



- (ii) To examine the existing promotion policies and related issues and suggest suitable changes, which may be desirable and feasible, after taking into consideration the norms of efficiency / productivity, wherever relevant and having special regard to the need for improving people-orientation, social accountability and efficiency of the administration;
  - (iii) 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;
  - (iv) To examine the issues relating to the retirement benefits, and
  - (v) To make recommendations on each of the above having regard inter-alia, to
    - i) The prevailing pay structure under the Central and other State Governments as well as that obtaining in different Universities / Higher Secondary Council / Board of Secondary Education.
    - ii) The economic condition of the country, financial responsibility of the Government of India and the pattern of allocation of revenues to the State.
    - iii) The resources of the State Government as well as the State-Aided Universities, West Bengal Higher Secondary Council and the West Bengal Board of Secondary Education and the demands thereon on account of the commitment to developmental activities.
3. The Committee will devise its own procedures and may appoint such advisors, institutional consultants and experts as it may consider necessary for any particular purpose, in consultation with the State Government. The Committee may call for such inform and take such evidence as may be considered necessary. The Universities, Council, board and appropriate Government Departments of the State Government will furnish such information, documents and other assistance as may be required by the Committee. The Government of West Bengal trusts that the Service Associations and Unions of the employees of the Universities, Council, Board and other concerned will extend to the Committee their fullest co-operation and assistance.

4. The Committee will look into the anomaly, if any, which may be in existence in the pay-scales and service conditions of the employees and suggest measures for removing such anomaly.
5. The Committee will make an estimate of the costs 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.
6. The Committee will submit its recommendations as soon as practicable but preferably within a period of six months from the date of order notifying the constitution of the Committee.
7. The Committee may submit interim recommendations if found necessary or if so desired by the Government.

**ORDER**

Ordered that the resolution be communicated to the concerned Administrative Departments and to the concerned Universities, the Council and the Board.

Ordered that the resolution in the Calcutta Gazette.

By order of the Governor

**Dipankar Mukhopadhyay**  
*Principal Secretary to the  
Govt. of West Bengal*