

WELFARE MEASURES FOR WEST BENGAL POLICE PERSONNEL



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WEST BENGAL POLICE WELFARE BOARD

Police Welfare Boards have been established vide G. O. 233/PL Dated 10.01.2012 at Central as well as district/ unit/ Battalion levels - to look after issues related to the health care, retirement benefits, Group Housing, general principles of service as recruitment, promotion and discipline and other welfare measures as education and career counselling for dependent of Police Personnel. The Central Committee of Welfare Board is headed by DGP, WB and the District / Unit Welfare Boards are headed by District/ Unit head and have representatives of all ranks. The Central Committee Meetings are held once in every quarter and Board Meetings of Districts / Units are being held every month. Welfare measures are taken as per discussion in the meeting.

The G.O. is reproduced below-

Government of West Bengal
Home (Police) Department

RESOLUTION

No: 233-PL

Dated: Kolkata, the 10th January, 2012

To ensure welfare of Police Personnel, the setting up of Police Welfare Boards has been under active consideration of the Government. It has been decided to constitute Police Welfare Boards for the West Bengal Police and the Kolkata Police. The Joint Consultative Committees for Police at different levels enunciated vide Resolution No. 5543-PI dated 02.07.1979 will be substituted with the constitution of the Police Welfare Board with immediate effect. The recognition, since accorded in favour of the Police associations, shall, henceforth, be treated as withdrawn. The composition of Police Welfare Boards at different levels will be indicated:

The Welfare Boards shall have two tier system:

1 - WEST BENGAL POLICE

(A) WEST BENGAL POLICE WELFARE BOARD

Inspector General of Police	..... Chairman
Deputy Inspector General of Police	..... Member Secretary
Deputy Superintendent of Police	..... Member
Inspector	..... Member
Sub- Inspector (two)	..... Members
Assistant Sub- Inspector (three)	..... Members
Constable/Riflemen/Police Drivers (six)	..... Members

The Board meeting shall be held once in every quarter.

The Board shall formulate regulations and procedures for smooth conduct of the Board.

(B) THE WEST BENGAL POLICE DISTRICT WELFARE BOARD

Each Police District shall have a Police Welfare Board. The composition follows:

Superintendent of Police	..... Chairman
Additional Superintendent of Police	..... Member Secretary
Deputy Superintendent of Police	..... Member
Inspector	..... Member
Sub- Inspector (two)	..... Members
Assistant Sub- Inspector (three)	..... Members
Constable/Riflemen/Police Drivers (six)	..... Members

The Board Meeting shall be held at least once every month.

The Board shall formulate regulations & procedures for smooth conduct of the board.

The minutes of the meeting shall be recorded and the same will be sent to the West Bengal Police Welfare Board for observation.

The West Bengal Police Welfare Board and the Kolkata Police Welfare Board shall submit quarterly report to the Government. The Chief Secretary / Home Secretary shall review the reports periodically. There shall be an annual meeting to be chaired by Chief Minister/ Home Minister and to be attended by the Chief Secretary, Home Secretary, DG & IGP West Bengal, and Commissioner of Police, Kolkata. The meeting may also be attended by officers on invitation.

Matters relating to Health Care, retirement benefits, group housing, general principles of service and recruitment, promotion and discipline and other welfare schemes such as education and carrier counselling for dependant of police personnel shall be in consideration of the Police Welfare Board.

In order to implement different welfare activities of the Police personnel, the West Bengal Police Welfare Board and the Kolkata Police Welfare Board shall maintain separate funds which shall comprise grant from registered Sports organizations conducting games and other social and cultural organizations conducting social and cultural programmes in the State. The Government and the Government organisations may also consider contributing to the Police Welfare Fund.

Operational guidelines regarding functioning of the Welfare Boards, maintenance of funds, etc. shall be issued by the West Bengal Police Welfare Board and the Kolkata Police Welfare Board. Members of the Committees at different levels of the Boards will be selected by lotteries, as necessary.

This resolution is passed with concurrence of Finance Department, vide their U.O. No. 4436- Group P (Service) dated 07.12.2011 and due approval of the Cabinet.

Sd/- (G. D. Gautama)
Additional Chief Secretary
Home Department

WEST BENGAL HEALTH SCHEME, 2008

West Bengal Health Scheme was started in 2008 Vide Notification No. 7287-F 19-09-2008 for State Government Employees and the family members thereto, with a view to providing better medical facilities to such employees and their family members. Converted to "Cashless Treatment to the State Government Employee Scheme, 2014" Vide Notification No 4656 –F (MED) Dated: 05/09/2014

- I. Both the serving state govt. employees and pensioners are covered.
- II. Husband/wife, dependent parents, Children including step children, legally adopted children, dependent widowed/divorced daughters, minor brothers/sisters are eligible for treatment.
- III. Cashless treatment up to One Lakh and thereafter reimbursement of any amount for treatment from enrolled/non enrolled private hospitals or state aided hospitals.
- IV. An employee can get 80% advance for expenditure beyond Rs.1,00,000/-.
- V. Renowned hospitals inside as well as outside West Bengal are empanelled.
- VI. An employee is entitled to reimbursement of the cost of his or his beneficiary's medical attendance and treatment as an OPD patient in case of 13 enlisted diseases.
- VII. Enrolled hospitals provide outdoor treatment at WBHS Rates.
- VIII. Claim amounting up to Rs.50,000/- for indoor treatment and Rs.5,000/-for OPD treatment are sanctioned by the unit Head.
- IX. Claim amounting up to Rs.1,00,000/- for indoor treatment and Rs.10,000/-for OPD treatment are sanctioned by DGP & IGP WB.
- X. Claim amounting above Rs.1,00,000/- for indoor treatment and above Rs.10,000/-for OPD treatment are being sanctioned by Govt. of West Bengal.
- XI. There are prescribed rates for every package, procedure, investigation, bed rent, doctors' fee etc.

Government of West Bengal
Finance Department
Audit Branch
Notification

No.7287-F 19.09.2008 – The Governor is pleased hereby to make, in addition the West Bengal Services (Medical Attendance) Rules, 1964, as subsequently amended, the following scheme regulating the medical benefits for the State Government employees and the family members thereto, with a view to providing better medical facilities to such employees and their family members: -

Scheme

1. Short title and commencement – (1) This Scheme may be called the West Bengal Health Scheme, 2008.

(2) It shall come into force on such date, as the State Government may, by notification of the Official Gazette, appoint.*

2. Application- (1) This scheme shall apply to the employee and his beneficiary.

(2) The Provision of enrolment under this scheme shall be optional.

(3) An employee shall not be entitled to draw the regular medical allowance with effect from the date of effect of such enrolment under clause 4.

(4) An employee and his beneficiary shall be entitled to the facilities under this scheme in addition to the facilities under the West Bengal Services (Medical Attendance) Rules, 1964, as subsequently amended.

(5) An employee shall have the liberty to opt out of his scheme at any time.*

Provided that where an employee or his beneficiary has enjoyed any benefit under this scheme, such employee shall not be allowed to opt out of the scheme within five years from the month following the month in which he enjoyed the benefit.

***Government Decisions: -**

1. The Governor is pleased to appoint the 1st June, 2009 as the date on which the said scheme shall come into force [vide Notification No. 3472-F dt. 11.05.2009].

2. An existing or retired employee enrolled under the West Bengal Health Scheme, 2008 shall not be eligible to be enrolled again if he /she opts of the Scheme for whatever reason. [Vide Notification No. 8435-F (MED), dt. 29.08.2011]

3. Definitions- In this Scheme, unless there is anything repugnant in the subject or context-

(a) "approved rates" means such rates as may be notified by the Government from time to time for various services, procedures and investigations required in connection with the medical attendance and treatment of a beneficiary;

(b) "beneficiary" means a member of the family of an employee;*

(c) "clause" means a clause of the scheme;

(d) "employee" means an employee of the Government of West Bengal enrolled under clause 4;

(e) "family", in relation to an employee, mean-*

(i) children including step-children and unmarried daughters,

(ii) minor brothers,

(iii) minor sisters,

- (iv) father or mother whose monthly income does not exceed rupees one thousand five hundred,
- (v) wife or husband, as the case may be;
- (f) "Form" means a Form appended to this scheme;
- (g) "Government" means Government of West Bengal;
- (h) "hospital or institution" means such hospital or nursing home or institution as may be recognized from time to time by the Government for the purpose of availing benefits of medical attendance and treatment under this scheme;
- (i) "laboratory" means such laboratory or institution as may be recognized by the Government from time to time for availing benefits of medical attendance and treatment under this scheme;
- (j) "medical attendance" means attendance for professional advice and includes pathological, bacteriological, radiological or other methods of investigations for the purpose of diagnosis which are considered necessary by the attending physician and are carried out in a hospital or institution;
- (k) "specified" means specified by order;
- (l) "treatment" means the use of medical and surgical facilities and includes-
 - (i) the employment of such pathological, bacteriological, radiological or other methods of investigations as are considered necessary by the attending physician;
 - (ii) the use of such medicines, vaccines, serum or other therapeutic substances as may be considered necessary by the attending physician;
 - (iii) medical and surgical services and procedures;
 - (iv) dental treatment;
 - (v) accommodation according to the entitlement of the employee;
 - (vi) such nursing as is ordinarily provided at the hospital or such special nursing at the hospital as the authorized medical attending physician at the hospital may certify, in writing, to be essential for the recovery or for the prevention of serious deterioration in the condition of the patient, having regard to the nature of the disease.

***Amendment (1):-**

Notification

No.6722-F

Kolkata, the 9th July, 2009

The Governor is pleased to make the following amendment to the West Bengal Health Scheme, 2008. In clause- (3)

1. for sub-clause(b), the following sub-clause shall be substituted: -
 - (b) "beneficiary" means a dependent member of the family of an employee; for sub-clause(e), the following sub-clause shall be substituted: -
 - (e) "dependent member of the family of an employee" means and includes-
 - (i) Husband or Wife, as the case may be;
 - (ii) Parents whose monthly income does not exceed rupees one thousand and five hundred;
 - (iii) Children, including Step-children, legally adopted children and unmarried daughters;
 - (iv) Dependent widowed / divorced daughter;

- (v) Minor brothers, minor sisters;
 - (vi) Dependent unmarried / Widowed / Divorced sisters;
- The amendment is effective from 01.06.2009.

By order of the Governor,

D. Muhopadhyay
Principal Secretary to the
Government of West Bengal

Amendment (2):-

No.10531-F(MED)

dt.10.11.10

Notification

The Governor is pleased to make the following amendment to the West Bengal Health Scheme, 2008 as amended under notification no. 6722-F dt.09.07.2009:-

In Clause-3

for Sub-Clause(e)(ii), the following Sub-Clause shall be substituted:-

(e) (ii) Parents whose monthly income does not exceed Rupees Three Thousand Five Hundred;

Note:- In case of pensioners, income from all sources including pension before commutation is to be taken income. However, the dearness relief on pension is not to be considered as income.

The amendment is effective for 01.09.2010.

By order of the Governor,

(C. M. Bachhawat)
Principal Secretary to the
Government of West Bengal

Government Decisions: -

1) Family:-

(a) For availing medical facilities under the West Bengal Health Scheme, 2008 **Children, minor brother, minor sisters, parents** as defined in **clause-3(e)** of the Scheme, shall be deemed to be dependent on the Govt. employee if they are normally residing with him/her and fulfils the conditions of income.

Note: (i) 'Son' is considered to be dependent till he starts earning or attains the age of 25 years whichever is earlier. Son suffering from permanent disabilities either physically or mentally will be considered dependent without any age limit.

(ii) Unmarried daughter is eligible till she starts earning (irrespective of age).

(iii) As an exception, parents can live away from employee in another station with other members of family.

(iv) A declaration regarding the income of parents should be furnished by the employee concerned once at the beginning of every calendar year.

(b) It is the responsibility of the employee concerned to apply for deletion of the name of any dependent member of his/her family from the Scheme, when the ward is no longer entitled to the benefits eligible under the Scheme. The failure

on the part of the Govt. employee to get the name of the child deleted for the Scheme when he/she is no longer dependent on him/her will amount to suppression of fact and it will be treated as a good and sufficient reason for initiating disciplinary proceedings against him/her in terms of the **W.B.S. (C.C.A) Rules, 1971** as amended. **(Vide Memo No. 3474-F, dated-11.05.09)**

(2) For availing the medical facilities under the West Bengal Health Scheme, 2008 children, minor brothers, unmarried/widowed/divorced daughters, unmarried/widowed /divorced sisters shall be deemed to be dependent on the Govt. Employee if they are normally residing with him/her and their income from all sources does not exceed Rs.1500/- per month.

The conditions of dependency are not applicable to the spouse. In other words, spouse is automatically included for medical benefits under the West Bengal Health Scheme, 2008 and hence where both husband and wife are State Govt. employees none of them will be entitled to draw regular medical allowance if either of them opts to come under the scheme.

(i) However both the husband and wife, if they are State Govt. employees, may exercise option separately to come under the Scheme. In those cases they will get identity cards as per their entitlement of accommodation. Their parents and other family members as per definition of "family" of the Scheme will get the benefits under the Scheme. A joint declaration is to be furnished stating the names of their beneficiaries and duly counter-signed by their employers. Name of sons and daughters may be shown either with the father or mother as per their option.

(ii) If the spouse is an employee of central govt. / Bank or employed in a corporation / undertaking financed wholly or partly by the Central or State Government, local bodies, aided institutions and private organizations, which provide medical services, the medical facility can be availed of at one place only. Therefore, if spouse wants to get the benefits under the West Bengal Health Scheme, 2008 an official certificate from his/her employer is to be obtained first regarding relinquishment of medical allowance and medical benefits available from his/her employer **(Vide Memo No. 9205-F (MED), dated 05.10.09).**

4. Enrolment – (I) An employee seeing enrolment under the scheme shall exercise his option in Form A, in duplicate along with an undertaking that upon enrolment under this scheme, such employee shall forgo the regular medical allowance drawn as part of monthly salary.

(2) The option referred to in sub-clause(1) shall be submitted-

(a) to the Cadre Controlling Department, in case an employee is a member of a constituted State service; and

(b) to the Head of Office, in case of any other employee.

(3) The Cadre Controlling authority or the Head of Office, as the case may be, shall, after scrutinization the option exercised by the employee, issue a certificate of enrolment in Form B in favour of the employee, to effective from the first day of the month following the month in which the certificate is issued.

(4) the cadre controlling authority or the Head of Office, as the case may be, shall send one copy of the certificate to the drawing and Disbursing Officer in respect of the employee with a direction to discontinue the drawl of regular Medical allowance with effect from the first day of the month following the month in which the certificate is issued.

Amendment : -

Notification

No.8014-F (MED)

Dt.30.07.10

The governor is pleased to make the following amendment to the West Bengal Health Scheme, 2008:

In clause (4) insert the following sub-clause after sub-clause (4) –

“(5) (i) The enrolment of the existing employees of the State Government under the Scheme shall be completed within 31.12.2010 or two years from the date of joining, whichever is later.

(ii) New entrants into Government service shall be allowed to exercise option and complete enrolment under the Scheme within two years of their appointment in Government service.

(6) The employees who have not given option to come under the West Bengal Health Scheme within the period as specified of sub-clause 5 shall not be eligible to opt for the Scheme at a later period”.

By order of the Governor,
Sd/-

(C. M. Bachhawat)
Principal Secretary to the
Government of West Bengal

***Government Decisions: -**

(I) No. 8435-F (MED)

Date. 29-08-2011

Notification

The existing and retired State Government employees are getting the benefits of the West Bengal Health scheme, 2008 w.e.f. 01.06.2009 and enrolment under the Scheme was open up to 31.12.2010. Now the Governor is pleased to order that the existing and retired Government employees who have not yet enrolled their names under the Health Scheme may be allowed to enroll their names during the period from 01.09.2011 to 31.03.2012 following provisions of the Scheme.

2. The existing and retired Government employees who are not enrolling their names under the West Bengal Health Scheme, 2008 by 31.03.2012 shall not be eligible to get the benefits of the Scheme in future.

3. New entrants into Government service shall, however, be allowed to exercise option and complete enrolment under Scheme within two years of their appointment in Government Service.

4. An existing or retired employee enrolled under the West Bengal Health Scheme, 2008 shall not eligible to be enrolled again if he/she opts out of the Scheme for whatever reason.

By order of the Governor,
Sd/-

(C. M. Bachhawat)
Principal Secretary to the
Government of West Bengal

NOTIFICATION

No 4656 –F (MED)

Dated: 05/09/2014

The government employees and pensioners covered by the West Bengal Health Scheme, 2008 are now getting the facility of medical treatment in Government hospitals, in hospitals managed by local bodies like municipalities, in State aided hospitals and in selected Speciality Hospitals outside the State. The employees and pensioners can also get the facility of medical treatment in empanelled Private Hospitals, Nursing Homes, Institutions, Clinics, Laboratories, Diagnostic Centres within the State of West Bengal and National Capital Region (NCR) at Delhi (commonly called 'Health Care Organisations' or HCO) as defined in this Department's Notification No. 3473-F dt. 11.5.09 by making payment of the charges for medical attendance and treatment to the HCO concerned. The State Government now allows advance up to 80 percent of the estimated cost of treatment to the government employees for availing of this facility. For some time past Government has been considering for providing cashless medical treatment facility to the employees and pensioners of the State Government.

2. With a view to providing cashless medical treatment facility to State Government officers and employees, State Government pensioners including family pensioners, All India Service (AIS) officers, AIS pensioners including family pensioners, and their eligible family members in private empanelled hospitals within the State, the State Government has recently notified the West Bengal Health for All Employees and Pensioners Cashless Medical Treatment Scheme, 2014 vide notification no. 4476-F(MED.) dt. 28.8.2014. In terms of the said scheme, cashless treatment is allowed only in respect of the approved package rates annexed to the scheme. It has however been felt that in order to widen the coverage of the cashless part of the treatment, the scheme may be kept open for all kinds of indoor treatments as allowed under WBHS, 2008 and not restricted to the package rates annexed to the notification dated 28-08-2014. This facility will be extended in addition to and not in derogation of the existing WBHS 2008. ,

3. In the new scheme, cashless medical treatment up to Rupees one lakh will be provided to the beneficiaries for undergoing treatment in private empanelled hospitals within the state including NCR. In case of the beneficiaries whose treatment cost is more than Rupees one lakh, the treatment cost up to Rupees one lakh will be covered under this scheme. The balance amount over and above the ceiling of Rupees one lakh will have to be paid by the beneficiary concerned to the HCO. The government employees covered under the scheme will be allowed to take advance of 80 percent of the estimated cost for treatment minus Rupees one lakh, if the total estimated cost of treatment exceeds Rupees one lakh.

4. Therefore, in partial modification of this Department's Notification dated 28-08-2014 mentioned above, the Governor is now pleased to extend the facility of cashless treatment in private empanelled hospitals within the state to all classes of indoor medical attendance and treatment covered by the WBHS 2008 up to a ceiling of Rupees one lakh. The Governor is further pleased to order that following procedure will be adopted to

provide cashless medical treatment facility to the eligible beneficiaries up to a ceiling of Rupees one lakh only.

- i. Existing card holders under WBHS 2008 will have to apply on line for enrolment following the procedure given in health scheme portal of Finance Department's website <http://wbfin.nic.in> for getting the benefit of cashless treatment. They will have to register themselves for the cashless scheme using their GPF A/c No. as login ID with date of birth as password. The enrolled pensioners/family pensioners will have to register using their PPO No as login ID with date of birth as password. Names of employees/pensioners/family pensioners and their eligible family members to whom cards have already been issued shall also have to be entered as beneficiary under the Scheme. Detailed procedure and guidelines for online application will be provided in the website mentioned above.
 - ii. After registration, three print outs of the application form should be taken. A stamp size recent colour photograph of each of the beneficiary will then have to be pasted at the earmarked place on all the three copies of the application. The beneficiaries will also be required to put their respective signature at the earmarked place on all the three copies of the application. In case of a child below twelve years of age, natural or legal guardian will put signature on behalf of his ward. Then those applications along with one stamp size photograph of each beneficiary will have to be submitted to the respective DDOs. DDOs will return one copy to the employee concerned after affixing his signature and seal as an acknowledgement of receipt and retain the second copy in the respective office for record. The third copy of the application duly authenticated by the DDO will have to be sent to the Medical Cell, Finance Department, Writers' Buildings, Kolkata -1.
 - iii. Similar procedure will have to be followed by the pensioners/family pensioners. The pensioners will have to submit the print out of the uploaded applications to their respective Pension Sanctioning Authority (hereinafter called 'PSA').
 - iv) The DDO/PSA will verify the authenticity of the particulars entered and will confirm the particulars of the application in the Health Scheme Module using DDO Code as the login ID. After confirmation, enrolment certificate will be generated online. DDOs will download and print the beneficiary wise enrolment certificate and hand over the same to the employee/pensioner as the case may be beneficiary wise after affixing his signature and affixing and attesting the photograph(s). This enrolment certificate will serve as Health Card till such time formal Health Cards are issued. Photocopy will be retained in the respective office for record.
 - v) In case of transfer of employees from one DDO to another DDO, the present DDO will enter the new DDO code as applicable for that employee in the <http://whfin.nic.in>. Similarly, in case of pensioners/family pensioners who are availing medical benefit in any office other than his PSA in terms of memo no. 10795-F(MED) dt. 22.11.2010 and memo no. 8246-F(MED) dt. 28.9.2012, PSA will enter the new DDO Code for that pensioner/family pensioner
5. Similar procedure will have to be followed by a new Government employee/pensioner who may opt to get enrolled into the scheme for the first time.
6. The beneficiary will be required to produce this enrolment certificate before the approved Health Care Organisation (HCO) (website of Finance Department may be consulted for up to date approved list of such HCOs) for undergoing cashless medical

treatment as provided in the West Bengal Health for All Employees and Pensioners Cashless Medical Treatment Scheme, 2014.

7. For undergoing cashless indoor medical treatment no advance authorization will be required by the HCO. On production of the enrolment certificate by the beneficiary, the HCO will login to the aforementioned website for verification of the enrolment. After being satisfied that the beneficiary is enrolled, the medical treatment will be extended in terms of the provisions of West Bengal Health for All Employees and Pensioners Cashless Medical Treatment Scheme, 2014, as amended.

8. No charges of any sort are to be realized from the beneficiary enrolled under the present scheme up to Rupees one lakh. At the time of discharge only a bill showing the charges of treatment as well as the relevant Code No(s) will be handed over to the beneficiary under receipt.

9. In case of HCOs in Kolkata, the receipted bill along with copies of all prescriptions, reports, bills etc as are ordinarily required to be given by the hospital authority to the patient party for seeking reimbursement in terms of the provisions of WBHS 2008, will now be required to be sent to the respective Government department of the employee/pensioner as per his declaration. The name of the 'department' in which the employee is posted immediately prior to his seeking treatment for self or his eligible family member in a HCO will be treated as the 'department' for this purpose. In case of employees of government offices located in regional offices in the districts, who may seek medical treatment in a HCO located within Kolkata region, the department which administratively controls the office of the employee will be treated as the 'department' for this purpose. The concerned department, after due scrutiny of the bills, will authorize payment to be made to the concerned HCO for the cashless part of the treatment rendered through online procedure to the Medical Cell of the Finance Department. In case of pensioners/family pensioners, the name of the 'department' will be the administrative department which controls the PSA.

10. In respect of the HCOs of a particular district, the receipted bill along with copies of all prescriptions, reports, bills etc as are ordinarily required to be given by the hospital authority to the patient party for seeking reimbursement in terms of the WBHS 2008, will be required to be sent to the Medical Cell of that District Magistrate for scrutiny and payment. The list of HCOs and the authorities to which the bills are to be sent is given in Annexure to this Notification.

11. In respect of bills raised by Kolkata based HCOs, Finance Department (Medical Cell) will release payment and in respect of the HCOs of a district, payment will be released by the District Magistrate to the HCO concerned (maximum of Rupees One Lakh per beneficiary) in a consolidated way. All the payments will be made within one month of receipt of the claims from the HCOs. Payment will be made by bank transfer to the nominated bank account of the HCO after deducting applicable taxes once in a month. An abstract statement of the payment released will be sent by e mail to the HCO by the Finance Department /District Magistrate.

12. In respect of HCOs located in the NCR, New Delhi, the procedure relating to districts as mentioned above will be followed mutatis mutandis with the exception that the role of District Magistrate will be substituted by that of the Resident Commissioner, New Delhi.

13. After coming into effect of this notification, no further card will be issued under WBHS 2008. The 'WBHS 2008 will be treated as merged with the 'West Bengal Health for All

Employees and Pensioners Cashless Medical Treatment Scheme, 2014' with effect from 15-09-2014. All the Circulars /Orders issued from time to time under WBHS 2008 will apply mutatis- mutandis to this new scheme of West Bengal Health for All Employees and Pensioners Cashless Medical Treatment Scheme, 2014. All the Government Employees / Pensioners and their eligible dependent(s) already enrolled under the existing scheme will be considered automatically eligible for enrolment under the new scheme. The Government Employees/Pensioners and their eligible dependent(s) enrolled under the scheme will be entitled to all the benefits of the WBHS 2008 plus additional benefit of Cashless treatment up to Rupees One Lakh provided the Employee/ Pensioner enrolls himself / herself online as per the procedure mentioned in the foregoing paragraphs. For those employees/pensioners / family pensioners who do not get themselves enrolled as above will not be eligible to get the cashless treatment, but they will continue to get the existing benefits under the WBHS 2008 till 31.3.2015.

14. Government Employees/Pensioners and their eligible dependent(s) should get enrolled under the new scheme by 31st March 2015. Thereafter, no new enrolment will be made except for the new entrants to government service and subsequent retirees. New entrants and fresh pensioners/retirees will have to enrol themselves for this Scheme within two years from the date of joining/date of retirement, as the case may be. Old cards issued by any authority under WBHS 2008 would not be valid after 31.3.2015.

15. In case of districts, District Magistrates will have to open a Medical Cell in his office. The cell would be headed by one Deputy Magistrate & Deputy Collector as in- charge with one Additional Treasury Officer, One Medical Officer to be deputed by the CMOH and adequate staff from the existing set up to ensure timely payment of all claims raised by the HCOs of that district. Two data entry operators may be hired by the District Magistrates for this purpose as per terms and conditions issued by the Finance Department from time to time. The District Magistrate will have a bank account in the nature of revolving fund as would be sanctioned from this department for payment to the HCO located in the districts.

16. The provisions relating to Government Authorised Agency (GAA), cashless card and authorization of treatment and settlement of treatment by GAA of the West Bengal Health for All Employees and Pensioners Cashless Medical Treatment Scheme, 2014 will be implemented in due course. Till such time cashless medical treatment will continue as per the above procedure read with other provisions of the West Bengal Health for All Employees and Pensioners Cashless Medical Treatment Scheme, 2014 which are not in conflict with the procedures mentioned above.

17. This notification will come into effect from 15th September, 2014.

18. **Operational guidelines, clarifications, etc.—**

(1) The Finance Department, in consultation with the Health and Family Welfare Department wherever necessary, shall issue operational guidelines, clarifications, etc. for implementation.

(2) If any difficulty arises in the course of implementation of the scheme, it shall be referred to the Finance Department and the decision of the Finance Department thereon shall be final and binding on all the HCOs and the beneficiaries.

By order of the Governor,

Sd/- [H.K Dwivedi]
Principal Secretary
to the Government of West Bengal

Government of West Bengal

Finance Department
Audit Branch
Medical Cell

No.4201-F(Med)

Date: 13.08.2014

Notification

The proposals to increase the Financial Power of Various designated Officers for sanctioning cost of medical attendance and treatment as already delegated in terms of clause 13(3) of the West Bengal Health Scheme, 2008 have been received from different departments for sometime past in view of the present market price as well as the heavy work pressure at the level of Directorates and Departments in processing such cases.

Now considering the aforesaid aspects the undersigned is directed by the order of the Governor to say that the Governor has been pleased to make amendment to the clause 13(3) of the West Bengal Health Scheme, 2008 to revise the Financial Power for sanctioning cost of medical attendance and treatment in the manner and subject to the limits given hereunder:-

Designation	Existing Power Delegated (In terms of clause 13 of W.B.H.S-2008)		Revised Financial Power (as amended)	
	Indoor Treatment	O P D	Indoor Treatment	O P D
1. Secretariat Office.	Full Power		Full Power	
a) Departmental Secretary				
b) Special Secretary / authorized joint Secretary in absence of Special Secy.	Rs.50,000/-	Rs.5,000/-	Rs.1.00 Lakh	Rs.10,000/-
2.. Head of Directorate	Rs.50,000/-	Rs.5,000/-	Rs.1.00 Lakh	Rs.10,000/-
3. Head of Office (Below the rank of Director)	Rs.30,000/-	Rs.3,000/-	Rs.50,000/-	Rs.5,000/-

By Order of the Governor.

Sd/- [H. K. Dwivedi]
Principal Secretary to the
Government of West Bengal

GOVERNMENT COMPENSATION IN CASES OF DEATH WHILE ON DUTY

If a police personnel died/or killed while on duty, his family members is being paid a special compensation of Rs. 5 (Five) Lakh. Vide GO Nos. No.798-PL / HP / N / BMC / 14M - 266/10 Dated, Kolkata, the 17th Feb, 2012 & No.961-PL/HP/N/BMC/14M-266/10 Dated, Kolkata, the 24th Feb, 2012.

Compensation to the police personnel injured while discharging their duties is being paid as follows :-

- (1) Permanent incapacitating involving two limbs or two eyes or one eye and one limb – Rs.1 Lakh.
- (2) Loss of one eye or one limb – Rs.50,000/-
- (3) Permanent total disablement or injury other than those mentioned at Para 1 & 2 – Rs.1 Lakh.
- (4) Permanent partial disablement – percentage of 1 lakh as per general insurance table of compensation.
- (5) For families of Police Personnel of Central Paramilitary Force who are resident of West Bengal and are killed while on duty anywhere in India - **Rs.2,00,000** (GO No.3914 PL dtd. 08.01.2015)

GOVERNMENT OF WEST BENGAL
HOME (POLICE) DEPARTMENT
WRITERS BUILDINGS, KOLKATA-700001

No.798-PL/HP/N/BMC/14M-266/10

Dated, Kolkata, the 17th Feb, 2012

ORDER

The matter of enhancement of compensation in case of death of civilian as well as police personnel in Maoist attack in the LWE affected districts was under active consideration of the Govt. for some time past. After careful consideration of the matter, the Governor has now been pleased to decide in follows:-

A) Enhancement of the existing rate of Rs.1,00,000/- (Rupees one lakh) to Rs.4,00,000/- (Rupees four lakh) in case of a civilian killed in Maoist attack in the Left Wing Extremists affected districts.

B) Enhancement of the existing rate of Special Compensation of Rs.2,00,000/- (Rupees two lakh) to Rs.5,00,000/- (Rupees five lakh) in case of death of police personnel caused in Maoist attack in Left Wing Extremists affected districts.

The Governor is also pleased to accord approval for enhancement of the existing rate of Rs.2,00,000/- (Rupees two lakh) for special compensation to Rs.5,00,000/- (Rupees five lakh) in case of normal death of police personnel while on duty.

The existing Govt. orders No. 2968-PL dated. 07.06.2000 and 880-PL dated 01.03.2011 in this respect shall be modified accordingly to the extent keeping the rest of the orders unaffected.

This order issues with the concurrence of Fin. Dept. Vide their G.O.No.4704-Group – P(Service) dated 05.01.2012 and 231- Group-P(Service) dated 10.02.2012.

The order shall have immediate effect.

Sd/-
Deputy Secretary
In the Government of West Bengal

GOVERNMENT OF WEST BENGAL
HOME (POLICE) DEPARTMENT
WRITERS BUILDINGS, KOLKATA-700001

No.961-PL/HP/N/BMC/14M-266/10

Dated, Kolkata, the 24th Feb,2012

Please read "The Governor is also pleased to accord approval for enhancement of the existing rate of Rs.2,00,000/-(Rupees two lakh) only for special compensation to Rs.5,00,000/-(Rupees five lakh) only in case of death of police personnel while on duty as enunciated in Memo No. 2968-PL dated 07.06.2000" in place of "The Governor is also pleased to accord approval for enhancement of the existing rate of Rs.2,00,000/-(Rupees two lakh) for special compensation to Rs.5,00,000/-(Rupees five lakh) in case of normal death of police personnel while on duty". Appeared at 2nd Para of "B" in Order No.798-PL/HP/N/BMC/14M-266/10 dated, Kolkata the 17th Feb,2012. All other contents of the said order remain unchanged.

Sd/-
Deputy Secretary
To the Government of West Bengal

GOVERNMENT OF WEST BENGAL
HOME DEPARTMENT
POLICE MODERNIZATION BRANCH

O R D E R

No. 3914-PL/HP/BMC/14M – 121/13

Dated, Kolkata, the 8th January, 2015

A number of personnel belonging to the Central Armed Police Forces (CAPF), whose families are domiciled in West Bengal or are permanent residents of the State, have been killed in different militant or extremist or terrorist or Naxalite attacks or during the firings from across the international border or line of control while performing bonafide Government duties in the State as well as in other places of the country causing financial hardship to the bereaved families, some of whom have lost their only earning member.

The question of payment of adequate financial assistance to such families was under the active consideration of the Government for sometime past. Therefore, after careful consideration of the matter the State Government has decided to make a provision of payment of some financial assistance to such families.

The undersigned is now directed by the order of the Governor to say that the Governor has been pleased to order that the next of kin or family members of such CAPF personnel shall be entitled to an ex-gratia grant of a sum of Rs.2,00,000/- (Rupees Two Lakh only), irrespective of any other compensation or financial relief granted by the Central Government or any other State Government.

The aforesaid ex-gratia grant shall be released on receipt of a recommendation from the Nodal Officer or the respective Central Armed Police Force along with the name or names and particulars of the beneficiary or beneficiaries to whom the payment shall be released. The Nodal Officer shall also issue a certificate to the effect that the said CAPF personnel actually died under the circumstances mentioned above.

The expenditure on this account shall be made from the head of account, "2235- Social Security and Welfare – 60 – Other Social Security and Welfare Programmes – 200 – Other Programme – NP – Non-Plan-015-Other Ex-gratia Payments [FA] – Voted – 31 – Grants-in-aid-GENERAL-02-Other Grants" under demand no. 18.

This order issues with the concurrence of the Finance Department vide their U.O. No. Group P-2/2014-15/2341 dated 13th November, 2014.

This order shall take effect from the 1st day of January, 2015.

Sd/-
(B. Banerjee)
Additional Chief Secretary

GOVERNMENT COMPENSATION

WHILE ON ELECTION DUTY

Ex-gratia payment in the event of mishap to the election related is being given to the family of deceased police personnel (CAPFs, SAPs, State Police, Home Guards etc.) vide Notification No. 298(28)-Home(Cons)/R1M(Cons)-03/2019 Dated, Howrah, the 18th April, 2019 as per below: -

- 1) An amount of Rs. 15,00,000/- (Fifteen Lakhs) to the next kin of deceased while on election duty.
- 2) An amount of Rs.30,00,000/- (Thirty Lakhs) in case of death due to any violent acts of extremist like road mines, bomb blasts, armed attacks etc.
- 3) An amount of Rs. 7,50,000/- (Seven Lakhs Fifty Thousand) in case of permanent disability like loss of limb, eye sight etc.

Government of West Bengal
Home and Hill Affairs Department
(Co-ordination Branch)
'NABANNA'
[4th Floor, Room No.410]
325, Sarat Chatterjee Road, Howrah-711102

No.298(28)-Home(Cons)/R1M(Cons)-03/2019 Dated, Howrah, the 18th April, 2019

From : Commissioner in the Department

- To :1. The Additional Chief Secretary,
 Finance Department.
 2. The Principal Secretary,
 Personnel and Administrative Reforms Department.
 3. The Director General and Inspector General of Police,
 West Bengal.
 4. The Additional Director General and Inspector General of Police (L & O),
 West Bengal.
 5. District Magistrate and District Election Officer.

(all)

**Sub: Payment of ex-gratia compensation to the family of polling personnel-
regarding**

Sir,

With reference to the subject mentioned above, I am directed to forward herewith a copy of Home and Hill Affairs Department's (Election Branch) letter No. 2372-Home(Elec) dated 11.04.2019, along with its enclosure bearing No.218/6/2019-EPS dated 10.04.2019, issued by the Election Commission of India, which is self-explanatory, for your kind information and taking necessary action.

Sd/-
Yours faithfully,

Commissioner

Government of West Bengal
Home and Hill Affairs Department
Election Branch
21, N.S. Road, Kolkata-700 001

Memo No. 2372-Home(Elec).
R3E-58/2014

Date: 11th April, 2019

From : Chief Electoral Officer,
West Bengal.

To : The Principal Secretary,
Home and Hill Affairs Department & Home Secretary,
Government of West Bengal.

Subject: Payment of ex-gratia compensation to the family of polling personnel—regarding.

Sir,

I am to send herewith Commission's letter No.218/2019-EPS dt. 10.04.2019 on the subject cited above and to inform you that, the payment of ex-gratia compensation to security personnel like CAPF, State Police, home guards etc. may be dealt by the concerned department.

This is for your kind information.

Sd/-
Yours faithfully

Encl: As stated above

Chief Electoral Officer
West Bengal

ELECTION COMMISSION OF INDIA
NIRVACHAN SADAN, ASHOKA ROAD, NEW DELHI – 110001.

No. 218/6/2019-EPS

Dated:10th April, 2019

To

1. The Chief Secretaries of all States/UTs,
2. The Chief Electoral Officers of all States/UTs.

Subject: -Payment of ex-gratia compensation to family of polling personnel – revised Slabs – regarding.

Sir,

I am directed to refer to the Commission's letter 218/6/2014 EPS dated 25th April, 2014 on the subject cited and to state that earlier the Commission revised slabs for ex-gratia payment in the event of any mishap to the election related. Now, the Commission has considered the matter and revised slabs as follows –

- I. An amount of Rs.15 Lakhs as the minimum amount to be paid to the next of kin of the official in the unfortunate event of death of the official while on election duty.
 - II. If the death is unfortunately caused due to any violent acts of extremist or unsocial elements like, road mines, bomb blasts, armed attacks, etc. the amount of compensation would be Rs.30 Lakhs.
 - III. In the case of permanent disability, like loss of limb, eye sight, etc., a minimum ex-gratia payment of Rs.7.5 Lakhs would be given to the official (which would be doubled in the case of such mishaps being caused by extremist or unsocial elements as aforesaid).
2. Further, the following clarification are also issued.
- a. Payment of ex-gratia compensation to the family of polling personnel who die or sustain injuries while on election duty will be applicable to all personnel deployed in all types of election related duties, all security personnel including (CAPFs, SAPs, State Police, Home Guards, etc.) any private persons like drivers cleaners, etc., hired for deployment for election duty. (The category of persons has been defined vide Commission's letter No. 218/6/98PLN-I dated 25.11.1998 & No. 2178/6/2003PLN-I dated 06.02.2013)
 - b. The applicable period of election duty would start from the date of the announcement of the elections.
 - c. It is clarified that it would be reasonable to consider a person on election duty as soon as he/she residence/office to report for any election related duty including training and until he/she reaches back his/her residence / office after performance of his /her election related duty. If any mishap takes place during this period, it should be treated as having occurred on election duty subject to condition that there should be a causal connection between occurrence of death/injury and the election duty. (As explained in Commission's letter No.218/6/2006/EPS dated 05.11.2008).
 - d. The expenditure on account of payment of ex-gratia compensation to the polling personnel is wholly borne by Government of India during elections to Lok Sabha

and by the State Government during election to Legislative Assemblies and shared on a 50:50 basis during simultaneous election to Lok Sabha and Legislative Assembly by the Government of India and concerned State Governments. The share of the Government of India is paid by the Ministry of Law, Justice & Company Affairs (Legislative Departments). (As explained vide Commission's letter No. 218/696-PS-II dated 08.10.1996).

- e. It may be further clarified that in case of Lok Sabha elections, the payment of ex-gratia compensation shall be made by the State Government initially and the claims shall be made to the Government of India later on.
- f. The CEOs and DEOs shall track death/injury cases and send a consolidated report from time to time to the Commission.

Yours faithfully,

Sd/-
(SAJHEEG KUMAR PRASAD)
UNDER SECRETARY

LWE INSURANCE POLICY

In case of death on duty due to Maoist activities in LWE affected districts (Paschim Medinipur, Bankura, Purulia and some PSs of Birbhum). Ex-gratia payment is given to the next kin of the deceased as below: -

- 1) An amount of Rs.10,00,000/- (Ten Lakhs) as Insurance Claim & Rs.3,00,000/- (Three Lakhs) as ex-gratia.
- 2) An amount of Rs.10,00,000/- (Ten Lakhs) in case of permanent disability like loss of limb, eyes.
- 3) An amount of Rs. Rs.5,00,000/- (Five Lakhs) in case of permanent disability like loss of one limb, eye.

As per guide lines of Ministry of Home Affairs, Govt. of India Vide F.No.II-18015/4/03-ISIII dt. 11.02.2005 Insurance Premium was sanctioned by Govt. of West Bengal subject to reimbursement from Govt. of India. The above was opened up to 2018. The Insurance premium is being sanctioned by Govt. of West Bengal from 2019. The Personal Accident Policy for Maoist affected areas (Paschim Medinipur, Bankura, Purulia and some PSs of Birbhum) is with United India Insurance Co. Ltd. for the year 2019-20 with the above mentioned benefits.

GOVERNMENT OF WEST BENGAL
HOME DEPARTMENT
'NABANNA'
325, SARAT CHATTERJEE ROAD
HOWRAH – 711 102

No.3235-PL/HP/BMC/SRE-12/13

Dated, Howrah, the 5th December, 2013

NOTIFICATION

In accordance with the revised guidelines issued by the Government of India, Ministry of Home Affairs, Naxal Management Division for the surrender and rehabilitation of Naxalites under the security Related Expenditure Scheme or any other surrender scheme framed by the State government for this purpose, and in consideration of the facts and circumstances, the Governor has been pleased to revise the existing incentives under the scheme and make the following changes to the Scheme Notified Vide No. 2396-PL dt. 21.06.10 read with Corrigendum No. 2863-PL dt. 28-07-10 and No.3431-PL dt.11.08.11 for providing gainful employment and entrepreneurial opportunities to the surrendered Naxalites and to encourage them to join the mainstream and not to return to the fold of Naxal / Maoist movement.

SURRENDER

The Scheme is applicable to those Naxalites / Maoists who surrender with / without arms.

The eligibility of such Naxalites / Maoists for assistance under the Scheme would be scrutinized by the Screening Committee (SC) as constituted by the State of West Bengal to be headed by the Surrender-cum-Rehabilitation Officer (SRO).

One officer not below the rank of DIG identified by the SRO will act as the Nodal Officer for coordinating matters relating to surrender and rehabilitation of surrenderee with respect to the organization. The Nodal office from each organization will verify from its own sources the antecedents and activities of the Naxalite/Maoist surrenderee and give his specific recommendations to the SRO as to whether the prayer for surrender should be accepted or not.

The Naxalite / Maoist may surrender before any SDO / SDPO, ADM/Addl. SP, District Magistrate, District SP, Range DIG, Zonal IG, IG, IB, WB, IG/DIG/SP (GIF), DIG/SP (SIG, GIF, WB), CO/DIG/IG of Commissioner/ Additional Commissioner of Police. Such surrender shall be termed as Provisional Surrender.

The officer receiving the Provisional Surrenderee (henceforth, mentioned as Receiving Officer) shall send the details as informed by the surrenderee, filled up in prescribed proforma, to the SRO and all other members of SC forthwith for acceptance or otherwise of the surrenderee within 15 days from the date of surrender. On such acceptance, the said Provisional Surrender shall be termed as Surrender. Decision regarding such acceptance or otherwise should be made by SC within a period of 15 days from the date of receipt of the above report from the Receiving Officer.

The SC, headed by SRO, shall consist of concerned Zonal IG, concerned Range DIG, IG IB, IG Correctional services, Divisional Commissioner, IG GIF and IGs of CPMFs operating in the LWE area of the state.

The ADG, IB, WB will act as the SRO under the Scheme, for the entire state.

The SC shall consider the proposal of Provisional Surrender keeping in view the family background, pending cases and warrants, physical and mental condition, and nature of participation in the Naxal/Maoist activities of the surrenderee.

The SC must ensure that the surrenderee is a genuine Naxalite/Maoist and the surrenderee should make a clear confession of all the criminal acts committed by him/her, including names of planners and other participants, name of the financiers, harbourers, couriers, details of Naxalite/Maoist organizations, arms, ammunitions, and property looted/distributed/disposed off by the Naxalite/Maoist and organization to which the surrenderee belongs, which will be subject to due verification.

Surrender of Naxalite / Maoist should be confined to Dalam / Squad members of above; other ranks and over-ground supporters / sympathizers may be considered only in very exceptional cases.

The SC shall record reasons in writing for accepting or otherwise the proposal of Provisional Surrender.

If the proposal is rejected by the SC, the surrenderee shall undergo due process of law. A surrenderee shall give a written undertaking regarding his willingness to surrender and undergo the rehabilitation process as defined in the policy. No surrenderee shall be subjected to rehabilitation without his express agreement.

REHABILITATION & COMPENSATION

The benefits of the Scheme shall not be available to a surrenderee who has already surrendered and benefited under the existing surrender / rehabilitation Schemes in any of the Naxal / Maoist affected States.

The surrenderee shall be entitled to get incentive for the surrendered weapons / ammunition as mentioned below in case of his surrender with weapon.

Sl. No.	Weapons	Revised Incentive
1	AK 47/56/74 Rifle	Rs.1,00,000/- Per Weapon
2	LMG/GPMG/Picca/RPG/Sniper Rifle	Rs.2,00,000/- Per Weapon
3	Pistol / Revolver	Rs.25,000/- Per Weapon
4	Rockets	Rs.2,000/- Per Rocket
5	Grenade/Hand Grenade/Stick Grenade	Rs.1,000/- Per Grenade
6	Remote Control Device	Rs.5,000/- Per Device
7	Ammunitions all types	Rs.50/- Per round
8	Landmines	Rs.3,000/- each
9	Explosive materials	Rs.2,000/- Per KG
10	Wireless Set (a) Short Range (b) Long Range	Rs.3,000/- Per Set Rs.5,000/- Per Set
11	SAM Missiles	Rs.20,000/- Per Missile
12	Satellite Phone	Rs.25,000/- Per Device
13	VHF/HF Communication Sets	Rs.5,000/- Per Device
14	(a) Electronic Detonators (b) Other Detonators	Rs.100/- Per Piece Rs.100/- Per Piece
15	SLR/Insas	Rs.75,000/- Per weapon
16	.303 Rifle	Rs.50,000/- Per weapon
16	12 Bore DBBL/SBBL/315 Rifle	Rs.25,000/- Per weapon

18	Sten / Carbine	Rs.50,000/- Per weapon
19	Rocket Launcher / Similar Weapons	Rs.35,000/- Per weapon

The incentive(s) given for surrender of the aforesaid arms shall be deposited in the form of a Fixed Deposit in the joint name of surrenderee and the SP of the concerned district and may be given to the surrenderee at the time of completion of 3 years after such surrender, subject to good behaviour by the surrenderee, as certified by SRO. For this purpose, SRO may consult such persons as he deems fit. He shall record this reasons in writing for refusal to provide FD to the surrenderee after the mandatory period of three years.

The District Armouries of Police will be used for safe storage of weapons and ammunitions surrendered by the Naxalites / Maoists. Serviceable weapons will be confiscated to the State and the others may be destroyed after obtaining due order from the competent authority.

A TRC shall be such place as notified by SRO for safe residence and rehabilitation of the surrendered Maoists/Naxalites.

A TRC shall be headed by a Transit-cum-Rehabilitation Center Office (TCO) assisted by such other persons as may be nominated/appointed by SRO from time to time, in consultation with IG of Correctional Services.

A TCO shall be of the rank of Deputy Jailor/Sub-Jailor from the WB Correctional Services.

Special attention should be given to the safety and security of female surrenderees in the TRC.

Each district where such Naxalites/Maoists surrender will have a District Rehabilitation Committee (DRC) with District Magistrate as the chairman, ADM in charge of development and District Panchayet and Rural Development Officer as members. SP of the district will be Member-Secretary & Convener of this committee.

As soon as the surrender proposal of the Maoist is accepted by the SC, the DRC will decide on the package of various employment and skill building schemes which will be appropriate for the surrenderee, given his background etc. so that he can be prepared for gainful employment, including self employment, within the said period of three years. The DRC will send periodic reports to the SRO in connection with the progress in the execution of the rehabilitation package for each surrenderee.

They shall be paid a monthly stipend of Rs.4,000/- each for a maximum period of 36 months. If the surrenderee secures any employment in government / semi-government/Private sector or any gainful self-employment, the monthly stipend will be discontinued.

The surrenderee, who voluntarily agrees to be subjected to rehabilitation, shall abide by all the rules, as afore-mentioned.

No surrenderee shall be kept in a TRC beyond a period of 3 years from the date of admission to such centre.

State Government may consider for providing such immovable property (Land/House) to the surrenderee, as it deems fit, for rehabilitation. The State Government may also provide free education to the surrenderee and/or his dependent children under any special scheme.

The Government may frame such rules or issue orders for the conduct and maintenance of TRC as may be deemed necessary.

The State Government may give preference to the surrenderee / dependent family members for gainful employment in various Government schemes, subject to the standing rules and regulations in this matter.

An instant grant of Rs.50,000/- shall be paid by the State Government to the surrenderee at the time of confirmation of surrender by the SC. The State Government may sanction additional grant in case of surrender of top/hardcore/underground Maoists / Naxalites belonging to politburo/Central committee / Regional Bureaus / Special Area Committees and State Committees / Zonal & Sub-Zonal Committee / Military Commission, keeping in view the related provisions of Order No. F. No. 18015 /21/2012-NM-III dt.04.04.2013 of Ministry of Home Affairs, Govt. of India.

A grant of Rs.2,00,000/- (Rupees two lakh) shall be deposited in a bank forthwith by the SRO, on confirmation of surrender, in the joint name of the surrenderee and the SP of the concerned district as a fixed deposit which may be withdrawn by the surrenderee after completion of 3 years, subject to good behaviour to be certified by the SRO. In addition, if any reward money has already been declared by the State Government for apprehension of any surrenderee, the surrenderee will be granted either the reward money or the above-mentioned sum of Rs.2,00,000/- whichever is higher.

This money can also be utilized as collateral security/margin money against loans to be availed of by the surrenderee from any bank for self-employment.

In the event of a surrenderee being able to secure any Government job, this amount shall not be given to the surrenderee.

The surrendered Maoists who are presently drawing monthly stipend of Rs.2,000/- shall be eligible to receive Rs.4,000/- as monthly stipend instead, for a total period not exceeding 36 months, from the date of his/her surrender. The surrenderees who have meanwhile completed drawing the monthly stipend @ Rs.2,000/- for 2 years as on the date of issue of this notification shall be entitled to draw the enhanced stipend for an additional period of 1 year.

TRIAL OF OFFENCES & BAIL

Crimes committed by the surrenderee will continue to be tried in the courts.

The case of surrenderees will be reviewed by SC for consideration for grant of bail.

The SC may send a proposal to the government for the withdrawal of such cases pending against the surrenderees, as it deems fit. The State Government may, after due consideration, accept or reject such proposal.

Surrendered Naxalites/Maoists shall be entitled to get free legal services/ aid from the State Government as per rule.

Non-Bailable Warrants pending against the surrenderees shall be considered for disposal execution according to the law.

The State Government may annually review working of the scheme and may modify its provisions, if necessary.

The Notification No. 2396-PL dt. 21-06-2010 read with corrigendum No. 2863-PL dt. 28-07-2010, No.3431-PL dt. 11.08.2011 read with No. 1128-PL dt. 06-03-2012 is modified to the above extent.

This Notification is issued in concurrence with` / Finance (Audit) Deptt. Group-D vide their U.O. No. D-388/3 dated 18-09-2013.

This Notification will come into force w.e.f. the date of its issue.

Sd/-

Joint Secretary of the Govt. of West Bengal

GOVERNMENT OF WEST BENGAL
HOME DEPARTMENT
'NABANNA'
325, SARAT CHATTERJEE ROAD
HOWRAH – 711 102

No.1539-PL/HP/BMC/SER-12/13

Dated the 6th June, 2014

NOTIFICATION

In continuation of this Department Notification No.3235-PL/HP/BMC/ SRE-12/13 dated 5th December, 2013 laying down a set of policy guidelines for surrender and rehabilitation of Naxalites/Maoists in order to encourage them to join the national mainstream and not to return to the fold of Naxalite/Maoist movements, the Governor has further been pleased to provide the following additional benefits to the surrendered Naxalite/Maoists in addition to the existing benefits of Surrender-cum-Rehabilitation Policy:

1. House Rent of Rs.2,500/- per month per surrendered Maoists.
2. Medical Assistance limited to Rs.500/- per month per person up to a maximum of Rs.2,500/- per month per family with a provision for providing free medicines in the Government hospitals and Health Centres.
3. Children Education Assistance limited to Rs.500/- per month per child till the Higher Secondary stage and Rs.1,500/- per child per month for college going students.
4. Higher allowance may be considered by the Government in case of students pursuing professional courses. District Rehabilitation Committees (DRC) will approach the Government in the Home Department for approval of such specific cases. DRC will also take steps for providing free education and free supply of books for students of such families in Government and Government-aided/sponsored schools, colleges and similar professional institutions.

The Notification No. 3235-PL/HP/BMC/ SRE-12/13 dtate 05/12/2013 is modified to the above extent.

This Notification is issued in concurrence with Finance (Audit) Department, Group – 'D' vide their U/o No. 124/3 dated 05/03/2014.

Sd/-
(N. Ghoshal)
Joint Secretary to the Government of West Bengal

GOVERNMENT OF WEST BENGAL
HOME DEPARTMENT
Police Modernization Branch

No. 2111-PL/HP/BMC/SRE-12/13

Dated, Kolkata, the 25th July, 2014

From: Shri Nirmalya Ghoshal, W.B.C.S. (Exe),
Joint Secretary to the Government of West Bengal.
To: The Director General & Inspector General of Police, West Bengal,
Nabanna, Howrah – 711 102.

Reference : His memo No. 109/1(8)/CORD CELL, dated 30.06.2014.
Sub : The point-wise reply/comments of the State Government of the
observation made by D.G. & I.G.P., W.B.

In inviting a reference to the above-mentioned letter, the undersigned is directed to send the required comments below for taking necessary action.

Points	Reply / Comments
1) Whether the G.O. is applicable to all surrenderees i.e. a) Who got job from the Government? b) Whose period of getting stipend have already expired?	1.a) The G.O. is applicable to all surrenderees: even those who have been enrolled as Special Home Guards. If any surrenderee gets regular Government job he/she will not be eligible to get these benefits. b) These benefits are not linked to the grant received as stipend.
2) House rent : How long this benefit will continue?	2) House rent allowance would be admissible only in the case where the surrendered Maoist actually resides in a rented house. It would not be admissible to a surrendered Maoist if he/she has been provided with financial assistance from the Government for construction of a house under any scheme or till the surrenderee gets any regular Government job.
3) Medical Assistance: How long this benefit will continue?	3) As monthly stipend @ Rs.4,000/- per month is admissible for a maximum period of three years, hence medical allowance @ Rs.2,500/- per month per family may also be paid up-to a maximum period of 36 months.
4) Children Education Assistance: Maximum how many children per family will get this assistance?	There is no limit.
5) higher Allowance: Maximum how many children per family will get this assistance?	There is no limit.

Sd/-Joint Secretary to the Government
of West Bengal

Government of West Bengal
Home & Hill Affairs Department

Nabanna, 325, Sarat Chatterjee Road, Howrah – 711 102

No. 3719-PL/BMC/SRE-12/13

Dated, Howrah, the 11th September, 2017

To: Director General & Inspector General of Police, West Bengal.

Sub: - Medical Allowances to the LWE Surrenderers.

Ref: - Memo No. 409/CORD CELL dt. 20-07-2017.

The undersigned is directed to state that the Governor is pleased to approve extension of the benefit of Medical Allowances for Surrendered Maoists for a further period of 03 (three) years.

This order is issued with the concurrence of Finance Department Group-D vide their U.O No. Group-D/2017-2018/0242 dt. 31-08-2017.

Sd/-
Deputy Secretary
To the Government of West Bengal

Guidelines for surrender-cum-rehabilitation of naxalites in the naxal affected States.

1. **Introduction:** Surrender-cum-Rehabilitation policy is part of the overall policy to build consensus and evolve an acceptable and peaceful solution to violence perpetrated by extremist groups, to usher in peace and development, especially in the disturbed regions. Though, policies for rehabilitation of militants have been successful in J & K and North Eastern States, implementation of similar policies in naxal affected States has not been impressive for various reasons. This policy has been evolved, keeping in mind the specific geographical and social landscape to help those naxalites who want to abjure violence, surrender and join the mainstream. Surrender and rehabilitation policy is part of a multi-pronged conflict management and resolution strategy and is required to be implemented along with firm action by police against those who follow the path of violence. As the naxal problem has arisen on account of real and perceived neglect, deprivation and disaffection, mainly towards the downtrodden, the solution should aim at providing gainful employment and entrepreneurial opportunities to the surrendered naxalites so that they are encouraged to join the mainstream and do not return to the fold of naxal movement.

2. **Objectives:** The objectives of these Guidelines for surrender-cum-rehabilitation of naxalites in the naxal affected States are:

- (i) To wean away the misguided youth and hardcore naxalites who have strayed into the fold of naxal movement and now find themselves trapped into that net.
- (ii) To ensure that the naxalites who surrender do not find it attractive to join the naxal movement again.

Tactical surrenders by those elements who try to make use of the benefits extended by the Government to further their vested interests should not be encouraged under the Scheme.

3. **Eligibility Criteria:**

- (i) These guidelines are applicable to those naxalites who surrender with or without arms.
- (ii) The eligibility of such naxalites for assistance under the scheme would be scrutinized by the screening cum Rehabilitation Committee constituted by the concerned State Government.
- (iii) The benefits of the scheme shall not be available to a surrenderee who has already surrendered and benefited under existing surrender / rehabilitation schemes in any of the naxal affected States.

4. **Benefits under the Scheme:**

- (i) Persons eligible under the scheme may be imparted training in a trade/vocation of their liking or befitting their aptitude. They shall be paid a monthly stipend of Rs.2,000/- each for a maximum period of 36 months. However, if the surrenderee secures any employment in Government or any gainful self-employment, the monthly stipend will be discontinued.
- (ii) An immediate grant of Rs.1.5 lakh shall be kept in a bank in the name of surrenderee as a fixed deposit which may be withdrawn by the surrenderee after completion of 3 years, subject to good behaviour to be certified by the authorities designated for this purpose by the concerned States. This money can also be utilized as collateral security/margin money against loans to be availed of by the surrenderee from any bank for self-employment.
- (iii) In the event of a surrenderee being able to secure any Government job, this amount shall not be given to the surrenderee.

5. **Incentives for Weapons:**

- (i) The following additional incentives are included for the surrendered weapons/ammunition:

Sl. No	Weapons	Incentive
(i)	AK47/56/74 Rifle	Rs.15,000/- Per weapon
(ii)	UMG/GPMG/Picca/RPG/Sniper Rifle	Rs.25,000/- Per weapon
(iii)	Pistol / Revolver	Rs.3,000/- Per weapon
(iv)	Rockets	Rs.1,000/- Per rocket
(v)	Grenade/Hand Grenade/Stick Grenade	Rs.500/- Per grenade
(vi)	Remote Control Device	Rs.3,000/- each device
(vii)	Ammunition all types	Rs.3/- Per round
(viii)	IED	Rs.1,000/- each
(ix)	Mines	Rs.3,000/-
(x)	Explosive materials	Rs.1,000/- Per Kg.
(xi)	Wireless Set	
	(a) Short Range	Rs.1,000/- Per each set
	(b) Long Range	Rs.5,000/- Per each set

(xii)	SAM Missiles	Rs.20,000/-
(xiii)	Satellite Phone	Rs.10,000/-
(xiv)	VHF/HF Communication Sets	Rs.5,000/-
(xv)	Electronic Detonators	Rs.50/-
	Other Detonators	Rs.10/-

Note: The incentive given for surrender of the aforesaid arms shall be deposited in the form of a Fixed Deposit in joint names of surrenderee and the State Government nominee and may be given to the surrenderee at the time of completion of 3 years after surrender and subject to good behaviour by the surrenderee.

(ii) Handling of weapons: The States may develop a mechanism in respect of safe storage of weapons and ammunitions surrendered by the naxalites.

6. **Procedure for screening/identification and rehabilitation of naxalites:**

6.1 The following agencies will be involved in the process of identification and rehabilitation of surrendered naxalites: -

- (i) ADG/IG (Special Branch/(CID) will act as the surrender and Rehabilitation Officer (S & R Officer) under the Scheme.
- (ii) Central Para Military Force.
- (iii) State Police/State Administration.

6.2 Each of the Security Forces deployed will identify one officer of the rank of DIG or equivalent officer as the nodal officer for coordinating matters relating to surrender and rehabilitation of naxalites, with respect to their organisation.

6.3 A naxalite shall be free to surrender before any unit of the CPMFs, District Magistrate, District SP, Range DIG, IG (Ops), IG (Special Branch), DIG (Special Branch), SP (Special Branch), SDM, Sub-divisional Police Officer and other notified officers. The officers for this purpose shall be notified by the State Governments. A naxalite may also surrender before any unit of the Army or the CPMFs outside the State. The officer receiving the surrenderee shall send the details as informed by the surrenderee filled up in prescribed proforma to the S & R officer and to the nodal officers of all the deployed forces. The nodal officer of each organization will verify the antecedents and activities of the naxalites from its own sources and send specific recommendations to the S & R Officer, stating as to whether the individual could be taken in as surrenderee or not.

6.4 The officer receiving the surrenderee will provide immediate security to the surrenderee and after getting necessary details for filling up the requisite proforma, send him to the transit camp to be maintained by the S & R Officer. The decision about the acceptance or otherwise, of the surrenderee should be taken within 15 days.

6.5 **Screening procedure may also include the following:**

- (i) The naxalite who surrenders may be a hardcore, underground naxalite cadre and a member of a Dalam and surrenders in accordance with the comprehensive surrender and rehabilitation policy being implemented by the concerned State Government. Rehabilitation of surrendered naxalite should be confined to dalam members and above, other ranks and over ground supporters/sympathisers being considered only in exceptional cases.

(ii) The authority designated by the concerned State Government for the purpose should ensure that the surrenderee is a genuine naxalite and the naxalite should make a clear confession of all the criminal acts committed by him/her including names of planners and other participants, names of financiers, harbourers, couriers, details of the naxal organizations, arms/ ammunition and the property looted/distributed/disposed of by the naxalite and organization to which the naxalite belongs, which may be verified.

7. **Court cases:** Heinous crimes committed by the surrenderee may continue in the courts. For minor offences, plea bargaining could be allowed at the discretion of the State Authorities. States may consider providing free legal services / advocate to the surrendered naxalite as per the policy of the concerned State. Fast track courts may be constituted by the concerned States for speedy trial of cases against the surrenderees.

8. These guidelines for rehabilitation of naxalites for naxal affected States are in supersession of the Item No. 7 of the existing/extant guidelines of Ministry of Home Affairs for reimbursement of security related expenditure to naxal affected States.

9. The Surrender and Rehabilitation Policies of the naxal affected States may, inter alia, include the broad guidelines as laid down above.

10. **Impact assessment of the guidelines:** The Ministry of Home Affairs may review these guidelines periodically in consultation with the concerned State Government and take appropriate corrective action if required.

POLICE HOSPITALS

- 1) 17 WB Police Hospitals are operational in the districts.
- 2) SVSPA Barrackpore/ Nadia/ SAP 4th Bn / HWH PC / Coochbehar / Bankura / Purulia / EFR Brigade / Paschim MDP / Purba Burdwan / Murshidabad / Dakshin Dinajpur / Malda / Chandannagar PC / Jalpaiguri / Darjeeling
- 3) The Hospital at Calcutta has specialized departments of Pathology, ENT, Orthopaedics, Dental and Physical Medicine.
- 4) Some of the hospitals have visiting specialists on honorary basis in the OPD for benefit of family members and police personnel.
- 5) Efforts are being taken to improve the infrastructure and modernisation of all Police Hospitals.

COMPULSORY MEDICAL CHECK UP OF POLICE PERSONNEL ABOVE 40 YEARS

- 1) Every Police personnel above 40 years of age to be medically checked once in two years, on two days in a week at OPDs (Preferably Tuesday & Friday) free of cost.
- 2) Diagnostic facility i.e. Blood Sugar, Urea, Creatinine, TSH, LFT & Lipid profile, ENT Services, USG of Upper & Lower Abdomen, Chest X-ray, General Clinical Examination.
- 3) Regular follow-up action like Diet regime, Weight control, De-addiction regime, Stress management, Yoga & Meditation to be taken up.

Government of West Bengal
Health & Family Welfare Department
TDE Branch
Swasthya Bhavan, GN-29, Sector-V
Salt Lake, Kolkata-700091

Memo No. H/TD/ 678/M13/12

Dated, Kolkata 30.06.2014

MEMO

The recommendation of the Task Force to deal with the welfare issues in respect of police personnel in respect following health check up free of cost at the level of Medical College & hospital, District hospital, State General hospital and divisional hospital :

1. Blood Test (Sugar, Urea, Creatine, TSH, LFT, Lipid profile)
2. ENT
3. USG Abdomen upper and Lower
4. X ray (Chest)
5. General Clinical examination
6. Any other examination, if required

The above mentioned test(s) are done free of cost for Govt. employee, where the services are available from Govt. resource subject to production of requisite identity certificate vide GO No. HF/O/MS/121/W-10/2001 dated 19.03.2002. The police personnel being the Govt. employees who attends OPD/IPD will get the benefit of proper testing free of cost in the cases mentioned above.

The relevant Govt. order is once again reiterated with an instruction to the Medical College & hospital, District hospital, State General hospital and Sub divisional hospital to allow the Police personnel being the Govt. employee for such free treatment on production or requisite identity certificate.

This has approval of the Principal Secretary of this Department.

Sd/-
Special Secretary

SUBSIDIARY POLICE CANTEENS

- 1) 27 Subsidiary Police Canteens and 2 branches are functional.
- 2) Police personnel are getting discount of 25% to 40% on consumer goods and household items.
- 3) Project of introducing smart cards and making canteens online is going on.
- 4) Canteens are being inspected by Dy. SP rank officer once in a month and regular visits by senior officers.
- 5) Accounts are submitted regularly every month by the 10th day of next month in prescribed format by the concerned Units to PDWB.
- 6) Audits are done by registered Audit firm once in a year and Audit reports are being sent to PDWB by the concerned Units.
- 7) Annual review meeting is conducted at Police Directorate WB.

Government of India
Ministry of Home Affairs
CENTRAL OFFICE
CENTRAL POLICE CANTEEN
E-mail centraloffice-cpc@nic.in, fax No.011-24362665
Phone- 011-24365547

CGO Complex, Block No. 1
Lodhi Road, New Delhi-03

No.DA-3/SC-CPC/E-Zone/2017/639

02 Feb 2017

To,

The Inspector General of Police
West Bengal Police Directorate
Bhabani Bhawan, Alipore, Kolkata-27

Sub:- OPENING OF NEW SUBSIDIARY CANTEEN

Please refer to your memo no.3077-Wel/Canteen dated 01/12/2016

2. It is intimated that following information /guidelines are required for opening of new Subsidiary Canteen and proposal should be routed through concerned Directorate for taking necessary action with the following information :-

- a) Location wise details of Subsidiary Canteens with complete address including pin code and name of Master Canteen under which, subsidiary canteen will function, as per vicinity.
- b) Availability of fund position (Suggested Rs.10 Lakh per Canteen) is required.
- c) Availability of infrastructures (Three rooms i.e. one for sale 20x15 feet. One store 15x10 feet & one office 10x10 feet)
- d) No. of personnel/family (serving/retired) who will avail the canteen facility (minimum-700 beneficiaries should be available).
- e) Name & rank of Canteen Officer along with contact number, e-mail and contact/correspondence address of proposed Subsidiary Canteen with pin code number.
- f) Nos. of staff to work in canteen-
 - 01 Officer as Canteen Officer
(not below the rank of DC)
 - 01 Inspector/SI as Canteen SO
 - 01 HC as Canteen NCO
 - 01 C as Store in-charge
 - 01 C as Salesman
- g) Distance of nearest Master Canteen in Kms.
- h) Food license number is necessary and the same is to be obtained from FSSAI (Food Safety and standard Authority of India) after granting permission for opening of SC.
- i) Must obtain TIN Number which is essential for any kind of sale/purchase activity after granting permission for opening of SC.

Sd/- 02.02.17 (N M Sharma)
Comdt/Deputy GM, Central Office, CPC

SPORTS & GAMES

- 1) Regular games & sports and parades are being organized in all districts/ PCs/ Units
- 2) Range level and state level games and sports are being organized
- 3) West Bengal Police participates in 25 events organized by All India Police Sports Control Board as per Govt. Order vide No. 2146-PL/HP/N/BMC/2S-11/2016 Dt. 05th July, 2016.
- 4) Selection of team / Training to the team / Co-ordination with All India Police Sports Control Board are being done in time for participation in National Level events.
- 5) Expenditures for organizing the Sports & Games / Purchase of Sports articles are being met from newly created head of account of 'Sports' bearing No. "2055-Police-00-113-Welfare of Police Personnel-006-Development of Sports Activities for the Police Personnel-50-Other Charges" under GO. No. 1298-PL/HP/BMC/4B-10/17(Pt.) dt. 20th April, 2018.
- 6) Advances are being granted from West Bengal Police Welfare & Sports Society Fund subject to realization after receiving Order issued by delegated officers within their financial power as per GO No. 7550-F(Y) Dated, 9th December, 2017 or by Govt.
- 7) 25% of the total contribution received from different dists./units is being granted from West Bengal Police Welfare & Sports Society Fund to the dists./units concerned for organizing Annual Sports.
- 8) West Bengal Police participates in Exhibition cum seminar organized by the AIPSCB regarding Police Welfare measures organized in different places of India.
- 9) Some incentives in the form of incremental benefits to the State Govt. Employees for showing of excellence in International / National Sporting Events are being considered by Govt. as per GO No. 7030-F Dt. 26.07.2001.
- 10) Medal / Awards are being given to the players for better performance in Sports meets/ Sports Championship as per GO No. No. 1451-SP dt. 18.12. 2018.
- 11) Various cultural activities are being organized by units.

Government of West Bengal
Home Department
Police Modernisation Branch
Nabanna, 325 Sarat Chatterjee Street, Howrah – 711102

No.2146-PL/HP/N/BMC/2S-11/2016

Dated, Howrah, the 05th July, 2016

From: - Shri P. K. Banerjee,
Deputy Secretary to Govt. of West Bengal

To: - (1) Director General & Inspector General of Police, West Bengal
Nabanna, Howrah – 711102.

(2) Commissioner of Police, Kolkata

Subject: - Participation of Police Team in Meets conducted under the aegis of All India Police Sports Control Board, New Delhi.

Ref: - Memo No. 1206 / Wel/Sports 555/2014 dated 11.05/2016 of W.B.P.D.

The undersigned is directed to state that the Governor has been pleased to issue hereby a standing order permission for participation of Police Team (WB Police & Kolkata Police) in all sports meets conducted under the aegis of the All India Police Sports Control Board, New Delhi namely 1) Shooting Sports 2) Athletics 3) Water Sports 4) Golf 5) Football (BN Mallick) 6) Badminton 7) Lawn Tennis 8) Equestrian 9) Wrestling Cluster (Gymnastic, Weight lifting, Boxing, Judo) 10) Shooting (AIPDM) 11) All India Police Duty Meet 12) Hockey 13) Band 14) Archery 15) Commando 16) Aquatic Meer & Cross Country Race 17) Volleyball Cluster (Basketball, Handball, Kabadi) subject to specific approval of DG & IGP, West Bengal in each case.

2. The undersigned is further directed to state that necessary expenditure will be sanctioned in due course subject to observation of all financial Rules.

3. This order is issued with the approval of Additional Chief Secretary, Home & Home Secretary.

4. All concerned are being informed.

Sd/-
Deputy Secretary
to the Government of West Bengal.

Government of West Bengal
Home & Hill Affairs Department
325, Sarat Chatterjee Road, Howrah - 711102

No. 1298-PL/HP/BMC/4B-10/17(Pt.)

Dated, Howrah, the 20th April, 2018

ORDER

The undersigned is directed by the order of the Governor to state that the Governor has been pleased to open a new Scheme Head along-with detailed and sub-detailed head under Demand No. 68 as per following details: -

“2055-Police-00-113-Welfare of Police Personnel-006-Development of Sports Activities for the Police Personnel-50-Other Charges”.

This has concurrence of Finance Department Group-N vide their U.O. No. 2143 dated 24.11.2017 read with Principal Accountant General (A & E) West Bengal's Memo No. Budget/2-1/467 dated 30.01.2018.

Sd/-
Deputy Secretary to the Govt. of West Bengal

Government of West Bengal
Finance Department
Audit Branch
Nabanna, Mandirtala, Howrah

No. 7550-F(Y)

Dated, 9th December, 2017

MEMORANDUM

In continuation of this Department Notification No. 707-F(Y) dated 09.02.2016, the Governor is pleased to delegate financial power in respect of sanction of funds for sports related activities to the police officers of West Bengal Police under Home & Hill Affairs Department in the manner stated below:

<u>Sl. No.</u>	<u>Rank of officer</u>	<u>Delegated financial power</u>
1	SP of District/CO/Commissioner of Police (of SP rank)	Up to Rs.75,000/-
2	Zonal IGP / IGP(AP) / Commissioner of Police (of the rank of DIG and above)	Up to Rs.1,00,000/-
3	DGP & IGP, WB	Up to Rs.2,00,000/-

Necessary amendment in the delegation of Financial Powers Rules, 1977 shall be made in due course.

Sd/- H. K. Dwivedi
Principal Secretary to the
Government of West Bengal

GOVERNMENT OF WEST BENGAL
FINANCE DEPARTMENT
AUDIT BRANCH

No. 7030-F

Date: 26-07-2001

MEMORANDUM

1. The question of granting some incentives in the form of incremental benefits to the State Govt. Employees for showing of excellence in International/ National Sporting events has been under consideration of the Govt. for some time past.
2. After careful consideration of the matter the undersigned is directed by order of the Governor to say that the Governor has been pleased to lay down guidelines for awarding such incentives to the State Employees as follow: -
 - (a) For achieving excellence in National/ International events of Sports (both indoor and outdoor) a Govt. employees be awarded one advance increment from the first of the month following the month in which the sporting events are completed.
 - (b) The total number of such increments to be awarded to an individual Govt. employees should not exceed three in his/her entire Service career.
 - (c) An individual Sportsman/Sportswoman participating in National/ International events will be treated as showing of excellence if he/she achieves first, second or third position in the event.
 - (d) The increment(s) so granted would continue to be drawn at the same rate till retirement but this will not count for any service benefits like pay-fixation on promotion, scale-elevation on Career Advancement, revision of Pay & Allowances, retirement benefits (Pension, Gratuity, Leave Encashment) or for calculation of Dearness Allowance/ House-rent Allowance etc.
 - (e) The Increment(s) will be in the form of personal pay equal to the amount of the next increment in the respective time scale of pay due at the time of grant of the concession and will remain fixed during the entire service life.
 - (f) For the purpose of awarding increment(s), National Championships being conducted by the recognized National Sports Federations Individual disciplines and National Games conducted by Indian Olympic Association should be recognised as events of National importance. Tournaments conducted by the Central Civil Services Sports Boards may also be recognised as events of National importance.
 - (g) For purpose of awarding the benefits, the events recognised by the International Sports Bodies in the concerned disciplines and in which participation has been with the prior approval of Department of Youth Affairs and Sports, Govt. of India may be treated as Sporting events of International importance.
3. This benefits will come into effect from 1st April, 2001.

Sd/-
(S.K. Chakraborty)
Deputy Secretary to the
Government of West Bengal
Finance Department

Government of West Bengal
Department of Youth Services & Sports,
Block Ä", 6th floor, New Secretariat Building,
1, Kiran Sankar Roy Road, Kolkata – 700001.
Phone No. 033-22625740, Fax No.033-22625741.

No. 1451-SP

Dated: Kolkata, the 18th December, 2018

Notification

The matter concerning all round development and qualitative improvement of sports in the State was being deliberated upon in the department for quite a long time. It was also under active consideration of this department as to whether, as a token of recognition of their excellence and contribution towards sporting fraternity, the sports persons making their mark at the national and international level may be given financial incentive by way of reward.

Now, after careful consideration of all the aspect of the matter, the Governor has been pleased to sanction financial incentive by way of reward to the medal winners belonging to the State, at National and International level sports competitions with immediate effect in the following manner:

Olympic Games (Team and Individual Event)	Gold Medallist	Rs.25.00 Lakhs
	Silver Medallist	Rs.15.00 Lakhs
	Bronze Medallist	Rs.10.00 Lakhs
Asian Games (Team and Individual Event)	Gold Medallist	Rs.10.00 Lakhs
	Silver Medallist	Rs.07.00 Lakhs
	Bronze Medallist	Rs.05.00 Lakhs
Commonwealth Games (Team and Individual Event)	Gold Medallist	Rs.05.00 Lakhs
	Silver Medallist	Rs.03.00 Lakhs
	Bronze Medallist	Rs.02.00 Lakhs
National Games (Team and Individual Event)	Gold Medallist	Rs.03.00 Lakhs
	Silver Medallist	Rs.02.00 Lakhs
	Bronze Medallist	Rs.01.00 Lakhs

These awards will also include sportspersons winning medals in Paralympics and Para sports competitions mentioned above.

By Order of the Governor Sd/- (A. R. Bardhan)
Principal Secretary to the Govt. of West Bengal.

EMPLOYMENT UNDER EXEMPTED CATEGORY

- 1) After demise of Police Personnel while in service, employment is being provided to the dependent family member on compassionate grounds in terms of **Notification No. 251-EMP dtd. 03/12/2013 and 26-EMP dtd. 1/03/2016 of Labour Department, Govt. of West Bengal.**
- 2) All proposals with necessary documents and recommendation of enquiry committee received from different districts / units are sent to Home & Hill Affairs Department, WB. for necessary approval.
- 3) After receiving Govt. Order, legal heirs of the deceased police personnel are being provided employment under exempted category on the basis of vacancy position and eligibility and willingness to the post of Constable / Group 'C' / Group 'D' after observing all formalities.
- 4) Employment related to "**Chief Minister's Bravery Award**" is being provided to the concerned.
- 5) Employment of Civil Persons who died due to Maoist Attack is being provided to the Next of Kin of the deceased as "**Special Home Guard**".
- 6) The name of one of the family member of the **Civic Volunteers** died while in service is being enrolled for employment to the post of Civic Volunteer on Compassionate Ground.
- 7) Training Programmes are being held to review the all pending cases under exempted category in different places from time to time.

Government of West Bengal
Labour Department

No. 251-Emp.

Date: 03.12.2013

NOTIFICATION

The Governor is pleased hereby to make the following scheme regulating the appointment on compassionate ground in supersession of all previous orders in this respect :

Scheme

1) Short title and commencement –

This scheme may be called the **West Bengal Scheme for Compassionate Appointment, 2013**. This will come into force with effect from the date of issue.

2) Application –

This shall apply to a dependent family member of a Government employee who –

- (a) dies while in service; or
- (b) is disabled permanently or otherwise incapacitated rendering him unfit to continue in service prematurely on being declared permanently incapacitated by a Medical Board formed by the Government.

3) Definition –

“Dependent Family Member” means

- (a) spouse; or
- (b) son (including legally adopted son before death or incapacitation); or
- (c) unmarried daughter (including legally adopted unmarried daughter before death or incapacitation); or
- (d) married daughter who on date of death or incapacitation was unmarried; or
- (e) brother or sister in case of death in harness of an unmarried employee provided his/her parent, all the brothers and sisters were fully dependent on him/her, – who was wholly dependent on the Government employee at the time of his death in harness or incapacitation, as the case may be, and is in need of immediate financial assistance at the time of making application and also at the time of consideration.
- (f) “Government employee” for the purpose of this scheme means a Government employee appointed on regular basis and not the one working on daily wage or casual or apprentice or ad-hoc or contract or re-employment basis.

4) Posts to which such appointments can be made –

Such appointments can be made to Group-C and Group-D posts only in the exempted category vacancies.

5) Authority competent to make compassionate appointment –

Respective appointing authorities for Group-C and Group-D employees shall be the appointing authority to the eligible candidates after observance of the procedure in this scheme. However, approval of the Minister-in-Charge or Minister-of-State in charge of the respective Departments would be necessary in all cases of compassionate appointment.

6) Eligibility –

- (a) The family is indigent and deserves immediate assistance for relief from financial destitution. For this any of the following two conditions is to be satisfied.

(i) The monthly income of the family falls below 90 per cent of the gross monthly salary of the employee before death or premature retirement.

(ii) The monthly income of the family falls below the minimum salary of a Group-D employee (in case of Group-D employees) or the minimum salary of a Lower Division Clerk (in case of employees other than those belonging to the Group-D).

The gross monthly salary, for the purpose of this definition shall mean, basic pay (Band Pay + Grade Pay), dearness allowance, house rent allowance and medical allowance.

The monthly income of the family shall mean the aggregate of :

(I) Total family pension per month (Basic Pension and Dearness Relief, Medical Allowance).

(II) Monthly interest income @ 8% p.a. on the total amount received by the family after death of the employee or retirement of the incapacitated employee (Gratuity, Leave Encashment, any other payments excepting GPF).

Provided that, where an ex-employee had to incur medical expenses as indoor patient prior to and leading to his death/incapacitation, such expenses is deducted from the amount received. All such expenses must be supported by original receipt/Cash memo, hospital discharge Certificates.

(III) Monthly income from movable and immovable properties (the family members shall submit declaration on the matter).

(IV) Monthly income of the dependents of the ex-employee named in the application (the family members shall submit declaration on the matter).

(b) In case of premature retirement the concerned employee had at least two years of service left to reach the normal age of superannuation and should fulfil the following conditions.

(i) On premature retirement he/she would not be entitled to the full pensionary benefits to which he/she would have been entitled if he/she had retired at his/her normal age of superannuation.

(ii) He/she has fully exhausted all kinds of leave with pay including commuted leave on medical ground;

(iii) The financial conditions of the family is so acute as to make the appointment essential consequent upon the fall in income due to such retirement.

(c) Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant recruitment rules.

Note : (a) Condonation of excess in age in case of eligible cases will be made by the respective head of the department or their subordinate Officer who are competent to make the compassionate appointment as per existing provision.

(b) Relaxation in educational qualification may be granted in eligible cases for appointment to Group 'D' post in consultation with the Finance Department.

(c) The dependent member shall invariably attain the minimum age for recruitment within six months from the date of death or incapacitation of the concerned employee.

7) Each department will set up a data bank in consultation with the NIC and assign identification no. to each case so that the cases are taken up on the basis of date of death or incapacitation.

8) Exemption –

Compassionate appointments are exempted from observance of the following requirements :-

(a) Recruitment procedure i.e. without the agency of the Public Service Commission/Staff Selection Commission/West Bengal Police Recruitment Board/West Bengal Health Recruitment Board or the Employment Exchange.

(b) Clearance from the Finance Department as applicable for regular filling up.

9) Determination/Availability of vacancies –

(a) Appointment on compassionate ground to Group-C post should be made only on probation as per existing rules and to Group-D post on regular basis and that is only after vacancies meant for in the exempted categories are available. The appointing authority will have the right to appoint a dependent either to a Group-C or a Group-D post even if the dependent is qualified for Group-C post.

(b) A person selected for appointment on compassionate ground should be adjusted in the recruitment roster against the appropriate category viz. SC/ST/OBC/General depending upon the category to which he belongs. For example, if he belongs to SC category he will be adjusted against the SC reservation point, if he is ST/OBC he will be adjusted against ST/OBC point and if he belongs to General category he will be adjusted against the vacancy point meant for General category.

(c) Appointment and posting : Posting on such appointment shall be made in the offices at the following levels :

1. At Gram Panchayat
2. At Block
3. At Sub-division
4. At District

It would be first considered for Gram Panchayat level offices and then in Sub-divisional level offices in case of non-availability of vacancy in former level offices and so on. In no case a candidate would be appointed in any upper level offices if vacancy is available in the lower level.

Appointment is to be made in the exempted category vacancies under the concerned Department. In case of non-availability of the same, appointment in other Departments may be made.

10) Procedure –

(a) If the family of the deceased or the employee retired on being permanently incapacitated is in need of financial assistance and the same is absolutely necessary to support the family, application for employment is to be submitted within six month from the date of death or retirement on permanent incapacitation. If no application is submitted within the said period it will be presumed that the family does not require any financial assistance. In no case application submitted after expiry of the above period will be entertained.

(b) Application is to be submitted in the prescribed proforma as in Annexure 'A' and 'B' as applicable through the Head of office. In case of death in harness such application must accompany copy of death certificate.

(c) Appointing authority will constitute three men Screening-cum-Enquiry Committee with his immediate subordinate officer and two other senior officials as members.

(d) While examining and enquiring the application for employment on compassionate ground, the Screening-cum-Enquiry Committee will take into consideration the financial condition of the family of the deceased or disabled or incapacitated employee following the provisions in this scheme to ascertain, if there is any immediate need of financial assistance for the family in the shape of employment. Such enquiry report is to be submitted as per Annexure 'A' and 'B' as applicable to the appointing authority within a period of three months from the date of making of application.

(e) The appointing authority will forward the case together with his views recorded in Annexure 'A' or 'B' as applicable to the Administrative Department concerned for consideration. If it is decided by the Administrative Department to be a fit case for offering employment suitable vacancy is to be identified as per para 9 hereinbefore and send the case to the concerned appointing authority thereafter for offering appointment.

11) Undertaking –

A person appointed on compassionate ground under this scheme must give an undertaking initially and every year thereafter by 15th January, in writing that he will properly maintain the other family members who were dependent on the Government employee in question and in case it is proved subsequently at any time that the family members are being neglected or are not being maintained properly by him/her, service may be terminated for violation of such undertaking following the procedure in West Bengal Services (Classification, Control and Appeal) Rules, 1971.

Such yearly declaration should contain an undertaking signed by all the dependent family members that they are being maintained by the person so appointed on compassionate ground to the utmost satisfaction and there is no complaint in this regard. (Annexure 'C')

12) Request for change in post/person –

(a) When a person has been appointed on compassionate ground to a particular post, the set of circumstances, which led to such appointment, should be deemed to have ceased to exist and he will be guided by the service rules, orders, guidelines etc. as are applicable to other employee of the State Government.

(b) An appointment offered/made on compassionate ground cannot be transferred to any other person and any such request shall be rejected.

13) Missing Government Servant –

Cases of missing Government servants are also covered under this scheme for compassionate appointment subject to the following conditions

(a) A request to grant the benefit of compassionate appointment can be considered only after a lapse of at least 2 years from the date from which the Government servant has been missing, provided that:

- (i) an FIR to this effect has been lodged with the police,
- (ii) the missing person is not traceable as per report of the police and
- (iii) the competent authority feels that the case is genuine.

(b) This benefit will not be applicable to the case of a Government servant

- (i) who had less than 5 years to retire on the date from which he has been missing; or
- (ii) who is suspected to have committed fraud, or suspected to have joined any terrorist organisation or suspected to have gone aboard or suspected to have gone missing for having employment of a dependent on compassionate ground.

(c) Proforma at Annexure 'E' may be used for application. The three men Committee will submit enquiry report as per the said Annexure and decision on the same is to be taken following the procedure stated in the preceding paragraphs.

14) General –

(a) All the departments will furnish number of all undisposed cases in the proforma at Annexure 'D' within 15 days from the date of issue' of this scheme and submit the same in every year by 15th of January of the concerned year. Application submitted more than two years after death/incapacitation prior to issue of Notification No. 30-EMP. dated 02.04.2008 will not be entertained.

(b) The indisposed cases before 01.01.2005 excepting those which are covered in sub-para (a) of this para above will be enquired into afresh to ascertain, if need for financial assistance in the form of compassionate ground still exists. Such enquiry is to be completed within a period of three months.

(c) Compassionate appointment in any case would not be a matter of right but it will be subject to fulfilment of all the conditions, enquiries, availability of vacancy at the appropriate level etc.

(d) Final approval for appointment on compassionate ground shall be taken only at the level of the Secretary/Principal Secretary/Additional Chief Secretary of the Department with the approval of the concerned Minister-in-Charge or Minister-of-State in charge of the concerned Department.

15) Seniority

The Inter-se seniority of persons appointed on compassionate ground will be fixed with reference to their date of joining the post.

16) This order issues with the concurrence of Finance Department vide their UO No 2942 Gr.-P(2) dated 03.12.2013.

By order of the Governor
Sd/- Sanjay Mitra
Chief Secretary to the
Government of West Bengal

GOVERNMENT OF WEST BENGAL
Labour Department, Employment Cell
New Secretariat Building (12th floor) 1, K.S. Roy Road, Kolkata – 700001

No. 26-Emp.

Date : 01st March, 2016

NOTIFICATION

A comprehensive scheme regarding appointment on compassionate ground was notified wide this Deptt. Notification No. as per Notification No.251-EMP dtd.03-12-2013 of LabourDepartment,WB-Emp dated 03.12.2013 subsequently amended vide Notification Nos. 323- Emp dated 23.07.2014, 96-Emp dated 28.04.2015, 165 –Emp dated 04.06.2015 and 278 – Emp dated 23.09.2015. Several Departments under Govt. of West Bengal are reportedly facing difficulties in implementing certain provisions contained in the Notifications as aforesaid. The matter has been under active consideration of the Government for some time past. The Governor is pleased to bring about the following changes in the existing guidelines to dispose of the cases in a just and equitable manner :

Existing Clause/Para No.	Existing provision	Revised provision
Para 3 (dd) [new clause] added to the Notification No. 251-EMP dated.03-12-2013 of Labour Department,WB-Emp dated 03.12.2013 (that was amended vide notification no. 323 –Emp dated 23.07.2014)	(a) An applicant should have been legally divorced prior to death/incapacitation of the Govt. employee and was fully dependent on him/her. (b) An applicant must have obtained decree of divorce issued by the competent authority of an Hon'ble Court. (c) In case she has been receiving any maintenance cost from her husband, the same will be taken into account to decide her eligibility.	(a) A divorcee daughter, who has become dependent on the family, and the divorce petition was filed before the death/permanent incapacitation of the Govt. employee. (b) She must have obtained decree of divorce issued by the competent authority of an Hon'ble court, either before or after the death of the Government Employee. (c) In case she has been receiving any maintenance cost from her husband, the same will be taken into account to decide her eligibility.
6(b)(i) of Notification No. as per Notification No.251-EMP dtd.03-12-2013	On premature retirement he / she would not be entitled to the full pensionary benefits to which he/she would have been entitled if he/she had retired at his/her normal age of superannuation.	Deleted
Note (c) under Para 6 (c) of Notification No. as per Notification No.251-EMP dtd.03-12-2013	The dependent member shall invariably attain the minimum age for recruitment within 6 months from the date of death or incapacitation of the concerned employee.	Deleted
7 of Notification No. 251-EMP dtd.03-12-2013	Each department will set up a data bank in consultation with the NIC and assign identification no. to each case so that the cases are taken up on the basis of date of death or incapacitation.	DATABASE :- The data-base and / or computerized system may be created by the Labour Department an used by all the Departments mandatory for exempted category appointments.

10(a) of Notification no. 251-EMP dated.03-12-2013	If the family of the deceased or the employee retired on being permanently incapacitated is in need of financial assistance and the same is absolutely necessary to support the family, application for employment is to be submitted within six months from the date of death or retirement or permanent incapacitation. If so application is submitted within the said period it will be presumed that the family does not require any financial assistance. In no case application submitted after expiry of the above period will be entertained.	TIMELINES :- If the family of the deceased or the employee retired on being permanently incapacitation is in need of financial assistance and the same is absolutely necessary to support the family, application for employment is to be submitted within two years from the date of death or retirement on permanent incapacitation. If no application is submitted within the said period it will be presumed that the family does not require any financial assistance.
10(aa) [new clause] added to Notification No. 251-EMP dtd.03-12-2013		BELATED REQUESTS :- In exceptional cases such as (i) death during action, (ii) where none in family is eligible etc., departments can consider requests for compassionate appointment even where the death or retirement on medical grounds of a Govt. servant took place upto five years ago. While considering such belated request the 3 member screening – cum – enquiry committee should, however, keep in view that the concept of compassionate appointment is largely related to the need for immediate assistance is largely related to the need for immediate assistance to the family of the Govt. Servant in order to relieve it from economic distress. The very fact that the family has been able to manage somehow all these years should normally be taken as adequate proof that the family had some dependable means of subsistence. Therefore, examination of such cases could call for a great deal of circumspection at all levels. The dependent member must invariably attain the minimum age of appointment at the time of consideration.
Notification No. 278-Emp dated 23.09.2015	Plain paper application, submitted within six months, can be accepted as valid application, provided proforma application has been submitted subsequently, but not later than one	Deleted

	year from the date of death/ in incapacitation of the Govt. employee. The administration Department must be doubly sure that plain paper application was really submitted within the prescribed period of six months.	
10(bb) [new clause] added to Notification No. 251-EMP dtd.03-12-2013	--	The concerned authority in the department / office should meet the members of the family of the deceased Govt. servant immediately after his death to advise and assist them in getting appointment on compassionate ground. The applicant should be advised in person about the stage and should be advised in person about the requirement and formalities to be completed by him. A record of such meeting should be kept with the office of the controlling authority and appointing authority.
10(dd) [new clause] added to Notification No. 251-EMP dtd.03-12-2013	--	All cases of compassionate appointment should be disposed of by the Admn. Deptt. Preferably within six months of the receipt of report of the 3 (three) member Screening –cum – Enquiry Committee.
14(bb) [new clause] added to Notification No. 251-EMP dtd.03-12-2013	--	Any un disposed case where the death / incapacitation has occurred prior to issue of this order, but after the issue of order no. 30-Emp dated 02.04.2008, could not be looked into afresh, if it complies with the revised instructions.

A simplified application form /proforma will be introduced soon and will be sent to all the departments in due course.

A Checklist shall be prepared by the Labour Department and would be sent to all departments to examine each case properly and objectively. Each case must be examined apropos this Checklist, Report of the Screening –cum-Enquiry Committee and the Application of the concerned applicant.

The notification shall come into force immediately.

This order is issued with the concurrence of the Finance (Audit) Deptt. Vide their U.O. No. 394 Gr. P2 dated 23.02.2016.

By order of the Governor
Sd/-
Anoop Kumar Agrawal
Secretary to the

WEST BENGAL POLICE MEDICAL INSURANCE POLICY

- 1) This medical insurance policy is successfully running for last 15 years with National Insurance Company Ltd. The amount of annual premium is being paid by the employee himself/herself. The Policy has the following features this year -
- 2) Sum Insured Rs. 2.25 Lakhs on family floater basis.
- 3) Buffer of Rs. 2.25 Lakh for 5 critical diseases namely heart attack or surgery, cerebral attack or surgery, cancer, organ transplant and major accident or major injury.
- 4) 6 members of family including self, spouse, two children or dependent brother/ sister and parents or in laws may be covered.
- 5) Open to retired police employees up to the age of 75 years on self+ spouse basis by paying one time premium of Rs. 9,500/- every year.
- 6) Premium for 4 persons- Rs.5, 500/- per family per annum.
- 7) Premium for 6 including parents/ in laws persons - Rs.9,500/- per family per annum.
- 8) Premium for family pension holder up to age 60 (1+2) persons – Rs. 4,500/.
- 9) Premium for family pension holder age 60 above (1) person – Rs. 8,500/.
- 10) Premium from serving employees are being realized in 4 instalments.
- 11) Cashless treatment is available up to Rs. 1 lakh in empanelled hospitals. TPA is coordination with the Insurance Agency and PDWB.

The amount of premium may change every year and is decided on negotiation with the Insurance Agency. Welfare Section, PD WB is coordinating with the retired officers, TPA and Insurance Agency.

WEST BENGAL POLICE PERSONAL ACCIDENT POLICY

- 1) This PA Policy with National Insurance Company Limited has been renewed w.e.f 21.09.2019. Retired police personnel have also been included this year.
- 2) Rs.6,00,000/- coverage in case of death, total permanent disability or loss of two limbs/eyes of the person insured.
- 3) Rs 3,00,000/- coverage in case of loss of one limb/ eye.
- 4) Partial disability– Percentage of Sum Insured in proportion to disability.
- 5) In case of accidental or before death medical treatment up to Rs.60,000/-.
- 6) Rs. 6,000 each for the education of two children once (up to the age of 23 years).
- 7) Rs. 5,000 for carrying of mortal remains.
- 8) All 68,000 police employees including ministerial staff covered.
- 9) Premium Rs. 220/- only per annum.
- 10) Intimation regarding every incident is being reported to PD by e-mail of WBP and to Insurance Company by their e-mail address (100700@nic.co.in) within 7 days of occurrence.
- 11) The insured amount is paid to the legal heir after due verification and legal formalities.

WEST BENGAL POLICE WELFARE & SPORTS SOCIETY

Government of West Bengal
Home Department, Police Establishment Branch
Nabanna, 325, Sarat Chatterjee Road
Mandirtala, Shibpur, Howrah-711102

From : Shri A.Sen,
Joint Secretary to the Govt. of West Bengal

To : The Director General & Inspector General of Police, West Bengal,
Bhabani Bhavan, Alipore, Kolkata-700 027.

No. 4867- PL/PB/14M-34/16

Dated: 01.12.2016

SUB: No objection certificate in respect of formation of "West Bengal Police Welfare and Sports Society" and its registration under the West Bengal Societies Registration Act 1961.

The undersigned is directed to refer to his Memo No.1S-144/DG/2016 dated 23.05.2016 and to say that his proposal for issue of No Objection Certificate for registration of the "West Bengal Police Welfare and Sports Society" was under active consideration of the Government for some time past.

2. No Government Fund have been sought for the proposed Society.

3. The matter was consulted with Finance Department and the Finance Department has accorded in principle concurrence to the proposal of the "West Bengal Police Welfare and Sports Society" subject to legal vetting by the Law Department vide their U.O No. Group- D/2016-2017/0363 dated 27.09.2016.

4. Law Department has considered the proposal and vetted the Memorandum of Association of " West Bengal Police Welfare and Sports Society" and Regulations of " West Bengal Police Welfare and Sports Society" vide their U/O Reference No. 285 of 2016.

5. The copy of the Memorandum of Association of "West Bengal Police Welfare and Sports Society" and Regulations of "West Bengal Police Welfare and Sports Society" duly vetted by the law Department is enclosed.

6. Now the undersigned is directed to say that this department has No Objection for formation of the "West Bengal Police Welfare and Sports Society" as per Memorandum of Association of "West Bengal Police Welfare and Sports Society" vetted by the Law Department and its registration under the West Bengal Societies Registration Act 1961.

7. This is as per approval of the Additional Chief Secretary, Home & Home Department.

8. The Principal Accountant General (A&E), West Bengal is being informed.

Sd/- Joint Secretary to the Government of West Bengal

1). **West Bengal Police Welfare and Sports Society** has been formed after taking due approval of Govt. of West Bengal vide **GO. No. 4867-PL/PB/14M/34/16 Dt. 01.12.2016**

2). WBPWASS was Registered – **Registration No. S/M 4653 on 31.01.2017** under West Bengal Societies Registration Act, 1961.

3). PAN card from Income Tax department was obtained - **PAN no. AAAAW6814H**

The Memorandum of Association of the Society is reproduced below-

West Bengal Societies Registration Act, 1961
MEMORANDUM OF ASSOCIATION OF
“WEST BENGAL POLICE WELFARE AND SPORTS SOCIETY”

1. The name of the society shall be **“West Bengal Police Welfare and Sports Society”** hereinafter referred to as **“The Society”**.
2. The Registered office of The Society shall be situated at Police Directorate, Bhawani Bhawan, Alipore Kolkata 700027 in the State of West Bengal.
3. **OBJECTIVES:**
 - A. The principal objective of The Society is to organize various social, cultural, sports and educational programme for welfare of community at large.
 - B. The Society will take measures to protect the environment by tree plantation, help community at the time of natural calamities like famine, flood, drought, earth quake etc., will also organize lectures, debates, discussions, seminars, publish useful literatures, magazines etc. to promote and spread social awareness on environmental pollution, protection of climate, social issues and any other welfare measure beneficial to public. To help needy students of all communities for persecution of higher studies etc.
 - C. The Society will introduce measures for welfare of all ranks of West Bengal Police and for their family members by providing assistance to the West Bengal Police units/ personnel for development, advancement and propagation of all types & levels of sporting activities, including organization of games and sports at Range/ Zone/ State/National level for WBP personnel, preparing sports personnel for participation in All India Police Sports and other sports organized by States at national level and also at international level.
 - D. The Society will also provide relief to the members of West Bengal Police and to their families in financial distress due to death ,or permanent disabilities , while in service leaving his/her dependants in indignant condition by various means.

- E. To encourage wards of members of West Bengal Police, scholarships, stipends, and various Special category Rewards will be given to the children of the subscribers for their outstanding achievement & performance in the field of academics, sports, medical, law, accountancy, engineering or any other educational courses and degrees as per the eligibility along with a certificate of appreciation.
- F. To Maintain libraries, community centers, sports facilities, recreation & health centers and undertake other welfare activities for the personnel of West Bengal Police and their families in West Bengal.
- G. To take measures to provide medical facilities and medical, health and personal accident insurance to West Bengal Police personnel and their families.
- H. To do such other acts as may be required to fulfill the objectives of the Society.

Notwithstanding anything contained under this MOU, the functions and objects of the society shall always remain restricted within the meaning of the section 4(2) of the West Bengal Societies Registration Act'1961.

Before commencing the activities of the Society, necessary approval /permission will be obtained from the competent authorities as and when required.

- 4. The Income and properties of the association whatsoever derived or obtained as per law shall be applied solely towards the promotion of the object of the association and no portion thereof shall be paid to or divided amongst any of the members by way of profit/dividend/bonus/incentive/any financial advantage whatsoever.
- 1) To run the Society smoothly - 3 Sub- Committees, 23 Zonal Committees & 68 Units Committees have been constituted.
 - 2) The 3 Sub- Committees are – i) WBPWASS Welfare Sub- Committee ii) WBPWASS Medical Insurance Sub- Committee iii) WBPWASS Sports Sub- Committee.
 - 3) Bank Accounts of 68 Units (two accounts in each Unit) and two Main Accounts at PDWB have been opened for collection of subscription for the Society, disbursement of loan, ex gratia etc and collection of premium for the Medical insurance and PA policy.
 - 4) Income Tax exemption Certificate received from IT Dept. – **(CIT (E) /10E/ 454/ 2017-18 / S-0150 / 1780-82 Dtd. 28.03.2018 & ITDA / EXM / S / 80G / 2018-19 / 1015048821(1))**.

- 5) All applications regarding Scholarship / ex-gratia / loan are being received by the Subcommittee concerned from the different dists./units through concerned Zonal committees.

Main Benefits of the Society

- Scholarship may be given to the children of subscribers for their outstanding achievement in academics –

➤

One time Scholarships Class X & XII on merit

- 70% and above but less than- 80% marks - Rs. 3,000/-
- 80% and above but less than -90 % marks - Rs. 4,000/-
- 90% and above but less than -95% marks - Rs. 7,000/-
- 95% and above - Rs. 10,000/-
- A special reward of Rs. 10,000/- and a certificate may be given to the children of members for achieving merit positions (1st to 10th rank) in any Board for M.P, H.S and equivalent examination in addition to the existing rate of Scholarship.
- Scholarship to meritorious wards of police personnel scoring at least 65% marks in professional courses like Engineering, Medicine, Law, Diploma Course and other courses at Graduate level and 55% in Postgraduate studies at the rate of Rs. 5,000/- per semester.
- Award of Rs. 10,000/- to meritorious wards of police personnel completing Graduation and post-graduation/ professional Course with 65% and 55% Marks respectively.
- Scholarship for wards of Ex-Police Personnel (Dying in Harness cases waiting for employment under exempted category) from schooling to college education / post graduate /diploma may be given as below.
 - i) Annual fees if less than Rs. 10,000/- will be granted in full amount.
 - ii) If annual fees is more than Rs. 10,000/- but 50% of annual fees is less than Rs. 10,000/- then it will be granted up to Rs. 10,000/-.

[For instance if the annual fees is Rs. 14,000/- then the eligibility as per Rule is 50%, which is Rs. 7,000/- . The amount will be rounded off to Rs. 10,000/-] this will be with effect from 01.07.2019.

- To provide financial assistance to the families of police personnel (dying in harness cases), the amount will be decided on case to case basis and on need basis.
- Grant of loan for self marriage up to Rs.50,000/- only to be returned to Society in 10 instalments of Rs.5,000/- each per month.

- Grant of Loan for marriage of children will be up to Rs.1,00,000/- to be returned in 20 instalments of Rs.5,000/- each per month, subject to the condition that only members having less than gross salary of Rs. 50,000/- will be eligible for applying loan.
- Interest free student education loan may be given for higher studies to children of members up to Rs. 1,00,000/- per annum for Engineering, medical, law, post graduate studies in engineering, medical, law, MBA and other professional subjects (depending on requirement, fees particulars and admission letters). The student education loan will be given only for two children subject to the condition that the annual fees for the course of study is more than Rs. 50,000/-. Loan to be deducted from salary in 20 equal instalments of Rs. 5,000/- each. DDO shall be responsible for deduction and deposit to Society account. Maximum amount for any course not to exceed Rs. 5,00,000/- spread over the years of studies (e.g. MBBS -5 years), subject to continuous good performance (65 % or equivalent GPA every year) Member will be eligible to apply fresh loan for next course of study.
- The loan applications might be considered for wards of members of the Society for special coaching for competitive examination. It was decided in the meeting that one fourth of the total expenditure or Rs. 25,000/- whichever is less may be considered. (w. e. f 12.09.2018).
- Interest free loan may be granted to cover expenses in connection with critical illness of the subscriber for family members over and above the amount reimbursed from Medical Insurance, WBHS and any other Personal Insurance Policy up to Rs. 1,00,000/- subject to submission of all supporting medical documents .
- Ex-Gratia may be granted to cover expenses in connection with critical illness of the subscriber or family members over and above the amount reimbursed from medical insurance, WBHS and any other personal insurance policy. Up to Rs. 1,00,000/-. Subject to submission of all original medical documents and information about reimbursement from insurance policy, WBHS etc. More than Rs. 1,00,000/- may be granted in exceptional circumstances depending on the case with the approval of Governing body.
- Provision for Family Welfare Centre in the districts having crèche facilities, skill development centre - training in useful crafts, computers and other professional courses etc. for family members of the police force based on the requirement in the Districts concerned on recommendation of the Zonal Committee. It was proposed that district/ unit may identify children of members who need special coaching for competitive examination for higher studies/ jobs and special skill development from ITI

or other institutes. Zonal Committees will screen such applications and forward the same to subcommittee for grant of subsidy to support the children of members.

- Grant of loan to subsidiary police canteens and refreshment canteens on recommendation of the Zonal Committee.
- Zonal/ Unit welfare committee may send any proposal for public welfare, natural calamities, conservation of nature, and scholarship to poor and needy students and any other welfare measures for public in general.
- The entire strength of WBP should join the WBPWAS Society in order to provide benefits to all and to achieve the welfare objective of the Society.
- Wards of the H.G./N.V.F./V.P/C.V/ Casual Workers will also be given the Scholarship for their meritorious performance in academic courses i.e. M.P/H.S. Unit heads should send the list of names for sanctioning of scholarship at the following rate.

	<u>Percentage of marks obtained</u>	<u>Amount</u>
i)	70 % and above but less than 80 %	Rs.1,000/-
ii)	80 % and above but less than 90 %	Rs.2,000/-
iii)	90 % and above	Rs.3,000/-

- Sanction of Rs. 50,000/- as death compensation (Accidental cases) to families of CV/VPV/Contractual workers from Society fund.
- Other benefits are as per Rules of WBP Welfare & Sports Society conveyed to all concerned.

POLICE SALARY PACKAGE

A Memorandum of Understanding has been signed between West Bengal Police and State Bank of India, Local Head Office, PBBU, Kolkata on 03.02.2017 to provide a bouquet of benefits to all the police employees having Salary Accounts with State Bank of India. This Salary Package is called Police Salary Package (PSP). All Police Personnel of West Bengal are covered under Police Salary Package.

THE BENEFITS OF POLICE SALARY PACKAGE

The product will be offered in 4 variants with features as under: -

Variant	Silver	Gold	Diamond	Platinum
Product Code	1097-1431	1097-1441	1097-1451	1097-1461
Eligibility – (Employees of WB Police)	Police Head Constable , Senior Police Constable , Police Constable Follower	Sr. Inspector of Police, Inspector of Police, Asst. Police Inspector, Police Sub- Inspector, Asst-Sub Inspector of Police	Superintendent of Police, Dy. Commissioner of Police, Additional Dy. Commissioner of Police, Dy. Superintendent of Police, Addl. Superintendent of Police, Asst. Superintendent of Police	Director General of Police, Commissioner of Police, Additional Director General of Police, Joint Commissioner of Police, Special Inspector General Police, Inspector General of Police, Addl. Commissioner of Police, Assistant Inspector General of Police, Senior Superintendent of Police
Min. Balance	NIL			
Lifetime Unique Account Number (UAN)	Available			
Personal Accident Insurance (Death) cover Including Death in action for Primary Salary Account holders	Rs.5 lac Personal Accident (Death) Insurance cover	Rs.5 lacs Personal Accident (Death) Insurance cover	Rs 15 lacs Personal Accident (Death) Insurance cover	Rs 20 lacs Personal Accident (Death) Insurance cover

Variant	Silver	Gold	Diamond	Platinum
Product Code	1097-1431	1097-1441	1097-1451	1097-1461
Additional Air New Accident Insurance (Death) cover (Only where Air Ticket has been purchased using State Bank Debit Card)	NA	Rs.5 lakhs	Rs 20 lakhs	Rs 30 lakhs
A T M	Free. Domestic Classic Debit Card. Rs 50,000 limit for Point of Sale/ Merchant Establishments	Free. International # Gold Debit Card. Rs 2 lacs limit for Point of Sale/ Merchant Establishment s	Free. International # Gold Debit Card. Rs 2 lacs limit for Point of Sale/ Merchant Establishment s	Free International # Platinum Debit Card. Rs 2 lacs limit for Point of Sale/ Merchant Establishmen ts
	<ul style="list-style-type: none"> # will be issued to those Salary Package account holders who consent to issuance of International Debit Card Unlimited number of transactions. No annual maintenance charges. Add on card for spouse free of cost for joint account holder. 			
Transactions at ATM	Any number of transactions subject to a maximum limit of Rs.40,000/- per day.	Any number of transactions subject to a maximum limit of Rs.50,000/- per day in India and Foreign Currency equivalent of Daily Rupee limit abroad	Any number of transactions subject to a maximum limit of Rs.50,000/- per day in India and Foreign Currency equivalent of Daily Rupee limit abroad.	Any number of transactions subject to a maximum limit of Rs.1,00,000/- per day in India and Foreign Currency equivalent of Daily Rupee limit abroad.
	Free at all SBI Group ATMs & Other Bank ATMs. (Concession in recovery of transaction charges under PSP is subject to change at Bank's discretion from time to time.			
Internet Banking	Free facility offered from SBI. Charges applicable to third party sites like Central Governments			

	etc payable.			
Multi City Cheques	Cheque Leaf charges: NIL Payment Charges : NIL			
Easy Overdraft to 2 Month's Net salary, (subject to a. credit of salary in the PSP account for a min. period of 6 consecutive months & b. min residual service of 6 months). (Application at Annexure-III).	Maximum Overdraft limit of Rs.40,000/-	Maximum Overdraft limit of Rs.75,000/-	Maximum Overdraft limit of - Rs 1,50,000/-	Maximum Overdraft limit of Rs.2,00,000/-
	<ul style="list-style-type: none"> • Rate of interest: As applicable at the time of sanction. • Adjusted from the next salary (i.e.) within a period of 6 months. • Can be converted into a Xpress Credit loan on application, repayable within 60 Months at attractive rates of interest, subject to fulfilling eligibility criteria of Xpress Credit Scheme. 			
RTGS/NEFT	Charges waived for transactions originated only through Alternate Channels	Charges waived for transactions originated only through Alternate Channels	Charges waived for transactions originated through Any Channel	Charges waived for transactions originated through Any Channel
Settling of SIs	Free			
Savings Plus (Auto Sweep Facility)	Threshold Amount: Rs.35,000/- TDRs/STDRs to be created for a minimum amount of Rs.10,000/- (and in multiples of Rs.1,000/-) in any one instance.			
Charges for issue of demand draft only if issued through transfer from PSP Account. Not applicable for cash entries	Waived of charges for issue of demand Draft to Salary Package account holder.			
Concession in locker charges	Nil	Nil	Nil	25 % as applicable for SBI Vishesh
Core Power Transactions at Non Home branches Transfer of funds between SBI Branches	Free for PSP account holders (excluding Specialized Branches like SPBs & PBBs)			
Passbook	Available for all accounts. Free updating at Non Home Branches (excluding Specialized Branches like SPBs & PBBs)			
E Z trade (3-in one account: Demat, share trading and Savings A/c)	Available			

ADDITIONAL BENEFITS OF PERSONAL ACCIDENT UNDER PSP

1. Air Ambulance cost up to Rs.5 Lakh.
2. Education Fund for Girl Child (only Graduation) up to Rs.1 Lakh.
3. Marriage Expenses (18-25 age of Girl Child) up to Rs.1 Lakh.
4. Family transportation up to Rs.20,000/-.
5. Dead body carry up to Rs.10,000/-.
6. Rs. 1 Lakh for Cost of Plastic Surgery / Burn (only for Gold / Diamond / Platinum).
7. Rs. 1 Lakh for Death after Coma after accident (more than 24 hours).
8. Rs. 50,000 Transportation of Imported Medicine (only for Gold / Diamond / Platinum).
9. Additional accidental benefit up to Rs. 5,00,000 for ATM card (Silver – Nil, Gold & Diamond – Rs. 2 Lakh & Platinum – Rs. 5 Lakh).

**WELFARE MEASURES FOR SAHAYAK EMPLOYEES
(HOME GUARD, NVF, CV, VPV, CONTRCATUAL
WORKERS, CASUAL WORKERS)**

GOVERNMENT COMPENSATION IN CASES OF DEATH WHILE ON DUTY

If the personnel belong to the category of H.G. / B.W. H.G. / W. B. N. V. F. including Biswakarma Bn. died/or killed while on duty, his legal heir is paid a special compensation of Rs. 5 (Five) Lakhs Vide GO No. 1201-CD(1)/N/1H-19/2013 Dtd. 10.06.2013

Government of West Bengal
Department of Civil Defence
Writers Buildings', Kolkata – 1.

ORDER

No. 1201-CD(I)/N/IH-19/2013

Kolkata, the 10th June, 2013

The matter of enhancement of special compensation in the event of death of the personnel belong to the category of H.G.V / B.W. H.G. / W. B.N. V. F. in Maoist attack or while on duty was under active consideration of the Govt. for the sometime past. After careful consideration of the matter, the Governor has been pleased to enhance the special compensation to the family members of the Home Guard Volunteers / Boarder Wing Home Guard / W. B. National Volunteer Force in case of their death in Maoist attack or while on duty from the existing rate of Rs.2.00 lakh to Rs. 5.00 lakh with immediate effect.

This order is issued in partial modification of this Deptt's existing Govt. Order No.377-CD/IH-22/2007 dt. 05.03.08, 1270-CD(I) / N/IH-02/2006 dt. 03.08.11 and 1794-CD/NVF-MISC-5/2008 dt. 15.09.2008 to the extent keeping the rest of these orders unaltered.

This order issues with the concurrence of the Finance Department Vide their U/O Nos. 514-Gr-P(2) dt. 22.03.2013 & 1249-Gr-P(2) dt. 17.05.2013.

Sd/-
(C. Bhattacharjee)
Assistant Secretary

GOVERNMENT COMPENSATION

WHILE ON ELECTION DUTY

Ex-gratia payment in the event of mishap to the election related is being given to the family of deceased police personnel (CAPFs, SAPs, State Police, Home Guards etc.) vide Notification No. 298(28)-Home(Cons)/R1M(Cons)-03/2019 Dated, Howrah, the 18th April, 2019_as per below: -

- 2) An amount of Rs. 15,00,000/- (Fifteen Lakhs) to the next of kin of deceased while on election duty.
- 2) An amount of Rs.30,00,000/- (Thirty Lakhs) in case of death due to any violent acts of extremist like road mines, bomb blasts, armed attacks etc.
- 3) An amount of Rs. 7,50,000/- (Seven Lakhs Fifty Thousand) in case of permanent disability like loss of limb, eye sight etc.

Government of West Bengal
Home and Hill Affairs Department
(Co-ordination Branch)
'NABANNA'
[4th Floor, Room No.410]
325, Sarat Chatterjee Road, Howrah-711102

No.298(28)-Home(Cons)/R1M(Cons)-03/2019
2019

Dated, Howrah, the 18th April,

From : Commissioner in the Department

To :1. The Additional Chief Secretary,
Finance Department.
2. The Principal Secretary,
Personnel and Administrative Reforms Department.
3. The Director General and Inspector General of Police,
West Bengal.
4. The Additional Director General and Inspector General of Police (L & O),
West Bengal.
5. District Magistrate and District Election Officer.

(all)

Sub: Payment of ex-gratia compensation to the family of polling personnel-regarding

Sir,

With reference to the subject mentioned above, I am directed to forward herewith a copy of Home and Hill Affairs Department's (Election Branch) letter No. 2372-Home(Elec.) dated 11.04.2019, along with its enclosure bearing No.218/6/2019-EPS dated 10.04.2019, issued by the Election Commission of India, which is self-explanatory, for your kind information and taking necessary action.

Sd/-
Yours faithfully,

Commissioner

Enclo: As stated.

ELECTION COMMISSION OF INDIA
NIRVACHAN SADAN, ASHOKA ROAD, NEW DELHI – 110001.

No. 218/6/2019-EPS

Dated: 10th April, 2019

To

3. The Chief Secretaries of all States/UTs,
4. The Chief Electoral Officers of all States/UTs.

Subject: -Payment of ex-gratia compensation to family of polling personnel – revised Slabs – regarding.

Sir,

I am directed to refer to the Commission's letter 218/6/2014 EPS dated 25th April, 2014 on the subject cited and to state that earlier the Commission revised slabs for ex-gratia payment in the event of any mishap to the election related. Now, the Commission has considered the matter and revised slabs as follows –

- IV. An amount of Rs.15 Lakhs as the minimum amount to be paid to the next of kin of the official in the unfortunate event of death of the official while on election duty.
 - V. If the death is unfortunately caused due to any violent acts of extremist or unsocial elements like, road mines, bomb blasts, armed attacks, etc. the amount of compensation would be Rs.30 Lakhs.
 - VI. In the case of permanent disability, like loss of limb, eye sight, etc., a minimum ex-gratia payment of Rs.7.5 Lakhs would be given to the official (which would be doubled in the case of such mishaps being caused by extremist or unsocial elements as aforesaid).
2. Further, the following clarification are also issued.
- a. Payment of ex-gratia compensation to family of polling personnel who die or sustain injuries while on election duty will be applicable to all personnel deployed in all types of election related duties, all security personnel including (CAPFs, SAPs, State Police, Home Guards, etc.) any private persons like drives cleaners, etc., hired for deployment for election duty. (The category of persons has been defined vide Commission's letter No. 218/6/98PLN-I dated 25.11.1998 & No. 2178/6/2003PLN-I dated 06.02.2013)
 - b. The applicable period of election duty would start from the date of the announcement of the elections.
 - c. It is clarified that it would be reasonable to consider a person on election duty as soon as he/she leaves residence/office to report for any election related duty including training and until he/she reaches back his/her residence / office after performance of his /her election related duty. If any mishap takes place during this period, it should be treated as having occurred on election duty subject to condition that there should be a causal connection between occurrence of death/injury and the election duty. (As explained in Commission's letter No.218/6/2006/EPS dated 05.11.2008).

- d. The expenditure on account of payment of ex-gratia compensation to the polling personnel is wholly borne by Government of India during elections to Lok Sabha and by the State Government during election to Legislative Assemblies and shared on a 50:50 basis during simultaneous election to Lok Sabha and Legislative Assembly by the Government of India and concerned State Governments. The share of the Government of India is paid by the Ministry of Law, Justice & Company Affairs (Legislative Departments). (As explained vide Commission's letter No. 218/696-PS-II dated 08.10.1996).
- e. It may be further clarified that in case of Lok Sabha elections, the payment of ex-gratia compensation shall be made by the State Government initially and the claims shall be made to the Government of India later on.
- f. The CEOs and DEOs shall track death/injury cases and send a consolidated report from time to time to the Commission.

Yours faithfully,

Sd/-
(SAJHEEG KUMAR PRASAD)
UNDER SECRETARY

SWASTHYA SATHI SCHEME, 2016

The Scheme has been introduced Vide **GO No. 1104-F (P) Dated 25.02.2016** for various types of contractual and casual employees of the Government of West Bengal and Self Help Groups. In case of Police Department, Home-guards, National Volunteer Force, Village Police Volunteers, Civic Volunteers, Green Police Volunteers and contractual employees are covered.

MAIN FEATURES OF SWASTHYA SATHI SCHEME, 2016

- 1) Basic health cover of Rs. 1.5 Lakh per annum.
- 2) No upper cap on family size which includes in laws as well.
- 3) In case of 23 critical diseases like cancer, neurosurgery, cardiothoracic surgery, liver diseases, blood disorders etc additional Rs. 3.5 lakhs.
- 4) All Pre-existing diseases are covered.
- 5) It is an insurance based scheme with nationalised insurance companies. The entire amount of premium is being paid by the State government.
- 6) In case of West Bengal Police, more than 1,32,000 workers are eligible to join this scheme.

Government of West Bengal
Finance Department
Audit Branch

No. 1104-F(P)

Dated 25th February 2016

NOTIFICATION

Sub : Introduction of Group Health Insurance Scheme named "Swasthya Sathi" for workers/ volunteers like the Members of Self Help Groups, Civic Police Volunteers, Green Police Volunteers, Civil Defence Volunteers, Village Police Volunteers at Gram panchayats, Disaster Management workers, Home Guards/NVF, ASHA workers, ICDS workers and other Contractual/Casual/Daily rated workers.

1. A large section of volunteers and other workers engaged in various development programme of the State Government are not covered under any Health Insurance or similar other scheme.
2. It has been under active consideration of the government for some time past to provide a comprehensive health insurance coverage to this large section of the volunteers and other workers and their families to protect them from financially debilitating effect of illness and adverse health conditions.
3. Therefore the Governor is pleased to decide to introduce a Group Health Insurance Scheme namely "Swasthya Sathi" for the members Self Help Groups, Civic Police Volunteers, Green Police Volunteers, Civil Defence Volunteers, Village Police Volunteers at Gram panchayats, Disaster Management workers, Home Guards/NVF, ASHA workers, ICDS workers and other Contractual/Casual/Daily rated workers under State Government as detailed below.
4. The Scheme : The main features of the scheme are :
 - (i) The scheme will have basic health cover for secondary and tertiary care up to Rs. 1.5 Lakhs per annum.
 - (ii) There will be no cap on the family size.
 - (iii) Critical illness like, Cancer, Neuro surgeries, cardiothoracic surgeries, liver diseases, blood disorders etc. will be covered up to Rs. 5 lakh.
 - (iv) All pre-existing diseases will be covered.
 - (v) The entire premium will be borne by the State Government with no contribution from the beneficiaries .
5. The scheme will be implemented by the Department of Health & Family Welfare Government of West Bengal. The details of the scheme will be finalised by the Health & Family Welfare Department in consultation with the finance Department.
6. The scheme will be effective from 1st April 2016.

Sd/-
(H. K. DWIVEDI)
Principal Secretary to the
Government of West Bengal.

NOTIFICATIONSub:- Extension of Coverage of "Swasthya Sathi " Scheme

The State Government has introduced " Swasthya Sathi", a comprehensive Group Health Insurance scheme for different categories of volunteers/ workers vide Finance Department No. 1104-F(P) dated 25 th February 2016. The Scheme already covers ASHA Workers, ICDS Workers, ICDS Helpers, Home Guards/NVF, Civic Police Volunteers, Civil Defence Volunteers, Village Police Volunteers at Gram panchayats, Self Help Group members of WBSRLM, Self Help Group Members of Urban Development & Municipal Affairs Department, Disaster Management workers, contractual/ casual/daily rated workers in various Departments, three-tier Panchayat Members and other contractual employees of Panchayat & Rural Development Department, and part-time lecturers and contractual staff of Colleges and Universities.

2. It has been under active consideration of the Government to expand the coverage of Swasthya Sathi to include other employees/workers/volunteers/teachers engaged in government work. Accordingly, after careful consideration, the Governor is pleased hereby to decide that the following groups of employees/workers/volunteers/teachers etc. as mentioned against the corresponding Administrative Department as in the table below be covered under " Swasthya Sathi" with immediate effect in addition to those already covered under the Scheme:-

Department	Employees/Workers/Volunteers/Teachers etc.
Higher Education/School Education	Para Teachers
	Siksha Bandhu
	Special Educators
	Contractual staff of Sarba Siksha Mission including Circle Level Resource Centre.
	Teachers and non-teaching employees of Primary and Secondary Schools
Panchayat & Rural Development	Samprasarak/Samprasarika of Shishu Shiksha Kendras
	Samprasarak/Samprasarika of Madhyamik Shiksha Kendras
	Contractual Homeopathic Doctors/ Compounders at Gram Panchayat level
Minority Affairs & Madrasah Education	Samprasarak/Samprasarika of Madrasa Shiksha Kendras, Shishu Shiksha Kendras and Madhyamik Shiksha Kendras
	Teachers and non-teaching employees of recognised aided Madrasa.
Animal Husbandry	Pranibandhu
Fire & Emergency Services	Fire and Auxiliary Workers
Self- Help Group & Self Employment	Prakalpa Sahayaks & Supervisors

Health and Family Welfare	Rogi Sahayaks
	Auxiliary Nurse Midwife of National Health Mission
	Other Contractual staff of National Rural Health Mission & National Urban Health Mission including ASHA supervisors and Rashtriya Bal Swasthya Karyakram doctors
	Contractual staff of Rashtriya Swasthya Bima Yojna & Swasthya sathi
	Contractual staff of West Bengal Health & Family Welfare Samity
	Contractual Homeopathic, Ayush and Unani Doctors and Compounders at Gram Panchayat level
Urban Development & Municipal Affairs	Elected representatives of Municipalities
	Employees of Development Authorities not covered under West Bengal Health Scheme
	Employees of Urban Local Bodies not covered under West Bengal Health Scheme
	Sanitary workers and workers engaged under West Bengal Urban Employment Scheme in Urban Local Bodies

3. Employees/workers/teachers who are in receipt of monthly medical allowance can opt for the Scheme by forgoing the monthly medical allowance.

4. It has also been decided that apart from contractual/ casual/ daily rated workers covered under No. 4570-F(P) dated 31.08.2016, all contractual/casual/ daily rated employees engaged by any department with specific approval of the Finance Department and drawing remuneration from the treasuries or from grant-in-aid shall also be eligible to be enrolled under Swasthya Sathi scheme.

Sd/-
(H. K. DWIVEDI)
Principal Secretary to the
Government of West Bengal.

TERMINAL BENEFITS FOR SAHAYAKS

Some financial and other benefits is being given to the Casual / Daily rated / Contractual Workers who are rendering service for a substantial period remaining attached to various Government Establishments as per GO No. 2966-F(P) dated 23.04.2010 and modification GO No. 11794-F(P) dated 22.12.2010.

Government of West Bengal
Finance Department
Audit Branch

No. : 2966-F (P)

Kolkata, the 23rd April, 2010

MEMORANDUM

It has come to the notice of the Government for some time past that for implementation of various schemes/projects of the various Departments of the Government the controlling authorities have been compelled to engage casual, daily rated workers. In many cases, these employees render service for a substantial period of time even for more than 10 years remaining attached to various Departments of Government. The issue of security of tenure, appropriate emoluments and certain retirement benefits in respect of these employees so engaged on long term basis has been under consideration of the Government for some time past.

After careful consideration of the matter, the Governor has now been pleased to order that these casual/daily rated workers who are remaining attached to various establishments of the Government Departments/Directorates/Regional Offices for not less than 10 years as on 01.04.2010 and have rendered service for at least 240 days each year will be allowed the following benefits –

1. These casual/daily rated workers may remain engaged till their attaining the age of 60.
2. They will be paid remuneration which will be the minimum pay with corresponding category of workers of Pay Band – 1 (PB-1) i.e. Rs. 6,600/- p.m. with enhancement @ 5% every 3 (Three) years. They will not be entitled to any other allowances.
An employee of any other category, if he/she fulfils the required condition will be entitled to a monthly remuneration which will be minimum entry level pay of Pay Band and Grade Pay corresponding to his/her category and the remuneration may be determined in consultation with the Finance Department in the same manner as mentioned above.
3. After the period of engagement of such an employee ceases on his attaining 60 years of age, he/she will be paid an amount of Rs. 1 lakh as one time cessation of engagement benefit.
4. During the period of engagement, the service of such an employee may be terminated because of involvement in criminal case/misconduct/delinquency /incapacitation etc. or if the employee intends to opt out of the engagement on his own.
The enhanced remuneration will be paid w.e.f. 01.06.2010.
The detailed modalities will be worked out soon for implementation of this order.
5. From the date of issue of this order no further engagement of such casual/daily rated worker shall be entertained. Officer/Officers responsible for any further engagement of such casual/daily rated worker will be personally liable for violation of this Government order.

By order of the Government Sd/ C.M. Bachhawat
Principal Secretary to the Government of West Bengal, Finance Department.

Government of West Bengal
Finance Department
Audit Branch

No. : 11794-F(P)

Kolkata, the 22nd December, 2010

MEMORANDUM

For implementation of this Department's Memo No. 2966-F(P), dated 23.04.2010 under which it has been decided to give some financial and other benefits to the Casual/Daily rated/Contractual Workers who are rendering service for a substantial period remaining attached to various Government Establishments the undersigned is directed by order of the Governor to prescribe the following modalities for due observance of all concerned :-

- 1) The benefits detailed at Sl. Nos. 1 to 4 of the aforesaid order will be available w.e.f. 1st January, 2011 to those casual, daily-rated, contractual workers who have rendered at least 10 years of service as on 01.04.2010 with 240 days of work each year.
- 2) The continuity of service shall have to be certified by a Competent Officer not below the rank of Assistant Secretary in case of a Secretariat Department, Director in case of a Directorate and Assistant Engineer / S.D.O. / B.D.O. in case of regional offices. The concerned Officer who certifies may be advised to exercise extreme precautions and take assistance of an Officer of WBA&AS, if necessary.
- 3) As entry point basic pay in PB-1 i.e. Rs. 6,600/- p.m. will be admissible to casual, daily rated, Gr. – 'D' workers as consolidated remuneration, similar entry point basic pay plus Grade Pay will be admissible to Casual, Daily rated Group – 'C' worker and other categories of Casual Workers as consolidated remuneration, if they fulfil the prescribed conditions.
- 4) When such Casual Workers are allowed the entry point basic pay, they will not get any other allowances like dearness allowance, house rent allowance etc. However, their basic pay will be enhanced by 5% after every 3 (three) years.
- 5) The benefit of the G.O. No. 2966-F(P), dated 23.04.2010 will be applicable mutatis mutandis to the Panchayat Bodies / ULBs / Statutory Bodies etc.
- 6) A Casual / Daily rated / Contractual Worker who will fulfil the conditions as laid down in Para (1) above will continue to be engaged in such a manner till he or she attains the age of 60 years.
- 7) A Casual / Daily rated Worker when given a security of tenure may be allowed a benefit of 30 (thirty) off days a year.
- 8) Maternity Leave to the Female Workers may be allowed in addition to 30 (thirty) off days a year.
- 9) A Casual / Daily rated Worker who is engaged in two different Government Departments but has rendered services for 10 years without a break will come under the purview of the G.O. No. 2966-F(P), dated 23.04.2010.
- 10) The benefit of the G.O. No. 2966-F(P), dated 23.04.2010 will be a one time benefit

for the Casual / Daily rated Workers who have completed 10 (ten) years of service as on 31.03.2010.

- 11) It is reiterated that such Casual Workers will continue to remain in the status of Casual Workers.

The undersigned is further directed to say that henceforth no further engagement of Gr.- 'D' employees who are engaged in the manner as laid down in Finance Department's Memo No. 3727-F, dated 20.05.2009 and paid out of contingencies will be done. Officer / Officers responsible for such engagement will be personally liable for violation of this Government Order.

A proforma statement is hereby annexed for supplying information by the respective appointing authorities to the Administrative Departments who will examine the same and forward it to this Department for approval.

Sd/- S.K. Chattopadhyay
O.S.D. & E.O. Special Secretary to
the
Government of West Bengal,
Finance Department.

MATERNITY LEAVE FOR FEMALE EMPLOYEES ENGAGED ON CONTRACT BASIS

All categories of female contractual employee including female software personnel engaged directly by State Government Department / Directorates in terms of Memo No. 5859-F(Y) dated 22.07.2013 will get the benefit of maternity leave for a maximum period of 180 days and 42 days of such leave in case of abortion / miscarriage as per GO No. 7844-F dated 17.10.2008 and 4821-F(P) / FA/O/2M/235 /16 (NB) dated 03.08.2017.

Government of West Bengal
Finance Department
Audit Branch

No. 7844-F

Kolkata, the 17th October, 2008

MEMORANDUM

Sub: Maternity leave to the Female Employees appointed on Contract basis.

As per existing leave rules for State Government employees there is provision for grant of leave to the employees appointed on contractual basis, vide Rule 213 of the W.B.S.R.-I, However, on special type of leave viz. Maternity Leave, Special disability Leave, Study Leave, Hospital Leave, etc. are admissible to an employee appointed on contract basis.

For some time- past several representation from different offices have been received for extending the benefit of 'Maternity Leave' in case of female contractual employees.

After careful consideration of the matter the Governor has been pleased to decide that the female State Government employees engaged on contract basis irrespective of their period of contract & contractual remuneration will get the benefit of maternity leave for a maximum period of 135 days. & 42 days maternity leave in case of abortion/miscarriage. During the period of maternity leave such female employees will get contractual remuneration as per terms & conditions of contract.

This order would, take effect on & from 1st January, 2008.

Necessary amendment in the relevant rules will be made in due course.

Sd/-
B. Lahiri
Deputy Secretary to the
Government of West Bengal
Finance Department

GOVERNMENT OF WEST BENGAL
Finance [Audit] department
"NABANNA"
325, s. C. Road, Howrah – 711 102

No.:4821-F(P)/FA/O/2M/235/16[NB]

Dated: 03.08.2017

MEMORANDUM

In terms of Memo No. 7844-F dated 17.10.2008, female employees engaged on contract basis are entitled to get the benefit of maternity leave for a maximum period of 135 days with contractual remuneration as per terms and conditions of contract.

The matter of enhancement of the upper limit of maternity leave irrespective of the category of contractual employee was under consideration of the Government for sometime past. After careful consideration it has been decided that all categories of female contractual employee including female software personnel engaged directly by State Government Departments / Directorates in terms of Memo No. 5859-F[Y], dated 22.07.13 will get the benefit of maternity leave for a maximum period of 180 days and 42 days of such leave in case of abortion / miscarriage.

During the period of such leave female contractual employee will get contractual remuneration as per terms and conditions of contract.

This order takes effect from 1st July, 2017.

Sd/- H. K. Dwivedi

Principal Secretary to the
Government of West Bengal
Finance Department

WEST BENGAL POLICE SAHAYAK MEDICAL INSURANCE POLICY

- 1) This Unique Policy has been running for last 5 years with National Insurance Company Ltd. & further renewed w.e.f 30.08.2019. Retired Sahayak persons may also join the policy.
- 2) Open for Sahayak Personnel i.e HG, NVF, VPV, Civic Volunteer & Casual Worker (Daily Wage Workers, SPO, Driver of Hired Vehicle, Contractual Drivers & Contractual Workers).
- 3) Last years, 91,773 families were covered.
- 4) The Policy – Benefits have been finalised as below.
- 5) Sum Insured Rs. 1.25 Lakh.
- 6) Buffer of Rs. 1.25 Lakh for 5 critical diseases namely heart attack or surgery, cerebral attack or surgery, cancer, organ transplant and major accident or major injury.
- 7) 6 members of family including self, spouse, two children or dependent brother/ sister and parents are covered.
- 8) Premium - Rs.1,750/- per family per annum.
- 9) Premium to be realized in 3 instalments.
- 10) Hospitalisation to be reported to National Insurance Co. Ltd. and the TPA within 24 hours.
- 11) For cashless treatment, TPA to be contacted.
- 12) This year about 1,00,000 families to be covered.

WEST BENGAL POLICE SAHAYAK PERSONAL ACCIDENT POLICY

- 1) Policy with United India Insurance Company Limited has been renewed w.e.f 01.09.2019.
- 2) HG, NVF, VPV, Civic Volunteer & Casual Worker (Daily Wage Workers, Driver of Hired Vehicle, Contractual Drivers & Contractual Workers) covered.
- 3) Rs.5,00,000/- in case of death, total permanent disability or loss of two limbs/eyes.
- 4) Rs.2,50,000/- in case of loss of one limb / eye.
- 5) Partial disability – Percentage of Sum Insured in proportion to disability.
- 6) In case of accidental or before death medical treatment Up to Rs. 50,000/-.
- 7) Rs.5,000/- each for the education of two children once (up to the age of 23 years).
- 8) Rs. 5,000/- for carrying of mortal remains.
- 9) About 1,25,967 Police Sahayaks were covered last year.
- 10) Premium of the menials only to be paid from the Society Fund.
- 11) Premium Rs.155/- for 2019-20.

SPECIAL BENEFITS FROM WEST BENGAL POLICE WELFARE & SPORTS
SOCIETY FUND

1) Wards of the **H.G./N.V.F./V.P/C.V.** are being given the Scholarship for their meritorious performance in academic courses i.e. M.P/H.S. Unit heads should send the list of names for sanctioning of scholarship at the following rate:

<u>Percentage of marks obtained</u>	<u>Amount</u>
iv) 70 % and above but less than 80 %	Rs.1,000/-
v) 80 % and above but less than 90 %	Rs.2,000/-
vi) 90 % and above	Rs.3,000/-

2) CV/VP/CW dying on active Govt. duty may be paid death compensation up to Rs. 50,000/- from Society Fund, as no Govt. compensation is provided to them at present.

3) Rs. 10,000/- to the family in all cases of death of HG/NVF/CV/ VPV/SPO/ CW (on duty/off duty) while in service.

4) District / Zonal Committee may also send any special request for ex-gratia grant / financial assistance for family members of CV/ VPV/CW/HG/NVF if any of them die on duty or sustain grievous injury on duty or have serious medical condition. However, no loan can be granted as they are not members of the Society.

SALARY PACKAGE FOR THE POLICE SAHAYAKS

A Memorandum of Understanding has been signed between West Bengal Police and State Bank of India, Local Head Office, PBBU, Kolkata on 02.11.2018 for a period of 3 yrs to provide a bouquet of benefits to all the Sahayak employees including Casual Workers & Contractual Workers having Salary Accounts with State Bank of India. This Salary Package is called Police Salary Package (PSP) for Sahayak . All categories of Sahayak Personnel of West Bengal are covered under Police Salary Package.

The Benefits of the Policy

SI No	Feature	Offer
1	Offering Salary Accounts under PSP	PSP- Silver Variant (1097-1431) to be offered for the employees of Border Wings Home Guard and NVF of Biswakarma Battalion. PSP- Home Guard Silver Variant (1097-1471) to be offered for the employees of Home Guard, National Volunteer Force, , Village Police Volunteer and Civic Volunteers. Casual Worker to be excluded from the PSP offering.
2	PAI Cover	PSP- Silver Variant: Rs 5.00 Lakhs (Only for Border Wings Home Guards and NVF of Biswakarma Battalion). PSP- Home Guard Silver Variant: Rs 1.00 Lakh (for the employees of Home Guard, National Volunteer Force, Village Police Volunteer and Civic Volunteers)
3	OD Facility	PSP- Silver Variant up to 2 months net salary, Maximum limit is Rs 40,000.00(Only for the employees of Border Wing Home Guards and NVF of Biswakarma Battalion). PSP- Home Guard Silver Variant: Nil
4	Demand Draft Charges	Waived for PSP
5	Annual maintenance Charge on debit cards	Waived for PSP
6	Multi city cheque charges	Waived for PSP, except for bulk requirement
7	SMS Alert charges	Waived for PSP
8	INB facility	Waived for PSP
9	Add on Card for spouse	Waived for PSP
10	AAI Cover	Nil
11	Service Charges on NEFT/ RTGS transaction and ATM transactions	NEFT/RTGS: waived for PSP- Silver and PSP- Home Guard Silver variant for transactions originated through alternate channels. ATM Transactions: Unlimited free transactions across SBI/Other Bank ATMs for PSP – Silver and PSP- Home guard Silver variant.
12	Auto Sweep facility	Available on request from customer

SAHAYAK WELFARE SOCIETY

1. Govt. of West Bengal has given permission to register the Society vide G.O. no. 1386-PL/PB/14 M-34/16 dated 03.06.19.
2. "Sahayak Welfare Society" - Registered under West Bengal Societies Registration Act, 1961 vide No. S0005728 of 2019 – 2020.
3. The Registered office of The Society shall be situated at Police Directorate, Bhawani Bhawan, Alipore Kolkata 700027, WB.
4. PAN Card Vide No. – ABEAS8538H – Already received.

SAHAYAK WELFARE SOCIETY IS MEANT FOR WELFARE OF FOLLOWING

- Home Guards (all categories)
- NVF (all categories)
- Casual Workers
- Village Police volunteers
- Civic Volunteers
- All categories of Contractual workers employed by any unit of WBP by govt. orders.
- All above categories will be members of the Society till they are employed and on the pay roll of the unit concerned.
- Membership will cease as soon as the person concerned is retired or dismissed or discharged or removed from contractual job.

West Bengal Societies Registration Act, 1961

MEMORANDUM OF ASSOCIATION

OF

“SAHAYAK WELFARE SOCIETY”

5. The name of the society shall be “**Sahayak Welfare Society**” hereinafter referred to as “The Society”.
6. The Registered office of The Society shall be situated at Police Directorate, C/o Deputy Inspector General of Police, Planning & Welfare, West Bengal Bhawani Bhawan, 31/A, Belvedere Road, Alipore, Kolkata 700027 in the State of West Bengal.
7. **OBJECTIVES:**
 - I. The principal objective of The Society is to organize various social, cultural, sports and educational programme for welfare of community at large.
 - J. The Society will take measures to protect the environment by tree plantation, help community at the time of natural calamities like famine, flood, drought, earth quake etc., will also organize lectures, debates, discussions, seminars, publish useful literatures, magazines etc. to promote and spread social awareness on environmental pollution, protection of climate, social issues and any other welfare measures beneficial to public. To help needy students of all communities for persecution of higher studies etc.
 - K. The Society will introduce measures for welfare of all Sahayak Personnel (All categories of Contractual workers) working in or with West Bengal Police and for their family members by providing assistance to Sahayak Personnel for development, advancement and propagation of all types of Welfare Measures including organization of games and sports at Dist./Unit / State level.
 - L. The Society will also provide relief to the members of Sahayak Personnel and to their families in financial distress due to death, or permanent disabilities, while in service leaving his/her dependants in indignant condition by various means.
 - M. To encourage wards of members of Sahayak Personnel, scholarships, stipends, and various Special category Rewards will be given to the children of the subscribers for their outstanding achievement & performance in the field of academics, sports, medical, law, accountancy, engineering or any other educational courses and degrees as per the eligibility along with a certificate of appreciation.

- N. To Maintain libraries, community centers, sports facilities, recreation & health centers and undertake other welfare activities for the Sahayak Personnel and their families in West Bengal.
- O. To take measures to provide medical facilities and medical, health and personal accident insurance to Sahayak Personnel and their families.
- P. To do such other acts as may be required to fulfil the objectives of the Society.

Notwithstanding anything contained under this MOU, the functions and objects of the society shall always remain restricted within the meaning of the section 4(2) of the West Bengal Societies Registration Act'1961.

Before commencing the activities of the Society, necessary approval /permission will be obtained from the competent authorities as and when required.

- 8. The Income and properties of the association whatsoever derived or obtained as per law shall be applied solely towards the promotion of the object of the association and no portion thereof shall be paid to or divided amongst any of the members by way of profit/dividend/bonus/incentive/any financial advantage whatsoever.

MAIN FEATURES OF THE SAHAYAK WELFARE SOCIETY

1. Subscription @ Rs. 100 half yearly (Rs. 200/- per annum) to be deducted in two installments (Rs. 100/- each) in January and July from salary and will be deposited by the unit concerned in the Sahayak Welfare Society District/ unit account. Out of the amount deducted as subscription – 25 % will be kept by the Unit concerned for welfare purpose as per the Rules of the Society and 75 % will be deposited in the Sahayak Welfare Society Fund account at Kolkata.
2. Rs. 10,00,000/- will be deposited in the Society main account from the WBPWASS Fund Account as decided in the AGM.
3. PA Policy and Medical insurance premium will be deducted from the salary of willing members and deposited in the unit Sahayak Welfare Society MI Fund account from where it will be transferred to the Sahayak Welfare Society MIF account at Kolkata.
4. Bank accounts of Sahayak Welfare Society will be managed by IGP/DIG (Welfare) and four Officers i.e. IGP(Wel)/DIG (P& W),IGP(A),IGP(HQ-II) and DIG(A)will act as signatories. Any of two will operate the two bank accounts.
5. Unit bank accounts will be managed by an officer not below the rank of Addl. SP/ DSP and will have three signatories in all. Any of two will operate the two bank accounts.
6. No cash transactions shall be allowed.

7. Subscription/ remuneration half yearly and premium for PA and medical insurance policies shall be deducted from salary and deposited in the concerned bank accounts of the unit concerned.
8. No subscription/ premium shall be received in cash.
9. No amount except subscription and premium for PA and medical insurance policy shall be deposited in the bank accounts of unit concerned or main Society accounts .
10. No donation/ gift/grant from govt. or non govt. sources will be deposited without written approval of the governing Body in accordance with terms and conditions of the Society.
11. **Rs. 10,000/- may be given for arranging last rites** to the family members of the deceased member, irrespective of cause of death, Death, on duty/ off duty.
12. **Ex gratia of Rs. 50,000/- to be given to the family of deceased personnel** during service / contractual employment irrespective of cause of death- on duty/ off duty.
13. Ex gratia of Rs. 50,000/- to the member on attaining the age of 60 years on retirement.
14. **Financial grant may be given to the family of deceased personnel for education of children (school/ college) up to 50% of the annual tuition fees, maximum amount up to Rs. 25,000/- till employment** of the spouse or child, whoever is eligible.
15. **Scholarship** to the children of members for good performance in school examination class X and XII.
16. **Rs. 2000/- each for obtaining 70- 80 % marks.**
17. **Rs. 3000/- each for obtaining above 80 to 90% marks.**
18. **Rs. 4000/- each for obtaining above 91 % marks.**
19. Scholarship to children studying in college- Graduation / Post Graduation in any subject/ course in a recognized college or university.
20. **Rs. 3000/- per semester for obtaining marks above 65% GPA – 6.5** . For entire course term. Application to be submitted within three months of semester results.
21. **Ex gratia for expenses in connection with critical illness** of the subscriber or family members over and above the amount reimbursed from medical insurance, Swasthya Sathi and or any other personal insurance policy. **Maximum up to Rs. 1 lakhs.** Governing body may consider increased amount on case to case basis on very critical medical grounds.
22. Society will also take up specific welfare matters for public in general as per Rules.
23. Any other welfare measures for the members.

24. Two bank accounts i.e Sahayak Welfare Society (Name of Dist/Unit) fund Account and Sahayak Welfare Society (Name of Dist/Unit) MI fund Account will be opened and operated by an officer not below the rank of SP/ Addl. SP, with two more signatories of the rank of DSP/ Inspector.
25. Dist./ Unit Committees will hold meeting every month and discuss all applications and other matters related to welfare of members.
26. Spread awareness about the Society and ensure membership of maximum persons.
27. Ensure deduction of membership subscription from salary of persons concerned half yearly and send 75% of the amount to the central account.
28. **Ex gratia of Rs. 10,000/-** to the family members for performing last rites on death of a member of the Society.
29. **Organize farewell** for the member retiring after completion of 60 years of age. **Rs. 1000/- per person** may be spent for the purpose.
30. Send all scholarship applications after due scrutiny and ex gratia for retiring members to the Central Committee for sanction and release of funds.
31. Unit head may spend or grant **Rs. 25,000/- as ex gratia financial help** for medical expenses in case of medical emergencies/accidents. All applications above this amount to be sent to Central Committee.
32. 10 % of the annual subscription collected from the Unit concerned will be given to the district/ unit committee for organising annual sports and other sports related activities for the members.

Government of West Bengal
Home & Hill Affairs Department
Police Establishment Branch
Nabanna, Howrah- 711102

From : Shri P. Raha
OSD & Ex-Officio Joint Secretary to the Govt. of West Bengal.

To : The Director General & Inspector General of Police, West Bengal,
Nabanna, Howrah- 711102.

No. 1386-PL/PB/14M-34/16

Dated : 03.06.2019

Sub: Formation of "Sahayak Welfare Society" under West Bengal Societies Registration Act, 1961 for Welfare purpose of different Sahayak personnel consisting of all categories of contractual workers including Home Guards, Border Wing Home Guards, NVFs, VPV, Civic Volunteers, NVF under Biswakarma Bn. and casual workers working in or with West Bengal Police and their family members.

Ref: His Memo No. 240-Wel/Society 183-2018 dated 19.02.2019.

The undersigned is directed to refer to his Memo No. under reference and to say that the proposal for Formation of "Sahayak Welfare Society" under West Bengal Societies Registration Act, 1961 for Welfare purpose of different Sahayak personnel consisting of all categories of contractual workers including Home Guards, Border Wing Home Guards, NVFs, VPV, Civic Volunteers, NVF under Biswakarma Bn. and casual workers working in or with West Bengal Police and their family members, was under active consideration of the Government for some time past.

2) Now, the undersigned is directed to say that the Governor after careful consideration of the matter, has been placed to approve the proposal for formation of "Sahayak Welfare Society" under West Bengal Societies Registration Act, 1961 for Welfare purpose of different Sahayak personnel consisting of all categories of contractual workers including Home Guards, Border Wing Home Guards, NVFs, VPV, Civic Volunteers, NVF under Biswakarma Bn. and casual workers working in or with West Bengal Police and their family members.

3) Registration of this Society may be made under the provision of West Bengal Societies Registration Act- 1961 as per the "Memorandum of Association" furnished with his Memo No. under reference duly vetted by the Law Department, vide Law Department U/O Reference No. 82 of 2019.

4) This order issue with the concurrence of the Finance Department vide their U.O. No. Group D/2018-2019/0321, dated 06/03/2019.

Sd/- OSD & Ex-Officio Joint Secretary
to the Govt. of West Bengal.