

**GOVERNMENT OF WEST BENGAL**  
**Panchayats & Rural Development Department**  
Joint Administrative Building  
Block HC-7, Sector -III, Salt Lake  
Kolkata-700 106

**Memo. No. 3772-RD/O/NREGA/18M-03/10**

**Date: 19/07/2017**

**To: The District Magistrate and District Programme Coordinator, Birbhum**

Sub: Clarification regarding bonus to STP/VLE etc.

Madam,

I would like to enclose copy of a letter issued by this department regarding admissibility of incentive (Puja/Eid etc.) to the contractually engaged personnel under different programmes of this Department. The order is self-explanatory. However, it is clarified that for all practicable purposes now the VLEs and the STPs are to be treated at par with other contractually engaged personnel in the MGNREGS set up. Accordingly, admissibility to the incentive for such contractually engaged VLE and STP will be guided by the same principles as applicable to other contractually engaged personnel in the set up.

Yours faithfully,

(Dibyendu Sarkar)

Commissioner, P&RD Department

**Memo. No. 3772/1(24)-RD/O/NREGA/18M-03/10**

**Date: 19/07/2017**

Copy forwarded for information and necessary action to the Administrator, GTA, the District Magistrate & District Programme Coordinator (all except Birbhum) the Additional Executive Officer, Siliguri Mahakuma Parishad.

Commissioner, P&RD Department

**Government of West Bengal**  
**Department of Panchayats & Rural Development**  
**Joint Administrative Building (6<sup>th</sup> to 9<sup>th</sup> Floors), HC-7, Sector-III**  
**Bidhannagar, Kolkata-700106**

No.755/AD/P&RD/WBSRDA/1E-4/2015

Dated : 04.07.2017

**ORDER**

1 Performance-linked incentive grant to the various categories of contractual/casual employees working in the Panchayats & Rural Development Department, in the different organisations, wings and Cells under the Department for the year 2015-16 was granted at the rate of Rs.3,400/- per head in the maximum vide this Department's Order No 729/SS/P&RD/WBSRDA/1E-4/2015 dated 29.07.2016.

2 In consideration of the proposal for allowing performance linked incentive grant to the different categories of contractual/casual employees working in the PRIs, Panchayats & Rural Development Department, in the different organisations/wings/cells under the Department including the West Bengal State Rural Development Agency (WBSRDA), the West Bengal Comprehensive Area Development Corporation (WBCADC), the Society for Training & Research on Panchayats & Rural Development (STARPAR), the Paschim Banga Rajya Sishu Shiksha Mission (PBRSSM), the B.R.Ambedkar Institute of Panchayats & Rural Development, the West Bengal State Rural Livelihood Mission (WBSRLM), the Social Audit Cell for implementation of different rural development programmes including PMGSY, MGNREGS, SRD, RGPSA/RGSA/Legal Support Cell, CHCMI, e-Governance, e-Panchayat, Sanitation, ISGPP, PMAY-G, Mentors in selected GPs, GPCAs in selected GPs etc. for the year 2016-17, the Governor is pleased to order that performance linked incentive grant will be paid for the year 2016-17 at the rate of Rs.3,600/- only per head in the maximum to the different categories of employees whose contractual remuneration/wages did not exceed Rs 26,000/- p.m. as on 31.03.2017.

3 The said benefit will be admissible subject to the following terms and conditions :-

- i. The incentive grant admissible under this order will be worked out on the basis of contractual remuneration / wages as admissible on 31.03.2017.
- ii. Such employees whose contractual remuneration / wages on 31.03.2017 exceeded Rs. 26,000/- p.m. but during the year 2016-17 their contractual remuneration/wages at least for six months was less than Rs 26,000/- p.m. will be paid incentive grant of Rs.3,600/- per head in the maximum under this order.
- iii. Such contractual employees who were in service on 31.03.2017 and who rendered at least six months continuous service during 2016-17 will be eligible for payment of incentive grant under this order. Pro-rata payment will be admissible in such cases to the eligible contractual employees for periods of continuous service during the year ranging from six months to the full year, the eligibility period being taken in terms of the number of months of service (rounded off to the nearest number of months). A fraction of 15 days or more should be counted as one month.
- iv. The amount of incentive grant on pro-rata payment as admissible under 3(iii) above will have to be calculated according to the following formula :-

$$\begin{array}{l} \text{Contractual remuneration} \\ \text{as on 31<sup>st</sup> March, 2017} \end{array} \times \frac{\text{Eligibility period in number of months}}{12}$$

= The amount of incentive grant, subject to a maximum amount of Rs. 3,600/- only.

- v. The casual workers who put in work at least for 120 days and contractual employees on consolidated remuneration in the year 2016-17 will also be entitled to incentive grant under this order according to the following formula :-

Total amount of salary/wages earned during the year 2016-17

12

= The amount of incentive grant, subject to maximum amount of Rs. 3,600/- only.

4. The expenditure in respect of payment of incentive grant under this order will have to be met from out of available funds under administrative cost/programme management cost/interest funds/ other funds etc. in the respective organizations mentioned at Paras 1 & 2 of this order from where contractual remuneration/wages are paid

5. The disbursement of performance linked incentive grant sanctioned in this order for the Muslim Casual / Contractual Employees should be made as early as possible and in case of other Casual / Contractual Employees such disbursement should be made between 11<sup>th</sup> September, 2017 and 18<sup>th</sup> September, 2017.

All concerned are being informed.

  
Joint Secretary

to the Government of West Bengal

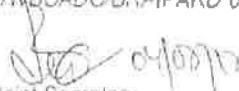
No.755/AD/1(70)P&RD/WBSRDA/1E-4/2015

Dated : 04.07.2017

Copy forwarded for information and necessary action to :

- 1) The CEO, WBSRLM
- 2) The Additional Chief Executive Officer, WBSRDA
- 3) The Director of Social Audit, Social Audit Cell of WBSRDA
- 4) The SRD Programme Director
- 5) The Member-Secretary, STARPARD
- 6) The Additional Executive Officer, WBSRDA, RGPSA/Legal Support Cell
- 7) The Commissioner in the Department of P&RD & Commissioner MGNREGA
- 8) The Administrative Secretary, WBCADC
- 9) The Project Director, ISGP-II Programme
- 10) The Director, BRAIPARD
- 11) The Joint CEO, MGNREGA Cell, WBSRDA
- 12) The Joint CEO, Computerization Cell, WBSRDA
- 13) The Joint Secretary, STARPARD
- 14) The Joint CEO, SPHC/PMAY-G Cell, WBSRDA
- 15) The Joint CEO, e-Gov Cell
- 16) The Mission Director, PBRSSM
- 17) The Joint CEO, SBM(G) Cell
- 18) The Financial Controller, WBSRDA
- 19) The Administrative Officer, SRD Cell of WBSRDA
- 20) The Deputy Secretary, STARPARD
- 21) The Additional Executive Officer, ..... Zilla Parishad (Ali) / Mahakuma Parishad
- 22) The Administrative Officer, PBRSSM
- 23) The DPRDO, ..... (All)
- 24) Smt./Shri .....

Copies of this order may be circulated among the offices concerned in the district and block levels from the respective cells of the Department / WBSRDA/STARPARD/PBRSSM/WBCADC/BRAIPARD or the AEO of ZP / DPRDO, wherever necessary

  
Joint Secretary

to the Government of West Bengal