

National pay scales to be effective from June 1

Substantial benefits to govt employees

By A Staff Reporter

The Government on Tuesday announced introduction of new scales of pay and other benefits fixing the minimum and maximum at Tk. 500 and Tk. 6,000 per month as against the existing Tk. 225 and Tk. 3,000 per month respectively.

The new scales had been announced following recommendations by the National Pay Commission. The Pay Commission Report was considered at a special meeting of the Council

of Ministers on June 27 last with President and Chief Martial Law Administrator Lt. Gen. H. M. Ershad in the chair.

The Council decided to introduce the new pay scales from 1st June, 1985 for the Government employees including Defence Services personnel and employees of autonomous bodies, corporations, banks and financial institutions.

It may be recalled that the National Pay Commission was set up in May, 1984 under the orders of the President with the directive to submit report by 31 December, 1984.

Apart from the increase of basic pay under the new scales, substantial benefits will accrue

to all the employees on account of house rent allowance, medical allowance, pensionary benefits and annual festival allowance/bonus.

The salient features of the new scales of pay are as follows:

(a) Number of scales for civil employees has been kept limited to the existing 20 scales. The minimum and maximum have been fixed at Tk. 500 and Tk. 6,000 per month as against existing Tk. 225 and Tk. 3,000 per month respectively.

The new scales are:

- i. Tk. 6000 (Fixed)
- ii. Tk. 5700 (Fixed)
- iii. Tk. 4750-150-5500.

iv. Tk. 4200-150-5250

v. Tk. 3700-125-4825

vi. Tk. 2800-125-4425

vii. Tk. 2400-120-3600

viii. Tk. 1850-110-2620-120-3220.

ix. Tk. 1650-100-2250-EB-110-3020.

x. Tk. 1350-90-2250-EB-100-2750.

xi. Tk. 1000-70-1560-EB-90-2280.

xii. Tk. 900-65-1556-EB-75-2075.

xiii. Tk. 850-55-1400-EB-60-1700.

xiv. Tk. 800-50-1300-EB-55-1630.

xv. Tk. 750-45-1200-EB-50-1550.

xvi. Tk. 700-40-1100-EB-45-1415.

xvii. Tk. 650-35-1000-EB-40-1280.

xviii. Tk. 600-30-900-EB-35-1110.

xix. Tk. 550-25-725-EB-30-965.

xx. Tk. 500-20-860.

(b) It will be effective from 1st June, 1985.

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(c) Dearness allowance, compensatory allowance, personal pay/allowance will be merged in the new scales of pay. In the new scales of pay, there will be no dearness allowance and compensatory allowance.

(d) House rent allowance will be allowed at the following

rates:

- (i) upto basic pay of Tk 800/- p.m. @ 50% of basic pay.
- (ii) from basic pay of Tk 801/- 1250/- @ 45% of basic pay with minimum of Tk 400/-.
- (iii) from basic pay of Tk. 1251/- 2500/- @ 40% of basic pay with minimum of Tk. 563/-.
- (iv) from basic pay of Tk. 2501/- and above @ 35% of basic pay subject to a minimum of Tk. 1000/- per month.

Hiring of private houses for accommodation of employees on the basis of approved 'ceilings' will be discontinued, but such ceiling may continue at the existing rate (in absolute amount) with reference to the present pay, and till the expiry of the existing lease deeds.

(e) Conveyance allowance has been kept at the existing level.

(f) Medical allowance has been raised from Tk. 60/- to Tk. 100/- per month.

(g) Annual festival allowance/bonus on basic pay has been retained as per present terms and conditions, but rest & recreation allowance has been abolished.

(h) Gross pension of government employees will be 60% of the last basic pay drawn subject to a maximum of Tk. 3000/- per month.

(i) Pension of the retired personnel has been increased by 10% over the present net pension and dearness allowance.

(j) System of awarding higher scales ('Time Scale') without promotion will be discontinued.

(k) Pay of an employee will be fixed in the new scale corresponding to the original scale of pay/Selection Grade of the post, giving full protection to existing basic pay, dearness allowance, compensatory allowance, personal pay/allowance, if any.

(l) In addition, in fixing pay in the new scales additional benefits in the form of increments will be allowed depending on the length of service.

(m) The employees will not be required to pay income tax on their salary as at present.

(n) Pay and allowances of the employees of Bangladesh Shipping Corporation and Bangladesh Biman have been kept outside the new scales of pay and will be decided separately for which the Government has decided to set up a committee for submission of its recommendations within a month.

The Government has also decided that the new pay and allowances, as may be approved by the Government in due course for these two organisations, will be effective from 1st June, 1985.

Necessary Gazette Notifications for the civil employees and Joint Services Instructions (JSI) for the members of the Defence Services would be issued in this regard along with other relevant government or