



Government of West Bengal
Department of Minority Affairs and Madrasah Education
NABANNA, 325, Sarat Chatterjee Road, Howrah-711102

No. 1035-MD/O/14M-03/20

dated. 14.07.2020

From : Md. Ghulam Ali Ansari, Secretary
to the Government of West Bengal
To : Md. Ali, Vice Chancellor,
Aliah University

In consonance with the decision to implement the revised Pay structure in respect of Government Employees, School Teachers, Employees of Local & Urban Bodies etc., the undersigned is directed by order of the Governor to implement revision of pay for Teachers and equivalent cadres (Teaching Posts) of Aliah University; Registrar, Controller of Examinations, Finance Officer and other officers of Aliah University; Pro Vice Chancellor and Vice Chancellor of Aliah University.

1. Designation

There shall be only three Designations in respect of Teachers in Universities, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education personnel at various levels.

2. Revised Pay for Teachers and certain equivalent cadres (Teaching Posts), Librarians, Registrar, Controller of Examinations, Deputy Registrar, Deputy Controller of Examinations, Finance Officer and other officers of Aliah University:

(i) Pay Fixation method

The revised pay structure for different categories of teachers and equivalent positions as prescribed by the UGC is as follows:

- a) The revised academic pay structure has been moved from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs. 6000) is numbered as Academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.

- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalization is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs.10,000/- and above.
- e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15		67,000

- f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure-I**.
- g) For fixation of pay of an employee as mentioned in para — 2 of this order in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the **pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57**. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at, is available in the appropriate Academic Level, then that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.
- h) If a situation arises whenever more than two stages are bunched together, grant of one additional increment equal to 3 percent may be given for every two or more stages bunched, and pay may be fixed in the subsequent cell in the pay matrix, in order to maintain the seniority of the Teacher, who is actually senior. However, the Administrative Department shall examine each such case and to its satisfaction, allow additional increment to the eligible Teacher.

(ii) Revised pay for Teachers in Aliah University:

Existing Pay	Revised Pay
Assistant Professor (at Rs. 6000/- AGP in PB Rs. 15,600-39,100/-)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs. 7000/- AGP in PB Rs. 15,600-39,100/-)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)

Assistant Professor (at Rs. 8000/- AGP in PB Rs.15,600-39,100/-)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs. 9000/- AGP in PB Rs. 37,400-67,000/-)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
Professor (at Rs. 10000/- AGP in PB Rs. 37,400- 67,000/-)	Professor (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)
Professor (HAG Scale / PB of Rs. 67,000-79,000/-)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)

(iii) Revised pay for Librarians of Aliah University:

Existing pay	Revised pay
Assistant Librarian of University (at Rs. 6000/- AGP in PB Rs. 15,600- 39,100/-)	Assistant Librarian of University (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Sr. Scale) of University (at Rs.7000/- AGP in PB Rs.15,600-39,100/)	Assistant Librarian (Sr. Scale) of University (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian / Assistant Librarian (Selection Grade) of University (at Rs. 8000/- AGP in PB Rs. 15,600-39,100/-)	Deputy Librarian / Assistant Librarian (Selection Grade) of University (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian / Assistant Librarian (Selection Grade) of University (at Rs. 9000/- AGP in PB Rs 37,400-67,000/-)	Deputy Librarian / Assistant Librarian (Selection Grade) of University (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
University Librarian (at Rs. 10000/- AGP in PB Rs. 37,400-67,000/-)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

(iv) Revised pay for Registrar, Controller of Examinations, Finance Officer and any other officers of Aliah University:

Sl.	Existing Pay	Revised Pay
1	Assistant Registrar, Assistant Controller of Examinations, Public Relation Officer, Security Officer, Sports Officer, CVS Administrator, System Administrator/Analyst, Estate & Trust Officer, Junior Medical Officer and Officers of equivalent scale of pay (at Rs. 6,000/- GP in PB Rs 15,600-39,100/-)	Assistant Registrar, Assistant Controller of Examinations, Public Relation Officer, Security Officer, Sports Officer, CVS Administrator, System Administrator/Analyst, Estate & Trust Officer, Junior Medical Officer and Officers of equivalent scale of pay (at level 10 with rationalized entry pay of Rs.57,700/-)
2	Assistant Registrar, Assistant Controller of Examinations, Public Relation Officer, Security Officer, Sports Officer, CVS Administrator, System Administrator/Analyst, Estate & Trust Officer, Junior Medical Officer and	Assistant Registrar, Assistant Controller of Examinations, Public Relation Officer, Security Officer, Sports Officer, CVS Administrator, System Administrator/Analyst, Estate & Trust Officer, Junior Medical Officer and

	Officers of equivalent scale of pay (at Rs. 7000/- GP in PB Rs. 15,600-39,100/-)	Officers of equivalent scale of pay (at level 11 with rationalized entry pay of Rs. 68,900/-)
3	Deputy Registrar, Deputy Controller of Examinations, Training & Placement Officer, Secretary- Faculty Council, Development & Planning Officer, Medical Officer, University Engineer, Audit & Accounts Officer and Officers of equivalent scale of pay (at Rs. 8000/- GP in PB Rs. 15,600-39,100/-)	Deputy Registrar, Deputy Controller of Examinations, Training & Placement Officer, Secretary- Faculty Council, Development & Planning Officer, Medical Officer, University Engineer, Audit & Accounts Officer and Officers of equivalent scale of pay (at level 12 with rationalized entry pay of Rs. 79,800/-)
4	Deputy Registrar, Deputy Controller of Examinations, Training & Placement Officer, Secretary- Faculty Council, Development & Planning Officer, Medical Officer, University Engineer, Audit & Accounts Officer and Officers of equivalent scale of pay (at Rs. 9000/- GP in PB RS. 37,400-67,000/-)	Deputy Registrar, Deputy Controller of Examinations, Training & Placement Officer, Secretary- Faculty Council, Development & Planning Officer, Medical Officer, University Engineer, Audit & Accounts Officer and Officers of equivalent scale of pay (at level 13A with rationalized entry pay of Rs. 1,31,400/-)
5	Registrar, Controller of Examinations, Dean of Students Welfare, Finance Officer, Director in the rank of Professor and Officers of equivalent scale of pay (at Rs. 10000/- GP in PB RS. 37,400-67,000/-)	Registrar, Controller of Examinations, Dean of Students Welfare, Finance Officer, Director in the rank of Professor and Officers of equivalent scale of pay (at level 14 with rationalized entry pay of Rs. 1,44,200/-)

(v) Pay and allowances in respect of Vice-chancellor of Aliah University

In terms of para - 3 of MHRD, GoI order no. 1-7/2015-U(1) dated 02.11.2017, read with MHRD order No 1-4/2017-U. dated 28.0.2019, the pay of the Vice-Chancellor of Aliah University shall be fixed at Rs. 2,10,000/- (Rs. 75,000 x 2.81) with the special allowance of Rs. 11,250) per month.

(a) House Rent Allowance - Vice-Chancellor of Aliah University, if not provided with residential accommodation, shall be allowed House Rent Allowance (HRA) @ Rs. 12,000/- per month

(b) Medical Allowances - The existing rate of Medical Allowance will be revised to Rs. 500/- per month w. e. f. 01.01.2020 provided he/she is not covered under any Health Schemes sponsored by Government or by the University.

(c) The vice-chancellor of Aliah University shall not be allowed any increment in the revised pay structure as their pay is a fixed pay.

(d) The Pay & Allowance of vice-chancellor of Aliah University shall be notional upto 31/12/2019 and actual financial benefit shall be available from 1st January, 2020.

(vi) Pay and allowances in respect of Pro Vice-chancellor of Aliah University

Pro Vice Chancellor of Aliah University may be allowed to draw pay in Academic Level 15 w.e.f. 01.01.2020. They will get usual increment provided that the pay in no case shall

exceed Rs. 2, 05,000/-. In addition, they will get special allowance of Rs. 9,000/- per month w.e.f. from 01.01.2020. HRA, Medical Allowances and others will be as per regular Teachers of the University.

3. Date of Implementation:

The date of implementation of the above revised pay for all posts of Aliah University shall be **1st day of January, 2016 notionally and actually from 1st day of January, 2020.**

4. Incentives increment for higher qualification:

- 1) The incentives in the form of advance increments for teachers having/obtaining the degrees of M. Phil, Ph.D or other higher qualifications shall be continued as per relevant orders of Higher Education Department, Govt. of West Bengal
- 2) Any anomalies in advance increments claimed or awarded beyond these conditions laid down in relevant orders of Higher Education Department, Govt. of West Bengal shall be adjusted/ recovered at the time of fixation of pay.

5. Increment:

The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments would move up in the same academic level, moving from the existing cell in the academic level to the immediate next cell in the same academic level.

There shall be a uniform date of annual increment, as existing now and such date of annual increment shall be the 1st day of July of every year.

Note- Employees mentioned in para — 2 of this Order completing 06 (six) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted increment.

6. Promotion:

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

One increment shall be given in the Academic Level / Level from which the individual is promoted and he/she shall be placed at a Cell equal to the figure so arrived at in the applicable Level of the post to which promoted and if no such Cell is available in the applicable Level to which promoted, he/she shall be placed at the next higher Cell in that applicable Level. In this case, the employee may have option to get his pay fixed either from the date of promotion or from the date of next increment and the manner of pay fixation will be the same as detailed in Rule 11 of the WBS (ROPA) Rules, 2019 provided that in the case of CAS benefit, there will be no interim pay fixation benefit.

7. Allowances:

(a) *House Rent Allowance* - With effect from the 1st January, 2020, the house rent allowance admissible shall be 12% of his/her revised basic pay, subject to a maximum of Rs. 12,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 12,000/- per month.

The term basic pay in the revised pay structure means the pay drawn in the prescribed Pay Level in the Pay Matrix and does not include any other type of pay.

The existing terms and conditions of drawl of house rent allowance by an individual living in his/her own house or in a rented house shall continue to apply.

When a Government accommodation being in a habitable condition in all respect with appropriate supply of water, power and toilet arrangements for individual families and such a Government accommodation is earmarked for holder of a particular post, the holder will not be entitled to house rent allowance for living elsewhere.

(b) *Medical Allowances:* The existing rate of Medical Allowance will be revised to Rs. 500/- per month w. e. f. 01.01.2020 in respect of an individual who is not covered under any Health Schemes sponsored by Government or by the University.

(c) *Conveyance Allowance for differently-abled employees:* This will be admissible @ 5% of Revised Basic Pay subject to maximum of Rs. 800/- per month with effect from 01.01.2020.

(d) *Other Allowances:* All other allowances shall continue with the existing amount as drawn as on 31.12.2019 for the revised pay till such time the allowances are revised. Employees joining service after issue of this memorandum shall also draw the existing amount.

8. Gratuity: The benefits of revised Gratuity as allowed to the State Government employees shall also be allowed to the individual falling under this Scheme.

9. Payment of arrears: No arrears of pay for the period from the 1st day of January, 2016 to the 31st day of December, 2019, shall be paid to the individual.

10. This order does not extend to the Guest Teachers/Faculties, contractually engaged teachers designated as State-aided College Teachers, Coaches, Tutors and Demonstrators and any other categories of employees / officers of the Universities which are not mentioned in para - 2 of this Order.

11. Aliah University will make necessary amendments in the Statutes / Ordinances / Rules etc. where necessary for incorporating the provision of the Government Order therein.

Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of MA & ME Department, Govt. of West Bengal for clarification/decision of the State Government.

These issues with the approval of the Finance Department, Govt. of West Bengal vide *U. O. No. Group P1/2020-2021/0034 dated 26.05.2020* read with *U. O. No. Group P1/2020-2021/00130 dated 13.07.2020*

By Order of the Governor,



Secretary

14/7/20

to the Government of West Bengal

No. 1035/1(15)-MD/O/14M-03/20

dated. 14.07.2020

Copy forwarded for information and necessary action to:-

- 1) The Principal Accountant General (A&E), Treasury Buildings, Kolkata-700 001;
- 2) The Principal Accountant General (Audit), Treasury Buildings, Kolkata-700 001;
- 3) The Principal Accountant General (Receipt, Works & Local Bodies Audit), CGO Complex at Salt Lake, Kolkata- 700 091;
- 4) Finance Department, (Group-P) of this Government;
- 5) The Financial Advisor, Education, Bikash Bhavan, 8th Floor, Salt Lake, Kolkata — 700 091;
- 6) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-I, 81/2/2, Phears Lane, Kolkata-700 012;
- 7) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-II, P-1, Hyde Lane, Kolkata-700 012;
- 8) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-III, Subhanna, SGO Complex, 5th and 6th Floor, Plot no. 9, DF Block, Sector 1, Bidhannagar, 700064;
- 9) Director of Treasuries & Accounts, New India Assurance Buildings, 4, Lyons Range, Kolkata-700 001;
- 10) The Registrar, Aliah University;
- 11) The. Audit Officer, Internal Audit Wing, Todi Mansion (9th Floor), P-15, India Exchange Place, Kolkata-700 073;
- 12) Budget Branch of this Department;
- 13)
- 14)
- 15) IT Cell (*for uploading the Order in the Department Website Portal*)


**Additional Secretary to the
Government of West Bengal**

ANNEXURE I						
ANNEXED TO ORDER NO. 1035-MD/O/14M-03/20 Dated 14/07/2020						
Pay Matrix						
Pay Band (Rs)	15,600 - 39,100			37,400 - 67,000		67,000 - 79,000
Academic Grade Pay/Grade Pay	6,000	7,000	8,000	9,000	10,000	0
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level / Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.) Cell 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
Cell 2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
Cell 3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
Cell 4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
Cell 5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
Cell 6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
Cell 7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
Cell 8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
Cell 9	73,000	87,300	1,01,100	1,66,400	1,82,700	
Cell 10	75,200	89,900	1,04,100	1,71,400	1,88,200	
Cell 11	77,500	92,600	1,07,200	1,76,500	1,93,800	
Cell 12	79,800	95,400	1,10,400	1,81,800	1,99,600	
Cell 13	82,200	98,300	1,13,700	1,87,300	2,05,600	
Cell 14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
Cell 15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
Cell 16	89,800	1,07,300	1,24,200	2,04,700		
Cell 17	92,500	1,10,500	1,27,900	2,10,800		
Cell 18	95,300	1,13,800	1,31,700	2,17,100		
Cell 19	98,200	1,17,200	1,35,700			
Cell 20	1,01,100	1,20,700	1,39,800			
Cell 21	1,04,100	1,24,300	1,44,000			
Cell 22	1,07,200	1,28,000	1,48,300			
Cell 23	1,10,400	1,31,800	1,52,700			
Cell 24	1,13,700	1,35,800	1,57,300			

Cell 25	117,100	139,900	162,000			
Cell 26	120,600	144,100	166,900			
Cell 27	124,200	148,400	171,900			
Cell 28	127,900	152,900	177,100			
Cell 29	131,700	157,500	182,400			
Cell 30	135,700	162,200	187,900			
Cell 31	139,800	167,100	193,500			
Cell 32	144,000	172,100	199,300			
Cell 33	148,300	177,300	205,300			
Cell 34	152,700	182,600	211,500			
Cell 35	157,300	188,100				
Cell 36	162,000	193,700				
Cell 37	166,900	199,500				
Cell 38	171,900	205,500				
Cell 39	177,100					
Cell 40	182,400					


14/7/2020

**Additional Secretary to the
Government of West Bengal**