

PAY COMMITTEE  
GOVERNMENT OF WEST BENGAL  
SALT LAKE:  
OFFICE OF THE UNIVERSITY OF BURDWAN  
EE-7/1 Sector II, Salt Lake, Kolkata-700091

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**NOTICE**

The Government of West Bengal through Finance Department Resolution No.8349F dated 10.11.2008 has appointed a Pay Committee for the non-teaching employees of the State-aided Universities as well as for the employees of two other organizations as listed below in Part-A and Part-B respectively

Part-A.1) Calcutta University, 2) Jadavpur University, 3) Burdwan University, 4) North Bengal University, 5) Kalyani University, 6) Rabindra Bharati University, 7) Vidyasagar University, 8) Bidhan Chandra Krishi Viswa Vidyalaya, 9) Bengal Engineering and Science University, 10) West Bengal University of Animal & Fisheries Sciences, 11) West Bengal University of Technology, 12) West Bengal Health University, 13) North Bengal Krishi Viswa-Vidyalaya and 14) Netaji Subhas Open University (included for consideration through Finance Deptt. Letter No.8827-F dated 25.11.2008).

Part-B. 1) West Bengal Higher Secondary Council and 2) West Bengal Board of Secondary Education.

The terms of reference of this Pay Committee as specified in Resolution No.8349F dated 10.11.2008 are as under :-

1. (1) To examine the present structure of Pay and conditions of service after taking into account the total package of benefits available to the non-teaching employees of the State-aided Universities as mentioned in Part-A as well as for the employees of the two organizations as mentioned in Part-B and suggest changes which may be desirable and feasible keeping in view, inter-alia, the need of benefits for the employees, the need for more people orientation, social accountability and efficiency of the administration, the recommendation of the Fifth Pay Commission as and when available and the decision of the State Govt. taken thereon; (2) To examine the existing promotion policies and related issues and suggest changes which may be desirable and feasible after taking into consideration norms of efficiency/productivity, wherever relevant, and having regard to the need for improving people orientation, social accountability and the efficiency of the administration; (3) To examine the allowances, concessions and benefits in kind which are available to the employees in addition to the pay and to suggest changes which may be desirable and feasible; (4) To examine issues relating to the retirement benefits and (5) To make recommendations on each of the above having regard, inter-alia to a) the prevailing pay structure under Central and other State Governments as well as that obtaining in different Universities/Higher Secondary Council/Board of Secondary Education, b) the economic condition of the country, financial responsibility of the Government of India and pattern of allocation of revenues to the state and c) the resources of the State Govt. as well as of the State-aided Universities, West Bengal Council of Higher Secondary Education and West Bengal Board of Secondary Education, the demands thereon on account of their commitment to developmental activities.

2. The Committee has been asked to look into the anomalies, if any, which may be in existence in the pay scales and service conditions of the employees and suggest measures for removing such anomalies.
3. The Committee has been asked to make an estimate of the cost involved in implementing their recommendations and suggest measures for avoidance of wasteful expenditure and other measures for economy. The Committee will also suggest measures for promoting efficiency.

The Committee hereby invites all Associations, Unions, Institutions, other organizations and interested individuals to send memoranda containing their views on the following subjects keeping in view the economic condition of the country, the resources of the State Govt. as well as of the State-aided Universities or Higher Secondary Council/Board of Secondary Education and their commitment to the development activities: (a) Present structure of pay and conditions of service after taking into account the total package of benefits available and suggestion for changes which may be desirable and feasible, keeping in view, inter-alia, the need for more people orientation, social accountability and efficiency of the administration and need of benefits of the employees; (b) Existing promotion policies and related issues and suggestion for changes which may be desirable and feasible, after taking into consideration the norms of efficiency/productivity wherever relevant and having special regard to the priority for improving people orientation, social accountability and the efficiency of the administration; (c) Allowances, concessions and benefits in kind which are available to the employees at present in addition to the pay and suggestion for changes which may be desirable and feasible and (d) Issues relating to retirement benefits.

Each of the subjects should be separately dealt with as precisely as possible numbering the paragraphs. At the end of the Memorandum a brief synopsis of the salient points should be given. The Committee may ask for further information/clarifications if considered necessary. Five copies of such memoranda may be sent to the Member-Secretary, Pay Committee for non-teaching employees of the State-aided Universities, Salt Lake Office of the Burdwan University (1<sup>st</sup> floor) EE-7/1, Sector-II, Salt Lake, Kolkata-700091 within 30 (thirty) days of publication of this Notice.

Full text of Finance Department Resolution No.8349-F dated 10.11.08 and the text of this Notice may also be available in the Website of Finance Department, Govt. of West Bengal at the web-portal [www.wbfin.nic.in](http://www.wbfin.nic.in).

*Jayanta Kr. Datta Gupta*  
*Member Secretary.*