

# UNIVERSITY OF CALCUTTA



## AUDIT & ACCOUNTS DEPARTMENT

A/S/40/013

Dated :12/02/2020

### MEMORANDUM

The G.O.No. 1306(22)-Edn(U)/EH/1U-77/17 dated, Kolkata, the 30<sup>th</sup> December,2019 of Department of Higher Education, University Branch, Government of west Bengal, regarding Revision of Pay Structures of the Teachers and certain equivalent cadres (teaching Post) of State aided Universities and Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer of the state-aided Universities was placed before The Hon'ble Vice-Chancellor and She was pleased to order for implementation of the same and to report duly before the Syndicate.

It is further mentioned that an separate order No. 120(22)-Edn (U)/EH/1U-77/17 dated 3<sup>rd</sup> February,2020 regarding some amendments to order bearing no.1306(22)-Edn(U)/EH/1U-77/17 dated 30/12/2019 issued by the Department of Higher Education, University Branch, Government of West Bengal.

Accordingly copy of the above mentioned order No. 1306(22)-Edn (U)/EH/1U-77/17 dated, 30<sup>th</sup> December,2019 and No. 120(22)-Edn(U)/EH/1U-77/17 dated, 3rd February , 2020, along with enclosures in it's original form is being forwarded to the secretaries of faculty councils and heads of the teaching Departments of the University so that the terms and conditions as stated therein may be informed to all the teachers.

All Concerned Bill Drawing Departments/ Establishment sections and self drawing professors are requested to fill in the enclosed Proforma for fixation of pay in the revised scale in duplicate and send the same through the Head of the concern Establishment to the salary section of the Audit & Accounts Department, C.U. as early as possible.

A handwritten signature in blue ink, appearing to be 'S. S. S.', located above the typed name of the Accounts Officer.

Accounts Officer  
University of Calcutta  
12/02/2020

UNIVERSITY OF CALCUTTA



AUDIT & ACCOUNTS DEPARTMENT

Necessary informations in relation with the Revision of Pay as per G.O. No. 1306(22)-Edn(U)EH/IU-77/17 dated 30/12/2019

Name of the Teacher / Officer	
Designation	
Department	
Contact No.	
Email id	
Date of Joining in University Service	
Pay Band & A.G.P. as on 01/01/2016	
Basic Pay as on 01/01/2016	
I) CAS/Promotion if any Pay as on date of promotion Pay as on next Inc, Pay band with AGP	
I) CAS/Promotion if any Pay as on date of promotion Pay as on next Inc, Pay band with AGP	
If any advanced Inc. enjoyed for Ph.D/M.Tech/M.Phill etc. Degree Mentioned date of effect of eligibility and No. of Inc. enjoyed.	

Signature of the Incumbent

Signature with Seal of Head of  
the Establishment



**Government of West Bengal**  
**Department of Higher Education**  
**University Branch**  
**Bikash Bhavan, 6<sup>th</sup> Floor, Bidhannagar, Kolkata – 700 091.**

**No. 1306(22) - Edn (U)/EH/1U - 77/17**

**Dated, Kolkata, the 30<sup>th</sup> December, 2019.**

**From: The Principal Secretary to the Govt. of West Bengal.**

**To: 1. The Vice Chancellor, \_\_\_\_\_ University;**  
**2. The Director of Public Instruction, West Bengal.**

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 of State-aided Universities and Government-aided Colleges, Teachers of Government Colleges, Certain other equivalent cadres (Teaching Posts) of State-aided Universities and Government-aided Colleges and Government Colleges, Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer of State-aided Universities.

**1. Designation**

There shall be only three Designations in respect of Teachers in Universities and Colleges, 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) of State-aided Universities and Government-aided Colleges and Government Colleges, Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer of State-aided Universities:**

**(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 Rationalisation (IOR) 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 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> 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.

**(ii) Revised pay for Teachers in Universities and Colleges**

Existing Pay	Revised Pay
Assistant Professor / Graduate Laboratory Instructor (at Rs. 6000/- AGP in PB Rs. 15,600-39,100/-)	Assistant Professor / Graduate Laboratory Instructor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor / Graduate Laboratory Instructor (at Rs. 7000/- AGP in PB Rs. 15,600-39,100/-)	Assistant Professor / Graduate Laboratory Instructor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor / Graduate Laboratory Instructor (at Rs. 8000/- AGP in PB Rs.15,600-39,100/-)	Assistant Professor / Graduate Laboratory Instructor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)

Associate Professor / Graduate Laboratory Instructor (at Rs. 9000/- AGP in PB Rs. 37,400-67,000/-)	Associate Professor / Graduate Laboratory Instructor (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 Universities and College Librarians:**

Existing pay	Revised pay
Assistant Librarian of Universities/ College Librarian (at Rs. 6000/- AGP in PB Rs. 15,600- 39,100/-)	Assistant Librarian of Universities / College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Sr. Scale) of Universities / College Librarian (Sr. Scale) (at Rs.7000/- AGP in PB Rs. 15,600-39,100/-)	Assistant Librarian (Sr. Scale) of Universities / College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian / Assistant Librarian (Selection Grade) of Universities / College Librarian (Selection Grade) (at Rs. 8000/- AGP in PB Rs. 15,600-39,100/-)	Deputy Librarian / Assistant Librarian (Selection Grade) of Universities / College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian / Assistant Librarian (Selection Grade) of Universities / College Librarian (Selection Grade) (at Rs. 9000/- AGP in PB Rs. 37,400-67,000/-)	Deputy Librarian / Assistant Librarian (Selection Grade) of Universities / College Librarian (Selection Grade) (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 Assistant Director of Physical Education and Sports / Physical Instructor / Instructor of Colleges, Assistant Director of Physical Education and Sports (Senior Scale) / Physical Instructor / Instructor of Colleges (Senior Scale), Deputy Director of Physical Education and Sports / Assistant Director of Physical Education and Sports (Selection Grade) / Physical Instructor / Instructor of Colleges, University Director of Physical Education & Sports:**

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

**(v) Revised pay for Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer of State-aided Universities:**

Existing pay	Revised pay
Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer (at Rs. 10000/- GP in PB Rs.37,400- 67,000/-)	Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer (at Level 14 with rationalized entry pay of Rs. 1,44,200/- as per Pay Matrix given at <b>Annexure – I</b> )

**3. Revised pay of Principals in Colleges:**

The pay of Principals in Under Graduate and Post Graduate Colleges shall be –

- (i) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs. 2000/- per month.

- (ii) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-, with the existing special allowance of Rs. 3000/- per month.

**Note:**

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay including Special Allowance.

**4. Date of Implementation:**

The date of implementation of the above revised pay shall be 1<sup>st</sup> day of January, 2016 notionally and actually from 1<sup>st</sup> day of January, 2020.

**5. Incentive increment for higher qualification:**

The incentive structure is built-in in the pay structure itself wherein those having M. Phil or Ph.D. degree will progress faster under CAS. Therefore, there shall be no incentives in the form of advance increments for obtaining the degrees of M. Phil or Ph. D. w. e. f. 01.01.2016.

**6. 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 1<sup>st</sup> 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 1<sup>st</sup> day of July, shall be eligible to be granted increment.*

**7. 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.

#### **8. Allowances:**

(a) *House Rent Allowance* - With effect from the 1<sup>st</sup> 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 "West Bengal Health Scheme for the Beneficiaries of Grant-in-aid Colleges and Universities, 2017".

(c) *Hill Compensatory Allowance*: Hill Compensatory Allowance will be admissible @ 12% of revised basic pay subject to maximum of Rs. 2000/- per month with effect from 01.01.2020 to the employees covered in para – 2 of this order who are now in receipt of the same as per the existing Government Order.

(d) *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.

(e) *Other Allowances*: All other allowances shall continue with the existing amount as drawn as on the date of issue of this memorandum 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.



9. **Gratuity:** The benefits of revised Gratuity as allowed to the State Government employees shall also be allowed to the individual falling under this Scheme.
10. **Payment of arrears:** No arrears of pay for the period from the 1<sup>st</sup> day of January, 2016 to the 31<sup>st</sup> day of December, 2019, shall be paid to the individual.
11. This order does not extend to the Accompanists, Guest Accompanists, 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.
12. Concerned 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 Higher Education, Govt. of West Bengal for clarification/decision of the State Government.

This issues with the approval of the Finance Department, Govt. of West Bengal vide *U. O. No. Group P1/2019-2020/0254 dated 14.11.2019* and *U. O. No. Group P1/2019-2020/0297 dated 16.12.2019* and approval of the Cabinet, West Bengal.


By Order of the Governor,



Principal Secretary  
Department of Higher Education

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, 8<sup>th</sup> 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, 5<sup>th</sup> and 6<sup>th</sup> 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 Treasury Officer,..... District;
- 11) The Registrar,..... University;
- 12) The Joint Secretary, West Bengal State Council of Higher Education;
- 13) The Audit Officer, Internal Audit Wing, Todi Mansion (9<sup>th</sup> Floor), P-15, India Exchange Place, Kolkata-700 073;
- 14) Animal Resources Development Department of this Government;
- 15) Agriculture Department of this Government;
- 16) The Special Secretary, Technical Branch of this Department;
- 17) The Special Secretary, Appointment Branch of this Department;
- 18) Budget Branch of this Department;
- 19) Sr. Personal Secretary to the Principal Secretary of this Department;
- 20) IT Cell (for uploading the Order in the Department Website Portal)

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

**ANNEXED TO ORDER NO. 1306 (22) – Edn (U)/EH/1U – 77/17 DATED 30.12.2019**

**ANNEXURE - I**

		<b>Pay Matrix</b>					
<b>Pay Band (Rs.)</b>		<b>15,600 – 39,100</b>			<b>37,400 – 67,000</b>		<b>67,000 – 79,000</b>
<b>Academic Grade Pay / Grade Pay (Rs.)</b>		6,000	7,000	8,000	9,000	10,000	0
<b>Entry Pay (Rs.)</b>		21,600	25,790	29,900	49,200	53,000	67,000
<b>Academic Level / Level</b>		10	11	12	13A	14	15
<b>Rationalised Entry Pay (Rs.) 1</b>		57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2		59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3		61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4		63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5		64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6		66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7		68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8		70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9		73,000	87,300	1,01,100	1,66,400	1,82,700	
10		75,200	89,900	1,04,100	1,71,400	1,88,200	
11		77,500	92,600	1,07,200	1,76,500	1,93,800	
12		79,800	95,400	1,10,400	1,81,800	1,99,600	
13		82,200	98,300	1,13,700	1,87,300	2,05,600	
14		84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15		87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16		89,800	1,07,300	1,24,200	2,04,700		
17		92,500	1,10,500	1,27,900	2,10,800		

*Handwritten signature*

**ANNEXED TO ORDER NO. 1306 (22) - Edn (U)/EH/IU - 77/17 DATED 30.12.2019**

Pay Band (Rs.)	15,600-39,100		37,400-67,000	67,000 - 79,000
18	95,300	1,13,800	1,31,700	2,17,100
19	98,200	1,17,200	1,35,700	
20	1,01,100	1,20,700	1,39,800	
21	1,04,100	1,24,300	1,44,000	
22	1,07,200	1,28,000	1,48,300	
23	1,10,400	1,31,800	1,52,700	
24	1,13,700	1,35,800	1,57,300	
25	1,17,100	1,39,900	1,62,000	
26	1,20,600	1,44,100	1,66,900	
27	1,24,200	1,48,400	1,71,900	
28	1,27,900	1,52,900	1,77,100	
29	1,31,700	1,57,500	1,82,400	
30	1,35,700	1,62,200	1,87,900	
31	1,39,800	1,67,100	1,93,500	
32	1,44,000	1,72,100	1,99,300	
33	1,48,300	1,77,300	2,05,300	
34	1,52,700	1,82,600	2,11,500	
35	1,57,300	1,88,100		
36	1,62,000	1,93,700		
37	1,66,900	1,99,500		
38	1,71,900	2,05,500		
39	1,77,100			
40	1,82,400			

*Alvin Rao*



**Government of West Bengal**  
**Department of Higher Education**  
**University Branch**  
**Bikash Bhavan, 6<sup>th</sup> Floor, Bidhannagar, Kolkata – 700 091.**

**No. 120 (22) - Edn (U)/EH/1U - 77/17**

**Dated, Kolkata, the 3<sup>rd</sup> February, 2020.**

**From: The Principal Secretary to the Govt. of West Bengal.**

**To: 1. The Vice Chancellor, \_\_\_\_\_ University;**  
**2. The Director of Public Instruction, West Bengal.**

I am directed by order of the Governor to say that the Governor is pleased to make the following amendments to this Department's Order bearing no. 1306(22)-Edn(U)/EH/1U-77/17 dated 30.12.2019:

1. Under Pay Fixation method under Sl. 2 (i), after the para at (g) **insert** the following:-

“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.”

2. The Table under Sl. 2. (ii) stands **supplemented** with the following table:-

<b>Existing Pay</b>	<b>Revised Pay</b>
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/-)

3. The entries relating to the 'Revised pay of Principals in Colleges' stands **supplemented** with the following entries:-

"The pay of Principals of Colleges shall be equivalent to the pay of Professor i. e. at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/- per month."

**Note:**

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional increments / promotions while they are functioning as Principals."
4. After the entries in relation to the 'Revised pay of Principals in Colleges' in Sl. 3, **insert** Sl. 3A with the heading '**Revised pay for Graduate Laboratory Instructor in Universities and Colleges**'. The Table relating to the heading in Sl. 3A shall be as follows:-

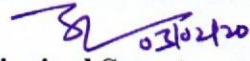
Existing Pay	Revised Pay
Graduate Laboratory Instructor (at Rs. 6000/- AGP in PB Rs. 15,600-39,100/-)	Graduate Laboratory Instructor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Graduate Laboratory Instructor (at Rs. 7000/- AGP in PB Rs. 15,600-39,100/-)	Graduate Laboratory Instructor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Graduate Laboratory Instructor (at Rs. 8000/- AGP in PB Rs.15,600-39,100/-)	Graduate Laboratory Instructor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Graduate Laboratory Instructor (at Rs. 9000/- AGP in PB Rs. 37,400-67,000/-)	Graduate Laboratory Instructor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)

5. The para relating to the heading i. e. 'Incentive increment for higher qualification' under Sl. 5 stands **supplemented** with the following para:-

"The incentives in the form of advance increments for teachers obtaining the degrees of M. Phil or Ph. D. shall be continued."

All other provisions in the Order bearing no. 1306(22)-Edn(U)/EH/1U-77/17 dated 30.12.2019 shall remain unaltered.

This issues with the approval of the Finance Department, Govt. of West Bengal vide U. O. No. Group P1/2019-2020/0370 dated 24.01.2020.

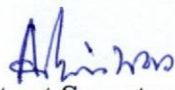
By Order of the Governor,  
  
 Principal Secretary  
 Department of Higher Education

**No. 120/1(100)-Edn(U)**

**Dated, Kolkata, the 3<sup>rd</sup> February, 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, 8<sup>th</sup> 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, 5<sup>th</sup> and 6<sup>th</sup> 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 Treasury Officer,..... District;
- 11) The Registrar,..... University;
- 12) The Joint Secretary, West Bengal State Council of Higher Education;
- 13) The Audit Officer, Internal Audit Wing, Todi Mansion (9<sup>th</sup> Floor), P-15, India Exchange Place, Kolkata-700 073;
- 14) Animal Resources Development Department of this Government;
- 15) Agriculture Department of this Government;
- 16) The Special Secretary, Technical Branch of this Department;
- 17) The Special Secretary, Appointment Branch of this Department;
- 18) Budget Branch of this Department;
- 19) Sr. Personal Secretary to the Principal Secretary of this Department;
- 20) IT Cell (*for uploading the Order in the Department Website Portal*)

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