No. 775-F dt. 20-1-95 will be eligible to get advancement to scale No. 18, but in their case fixation in scale 18 will be made as if they had not been allowed benefit of G.O. No. 775-F dt. 20-1-95. Those employees, who will complete eight years of service on the date of implementation of this modification of the existing Career Advancement Scheme or on a later date, will move to scale no. 17 instead of existing scale no. 22, Government employee mentioned in this clause, if appointed in scale no. 22, will be eligible to only one advancement to scale no. 18 after completion of eight years of service. F.D. Memo. No. 775-F dt. 20-1-95 will cease to be operative w.e.f. 1.1.2001.

ix) A Govt. employee directly recruited to a post in the revised scale no. 17 (or its unrevised equivalent) will be allowed advancement to the first higher scale on completion of eight years of service. He will not be eligible to any further advancement under the career advancement scheme as modified herein. If such an employee has already moved to scale no. 18 in terms of the existing Career Advancement Scheme he will not get any further advancement under the present modification.

x) The Superintending Engineers will be allowed to move to the next higher scale (Scale No. 19) in relation to their posts on completion of 24 years of satisfactory service as Assistant Engineer, Executive Engineer and Superintending Engineer including one years' service as Superintending Engineer if they have not already got that scale in terms of the existing promotion policy.

The posts of Additional Chief Engineer holding Scale No. 19 under P. W. Deptt. are upgraded to the post of Chief Engineer in scale no. 20.

4. Over and above the existing posts in Scale No. 19 and 21 in various State Services as mentioned in F.D. No. 6075-F dated 21.6.90, the following additional posts shall be available to different State Services :-

(i) Forty three additional posts in scale No. 19 in West Bengal Civil Service (Executive) are created and the eligibility condition for scale No. 19 will be the same as stated in F.D. No. 6075-F dated 21.6.90.

Six additional posts of Special Secretary/Secretary in the revised Scale No. 21 are sanctioned for W.B.C.S. (Ex) and such posts are to be filled up by selection from amongst W.B.C.S. (Ex) Officers who have completed twenty five years of total service in the cadre including three years as Joint Secretary.

Govt. has also decided to fill up some of the posts of the District Magistrates by W.B.C.S. (Ex) Officers. Detailed Govt. order in this respect will be issued later on.

(ii) One additional post of Special Commissioner, Commercial Taxes in the Scale No. 21 is created and such post is to be filled up by selection from amongst the Additional Commissioners who have put in a total service of Thirty years since entry into West Bengal Commercial Tax Service including six years in the post of Addl. Commissioner. Three additional posts in Scale No. 19 are also created for West Bengal Commercial Tax Service and the eligibility condition for scale No. 19 will be the same as stated in Govt. order No. 6075-F dated 21.6.90.

(iii) Fifty Five additional posts in Scale No. 19 in West Bengal Health Service are created and the eligibility condition for scale No. 19 will be the same as stated in Govt. order No. 6075-F, dt. 21.6.90.

(iv) Ten posts in scale No. 19 in West Bengal E.S.I. Medical Service are created and the eligibility condition for Scale No. 19 will be total service of 20 years on revised Scales No. 16, 17, & 18 and their unrevised counterparts and three years in Scale No. 18.

(v) Two additional posts in Scale No. 19 are created for West Bengal Secretariat Service and the eligibility conditions for these two posts will remain the same as at present.

(vi) As regards other constituted state services as mentioned in Finance Department Memo No. 6075-F dated 21.6.90 which have not mentioned in this Memo, two additional posts in Scale No. 19 are created for Scale No. 19 will be same as stated in F.D. No. 6075-F, dt. 21.6.90.

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(vii) The number of posts in the basic grade in various State Services as mentioned above will stand reduced by the equivalent number of posts created in Scale No. 19 and 21.

5. Other provisions of the existing career advancement scheme as contained in this Department No. 6075-F, dt. 21.6.90 which are not inconsistent with the provisions of this memorandum shall continue to remain in force.

6. This will come into effect from 1.1.2001.

Sd/- P. K. Dasgupta,  
Joint Secretary to the  
Government of West Bengal.  
Finance Department.

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Kolkata, the 13th March, 2001.

Copy forwarded for information and necessary action to :--

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4. The .....  
..... Deptt. / Dte.
5. The District Magistrate/Judge, .....  
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6. The Sub-Divisional Officer, .....  
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7. The Treasury Officer, .....  
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8. The Commissioner, .....  
.....Division.
9. The Supdt. Of Police, .....  
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10. The Principal, Industrial Training Institute, .....  
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11. The Supdtg. / Ex. Engineer, .....  
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Sd/- P. K. Dasgupta.

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