

gubemxú` e`e`vcbv bwxZgvj v-2012

(Human Resource Managment Policy)

(Rivised)



4. **bxwZgvj vi AvBbMZ wfvE**

4.K. **Abtgv` bKvix KZE¶**

ms⁻vi MvBZš; Abhvx gvbem^u` e^e-vcbv bxwZgvj v cDqb | Abtgv` tbi mtePP ¶gZvi AwKvix nt⁰ ms⁻vi wbehx cwi l` |

4.L. **Abtgv` b I KvRix nevi ZwiL/mgq**

ms⁻vi wbehx cwi l` KZR bxwZgvj v Abtgv` tbi cti wbehx cwi Pj K AvbDvbKfvte weAwB wKsev vPwi gva^{tg} G bxwZgvj v KvRix Ki tēb |

5. **bxwZgvj vi bxwZMZ wfvE:**

ms⁻vi gvbem^u` e^e-vcbv bxwZgvj vi tKvb aviv, Dc-aviv wKsev bxwZgvj vi tKvb wea weavb hw` tKvb A⁻úo v[†]K wKsev RvWj Zv t[†] Lv t[†] q Zvntj wbehx cwi l` cDqvRbxq e^vL^{vi} gva^{tg} PevšÍ w^xvšÍ cDvb Ki tēb; Zv[†] i w^xvšB KvRixZv cvte | G[†]¶[†] cDqvRtēb Ziv wētkl t[†]Ái mn[†]hwMZv wteb |

6. **উন্নয়ন কার্যক্রম wbehx cwi l[†] i fvgKv:**

ev⁻Í e Ae⁻v, Gj vKvi cDqvRbxqZv, ⁻vbxq Awævmt[†]` i DcKwi Zv cFwZ w⁻ K wētePbvceR t[†]tKvb ai t[†]Yi D[†]য়ন কার্যক্রম কিংবা প্রকল্প গ্রহণ, বাস্বেবq wKsev ms[†]KvP[†]bi t[†]¶[†] ms⁻vi wbehx cwi l` m[†]vi gva^{tg} w^xvšÍ M[†]Y Ki tēb |

wZxq Ask

7. **Kg[†] i tkYx weY[†]vm**

mvaviYZ: Dbqb ms⁻vi Kg[†] i wbtgeDw[†]খিত tkYx tgvZvteK f[†]M Kiv nq; tm tgvZvteK Gm[†]WGi কর্মীগণও উল্লিখিত tkYx tgvZvteK w[†]f³ nteb |

- ✚ w[†]bqwgZ/⁻vqx Kg[†]
- ✚ cK[†] wfvE[†]K Kg[†]
- ✚ w[†]¶[†]v[†]w[†]ek Kg[†]
- ✚ % w[†]bK I P[†] wfvE[†]K Kg[†]
- ✚ t⁻^Qv[†]m[†]ex Kg[†]

8. **Kg[†] i পদক্রম/ tM[†] I ⁻Í i web[†]vm**

Gm[†]WGi Kg[†] i wbt[†] উল্লিখিত পদক্রম/ tM[†] Abhvx w[†]f³ Kiv nq, thgb:

- ❖ tM[†] 1: wbehx cwi Pj K
- ❖ tM[†] 2: cwi Pj Ke[†]
- ❖ tM[†] 3: w[†]fvMxq mgšqKvixMY (thgb: Kg[†]¶, c[†]k[†]¶Y I th[†]Mv[†]th[†]M, A⁻©I w[†]mve e^e-vcbv, M[†]tēl bv, g[†]ub[†]wi s I WK[†]g[†]Ukb mgšqKvix |
- ❖ tM[†] 4: cK[†] mgšqKvixMY, g[†]v[†]t[†]Rvi c[†]k[†]v[†]m[†]b/w[†]mve, g[†]v[†]t[†]Rvi c[†]k[†]¶Y tK[†];
- ❖ tM[†] 5: Dc/mn-cK[†] mgšqKvix, t[†]c[†]M[†]g Aw[†]dmvi, Dc[†]Rj v/Gj vKv mgšqKvix, w[†]mve i ¶Y Kg[†]RZ[†], Gw[†]gb Aw[†]dmvi, g[†]ub[†]wi s Aw[†]dmvi, t[†]U[†]os Aw[†]dmvi, Aw[†]WU[†]i |
- ❖ tM[†] 6: Aw[†]dm t[†]†[†]কারী, cK[†] Kg[†]RZ[†], R[†]y[†]bqi t[†]c[†]M[†]g Aw[†]dmvi, mnKvix w[†]mve i ¶Y Kg[†]RZ[†], w[†]mve i ¶K, mnKvix Gw[†]gb Aw[†]dmvi |
- ❖ tM[†] 7: Kg[†]¶ msMVK, w[†]m[†]bqi gv msMVK, w[†]d[†]i t[†]UB[†]vi, t[†]M[†]oiæg m[†]cv[†]i fvBRi, fv[†]U[†]i i ¶K, Af⁻ú[†]vKvix |

- ❖ **†MŪ 8:** gvV msMVK, m[∞]c^hvi Y Kg^RZ^P, wnmve mnKvi x, GWwgb mnKvi x, Awdm mnKvi x,
- ❖ **†MŪ 9:** KK, †Kqvi †UKvi, W^BFvi |
- ❖ **†MŪ 10:** evZ^evnK, Avc^vqbKvi x, mnKvi x KK, `v^tiqvb, gvj x, cwi "Ob^ZvKg^R

9| ms⁻vi Rb[∞] Kg^Rwb^tqv^tMi t[†]†[†] w^evagj v

- 9.1. ms⁻vi Kg^Rwb^tqv^tMi t[†]†[†] kb^c` cⁱY wKsev bZb wb^tqv^tMi t[†]†[†] wbe^hx cwi Pvj †Ki Ab^tgv^b c^oqvRb n^te|
- 9.2. ms⁻vi ††Kvb ch[†]qi Kg^Rwb^tqv^tMi t[†]†[†] bvix c^j†i mvg⁻Zvi w^elqv^U w^et^ePbvq ivL[†]Z n^te|
- 9.3. kb^c` cⁱY wKsev bZb wb^tqv^tMi t[†]†[†] RvZxq ev ⁻vbxq cwi[†] Kivq wKsev w^ewf^b†^ebw^UK tev[†]W[∞]†Lv^j v RvqMvq w^eÁvcb w[†]Z n^te|
- 9.4. 9g l 10g ⁻f mg^tqi Rb[∞] †Kvb wb^tqv^tMi t[†]†[†] cwi[†] Kivq w^eÁvcb bv w[†]†j l Pj †e wKŠ['] w^ewf^b†^ebw^UK tev[†]W[∞]†Lv^j v RvqMvq w^eÁvcb w[†]Z n^te|
- 9.5. wb^tqv^tMi w^eÁw^B†Z c[†] i bvg, wK[†]vMZ thvM⁻Zv, AwfÁZv l ⁻†jZv, Kv†Ri aiY, eqm, teZb/fvZv, Kg[∞]j c^fwZ D†j øL Ki†Z n^te|
- 9.6. bZb wb^tqv^tMi t[†]†[†] ⁻vZv ms⁻vi gZvgZ wKsev ms⁻vi wbe^hx cwi Pvj †Ki w^mxvŠ[†] tgvZ[†]teK cK[†]†i aiY wKsev c[†] i AbK[†]j Kg^R wK ai†Yi thvM⁻Zv l ⁻†jZv c^oqvRb n^te Zv D†j øL Ki†Z n^te|
- 9.7. ††Kvb wb^tqv^tMi t[†]†[†] 3 A⁻ev 5 m⁻m⁻ w^ewkó GKw^U Ōwb^tqv^tMi tev[†]W[∞] ev Kvgw^U Mv^b Kiv n^te; G†Z Kg^c††l GKRB bvix m⁻m⁻ ⁻vK†eb| G Kvgw^UB mswkø[∞] wb^tqv^tMi Rb[∞] hveZxq e⁻e⁻v M^hb Ki†eb; Zviv w^bw[∞] † mg^tqi AŠ⁻Z 1 w⁻b Av†M wb^tqv^tMi cix[†]vi hveZxq c^owZ l cK[†]†[†] ⁻Zwi Ki†eb|
- 9.8. c^o†[†] i wj wLZ l tgŠwLk cix[†]vi Rb[∞] †Kvb cK[†]vi hvZvqvZ fvZv c^ovb Kiv n^te bv|

10. Kg^Rwb^tqv^tMi t[†]†[†] w^ewf^bak^E†††i fvgKv:

10.K. Kg^Rwb^tqv^tMi t[†]†[†] wbe^hx cwi l[†] i fvgKv:

- 10.K.1. ms⁻vi Kg^Rwb^tqv^tMi t[†]†[†] wbe^hx cwi l[†] ⁻†ai†Yi fvgKv cvj b Ki†eb, thgb: c^oPvj Z †MŪ 1 †[†]K †MŪ 2 chŠ[†] Kg^Rwb^tqv^tMi t[†]†[†] wb^tqv^tMi tev[†]W[∞]wbe^hx cwi l[†] i GK ev GKw^aK m⁻m⁻ ⁻vK†eb|
- 10.K.2. †MŪ 3 †[†]K †MŪ 10 chŠ[†] Kg^Rwb^tqv^tMi t[†]†[†] wbe^hx cwi Pvj K Ges ms⁻vi Ab^vb[∞] cwi Pvj Ke[∞] A⁻ev w^mwbqi Kg^RZ^PDcw⁻Z ⁻vK†eb| G†††† wbe^hx cwi Pvj K wbe^hx cwi l[†] i m⁻m⁻ c^oqvRb Ab^hvqx ivL[†]Z cv†i b|

10.L. Kg^Rwb^tqv^tMi t[†]†[†] wbe^hx cwi Pvj †Ki fvgKv:

- 10.L.1. ms⁻vi Kg^Rwb^tqv^tMi Rb[∞] †MŪ 2 †[†]K †MŪ 7 chŠ[†] wb^tqv^tMi t[†]†[†] wbe^hx cwi Pvj K gL⁻ fvgKv cvj b Ki†eb| G†††† wZvb wb^tqv^tMi tev[†]W[∞] m^fvcwZ w^m†m[†]e ŌwqZⁱ cvj b Ki†eb|
- 10.L.2. wb^tqv^tMi tev[†]W[∞]KZ^R P[∞]vŠ[†] fv†e wbe[†]†bi c†i wbe[†]†Z[†] i wbe^hx cwi Pvj K wb^tqv^tMc† c^ovb Ki†eb| wZvb wbe[†]†Z Kg^R i Kg[∞]eeiYx c^ovb Ki†eb|
- 10.L.3. wb^tqv^tMc†† Pvkwi i w^ewf^bakZ[∞]thgb: Kv†Ri ⁻vb l aiY, wK[†]v^bexkKvj , thvM⁻v†bi Zwi l, teZb/fvZv, ⁻vb c^fwZ D†j øL Ki†Z n^te|
- 10.L.4. wbe[†]†Z Kg^Rw^bw[∞] † mg^tqi g†a⁻ thvM⁻v†b e⁻†[∞]†j A†c[†]†g^vb Zwi^j Kv †[†]K tg[†]†ar ক্রম অনুসূতি bZ^b K†i wb^tqv^tM⁻vb Ki†eb|

10. M. KgrbtqvMi tqtI vbtqvM tevWf FvgKv:

- 10.M.1. vbtqvMi tqtI vbtqvM tevWf wmxvšI B PovšI etj weteWZ nte|
- 10.M.2. cZiU vbtqvMi AvtM KZEf vbtqvM msikØØe yabteiy karykrm su` i I mofvte cwipuj bvi Rb` GKwU ObtqvM tevWf MVb Kiðeb|
- 10.M.3. ObtqvM tevWf nte `faxb I msikØØe tqtI meguq fvgZvi Awakwi; tevWf mxy` faxbfvte vbtqvM msikØØe yabteiy karykrm paricallana krtðeb|
- 10.M.4. ObtqvM tevWf cOb Avte` bcI hvPvB evQvB Kti GKwU msvfB Zvwj Kv Kiðeb| msvfB Zvwj Kvq AšI f` cO` i wj wLZ I tgsMLK cixfvi Rb` Avgšp Rvbtðeb| AvgšpctI cixfvi `vb, w`b, Zvwi L I mgq Dðj ØL `vKtZ nte|
- 10.M.5. G KugwUB msikØØe vbtqvMi Rb` ckeI `Zwi, wj wLZ I tgsMLK cixfvi Mðbmn hvezxq e`e`v Mðy Kiðeb| wv` Ø mgtqi 1 w`b AvtM vbtqvM cixfvi hvezxq cO` wLZ I ckeI `Zwi Kiðeb|
- 10.M.6. cO` i wj wLZ I tgsMLK cixfvi Rb` tiRv` kxU %Zwi Kiðeb|

11. e`w³MZ dvBj msi fY

- 11.1. ms`vi mKj chfqi Kgf` i Rb` e`w³MZ dvBj msi fY KiðZ nte|
- 11.2. e`w³MZ dvBj mgn cKvmb wfvvMi ØwqtZ; cAvb KvHfj tq msi fY Z `vKte|
- 11.3. bZb vbtqvMKZ Kgf` Rb` GKwU e`w³MZ dvBj Lj tZ nte|
- 11.4. e`w³MZ dvBtj Kgf` Avte` bcI, wj wLZ I tgsMLK cixfvi djvdj, vbtqvMcI, Kgf`eeiYx (ØwqZ; I KZE`), Qwe, wkvMz thvM`Zvi mb`, Rb` mb`, bvmwi K mb`, AwfÁZvi mb`, gj`vqbcI, cKsmvcI, QwU, kwšI gj`K e`e`v me wKQzmsi fY KiðZ nte|
- 11.5. ms`vi `vqx Kgf, KgfW I cKI wfvEK tKw b` Abhvwq dvBj mgn msi fY KiðZ nte hvZ thtKvb cO`vRtð mntRB Zv LtR cvl qv hvq|
- 11.6. Dchy³ KZE`f i wj wLZ Abtgv`b Ovov e`w³MZ dvBj mvaviYZ tKD t` LtZ cviðeb bv Zte cKvmbK cAvbMY Zvi Awatb KgfZ Kgf` i e`w³MZ dvBj t` LtZ cviðeb|

12. vbtqvMcOb Kgf` i Avtefvaxb (cðekbKvj xb) mgqKvj I `wqZKiY:

12.K. Avtefvaxb (cðekbKvj xb) mgqKvj

- 12.K.1. vbtqvMcObi cti ms`vi mKj chfqi mKj Kgf`KB Avtefvaxb (cðekbKvj xb) GKwU wv` Ø mgqKvj cvi KiðZ nte| G mgqW gj`Z: ms`vtK Rvov, efv, ms`vi gj`teva, bwxZ Av`k, wqgKvbp tRtð tmgZ KvR Kiv, bZb Kgf`j Lvc LvBtq tbqv Ges wvR ct` i ØwqZ; I KZE` Abvveb Kti vbtRtK` f I thvM` Kti Mto tZvj vi Rb`|
- 12.K.2. cðekbKvj xb mgqKvj mvaviYZ wZb t`tK Qq gvm; AwfÁ I DxZb ct` i Kgf` i Rb` wZb A`ev tKvb tKvb tqtI 1 gvm Ges AwfÁ, bZb I wbgzi ct` i Kgf` i Rb` Qq gvm | Zte thtKvb ct` i Kgf` tnvK bv tKb H wv` Ø mgtqi gta` hv` Zvi Øviv KvsMLZ cO`vkv ciY bv nq Zvntj Zvi Avtefvaxb mgqKvj AvI AwZwi³ wZbgvm ewx` Kiv nte| G e`vcvti ZvtK wj wLZfvte Zvi `e`Zvmgn Dðj ØLceR wPw w`tZ nte| AwZwi³ wZbgvm mgtqi gta` I j fvgvI AvRZ bv ntj msikØØe Kgf`K Ae`vnuZ cO`vb Kiv nte|
- 12.K.3. Avtefvaxb (cðekbKvj xb) wv` Ø mgtqi tkl mBvtn ms`vi Kgf` gj`vqb dig ciYceR ZvtK gj`vqb Kiv nte| G gj`vqtbv djvdj i wfvE`tZB Zvi fvel`r wbañi Z nte| djvdj fvj ntj ZvtK `vqx Kiv AvI Avkvbj æc bv ntj 12.K. 2 Abhvwq e`e`v Mðy Kiv nte|

- 12.K.4. c̄ekbKvjxb mgqKvtj m̄thvM m̄jeav: G mḡtq KḡMY i'agvĪ gwmK teZb, Awd̄tmi KvtR hvZvqvt̄Zi Rb̄ hvZvqvt̄Z fvZv, ^̄wbK_vKv LvI qvi LiP cv̄teb|
- 12.K.5. QũU: mvB̄v̄nK, miKvix, vētkl t̄N̄v̄l Z QũU I %̄v̄ḡvĒK QũU t̄fv̄t̄Mi m̄jeav cv̄teb| ms̄vi c̄Ŵvj Z Ab̄vb̄ QũU Zvi tejvq c̄ŴhvR̄ n̄te bv|

12.L. Av̄teŴvaxb (c̄ekbKvjxb) KḡĒ i ^̄wqZK̄iY:

- 12.L.1. AĪ ḡvb̄v̄t̄j i 12.K.2 Dc-aviv Ab̄hv̄vq c̄k̄vmb v̄efvM Av̄teŴvaxb (c̄ekbKvjxb) KḡĒ i wj wLZfv̄te ^̄wqZK̄iY Kivi w̄elqũU Āev̄nZ Kīte|
- 12.L.2. KḡĒ ^̄wqZK̄iYi c̄Ī Zvi c̄ve, Awd̄m t̄jv̄t̄Kkb, KḡḠjvKv, teZb c̄f̄wZ D̄t̄j øL Kiv_vK̄te|

13. Awd̄tmi mḡqm̄P:

- 13.1. mv̄aviYZ: kv̄bevi t̄_t̄K en̄_uwZevi ch̄ŚĪ অফিস সময় এবং শুক্রবার সাপ্তাহিক ছুটির দিন।
- 13.2. c̄ŴZw̄b Awd̄tmi mḡq n̄te mKvj 9.00 t̄_t̄K vētKj 5.00 ch̄ŚĪ | Z̄te gv̄w ch̄Ŵj̄ȳr কার্যক্রম ev̄Ī ev̄q̄t̄bi t̄ŴĪĪ G w̄bqg c̄ŴhvR̄ b̄q| gv̄w c̄wi`k̄Ŵ w̄Ksev gv̄w ch̄Ŵj̄ȳr কার্যক্রম সফল ev̄Ī ev̄q̄t̄bi Rb̄ hZUKzmgq c̄ŴqvRb Zv ēq̄ Kīt̄Z n̄te|
- 13.3. ms̄vi w̄bq̄v̄gZ/̄vq̄x KḡĒ, Kḡm̄P I c̄KĪ w̄fv̄ĒK KḡĒ i mv̄B̄v̄nK KḡŴv̄v n̄te b̄b̄Zg 42 N̄v̄Uv|
- 13.4. t̄M̄Ŵ 9 I 10 Gi KḡĒ i t̄ŴĪĪ G w̄bqg c̄ŴhvR̄ n̄te bv| Zviv Awd̄tmi c̄ŴqvRb gv̄wdK mḡq Awd̄t̄m ēq̄ Kīteb| Gme KḡMY w̄b̄t̄R̄t̄ i ḡt̄a mḡt̄SvZvi gvāt̄g Av̄t̄M c̄t̄i mḡq fv̄M K̄t̄i w̄b̄teb|
- 13.5. t̄^Qv̄t̄mex KḡĒ Ges %̄wbK I Pw̄v̄w̄fv̄ĒK KḡMY G mḡqm̄Pi Av̄l Zvq c̄īteb bv Zv̄t̄ i Pw̄v̄b̄vgvB Kv̄h̄Ri_vK̄te|

14. ^̄wbK n̄v̄Riv

- 14.1. ms̄vi w̄bq̄v̄gZ/̄vq̄x KḡĒ, Kḡm̄P I c̄KĪ w̄fv̄ĒK KḡĒ i ^̄wbK n̄v̄Riv w̄b̄w̄ŴZ Kīt̄Z n̄te| G t̄c̄ŴĪĪ mKj Awd̄t̄m n̄v̄Riv LvZv m̄siw̄ŴZ_vK̄te| ms̄vi c̄k̄vmb v̄efvM mKj Awd̄t̄m n̄v̄Riv LvZv I Zvi Dch̄ȳ ēenvi w̄b̄w̄ŴZ Kīte|
- 14.2. c̄āvb Kv̄h̄Ŵ t̄q c̄k̄vmb v̄efvM Ges mKj Av̄Āvj K, Dc̄t̄Rjv, ḠjvKv, kv̄Lv I gv̄w ch̄Ŵqi Awd̄m c̄āvbMY m̄s̄ik̄øó Awd̄t̄mi Av̄l Zvq KḡPZ KḡĒ i Awd̄m mḡq I ^̄wbK n̄v̄Riv w̄b̄w̄ŴZ Kīteb| n̄v̄Riv LvZvq KḡĒ i ^̄ŴĪĪ Av̄t̄M c̄t̄i Awd̄t̄m Dc̄w̄Z I c̄Ŵvb Kivi mḡq D̄t̄j øL_vK̄te|
- 14.3. Awd̄m mḡq īiæ nevi 15 w̄ḡv̄bU c̄t̄i c̄k̄vmb v̄efvM c̄āvb Kv̄h̄Ŵ t̄q Ges Awd̄m c̄āvbMY ^̄^̄^̄ Awd̄t̄mi ^̄wbK n̄v̄Riv LvZv ḡv̄bUw̄i s̄ Kīteb|
- 14.4. t̄Kvb KḡĒ GKv̄av̄t̄i 03 (w̄Zb) w̄b Awd̄m mḡq īiȳnevi c̄t̄i (15 w̄ḡv̄bU ev̄ Āv̄K) Awd̄t̄m Dc̄w̄Z n̄t̄j Awd̄m k̄sL̄jv f̄½ n̄t̄q̄t̄Q ēt̄j MY n̄te Ges H KḡĒ Kv̄t̄Q G ēvc̄v̄t̄i wj wLZ ēvL̄v P̄vI qv n̄te|
- 14.5. t̄Kvb KḡĒ cēAb̄ḡv̄Z ēw̄Z̄t̄īt̄K Awd̄t̄m Ab̄j̄c̄w̄Z_vK̄t̄j w̄Ksev n̄v̄Riv LvZvq ^̄ŴĪĪ bv Kīt̄j H KḡĒ Kv̄t̄Q G ēvc̄v̄t̄i wj wLZ ēvL̄v P̄vI qv n̄te|
- 14.6. t̄Kvb KḡĒ B̄Qv̄KZ t̄wi K̄t̄i Awd̄t̄m Dc̄w̄Z n̄l qv Af̄v̄t̄m c̄wiYZ n̄t̄j Zv̄t̄K KviY `k̄Ŵbv t̄b̄w̄l̄K c̄Ŵvb Kiv n̄te| D̄Ēi m̄t̄š̄Ī v̄l RbK bv n̄t̄j Zv̄t̄K m̄ZK̄Z̄vc̄Ī t̄qv n̄te|
- 14.7. D̄x̄Z̄b KḡĒZ̄Ŵb w̄Ksev c̄KĪ c̄āvbMY gv̄w c̄wi`k̄Ŵ Kivi mḡq ^̄wbK n̄v̄Riv LvZv ḡv̄bUw̄i s̄ Kīteb Ges Z̄wi L̄mn c̄ŴZ ^̄ŴĪĪ Kīteb|

15. Avdm kšLjv: mKj chŋqi Kgŋ`i Rb` wbtgœDwj œwLZ wēl q, tjv tğtb Pjv eva`Zvgj K hv Avdm kšLjvi Avl Zvq cœte|

- 15.1. ms`vi mKj KgŋK GmWVG cwi evi tK eŪz fvevcbœ cvi `úwi K tmsnv`œmœcŋZ eRvq ti tL hvi hvi ŐwqZ; cvj b Ki tZ nte|
- 15.2. KgŋMY ms`vi gj `teva, bŋwZ Av`k, wœqgKvbp tğtb Pj teb Ges ms`vi mœvg AŋbœvLteb|
- 15.3. mKj KgŋZvi DœZb KgŋZŋI KĒœtŋi `ea I MŋYthvM` mKj Avt`k, Dct`k, Abŋivtai cŋZ mœŋb cŋkœ Ki teb Z_v tğtb Pj teb|
- 15.4. Zviv ms`vi mteŋP `ŋ`ŋi ŋv I Dbœtb meœv mŋPŋ _vKteb Ges ms`vi `ŋ`œwi cšK tKvb KivR Kiv t_tK wēi Z _vKteb|
- 15.5. KgŋMY ms`vi KvŋR KZœ` civqb I wœœveb nteb Ges ms`vi cŋZ wēk, ŋ`I _vKteb; Zviv mteŋP tMvcbœqZv i ŋv Ki teb|
- 15.6. Kvi I AvPvi, AvPiY, K_v I KvŋR Avdŋmi cwi tek bŋ nŋj Zv Avdm kšLjv fŋi Avl Zvq cœte; Ges Zvi wēi œtœ kvw`ŋ gj K e`v`v tbqv nte |
- 15.7. KgŋMY Zvi DœZb I Aa: `ŋb Kgŋ, ms`vi m`m`/m`m`v Ges ms`vi mvŋ_ msŋkœŋ wēwfœœ cŋZœvtbi KgŋZŋ/Kgŋvix` i mvŋ_ tmsRb`gj K AvPiY Ki teb|
- 15.8. mKj KgŋZvi DœZb KgŋZŋI KĒœŋ Ővov ms`vi Ab` Kvi I mvŋ_ wKsev evntii Kvi I mvŋ_ ms`vi `ŋ`œmsŋkœŋ wēl qw` wbtq Avtj vPbv Kiv t_tK wēi Z _vKteb; DœZb KgŋZŋI KZœtŋi `ea AbŋvZ e`wZiti tK msev` cŋt` wKsev Ab`tKvb Dcvŋq wēwZ `vb t_tK wēi Z _vKteb|

16. e`wj: ms`vi tMŪ 2 t_tK 10 chœŋ mKj PvKwi nte e`wj thvM` Zte Zv nte wbtgœœwŋZ kZŋvtœtŋ:

- 16.1. ms`v hw` gtb Kti tKvb KgŋK w`tq Avi I fvj KvR Kivtbv mœœ Zvntj ZvtK Avšŋ: cŋŋi A_ev kvLv, wfœœœœŋ ev kvLv wKsev Gj vKv Avdŋm e`wj Kiv hvte|
- 16.2. tŋtKvb e`jxi AvŋM Kgŋ e`wœMZ `ŋ`ŋ wetePbvq AvbtZ nte| e`jxi AvŋM msŋkœŋ KgŋI Zvi DœZb Kgŋ mvŋ_ Avtj vPbv Kiv I ZvtK Zvi cœwZi Rb` MŋbthvM` b`pZg GKUv mgq t`qv nte|
- 16.3. tKvb GK Gj vKvi KgŋK Ab` Gj vKvq e`wj Kiv nŋj wKsev e`wj i Kvi tY msŋkœŋ Kgŋ evm`vb `vbyšŋi cœqvRb nŋj ms`v ZvtK gvjvgvj `vbyšŋi eve` MŋbthvM` b`pZg A_œmnthvMZv Ki teb|

17. tgvUi mvBtKj , evB mvBtKj e`envi:

ms`vi cœqvRtb gvbwis I mœcvi wfktb gvV œgtbi mgq KgŋMY Zvt`i c`we I c`ghœv Abŋwq tgvUi mvBtKj I evB mvBtKj e`envi Ki tZ cvi teb| Zte tmŋŋtŋ wbeœœ cwi Pj tKi Abŋgv`b cœqvRb nte| tgvUi mvBtKj e`envtii ŋŋtŋ e`envi Kvi xi KvŋQ mKj cŋvi `ea KvMRcŋ I gv_vq tnj tgvU cwi avb Kiv eva`Zvgj K| tgvUi mvBtKj I evB mvBtKj e`envtii ŋŋtŋ ms`vi hvbevnb e`envi wēw tğtb Pj tZ nte|

ZZiq Ask

18. QmJ:

ms⁻vi wbtqæwY² QmJmgn kZmvtct¹ Abtgv⁻ b Kti

18.K. mi Kvix QmJ

18.L. mvBwnK QmJ

18.M. ewl R QmJ

18.N. %bwgvEK QmJ

18.O. Amy⁻ZvRwbZ QmJ

18.P. gvZZKvj xb QmJ

18.Q. wk¹vgj K QmJ

18.S. teZbwevnb QmJ

18.K. mi Kvix QmJ: GmwWG mi Kvi tNwl Z mvaviY, wetkl I Ab⁻vb⁻ QmJ Abtgv⁻ b Kti | ms⁻vi mKj ch¹qi Kg¹MY Gme QmJ tfvM Ki¹Z cvi¹teb |

18.L. mvBwnK QmJ:

শুক্রবার সাপ্তাহিক ছুটি হি¹mt¹e ms⁻vi mKj Awdm eÜ⁻vK¹te Ges Kg¹MY QmJ tfvM Ki¹Z cvi¹teb | mi Kvix QmJ I mvBwnK QmJi w⁻ b⁻ b⁻ b⁻ সকল সাধারণ কার্যক্রম বন্ধ থাক¹te Z¹te wetkl tKvb Kvi¹Y th¹Kvb wetkl কার্যক্রম Pj gvb⁻ vK¹tj Zv Ae⁻vnZ⁻ v¹tK¹te |

18.M. ewl R QmJ:

18.M.1. ms⁻vi wbtqgZ, ⁻vqx I cK¹i wfv¹EK Kg¹MY eQ¹i 15 w⁻ b ewl R QmJ tfvM Ki¹Z cvi¹teb; Z¹te wk¹vgjvbxk Kg¹ i tej vq Zv c¹hvR⁻ n¹te bv |

18.M.2. ewl R QmJ AwR² nI qv mv¹ct¹ tfvM Kiv hv¹te; AwR² bv ntj G QmJ tfv¹Mi Dch³ Zv wet¹wPZ n¹te bv |

18.M.3. tKvb Kg¹vqx bv nI qv ch¹ G QmJ tfv¹Mi Aw¹Kvix n¹teb bv |

18.M.4. Kg¹v Kg¹ct¹ wZb Kg¹ em Av¹M wj wLZfv¹te h⁻vh⁻ KZ¹ct¹i Abtgv⁻ b wbtq QmJkvj xb mg¹tqi Rb⁻ KvD¹tK¹ v¹wqZ¹ w⁻ tq ewl R QmJi m¹yeav tfvM Ki¹Z cvi¹teb |

18.M.5. ewl R QmJ Amy⁻ZvRwbZ QmJi mv¹ mg¹šq Kiv hv¹te bv | ce¹Abtgv⁻ Z ewl R QmJ ew¹ Kiv ntj Zv ewl R QmJ wnt¹teB MY⁻ n¹te | (hw⁻ v¹tK¹)

18.N. %bwgvEK QmJ:

18.N.1. ms⁻vi mKj ch¹qi Kg¹MY c¹Z g¹tm GKw⁻ b wnt¹te eQ¹i 12 w⁻ b m¹teZ¹tb %bwgvEK QmJ tfvM Ki¹Z cvi¹teb |

18.N.2. %bwgvEK QmJ i agv¹ tKvb AvK¹v¹ŠK NUbv ev Ri¹æix c¹qvR¹tb Rb⁻ |

18.N.3. %bwgvEK QmJ tKn GK¹t¹ wZb w⁻ tbi tenk tfvM Ki¹Z cvi¹teb bv; Z¹te wetkl t¹ct¹ c¹qvRb ntj Zv ewl R QmJ¹Z cw¹ YZ n¹te |

18.0. Amȳ ZvRwbZ QmJ:

- 18.0.1. ms̄vi mKj ch̄qi KḡMY c̄Z gv̄m GKw̄ b w̄tm̄te eQ̄i m̄teP 12 w̄ b m̄teZ̄tb Amȳ ZvRwbZ QmJ t̄fvM KītZ cvīteb|
- 18.0.2. c̄k̄kbKvj xb KḡMY G QmJi Avl Zvq cōte bv|
- 18.0.1. †Kvb KḡnVvr Amȳ' n̄tq cōtj Ges Aw̄d̄tm Dcw̄Z n̄tZ bv cvītj Aw̄dm̄ i iæ nevi 30 w̄gv̄b̄t̄Ui ḡt̄a Aw̄dm̄t̄K Rvb̄t̄Z n̄te|
- 18.0.3. Amȳ ZvRwbZ QmJ t̄fvM̄t̄k̄t̄l c̄l̄g Kḡētm̄B QmJ Ab̄t̄gv̄ b Kwīt̄q w̄b̄t̄Z n̄te| G QmJ GK̄t̄ 1 t̄t̄K 3 w̄ b n̄tj t̄gv̄W̄t̄Kj m̄w̄Ūc̄t̄KU `i Kvi n̄te bv Z̄te w̄Zb w̄ t̄bi teik n̄tj QmJi Av̄te` t̄bi m̄v̄t_ Aek`B t̄gv̄W̄t̄Kj m̄w̄Ūc̄t̄KU m̄shȳ³ K̄ti w̄ t̄Z n̄te|
- 18.0.4. t̄fvMKZ Amȳ ZvRwbZ QmJ Aw̄R̄Z Amȳ ZvRwbZ QmJi t̄P̄t̄q teik n̄tj Aw̄Zwi ³ QmJ ewl̄ R̄ QmJ t̄t̄K mḡš̄q̄ Kiv n̄te| w̄Kš' ewl̄ R̄ QmJ t̄t̄Kl mḡš̄q̄ ms̄Kj vb Kiv m̄ǣe bv n̄tj Aw̄Zwi ³ QmJ t̄eZb̄wēnb QmJ w̄tm̄te MȲ n̄te|
- 18.0.5. c̄k̄kbKvj xb †Kvb KḡAmȳ' n̄tj Ges Amȳ ZvRwbZ QmJ t̄fvM Kītj Zv t̄eZb̄wēnb QmJ w̄tm̄te MȲ n̄te|
- 18.0.6. c̄k̄kbKvj xb †Kvb KḡAmȳ' n̄tj Zv̄t̄K m̄teP 30 w̄ b Z_v GK gv̄t̄mi t̄eZb̄wēnb QmJ ḡĀj Kiv hv̄te|
- 18.0.7. w̄t̄kl Amȳ ZvKvj xb QmJ: †Kvb Kḡ`xN̄R̄vj xb mḡt̄qi Rb` A_ev gv̄ivZ̄K †Kvb NUbvq Amȳ' n̄tj Zv̄t̄K Amȳ ZvKvj xY l ewl̄ R̄ QmJi ev̄B̄ti l w̄bt̄ḡæD̄wj ø̄wLZ n̄v̄ti w̄t̄kl Amȳ ZvKvj xb QmJ ḡĀj Kiv t̄t̄Z cv̄ti | G QmJ i aḡv̄t̄ w̄bēv̄x̄ cw̄i P̄ij K Ab̄t̄gv̄ b KītZ cvīteb|

2 eQ̄i i w̄b̄P	2 -3 eQ̄i ch̄š̄l	3-5 eQ̄i ch̄š̄l	5 -8 eQ̄i ch̄š̄l	8-Aw̄K eQ̄i ch̄š̄l
t̄bB	3 w̄ b	7 w̄ b	10 w̄ b	15 w̄ b

18.P. gvZZKvj xb QmJ:

- 18.P.1. gvZZKvj xb QmJ ms̄vi A_ŕ̄w̄ZK m̄vg_ Zv w̄teP̄b̄vceR̄ ev̄`I ev̄q̄b Kiv n̄te|
- 18.P.2. c̄k̄kbKvj xb †Kvb KḡgvZZKvj xb QmJi Avl Zvq Av̄m̄te bv|
- 18.P.3. †Kvb Kḡms̄`vq Zvi P̄vK̄wi GK eQ̄i cȲbv n̄tj l gvZZKvj xb QmJi Avl Zvq Av̄m̄te bv|
- 18.P.4. gvZZKvj xb QmJi Avl Zvaxb †Kvb b̄vi xKḡm̄teZ̄tb m̄š̄l vb t̄W̄wj f̄vi xi Av̄t̄M c̄ti t̄gv̄U 60 (lvU) w̄ b Ges t̄eZb̄wēnb m̄teP 60 (lvU) w̄ b QmJ cv̄te|
- 18.P.5. Mf̄āvi Y w̄b̄w̄Z̄ nevi c̄ti h_vkxM̄m̄ǣe t̄gv̄W̄t̄Kj wi t̄cv̄Ūān wj w̄LZ f̄v̄te Aw̄dm̄t̄K Rvb̄t̄Z n̄te|
- 18.P.6. gvZZKvj xb QmJt̄Z h̄vevi Kḡc̄t̄ŕ̄l GKgv̄m Av̄t̄M wj w̄LZ f̄v̄te QmJi Rb` Aw̄d̄tm Av̄te` b Rvb̄t̄Z n̄te Ges m̄š̄l vb f̄ȳḡō nevi c̄ti Aw̄dm̄t̄K AēinZ KītZ n̄te|
- 18.P.7. ms̄`vq KḡPZ t̄h̄t̄Kvb b̄vi xKḡw̄Zb eQ̄i i w̄ei w̄Z w̄ t̄q m̄teP `β̄evi gvZZKvj xb QmJ t̄fvM KītZ cvīteb|
- 18.P.8. †Kvb b̄vi xKḡgvZZKvj xb QmJt̄Z t̄M̄t̄j m̄s̄ik̄ø̄ō c̄K̄i, w̄ef̄v̄M ev̄ t̄m̄K̄kb Zvi Ab̄j̄w̄Z R̄wbZ mḡt̄qi Kḡm̄ǣv̄` t̄bi w̄eK̄i e`e`v M̄ōYceR̄ ms̄`vi c̄k̄v̄mb w̄ef̄v̄M̄t̄K AēinZ Kīteb

18.R. w̄k̄ŕ̄l̄vḡj K QmJ:

- 18.R.1. ms̄`v Kḡā` i w̄k̄ŕ̄l̄v M̄ōY Ges `ŕ̄l̄Zv ēj̄x̄t̄K mēv̄ Dr̄m̄w̄nZ K̄ti w̄eav̄q w̄bt̄ḡæw̄ȲZ w̄k̄ŕ̄l̄vḡj K QmJi c̄P̄j b K̄ti t̄Q̄|

- 18.R.2. ms⁻vq Kg^ƆZ thtKvb Kg^Ɔmte^Ɔ ʼ βevi wk^Ɔv^Ɔ K QmU t^ƆvM Ki^ƆZ cvi^Ɔteb |
- 18.R.3. c^ƆekbKvj xb tKvb Kg^ƆwKsev ms⁻vq Kvi I PvKwi GK eQi c^ƆY^Ɔbv ntj wk^Ɔv^Ɔ K QmUi AvI Zvq Avm^Ɔteb bv |
- 18.R.4. tKvb Kg^ƆeQti mte^Ɔ ʼ kw⁻b webv teZtb wk^Ɔv^Ɔ K QmU w^ƆtZ cvi^Ɔteb; Zte ms^Ɔw^Ɔ Kg^Ɔhw⁻ H QmU ewwI Ɔ wk^Ɔsev ʼ b^Ɔgw^ƆEK QmU t⁻tK mg^Ɔš^Ɔ Ki^ƆZ Pvq Zv ntj Zv Ki^ƆZ cvi^Ɔteb |
- 18.R.5. wk^Ɔv^Ɔ K QmU t^ƆvM Ki^ƆZ B^ƆOK Kg^Ɔcix^Ɔvi dig c^ƆY Kivi c^Ɔi Zv Awdm^ƆK Rvb^ƆtZ nte |
- 18.R.6. wk^Ɔv^Ɔ K QmUi Avte⁻ tbi mv^Ɔ cix^Ɔvi mg^Ɔqm^Ɔ mshy^Ɔ Kti w⁻tZ nte |
- 18.R.7. G QmU GK bvM^Ɔti wk^Ɔsev cix^Ɔvi m^Ɔev^ƆgZ i^Ɔagv^Ɔ cix^Ɔvi w⁻b QmU t^ƆvM Ki^ƆZ cviv hv^Ɔte |

18.S. teZbweimb QmU

- 18.S.1. hLb tKvb Kg^Ɔ QmU bv⁻vKv Ae⁻vqI Riæix c^ƆqvR^Ɔb QmU ʼ iKvi nq ZLb Zv^ƆK mte^Ɔ ʼ kw⁻b teZbweimb QmU g^ƆÄj Kiv th^ƆZ cv^Ɔi | G QmU i^Ɔagv^Ɔ w^Ɔbev^Ɔ cwi Pvj K Ab^Ɔgv⁻ b Ki^ƆZ cvi^Ɔteb |
- 18.S.2. tKej gv^Ɔ ce^Ɔgv⁻ b mv^Ɔt^Ɔ B G QmU t^ƆvM Kiv hv^Ɔte |
- 18.S.3. mKj wk^Ɔv^Ɔ K QmU G QmUi Aš^Ɔ f^Ɔ nte |
- 18.S.4. teZbweimb QmUi wecix^ƆZ ms^Ɔw^Ɔ Kg^Ɔ w^Ɔ w⁻tbi teZb mg^Ɔš^Ɔ Kiv nte | eQ^Ɔti tk^ƆIB mvavi YZ ms^Ɔw^Ɔ wefv^ƆMi/c^ƆK^Ɔ i c^Ɔ t⁻tK teZb mg^Ɔš^Ɔ Kiv nte |

18.T. QmU t^ƆvM Kivi mvavi Y w^Ɔqvej x:

- 18.T.1. thtKvb ai^ƆYi QmU c^ƆY^Ɔ b ev Aa^Ɔ b t^ƆvM ev Ab^Ɔgv⁻ b Kiv hv^Ɔte |
- 18.T.2. c^ƆZ⁻K Kg^ƆZvi mi^Ɔmw^Ɔ D^Ɔx^ƆZb Kg^Ɔ gva⁻tg c^ƆK^Ɔ c^Ɔvb ev wefv^ƆMxq c^Ɔv^Ɔbi Ab^Ɔgv⁻ b mv^Ɔt^Ɔ QmU t^ƆvM Ki^Ɔteb |
- 18.T.3. mKj QmU w^Ɔbev^Ɔ cwi Pvj K Pevš^Ɔ Ab^Ɔgv⁻ b Ki^Ɔteb |
- 18.T.4. c^ƆZ m^ƆB^Ɔni tk^Ɔl mKj c^ƆK^Ɔ, wefv^ƆM Ges wd^Ɔi Awdm t⁻tK QmUi c^ƆZ⁻te⁻ b wj wLZfv^Ɔte c^Ɔkvmb wefv^ƆM Aew^ƆZ Ki^ƆZ nte |
- 18.T.5. c^ƆZg^Ɔm tk^Ɔl c^Ɔkvmb wefv^ƆM t⁻tK w^Ɔbev^Ɔ cwi Pvj K eivei wj wLZfv^Ɔte QmUi c^ƆZ⁻te⁻ b tck I Zv Ab^Ɔgv⁻ b Kw^Ɔiq w^ƆtZ nte |
- 18.T.6. w^Ɔbev^Ɔ cwi Pvj tKi thtKvb QmU ms⁻vi w^Ɔbev^Ɔ Kw^ƆU^Ɔ c^Ɔvb Ab^Ɔgv⁻ b Ki^Ɔteb |
- 18.T.7. mKj c^ƆK^Ɔ, wefv^ƆM Ges wd^Ɔi Awdm QmUi tiw^ƆR^Ɔvi I dig h⁻vh⁻fv^Ɔte msi^ƆY Ki^Ɔte | Zte ms⁻vi mKj Kg^Ɔ QmUi Pevš^Ɔ Z⁻ c^Ɔkvmb wefv^ƆM msi^Ɔw^ƆZ⁻ vK^Ɔte | ms^Ɔw^Ɔ wefv^ƆM t⁻tK c^ƆZ⁻ ʼ t^Ɔg^ƆmK w^Ɔfv^ƆE^ƆZ QmUi c^ƆZ⁻te⁻ b c^Ɔkvmb wefv^ƆM cv^Ɔv^ƆZ nte |
- 18.T.8. tKvb mv^ƆB^Ɔw^ƆK, miK^Ɔw^Ɔ ev Drme QmUi Av^ƆM Ges c^Ɔi QmU tbqv hv^Ɔte bv; thtKvb GKw⁻tK QmU tbqv hv^Ɔte |
- 18.T.9. tKvb Kg^Ɔ QmU t^ƆvM^Ɔi Z Ae⁻vq Zvi QmU ewa^ƆZ Kivi c^ƆqvR^Ɔb cotj ce^Ɔgv⁻ Z QmUi tgqv⁻ tkI nevi Av^ƆM^ƆB Zv^ƆK QmU ewa^ƆZ Kivi Avte⁻ b Ki^ƆZ nte |
- 18.T.10. tUM QmU: thtKvb QmUi gv^ƆSLv^Ɔt^Ɔb mv^ƆB^Ɔw^ƆK ev miK^Ɔvi t^ƆN^Ɔw^Ɔl Z tKvb QmU cotj Hw⁻b ev w⁻b⁻tj v Kg^Ɔ t^ƆvM^ƆKZ QmUi AvI Zvq cot^Ɔ |

19. ewwI Ɔ Kg^Ɔgj ʼ vq:

- 19.1. Gm^Ɔw^ƆG Zvi mKj Kg^Ɔ i ewwI Ɔ mdj Zv (Performance Review) gj ʼ vq Ki^Ɔte |
- 19.2. **gv^ƆU^Ɔis Kw^ƆU:** G t^Ɔc^Ɔ t^ƆZ ms⁻vi w^Ɔbev^Ɔ cwi Pvj K w^ƆZ^Ɔ m⁻m⁻ we^Ɔw^Ɔó GK^ƆU gv^ƆU^Ɔis Kw^ƆU Ki^Ɔteb | Kw^ƆU ʼ ^QZv I w^Ɔi t^Ɔc^Ɔ Zv নিশ্চিতকরণ সহ এ সংক্রান্ত হবে Zxq we^Ɔl q gv^ƆU^Ɔis Ki^Ɔteb |

- 19.3. ms⁻vi c^hmb wefvM t⁻tk GKwU Kg^h gj⁻vqb dig⁻ ^Zwi Kiv nte hv wbehx cwi Pvj K t⁻tk Abtgv⁻ Z n⁻Z nte|
- 19.4. mvaviYZ c^hZ⁻K Kg^hZvi mivmwi D^xZb Kg^h 0viv gj⁻vqZ nteb; Zte Zv⁻ ^⁻^c^hí c^hvb ev wefvMxq c^hvtbi c^hZ-⁻¶⁻¶i gva⁻tg wbehx cwi Pvj K Pevš⁻ Abtgv⁻ b Kiteb|
- 19.5. wbehx cwi Pvj t⁻Ki ewl⁻ R gj⁻vqb Kiteb wbehx cwi l⁻t⁻ i c⁻¶⁻ wbehx cwi l⁻t⁻ i t⁻Pqvi cvimb |
- 19.6. c^hZ eQi wWtm⁻¶⁻ gvt⁻s এ মূল্যায়ন কার্যক্রম সম্পাদিত হ⁻তে|
- 19.7. এ সংক্রান্ত⁻ t⁻t⁻Kvb gZ⁻ZZv ev t⁻Kvb mgm⁻v t⁻ Lv w⁻ t⁻ gubUwis KwgwU Zvi w⁻úw⁻E Kiteb|
- 19.8. ms⁻vi c^hmb wefvM mKj Kg^hK Zvi gj⁻vq⁻bi djvdj wj wLZfv⁻te Rvbt⁻e|
- 19.9. gubUwis KwgwU ÷vd⁻t⁻ i wPw⁻Z⁻ e⁻¶Zvmgn KwU⁻tq DWi Rb⁻ m⁻t⁻hwMZv Kiteb; GRb⁻ KwgwU GKw⁻ t⁻K Kvh⁻Rix D⁻t⁻ vM M⁻h⁻Y Kite Ab⁻w⁻ t⁻K msw⁻kóo Kg^hK⁻ ¶⁻Zv Dbq⁻tbi Rb⁻ GKwU w⁻úw⁻ mgq t⁻ta w⁻ t⁻eb|

20. c^hY⁻v⁻ br: Kg^h i Avil DrmwnZ Kiv, Kv⁻R GKw⁻bóZv I GKw⁻M⁻Zv a⁻t⁻i ivLvi Rb⁻ Gm⁻WG c^hY⁻vদনামূলক কার্যক্রম⁻g wek⁻ymx| GRb⁻ Kg^h gj⁻vq⁻bi djvdj Ab⁻hwq Zv⁻t⁻ i t⁻K c^hksmv⁻Ā, ewl⁻R teZb e⁻¶, mvaviY ইনক্রি⁻gU, we⁻t⁻sh ইনক্রি⁻gU, c^hgvkb c^h¶⁻Z c^hv⁻b Kiv t⁻t⁻Z cv⁻t⁻i |

20.ক. বার্ষিক ইনক্রি⁻gU

- 20.K.1. 19.4 Dc-aviv Ab⁻hwq gj⁻vqb mgw⁻Bi c⁻t⁻i gj⁻vqb m⁻t⁻š⁻l vI RbK n⁻t⁻j ms⁻vi⁻ vqx ev w⁻bq⁻gZ Kg^h (t⁻Kvi ÷vd) t⁻ i ewl⁻ R ইনক্রি⁻gU t⁻ qv nte
- 20.K.2. Zte c^hí Kg^h I t⁻^⁻Qvtmex Kg^h i t⁻¶⁻t⁻í Zv⁻t⁻ i⁻ ^⁻^c^hí⁻ i ev⁻t⁻Rt⁻U eiv⁻ vKv m⁻t⁻c⁻¶⁻ ewl⁻ R ইনক্রি⁻gU t⁻ qv nte|
- 20.K.3. gj⁻vq⁻tb Kvi I Abb⁻ Ae⁻v⁻b cwi⁻ p⁻ n⁻t⁻j Zv⁻t⁻K Wej ev we⁻t⁻kl Bb⁻w⁻g⁻U t⁻ qv t⁻t⁻Z cv⁻t⁻i | G⁻¶⁻t⁻í msw⁻kóo Kg^hK ms⁻vq b⁻ bZg GK eQi Kv⁻Ri Aw⁻f⁻ÁZv⁻ vK⁻t⁻Z nte|

20.L. বার্ষিক ইনক্রি⁻gU⁻Ui nvi

বার্ষিক ইনক্রি⁻gU⁻Ui nvi ms⁻vi A⁻úw⁻ZK m⁻¶⁻gZv, gh⁻v c^h¶⁻Zi Dci w⁻b⁻f⁻ K⁻t⁻i av⁻h⁻Kiv nq| G t⁻¶⁻t⁻í Gm⁻WG⁻i eZ⁻vb Ae⁻v⁻ we⁻tePbvce⁻R 5% t⁻tk 10% w⁻t⁻gæDwj 0wLZ n⁻t⁻i বার্ষিক ইনক্রি⁻gU⁻Ui nvi we⁻tePbv Kiv n⁻t⁻q⁻t⁻Q: thgb-

- ❖ t⁻M⁻ 1 t⁻tk t⁻M⁻ 4: 5%
- ❖ t⁻M⁻ 5 t⁻tk t⁻M⁻ 6 ch⁻š⁻l : 7.5%
- ❖ t⁻M⁻ 7 t⁻tk t⁻M⁻ 10 ch⁻š⁻l : 10%

সকল ইনক্রি⁻gU c^hí⁻ i c^hš⁻m⁻t⁻c⁻¶⁻ c^hh⁻v⁻R⁻ nte|

20.M. c⁻t⁻ vb⁻z:

- 18.L.1. c⁻t⁻ vb⁻z c^hš⁻ thgb t⁻Kvb Kg^h ^ea AwaKvi t⁻Zgwb w⁻t⁻qv⁻v⁻Zv c^hZóvtbi⁻ v⁻f⁻w⁻eK KZ⁻ | Gm⁻WG me⁻v Gme w⁻el⁻ t⁻q m⁻t⁻PZb⁻fv⁻teB I qm⁻Kenvj |
- 18.L.2. ms⁻vq b⁻ bZg⁻ β eQi Kv⁻Ri Aw⁻f⁻ÁZv i t⁻q⁻t⁻Q Ggb⁻ ¶⁻Zv I th⁻v⁻M⁻Zvm⁻úbaKg^hK c^hZóvtb Lwj c⁻ vKv m⁻t⁻c⁻¶⁻ D⁻x⁻Zb c⁻t⁻ c⁻t⁻ vb⁻z t⁻ qv t⁻t⁻Z cv⁻t⁻i |
- 18.L.3. c⁻t⁻ vb⁻z Aek⁻B ewl⁻ R gj⁻vq⁻bi w⁻f⁻v⁻É⁻t⁻ n⁻Z nte; wj wLZfv⁻te Zv msw⁻kóo Kg^hK Rvbt⁻Z nte|

21. Drme fvZv

- 21.1. ms⁻vi Aw_ℝ m_ℝZi Dci wbf[Ⓢ] Kti Kg[Ⓢ] i Drme fvZv c₀vb Kiv ntq₋vtK | ms⁻vq Kg[Ⓢ]Z mKj Kg[Ⓢ]Drme fvZv tctq₋vtKb Zte w[Ⓢ]vbek ev c[Ⓢ]ekbKvj xb Kg[Ⓢ]v Gi Avl Zvq coteb bv
- 21.2. ms⁻vi eZ[Ⓢ]vb Aw_ℝ m_ℝZi K₋v wetePbv Kti Kg[Ⓢ] i c₀Z eQi `βevi gj teZtbi A_ℝK Kti A_ℝ eQti GKgv[Ⓢ]mi gj teZtbi mg cwi gvY Drme fvZv c₀vb Kiv ntq₋vtK |
- 21.3. Drme fvZvi t[Ⓢ]tt̄ mKj atg[Ⓢ] Abynvix[Ⓢ] i Rb[Ⓢ] GKB w[Ⓢ]qg c[Ⓢ]h[Ⓢ]R[Ⓢ] |
- 21.4. gjm[Ⓢ]gvb Kg[Ⓢ]MY C[Ⓢ]j w[Ⓢ]Zi I C[Ⓢ]j Avh[Ⓢ]vi mg[Ⓢ]q Drme fvZv cvteb | Ab[Ⓢ]vb[Ⓢ] atg[Ⓢ] Abynvix Kg[Ⓢ]MY Zv[Ⓢ] i c[Ⓢ]vb ag[Ⓢ]q Drm[Ⓢ]te thgb, w[Ⓢ] j[Ⓢ]v `M[Ⓢ]C[Ⓢ]R[Ⓢ]vi mg[Ⓢ]q I th[Ⓢ]tKvb C[Ⓢ] i mv[Ⓢ] G[Ⓢ]Ke[Ⓢ]vi Kti, L[Ⓢ]÷vb ag[Ⓢ]ej[Ⓢ] MY eow[Ⓢ] tbi mv[Ⓢ] I th[Ⓢ]tKvb C[Ⓢ] i mv[Ⓢ] G[Ⓢ]Ke[Ⓢ]vi Kti Ges te[Ⓢ]s[Ⓢ]x[Ⓢ] i t[Ⓢ]tt̄ I Abj[Ⓢ]fc |
- 21.5. c[Ⓢ]Ki Kg[Ⓢ]MY[Ⓢ] vZv ms⁻vi Ab[Ⓢ]gv[Ⓢ] b Z₋v ev[Ⓢ]tR[Ⓢ]tU eiv[Ⓢ] v[Ⓢ]Kv mv[Ⓢ]ct[Ⓢ]q Drme fvZv cv[Ⓢ]β nteb |

22. অমন সংক্রান্ত wewagj v: Aw[Ⓢ]d[Ⓢ]t[Ⓢ]mi Kv[Ⓢ]tR ms⁻vi Kg[Ⓢ]MY evB[Ⓢ]ti t[Ⓢ]M[Ⓢ]tj₋v[Ⓢ]Kv, Lvl[Ⓢ]qv I hvZvqvZ fvZvi m[Ⓢ]yeav cvteb | āg[Ⓢ]t[Ⓢ]Y Ab[Ⓢ]š[Ⓢ]: 1 (GK) w[Ⓢ] b c[Ⓢ]te[Ⓢ]Aek[Ⓢ]B অমন সংক্রান্ত যাবZiq di[Ⓢ]t[Ⓢ]gU c[Ⓢ]iY I Ab[Ⓢ]gv[Ⓢ]ab mv[Ⓢ]ct[Ⓢ]y āg[Ⓢ]Y Ki[Ⓢ]tZ nte |

22.K. āg[Ⓢ]t[Ⓢ]bi h[Ⓢ]v[Ⓢ]b[Ⓢ]mb: v[Ⓢ]bxq āg[Ⓢ]t[Ⓢ]bi t[Ⓢ]tt̄ evm, j[Ⓢ]Ā, wi[Ⓢ] Km[Ⓢ]v, t[Ⓢ]gv[Ⓢ]Ui mv[Ⓢ]B[Ⓢ]tKj c[Ⓢ]fv[Ⓢ]Z Gj[Ⓢ]v[Ⓢ]Kvi Dc[Ⓢ]th[Ⓢ]v[Ⓢ]M cvewj K h[Ⓢ]v[Ⓢ]b[Ⓢ]enb e[Ⓢ]envi Ki[Ⓢ]tZ cviteb | w[Ⓢ]Kš[Ⓢ] `teZ[Ⓢ] v[Ⓢ]tb āg[Ⓢ]t[Ⓢ]bi t[Ⓢ]tt̄ Kg[Ⓢ]MY Zv[Ⓢ] i t[Ⓢ]M[Ⓢ]v Ab[Ⓢ]hw[Ⓢ]q w[Ⓢ]t[Ⓢ]g[Ⓢ]o[Ⓢ]D[Ⓢ]ij o[Ⓢ]w[Ⓢ]LZ fv[Ⓢ]te cvewj K h[Ⓢ]v[Ⓢ]b[Ⓢ]enb e[Ⓢ]envi Ki[Ⓢ]tZ cviteb |

†M[Ⓢ]v 1 I †M[Ⓢ]v 2: c₀g tk[Ⓢ]Yxi evm, j[Ⓢ]Ā, ÷x[Ⓢ]gvi, t[Ⓢ]U[Ⓢ]b I w[Ⓢ]egvb (thL[Ⓢ]v[Ⓢ]tb thU[Ⓢ]v Aw[Ⓢ]K c[Ⓢ]h[Ⓢ]v[Ⓢ]R[Ⓢ]) |

†M[Ⓢ]v 3 t[Ⓢ]tt̄ †M[Ⓢ]v 6: w[Ⓢ]Zxq tk[Ⓢ]Yxi evm, j[Ⓢ]Ā, ÷x[Ⓢ]gvi I t[Ⓢ]U[Ⓢ]b (thL[Ⓢ]v[Ⓢ]tb thU[Ⓢ]v Aw[Ⓢ]K c[Ⓢ]h[Ⓢ]v[Ⓢ]R[Ⓢ]) |

†M[Ⓢ]v 7 t[Ⓢ]tt̄ †M[Ⓢ]v 10: mj[Ⓢ] f tk[Ⓢ]Yxi evm, j[Ⓢ]Ā, ÷x[Ⓢ]gvi I t[Ⓢ]U[Ⓢ]b (thL[Ⓢ]v[Ⓢ]tb thU[Ⓢ]v Aw[Ⓢ]K c[Ⓢ]h[Ⓢ]v[Ⓢ]R[Ⓢ]) |

22.L. v[Ⓢ]bK fvZv:

Aw[Ⓢ]d[Ⓢ]t[Ⓢ]mi Kv[Ⓢ]tR ms⁻vi Kg[Ⓢ]MY Zvi teBR Gj[Ⓢ]v[Ⓢ]Kvi evB[Ⓢ]ti t[Ⓢ]M[Ⓢ]tj Ges me[Ⓢ]o[Ⓢ]g[Ⓢ]o[Ⓢ]P[Ⓢ]vi N[Ⓢ]U[Ⓢ]v Ae⁻vb Ki[Ⓢ]tj

22.L.2 Ab[Ⓢ]h[Ⓢ]v[Ⓢ]qx Ab[Ⓢ]o[Ⓢ]w[Ⓢ]ZK n[Ⓢ]ti v[Ⓢ]bK fvZv c[Ⓢ]vevi Aw[Ⓢ]K[Ⓢ]mi nteb |

22.L.1. Aw[Ⓢ]d[Ⓢ]t[Ⓢ]mi Kv[Ⓢ]tR ms⁻vi Kg[Ⓢ]MY Zvi teBR Gj[Ⓢ]v[Ⓢ]Kvi evB[Ⓢ]ti t[Ⓢ]M[Ⓢ]tj Ges ivZ hv[Ⓢ]cb Ki[Ⓢ]tj c[Ⓢ]Y[Ⓢ] tbi Ges ivZ hv[Ⓢ]cb bv Ki[Ⓢ]tj Av[Ⓢ]s[Ⓢ]ikK (Ae⁻vbKZ mg[Ⓢ]tqi) v[Ⓢ]bK fvZv cvteb |

22.L.2. v[Ⓢ]bK fvZvi n[Ⓢ]vi w[Ⓢ]g[Ⓢ]o[Ⓢ]g[Ⓢ]:

- ❖ †M[Ⓢ]v 1-4 ch[Ⓢ]š[Ⓢ] 500/= (cv[Ⓢ]P[Ⓢ]kZ U[Ⓢ]v[Ⓢ]Kv)
- ❖ †M[Ⓢ]v 5-7 ch[Ⓢ]š[Ⓢ] 450/= (P[Ⓢ]vi kZ c[Ⓢ]Ā[Ⓢ]vk U[Ⓢ]v[Ⓢ]Kv)
- ❖ †M[Ⓢ]v 8-10 ch[Ⓢ]š[Ⓢ] 250/= (β[Ⓢ]kZ c[Ⓢ]Ā[Ⓢ]vk U[Ⓢ]v[Ⓢ]Kv)

22.L.3. ms⁻vi Kv[Ⓢ]tR Kg[Ⓢ]MY evB[Ⓢ]ti t[Ⓢ]M[Ⓢ]tj hw[Ⓢ] Ab[Ⓢ]t[Ⓢ]Kvb c[Ⓢ]0Z[Ⓢ]ovb ms[Ⓢ]ik[Ⓢ]o[Ⓢ]o[Ⓢ] Kg[Ⓢ] hvZvqvZ fvZv, v[Ⓢ]Kv I L[Ⓢ]vevi Li[Ⓢ]P enb Kti Z[Ⓢ]vtj H Kg[Ⓢ]ms⁻v t[Ⓢ]tt̄ āg[Ⓢ]b eve[Ⓢ] t[Ⓢ]Kvb c[Ⓢ]K[Ⓢ]vi A[Ⓢ] v[Ⓢ]ex Ki[Ⓢ]tZ cviteb bv A_ℝ GK[Ⓢ]t̄ t[Ⓢ]KD `β c[Ⓢ]0Z[Ⓢ]ovb t[Ⓢ]tt̄ Aw_ℝ m[Ⓢ]yeav t[Ⓢ]bevi A[Ⓢ]th[Ⓢ]v[Ⓢ]M[Ⓢ] nteb |

22.M. AvevmK m[Ⓢ]yeav: ms⁻vi Kv[Ⓢ]tR Kg[Ⓢ]MY evB[Ⓢ]ti t[Ⓢ]M[Ⓢ]tj āg[Ⓢ]bKvj xb mg[Ⓢ]q ms⁻v t[Ⓢ]tt̄ AvevmK m[Ⓢ]yeav cvteb; Kg[Ⓢ] i c[Ⓢ]we I c[Ⓢ]gh[Ⓢ]v Abyn[Ⓢ]ti M[Ⓢ]h[Ⓢ]b[Ⓢ]th[Ⓢ]v[Ⓢ]M[Ⓢ] Actual Bill c₀vb Kiv nte | AvevmK m[Ⓢ]yeav t[Ⓢ]f[Ⓢ]v[Ⓢ]M Kivi Rb[Ⓢ] U[Ⓢ]v[Ⓢ]Kvi gj iw[Ⓢ]k[Ⓢ] w[Ⓢ]etj i mv[Ⓢ] Rgv w[Ⓢ]tZ nte |

23. c[Ⓢ]o[Ⓢ]f[Ⓢ]t[Ⓢ]w[Ⓢ]U dv[Ⓢ]U: ms⁻vi v[Ⓢ]qx ev w[Ⓢ]b[Ⓢ]q[Ⓢ]g[Ⓢ]Z Kg[Ⓢ], c[Ⓢ]K[Ⓢ]i w[Ⓢ]f[Ⓢ]v[Ⓢ]E[Ⓢ]K Kg[Ⓢ] Ges P[Ⓢ]w[Ⓢ]f[Ⓢ]v[Ⓢ]E[Ⓢ]K Kg[Ⓢ] i c[Ⓢ]o[Ⓢ]f[Ⓢ]t[Ⓢ]w[Ⓢ]U dv[Ⓢ]U m[Ⓢ]yeav v[Ⓢ]Kte |

- 23.1. Kg[®] i gj teZtbi 5% KZ[®]ce[®] Zvi m[~]t_{ms} t_{tK} mgcwi gvY UvKv thvM Kti [^]btg e[~]vsK wnm[~]te Rgv Kiv nte|
- 23.2. ms[~]vi c[®]f[®]W[®]U dv[®]U cwi Pvj bvi Rb[~] Avj v[~] GKwU e[~]vsK wnmve _{vKte} | e[~]vsK wnmveU c[®]f[®]W[®]U dv[®]U cwi Pvj bv KigwU i m[~]m[~]t[~] i 2/3 R[~]tbi th[~]S[~] [~]¶[~]t[~]i cwi Pwj Z nte|
- 23.3. ms[~]vi c[®]f[®]W[®]U dv[®]U cwi Pvj bvi Rb[~] 5 (c[®]v[®]) m[~]m[~] weikó GKwU KigwU _{vKte} Ges KigwU[~]tZ bvi x, cjæI, Kg[®]Z[®], Kg[®]P[®]ixi mgš[~]q _{vKte} | KigwU[~]tZ tPqvi cvi mb nteb tM[®] 1 A_{ev} 3 f[®] GKRb Kg[®]Z[®]Ges m[~]m[~] miPe nteb wnmve wefv[~]tMi Kg[®]Z[®]|

24. M[®]P[®]B[®]U: ms[~]vi [~]vqx ev w[~]bqigZ Kg[®] i M[®]P[®]B[®]U m[~]yeav _{vKte} |

- 24.1. ms[~]vi [~]vqx ev w[~]bqigZ Kg[®]MY ms[~]v Z[~]v[~]tMi mgq M[®]P[®]B[®]U m[~]yeav cvteb | w[~]bi wev[~]Qb[~]fv[~]te ms[~]vq Kgc[~]t[~]¶[~] Pvi eQi KvR K[~]t[~]i[~]t[~]Qb Ggb w[~]bqigZ Kg[®] i tej vq G w[~]bqg c[®]h[~]v[~]R[~] nte|
- 24.2. w[~]Zb eQi KvR K[~]t[~]i[~]t[~]Qb Ggb w[~]bqigZ Kg[®] i me[~]f[~]kl gw[~]m[~]K tgvU teZtbi mgcwi gvY A_{ms}[~]v t_{tK} Z[~]t[~] i wnm[~]te Rgv Kiv nte|
- 24.3. M[®]P[®]B[®]U m[~]yeav nte c[®]g Pvi eQ[~]i GKwU, Gi c[~]t[~]i c[®]Z w[~]Zb eQ[~]i GKwU K[~]t[~]i Z[~]te c[®]Zev[~]t[~]i B M[®]P[®]B[®]U i cwi gvY nte ms[~]ik[~]ø Kg[®] tkl gw[~]m[~]K tgvU teZtbi mg cwi gvY A_{ms}[~]v

25. Kj[~]vY Z[~]n[~]ej

Gm[~]w[~]G Gi Ab[~]Zg GKwU D[~]t[~]i[~]k[~] n[~]t[~]Q ms[~]vi gva[~]t[~]g w[~]c[~]Q[~]t[~]q cov I Ae[~]t[~]n[~]ij Z c[®]š[~]I K Rb[~]t[~]M[~]v[~]oxi Kj[~]vY m[~]vab | GRb[~] ms[~]vi cwi Pvj bvq Kj[~]vY Z[~]n[~]ej btg GKwU Z[~]n[~]ej MVb Kiv n[~]t[~]q[~]Q |

25.K. Z[~]n[~]ej MVb I cwi Pvj bv

- 25.K.1. c[®]U[~]w[~]gK[~]fv[~]te w[~]bev[~]ix cwi Pvj K ms[~]vi c[~]¶[~] t_{tK} 50 (c[~]Avk) nvRvi UvKv w[~]t[~]q G Z[~]n[~]ej i m[~]f[~]cvZ K[~]t[~]i[~]t[~]Qb | G Z[~]n[~]ej ms[~]vi mKj [~]I[~]t[~]i Kg[®] i gw[~]m[~]K teZtbi 1% n[~]v[~]t[~]i UvKv Ab[~]v[~]b w[~]nt[~]te Rgv t[~]qv eva[~]Zvgj K |
- 25.K.2. Gm[~]w[~]G Kj[~]vY Z[~]n[~]ej btg e[~]vs[~]t[~]K GKwU wnmve tL[~]ij v n[~]t[~]q[~]Q | Ab[~]v[~]b[~] wnm[~]tei gZ GwU th[~]S[~] [~]¶[~]t[~]i cwi Pwj Z nte|
- 25.K.3. c[®]Z gv[~]t[~]mi teZb c[®]v[~]t[~]bi mgq wnmve wefv[~]M 1% n[~]v[~]t[~]i UvKv ms[~]ik[~]ø Kg[®] i KvQ t_{tK} Av[~]vq Ki[~]teb | c[®]Z gv[~]t[~]mi Av[~]vqKZ UvKv H m[~]B[~]v[~]t[~]n[~]B wnmve wefv[~]M ms[~]ik[~]ø e[~]vsK wnm[~]te Rgv w[~]teb | GZ[~] ms[~]kr[~]ms[~] hveZxq Z[~] wnmve wefv[~]M c[®]Z gv[~]t[~]mi ms[~]vi D[~]x[~]Zb e[~]v[~]cbv KZ[~]e[~]t[~]¶[~]i mfvq Dc[~]v[~]cb Ki[~]teb |
- 25.K.4. Z[~]n[~]ej RgvKZ A_{ev}[~] i j[~]t[~]y[~] w[~]bev[~]ix cwi Pvj K c[®]qvRbxq e[~]v[~] M[~]h[~]Y Ki[~]tZ cvi[~]teb | Gj[~]t[~]y[~] GKwU KigwU c[®]qvRb Ab[~]h[~]v[~]qx MVb Kiv th[~]tZ cv[~]t[~]i |

25.L. Z[~]n[~]ej t_{tK} m[~]th[~]w[~]MZv Kiv

- 25.L.1. ms[~]vi Kj[~]vY Z[~]n[~]ej [~]i[~]agv[~]I Kj[~]vYgj K Kv[~]t[~]R e[~]q Kiv nte | ms[~]vi th[~]tKvb Kg[®]G Z[~]n[~]ej t_{tK} we[~]tkl m[~]th[~]w[~]MZv t[~]f[~]vM Ki[~]tZ cvi[~]teb |
- 25.L.2. eo ai[~]t[~]Yi tKvb Amy[~]Zv, [~]N[~]Øbv, [~]xN[~]tgqv[~]x ti vMe[~]v[~]wa, AvK[~]w[~]šK Amy[~]Zv c[~]f[~]w[~]Z t[~]¶[~]t[~]I ms[~]vi Kg[®]MY ms[~]vi D[~]x[~]Zb e[~]v[~]cbv KZ[~]e[~]t[~]¶[~]i Ab[~]t[~]gv[~]b m[~]v[~]t[~]¶[~] G Z[~]n[~]ej t_{tK} m[~]th[~]w[~]MZv t[~]f[~]vM Ki[~]tZ cvi[~]teb |
- 25.L.3. Aw[~]d[~]t[~]mi ev[~]B[~]iI th[~]tKvb Mwi e, [~]t[~], Am[~]nvq wki, e[~]x, bvi x, cjæI GLvZ t_{tK} m[~]th[~]w[~]MZv t[~]f[~]vM Ki[~]tZ cvi[~]teb |

Gt̄ŋt̄ŋ ms̄køó f̄p̄f̄wMi Amnvq̄Zi cwi gvYB mn̄thwMZvi Rb̄ ḡt̄bvq̄t̄bi Rb̄ gvcKwW
wn̄t̄m̄t̄e KvR Kite| eo aīt̄Yi t̄Kvb AmȳZv, `N̄Ōbv, `xN̄Ōtgqv`x ti vMe`v̄a, AvKw`šK AmȳZv,
evm`vb, Lv` ms̄M̄h c̄f̄wZ t̄ŋt̄ŋ G Zn̄w̄j t̄K mn̄thwMZv c̄ŌB A_ē`h Kiv hv̄t̄e|

25.L.4. Mixe I tgavex Qv̄T/Qv̄T x̄t̄ īt̄K ēw̄E c̄Ō vb|

Ab`vb` Aww_R myeavej x

26.K.3. 26.L. wPwKrmv mn̄thwMZv:

26.L.1. ms`vi w̄bq̄wZ I `vqx w̄b̄t̄ēw̄ Zc̄Ōb KḡMY w̄ēt̄kI wPwKrmv mn̄thwMZv t̄fvM Kīt̄Z cvīt̄eb|

26.L.2. eo aīt̄Yi t̄Kvb AmȳZv, `N̄Ōbv, `xN̄Ōtgqv`x ti vMe`v̄a, AvKw`šK AmȳZv c̄f̄wZ t̄ŋt̄ŋ ms`vi
w̄bq̄wZ I `vqx KḡMY w̄b̄ēf̄x cwi Pvj̄t̄Ki Ab̄t̄gv`b mv̄t̄c̄t̄ŋ wPwKrmv mn̄thwMZv t̄fvM Kīt̄Z
cvīt̄eb|

26.L.3 wPwKrmv mn̄thwMZv eve` c̄ŌB A_ē`nvm̄cv̄Zij LiP, Ji a LiP I wPwKrmv eve` Ab`vb` Kv̄t̄R e`h
Kiv hv̄t̄e Z̄t̄e ms̄køó KḡK mg cwi gvY Āt̄_P w̄j Aw̄d̄t̄m Rgv w̄t̄Z n̄t̄e|

26.M. BD̄w̄bdḡ

t̄M̄W 9 I t̄M̄W 10 Gi `vqx Kḡ`i (thgb, KK, t̄Kqvi t̄UKvi, W̄B̄f̄vi, evZ̄ēvn̄K, Avc`vq̄b̄Kvi x,
mn̄Kvi x KK, `v̄t̄ivq̄vb, gv̄j x, cwi "Q̄b̄Z̄vKḡ) ms`vi m̄vg_ē`Ab̄h̄w̄q̄ ms`v t̄K eQ̄t̄i GK t̄mU GK
īt̄Ōi m̄yZ Kv̄c̄t̄Ōi BD̄w̄bdḡ` qv th̄t̄Z cvīt̄i | c̄j̄æI KḡMY c`vU I kvU`Ges b̄vi x KḡMY k̄w̄Ō,
t̄c̄w̄t̄KvU I ēŌvDR cvīt̄eb|

27. ms`v t̄K we`vq:

ms`v thgb Zvi c̄Ōhv̄R̄t̄b t̄Kvb KḡK w̄b̄t̄qv̄M`vb Kīt̄Z cvīt̄i w̄K t̄Zgv̄b Ac̄Ōhv̄R̄t̄b t̄Kvb KḡK
ms`v t̄K we`vqI w̄t̄Z cvīt̄i | G we`vq t̄`qv I t̄b̄q̄vi ēU c_ I Dcv̄q Av̄t̄Ō Z̄t̄e Gm̄w̄G
Av̄cv̄ZZ: `β aīt̄Yi c_ Ab̄mīY Kite, thgb: kw̄`Í ḡj̄K P̄v̄K̄yi t̄K eiLv`Í n̄t̄Z cvīt̄i
Ab`w̄t̄K th̄ t̄KD t̄`^P̄v̄qI c`Z`vM K̄t̄i P̄t̄j̄ th̄t̄Z cvīt̄i b|

27.K. P̄v̄K̄yi t̄K eiLv`Í

w̄b̄t̄ḡēD̄w̄j̄ ōw̄LZ ,īæZi Aciv̄tai Kvīt̄Y t̄Kvb KḡK P̄v̄K̄yi t̄K eiLv`Í Kiv th̄t̄Z cvīt̄i; Z̄t̄e
t̄m̄t̄ŋt̄ŋ ms̄køó KḡK Zvi Av̄Z̄c̄ŋ mg_ŋbi m̄th̄vM t̄`qv n̄t̄e| t̄Kvb Kḡ`īæZi t̄Kvb Aciv̄ta
R̄w̄t̄q̄ c̄Ōt̄j̄ Zvi weīǣt̄x Av̄bv Aw̄f̄t̄h̄vM D̄t̄j̄ ōL̄cēR̄ Z̄v̄t̄K̄ cv̄P̄ t̄K `k Kḡ`w̄ em mgq w̄t̄q̄
KvīY `k̄ŋ̄bv w̄P̄w̄ t̄`qv n̄t̄e| w̄b̄w̄`Ō mḡt̄qi ḡt̄a` ms̄køó KḡZvi e³e` R̄w̄b̄t̄q̄ w̄P̄w̄i Reve w̄t̄eb;
Rev̄t̄e KZ̄ēŋ m̄šŌ bv n̄t̄j̄ H KḡK ms`v eiLv`Í Kīt̄Z cvīt̄e| G t̄ŋt̄ŋ ms`v m̄t̄ev̄P̄
w̄b̄īt̄c̄ŋZv eR̄v̄q i vL̄t̄e|

27.K.1. t̄Kvb Kḡ`hw̄` k̄vīx̄wīK I ḡv̄b̄w̄m̄K̄fv̄t̄e Zvi Aw̄d̄w̄mq̄j̄ Ōw̄w̄q̄Z̄i I KZ̄ē` cv̄j̄ t̄b Aŋg nq Ges G
AŋgZv Kgc̄t̄ŋ তিনমাস অতিক্রান্ত n̄t̄j̄ ms`v 27.K.9 aviv t̄gv̄Z̄v̄t̄eK H KḡK eiLv`Í Kīt̄Z
cvīt̄e|

27.K.2. t̄Kvb Kḡ`t̄`k̄t̄`ŋx ev mgvR w̄ēt̄iv̄ax t̄Kvb KḡR̄v̄t̄Ō w̄j̄ β n̄t̄j̄ |

27.K.3. t̄Kvb Kḡ`P̄wī Kīt̄j̄ w̄K̄sev A_ē`Av̄Z̄h̄vr̄ Kīt̄j̄ |

27.K.4. A%̄w̄ZK t̄Kvb KḡR̄v̄t̄Ōi mv̄t̄_ w̄j̄ βZv c̄Ōw̄b̄Z n̄t̄j̄ thgb: A%̄ea t̄c̄ŋ, f̄ij̄ evm̄v ev c̄Yq̄N̄w̄Z
e`vc̄vi, e`w̄f̄P̄vi, w̄ēev̄n̄ ēw̄f̄Z̄ k̄wī i xK m̄`úK`v̄cb c̄f̄w̄Z|

27.K.5. ms`vi m̄p̄vg, gh̄`v I Aw̄w̄_R ŋ̄w̄Z nq Ggb KḡR̄v̄t̄Ō w̄j̄ β n̄t̄j̄ |

- 27.K.6. Kgf̄ tKvb Am`vPiY (thgb: D×Zb KgKZ̄ i`ea I M̄YthvM` Avf`k, Dct`k, Abfivtai cōZ Am`yb cōk̄) wKsev ŌvqZ; I KZ̄ KvtR Aetjv Kitj ZvtK mef̄aK wZbevi chS̄I mstkvatbi m̄thvM t`qv nte wKŠ`G mgtqi gta`I mstkwaz bv ntj H KgK eiLv`Í Kiv hvte|
- 27.K.7. PvKwi tZ wbtqvMj vtfi mgq tKvb AmZ` ev fj Z` cōvb Kitj Ges cti Zv cōvwbZ ntj |
- 27.K.8. tKvb KgK Abbtgwr` Zfvte 7 w`b Abjw`Z` vKvi cti ZvtK KvtR thvM` vbi m̄thvM t`qv m̄tE;| H wv`̄ mgtqi gta` thvM` vtb e`_ntj |
- 27.K.9. ms`v tKvb KgK PvKwi P`z ev eiLv`Í Kitj mvariYfvte ZvtK Kgct̄ Gkgvm AvtM wj wLZfvte RvbtZ nte| Zte ,iæzi Acivtai KvitY tKvb KgK PvKwi t`tK eiLv`Í Kivi cōqvRb ntj wKsev ZvtK ivLv S̄KcY`gfb ntj AwM̄j GK gv̄mi teZb cōvbcR mvt` mvt`_B eiLv`Í ev PvKwi P`z Kiv hvte|

27.L. PvKwi t`tK c`Z`vM

- 27.L.1. th tKvb KgK t`^Qvq c`Z`vM Kti ms`v t`tK P̄tj thtZ cvtib; Zte tm̄t̄t̄ ZvtK Kgct̄ Gkgvm AvtM wj wLZfvte Awdm̄tK RvbtZ nte|
- 27.L.2. tKvb KgK Riæwi wfvĒtZ I c`Z`vM Kti ms`v t`tK P̄tj thtZ cvtib; Zte tm̄t̄t̄ ZvtK Gkgv̄mi teZt̄bi mg cwi gvY A_`ms`v t̄K Rgv w`tZ nte|
- 27.L.3. Avevi Kvi I ct̄ Gkgvm AvtM Rvbt̄bv m̄æe bv ntj th Kqv`b AvtM wj wLZfvte Awdm̄tK Rvbt̄bv nt̄q̄Q ZvtK tm̄t̄t̄ Gkgv̄mi ew̄K mgtqi teZt̄bi mgcwi gvY A_`ms`v t̄K Rgv w`tZ nte|
- 27.L.4. Kgf̄ c`Z`vMc̄I M̄ynZ nevi cti ms̄k̄oó Kgf̄ I Awdm̄tmi ci`úwi K t`bv cvl bv cwi t̄kva KitZ nte Ges wv`̄ e`w̄³i Kv̄Q H KgK ŌvqZ; I KZ̄ Ges Zvi Kv̄Q iw̄jZ ms`vi hveZxq wRvbm̄c̄I wj wLZfvte eyS̄tq w`tZ nte|
- 27.L.5. tKvb KgK c`Z`vM Kti ms`v t`tK P̄tj tM̄tj ms`v t`tK wZwb Qvoc̄I cvteb|
- 27.L.6. tKvb KgK c`Z`vM Kti ms`v t`tK m̄s̄ybRbKfvte P̄tj tM̄tj ms`v t`tK Zvi Avte`t̄bi tc̄̄t̄Z Awf̄ÁZvi mb` t`qv thtZ cvtib |