

Government of West Bengal

Finance Department

Audit Branch

NABANNA, 325, Sarat Chatterjee Road, Howrah - 711102

No. 2657-F(P1)

Howrah, the 22nd July, 2026

RESOLUTION

The Governor is pleased to appoint the 7th Pay Commission comprising of the following:

1. Chairperson: Shri Atanu Chakraborty, IAS, Retd. Secretary to the Government of India, Department of Economic Affairs, Ministry of Finance;
2. Member: Dr. Partha Mukhopadhyay, Senior Fellow at Centre for Policy Research;
3. Member: Dr. Partha Pratim Pal, Professor of Economics, IIM, Calcutta,
4. Member Secretary: Shri Devi Prasad Karanam, IAS, Secretary to the Government of West Bengal, Finance Department.

2. The Governor is further pleased to decide that the terms of reference of the Pay Commission will be as follows:

2.1 To examine and recommend changes that are desirable and feasible in the emoluments including pay, allowances and other benefits, in cash or kind, having regard to rationalisation, contemporary requirements and the specialised needs of various Departments, Institutions, Statutory, Non-statutory Bodies, Corporations under administrative control of the State Government and also on taking into account the total package of benefits now available in respect of the following categories of employees:

- a) the employees under the rule making control of the Government of West Bengal except the members of All India Services, the West Bengal Judicial Services and members of the services to whom either UGC or AICTE or ICAR Pay Structures are applicable;
- b) the employees of Statutory Bodies, Boards, Corporations, etc. as per the Annexure and also in respect of those organisations which may be notified later on.

2.2 To examine the conditions of service in respect of the above categories of employees and suggest an emolument structure conducive to attract and retain talent in Government service. It should lead to promoting efficiency, accountability and responsibility in the work culture and ensure a work-life balance.

2.3 To review the Dearness Allowance and recommend an appropriate formulation for the

proposed pay structure. Also to review existing special allowances and other allowances, concessions including Travelling Allowance, which are now available to the above categories of employees in addition to their pay and recommend their rationalisation keeping in view the multiplicity of allowances.

In view of the above, also to recommend the mode of Initial Pay Fixation in the proposed Pay Structure for existing employees and the mode of revision of pension for existing pensioners.

2.4 To examine the existing promotion policies, both functional and non-functional, along with related issues and suggest suitable changes which may be desirable and feasible after taking into consideration the norms of promotion, efficiency as well as productivity, wherever relevant and also having special regard to the priority for improving people-orientation, social accountability and efficiency of the administration as well.

2.5 To review the Pension and allied benefits under existing Death-cum-Retirement Benefit schemes, including medical benefits, if any, presently available to the above categories of employees and recommend changes that are desirable and feasible.

2.6 To review any other issue relating to pay and services of the above categories of employees as well as pensioners as may be referred by the Government on a later date.

2.7 To make recommendations on each of the above having regard, *inter-alia*, to-

- i. The prevailing pay structure under the Central Government, Central Public Sector Undertakings, other State Governments, etc.,
- ii. The economic condition of the country, and pattern of devolution of revenues to the State,
- iii. The resources of the State Govt. and the demands thereon on account of the commitment of the State Government to the developmental activities and welfare measures, and
- iv. The resources of the Statutory Bodies, Boards, Corporations, etc. as per the Annexure and likely impact of the recommendations on their finances.

2.8 The decision of the Government of India on the recommendations of the 8th Central Pay Commission may also be taken into consideration.

3. The Commission 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 Commission may call for such information and take such evidence as may be considered necessary.

The different departments of the State Government and offices sub-ordinate to them will furnish such information, documents and other assistance as may be required by the

Commission. The Government of West Bengal trusts that the service associations and the unions of the State Government employees and others concerned will extend to the Commission their fullest co-operation and assistance.

4. The headquarters of the Commission shall be at Kolkata. However, the Commission may hold its sittings elsewhere in the State or in the National Capital, as it may deem necessary. The Commission shall be provided with a furnished office and be also provided with required manpower support to carry out its mandate.

5. The Commission will submit their recommendations as expeditiously as practicable but preferably within a period of 6 (six) months from the date of publication of this Resolution or such extended time as the State Government may consider necessary. However, the Commission may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalised or if so desired by the Government.

ORDER

Ordered that the resolution be communicated to all Administrative Departments and all offices sub-ordinate to them. The Administrative Departments will inform within fifteen days from the date of publication of this Resolution, if there is any addition or alteration or deletion of any Statutory Body, Board, Corporation, etc. mentioned in the Annexure.

Ordered also that the Resolution be published in the Kolkata Gazette, Extraordinary.

By order of the Governor,

Sd/- Prabhat Kumar Mishra

Additional Chief Secretary to the
Government of West Bengal
Finance Department

ANNEXURE

PART-A

01. Government sponsored or aided educational institutions, Training Institutions of Primary Teachers, Libraries & Polytechnics and Junior Technical Schools;
02. Sponsored and Aided Non-Government Colleges (excluding teaching staff);
03. Municipalities, Municipal Corporations, Notified Area Authorities, Panchayati Raj Institution;
04. West Bengal Legislative Assembly Secretariat;
05. Public Service Commission, West Bengal;
06. State Election Commission, West Bengal;
07. West Bengal College Service Commission;
08. West Bengal Municipal Service Commission;
09. West Bengal Minorities' Commission;
10. West Bengal Commission for Backward Classes;
11. West Bengal Commission for Women;
12. West Bengal Human Rights Commission;
13. West Bengal Taxation Tribunal;
14. West Bengal Commercial Taxes Appellate and Revisional Board;
15. West Bengal Administrative Tribunal;
16. West Bengal Co-operative Tribunal;
17. Kolkata Metropolitan Development Authority including erstwhile KIT and KMWSA and HIT;
18. Hooghly River Bridge Commission;
19. West Bengal Bio-Diversity Board;
20. Sriniketan-Santiniketan Development Authority;
21. Siliguri-Jalpaiguri Development Authority;
22. Asansol-Durgapur Development Authority;
23. Haldia Development Authority;
24. Digha-Sankarpur Development Authority;
25. Kolkata Improvement Tribunal;
26. Institute of Wetland Management & Ecological Design;
27. State Council of Science & Technology;

28. Recognised Audio-Visual Units and Community Centres;
29. Recognised non-Govt. Sponsored/Aided voluntary organisation;
30. West Bengal Board of Primary Education and District Primary Councils;
31. West Bengal Madrasah Education Board;
32. Institute of Local Government and Urban Studies;
33. West Bengal State Co-operative Union;
34. Institute of Historical Studies;
35. Institute of Language Studies and Research (erstwhile Institute of English, Calcutta);
36. West Bengal State Book Board;
37. Jagadish Bose National Talent Search;
38. Institute De Chandernagore;
39. Netaji Institute for Asian Studies;
40. West Bengal Urdu Academy;
41. West Bengal Hindi Academy;
42. West Bengal Co-operative Service Commission;
43. West Bengal Wakf Board;
44. West Bengal Higher Education Council;
45. West Bengal Technical Education Council;
46. West Bengal Science & Technology Council;
47. West Bengal Veterinary Council;
48. West Bengal Nursing Council;
49. West Bengal Medical Council;
50. West Bengal Ayurvedic Council;
51. West Bengal Homoeopathic Council;
52. West Bengal Vocational Education Council;
53. West Bengal Infrastructure Development & Finance Corporation;
54. West Bengal Land Reforms & Tenancy Tribunal;
55. Institute of Development Studies, Kolkata (excluding teaching staff);
56. New Town Kolkata Development Authority;
57. West Bengal Pollution Control Board;
58. Bankim Bhavan Gabeshana Kendra;
59. West Bengal Dental Council.

PART-B

01. West Bengal State Marketing Board;
02. West Bengal State Seed Corporation Limited;
03. West Bengal Minor Irrigation Corporation Limited;
04. West Bengal Dairy and Poultry Development Corporation Limited;
05. West Bengal Livestock Development Corporation Limited;
06. Greater Calcutta Gas Supply Corporation Limited;
07. West Bengal Electronics Industries Development Corporation Limited;
08. West Bengal Industrial Development Corporation Limited;
09. West Bengal Industrial Infrastructure Development Corporation Limited;
10. West Bengal Mineral Development & Trading Corporation Limited;
11. West Bengal Pharmaceutical & Phytochemical Development Corporation Limited;
12. West Bengal Tea Development Corporation Limited;
13. Shilpa Barta Printing Press Limited;
14. West Bengal Handicrafts Development Corporation Limited;
15. West Bengal Khadi & Villages Industries Board;
16. West Bengal Small Industries Development Corporation Limited;
17. West Bengal Comprehensive Area Development Corporation;
18. Bankura District Fish Farmers' Development Agency;
19. Birbhum District Fish Farmers' Development Agency;
20. Burdwan District Fish Farmers' Development Agency;
21. Cooch Behar Fish Farmers' Development Agency;
22. Darjeeling Fish Farmers' Development Agency;
23. Hooghly Fish Farmers' Development Agency;
24. Howrah Fish Farmers' Development Agency;
25. Jalpaiguri Fish Farmers' Development Agency;
26. Malda Fish Farmers' Development Agency;
27. Midnapore Fish Farmers' Development Agency;
28. Murshidabad Fish Farmers' Development Agency;
29. Nadia Fish Farmers' Development Agency;
30. Purulia Fish Farmers' Development Agency;
31. Uttar Dinajpur Fish Farmers' Development Agency;

32. Dakshin Dinajpur Fish Farmers' Development Agency;
33. North 24 Parganas Fish Farmers' Development Agency;
34. South 24 Parganas Fish Farmers' Development Agency;
35. State Fisheries Development Corporation Limited;
36. West Bengal Fisheries Corporation Limited;
37. West Bengal Financial Corporation Limited;
38. West Bengal Forest Development Corporation Limited;
39. West Bengal Essential Commodities Supply Corporation Limited;
40. West Bengal Housing Board;
41. West Bengal Film Development Corporation Limited;
42. West Bengal Labour Welfare Board;
43. West Bengal Agro Industries Corporation Limited;
44. West Bengal State Warehousing Corporation;
45. West Bengal Social Welfare Board;
46. West Bengal SC, ST and OBC Development Finance Corporation;
47. West Bengal Tourism Development Corporation Limited;
48. West Bengal Transport Corporation comprising erstwhile CSTC, WBSTC and CTC (1978) Limited;
49. North Bengal State Transport Corporation;
50. South Bengal State Transport Corporation;
51. Durgapur Chemicals Limited;
52. Zoological Garden, Alipore;
53. Infusion (India) Limited;
54. West Bengal Renewable Energy Development Agency;
55. West Bengal Valuation Board;
56. State Urban Development Agency;
57. Electro Medical and Allied Industries Limited;
58. Calcutta Society for Prevention of Cruelty to Animals;
59. West Bengal Central School Service Commission;
60. West Bengal Madrasah Service Commission;
61. West Bengal Women Development Undertaking;
62. West Bengal Electricity Regulatory Commission;

63. Gluconate Health Limited;
64. Saraswati Press Limited;
65. Shalimar Works (1980) Limited;
66. Westinghouse Saxby Farmer Limited;
67. Britannia Engineering Limited;
68. Eastern Distillery & Chemicals Limited;
69. West Bengal State Handloom Weavers' Co-operative Society Limited;
70. West Dinajpur Spinning Mills Limited;
71. Kalyani Spinning Mills Limited.

No. 2657/1(70)-F(P1)

Dated Howrah, the 22nd July, 2026

Copy forwarded for information and necessary action to:

1. Shri Atanu Chakraborty, IAS, Retd. Secretary to the Government of India, Department of Economic Affairs, Ministry of Finance
2. Dr. Partha Mukhopadhyay, Senior Fellow at Centre for Policy Research
3. Dr. Partha Pratim Pal, Professor of Economics, IIM, Calcutta
4. Shri Devi Prasad Karanam, IAS, Secretary to the Government of West Bengal, Finance Department
5. The Principal Accountant General (A&E), West Bengal, Treasury Buildings, Kol.- 1
6. The Additional Chief Secretary/Principal Secretary/Secretary..... Department
7. The Secretary to the Hon'ble Governor, West Bengal, Lok Bhaban, Kolkata
8. The Private Secretary to the Hon'ble Chief Minister, West Bengal
9. The Principal Secretary, West Bengal Legislative Assembly
10. The Secretary, Public Service Commission, West Bengal
11. Senior PS to the Chief Secretary, West Bengal
12. The Pay & Accounts Officer, Kolkata Pay & Accounts Office – I/II/III
13. The Registrar & DDO Finance Accounts Department
14. Shri Sumit Mitra, Network Administrator, Finance Department for uploading this Resolution in the Finance Department's Website.


Special Secretary
to the Government of West Bengal