

CHAPTER-I

Introduction

- 1.1 The Fifth Pay Commission has submitted its reports in February, 2009, in October, 2009 and in October, 2010 consisting of its recommendations on Pay Structures, Allowances, Retirement Benefits of State Govt. Employees (Vol-I Part-I); Promotion Policy, Special Allowances/Other Allowances and other benefits of State Govt. Employees; Pay Structures and Major Allowances of the Employees of Boards, Corporations and Undertakings under the control of State Government (Vol-I, Part-II) and its recommendations vis-a-vis report of Amitava Chatterjee Committee on the anomalies of the technical employees of some Engineering & other Departments. It made major changes in the Structure of Pay Scales in introducing the concept of Pay Band and Grade Pay. The recommendations of Pay Structure and major allowances like DA, HRA, MA etc. were implemented with effect from 01.01.2006 notionally and with effect from 01.04.2008 actually. The recommendations on Promotion Policy, Other Allowances and other benefits of State Govt. Employees (Vol-I Part-II) were not yet implemented. Despite repeated reminders and several Memorandums to the Govt. plethora of anomalies were not removed.
- 1.2 Over the years, it has almost been a long-standing practice for the State Governments to follow the recommendations of the Central Pay Commissions to set up Pay Commissions/Pay Committees for its employees to implement those recommendations that have been accepted by the Central Government. Thus, it has been generally acknowledged that there should be almost parity of Pay, Dearness Allowances & Other benefits including the pension & pensionary benefits between the State and Central Government Employees. But the Govt. refused to discuss these demands while the 7th Central Pay Commission was working either bilaterally or multilaterally. As a result, a section of the employees went on a day's strike action along with other related demands. Climate of confrontation emerged. Taking note of these developments, Govt. in September, 2015 announced the setting up of the 6th State Pay Commission (S.P.C.) Finally, Govt. passed the Resolution on 27.11.2015 and constituted the 6th S.P.C. Another resolution was also passed by the Govt. on that day and Terms of Reference on the 6th S.P.C. have been notified.

- 1.3 The Fifth Pay Commission in its recommendations in the Second Part explicitly dealt the enlargement of the scope of promotion (functional) Cadre wise/Post wise along with the concepts of efficiencies, people-orientation and social accountability, but any of these recommendations is yet to be implemented. The recommendations for some of the employees belonging to technical cadre as envisaged by the 5th S.P.C. more known as Amitava Chatterjee Committee Report (Third Part) were also not implemented. We would like the Commission to treat those recommendations as implemented and suggest enhancement of promotional scope/pay scale on that presumption.
- 1.4 The percentage of D.A. entitlement crossed over 100% on 01.01.2014. Since the erosion of the value of wages that time had become enormous, the demand for merger of D.A. was raised by the employees. Since then the demand for setting up of 6th S.P.C. has been burning. Demands have also been raised by the employees on the plea that the residency period of any wage structure must not exceed 5 years, especially in the background that pay revision in most of the PSUs takes place at the interval of 5 years. On the other hand, the payment of D.A. has been made by the Govt. in an arbitrary manner. The outstanding amount of D.A. is 50% on 01.01.2016. The 5th S.P.C. has specifically recommended that the Govt. should fall in line with the Central Govt. Pattern of sanctioning two installments of D.A. in each year. Even at the material time of their term the 5th. S.P.C. opined that the Govt. should make some extra effort to clear the backlog of one installment of D.A. (Page 10, Para-10.6, Vol-I Part-I) as was pending then. Accordingly the then Govt. made extra effort and cleared the backlog. The present Government has been consistently ignoring the demand despite fully knowing that the inflation and abnormal price rise of food and other essential commodities had reduced the purchasing capacity of the State Govt. Employees significantly. We would therefore like the Commission to recommend the course of action so that the Govt. sanction 7(seven) (7% + 8% + 10% + 7% + 6% + 6% +6%) installments of pending D.A. within the term of the Commission to mitigate the long standing grievances of almost all the employees.
- 1.5 The State Govt. has taken a policy decision in the year 2008 to recruit all the general as well as technical personnel at all levels through the Public Service Commission. Recruitment Rules regulating the recruitment of all such personnel have been framed by degrees. The Public Service Commission has been

strengthened to conduct such examinations to select good quality Govt. employees to ensure efficient and effective delivery of services to the citizens. But the Govt. constituted a Staff Selection Commission suddenly in the year 2012 without adequate infrastructure that can do justice to the task of selecting a large number of Govt. employees year after year while maintaining a high degree of quality in them. The Public Service Commission was shunted reducing its strength & doing away with its power to recruit Group- 'C' and 'D' employees. The framing up of the Recruitment Rules and its consequential modification particularly for technical personnel were practically ignored. In the process, hundreds of important posts in Govt. Establishments right from Secretariat to the Panchayat Level, from Govt. Educational Institutions to Block Level Primary Health Centres remained unfilled, created a void which tremendously affected the very functioning of each of the Govt. Department, making it necessary for the Heads of the Organizations either to outsource the functions or contract it out or engage personnel on fixed time period contract basis giving room for plethora of administrative problems. The objectives to provide better and efficient service to the citizens and speedier implementation of the development programmes become a mockery to welfare Govt. The efficacy, built assiduously over the years by the Departments was destroyed. We would like commission to deliberate seriously on the issues and offer concrete suggestions.

- 1.6 The 5th State Pay Commission in their recommendations has broadly spelt out a series of suggestions for improvement of people-orientation, social accountability and efficiency of the administration. The issue was also taken up by the Fourth S.P.C. The 4th S.P.C. had also recommended for cadre assessment of each of the Department to assess their relative position in the Administrative hierarchy and standardization of their pay scales, duties and responsibilities, recruitment rules and promotional avenues. The 5th S.P.C. had also suggested that each job is to be clearly identified and thoroughly analysed so as to clearly identify the tasks that go to constitute the job. But nothing substantial has been made in this regard. We would like the Commission to recommend the Govt. to set up appropriate Committees/Mechanism for implementation of the considered and positive suggestions and doing necessary cadre assessment and job evaluation to carry forward the aspirations of the employees as well as the growing social and economic aspirations of the people.

- 1.7 Discontented employees cannot run an efficient and responsible administration. Sincere and careful efforts should be made to remove all the legitimate discontents of all categories of employees pertaining to pay, allowances and other benefits of them. The 7th C.P.C. has pointed out that the States should play role model for the services. Significantly, the Commission has quoted the observations of the Apex Court in the case of Bhupendra Nath Hazarika & Another VS. State of Assam & Others (reported in 2013 (2) Sec 516) which are as follows :-
“It should always be borne in mind that legitimate aspirations of the employees are not guillotined and a situation is not created where hopes end in despair. Hope for everyone is gloriously precious and that a model employer should not convert it to be deceitful and treacherous by playing a game of Chess with their seniority. A sense of calm sensibility and concerned sincerity should be reflected in every step. An atmosphere of trust has to prevail and when the employees are absolutely sure that their trust shall not be betrayed and they shall be treated with dignified fairness then only the concept of good governance can be concretized. We say no more.”
- 1.8 In our memorandum we have dealt the basic and fundamental issues concerning the interests of the employees in general. We have given our considered opinions and suggestions on structure of pay, major allowances, fringe benefits including pension & pensionary benefits. Our Memorandum will form Part-1 of each Memorandum submitted by Associations and Unions affiliated to us. In the Second Part of the Memorandum by individual Association and Union, specific issues of the respective Associations & Unions will be dealt with. The individual Association and Union will suggest pay scale for their cadres/posts within the broad parameter formulated by us.

CHAPTER - II

Principles of Pay Determination

- 2.1. Successive Pay Commissions adopted different principles elaborating the details on determination of pay and pay structure both in central level and in state level. Pay structure constituted without any well established sound logic and without factoring some of the principles considered by earlier pay Commission is bound to be whimsical and arbitrary giving rise to widespread discontent among the

employees, workers. In the absence of any National Wage Policy, the pay structure obtaining in our Country has anarchic character; we would like the commission to evolve a well laid coherent policy in the construction of pay structure so that rationality and judgement may be established.

- 2.2. The closing part of the Second World War was looked upon a watershed between the traditional attitude of Government in the matter of enunciation of principles for determination of wages of its employees and the gradual realisation of the need to adopt a policy in line with the prevailing economic conditions in the Country.

The Bengal Administration Enquiry Committee (known as Rowlands Committee) in 1944-45 undertook an exercise of studying the pay structure of its employees which was completed in 1950. The focal thing of the study was the need for compensating the government employees for erosion of their real income due to persistent price rises. Government came out with a general revision of pay scales to bring them in line with the prevailing economic conditions (Memorandum to the WBS(ROPA) Rules, 1950).

In revising pay scales, the lowest scales were, “allowed the maximum percentage increases.” Pay scales were drastically reduced of their number from 500 to 78.

- 2.3. After the first five year plan, prices of essential commodities were seen substantially high. In formulating the pay scales, the Pay Committee constituted in 1959 granted a 23% increase to the employees at the lower level while some reductions were recommended in the emoluments of the employees at the higher levels in the backdrop of 10% rise in the cost of living index over 1950. The No. of pay scales was again reduced from 143 to 39. The ratio of average emoluments between the lowest paid and the highest paid Govt. servant which stood 1:192 in 1939 and 1:44 in 1950 was further reduced to 1:33. The Committee did not deliberate on the norms of the 15th Indian Labour Conference (ILC) held in April, 1957, though the issue was hotly debated at the time and Second Central Pay Commission considered the subject at length. For the first time, there was an attempt on the part of the Pay Committee to relate the Pay scales to a cost of living Index for lower categories of Govt. employees and to market considerations for higher category of Govt. employees.

2.4. In 1967, the State Government appointed a Pay Commission headed by Shri K.K. Hazra (known as First Pay Commission of State Govt. employees) to undertake a fresh study of pay structures. The Government for the first time included non-government employees in the fields of education and local Self Government within the purview of the terms of reference of the Commission in order to ameliorate worse conditions of pay and allowances of the State Govt. employees. The observations of the Commission can be summarized as hereunder -

- (1) Question of need-based minimum wage was studied for the first time and decision of minimum wage should be Rs.260 according to 15th ILC norms;
- (2) Linked the Pay Scale with a price Index, presumably AICPI (1949=100) for the six months preceding December, 1968;
- (3) Pay scales were reduced to 34 from 81;
- (4) Disparity ratio was further reduced to 1: 13 (pre-tax);
- (5) D.A. should be revised in every six months, if the average price was “about 5 Points”.

2.5. The Second Pay Commission (1977-1980) in their review of all earlier Pay Commission/Pay Committee/revision of pay and allowances summarized the followings:

“The survey of the successive revision of pay and allowances of the State Govt. employees over the last thirty-five years indicate certain trends. Important amongst them are reduction of inequality of income pursued as a deliberate policy and to protect the real incomes of the government employees in the face of rising prices, the percentage of neutralization being the highest for the lowest paid employees and the disparity ratio between lowest paid employees and the highest paid employees which was 1: 192 in 1939 was successively reduced in course of the revisions to 1: 13 by 1970.”

The Second Pay Commission had to take into consideration the factor amongst others Article 43 of the Constitution which directs the State that-

“The State shall endeavour to secure to all workers, work, a living wage and a condition of work ensuring a decent standard of living life and full enjoyment of leisure and Social and Cultural opportunities.”

The Commission examined various contentions raised before them viz. equal pay

for equal work, parity between emoluments paid to the State Govt. employees & Central Govt. employees etc. and finally took the view that as far as possible standardization with the Centre not only in terms of pay scale but also in terms of structure of emoluments along with relativities should be attempted. The Commission decided to adopt, as the base of the pay scales, the price level corresponding to Index No.200 of All India Consumer Price Index, Industrial working Class, base 1960 = 100.

The Second Pay Commission dealt in detail the concept and calculation of need-based minimum, recognition of the changing character of the need-based minimum particularly, (a) movement from the minimum through fair to living wage & (b) the movement of the need-based minimum itself. The conclusions of the Commission became the hall mark for all future Pay Commissions.

By determination of the pay & pay structure corresponding to the current price level the pay & pay structure of the State Govt. employees for the first time in the history of Pay Commission got a weightage over the pay and pay structure of the Central Govt. employees. This edge has been followed since then.

As a part of the recommendations of the Second Pay Commission a promotion policy statement was also formulated by the State Government covering functional and non- functional scope of promotion which opened a new horizon in the prospects of State Govt. employees. The concern of the 1961 Pay Committee was translated into reality.

- 2.6 The Third Pay Commission (1987) took upon itself to effect a reappraisal of the principles enunciated earlier. They observed that (I) the determination of the pay structure is to be judgmental, (II) pay should be sufficient and satisfactory, (III) salary structure should be coherent and (IV) emoluments will not erode by increase in the cost of living. The pay and structure of pay was determined corresponding to the price level 608. Index point AICPI (IW, 1960= 100).
- 2.7 The Fourth Pay Commission (1995-1997) discussed amongst others the characteristics of sound pay structure, adequacy of equal pay for equal work, intrinsic value of job assigned to each cadre, assessment of cadre etc. They also dealt the efficacy of fair comparison. The pay and structure of pay was based taking into account of the price level AI CPI index 1510 (IW, 1960= 100). For the first time 40% of the last pay as a part of compensation was introduced.

2.8 The Fifth Pay Commission dealt the issue of determination of minimum pay. The Commission observed that “Determination of minimum pay of the lowest category of Govt. employees at entry is the foremost task of a Pay Commission, as the entire pay structure which is to cover all employees working in different levels is built up on the foundation of minimum pay.” The Commission examined the logic of the demand of Joint Consultative Machinery (Staff Side) pertaining to need based minimum wage. The Commission found its own logic and formulated the pay & structure of pay slightly higher than the Central Govt. employees at the lower and intermediate level.

2.9 In fine we may state that the successive State Pay Commissions had to work within the framework of the recommendations of Central Pay Commission and its acceptance and implementation. It could not resolve the many points logically that it raised.

It would also reveal that the successive State Pay Commissions had to adopt more pro-employee and democratic approach in the given circumstances due to ascendancy of a Government having a working class attitude.

2.10 In the formulation of pay structure, determination of minimum pay is most vital. It cannot be determined on any single principle but has to be based upon on a combination of all the enunciated principles or those principles are to be factored into the process of quantification. On the foundation of the minimum pay, higher pay structure is to be constructed keeping respective relativities of the post and grade in mind. We enumerate the factors hereunder to be taken into account -

(1) The need-based minimum wage concept to compute pay at the minimum level,

(2) Pending evaluation of job by an expert body maintain the existing vertical and horizontal relativities,

(3) Maintain a pre-determined ratio between the minimum and maximum 1:7 (Group- D to Special Secretary).

2.11. The Joint Consultative Machinery (Staff Side) made an extensive study and computed the minimum wage as Rs.26,000 / - strictly adhering to the norms prescribed by the 15th Indian Labour Conforce (I.L.C) Though the 3-Units norm for the family prescribed by Dr. Aykroyd is far below the present requirement.

The family consists of not only husband & wife and two children but invariably includes the parents of the head of the family. It is assessed that if they factor two more units for the family concept, the minimum wage so worked out will increase by two-third.

In the last meeting of the Empower Committee of Secretaries under the chairmanship of Cabinet Secretary, the representatives of the J.C.M. (Staff Side) raised the point of upward revision of minimum wage as suggested by the 7th CPC .

We do not agree with the contentions of 7th C.P.C. which has distortedly estimated the minimum pay as Rs.18000/- on the basis of the norms laid down by 15th I.L.C. (1957).

Wonderfully the 7th C.P.C. in their calculation used the rate of prices of the ingredients far below than the standard price of the components (food, clothing, detergents products). As a result, the cost of housing (7.5%), Miscellaneous (20% charges towards fuel, electricity, water charges etc.) has gone down. Not only the Additional expenditure at the rate of 25% (education, marriage, recreation, festivals) towards social obligations as decided by the Supreme Court in 1991 has been moderated to 15%. The 7th C.P.C. while arriving at the minimum Salary of Rs.18000/- attributed the same to the Group-C employees which is actually meant for Group-D employees. Assuming the said minimum wage as Rs.26000/- as impeccably calculated by the JCM (Staff side) which is 3.71 times of present basic pay (pay in pay Band Rs.5200/- + Grade Pay Rs.1800/- = Rs.7000/-; $\text{Rs.26000} \div \text{Rs.7000} = 3.71$) of lowest functionary of Central Government, We, therefore, suggest the minimum wage of lowest functionary of Govt. of West Bengal as Rs. 24500 /- which is 3.71 times of present basic pay of a Group-D employee ($\text{Rs. 4900} + \text{Rs. 1700} = \text{Rs.6600}$; $\text{Rs.6600} \times 3.71 = \text{Rs.24486}$, rounded off to 100 = Rs. 24500/-).

- 2.12. In the terms of reference, the Commission is asked to take into consideration the recommendations of the 7th C.P.C. and the Government of India's decision thereon while constructing pay structure and determining service conditions and other benefits. Keeping in view all the relevant factors, we are pragmatic to agree pay parity with Central Govt. employees retaining the full weightage which the State Govt. employees enjoy over their counterparts in the Central Government.

On the question of ratio between minimum and maximum pay, we are of the views of reducing the gap. The recommendations of the successive Pay Commissions had changed the scenario of the ratio over the years.

1939	1: 192	Pay Ratio, Bengal Govt. Employees
1951	1:44	WBS (ROPA) Rules
1961	1:33	WBS (ROPA) Rules
1970	1:13	1st Pay Commission
1981	1:12.5	2nd Pay Commission
1990	1:9.25	3rd Pay Commission
1998	1:8.61	3rd Pay Commission
2009	1:7.81	4th Pay Commission

In view of the existing position we demand ratio amongst employees covered by the State Pay Commission shall further be reduced to 1:7.

CHAPTER - III

Construction of Pay Scale

- 3.1. In the preceding chapters, we have elaborately dealt with the various principles of pay determination as were enunciated by the successive Pay Committees/ Commissions. The 5th. S.P.C. introduced the new concept of Pay Band and Grade Pay with the notion that it would do away the existing pay anomalies and future anomalies to a large extent and could avoid stagnation at the end of Pay Scale. It yields different results.
- 3.2. The manner in which the Grade Pay was devised is not beyond question. At the lower level Grade Pay progresses @ 100/- i.e. 1700, 1800, 1900,2100 etc. The Pay in Pay Band + Grade Pay at the entry level is 4900+ 1700 = 6600. An employee is entitled to 3% increment every year. He gets a financial benefit of Rs.200/- every year on account of an increment, whereas on promotion the Grade Pay get increased by Rs.100/- only. The Grade Pay was devised at 40% of the maximum of the pre-revised time Scale of Pay. The ratio between the minimum and the maximum of all Pay Scales was not uniform. Normally the fitment benefits represent the gap between the pre-revised minimum and the revised minimum. Having been expressed in absolute quantum amount it gave varied benefit in different Pay Bands as also at different Stages in the same Pay Band.

- 3.3. Though the Grade Pay System brought about varied benefit, we have constructed the Pay Scales maintaining the relativities with the time Scale of Pay as suggested by J.C.M. (Staff Side). While constructing the Pay Scales, we have taken the rate of increment at 5% instead of 3% presently available on the ground that most of the PSUs including the Banking Industries provide the incremental rate of 5% and over a period of time it raises the Salary level of the personnel.

We, therefore, request that the 6th S.P.C.may recommend the rate of annual increment at 5%.

We have also felt that a further reduction in the number of Pay Scales is needed. The Associations & Unions affiliated to us representing the employees & officers of various categories and various Departments will submit their Memorandum indicating the Pay Scales to be assigned to the categories of employees & officers, they represent taking into account the nature of functions assigned to those categories separately.

- 3.4. Like the recommendations of 7th C.P.C., we have constructed open-ended Pay Scales. This is to ensure that no employee is stagnated without increment. As we have Group- D functionary at the lowest rank in Pay Band-I, we suggest the multiplication factor 3.71 (Rs.26000 ÷ 7000 = 3.71). In constructing the other Pay Scales in Pay Band 2,3 & 4 up to Scale No.14, to which we represent, we have maintained the relativities with time Scale of Pay.

- 3.5. Thus our propositions of open-ended Pay Scale stand as hereunder- Proposed Revised Pay Scale

Sl. No.	Pre-revised Scale No.	Present Pay Band under ROPA 2009	Pay Band No.	Grade Pay	Proposed minimum of the Pay Scale
1	Scale - 1	Rs.4900-16200 /-	P.B. - 1	1700/-	24500/-
2	Scale - 2	Rs. 4900-16200 / -	P.B. - 1	1800/-	25300/ -
3	Scale - 3	Rs.5400-25200 /-	P.B. - 2	1900/-	28500/-
4	Scale - 4	Rs.5400-25200 /-	P.B. - 2	2100/-	30000/ -
5	Scale - 5	Rs.5400-25200 /-	P.B. - 2	2300/-	31800/-
6	Scale - 6	Rs.5400-25200 /-	P.B. - 2	2600/-	34500/-
7	Scale - 7	Rs.5400-25200 /-	P.B. - 2	2900/-	38900/-

8	Scale - 8	Rs.7100-37600/-	P.B. - 3	3200/ -	41700/-
9	Scale - 9	Rs. 7100-37600 /-	P.B. - 3	3600/ -	44700/-
10	Scale - 10	Rs.7100-37600/-	P.B. - 3	3900/-	49700/ -
11	Scale - 11	Rs. 7100-37600 /-	P.B. - 3	4100/-	52800/-
12	Scale - 12	Rs. 9000-40500 /-	P.B. - 4	4400/-	55500/-
13	Scale - 13	Rs. 9000-40500 / -	P.B. - 4	4600/-	57500/ -
14	Scale - 14	Rs.9000-40500/ -	P.B. - 4	4700/-	61800/-

Fitment of Cadres/Posts/Categories in the proposed Scale of Pay.

- 3.6. We would urge upon the Pay Commission to generally recommend Scales of Pay corresponding to the present one for the existing Category / Post/ Cadre, to avoid administrative inconveniences & litigations amongst the employees.

CHAPTER- IV

Fixation of Pay in the Revised Scales of Pay and Allied Matters

4.1. Fixation of Pay:

We propose that the fixation of pay in the proposed level pay should be done in the same manner as prescribed by the 7th C.P.C. for Central Govt. employees. The starting point now proposed is 3.71 times of what was prevailing on 01.01.2006. This fitment factor of 3.71 is being proposed to be applied uniformly for employees then be rounded off to next multiple of 100.

4.2. Fixation Benefit on Promotion in Revised Pay Bands:

We suggest that the financial benefit on promotion must not be an insignificant amount. In the case of employees the promotions are made very many years after the stipulated residency period in the feeder cadre due to the non-availability of vacancy of higher grades. In the Regional level or State level Cadre the promotions are accompanied by transfer from one place to another. The financial benefit he received on account of promotion often gets washed away in finding new accommodation, shifting, school admission of children etc. We therefore suggest that the benefit on promotion should be two increments in the feeder cadre and then fitting in the higher level of promotion level grade of pay.

4.3 Date of Effect:

Since the onset of neo-liberal economic regime, Indian economy experienced a

heavy thrust of inflation. The prices of essential commodities, food, milk products, other consumer durables, medicines registered enormous increases. Govt. of India as well as the Govt. of West Bengal failed to curb the spiraling rises in prices. This hurt the fixed Salary earners and devastated the middle class employees, who were/are to maintain a certain standard of living and status in the Society. We like to quote observation of the 3rd & 4th C.P.C. in this regard to bring home the necessity of periodical wage revision.

“A dispirited public servant can never be expected to function satisfactorily and rise to the occasion, when a crisis occurred. It should not be forgotten, as pointedly referred to again by the Priestley Commission, that the process of deterioration arising from a sense of grievance on the part of the Staff may be slow one, particularly in a service with high traditions. By the time tendency manifests itself, irreparable damage may have been done.”

The Pay Structure has therefore to be satisfactory all through and has to be formulated on a consideration of all the relevant factors. We therefore request the Pay Commission to make the following recommendations to the Government to implement their recommendations with effect from 01.01.2014 to compensate the real value of erosion on cent percent neutralization of Dearness Allowances.

4.4 Incremental Benefits:

We request the Sixth Pay Commission to recommend the rate of annual increment at 5% as most of the PSU s including the banking Sector provides the incremental growth rate at 5% over a period of time. At the same time we strongly oppose the suggestion of the 7th C.P.C. to introduce variable percentage of increment on the basis of performance.

4.5 Annual Increment :

Introduction of uniform date of increment as prescribed by the 5th C.P.C. has encountered certain problems and anomalies. We, therefore, suggest that the 6th S.P.C. may recommend for administrative expediency, two specific dates of increments viz. 1st January and 1st July. Those recruited/appointed/promoted during the period between 1st January and 30th June will have their increment date on 1st January and those recruited/appointed/promoted between 1st July and 31st December will have it on 1st July next year. This apart we request the Commission to specifically recommend that those who retire on 30th June or 31st December are granted one increment on the last dates of their service.

4.6 Stagnation Increment:

The Central Government earlier accepted the recommendations of the 6th C.P.C. and allowed an employee stagnating at the maximum of any Pay Band for more than one year shall be placed in the next immediate higher Pay Band without change the Grade with the benefit of one increment at the time of such placement.

We like to request the Commission to accommodate the same provision straightway in their recommendations.

CHAPTER-V

Anomalies in Scale of Pay

- 5.1. The respective Association/Union affiliated to/associated with the State Co-ordination Committee will submit before the Commission the specific cases of anomalies, they have experienced. But being the Federative Body we would like to draw the attention of the Commission to certain guidelines on this count for their consideration.
- 5.2. With a view to removing anomaly, proposal for upward revision in any particular case may be responded in the affirmative in a very exceptional and well-justified cases.
- 5.3. In the given framework of the Scales of Pay, we are suggesting higher Scale of Pay for the promotional post where feeder post and promotional post carry the same Scale of Pay. In that cases, we would request the Commission to prescribe higher initial/ special pay / extra remuneration for the promotional post. It is worth mentioning here that the recommendations in these cases shall be uniform.
- 5.4. In some Cadres/Posts having different nature of duty require some kind of professional training of different nature. The concerned Association/Union will identify their cases and place it before the Commission. We like to suggest awarding a higher initial at an appropriate higher stage and two incremental benefits for the existing employees with no change in the scale of pay.
- 5.5. In cases of anomalies accrued due to the orders of the Hon'ble High Court in some posts/Cadres, we would urge upon the Commission to look into such

anomalies in depth in order to arrive at a corrected position. Let no Pay Scale be recommended by the Commission only on the ground of Hon'ble Court's Order. Other prevailing factors may be taken into consideration with due weightage while suggesting the Scales of Pay in the instant case.

CHAPTER-VI

Higher initial and Special Pay

- 6.1 Provision of Higher Initial Start in respect of the Scales of Pay of some Cadres/ Posts/is mainly to demarcate the said cadres / post as higher than the others borne in those Scales of Pay without any higher initial start. Such provision has been set in mainly, inter alia, for two reasons. One for both the feeder post and promotional post are borne in the same Scale of pay and other for compulsion to maintain historical coherence. We are of opinion that there should not be any higher initial as that would jeopardize the main object of reduction of total No. of Scales of Pay. The Commission may study the matter in detail and evolve appropriate solution of the problem.
- 6.1.1 We do not think the problem can be resolved at one stroke. In order to overcome the problem, we would like to suggest specifically in the light of the recommendation of the previous Pay Commission, that the revised higher initial in the corresponding new level of Pay may be specified by multiplying the existing initial in the unrevised Scale of Pay by a factor of 3.71 to be rounded off to next multiple of 100.
- 6.2. **Special Pay:**
Earlier Successive Pay Commission recommended abolition of Special Pay in principle. But even after that the Government could not stick to their decision. We are generally not in favour of granting any Special Pay. However, it may be considered necessary in some cases for some reasonable administrative ground.
- 6.2.1 In the given circumstances, our suggestions is to retain Special Pay where separate or higher scale is not justified or cannot be granted to maintain relative hierarchy. The existing rate should be multiplied by a factor of 3.71 under the distinct condition that the existing Special Pay should not be reckoned for fixation of pay in the revised Scale.

Grant of Interim Relief

- 6.3 In our memorandum submitted to the Pay Commission we have demanded 25% of the basic pay (pay in the Pay Band + Grade Pay) subject to a minimum of Rs. 2000/- as Interim Relief for the serving employees to provide immediate relief from the erosion in the value of wages. This shall be granted with effect from 01.09.2015, when the Govt. announced the setting up of the 6th SPC.

CHAPTER - VII

Promotion Policy

7.1. **Functional Promotion:**

Functional and non-functional are the two type of promotional scope in the State Administration. Now, regarding the functional promotion, We should prefer not to submit anything in details as the respective Association and Unions affiliated to us will place their demand with reasonable justification particularly with an eye to enhance administrative efficiency.

7.2. **Non-functional Promotion:**

In fact, enhancement of the scope of non-functional promotion is an achievement of the prolonged struggle of the employees under the leadership of State Co-ordination Committee and the pro-employee attitude of the Left-Front Government resulting the implementation of the promotion policy statement. Prior to introduction of the facility, maximum No. of employees had to rot in the same Scale of Pay since their initial appointment to the Post. In addition to the scope of Non-functional grade promotion there is another type of advancement benefit known as Career Advancement Scheme (CAS, 1990) which has been further developed and now known as Modified Career Advancement Scheme (MCAS, 2001). This facility appears to be better than the facility now being enjoyed by the Central Govt. employees.

- 7.2.1 The Third Pay Commission evolved the Career Advancement Scheme for financial upgradation with a residency period of 10 years and 20 years of service, considering the scanty scope of promotion of the State Govt. employees. The 4th S.P.C. modified the said Scheme and extended the Career Advancement Scheme for the third upgradation i.e. 8, 16 and 25 years' benefits. Taking cue from the system of 4 time bound promotion available to Group-A officers, we

propose that there should be 4(four) financial upgradation in service career of an employee, on completion of 8, 7, 6, 5 years' of service (i.e. first after 8 years of Induction, Second after completion of 15 years' of service, Third after completion of 21 years' of service and Fourth after completion of. 26 years' of service).

- 7.2.2 We also intend to draw the attention of the Commission on some lacuna of the existing system of non-functional promotional grade benefits where the ratio of 5:4: 1 exists and in some cases the ratio is 6 : 3 : 1. The Commission should look into this disparity.
- 7.2.3 There appears to have some disparities as to fixation of pay when both the facilities of non-functional grade promotion and CAS/MCAS are made available to the employees. It is expected that the commission would suggest corrective measures to remove the disparities ensuring full promotional fixation benefit in the same scale of pay.
- 7.2.4 In fine, it is our submission to the commission to recommend a procedure through which present disparities and discrimination are removed and employees could enjoy the full promotional fixation benefit consistent to the spirit of non-functional promotional benefits.

CHAPTER-VIII

Dearness Allowance

- 8.1 Having no formula for its own for payment of Dearness Allowance (DA) all the State Govt. follow the Central Govt's pattern and the rate for paying Dearness Allowances to their employees.
- 8.2 Since the installation of the Left Front Govt. in our State, employees are getting DA at Central rate. The 5th State Pay Commission, in no uncertain terms, also recommended that the State should follow the pattern of Sanctioning two installments of Dearness Allowances each year. Regarding delays, the commission viewed that there could not be no difference of opinion regarding the need to avoid the delays. The commission arrived this conclusion taking into account of the prevailing economic condition of the country, the pattern of Allocation of Revenues to the States, resources of the State Govt. and demands thereon on account of the commitment of the State Govt to various developmental activities.

But the role of the present State Govt. in payment of Dearness Allowances (DA) to the State Govt. employees is very much retrograde and disappointing. Due to non-payment of DA as a compensation for the real erosion of wage as defined by the Apex Court, the State Govt. employees suffered enormous loss and maintenance of decent standard of living gets jeopardized.

- 8.3 The neutralisation envisaged under the present computation of dearness compensation is supposed to be cent per cent, but in reality it is not the case. Actual Consumer Price Index is much higher than the level at which DA is calculated on the basis of 12 monthly average. The average is always lower than the actual cost of living.
- 8.4 The Calculation of Consumer Price Index, its basis, the basket of goods on which it is based are questionable and has become a matter of dispute. Since the Pay Commission is not the forum at which these issues could be taken, we do not propose to go into details of these aspects.
- 8.5 With all our criticism and reservations we are in favour of following the Central Govt. pattern and rate of Dearness Allowances introduced for the employees of the Central Govt.

CHAPTER-IX

Other Allowances

House Rent Allowance

- 9.1 We have been enjoying for a long period an uniform rate of 15% House Rent Allowance throughout the State subject to a ceiling. Therefore any variation of rate alike the Govt. of India would cause dissatisfaction among the employees as well as a sense of discrimination. In view of this, we are not in favour of introducing different rates of HRA. Rather, we suggest for a uniform rate. We are fully aware of the acute problem caused due to lack of adequate Govt. Housing and by the inadequacy of the existing rate of Allowances. On an actual assessment of the prevailing levels of rent in different cities & town in W.B, the assessed rent would be higher. However, considering all the relevant factors & related aspects of issue, we urge upon the 6th SPC to recommend the increase of present rate of 15% HRA to 20% to uniformly subject to a maximum of Rs. 18000/- per month.

- 9.1.1 Other conditions for drawal of HRA should remain unchanged.
- 9.1.2 The amount of HRA to be drawn by an employee with his/her spouse should not exceed the maximum amount of Rs. 18000/-.

Recovery of House Rent from the Occupants in Rental Housing

- 9.1.3 At present, there are two systems of realising House Rent viz. (a) Standard Rent and (b) Assessed Rent. In the prevailing system, some allottees enjoy House Rent Allowance equal to the fixed assessed rent paid by them. On the other hand some allottees do not enjoy any house rent allowance and in addition they have to pay rent on percentage basis determined on the pay drawn by him in pre '90 pay scale. The 3rd Pay Commission discussed the issue elaborately and recommended a specific pattern of licence fee to be realised from the occupants. Hence, we do not like to discuss the matter de novo. We would rather suggest that the Commission recommend in the same line with necessary modification in the recoverable amount in keeping with the present AICPI (IW).
- 9.1.4 So far as the drawal of HRA by the spouse while residing in same accommodation provided by the Government, the present system should continue.

Regulation of HRA for the Occupants of Government Quarters / Barracks

- 9.1.5 The Government employees living in habitable family Quarters / Barracks with their family should pay a certain amount of money alike the occupants of flats under RHS and will not be entitled to any HRA.
- 9.1.6 Seat rent on pro-rata basis be realised from the employees living in a shared accommodation in Barracks / Mess and they may be allowed to draw HRA.
- 9.1.7 No seat rent should be realised from the employees who are compelled to live in Barracks or similar other accommodations alone.

Medical Allowance and Benefits

- 9.2 At present the State Government employees and pensioners are getting Rs. 300.00 p.m. as Medical allowance/Relief. Further, the employees are also entitled to the re-imbursement of the cost of listed medicines to the extent of Rs.2500/- on each occasion as an indoor patient in any Government Hospital. There is also a provision for free treatment of the employees / pensioners and their dependents in Government Hospitals. In cases of costly treatment full re-

imbursement is not available. The Govt. meanwhile has decided that they are not in favour of sanctioning re-imbursement of medical expenses as a special case in relaxation of the W.B. Services (Medical Benefits for the State Govt. Pensioners) Rules, 1998 as amended with effect from 01.11.2009. Thus free medical treatment in Government Hospitals is not full proof.

- 9.2.1 Previously Government introduced a new scheme viz. West Bengal Health Scheme, 2008 which has been operative w.e.f 01.06.2009. In the new scheme, the employees / pensioners and their dependents will be entitled to get full reimbursement of the cost of the treatment in any Government Hospital and some listed private hospitals to be specified by the Government. The Govt. has also come out with a list of Diagnostic/Investigation Centres. The scheme has however been kept optional. Those who will opt for the new scheme, have to surrender their monthly medical allowance . Otherwise they will get medical facilities as usual. Meanwhile the Govt. has introduced another scheme namely W. B. Health for All Employees and Pensioners Cashless Medical Treatment Scheme, 2014. The scheme is to provide cashless medical attendance & treatment benefit upto Rs. 1.00 lakh. This scheme is in continuation of the existing scheme W.B.H.S 2008. The cashless scheme is made mandatory to all employees & pensioners. Though the Govt. formally published & made uptodate the list of Cashless providing HCO, but the listed HCOs are not providing the required cashless medical attendance & treatment benefit. This creates tremendous discontent among the employees & pensioners. Besides, the list of diseases provided for OPD treatment in a Hospital/HCO is not adequate. The most common problems like Maternity, Orthopaedic, Dental, Ophthalmology were not covered in the list of OPD treatment.

- 9.2.2 In view of the present predicaments we suggest that the commission should explore the modalities for ensuring cashless benefits to the extent of Rs. 1.00 lakh to the beneficiaries. We also suggest that more cases may be included in the OPD list. We also propose that the existing rate of Medical Allowance/Relief, should be Rs. 1,000/- p.m for those who may not like to swichover to the new scheme as it cannot be made mandatory.

Travelling and Daily allowance

- 9.3 Travelling and daily allowance for State Government employees also generally are admissible at par with rate and pattern of the Central Government. But, while in Central Government, entitlement of daily allowance is based on the

different classification of localities; in our State there are only two categories. A higher rate for Kolkata and Darjeeling Districts (except Siliguri Sub-Division) and a lower rate for the other areas termed as ordinary localities.

9.3.1 We, therefore suggest necessary revision of the benefit, similar to that of Central Government employees keeping the existing classification of localities unchanged.

Hill Compensatory Allowance

9.4 Hill allowance is presently allowed @ 15% of the Basic Pay with upper limit of Rs. 1500.00 p.m. In view of enhancement of Basic Pay due to revision of pay and proposal for counting proposed level pay for the purpose of granting allowances where applicable, it is suggested to revise the allowance @ 15% of level pay, upto a maximum of Rs. 5000/-.

9.4.1 We would also like that the Commission will consider our submission to include the employees under the purview of the Hill Allowance who are posted in other areas of similar or higher altitude like three sub-divisions of the Darjeeling District.

Winter Allowance

9.5 As we view that all allowances those are not paid on percentage basis should be 3.7 times higher & present rate of Winter Allowance should be Rs. 9000.00 per annum in place of existing Rs.2500.00 with a reasonable maximum limit of entitlement. Extension of the coverage should also be considered as proposed by us in case of Hill Allowance.

Overtime Allowance, Extra Duty Allowance, Tiffin Allowance etc.

9.6 Overtime Allowance for the employees under the purview of the Factories Act, 1948, Motor Vehicles Workers Act, 1961 or like others if any, should be continued as usual.

9.6.1 Apart from those, some other cadres or employees like operational staff of West Bengal Fire and Emergency Service, employees of Alipur Jail Press, Darwans, Night Guards, Orderlies, Office Peons etc. also get extra allowances in the form of Extra Duty Allowance, Overtime Allowance, Tiffin Allowance, etc. for performing shift duties or staying extra time beyond normal office hours or working time with some conditionalities.

9.6.2 In principle we are in favour of continuance of such allowances with necessary modifications of rates thereof. We are not dealing the same in details.

Concerned Associations and Unions will identify their cases with their views and suggestions. We hope that the commission will give due consideration to those submissions.

Fixed TA / Conveyance / Cycle Allowance

- 9.7 The above allowances are paid to an employee who requires to travel extensively for their official duties at least 200 K.M. on an average per month within a radius of 8 kms. from his headquarter. But there is no uniformity in rate or quantum and as well as coverage of the employees similarly circumstanced. Both Third and Fourth Pay Commissions pointed out the anomalies in the matter. As all the aforesaid allowances are more or less of same nature and purpose, we suggest that all these three categories should be termed with a common nomenclature and all the employees of different Departments should be brought under the purview of the benefit and be remunerated at uniform rate leaving no scope of disparity.

Conveyance Allowance for Handicapped Employees

- 9.7.1 The Conveyance allowance admissible to visually and orthopaedically handicapped employees may be fixed at par with the Central Govt. Employees.

Deputation Allowance

- 9.8 Deputation allowance is usually paid at par with rate and pattern of the Central Government. Prevailing percentage rates of the allowance has been kept unchanged by the 6th CPC. We also do not suggest any change in rates. 5th CPC's recommendation for withdrawal of upper ceiling was not accepted by the Central Government. We however are not in favour of removal of the upper limit.

Sundarban Allowance

- 9.9 In respect of Sundarban allowance, in conformity with our earlier submissions to earlier Pay Commissions, we still hold that the Sundarban Allowance should be discontinued forthwith. In its place really inaccessible area, if any, should be identified and all the employees, may be paid Difficult Area Allowance without any discrimination.

Risk and Hazard Allowance

- 9.10 There also remains discrimination in respect of Risk and Hazard Allowance either in rate or recipients. Respective Associations may submit their

specific proposal in the matter. We, however, are in favour of introduction of suitable insurance scheme for all such employees.

Rural Allowance

- 9.11 Before the 3rd as well as 4th Pay Commission we pleaded for abolition of discriminatory rural allowance only for a sectional employees particularly when city employees do not enjoy any extra benefit. We again strongly reiterate our earlier views for abolition of the allowance providing protection to the existing beneficiaries as personal to them till they are promoted or transferred to other area.

Education Allowance

- 9.12 The State Government has abolished tuition fees for and upto class XII. Text Books are also being supplied free of cost upto a certain level. But the State employees working outside the state viz. Delhi, Massanjore etc. where the education has not been free, are to pay tuition fees for their wards. Such employees should have the benefit at reasonable rates.
- 9.12.1 Some employees are posted in extremely secluded and inaccessible areas without having suitable educational facility. Under the circumstances they have to admit their wards elsewhere and with expensive Hostel facility. The Government should meet at least a part of such expenses. We request the commission to suggest reasonable amount in this regard in the form of reimbursement.

Cash Allowance

- 9.13 There are different positions in respect of paying cash allowance to the employees who are to handle cash in course of their normal duties or otherwise. Demand for rationalization of the system in order to remove disparities and to establish logical norms in the matter is long pending. The 3rd and 4th State Pay Commission recommended for removal of inequality in the matter, though their suggestions were not common in all respect. The Government, however, as appears, not exercised on this issue and as a result disparities still persist and discontents among the concerned employees are continuing.
- There are mainly three types of differentiations. These are :-
- a) In some offices Cashiers are remunerated in the form of Cash Allowance or Special pay, but rates are not uniform and at the same time all such employees are not getting the benefit;
 - b) In some offices where there is no sanctioned post of Cashier, some other

- employees other than designation of Cashier have to perform the duties and responsibilities of cash transaction, usually without any additional remuneration;
- c) In some offices there are posts having joint nomenclature including Cashier-cum-Clerk, Cashier-cum-Storekeeper etc, such employees either do not get at all any additional remuneration or there is no uniformity in the matter.
- 9.13.1 In the matter, our main demands are (1) for introduction of Cash allowance for all such employees following Central pattern, (2) to create separate post of Cashier where it justifies and (3) where such justification is absent, there should be a uniform policy of paying suitable extra remuneration.

Other Allowances

- 9.14 There are some other allowances not mentioned in our Memorandum. viz. Washing Allowance, Ration Allowance, Uniform Allowance, ESI Allowance, Special / Daily allowance for Drivers etc. Instead of dealing with each of those allowances separately we like to place our common views that generally rate/ quantum of all such allowances should be increased by the proposed matrix i.e 3.7 times higher. As per recommendations of the 7th CPC. Different Associations and Unions affiliated to us will mention those issues concerning them. We expect that the Commission will give proper attention to their submissions and make suitable recommendation removing all sorts of anomalies, disparities, if any, raised by them.

Change of rate of allowances

- 9.15 The Government of India's decision to increase rates of those allowances by 25% every time the Dearness Allowance Payable on revised Pay Scales goes-up by 50% may also be implemented in case of State employees.

CHAPTER X

Other Benefits

Earned Leave

- 10.1 We do suggest change of the existing pattern to the extent that the accumulated earned leave be raised to 450 (+15) days from the existing 300 (+15) days.

Maternity Leave

- 10.2 We do not suggest any change of the existing system.
- 10.2.1 Limit of any kind of leave, due and admissible, in continuation to maternity leave may also be raised to two years from one year on the same analogy.

Leave Travel Concession

- 10.3 Leave Travel Concession is a well-established incentive to the employees. Keeping parity with the central employees the 2nd State Pay Commission recommended for granting LTC once in a block of every 4 years. 3rd State Pay Commission recommended for granting the same only once in entire service life after completion of 10 years' service. Thereafter State employees were allowed the same once in service life, during the period of last 2 years of their service. 4th Pay Commission in their recommendation extended the benefit to the extent from once to twice in service life, first after 10 years and the other after 20 years. But that also has not been implemented. Off late the State Government has introduced some new modalities like Home Travel Concession in five years and one LTC once in ten years. We suggest for facilities like that of the Central Govt. employees retaining our edge in this regard.

Leave Encashment

- 10.5 Presently State Government employees are enjoying the facility at par with their counterparts in Central Government i.e. encashment of maximum 300 days earned leave at the time of retirement.
- 10.5.1 It is suggested that the accumulated earned leave can be raised reasonably to 450. The Govt. employees may be permitted to encash part of such accumulated leave say 50% to meet certain financial exigencies if he has put in 20 years of service or more.

Group Insurance

- 10.6 Present rate of subscription and insurance coverage may suitably be enhanced in conformity with the pay revision. Employees, however, should have the liberty to remain in the existing slab, in case they feel hardship due to enhancement of the rate of the subscription.

General Provident Fund

- 10.7 Like New contributory Pension Scheme introduced by the Central Government, we strongly oppose the recommendation of the 6th CPC towards making GPF optional from present form of compulsory.

Chapter-XI

Advances

House Building Advance

- 11.1 Due to financial constraint the State Government has already discontinued payment of this advance from its own fund. The Government through negotiations and agreements has now tied it up with some specified Nationalized Banks. While, in the new system, employees have been benefited in much respect, on the other hand they are to bear higher rate of Bank's interest than what was charged by the Government in old system.

We, therefore, suggest that the Government should reduce the rate of interest to not more than 5%.

- 11.1.1 The existing maximum limit of House Building Advance, for Additions and Alterations / Renovations and for Repairs should suitably be revised as per Central Government.

Gratuity Advance

- 11.2 This advance is available for meeting the expenses in connection with the marriage of the employee himself / herself, daughter and dependent sister and in connection with the medical treatment of the employee and his/her family members. Popularly this advance is known as Gratuity Advance. Presently it is available with maximum limit of Rs. 7500.00 only to employees drawing pay up to Rs.8000.00 only. Both the quantum and admissibility criteria is very inadequate to serve the purpose for which it has been introduced.

We, therefore suggest suitable upward revision of both counts.

Motor Cycles / Scooters / Moped / 4-wheeler Advances

- 11.3 The existing amount of such advances and the eligibility limit should be raised to pay due regard to its purpose.

CHAPTER-XII

Pension and Other Benefits

- 12.1 The Principles that should govern the structure of pension & other benefits have to be evolved taking into account the relevant constitutional provisions as well as judicial pronouncements by the Supreme Court of India in this regard.

- 12.1.2 The Article 366(17) of the constitution of the country defines pension as "Pension means a pension whether contributory or not any kind whatsoever payable to or

in respect of any person and includes retired pay so payable; a gratuity so payable and any sum or sums so payable by way of the return, with or without interest thereon or any other addition thereto, of subscription to a Provident Fund.” From this it is to be inferred that gratuity as well as commutation are also part of the pension as a whole. These are also to be treated as pensionary benefits.

- 12.1.3 The IV CPC went into the conceptual question of pension in detail. Some of their observations reproduced which are relevant in understanding the purport. “Para 2.13 Part-II : The concept of “Pension” however old in its origin had the latent and real desire to provide for an eventuality – known and unknown. The known eventuality was old age and probable reduction in earning power, while the unknown eventuality was disability by disease or accident. Its real purpose was security. ... The problem in such cases, has been tackled as a social obligation, including insurance for citizen generally.”

“Para 2.17 ... The concept of pension therefore carries within it the germ of certainty, periodicity and “adequacy” ... Ours is a Socialist State and the fundamental aim of Social Security is to give individuals and families the confidence that their level of living and quality of life, will not, in so far as, be greatly eroded by any social or economic eventuality, including the age of superannuation or oncoming disability.”

- 12.1.4 The Supreme Court in their landmark judgement (which has been approvingly quoted by the 5th CPC in D.S. Nakara & Others Vs Union of India (AIR, 1983 SC 130) held that pension is neither a bounty nor a matter of grace depending upon the sweet will of the employer. It is not an ex-gratia payment but payment for past services rendered. The 5th CPC in their observation has stated that the pension is the statutory, inalienable, legally enforceable right of employees which has been earned by the sweat of their brow.

As such the pension should be fixed, revised, modified and changed in ways not entirely dissimilar to the salaries granted to the serving employees.

- 12.1.5 While examining the goals that a pension scheme should seek to sub serve, the Apex Court held that “a pension scheme consistent with available resources must provide that the pensioner would be able to live :

- I) free from want, with decency, independence and self respect and
- II) at a standard equivalent at the pre-retirement level”

The court observed that we owe it to the pensioners that they live, not merely exist.

- 12.1.6 From the above observations it is clear that pension is payable by the employer i.e by the State Govt. to its retired employees which is their statutory and legally enforceable right from which they cannot be deprived, and the amount of pension must be enough to enable a pensioner to live free from want with decency, independence and self respect and a standard equivalent at the pre-retirement level.
- 12.1.7 Keeping in view of the above observations, principles and judicial pronouncements we submit our suggestions below :
- 12.2. The Central Govt has introduced the New Pension Scheme for its employees who have entered on a before 01.01.2004 which has been renamed now as PFRDA Act. This is an illegal Act in as much as the Supreme Court of India had held that pension is an inalienable, enforceable fundamental right. This has discriminated between the old and new employees. This is illegal and ultravires of Article 14 of the constitution. It should therefore be scrapped. We have all along opposed to this draconian act. The State Govt. used to continue with the statutory pension.
- 12.3 As the State Govt. employees have been enjoying parity of pension and other retiring benefits with the Central Govt. in general, we like to make our submissions only in respect those issues where we want commision to consider improvements in the existing provisions. While one of our affiliate organisation viz. Paschimbanga Rajjya Sarkari Pensioners Samity will deal in the matters in details. We only submit our suggestions on some major points :

Superannuating or Retiring Pension

- 12.4 Presently, a minimum of 10 years continous service is the requirement for entitlement of pension. In view of the present features of employees joining service at a later stage, the above pre-condition needs revision. Particularly, a large no. of daily-rated/Casual/Mustor roll and similar other employees were regularised in service at an extremly later stage.
- 12.4.1 We therefore suggest that the employees on completion of 5 (five) years continuous service should be eligible to get pension.

Quantum of Pension

- 12.5 Keeping the observations of the Apex Court in view to enable an employee free from want, with decency, independence and self-respect and to maintain a standard equivalents to the pre-retirement level, the rate of pension should be 60% of the Last Pay Drawn. We therefore suggest that full pension should be at the rate of 60% of Last Pay Drawn. (LPD)

Additional Pension

- 12.6 It has been recognised that as the age after superannuation further advances, not only the pensioner becomes weak in limbs but also becomes susceptible to various geriatric disease. As a result, he is to incur additional expenses to unkeep. Apart from it there are also the social obligations and increased expenses on medical treatment etc.
- 12.6.1 The Govt. of WB has accepted and implemented the 5th SPC recommendation of age-related additional pension beyond the age of 80. However the 6th CPC did not recommend any addition to the pension for a period of 20 years after superannuation at the age of 60.
- 12.6.2 In our opinion this needs certain revision. According to SSO survey (2007-2008) 7.5% population only is above the age of 60. This may be reflected naturally amongst the pensioners also. Life expectancy at 60 is only 17.9% and at 70 it is only 11.8% (Source : Sample Registration System). This means a Govt. Servant is receiving pension for 18 to 22 years.
- 12.6.3 We therefore seek additional pension after granting 60% of Last Pay Drawn (LPD). The rate may be as follows :

On attaining Age	Pension Admissible
65 years	70%
70 years	75%
75 years	80%
80 years	85%
85 years	90%
90 years	100%

Minimum Pension

- 12.7 Though the concept of minimum pension and the method of computing it have

not been explained by the Pay Commission or the Govt. it is clear that the minimum pension is 50% of the Minimum Wage. The rationale behind the percentage has nowhere been explained. We however think that in order to ensure that it is adequate, 100% of the minimum wage should be the minimum pension, as because that is a level of wage below which a worker's family cannot subsist/survive and remain capable to perform.

Dearness Compensation

- 12.8 Pensioners may be paid the same rate of Dearness Compensation as it is being paid to serving employees. It should periodically be merged with the basic pension so that deficiency in the 100% neutralisation in the cost of living is partially compensated.

Merger of Dearness Relief with Basic Pension

- 12.9 We demand automatic merger of DA/DR as and when the Index Crosses the 50% mark and before setting up another Pay Commission entire DA should be merged with pension.

Grant of Interim Relief

- 12.10 In our memorandum submitted to the Pay Commission we have demanded 25% of basic pension subject to a minimum of Rs. 1000/- as Interim Relief for pensioners. The commission may give an interim report with effect from 01.09.2015 when the Govt. announced the setting up of the 6th SPC.

CHAPTER-XII

Pension and other benefits

Periodical Revision of Pensionary Benefits

- 12.11 There is a system periodical revision of pension structure in the public sector. It takes place after five years. Pension of State Government employees should also be revised after every five years. As the present wage structure is far below than the need based minimum wage, it can attend the fair wage and then living wage only through periodical revision. Article 43 of the constitution envisages that the state has to endeavour to secure living wage to workers. It is achievable over a period of time. We therefore submit that the revision of wage/pension has to be done every five years till the living wage is achieved.

Parity between Past and Future Pensioner

- 12.12.1 The Government of India have recently announced that “One Rank One Pension (OROP) shall be implemented in case of Armed Forces so that the glaring disparity between the persons of equivalent rank and status do not draw vastly unequal pensions if they retire at different points of time, is undone. There is already a complete parity in pension among the judges of the Supreme Court, High Court and the Comptroller and Auditor General of India, irrespective of the date of their retirement.
- 12.12.2 Earlier, Government of India implemented the principle of parity in pension between the past and future pensioners as per recommendations of V CPC, “as a follow up of our basic objective of parity.” However, the VI CPC totally ignored these recommendations.
- 12.12.3 The 7 CPC has recommended, in principle, the parity in pension in respect of past and future pensioners by evolving a new formula. Accordingly we demand that the pay of the personnel who retired prior to 01.01.2014 should be notionally re-determined (corresponding to the post from which he or she retired and not corresponding to the scale from which he/she retired) as if he or she is not retired and then the pension be computed under the same rule which would be applicable to employees in service as on 01.01.2014.

Family Pension

- 12.13.1 At present the family pension is awarded at the rate of 30% of Last Pay Drawn (LPD). However, the family pension shall be equal to 50% of Last Pay Drawn. The family pension should be not less than the Minimum Pension. We would request the Commission to Consider our Suggestion in proper Perspective.
- 12.13.2 The commission is requested to recommend the enhanced family pension for 10 years keeping in view the principle of social justice, equity and fair play.

Family Pension in case of employees Dying in Harness.

- 12.14 As per recommendations of VI CPC the Central Government had implemented enhanced family pension for 10 years in case of death in harness. We also suggest that the family pension of the employees dying in harness shall be paid an enhanced rate for a period of 10 years.

Additional Pension

- 12.15 Considering the solitude and inability of the family pensioners to earn and the ever rising cost of living etc. we request the commission for enhancement of the family pension at the following rates :-

On attaining age of Additional quantum of family pension	
65 years	5%
70 years	5%
75 years	5%
80 years	5%
85 years	10%
90 years	20%

Gratuity

- 12.16 Retirement Grauity is paid 1/4 of basic pay for each completed six monthly period of qualifying service subject to maximum of 16.5 times of emoluments. There is also a monetary ceiling of 6 lakhs.

- 12.16.1 : The 7th CPC has recommended enhancement on the ceiling of gratuity from the existing Rs. 10 lakh to Rs. 20 lakh. The commission further re-recommends, as has been done in case of allowances that are partially to Dearness Allowances, the ceiling on gratuity may increase by 25 percent wherever D.A. rises by 50 percent.

We therefore suggest that the persent amount of gratuity of Rs. 6 lakhs may be increased to Rs. 20 lakhs.

The Government employees should not be paid at a lesser rate than what is admissible under the Gratuity Act.

Restoration of Commuted Value of Pension

- 12.17 In the light of 'Supreme Court's decision, commuted value of pension is restored on completion of 15 yeas or on reaching 75 years of age, whichever is later. Most of the State Government are restoring full pension after 12 years, or on reaching the age of 72 years, whichever is earlier. We therefore propose that full pension be restored after 12 years, or on reaching the age of 72 years which ever is earlier.

Chapter-XIII

On 3-tier Panchayat and Board and Corporation Employees

- 13.1 In West Bengal Panchayat Raj system represents the Government at rural level. It is the grass root self-governance achieved through decentralization of the administration. As such the system has to work in direct touch and participation of the rural people. The very character of decentralisation and self-governance has unleashed a great amount of force of productivity and initiative of the rural population, contributing a great deal in the overall development of the state economy.
- 13.2 This is but natural that this tremendous amount of developmental activities of the Panchayat system alongwith the direct participation of the people render a great deal of responsibility on the employees engaged in the system. The employees engaged in the system are mostly organized under our banner and seek guidance from our organisation in the matter of their service conditions and related economic and administrative problems. Hence we hold ourselves as the only organisation to represent their interests.
- 13.3 There are several Board and Corporations under the State Government. A substantial section of the employees working in these Boards and Corporations are organized and represented by our organisation. These institutions too play an important role in the overall development of the State.
- 13.4 The employees of the Panchayat, Board and Corporations are more or less very close to State Government employees as they enjoy service benefits, which are very similar to those of the State employees. The respective organisations of 3-tier Panchayat, Board and Corporations will represent their cases through their own memorandams. We take this opportunity to request the Commission to take up their issues with due consideration and sympathetic outlook and also to ensure removal of the existing disparities, as far as possible, now prevailing in relation to the State Government employees.

CHAPTER-XIV

Regularisation of Casual / Muster-roll / Daily rated Workers

- 14.1 By Issuance of Successive orders, the Govt. of W.B. since 1977 regularized a bulk No. of Casual/Muster-roll/Daily rated Workers. The Govt. finally

promulgated Memo No. 100-EMP dtd. 11.03.1996 of Labour Deptt. in order to regularise the residual no. of Casual, Master-roll and Daily rated Worker who were engaged upto 31-12-1991 and worked for at least 240 days uninterruptedly for the consecutive 3 years. Instructions were also issued by the Finance Dept. that the practice for such engagement should be stopped forthwith. But due to administrative reasons, some cases were leftout. Not only that despite the strict instructions of Finance Deptt. the practice of engagement of Casual, Master-roll & Daily rated workers continued thereafter and intensified between 1998 to 2009. None of these workers even granted temporary status. Considering their plight the Govt. took up their issue in 2009 but regularisation was not made perhaps due to the directives of the Supreme Court.

Now the Supreme Court has again directed that the practice of Casual employment should end. The Apex Court also directed that those Casual Workers who have already completed 10 years of service on the date of their judgement may be regularized. There are still a good no of such employees who had not completed 10 years of service on the above crucial date. For them there is no hope of regularisation.

- 14.1.1 The very fact that such employees have continued in service for a long period establishes that they are needed in the interest of work. They are therefore to be regularised and extended all the benefits which are available to regular employees.

On Contractual Appointments :

- 14.1.2 We are strongly against any kind of contractual appointment in Govt. establishment and engagement of Agencies which tantamount to outsourcing. Earlier, State Govt. had announced its policy of abolition of agency engagement and Contractual System of appointment in a regular post in a job of perennial nature except in rare cases of expert or in a job of highly technical nature.
- 14.1.3 But by this time a considerable large no. of employees in State Govt. were engaged in many Deptts. both against regular sanctioned posts as well as Centrally Sponsored and centrally aided time bound schemes/projects with no assured permanency of job or benefits. The attitude of the present Govt. is undoubtedly anti-worker and anti-employee. The Govt. announced a scheme in September, 2011 to provide security of tenure, appropriate emoluments and certain terminal benefits subject to fulfillment of certain conditions to the casual/daily rated/contractual workers who have remained engaged in various Govt. establishments

for a considerable period of more than ten years. But the rider has been there that those who have been engaged against any regular sanctioned post only they would come under the purview of such orders. As a result hundred of such cases either remained pending in the Department or lying in the concerned offices unresolved.

Those who have not completed the benchmark of above 10 years, their sufferings can be guessed.

- 14.1.4 We earnestly request the commission to take up the issue of this section of workers, who have completed 10 years of continuous service or less (ignoring the interruption imposed by the Administration every year to ensure that they do not have continuity) so that the minimum job security of this section of employees can be guaranteed in respect of Minimum Pay & Allowances, Leave, Medical benefits, Social security pending regularisation of their service.

14.1.5 Alternatively the entire service rendered by such staff after first two years may be deemed to be temporary service not only as qualifying service for pension but also for extension of all other benefits/entitlements admissible to a regular employee. In no case, such employee be thrown out of service to be substituted by a worker provided by contractors.

Downsizing/Outsourcing/Contracterisation

14.1.6 In order to ensure that the people do get a better and efficient service from the Govt. Deptt. and to raise the image of the Govt. employees in the eyes of the common people it is necessary that scheme of outsourcing and contractorisation of essential functions of the Govt. must be abandoned. The practice of outsourcing and contractorisation is nothing but a cruel exploitation of the alarming situation of unemployment. Practically this emanates from the total ban on recruitment and creation of posts impacted by the neo-liberal outlook of the Govt.

We therefore request the Pay Commission to recommend for scrapping of downsizing/outsourcing/contractorisation of State Govt. functions.

14.1.7 In fine, regularisation of service and or the benefits including the social securities like regular employees pending regularisation of such employees shall be explored by the commission seriously. The Commission should also remove the existing disparities in the matter of pay and allowances amongst such employees and bring an uniformity in the matter.

CHAPTER-XV

Economic condition and Resource Position

- 15.1 The 7th CPC in their report on the Financial Resources of the State Govt. (Chapter 2.2) entrusted the IIM Calcutta to undertake a study to ascertain the fiscal impact of the previous Commission's awards on the States.
- 15.2 The study indicated that the states on the whole were able to manage their finances and absorb the fiscal shock caused by the VI CPC better, principally because of the implementation of the FRBM Act by the state. (The Govt. of India enacted the FRBM Act in 2003 to control and manage the finances of the union as well as states)
- It is clear from the study that a significant no. of States follow the recommendations of the 6th CPC & subsequent Govt. of India award in their own way.
- 15.3 The Fourteenth Finance Commission has increased the ratio of States Share in the divisible pool of receipts to 42% from the 32% that obtained in the Thirteenth Finance Commission.
- 15.4 The 7th CPC in their findings have shown that the General Category States (GCS) to which the State of W.B belongs were able to stabilise & return to revenue surplus within a reasonable period of time. It is expected that the States that are currently structurally fiscally prudent can be able to cope with the consequent increases in pay and allowances & pension.

Table-1

Revenue Deficit (As % GSDP)

West Bengal

2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
2.7	4.3	5.4	3.7	2.8	2.3	2.7	1.3

Source : State Finances – A study of Budget 2015-16
R.B.I, The numbers for 2014-15 & 2015-16 0.0
are from State Budget Documents

- 15.5 The State Economic growth no doubt got reflected in its revenue resources mobilisation. The revenue receipt of the Govt. of W.B. rose Rs. 24938.16 crores

in 2011-12 to Rs. 50,219.33 crores (BE) in 2016-17. The State share of union taxes and duties have been increased from Rs. 18587.81 crores in 2011-12 to 42313.73 crores (BE) in 2016-17. Not only that the amount of Grants-in-aid from Central Govt. has been enhanced from Rs. 12342.84 crores in 2012-13 to a whopping amount of Rs. 32756.90 crores (BE). There has been a phenomenal growth of receipt both as a State share of the divisive pool and the grants-in-aid from Central Govt.

Table-2

Year-wise States own Tax Revenue

Financial Year	States own Tax Revenue (in crores)
2011-12	24938.16
2012-13	32808.49
2013-14	35830.56
2014-15	39411.96
2015-16 (BE)	42919.66
2016-17	50219.33

- 15.6 There has been an orchestrated campaign that the State Govt. employees eat up the major share of Development expenditure. The Table 3 clearly depicts the figure otherwise.

Table-3

Development Expenditure & Growth (YOY) in Percentage

In crore			Year on Year Growth Rate (%)	Development Expenditure as % Total Exp.
Year	Total Expenditure	Development Expenditure		
2011-12	83830.88	42952.54	12.86	51.24
2012-13	95357.49	51824.18	20.65	54.35
2013-14	108513.39	57936.08	11.79	53.39
2014-15	123042.43	70672.24	21.98	57.44

It can be emphatically stated that the burden of the salary and pension component of the State Govt. employees does not impacted much to the total development expenditure though it is a concomitant expenditure of a Welfare Govt.

- 15.7 A decreasing PAP (Pay and Allowances & Pension) to GSDP ratio over the years, for instance, may be duly indicative of the purposive trends towards achievement of the fiscal target of the Govt. in the given period.

PAP as % GSDP

Financial Year	GSDP	In crore		In crore	
		Salary	%	Pension	%
2012-13	6,12,701	28343.37	4.62	11035.69	1.80
2013-14	7,00,117	30,321.81	4.33	12370.50	1.76
2014-15	8,00,868	30,985.10	3.86	12128.21	1.51
2015-16 (RE)	9,20,083	32,911.04	3.57	13286.52	1.44
2016-17 (BE)	10,57,084	35750.10	3.38	14416.72	1.36

It is therefore clear that the present Govt. of W.B intends to reduce the revenue expenditure following the structural reforms programme of the Central Govt. jeopardising the interest of the common people, State Govt. employees in particular. *(Figures are from State Budget Documents)*

- 15.8 In the report on comparative Public Administration (Report No. 50, July 24, 2002) the World Bank observed :

“In order to deliver quality public services, governments will need to spend on goods and services as well as wages and salaries.”

We therefore hasten to add that there is no justification for the apprehension that wage revision might have an adverse impact on the availability of resources either for developmental expenses or welfare measures. Thus the question of wage revision based on the need based minimum wage concept cannot be denied with any sense of justification on the specious pleas of the available resources or capacity of the Govt. to pay.

Chapter-XVI

Accountability and Efficiency

- 16.1 Since inception we have adhered ourselves to the concept of public servant in discharging our duties to the common people. But the medieval attitude of the Administration, the outdated system of work of ancient bureaucracy do eat up

all our initiatives and keep us in chains. We have contributed numerous proposals/ suggestions in different occasions for good governance having people-orientation, but lack of democratic out look and participatory nature of governance, those were not accepted. Some of such proposals including the resource mobilisation by revenue earnings were accepted only by the earlier Left Front Govt. having a working class outlook. But it is a fact that much remain to be done to achieve the desired result.

- 16.2 In this connection, it must be admitted that unless the Govt. spends sufficient money on wages and salaries it would be impossible to deliver quality public services. The successive Pay Commission in their findings drew such conclusions in no uncertain terms. Even the 5th SPC admitted the fact and elaborated the point in their report which is as follows.

... “Monetary/financial and other benefits coupled with higher stations in an administrative hierarchy – which indeed are much of Social value – do constitute a forceful motive power to improve one’s performance ... a poorly paid employee cannot be expected to be either efficient or productive to the desirable extent. He must be given a pay packet commensurate with his standard of living and takes adequate care of the multifarious needs at least of his immediate family” (Chapter-I Introduction, Page 5 of the 5th SPC Report Vol-I, Part-I).

This very important pre-condition for an improved social accountability and a higher level of efficiency for an employee in the Govt. sector shall always be borne in mind.

- 16.3 We made certain specific suggestions before the 5th SPC on the concepts of people-orientation, social accountability and efficiency of the administration. The 5th SPC deliberated eminently and elaborated certain suggestions in this regard in their report in paras 3.1.0 to 3.34.3. (Report Vol-I, Part-II) in consultation with a number of faculty experts. But those positive recommendations are not yet translated into action.
- 16.4 Certain remarkable changes are taking place in the working of the Government. E-governance has been started and functioning of the Govt. is changing rapidly. In the financial management system, in the accounting system certain advancements have been progressed without equipping the personnels working in these sectors. The W.B. Right to Public Services Act, 2013 has been introduced. Certain public services have been charted out in various deptt. to delivery these

services to the people speedily. The Right to Information Act, 2005 works rapidly amongst the citizens. The awareness of the Consumer Protection Act, 1986 is gaining ground. The preparation & implementation of citizen's charter, effective & efficient delivery systems of services to the citizens, speedier implementation of developmental programmes, bottom-up decentralised plan formulations & participatory mode of developments are the call of the day. Periodic reviews, computerised concurrent monitoring and evaluation of the plan outcome, improvement in Governance are essential ingredients of people-oriented governance.

- 16.5 We firmly believe that the existing administrative rules/regulations and procedures have to be modified/updated to some extent to ensure efficiency and accountability of the Govt. employees of all sections. What is required is to instill confidence among the employees together with the motive force as explained earlier. Introduction of induction training, un-interrupted training, preparation of Deptt./Dte. manual, preparation of job chart for each category of employees, continuous monitoring are necessary. Proper environment of work, incentive (not selectively not exclusively monetary) for good work and retribution for the opposite and overall a team spirit to bring in a temperament of mutual co-operation are essentially required.

CONCLUSION

We are indeed thankful to the Commission for affording us an opportunity to place our views and suggestions on the Terms of Reference of the 5th State Pay Commission for consideration of the Commission. As an organisation closely associated with the administration of State for over six decades, we have no hesitation to affirm that no other organisation can claim more representative character in the matter of employees' and workers' problems, needs and aspirations than ours.

We can assert that while placing our views and suggestions on various issues, we have never been unmindful to the prevalent socio-economic conditions of the Country, particularly of the State and the genuine demands and aspirations of the workers and employees. We have tried our utmost to strike a balance between the two. We only hope that the Commission will find our views and suggestions quite in conformity with the Government's resource positions and the employees' and workers' urgent and unavoidable demands.

The Commission is aware that there was very little time at our command for the preparation of the Memorandum. May be some of the issues of the Terms of Reference might have escaped our notice, or our submissions may be required to be modified to some extent as those have been formulated in a hurry, particularly without having Central Government's specific decision on some recommendations of the 7th CPC. We therefore seek leave of the Commission to place an addendum or corrigendum, if necessary.

Our organisation and affiliates and associates would like to be invited for hearing.

ANNEXURE

Synopsis

Introduction : General Views (Para 1.1 to 1.8)

Principles of Pay Determination : Minimum Pay of Rs. 24500/- calculated on the some norms as adopted by the Joint Consultative Machinery, Staff side and accepted by the 7th CPC (Para 2.1 to 2.12)

Construction of Pay Scales : (a) Following the principles of need based minimum wage, determining the common Matrix, minimum pay is constructed at Rs. 24500/- (Rs. 26000/- d (5200+1800) = 3.71; 6600x3.71 = Rs. 24,486, i.e. Rs. 24500, rounded off 100) open-ended level pay to be constructed as per 7th CPC (Para-3.1 to 3.4)

(b) For existing Group 'D', 'C', 'B' and 'A' (partly) posts upto Scale No 14, that we represent open-ended level pay has been proposed respectively (Para 3.5)

Fixation of Pay in Revised Scales and Allied Matters

Fixation of Pay : In the same manner as was prescribed by the JCM, Staff Side & recommended by the 7th CPC. Basic pay as on 01.01.2014 to be multiplied by 3.71 matix then rounded off to next multiple of 100 taking into account of relativities of the scale (Para 4.1).

Fixation Benefit on Promotion : Two increments in the feeder cadre in the higher level of promotion (Para 4.2)

Date of Effect : From January, 2014. (Para 4.3)

Incremental Benefit : Rate of Annual Increment is 5% instead of presently 3% (Para 4.4)

Annual Increment : Two specific dates. (I) 1st January (those who recruited/appointed/promoted between 1st January to 30th June); (II) 1st July those recruited/appointed/promoted between 1st July to 31st December. (Pare 4.5)

Stagnation Increment : Same provision as prescribed by the 7th CPC. Automatic movement to next level of pay with the increment at the time of such placement (Para 4.6)

Anomalies in Scale of Pay : Only in exceptional case with justifiable reasons, concerned Associations & Unions will specifically point those out (Para 5.1 to 5.5)

Higher Initial & Special Pay : Retention demanded (Para 6.1 to 6.2.1)

Grand of Interim Relief : Interim Relief is Suggested for at the rate of 20% of the basic pay (pay in Pay Band + Grade Pay) Subject to a minimum of Rs. 2000/- (Para 6.3).

Promotion Policy : Functional Promotion to be specified by the Associations & Unions (Para 7.1)

Non functional Promotion : Disparities should be removed (Para 7.2 to 7.2.4)

Dearness Allowances : Same as Central Govt. employees (Para 8.1 to 8.5)

Other Allowances

House Rent Allowances : 20% at uniform rate throughout the State with a ceiling of Rs. 18000/- (Para 9.1 to 9.1.7)

Medical Allowances / Relief & Benefits : Should be Rs. 1000/- p.m for employees & pensioners. Cashless Health Scheme should be implemented properly as optional (Para 9.2 to 9.2.2).

TA & DA : Should be revised at par with Central Govt. employees based on existing classification of localities (Para 9.3 to 9.3.1)

Other Allowances : (a) Generally to be multiplied by 3.71 where paid in quantum (b) To be paid in slabs raising existing ceiling where paid in percentage. Various disparities should be removed. To increase rate of allowances by 25% everytime the D.A. payable on revised pay scales goes up by 50% as done in cases of Central Govt. employees (Para 9.4 to 9.14)

Other Benefits

Earned Leave : Maximum 450 (+15) Days (Para 10.1)

Maternity Leave : No change (Para 10.2 to 10.2.1)

LTC : Once in block of every 4 years like Central Govt. Employees, retaining the present edge (Para 10.3)

Leave Encashment : Extension of the facility upto 450 days with the opportunity to encash 50% of the accumulated leave in case of financial exigencies (Para 10.5 to 10.5.1)

Group Insurance : Present coverage shall be suitable enhanced with the liberty to remain in the existing slab (Para 10.6)

GPF : Opposition to contributory Provident Fund (Para 10.7)

Advances :

HB : Govt. should bear an interest subsidy as demanded by JCM, Staff Side (Para 11.1 to 11.1.1)

Gratuity Advance, Motor Cycle Advance/4-wheeler Advance etc : Both eligibility and quantum should be raised (Para 11.2 to 11.3)

Pension & Other Benefits

Pension : Concepts (Para 12.1 to 12.1.17).

Opposition to New Pension Scheme (Para 12.2 to 12.3). Rate of pension shall be 60% of the last pay drawn (level pay) (Para 12.5).

Additional Pension (Para 12.6 to 12.6.3). Minimum Pension (Para 12.7)

Dearness Compensation (Para 12.8) Merger of Dearness Relief (12.9)

Grant of Interim Relief (12.10)

Periodical Revision of Pensionary Benefits : Demand for periodical revision of Pensionary Benefits for every Five years (Para 12.11)

Parity Between Past and Future Pensioner : Parity of pension between 2014 pre-retirees and who would retire after 01.01.14. is demand as per formula suggested by the 7th CPC (Para 12.12.1 to 12.12.3)

Family Pension : Family pension be enhanced to 50% from 30% of last pay Drawn (LDD). Enhanced Family should be for 10 year insted to presently 7 years (Para 12.13.1 to 12.13.2)

Family Pension in case of Dying in Harness : Shall be paid at an enhanced rate for a period of 10 years.

Additional Family Pension : Rate shall be increased (Para 12.15).

Gratuity : Shall be enhanced to Rs.20 lakh as suggested by the 7th CPC. (Para 12.16 to 12.16.1).

Restoration of Commuted Value of Pension : Full pension be restored after 12 years or on reaching the age of 72 years whichever is earlier (Para 12.17)

On 3-tier Panchayat and Board & Corporation Employees : To be treated at par with State Govt. employees (Para 13.1 to 13.4)

Regularisation of casual/Muster-roll/Daily rated Workers : (Para 14.1 to 14.1.1)

On Contractual Appointments : Proposed statutory benefits pending regularisation (Para 14.1.2 to 14.1.5)

Downsizing/Outsourcing/Contractorisation : Opposition to such adoption (Para 14.1.16 to 14.1.7)

Economic Condition & Resource Position : State's overall position of Economy, its buoyancy, need for better allocation of fund for wages & salaries (Para 15.1 to 15.8)

Accountability & Efficiency : Steps for increasing efficiency & the role of the employees in the changed scenario (Para 16.1 to 16.5)

Conclusion : Request for addenda, if necessary & Hearing **Pay : O**

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MEMORANDUM

TO THE

SIXTH PAY COMMISSION

WEST BENGAL

BY

**STATE CO-ORDINATION COMMITTEE
OF THE WEST BENGAL GOVERNMENT EMPLOYEES'
ASSOCIATIONS AND UNIONS**

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