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Government of West Bengal
Department of Panchayats & Rural Development
Joint Administrative Building (6th to 10th Floor), HC-7, Sector-III
Bidhannagar, Kolkata-700106

No. 1173- PRD-40025/2/2022-BUDGET SEC.

Dated :10.03.2026

ORDER

Performance-linked incentive grant to the various categories of contractual/casual employees working in the Panchayats & Rural Development Department and in the different organisations, wings and Cells engaged either directly or through agency under this Department for the year 2024-25 was granted at the rate of Rs. 6,800/- per head in the maximum vide this Department's Order No.1535/PRD-40025/2/2022-BUDGET SEC dated 28.03.2025.

2. In consideration of the proposal for allowing performance linked incentive grant to the different categories of contractual/casual employees working in the Panchayats & Rural Development Department, PRIs, in the different organisations / wings / cells under the Department including the West Bengal State Rural Development Agency (WBSRDA), the West Bengal Comprehensive Area Development Corporation (WBCADC), the Society for Training & Research on Panchayats & Rural Development (STARPAR), the B.R.Ambedkar Institute of Panchayats & Rural Development, the West Bengal State Rural Livelihood Mission (WBSRLM), the Social Audit Cell for implementation of different rural development programmes including PMGSY, MGNREGS, SRD, RGPSA/RGSA/Legal Support Cell, CHCMI, e-Governance, e-Panchayat, Sanitation(MNB), ISGPP-II, PMAY-G etc. for the year 2025-26 engaged either directly or through agency, it is hereby ordered that performance linked incentive grant will be paid for the year 2025-26 at the rate of Rs.7,400/- only per head in the maximum to the different categories of employees whose contractual remuneration/wages did not exceed Rs.46,000/- p.m. as on 31.03.2026.

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

i. The incentive grant admissible under this order will be worked out on the basis of contractual remuneration / wages as admissible on 31.03.2026.

ii. Such employees whose contractual remuneration / wages on 31.03.2026 exceeded Rs. 46,000/- p.m. but during the year 2025-26 their contractual remuneration/wages at least for six months was less than Rs.46,000/- p.m. will be paid incentive grant of Rs.7,400/- per head in the maximum under this order.

iii. Such contractual employees who were in service on 31.03.2026 and who rendered at least six months' continuous service during 2025-26 will be eligible for payment of incentive grant under this order. Pro-rata payment will be admissible in such cases to the eligible contractual employees for periods of continuous service during the year ranging from six months to the full year, the eligibility period being taken in terms of the number of months of service (rounded off to the nearest number of months). A fraction of 15 days or more should be counted as one month.

iv. The amount of incentive grant on pro-rata payment as admissible under 3(iii) above will have to be calculated according to the following formula: -

Contractual remuneration as on 31/03/2025 X Eligibility period in number of months

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= The amount of incentive grant, subject to a maximum amount of Rs.7,400/- only.

v. The casual workers who put in work at least for 120 days and contractual employees on consolidated remuneration in the year 2025-26 will also be entitled to incentive grant under this order according to the following formula mentioned in next page: -

Total amount of salary/wages earned during the year 2025-26

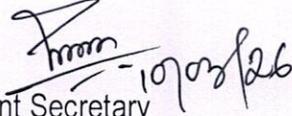
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= The amount of incentive grant, subject to maximum amount of Rs.7,400/- only.

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

5. The disbursement of performance linked incentive grant sanctioned in this order for the Casual / Contractual Employees should be made before Id-UI-Fitre for Muslim employees and before Durga Puja for the others.

All concerned are being informed.


Joint Secretary

to the Government of West Bengal

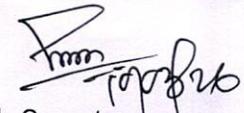
No. 1173/1(25)/PRD-40025/2/2022-BUDGET SEC.

Dated : 10.03.2026

Copy forwarded for information and necessary action to:

1. The Special Secretary P&RD Department , MGNREGA
2. The CEO, WBSRLM
3. The Director, BRAIPARD
4. The Joint Secretary, IT Cell
5. The Additional Chief Executive Officer, WBSRDA, RGPSA/Legal Support Cell
6. The Programme Director, ISGP-II Programme
7. The Member-Secretary, STARPARD
8. The Director of Social Audit, Social Audit Cell of WBSRDA
9. The Administrative Secretary, WBCADC
10. The Joint CEO, MGNREGA Cell, WBSRDA
11. The Joint CEO, SPHC
12. The Joint CEO, e-Gov Cell
13. The Joint CEO, PMGSY Cell, WBSRDA
14. The Joint CEO, PMAY-G Cell, WBSRDA
15. The Joint CEO, SBM(G) Cell
16. PS to MIC
17. OSD to MOS (Sri Becharam Manna)
18. OSD to MOS (Smt. Shewli Saha)
19. PA to Secretary
20. The Additional Executive Officer, Zilla Parishad (All) / Mahakuma Parishad
21. The Financial Controller, WBSRDA
22. The District Panchayat & Rural Development Officer, (All)
23. The Administrative Officer, STARPARD
24. The Administrative Officer, PBRSSM
25. Smt./Shri

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


Joint Secretary
to the Government of West Bengal

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