

Government of West Bengal
Transport Department
Writers' Buildings
Calcutta-700 001

From: M.K. Khan, WBCS (Exe)
Dy. Secretary to the Government of West Bengal

To : 1) The Chairman-cum-Managing Director,
Calcutta Tramways Co.(1978) Ltd.,
12, Mission Row, Calcutta.

2) The Managing Director,
West Bengal Surface Transport Corporation Ltd.,
37, Deshpriya Sasmal Road, Calcutta-40.

Subject : *Revision of Pay and Allowances for the employees of the CTC (1978) Ltd.
and WBSTC Ltd.*

No. 6887(2) -WT/8B-9/2000

Dated, the 23rd June, 2000

Sir(s),

The undersigned is directed to say that a Pay Commission was constituted under government Resolution No.11831-F dated 27th November 1995 read with Resolution No.11833-F dated 27th November 1995 for examining the structure of emoluments and other conditions of service of a number of State Government Undertakings, statutory bodies, Corporations etc including the Calcutta State Transport Corporation, North Bengal State Transport Corporation, South Bengal State Transport Corporation, West Bengal Surface Transport Corporation Ltd and the Calcutta Tramways Company (1978) Ltd. The pay commission has since submitted its recommendation. After careful consideration of the recommendations of the Pay Commission, the government has issued certain guidelines under Finance Department's memo no. 3402(75)-F dated 6th April 2000 in the matter of revision of Pay & Allowances of the employees of the organizations covered by the report of the Commission.

2. The undersigned is now directed by the order of the Governor to say that the Governor has been pleased to issue the following directions under the provisions of the Articles of Association of the CTC (1978) Ltd and WBSTC Ltd :-

- (i) The revised pay scales as indicated in the Annexure I and II for the CTC (1978) Ltd and the WBSTC Ltd respectively shall be implemented.
- (ii) House Rent allowances shall be admissible to the employees of the above two organisations at the same rate and on the same terms and conditions as applicable to the State Government employees.
- (iii) Dearness Allowance will be admissible to the employees at the rates as approved by Government from time to time.

contd..2

(iv) As regards Medical Allowance and other allowances, the incumbents will continue to draw the same amounts as were being drawn in the unrevised pay scales prior to this revision until further orders.

(v) The principle of fixation of initial pay in the revised scales as recommended by the Pay Commission and accepted by government shall be as follows :-

a) An amount representing 40% of the basic pay in the existing scale shall be added to the existing emoluments of the employee.

b) After the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the stage next above the amount thus computed provided that :-

i) if the minimum of the revised scale is higher than the amount so arrived at the pay shall be fixed at the minimum of the revised scale;

ii) if the amount so arrived at is higher than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale, the balance remaining as personal pay to be absorbed against stagnation increment(s) as and when it becomes due.

c) "Existing emoluments" means the aggregate of -

(i) The basic pay in the existing scale including stagnation increments, if any;

(ii) Dearness allowance appropriate to the basic pay including stagnation increments, if any, admissible at the All India consumer Price Index (AICPI) average 1510(1960=100);

(iii) The amount of the 1st instalment of the interim relief of Rs.100.00 per month; and

(iv) The amount equivalent to the 2nd instalment of the interim relief at the rate of 10% of basic pay including stagnation increments, if any, subject to a minimum of Rs. 100.00 per month.

d) Where the increment of an employee falls on the 1st day of January, '96 he shall be allowed to draw increment in the existing scale first and then his pay in the revised pay scale shall be fixed in the above manner.

- 3-
- (vi) Pay will be fixed in the revised scales notionally on 1.1.96 or from the date with effect from which an employee opts to come over to revised scale of pay. An employees may opt to come over to the revised scale of pay with effect from any date between 1.1.96 and 1.1.97 (both days inclusive).
 - (vii) In cases where benefits like Career Advancement Scheme (CAS) etc have been extended without proper government approval in violation of Chief Secretary's Circular nos. 4236(32)-F dated 3.5.74, no.8178(44)-F dated 19.7.84, no.8494(48)-F dated 26.8.86 and no.3024(48)-F dated 25.3.87, such benefits are to be ignored at the time fixation of pay in the revised scale.
 - (viii) Actual payment on the basis of fixation in the revised scales of pay will, however, be made with effect from 1.4.2000 . The arrears for the period from 1.4.97 to 31.3.2000 will be paid in 5 annual instalments, the first instalment being payable not before 1.11.2002, along with interest to be calculated from 1.4.2000 at the same rate as admissible in respect of accumulation in the General Provident Fund Account.

3. Every employee shall be required to exercise option in writing in the prescribed form for coming under the revised scale of pay within ninety days from the date of issue of this order.

Provided that

- (a) an employee who on the date of issue of this order is on leave or on suspension shall exercise the said option within 90 days of his return from such leave or on reinstatement respectively ;
- (b) the option once exercised shall be final.

Provided also that no such option shall be admissible to any employee appointed to a post on or after 1.1.96 . He shall be allowed to draw pay only in the revised scale.

4. The Board of Directors of the respective Corporations shall give effect to the aforesaid decision without any modification. Even if there is a Board decision of any Corporation contrary to above , the same shall not be given effect to. A copy of the resolution adopted by the Board in this regard along with a copy of the order issued by the Corporation may be forwarded to this department and Finance Department (Group 'R') , for information .

5. This order issues with the concurrence of Finance Department vide their U/O No.1413 Group 'P' (Service) dated 21.6.2000

Yours faithfully


Deputy Secretary

30.6.2000
to the Government of West Bengal

Illustrations of fixation of pay in the revised scales

A few illustrations of fixation of pay in the revised scales are given below :-

EXAMPLE 1

An employee in the existing scale of Rs. 800-1265 has opted for the revised scale on 1.1.96 when his existing basic pay is Rs. 860.

Existing scale of pay	Rs. 800-1265
Revised scale of pay	Rs. 2600-55-2985-60-3525-65-4175
Existing basic pay	Rs. 860
Dearness allowance at index average 1510	Rs. 1273
1st instalment of Interim Relief	Rs. 100
2nd instalment of Interim Relief	Rs. 100
Existing emoluments	Rs. 2333
Add 40% of existing basic pay	Rs. 344
Total	Rs. 2677
Pay to be fixed in the revised scale	Rs. 2710
Date of next increment	1.1.97

EXAMPLE 2

An employee in the existing scale of Rs. 2200-4000 with special pay of Rs. 200 has opted for the revised scale of Rs. 8000-13500 with no special pay on 1.9.96 when his existing basic pay is Rs. 2840.

Existing scale of pay	Rs. 2200-4000 plus special pay Rs. 200
Revised scale of pay	Rs. 8000-275-13500--no special pay
Existing basic pay	Rs. 2840
Dearness allowance at index average 1510	Rs. 4203
1st instalment of Interim Relief	Rs. 100
2nd instalment of Interim Relief	Rs. 284
Special Pay	Rs. 200
Existing emoluments	Rs. 7627
Add 40% of existing basic pay	Rs. 1136
Total	Rs. 8763
Pay to be fixed in the revised scale	Rs. 8825-- no special pay
Date of next increment	1.9.97

EXAMPLE 3

An employee in the existing scale of Rs. 3000-4750 has opted for the revised scale of Rs. 10000-15525 on 1.6.96 when his basic pay is Rs. 3625.

Existing scale of pay	Rs. 3000-4750
Revised scale of pay	Rs. 10000-325-15525
Existing basic pay	Rs. 3625
Dearness allowance at index average 1510	Rs. 5180
1st instalment of Interim Relief	Rs. 100
2nd instalment of Interim Relief	Rs. 363
Existing emoluments	Rs. 9268
Add 40% of existing basic pay	Rs. 1450
Total	Rs. 10718
Pay to be fixed in the revised scale	Rs. 10975
Date of next increment	1.6.97

Schedule for CTC

Sl. No	Name of the Post	Existing Scale of Pay(Rs)	Revised Scale of Pay (Rs)
1.	Managing Director	5900-6700	18400-500-22400
2.	General Manager	5100-6300	16400-450-20000
3.	Works Manager	4500-6000	14300-400-18300
4.	Chief Operating Manager	4500-6000	14300-400-18300
5.	Chief Accounts Officer -cum-Secretary	4500-6000	14300-400-18300
6.	Chief Engineer (PW & E)	4500-6000	14300-400-18300
7.	Chief Medical Officer	3700-5700	12000-375-18000
8.	Controller of Stores	3700-5700	12000-375-18000
9.	Dy. Chief Medical Officer	3000-4750	10000-325-15525
10.	Sr. Medical Officer	3000-4750	10000-325-15525
11.	Senior Engineer	3000-4750	10000-325-15525
12.	Operating Manager	3000-4750	10000-325-15525
13.	Personnel Officer	2200-4000	8000-275-13500
14.	Welfare Officer	2200-4000	8000-275-13500
15.	Law & Claims Officer	2200-4000	8000-275-13500
16.	Treasurer	2200-4000	8000-275-13500
17.	Medical Officer	2200-4000	8000-275-13500
18.	Traffic Officer	2200-4000	8000-275-13500
19.	Asstt. Engineer	2200-4000	8000-275-13500

ANNEXURE-I

No	Name of the Post	Existing Scale of Pay(Rs)	Revised Scale of Pay (Rs)
20.	Accounts Officer	2200-4000	8000-275-13500
21.	Internal Auditor (Presently designated as Accounts Officer)	2200-4000	8000-275-13500
22.	Asstt. Law & Claims Officer	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
23.	Junior Accounts Officer	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
24.	Provident Fund Officer	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
25.	Asstt. Treasurer	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
26.	Asstt. Personnel Officer	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
27.	Sr. Labour Welfare Supdt.	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
28.	Sr. Engineering Supdt.	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
29.	Sr. Store Supdt.	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
30.	Sr. Traffic Supdt.	1500-3410	4800-175-5850-200-6650-225-8675-250-10925
31.	Supervising Cashier	1420-3130	4650-150-5100-175-6325-200-7925-225-10175
32.	Sub-Asstt. Engineer	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
33.	Foreman / Sub Foreman	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
34.	Labour Welfare Supdt.	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
35.	Welfare Supdt.	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
36.	Office Supdt.	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
37.	Supdt. Telephone.	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
38.	Depot Cash Supdt.	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
39.	Law & Claims Supdt.	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
40.	Secy to Managing Director	1390-2970	4500-150-5250-175-7000-200-8800-225-9700

Asst. Storekeeper

No.	Name of the Post	Existing Scale of Pay (Rs)	Revised Scale of Pay (Rs)
62.	Sr. Inspector	1140-2160	3600-100-4200-125-5700-150-7050
63.	Asstt. Head Starter-cum-Booking Starter	1140-2160	3600-100-4200-125-5700-150-7050
64.	Line Jamadar	1140-2160	3600-100-4200-125-5700-150-7050
65.	Shed Jamadar	1140-2160	3600-100-4200-125-5700-150-7050
66.	Ticket Inspector/Timekeeper-cum- Starter	1140-2160	3600-100-4200-125-5700-150-7050
67.	Stenographer	1140-2160	3600-100-4200-125-5700-150-7050
68.	Bus Driver	1140-2160	3600-100-4200-125-5700-150-7050 → Scl No- 7
69.	Auto Telephone Mistry	1040-1920	3350-90-3800-100-4700-125-6325
70.	Tool Maker	1040-1920	3350-90-3800-100-4700-125-6325
71.	Machine Operator Mate	1040-1920	3350-90-3800-100-4700-125-6325
72.	Gas Cutter-cum-Welder	1040-1920	3350-90-3800-100-4700-125-6325
73.	Welder	1040-1920	3350-90-3800-100-4700-125-6325
74.	Gas Cutter	1040-1920	3350-90-3800-100-4700-125-6325
75.	Head Mistry	1040-1920	3350-90-3800-100-4700-125-6325
76.	Marker	1040-1920	3350-90-3800-100-4700-125-6325
77.	Clerk	1040-1920	3350-90-3800-100-4700-125-6325
78.	Clerk-cum-Typist	1040-1920	3350-90-3800-100-4700-125-6325
79.	Car Examiner	1040-1920	3350-90-3800-100-4700-125-6325
80.	Stock Holder	1040-1920	3350-90-3800-100-4700-125-6325
81.	Depot Cashier	1040-1920	3350-90-3800-100-4700-125-6325
82.	Pay Clerk	1040-1920	3350-90-3800-100-4700-125-6325

~~Tracer~~
~~Break Down Driver~~

[Handwritten Signature]

No.	Name of the Post	Existing Scale of Pay(Rs)	Revised Scale of Pay (Rs)
83.	Telephone Operator	1040-1920	3350-90-3800-100-4700-125-6325
84.	Switch Board Attendant	1040-1920	3350-90-3800-100-4700-125-6325
85.	SBA Mechanic	1040-1920	3350-90-3800-100-4700-125-6325
86.	Security Supervisor	1040-1920	3350-90-3800-100-4700-125-6325
87.	Heavy Vehicle Driver	1040-1920	3350-90-3800-100-4700-125-6325
88.	Crane Driver	1040-1920	3350-90-3800-100-4700-125-6325
89.	Roller Driver	1040-1920	3350-90-3800-100-4700-125-6325
90.	Tower Wagon Driver	1040-1920	3350-90-3800-100-4700-125-6325
91.	Tram Driver	1040-1920	3350-90-3800-100-4700-125-6325
92.	Conductor	1040-1920	3350-90-3800-100-4700-125-6325 → Sol no- 6
93.	Motor Car Driver	980-1755	3150-80-3390-90-4380-100-5680
94.	Fork Lift Operator	980-1755	3150-80-3390-90-4380-100-5680
95.	Pattern Maker	980-1755	3150-80-3390-90-4380-100-5680
96.	Out Door Line Mistry	980-1755	3150-80-3390-90-4380-100-5680
97.	Leather Bag Checker	980-1755	3150-80-3390-90-4380-100-5680
98.	Dresser	980-1755	3150-80-3390-90-4380-100-5680
99.	Record Keeper	980-1755	3150-80-3390-90-4380-100-5680
100.	Office Assjstant	980-1755	3150-80-3390-90-4380-100-5680
101.	Office Watchman	980-1755	3150-80-3390-90-4380-100-5680
102.	Fitter	980-1755	3150-80-3390-90-4380-100-5680
103.	Turner	980-1755	3150-80-3390-90-4380-100-5680

Welder

M. K. Chavan

No.	Name of the Post	Existing Scale of Pay (Rs)	Revised Scale of Pay (Rs)
104.	Machineman ✓	980-1755	3150-80-3390-90-4380-100-5680
105.	Grinder ✓	980-1755	3150-80-3390-90-4380-100-5680
106.	Blacksmith ✓	980-1755	3150-80-3390-90-4380-100-5680
107.	Rivetter ✓	980-1755	3150-80-3390-90-4380-100-5680
108.	Moulder ✓	980-1755	3150-80-3390-90-4380-100-5680
109.	Foundryman ✓	980-1755	3150-80-3390-90-4380-100-5680
110.	Tinsmith ✓	980-1755	3150-80-3390-90-4380-100-5680
111.	Carpenter ✓	980-1755	3150-80-3390-90-4380-100-5680
112.	Upholster ✓	980-1755	3150-80-3390-90-4380-100-5680
113.	Sawyer ✓	980-1755	3150-80-3390-90-4380-100-5680
114.	Letterman ✓	980-1755	3150-80-3390-90-4380-100-5680
115.	Wireman ✓	980-1755	3150-80-3390-90-4380-100-5680
116.	Winder ✓	980-1755	3150-80-3390-90-4380-100-5680
117.	Coilmaker ✓	980-1755	3150-80-3390-90-4380-100-5680
118.	Cobbler ✓	980-1755	3150-80-3390-90-4380-100-5680
119.	Plumber ✓	980-1755	3150-80-3390-90-4380-100-5680
120.	Mason ✓	980-1755	3150-80-3390-90-4380-100-5680
121.	Storeman ✓	980-1755	3150-80-3390-90-4380-100-5680
122.	Truckhand ✓	980-1755	3150-80-3390-90-4380-100-5680
123.	Asphalt Mechanic ✓	980-1755	3150-80-3390-90-4380-100-5680
124.	Mistry (PWD) ✓	980-1755	3150-80-3390-90-4380-100-5680

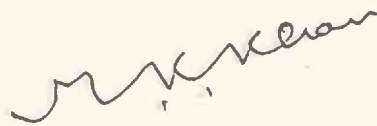
M. K. K. K.

Sl. No.	Name of the Post	Existing Scale of Pay (Rs)	Revised Scale of Pay (Rs)
125.	Mistry (OH & C)	980-1755	3150-80-3390-90-4380-100-5680
126.	Painter	980-1755	3150-80-3390-90-4380-100-5680
127.	Spray Painter	980-1755	3150-80-3390-90-4380-100-5680
128.	Point Mistry	980-1755	3150-80-3390-90-4380-100-5680
129.	Tailor	980-1755	3150-80-3390-90-4380-100-5680
130.	Lighting Mistry	980-1755	3150-80-3390-90-4380-100-5680
131.	Change Supplier	980-1755	3150-80-3390-90-4380-100-5680
132.	M.L.W. Fitter (ALL WRIGHT FITTER)	980-1755	3150-80-3390-90-4380-100-5680
133.	Tent/Ground Incharge	980-1755	3150-80-3390-90-4380-100-5680
134.	Wireless Operator	875-1460	2850-65-3305-70-4005-75-4680
135.	Head Khalasi	830-1357	2700-60-3120-65-3770-70-4400
136.	Ticket Khalasi-cum-Sorter	830-1357	2700-60-3120-65-3770-70-4400
137.	Lift Attendant	830-1357	2700-60-3120-65-3770-70-4400
138.	Key Man	830-1357	2700-60-3120-65-3770-70-4400
139.	Head Scraper	830-1357	2700-60-3120-65-3770-70-4400
140.	Head Durwan	830-1357	2700-60-3120-65-3770-70-4400
141.	Printer-cum-Peon (Drawing)	830-1357	2700-60-3120-65-3770-70-4400
142.	Helper-cum-Khalasi (Sub Stn. & NP)	830-1357	2700-60-3120-65-3770-70-4400
143.	Helper-cum-Khalasi (OH & C)	830-1357	2700-60-3120-65-3770-70-4400
144.	Helper-cum-Khalasi	830-1357	2700-60-3120-65-3770-70-4400
145.	Greaser	830-1357	2700-60-3120-65-3770-70-4400

M. K. Khan

Sl. No.	Name of the Post	Existing Scale of Pay(Rs)	Revised Scale of Pay (Rs)
146.	Flagman	830-1357	2700-60-3120-65-3770-70-4400
147.	Helper (Rolling Stock)	830-1357	2700-60-3120-65-3770-70-4400
148.	Hammer Man (NP + RS)	830-1357	2700-60-3120-65-3770-70-4400
149.	R.S. Sardar	830-1357	2700-60-3120-65-3770-70-4400
150.	Lorry & Roller Syces	830-1357	2700-60-3120-65-3770-70-4400
151.	Cleaner Sardar	830-1357	2700-60-3120-65-3770-70-4400
152.	Store Sardar	830-1357	2700-60-3120-65-3770-70-4400
153.	Arm guard	800-1265	2600-55-2985-60-3525-65-4175
154.	Job Asstt. (PW & Bldg)	800-1265	2600-55-2985-60-3525-65-4175
155.	Durwan	800-1265	2600-55-2985-60-3525-65-4175
156.	Peon	800-1265	2600-55-2985-60-3525-65-4175
157.	Scraper	800-1265	2600-55-2985-60-3525-65-4175
158.	Pointsman-cum-Trolleyman	800-1265	2600-55-2985-60-3525-65-4175
159.	Trolleyman (RS)-cum-Pointman	800-1265	2600-55-2985-60-3525-65-4175
160.	Cleaner	800-1265	2600-55-2985-60-3525-65-4175
161.	Car Cleaner	800-1265	2600-55-2985-60-3525-65-4175
162.	Khalasi	800-1265	2600-55-2985-60-3525-65-4175
163.	Traffic Cleaner/ Pointsman/Khalasi	800-1265	2600-55-2985-60-3525-65-4175

Gardener



Schedule for WBSTC

Sl. No.	Name of the Post	Existing Scale of Pay (Rs)	Revised Scale of Pay (Rs)
1.	Managing Director	5100-6300	16400-450-20000
2.	F.A.-Cum-C.A.O.	3000-4750 (4500-6000 Personal to present incumbent)	10000-325-15525 (14300-400-18300 Personal to present incumbent)
3.	Chief Engineer	3700-5700	12000-375-18000
4.	Traffic Manager	3000-4750	10000-325-15525
5.	Accounts Officer	2200-4000	8000-275-13500
6.	Administrative Officer	2200-4000	8000-275-13500
7.	Assistant Engineer	2200-4000	8000-275-13500
8.	Traffic Officer	1640-3635	5500-200-6300-225- 8325-250-11325
9.	Sub-Asstt. Engineer	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
10.	Junior Traffic Officer	1390-2970	4500-150-5250-175-7000-200-8800-225-9700
11.	Asstt. Traffic Officer (Vessel)	1260-2610	4000-125-4250-150-5300-175-7050-200-8850
12.	Stenographer	1260-2610	4000-125-4250-150-5300-175-7050-200-8850
13.	Senior Traffic Asstt. (Bus)	1260-2610	4000-125-4250-150-5300-175-7050-200-8850
14.	Cashier	1260-2610	4000-125-4250-150-5300-175-7050-200-8850
15.	Jr. Traffic Asstt.	1040-1920	3350-90-3800-100-4700-125-6325
16.	Office Asstt.	1040-1920	3350-90-3800-100-4700-125-6325
17.	Accounts Assistant	1040-1920	3350-90-3800-100-4700-125-6325
18.	Receptionist-cum-Typist	1040-1920	3350-90-3800-100-4700-125-6325
19.	Office Vehicle Driver	980-1755	3150-80-3390-90-4380-100--5680

Sl. No	Name of the Post	Existing Scale of Pay(Rs)	Revised Scale of Pay (Rs)
20.	Record Keeper	800-1265	2600-55-2985-60-3525-65-4175
21.	Peon	800-1265	2600-55-2985-60-3525-65-4175
22.	Sweeper	800-1265	2600-55-2985-60-3525-65-4175
23.	Night Guard	800-1265	2600-55-2985-60-3525-65-4175
<u>Vessel Operation</u>			
24.	Serang	1040-1920	3350-90-3800-100-4700-125-6325
25.	Driver	1040-1920	3350-90-3800-100-4700-125-6325
26.	Sukhani	980-1755	3150-80-3390-90-4380-100-5680
27.	Greaser	980-1755	3150-80-3390-90-4380-100-5680
28.	Laskar	875-1460	2850-65-3305-70-4005-75-4680
29.	Cash-cum-Stores Clerk	1040-1920	3350-90-3800-100-4700-125-6325
30.	Booking Clerk-cum-Ticket Collector	1040-1920	3350-90-3800-100-4700-125-6325
31.	Mechanic/Electrician	1040-1920	3350-90-3800-100-4700-125-6325
<u>Bus Operation</u>			
32.	Driver (Route Bus)	1040-1920	3350-90-3800-100-4700-125-6325
33.	Conductor	1040-1920	3350-90-3800-100-4700-125-6325
34.	Mechanic	1040-1920	3350-90-3800-100-4700-125-6325
35.	Mechanical Supervisor	1260-2610	4000-125-4250-150-5300-175- 7050-200-8850

M. K. Khan