

**Government of West Bengal
Higher Education Department
Technical Branch
Bikash Bhavan, Salt Lake, Kolkata – 700 091.**

No.: 434 Edn(T) / (T) -10M-36/09

Dated: Kolkata, the 26th July, 2010

From: Shri Satish Chandra Tewary, IAS,
Principal Secretary to the Government of West Bengal.

To : The Director of Technical Education, West Bengal

Sub: Revision of Pay Scales of Principal, Teachers, and Librarians of 6 (six) Government Engineering and Technological Colleges in West Bengal with effect from 01.01.2006.

The undersigned is directed to refer to this Department earlier order no. 588-Edn(T) / 10M – 36 /09 dated 24.09.2009 vide which State Govt. had provided ad-hoc interim relief to above categories of employees pending issuance of final revised pay fixation orders after obtaining suitable inputs from AICTE/ Govt. of India.

In observance of the letter no 23-1 / 2008 – TS.II dated 07.10.2009 as forwarded by the Ministry of Human Resource Development, Govt. of India to the State Govt., read with AICTE Notification F. No 37-3/Legal/2010 dated 05.03.2010, which was subsequently published in the Extraordinary Gazette Notification of Govt. of India- No. 70, Part III, Section 4, dated 13.03.2010, the State Government, taking into consideration other local conditions, has decided to fix the pay of the above mentioned categories of Govt. employees in the revised pay structure with corresponding Academic Grade Pay (AGP) along with re-designation as applicable to them with effect from the 1st day of January, 2006. The Govt. of India has offered to render financial assistance to the extent of 80% of additional expenditure involved in the implementation of the revision subject to the following conditions

(i) The central assistance on this account will be available from the period from January 1st, 2006 to March 31, 2010.

(ii) The State Govt. will take over the entire financial liability for maintaining the revised Pay structure with effect from April 1, 2010.

(iii) The central assistance will be restricted to revision of Pay scales in respect of only those posts which were in existence and had been filled up as on January 1, 2006.

2. Drawal of Pay in the Revised Pay Structure:

Every Govt. employee will draw pay in the revised pay structure applicable to the post to which he/she is appointed; provided that an employee may elect to continue to draw pay in the existing scale until the date on which he/she earns his/her next or any subsequent increment in the existing scale or until he/she vacates his/her post or ceases to draw pay in that scale; provided further that in cases where a Govt. employee has been placed in a higher pay scale (pre-revised) between the period from 01.01.2006 to the date of this order on account of promotion/upgradation of pay scale etc., such Govt. employee may elect to switch over to the revised pay-structure from the date of such promotion/upgradation as the case may be.

Explanation I. - The option to retain existing scale under the first proviso of this order, will be admissible only in respect of one existing scale.

Explanation II. - The aforesaid option will not be admissible to any person appointed to a post on or after 01.01.2006, whether for the first time in Govt. service or by transfer from another post, and he/she will be allowed pay only in the revised pay structure.

Explanation III. - Where a Govt. employee exercises the option under the provisos to this order to retain the existing scale in respect of a post held by him/her in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under any rule or order applicable to that post, his/her substantive pay will be the substantive pay which he/she would have drawn had he/she retained the existing scale in respect of the permanent post on which he/she holds a lien of would have held lien had his/her lien not been suspended or the Pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

3. Exercise of Option:

(1) The option under the provisos to para 2 of this order will be exercised in writing in the form appended to schedule-I, to the Head of his/her institution / office within three months from the date of issuance of this order; provided that

- (i) a Govt. employee, who on the date of issuance of this order, is on leave or deputation or on foreign service, the said option will be exercised in writing so as to reach the said authority within three months of his/her return from such leave or deputation or foreign service as the case may be; and
- (ii) a Govt. employee, who is under suspension on the date of issue of this order, will exercise the said option within three months of the date of his/her return to his/her duties or within three months of the date of issuance of this order, whichever is later.

(2) The option once exercised will be final.

Note1.- A Govt. employee whose service is terminated on or after 01.01.2006 and who is unable to exercise the option on account of discharge, dismissal on disciplinary ground or resignation within the prescribed period will be entitled to the benefits of exercising option under this proviso

Note2.- A Govt. employee, who died on or after 01.01.2006 within the prescribed period, will be

deemed to have exercised for the revised pay structure on and from 01.01.2006 or from such subsequent date as is considered most beneficial to him/her, had he/she been alive.

Note3.- A Govt. employee who was on leave or any other leave on 01.01.2006 and is entitled him/her leave salary, will be allowed the benefits of this proviso.

4. Fixation of Pay in the Revised Pay Structure :

(1) The initial Pay of a Govt. employee who elects or is deemed to have elected under provisos of para 3 to be governed by the revised pay structure on and from 01.01.2006, will, unless in any case the Governor by special order otherwise directs, be fixed separately in respect of his/her substantive pay in the permanent post on which he/she holds a lien or would have held a lien, had his/her lien not been suspended and in respect of his/her pay in the officiating post held by him/her in the following manner namely:-

(i) The pay in the pay band of a Govt. employee who continued in service after 31st December, 2005 will be determined by multiplying his/her existing basic pay as on 1st day of January, 2006, by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10 while determining the pay in the Pay band paisa below rupee one shall be ignored.

(ii) If the minimum of the revised pay band is more the amount arrived at, as per (i) above, the pay will be fixed at the minimum of the revised pay band.

(iii) In addition to the pay in the pay band as determined in the above manner, Academic Grade Pay (AGP) corresponding to the existing scale will be payable.

2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions :

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:

a) Assistant Professor/Associate Professors/Professors in Technical Institutions :

- i) Persons entering the teaching profession in Technical Institutions shall be designated as Asstt. Professors and shall be placed in the pay band of Rs.15,600-39,100/- with A.G.P. of Rs. 6,000/-. Lecturers already in service in the pre-revised scale of Rs. 8,000- 13,500/-, shall be re-designated as Asstt. Professors with the said A.G.P. of Rs. 6,000/-.
- ii) An Asstt. Professor with completed service of 4 years, possessing Ph.D degree in the relevant branch of discipline shall be eligible, for moving upto A.G.P. of Rs. 7,000/-.
- iii) Asstt. Professors possessing Master's degree in the relevant branch/discipline as defined for Technical Education shall be eligible for AGP of Rs. 7,000/- after completion of 5 years service as Asstt. Professor.

- iv) Asstt. Professors who do not have Ph.D or a Master's degree in the relevant Branch /discipline of a program shall be eligible for AGP. of Rs.7,000/- only after completion of 6 years of service as Asstt. Professor.
- v) Upward movement from AGP of Rs. 6,000/- to AGP of Rs. 7,000/- for all Asstt. Professors shall be subject to their satisfying other conditions as laid down by AICTE.
- vi) The pay of the incumbents to the posts of Lecturer (Senior scale) (i.e. the pre-revised scale of Rs. 10,000-15,200) shall be re-designated as Asstt. Professor and be fixed at the appropriate stage in Pay Band of Rs.15,600-,100 based on their present pay with AGP of Rs. 7,000/-.
- vii) Asstt. Professor with completed service of 5 years at the AGP of Rs.7,000/- shall be eligible, subject to other requirements laid down by the AICTE, to move up to the AGP of Rs. 8,000/-.
- viii) Posts of Associate Professor shall be in the Pay Band of Rs. 37,400-67,000, with AGP of Rs. 9,000/-. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37,400-67,000 with an AGP of Rs.9,000/- at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- ix) Incumbent Asstt. Professor and Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs.12,000-18,300/- on 1.1.2006 shall be placed in Pay Band of Rs.37,400-67,000/- with AGP Pay of Rs.9,000/- and shall be re-designated as Associate Professor.
- x) Incumbent Asstt. Professor and Incumbent Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12,000-18,300/- on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15,600-39,100/- with AGP of Rs.8,000/- till they complete 3 years of service in the grade of Lecturer (Selection Grade) and thereafter shall be placed in the higher Pay Band of Rs.37,400-67,000/- and accordingly re-designated as Associate Professor.
- xi) Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade), as the case may be, until they are placed in the Pay Band of Rs.37,400-67,000/- and re-designated as Associate Professor in the manner described in (x) above.
- xii) Asstt. Professor completing 3 years of teaching in the AGP of Rs.8,000/- shall be eligible subject to other conditions, that may be prescribed by AICTE as applicable, to move to the Pay Band of Rs. 37,400-67,000/- with AGP of Rs. 9,000/- and to be designated as Associate Professor.
- xiii) Associate Professor completing 3 years of service in the AGP of Rs.9,000/- and possessing a Ph.D degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of

academic performance as laid down by the AICTE. No teacher other than those with a Ph.D shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37,400-67,000/- with AGP of Rs. 10,000/-.

- xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs.43,000/- in the Pay Band of Rs.37,400-67,000/-, with the applicable AGP of Rs.10,000/-.
- xv) Ten percent of the posts of Professors in a AICTE approved Institution shall be in the higher AGP of Rs.12,000/-, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the AICTE, and such eligibility conditions shall, inter alia, include publications in peer reviewed/referred Research Journals and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12,000/- shall be fixed at a stage less than Rs.48,000/- along with the AGP.
- xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility condition in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through regulations and as may be laid down by the AICTE.
- xvii) All advancements to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs.

b) Pay Scales of Principals :

Appointments to the posts of Principal in Technical Institutions shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by AICTE from time to time. The posts of Principal shall be in the Pay Band of Rs. 37,400-67,000/- with AGP of Rs.10,000/- plus a Special Allowance of Rs. 3,000/- per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10,000/- plus a Special Allowance of Rs. 3,000/- per month.

c) Pay Scales and Career Advancement Scheme for Librarian:

Librarian :

- (i) Librarian in the pre-revised scale of pay of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.
- (ii) All the conditions of eligibility and academic qualifications laid down by the AICTE shall be applicable for direct recruitment of Librarian.

Librarian (Sr. Scale):

- (i) The posts of Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.
- (ii) Librarian (Sr. Scale) possessing Ph.D in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000 and if otherwise eligible as per guidelines laid down by the AICTE shall be eligible for the higher AGP of Rs.7000 with in the Pay Band of Rs.15600-39100.
- (iii) Librarian (Sr. Scale) not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per guidelines laid down by the AICTE, shall become eligible for the higher AGP of Rs.7000.
- (iv) After completing service of 6 years in the AGP of Rs.6000 Librarian (Sr. Scale) without the relevant Ph.D and M.Phil shall, if otherwise eligible as per guidelines laid down by the AICTE move to the higher AGP of Rs.7000.
- (v) The pay of the existing Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be fixed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000 at an appropriate stage based on their present pay.

Librarian (Selection Grade):

- (i) On completion of service of 5 years, Librarian (Sr. Scale) shall be eligible for the post of Librarian (Selection Grade) in Pay Band of Rs.15600-39100, with Academic Grade Pay of Rs.8000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Librarian (Selection Grade) as laid down by the AICTE. They shall be designated as Librarian (Selection Grade) as the case may be.
- (ii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Librarian (Selection Grade).
- (iii) After completing 3 years in the Pay Band of Rs.15600-39100 with an AGP of Rs.8000, Librarians (Selection Grade) shall move to the Pay Band of Rs.37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility laid down by the AICTE.
- (iv) Incumbents to the posts of Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs.12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000. They shall continue to be designated as Librarian (Selection Grade).

- (v) Incumbents to the posts of Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12000-183000, for being eligible to be placed in the higher Pay band of Rs.37400-67000, shall be placed at an appropriate stage with Academic Grade pay of Rs.8000 till they complete three years of service as Librarian (Selection Grade).

Note1.- A Govt. employee, who is on leave on 01.01.2006 and is entitled to leave salary, will be entitled to pay in the revised pay structure from 01.01.2006 or from the date of option for the revised pay structure from the date of actual effect of revised emoluments. Similar benefits are available when a Govt. employee is on study leave on 01.01.2006.

Note2.- A Govt. employee under suspension, will continue to draw the subsistence allowance based on existing scale of pay and his/her pay in revised pay structure will be subject to the final order of the pending disciplinary proceedings.

Note3.- Where in the fixation of pay under sub-para (1) of para 4, the pay of a Govt. employee, who immediately before 01.01.2006, was drawing more pay in the existing scale than another govt. employee junior to him/her in the same cadre/position, gets fixed in the revised pay band at a stage lower than that of such junior, his/her pay will be stepped up to the same stage in the revised pay band as that of the junior.

Note4.- In case where a senior Govt. employee promoted or upgraded to a higher post before 01.01.2006, draws less pay in the revised pay structure than his/her junior who is promoted/upgraded to the higher post on or after 01.01.2006, the pay in the pay band of senior Govt. employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his/her junior in that higher post. The stepping up will be done by the Govt. with effect from the date of promotion/up gradation of the junior Govt. employee subject to the fulfillment of the following conditions:-

- (i) Both the junior & the senior employee should belong to the same cadre and the post in which they have been promoted should be identical in the same cadre;
- (ii) The pre-revised scale of pay and the revised grade pay of the lower and higher post in which they are entitled to draw pay should be identical;
- (iii) The senior Govt. employee at the time of promotion should have been drawing equal or more pay than the junior;
- (iv) If even in the lower post, the junior officer was drawing more pay in the pre revised scale than the senior by virtue of any advance increment granted to him/her the provisions of this Note will not be applicable to step up to the pay of the senior employee.

5. Incentives for Ph.D / M.Tech or other higher qualification:

(i) At the time of the recruitment as Asst. Professor, five and two non-compounded advance increments shall be admissible to those of the Science/Humanities faculties who hold Ph.D and M.Phil degrees respectively; and to those of the technical faculties who hold Ph.D and M.E/M.Tech degree

respectively in the relevant discipline by a University following the process of registration, course-work and external evaluation as prescribed by U.G.C.

(ii) Three non-compounded increments will be admissible if such Ph.D in the relevant branch/discipline is obtained while in service and one advance non-compounded increment will be admissible for the teachers who acquire M.Phil/M.Tech degree in the relevant branch from a recognized university while in service.

(iii) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D/M.Tech at the entry level under the earlier scheme shall not be entitled to the benefit of advance increment under this scheme.

(iv) In case of Librarian the same benefit will be admissible as mentioned in the above points.

6. Fixation of pay in revised pay structure of employees appointed as fresh recruit on or after 01.01.2006 :

- (1) The pay of direct recruit to a particular post carrying a specific grade pay will be fixed on or after 01.01.2006, at the entry level pay in the respective pay band.
- (2) The provisions of sub-para (1) will also be applied in the case of those recruited between the 1st day of January 2006, and the date of issuance of this order.

7. Rate of increment in the revised pay structure:

- (1) The rate of increment in the revised pay structure will be 3 *per centum* (3%) of the sum of the pay in the pay band and Academic Grade Pay applicable and the resulting amount will be rounded off to the next multiple of 10.
- (2) The amount of increment will be added to the revised pay in the pay band.
- (3) In the case of the calculation of increment under the revised pay structure, paise should be ignored, but any amount of a rupee or more should be rounded off to next multiple of 10.

Illustration: If the amount of increment Rs. 830.70, the amount be rounded off to Rs. 830; if the amount of increment comes to Rs. 831 and above the same would be rounded off to Rs. 840. The amount of increment will be added to the existing pay in the pay band.

8. Date of next increment in the revised pay structure :

- (1) There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st of July will be eligible

to be granted the increment. The first increment after fixation of pay on 01.01.2006 in the revised pay structure will be granted on 01.07.2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.

Provided that in case of Govt. employees who had been drawing maximum of the existing scale more than a year as on the 1st day of January, 2006, the next increment in the unrevised pay scale will be allowed on 1st day of January, 2006. Thereafter, the provisions stated in the above para would apply.

(2) In case of Govt. employees who earned their last increment between the period commencing from the 2nd day of January, 2005 and ending on the 1st day of January, 2006, after fixation of their pay under revised pay structure, such Govt. employees should get next increment on the 1st day of July, 2006.

(3) In case of Govt. employees whose date of next increment fell due on the 1st day of January, 2006, after granting an increment in the pre-revised pay scale as on the 1st day of January, 2006, their pay in the revised pay structure should be fixed on the 1st day of January, 2006 and such Govt. employees should get their next increment on 1st day of July, 2006.

(4) In case of a Govt. employee who opts to come under revised pay structure after any date between the 1st January, 2006 to the 1st day of July, 2006, his/her pay in the revised pay structure should be fixed accordingly, but his/her date of next increment should be 1st day of July, 2007.

9. Fixation of pay on promotion/placement to new designations on or after 01.01.2006 :

(1) In case of promotion/placement/up gradation from one academic grade pay to another in the revised pay structure on or after 01.01.2006 the fixation of pay of a Govt. employee will be made in the following manner:

(a) One increment equal to three *per centum* (3%) of some of the pay in the pay band and the existing academic grade pay will be computed and rounded off to the next multiple of 10;

(b) The amount arrived at (a) will be added to the existing pay in the pay band and in case the pay in the pay band after adding the increment is less than the minimum of higher pay band to which promotion/placement is taking place, pay in the pay band will be stepped up to such minimum;

(c) After the pay in the pay band determined academic grade pay corresponding to the promotional/up gradational post will be granted in addition to this pay in the pay band.

- (2) In case where promotion/ upgradation involves change in the pay band in subsequent order following AICTE regulations/guidelines, the same procedure as mentioned in (a), (b) & (c) of sub-para (1) of para 9 for fixation of pay will be applicable.

Note1.- In case the Govt. employee opts to get his/her pay fixed from his/her date of next increment, then, on the date of promotion/ upgradation, pay in the pay band will continue to be unchanged but academic grade pay of the higher post will be granted. Further re-fixation will be done on the date of his/her next increment i.e. 1st day of July. On that date, such a Govt. employee will be granted *two* (2) increments; one annual increment and the second on account of promotion/ upgradation. While computing these two increments, basic pay prior to the date of promotion and academic grade pay corresponding to such pay in the pay band will be taken into account. After allowing such increments, academic grade pay of the higher post will be allowed.

Note2.- In case the Govt. employee opts his/her pay fixed in the higher grade from the date of his/her promotion/ up gradation, he/she will get his/her first increment in the higher grade on the next 1st July, if, he/she was promoted /upgraded between the period from the 2nd July to 1st January. However, if he/she was promoted/ upgraded between period commencing from the 2nd January and ending on the 30th June of a particular year, he/she will get his/her increment on the 1st July of the next year.

10. Allowances:

Allowances viz. Dearness Allowance (DA), House Rent Allowance (HRA) & Medical Allowance (MA) as admissible to other State Govt. Employees from time to time will also be applicable to the incumbent mentioned in the subject.

These are as follows.

(1) House Rent Allowance:

With effect from 1st April, 2009, the House Rent Allowance admissible to an employee will be 15% of his/her revised basic pay i.e. aggregate of the pay in pay band plus academic grade pay in the revised pay structure subject to a maximum of Rs. 6000/- per month. The ceiling of House Rent Allowance drawn by husband and wife together will also be raised to Rs. 6000/- per month.

The existing terms and conditions of drawl of House Rent Allowance by employees living in their own house or in a rental house will continue to apply.

Subject to continuance of the existing terms and conditions regulating drawal of House Rent Allowance by the employees provided with accommodation owned/hired by the Authority and recovery of fixed rent/license fee from time, the following conditions will be there with effect from 1st April, 2009 in respect of such categories of employees.

- (a) When an official accommodation being in habitable condition in all respect and such accommodation is earmarked for holder of a particular post without any rent, the holder will not be entitled to House Rent Allowance for living elsewhere.

- (b) In case the employee pays rent or license fee for such official accommodation, his reimbursement in the form of House Rent Allowance will be limited to actual license fee/rent paid or 15% of the pay whichever is lower.

(2) Dearness Allowance:

Dearness allowance payable with effect from 1st April, 2008 will be at the following rate:-

Period from which payable	Rate of Dearness Allowance per month on revised basic pay
01.04.2008 to 31.05.2008	2%
01.06.2008 to 31.10.2008	6%
01.11.2008 to 28.02.2009	9%
01.03.2009 to 31.03.2009	12%
01.04.2009 to 30.11.2009	16%
01.12.2009 to 31.03.2010	22%
01.04.2010 onwards	27%

(3) Medical Allowance:

Medical allowances will be payable @ Rs. 300/- per month with effect from 1st April, 2009.

11. Other miscellaneous matters

This Order regarding revised pay will be effective from 1st January, 2006 notionally. For the present, the payment in the revised pay structure will be made w.e.f. 1st April, 2009.

The modalities of payment of arrears for the period prior to 1st April, 2009 and other related matters towards the implementation of the revision of pay, that have not been dealt with in the preceding paras, would be considered separately and notified in due course after obtaining suitable inputs/guidelines/regulations from the AICTE/Govt. of India.

12. The **Interim Relief** as allowed in terms of this Department's Order No. 588-Edn(T) / 10M – 36 /09 dated 24.09.2009 will continue till the drawal of salary starts as per this revision and the same already drawn is to be adjusted against pay and allowances payable in terms of this Order.

13. This Order issues with the concurrence of the Finance Department, Govt. of West Bengal vide their U.O. No. 1317 Group P (Pay) dated 23.07.2010.

14. Any difficulty which may arise in implementing the provisions relating to the revision of pay

structures as indicated in this order may be brought to the notice of the State Govt. for decision.

15. Anomalies:

Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Higher Education Department for clarification.

16. The Accountant General, West Bengal is being informed.

By order of the Governor

(Satish Chandra Tewary)

Principal Secretary to the Govt. of West Bengal.

No. 434/1(30)-Edn(T)
the 26th July, 2010

Dated: Kolkata,