

# জাতীয় বেতনস্কেল, ১৯৭৩



GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

MINISTRY OF FINANCE

## **National Scales of Pay 1973**

GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH  
MINISTRY OF FINANCE  
(Implementation Cell)

**OFFICE MEMORANDUM**

No.MF(IC)-2/73/1,

Dated- Dacca, the 7th September, 1973

**Subject-Introduction of National Scales of Pay in respect of Class IV, Class III and certain Class II-posts under the Government.**

The undersigned is directed to say that the Government of the People's Republic of Bangladesh have, in pursuance of the recommendations of the National Pay Commission, decided to introduce the National Scales of Pay to replace the existing scales. The four national scales shown below shall replace the existing scales of Class IV, Class III and certain Class II posts:

National Scales	Grades
(i) 130-Conf-135-5-180-EB-6-240	X
(ii) 145-Conf-151-6-205-EB-7-275	IX
(iii) 220-Conf-228-8-268-EB-10-348-EB-12-420	VIII
(iv) 310-Conf-325-15-400-EB-18-544-EB-21-670	VII

2. a) Annexures A to D of this memorandum show the existing posts and scales of pay of the Class IV, Class III and certain Class II employees of the Government and their corresponding national grades and scales.  
b) Application of national scales in respect of such categories if employees in the Autonomous, Semi-Autonomous Bodies including Universities and the nationalised sector will issue separately.  
Similar orders regarding application of the other six national scales will also issue in due course.
3. Any omission of posts and scales from the Annexures to this memorandum should be brought to the notice of the Ministry of Finance (Implementation Cell) promptly by the Heads of Departments/ Offices with full particulars of pay scales etc. for their placement in appropriate grades.
4. For the purpose of implementation of the National Pay Scales, unless there is anything repugnant in the subject or context:-
  - a) 'Present Pay' means pay in the existing scales including such special pay, technical pay, personal pay which the incumbent enjoys because of his qualifications and includes the general ad-hoc pay increases and reliefs sanctioned by Government, but does not include any special pay specifically attached to his post.
  - b) 'National Scales of Pay' means the scales of pay recommended by the National Pay Commission and accepted by the Government, as shown in (i) to (iv) of para I above.
  - c) 'Existing Scales' means the scales of pay, applicable to an employee in respect of his substantive or officiating post under the Government of Bangladesh on the date preceding the date from which his pay is refixed in the national scales.
  - d) 'Emoluments' means the present pay plus all allowances admissible to an incumbent on 30th June, 1973.
5. The National Scales of Pay shall apply to all existing Class IV, Class III and certain Class II posts under the Government (including employees of the Railways, Posts and Telegraph Department and Government Press) paid from the civil estimates and to civilian employees paid from the Defense Services estimates (including employees of the Ordinance Factory). These scales shall not, however apply to Apprentices, Trainees, Part-time employees, employees on contract and workers whose wages fall within the purview of the Industrial Wages Commission.
6. The initial pay of an employee shall be fixed in the national scale applicable to him according to the following principles:
  - a) A minimum benefit of Tk. 16 shall be added to the present pay of the employees shown in annexures A and B and Tk. 24 in cases of employees shown in annexures C and D, and then,

- if the amount so arrived at is less than the minimum of the national scale, his pay shall be fixed at the minimum of the national scale;
- b) Where the amount arrived at is equal to or more than the minimum of the national scale, his pay shall be fixed at the next higher stage in the national scale;
- c) In case the amount of pay arrived at is more than the maximum of the national scale, his pay shall be fixed at the maximum of the national scale.
7. The date of the next increment of the employees whose pay is fixed in the national scales according to the provisions of this memorandum shall fall on the 1st July, 1974 and on the 1st July each year thereafter, subject to crossing of efficiency bar where applicable.
8. In cases of Government employees on deputation to Autonomous, Semi-Autonomous Bodies or Corporations, etc. pay will be fixed on the basis of his present pay to which he would have been entitled under the Government but for his deputation.
9. i) In addition to the pay in the national scales, the employees whose pay is fixed under this memorandum shall be entitled to a consolidated fringe benefit at the following rates:-

National Scale No.	Grade	In 5 big Cities (Dacca, N'ganj, Khulna, Rajshahi and Chittagong)	In other Municipal and Town committee areas and thana Hqs.	In other places of the country
1	2	3	4	5
(i)	X	70	60	45
(ii)	IX	75	65	48
(iii)	VIII	90	80	55
(iv)	VII	120	110	70

- ii) Dacca Cantonment and Chittagong Cantonment will be treated as 'Big City' areas and the other cantonments will be treated as 'Municipal' areas for the purpose of drawal of fringe benefits.
- iii) With the introduction of the fringe benefits mentioned above all existing allowances will cease to be admissible. Washing allowance and Overtime allowance where admissible at present will, however, continue
10. Where an employee is in occupation of residential accommodation provided by the Government, his fringe benefit shall be as follows:-

National Scale No.	Grade	In 5 big Cities (Dacca, N'ganj, Khulna, Rajshahi and Chittagong)	In other Municipal and Town committee areas and thana Hqs.	In other places of the country
1	2	3	4	5
(i)	X	30	30	25
(ii)	IX	30	30	25
(iii)	VIII	30	30	25
(iv)	VII	30	30	25

11. Employees who may be provided with Government accommodation will deduct from their pay house rent at the following rates:-

For the national scales (i) and (ii) (Grades X and IX) Nil.

For the national scales (iii) and (iv) (Grades VIII and VII) 5% of pay per month.

Provided that employees who under rules or Government orders are entitled to rent-free accommodation shall not be required to deduct any house rent from their pay on account of Government accommodation, and they will be allowed to draw fringe benefit at full rates.

12. The pay fixed in the national scales and the fringe benefits under this memorandum shall be free of income tax and finance tax.
13. The Government have accepted the recommendation of the Pay Commission that the implementation of the monetary benefit accruing to the employees as a result of fixation of their pay in the national scales shall be phased out in three years as follows:-
- i) 60% of the total monetary benefit (difference between the pay fixed in the national scale plus

fringe, and his emoluments in the existing scale) shall be paid in the first year, i.e., during the period from 1-7-73 to 30-6-74.

- ii) 75% of the total monetary benefit shall be paid in the 2nd year, i.e., from 1-7-74 to 30-6-75.
- (iii) Full benefit shall be paid in the 3rd year, and thereafter, i.e., from 1st July, 1975.

14. These orders shall take effect from 1st of July, 1973.

OSMAN GHANI KHAN,  
*Officer on Special Duty,*  
*(Secretary),*  
*Ministry of Finance.*

No.MF(IC)-2/73/1,

Dated Dacca, the 7th September, 1973

Copy forwarded to:

- i) All Ministries/ Divisions/ Departments/ Directorates.
- ii) The Comptroller and Auditor-General of Bangladesh, Dacca.
- iii) The Accountant-General of Bangladesh, Dacca.
- iv) The Financial Adviser and Chief Accounts Officer, Bangladesh Railway, Chittagong.
- (v) The Controller of Military Accounts, Dacca.

They are requested to please fix the pay of all employees concerned in the national scales corresponding to Grades X-VII according to the above Government orders. All Heads of Departments and Drawing and Disbursing Officers should after fixation of pay of the concerned employees working under them, send the statement showing the fixation of pay with the related bills for necessary checking by the Audit office. All Accounts and Audit offices concerned will duly check and verify the fixation statements as soon as possible. Any objection in the matter of fixation of pay should be settled in consultation with the Heads of Departments concerned as soon as possible. In case of any doubt about the application of the above Government orders, reference should be made to the Audit officers concerned as usual.

2. Heads of Departments and Drawing and Disbursing Officers are authorised to make provisional payment according to pay fixed in the national scales subject to verification by the Audit officers except in the following case:-

Provisional payment of pay in the national scale should not be made in cases of employees who are likely to retire on superannuation within one year from the date of issue of this memorandum. In such cases payment should be made only after verification of the fixation of pay by the Audit officer.

3. Increments in the national scales should be allowed only after verification of the pay fixation by the Audit officer.
4. All provisional payments should be made after obtaining undertaking from the employees to the effect that any overpayment will be refundable and recoverable from them. Drawing and Disbursing Officers should keep a record of such undertakings in their offices. They should endorse a certificate of having received the undertaking, on the pay bills.
5. All Heads of Departments/ Drawing and Disbursing Officers and the Accounts and Audit Officers concerned may please furnish a report to the Ministry of Finance (Implementation Cell) within a fortnight and they should also report fortnight progress of implementation of the national pay scales every fortnight there after till the national scales are fully implemented.

OSMAN GHANI KHAN  
*Officer on Special Duty,*  
*(Secretary),*  
*Ministry of Finance.*

**National Pay Scales of July 1973 (in full)**

- \*1. Tk 2000.00 (fixed)
- \*2. Tk. 1475-75-1850
- \*3. Tk. 1150-60-1570
- \*4. Tk. 800-45-1070-EB-40-1005-45-1275
- 5. Tk. 475-conf-510-35-685-EB-40-1005-45-1275
- 6. Tk. 375-conf-400-25-525-EB-30-765-EB-35-975
- 7. Tk. 310-conf-325-15-400-EB-18-544-EB-21-670
- 8. Tk. 220-conf-228-8-268-EB-10-348-EB-12-420
- 9. Tk. 145-conf-151-6-205-EB-7-275
- 10. Tk. 130-conf-135-5-180-EB-6-240

\*Not implemented.