

GOVERNMENT OF WEST BENGAL
FINANCE DEPARTMENT
AUDIT BRANCH
NABANNA, MANDIRTALA, HOWRAH-711 102.

No. 3998 -F(P2)

Date : 15-07-2019

MEMORANDUM

With a view to ensuring the optimal use of public funds and to use the available manpower in the most productive and effective way in the event of restructuring or winding up of several entities namely – Companies, Corporations, Undertakings, Statutory Bodies etc. wholly or partially owned or controlled by the Government of West Bengal or by any Body, which is funded wholly or partially by the Government of West Bengal, it was decided in terms of memo No. 3967-F(P) dated 01-08-2014 to redeploy the excess contractual/casual/piece-rated/daily rated workers engaged by those entities/organisations to other entities/organisations and in Government Offices under any project/scheme wherever necessary on the same rate of remuneration as they received in parent entities/organisations/offices.

The question of improving the conditions of service of such contractual/casual/piece-rated/daily rated workers has been under active consideration of the Government for some time past.

After careful consideration of the matter, the undersigned is directed by order of the Governor to lay down the following service conditions in respect of such workers :

- (i) Such workers who have rendered 10 years of service continuously in the previous organisation and present organisation taken together with at least 240 days attendance each year may remain engaged in the same status and capacity till their attaining the age of 60 years.
- (ii) Consolidated remuneration per month of above categories of workers will be as follows :-

GROUP-D CATEGORY

Period of engagement	Remuneration
Less than 5 years	Rs.12,000/-
5 years to less than 10 years	Rs.14,000/-
10 years to less than 15 years	Rs.16,500/-
15 years to less than 20 years	Rs.19,000/-
20 years and above	Rs.22,000/-

GROUP-C CATEGORY

Period of engagement	Remuneration
Less than 5 years	Rs.13,500/-
5 years to less than 10 years	Rs.15,500/-
10 years to less than 15 years	Rs.18,000/-
15 years to less than 20 years	Rs.21,000/-
20 years and above	Rs.24,500/-

Contd.....P/2

In case, there exists other categories of such workers namely Group-B or Group-A, for determination of remuneration of such workers each individual case may be referred to Finance Department.

- (iii) Enhancement of remuneration : @ 3% rounded off to nearest rupee on 1st July every year.
- (iv) Terminal benefit on attaining the age of 60 years : Rs.3 Lakhs
- (v) Medical facility : All such workers and the bonafide members of family will be covered under Swasthya Sathi Scheme.
- (vi) Leave facility : 30 off days in a year and in addition 10 days leave on medical ground in a year. A female such worker may be allowed Maternity Leave of 180 days when necessary.

(vii) The service of such worker may be terminated at once because of involvement in criminal case/misconduct/delinquency/incapacitation etc. Such a worker may also opt out of the engagement on his/her own.

(viii) During the period of engagement, if any such worker is found to have involved in misappropriation of public money directly or indirectly or in any forgery or in tampering any records of the organisation/office, FIR may be lodged at once against such worker by the Controlling Authority.

(ix) In the event of death of any such worker before attaining the age of 60 years, the legal heirs of such worker shall be paid an amount of Rs.2 Lakhs as one time death benefit. This may be allowed by the Controlling Authority who pays them remuneration.

This will take effect from the 1st day of July, 2019.

Sd/- H. K. Dwivedi
Additional Chief Secretary
Finance Department
Government of West Bengal.