

**2001**

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata-700091**

No. 721-Edn (A)  
4C-46/2000

Dated, 6.6. 2001

To : The Director of Public Instruction,

Sub : Permission to study for Ph D. Degree.

The undersigned is directed to say that the teacher of Govt. Colleges have to obtain the permission of this Department for studying for a Ph. D. degree. This degree is, however, a desirable qualification for the teachers and they are encouraged by grant of advance increments to obtain it. The permission for Ph. D. is also rarely denied to a teacher. In order to streamline the procedure for grant of approval, the undersigned is directed to authorise the Principal\Officer-in-charge of the colleges to allow teachers to undertake work research on the condition that academic interest of the students does not suffer.

Sd/- Hirak Ghosh  
Principal Secretary.

No. 721\1(17)-Edn(A)

Dated 6.6.2001

Copy forded for information and necessary to :-

1. The Principal\Offecer-in-charge College
2. P.A. to Principal Secretary.
3. Computer Cell.

Sd/-G. Bhattacharyee  
Assistant Secretary

**Government of West Bengal  
Higher Education Deptt.  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata-91**

No. 1071-Edn (A)  
1S-20/2000

Dated, Kolkata the 22nd August, 2001

From : Shri D. K. Roy,  
Spl. Secretary to the  
Govt. of West Bengal.

To : The Director of Public Instruction, West Bengal.

Sub : Counting the period of ad-hoc service of Govt. College  
Teachers towards career Advancement Budget.

The question of counting the period of ad-hoc service of Govt. College Teachers who were appointed on ad-hoc basis during the year 1970-80 and subsequently appointed on regular basis on the recommendation of the P.S.C., West Bengal or through Cabinet decision towards Career Advancement benefit was under consideration for some time past.

The Governor is now pleased to order that the period of ad-hoc service of the 59 (fifty-nine) Govt. College Teachers (as per list enclosed) before joining on regular basis may be counted towards Career Advancement benefit under Career Advancement Scheme subject to the following conditions :—

1. The said benefit cannot be allowed prior to completion of 8/16 years of service or completion of period of service as stipulated in U. G. C. Circular taking into account the ad-hoc period of service or prior to 1-1-86 or prior to date of regularisation of ad-hoc service whichever is later.
2. Seniority of such ad-hoc teachers should be counted from the date of regularisation and not from the date of appointment on ad-hoc basis.

This order issues with the concurrence of Finance Deptt. vid their U/O. No. 1541 Gr.P (Pay) dt. 30-7-2001.

No. 1071/1M 00) Edn (A)

Special Secretary

Copy forwarded for necessary action and information to :—

1. Treasury Officer, Chandornagore/Chinsurah/Durgapur/Barasat/ Basirhat/Bidhannagar/ Coochbehar/Haldia/Jhargram/Kalyani.
2. Accountant General, West Bengal.
3. Pay & Accounts Officer, Calcutta Pay & Accounts Office.

4. Shri/Smt. \_\_\_\_\_
5. Principal/Officer-in-Charge, \_\_\_\_\_
6. P. A. to Principal Secretary.
7. P. S. to M. I. C.
8. Computer Coll.
9. Guard file.

Kolkata,  
The 22nd August, 2001.

Assistant Secretary

**Government of West Bengal  
Education Directorate  
Bikash Bhavan  
Salt Lake, Kolkata-91**

Office Memo No 452-Trg

Kolkata, the 19 October, 2001.

Sub : Criteria for admission to M. Ed. Course to be started at David Hare Training College, Calcutta during the; session 2001-2002.

With reference to the subject mentioned above it is stated that it has been decided by the State Govt. to introduce M. Ed. Course in David Hare Training College from the academic Session 2001-2002. The criteria for admission of the student; for the B.Ed.Course will be as follows :

- A) The total number of seats for M.Ed. Course at David Hare Training College will be 20. The number of fresher and deputed seats will be 10 and 10 respectively. If the deputed seats are not all filled up by deputed candidate, these may be filled up by fresher candidates.
- B) Eligibility Criteria of fresher candidate for admission to M. Ed. Course
- i) A Post Graduate Degree in a School Subject with at least 55% marks at the Post Graduate level releasable up to 50% marks for S.C./S.T. candidates.
  - ii) A B. Ed. Degree with at least 55% marks.  
NET/SLET qualified candidates will get preference.

Weightage may be given on the marks obtained at different examinations as per the following norm:

- i) Weightage on marks obtained from Madhyamik Examination up to Post Graduate Examination (M. A./M.Sc./M. Com) as per norm followed in admission for B. Ed.course taking full marks as 85 (as per guideline prescribed by the Calcutta University)
- ii) Weightage on marks obtained at the B.Ed. taking full marks as 10 (for 100% of total marks)
- ii) Weightage on M. Phil/Ph.D. (for M. Phil-3, Ph. d — 5)

For deputed candidates, eligibility will be permanent and continuous service in a College. If the number of deputed candidates be more than the earmarked seats, selection criteria for the fresher candidate will be followed.

Seats for SC/ST candidates will be reserved as per State Govt. Rule.

Sd/- P.K. Ganguli  
Director of Public Instruction, West Bengal  
& Ex-officio Secretary, Education Department  
Govt. of West Bengal

No, 452/I/I Trp

Dated, 19.10.2001.

Copy forwarded to

The Principal David Hare Training College,  
25/3, Ballygung Circular Road, Kolkata-19  
for Director of Public Instruction. W. B.

**2002**

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Bidhannagar  
Kolkata-91**

No. 886-Edn (A)  
10M-63/2002

Dated, Kolkata, the 28th June 2002.

From : Shri G. C. Bhattacharyya,  
Assistant Secretary to the Government of West Bengal

To : The Director of Public Instruction, West Bengal  
Bikash Bhavan, Bidhannagar, Kolkata-91.

Sir,

I am directed to say that as per the recent decisions of the NCTE the in-service teachers of Training Colleges joining after 1996 will have to complete their M.Ed. Course in a phased manner. Accordingly arrangement for sending such teachers on deputation to complete the M. Ed. Course may be taken. The procedure of selection of the teachers for deputation to the M. Ed. Course and the terms of their deputation have been decided to be taken in the following manner.

- (i) The Governing Body of the College concerned will select the teachers (s) who may be deputed for the M. Ed. Course for a particular session.
- (ii) The teacher deputed for the M. Ed. Course may be treated to be on duty.
- (iii) The teacher deputed for the M. Ed. Course will continue to draw his pay and allowances from the college wherefrom he is sent on deputation for undergoing M. Ed. Course.
- (iv) The college authority may induct part-time teacher, where necessary, as per rules to manage the classes of the teacher during the period of his absence for undergoing M. Ed. Course.

Yours faithfully,  
Sd/- G. C. Bhattacharyya,  
Assistant Secretary

No. 886/1 (20)-Edn (A)

Copy forwarded for information and necessary action to the : —

1. Principal, David Hare Training College, Kolkata.
2. Principal, Presidency College, 86/1, College Street, Kolkata-73.
3. Accountant General, West Bengal, Treasury Buildings, Kolkata-1.
4. Treasury Officer, Treasury

5. Pay & Accounts Officer, Kolkata Pay & Accounts Office, 81/2/2, Phears Lane, Kolkata-12.
6. Guard file

Dated, Kolkata,  
the 28th June, 2002  
11/7

Sd\ - G. C. Bhattacharyya,  
Assistant Secretary

No. \_\_\_\_\_

Date \_\_\_\_\_

Copy forwarded to All Head of the Deptts, Presidency College, Kolkata for information and guidance.

Principal,  
Presidency College, Kolkata.

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata—91**

No. 898-Edn(A)  
AC-19/02

Dated, kolkata, the 2nd July, 2002.

From : Shri G. C. Bhattacharya,  
Assistant Secretary to the Govt. of West Bengal.

To : The Director of public Instruction, West Bengal.

Sub : Permission to study for research work.

The undersignal is directed to refer to this Department Government order No. 721-Edn(A) dated 6.6.2000 on the subject mentioned above and to say that **the principal/officer-in charge of government Colleges are also authorised to allow all the employees under their control to undertake research work provided work in the college and the academic interest of the college do not suffer.**

Assistant Secretary

No.898/1 (30)Edn(A)

Copy forwarded for information and necessary action to the Principal/ officer-in-charge, College.

Kolkata  
the 2nd July, 2002.

Assitant Secretary

**University Grants Commission (Minimum Qualifications required  
for the appointment and  
Career Advancement of teachers in Universities and institutions affiliated to it)  
(1st Amendment) Regulations 2002**

To be published in the Gazette of India Part III, Section—4.

**UNIVERSITY GRANTS COMMISSION  
BAHADUR SHAH ZAFAR MARG  
NEW DELHI—110 002**

F.1 -1/2002 (PS) Exemp.

31st July, 2002

**NOTIFICATION**

In exercise of the powers conferred by clause (e) & (g) of sub-section (1) of Section 26 read with Section 14 of University Grants Commission Act, 1956 (3 of 1956), and in supersession of the Regulations issued under University Grants Commission letter No. F. 1-93/74 (CPP) Part (v) dated 13<sup>th</sup> June, 1983, No. F.1-11/87 (CPP-II) dated 19<sup>th</sup> September, 1991 and No. F.1-11/87 (CPP) dated 21<sup>st</sup> June, 1995 and Notification No. 1-93/74 (CP) dated 11<sup>th</sup> February, 1985 26<sup>th</sup> November, 1985 and No. F.3-1/94 (PS) dated 24<sup>th</sup> December, 1998 and UGC Regulations No. F. 3-1/2000 (PS) dated 4.4.2000, the University Grants Commission hereby makes the following Regulations to amend the University Grants Commission (Minimum Qualifications required for the appointment and Career Advancement of teachers in universities and institutions affiliated to it) Regulation, 2000 namely.

Short Title, Application and Commencement :

- (i) These regulations may be called University Grants Commission (Minimum Qualifications required for the appointment and Career Advancement of teachers in universities and institutions affiliated to it) (1st Amendment), Regulation, 2002.
- (ii) They shall apply to every university established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognized by the Commission, in consultation with the university concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956, and every institution deemed to be a university under Section 3 of the said Act.
- (iii) They shall come into force with immediate effect.

In the University Grants (Minimum Qualifications required for the appointment and Career Advancement of teachers in universities and institutions affiliated to it) Regulation, 2000, wherever the following para occurs :

“NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph. D. degree. However, the candidates who have completed M. Phil degree or have submitted Ph.D thesis in the concerned subject upto 31<sup>st</sup> December, 1993 are exempted from appearing in the NET examination.”

It should be substituted with the following para :

“NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph. D. degree. However, the candidates who have completed M. Phil degree by 31<sup>st</sup> December, 1993 or have submitted Ph. D. thesis to the university in the concerned subject on or before 31<sup>st</sup> December, 2002 are exempted from appearing in the NET examination. In case such candidates fail to obtain Ph. D. degree, they shall have to pass the NET examination.”

(Dr. Tilak R. Kern)  
Additional

Secretary  
To  
The Assistant Controller  
Publication Division  
Government of India  
Ministry of Urban Development Poverty Alleviation  
Civil Lines  
Delhi—110 054

**2003**

**Government of West Bengal  
Higher Education Deptt.  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata-91**

No. 54-End(A)  
10M-127/02

Dated. Kolkata, the 13th January, 2003

From : Shri D. K. Basu,  
Joint Secretary to the Govt. of West Bengal.

To : The Director of Public Instruction, West Bengal

Sub : Implementation of the UGC scales of pay for the Teachers of Govt. colleges "clarification req."

In continuation of this Department Order No. 42-Edn(A) dated 5-2-99 and also 282-Edn (A) dt. 7-5-99 and the decision of the U.G.C. recommendation communicated to this Deptt. under their Memo No. F. 2-16/2002(PS) dt. 17.10.2002 regarding the extension of date for participation in Refresher Courses beyond 31-12-2000 in respect of eligible teachers for die purpose of promotion/ placement under CAREER ADVANCEMENT SCHEME, the undersigned is directed to convey the following clarification of the U.G.C. which has been accepted by this Department :

- (i) Date for doing Refresher Courses be extended upto 31-12-2004.
- (ii) The teachers who are superannuating within next three years be exempted from attending Refresher Courses

Sd/- D. K. Basu  
Joint Secretary

No. 54/l(35)-Edn (A)

Copy forwarded for information to the —

1. Accountant General, West Bengal;
2. Principal/Officers-in-charge, ..... Colleges
3. Universtiy Branch of this Deptt.;
4. Technical Branch of this Deptt.;
5. Guard file.

Sd/- illegible,  
Officer-on-Special Duty

**Government of West Bengal  
Education Directorate  
Bikash Bhavan  
Salt Lake, Kolkata - 91.**

No. 324A  
7A-18a/2000

Dated, the 4 February 2003.

From : The Director of Public Instruction, West Bengal.  
To : The Secretary to the Govt. of west Bengal,  
Higher Education Deptt. Bikash Bhavan (6th Floor)  
Salt Lake City, Kolkata-91

Sub : Framing-up of Recruitment Rules for the post of Librarian/ Govt. College and recruitment to 22 temporary (likely to be permanent) posts (5 reserved for SC, 1 for ST and 2 for BC candidates) of Librarian for Govt. Colleges.

Ref : No. 62-Edn(A) dt. 17-1-2002, No. SS-PSC(S&R)/1R-26/88 dt. 4-6-2002 and No. 582PSC(IVA) dt. 17-242002.

Sir,

I am to address you on the above-mentioned subject and to furnish herewith a draft Recruitment Rules for the post of Librarian of Govt. Colleges along with the requisite papers as required by the Public Service Commission, West Bengal and would like to request you to take necessary steps so that the vacant 22 posts of Librarian of Govt. Colleges may be filled-up as early as possible.

Sd/-  
S. S. Sarkar  
for Director of Public Instruction,  
West Bengal

No. 324/1(1)A  
7A-18a/2000

Dated, the 4 February 2003.

Copy forwarded to the General Secretary, West Bengal Govt. College Teachers' Association, 1 Bankim Chatterjee Street, Kolkata-700001 for information.

for Director of Public Instruction  
West Bengal.

**Government of West Bengal  
Higher Education Department  
Bikash Bhavan, Salt Lake, Kolkata - 91.**

No. \_\_\_\_\_

Dated, January, 2003.

**NOTIFICATION**

In exercise of the power conferred by Article 309 of the Constitution of India and in super session of all previous notifications on the subject, the Governor is pleased hereby to make the following rules regulating the recruitment to the posts of Librarian in Govt. Colleges in the W. B.E.S.

**RULES**

**1. Method of Recruitment**

By selection (direct recruitment) through the Public Service Commission, west Bengal.

**2 Qualification for direct recruitment :**

Good academic record with at least 55% marks in Master Degree level in Library Science/ Information Science/Documentation or an equivalent Grade 'B\*' (Grade 'B' - Good, Grade Point = 3.50 - 4.49; Percent equivalent = 55.64) in 7-point scale as stipulated by the U.G.C. in its Notification No. F-3/l/94(ps) dt. 24-12-1998 plus a consistently good academic record, computerisation of Library.

**3. Other Qualifications**

- a) The candidates should have passed the eligibility test for Librarians conducted by the U.G.C. (NET)/ SLET.  
The candidates who have completed M.Phil, degree by 31-12-1998 or have submitted Ph.D. Thesis in the concerned subject on or before the 31st. December, 2002 are exempted from appearing in the NET/SLET.
- b) Good power of expression in Bengali/Nepali/Urdu (where Urdu is taught as a Hons, subject) spoken and written.

**4. Age :**

Not more than 37 years on the 1st. January of the year of advertisement.

Age is relaxable for S.C./S.T/O.B.C. candidates and for persons holding substantive appointment under the teaching branch of Education Deptt., Govt. of West Bengal/Govt. of India.

Age is also relaxable in the cases of exceptionally well-qualified and experienced candidates.

**NOTE .**

- 1) A relaxation of 5% marks at the Master Degree level is admissible for candidates belonging to S.C./S.T./ O.B.C. candidates ;
- 2) A relaxation of 5% marks at the Mas ter Degree level to the Ph.D. degree holders prior to 19th. September, 1991 is also admissible.

By order of the Governor,

Principal Secretary to the Govt. of West Bengal  
and  
Secretary, Deptt. of Higher Education, West Bengal.

No.

Dated, the     January, 2003.

Copy forwarded for information and necessary action to

- 1) The Director of Public Instruction, West Bengal ;
- 2) Secretary, Finance Deptt., West Bengal ;
- 3) Secretary, Public Service Commission, west Bengal, 161A S.P. Mukherjee Road, Kolkata-26;  
and
- 4) Principal/Officer-in-Charge, \_\_\_\_\_

Assistant Secretary to the  
Govt. of West Bengal.

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan Salt Lake, Kolkata-91**

**Memorandum**

No 154-Edn (A)

Dated. Kolkata, The 13<sup>th</sup> February 2003

Sub : Revision of pay scales of Librarians of Govt. Colleges in relaxation of the prescribed qualification of the UGC

The undersigned is directed to say that the marginally noted Librarians who joined on or before 31.8.81 without possessing prescribed qualifications and enjoyed the pay scale of Rs 550-900/- at the time of appointment were allowed notionally pay scale of Rs 700-1600/- and Rs 2200-4000/- w.e.f 1.4.80 and 1.1.86 respectively and actually w.e.f. 24.3.99 vide this Department Order No. 153-Edn(A)/ 5P-48/96 dated 24.3.99.

- 1) Shri Dwari Mohan Chandra , Retd Librarian, Chandernagar College
- 2) Late Aloka Roy Choudhury, deceased Librarian, Bethune College
- 3) Sm Rina Majumdar, Librarian, Presidency College
- 4) Shri Arup Ballav Biswas, Librarian, Sanskrit College
- 5) Shri Asoke Hazra Librarian, Presidency College
- 6) Smt Shyamali Roy. Librarian, Lady Brabourne College

The said Librarians were subsequently allowed pay scale of Rs 8000-13,500/- notionally w.e.f. 1.1.96 and actually w.e.f 13.2.01 vide this Department Order No 146-Edn(A) dated 13.2.01.

Now, the matter of entitlement of the above mentioned scales of pay by the Librarians in question being further examined by this Department in consultation with the Finance department in the light of benefit already extended to the similar employees in non-Govt.

Colleges, the Governor has been pleased to say that the aforesaid Librarians are hereby allowed actually

- a) Scale of pay of Rs 700-1000/- w.e.f 1.4.80
- b) Scale of pay of Rs 2200-4000/- w.e.f 1.1.80
- c) Scale of pay of Rs 8000-13500/- w.e.f 1.1.90

This order issues with the concurrence of the Finance Department vide their U.O. No. 512 Group-P(Service) dated 11.2.03

Sd/-A.Maiti  
Assistant Secretary

Copy forwarded for information & necessary action to :

- 1) The AG ( A & E) West Bengal;
- 2) P & AO, Kol P&A Officer
- 3) TO Chandanagar, Hooghly,
- 4) Dy Secretary, Finance Dept., Gr.-P (Service);
- 5) DPI, West bengal;
- 6) Addl DPI, WB(Admn)
- 7) Computer Cell
- 8) PA to Principal Secretary, H.E.Deptt.
- 9) Principal \_\_\_\_\_
- 10) Shri\Sm.\Late \_\_\_\_\_  
Librarian \_\_\_\_\_

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
BiKash Bhavan Salt Lake  
Calcutta-91**

No. 345 - Edn (A)  
10M-12/99 Pt.

Dated. Kolkata. the 28th March. 2003

**MEMORANDUM**

The Government has issued several memoranda/circulars from time to time regarding timely attendance of its officials.

At the time of prescribing the revised pay scales for University and College teachers the U.G.C. has stressed the importance of regular attendance and the taking of classes by teachers.

After careful consideration of the matter and in cancellation of the earlier memos. No. 141-Edn (A) dated 22.03.1999 and No. 1765-5/1 (20)-Edn( A) dt 16.12.2002, the under-signed is directed by order of the Governor to state as follows :—

6. Teachers of the Government Colleges shall sign in the Performance Register daily showing the following :
  - f) Actual time of arrival ;
  - g) Actual time of departure ;
  - h) No. of classes allotted ;
  - i) No. of classes taken.
  - j) Other activities both inside and outside the college.
7. Teachers in the Government Colleges shall be on duty on all working days of the college. They may, however, devote not more than one working day per week, for library, laboratory, research and such work as is directly con-nected with their acadmic duties.
8. Principals/Officers-in-charge of the Government Colleges will make monthly report in the prescribed proforma which would be available for inspection by the offices of the Education Directorate, West Bengal.
9. It is further added that the Principals and the Ofticers-in-Charge of the respective Government Colleges will ensure strict compliance of the order.
10. This will take immediate effect.

Sd/- Jawhar Sircar  
Principal Secretary to the  
Govt. of West Bengal

No. 345/1 (19)Edn (A)

Dated. Kolkata. the 28th March. 2003

Copy forwarded for information and necessary action to the :—

1. Director of Public Instruction, West Bengal ;
2. Principal/Officer-in-Charge,.....College ;

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

**Government of West Bengal  
Finance Department Pension Branch  
Hemanta Bhavan (Top Floor)  
18, B. B. D. Bag (East), Kolkata-700 001**

No. 422-F(Pen)

Dated, Kolkata, the 7th April, 2003

**MEMORANDUM**

Sub : Review of pension sanctioning procedure

1. The scheme for payment of pension and gratuity on the date of superannuation of State Govt. employees has been introduced in 1996 under Finance Department Memo No. 1315-F (Pen), dt. 14-10-96 and made applicable in respect of employees who attained the age of superannuation on 31-08-97 onwards. In order to implement the scheme with 100% success, Govt. subsequently formulated a new procedure under Memo No. 335-F (Pen), dt. '07-03-2001 which envisaged that all pension cases covering about 5500 Pension Sanctioning Authorities throughout the State should be submitted to and checked centrally in the Pension Branch of Finance Department before being sent to the Office of the Accountant General (A&E), West Bengal and this new procedure envisaged in Memo No. 335-F (Pen), dt. 07-03-2001 was made applicable in respect of retirements on or after 31-05-2002.
2. Government has made a review of the Working of the new procedure and it has been found that due to lack of proper infrastructure and also some other difficulties the new procedure has not been working as satisfactorily as was contemplated initially.
3. After consideration of the present position as stated above, it has been decided to go back to the earlier position prevailing prior to issue of Finance Department Memo No. 335-F (Pen), dt. 7-3-2001 and accordingly, the undersigned is directed by order of the Governor to state as follows :—
  - (i) Finance Department Memo No. 335-F (Pen), and No. 336-F (Pen), both dt. 7-3-2001 shall stand withdrawn with effect from 1-4-2004 i.e. in respect of employees who will retire/die after 31-3-2004.
  - (ii) No Pension case will henceforth be received by Pension Branch of Finance Department in respect of an employee retiring after 31-3-2004.
  - (iii) All pension cases in respect of employees retiring/dying after 31-3-2004 should be submitted by the heads of offices direct to the office of the Accountant General (A&E), West Bengal six months in advance from the date of retirement as per the earlier procedure and following the time-schedule as contained in Finance Department Memo No. 1315-F (Pen), dated 14-10-96 Pension Branch of this Department will monitor the pension sanctioning process and act as interface between the Accountant General (A&E), West Bengal and the Pension Sanctioning Authorities.

Sd/- S. Ghosh  
Principal Secretary  
to the Government of West Bengal,  
Finance Department.

**Government of West Bengal  
Higher Education Department  
Technical Branch  
Bikash Bhavan, Salt Lake  
Kolkata—700091**

No. 289-End(T)  
(1)5P-2/270

Dated the 28<sup>th</sup> April, 2003

From : Jawhar Sircar IAS.  
Principal Secretary to the Govt. of West Bengal

- No. 1. The Vice-Chancellor,  
Bengal Engineering College (Deemed University), Shibpore, Howrah.
2. The Director of Technical Education, West Bengal

Sub : Scheme prescribing terms and conditions towards introduction of the A.I.C.T.E. Scales 1996 for the teachers of the degree level Government Engineering and Technological Colleges including Bengal Engineering College (Deemed University), Shibpore, Howrah and Career Advancement Scheme thereof.

In continuation of this Department order no 230-Edn (1) dated 18-05-99, the undersigned is directed to say that in paragraph 6 of Annexure-1 to the aforesaid order, it was stipulated that other terms and conditions towards the introduction of the revised scales of pay for the teachers of the Government Engineering and Technological Colleges including the Bengal Engineering College (Deemed University) shall be notified by the State Government subsequently based on the guidelines issued by the A.I.C.T.E in this behalf. The guidelines for process of selection and constitution of Selection Committees for promotion under Career Advancement Scheme for teacher of Degree Level Technical Institutions have since been received from A.I.C.T.E.

In the circumstances stated above the Governor has been pleased to decide that the scheme as all Annexure framed on the basis of the A.I.C.T.E. guidelines and the Service Rules applicable to the State Government employees and the teachers of Bengal Engineering College (Deemed University) will be followed in the Government Engineering and Technological Colleges/the Bengal Engineering College (Deemed University), so that the A.I.C.T.E. scales of pay 1996 as introduced in terms of G.O. No. 230-Edn (T) dated 18-05-99 and the scheme annexed to this G.O. are considered a composite one.

This order comes into force with immediate effect except in those cases where the date of effect has been specially made operative in any individual paragraph of this scheme.

Sd/- Jawhar Sircar  
Principal Secretary to the  
Government of West Bengal

## **ANNEXURE TO G.O.No. 289 (2)—Edn (T) Dated 28.04.2003**

Scheme prescribing the minimum qualifications, other service conditions of teachers in Government Engineering and Technological Colleges including Bengal Engineering College (Deemed University) as a measure for the maintenance of standards in Higher Education.

### **1. Coverage**

These should apply to the teachers of Government Engineering and Technological Colleges in west Bengal and Bengal Engineering College (Deemed University).

### **2. Qualifications and other service conditions**

No person shall be appointed to a teaching post in any Government Engineering and Technological Colleges including Bengal Engineering College (Deemed University) mentioned above if he/ she does not fulfil the minimum qualifications and other conditions of service as indicated in this Annexure and the recruitment rules to be framed on the basis of A.I.C.T.E. guidelines and in consultation with the Public Service Commission, West Bengal or in terms of the Recruitment Rules of Bengal Engineering College (Deemed University) approved by the State Government as the case may be.

### **3. Pay scales and date of effect.**

The revised pay scales have been notified in this Dept's Order No.230-Edn(T) dated 18.5.1999 which are effective from 1.1.1996.

### **4. Recruitment and Qualifications.**

- (i) The direct recruitment to the posts of Principal, Professor, Assistant Professor and Lecturer in the Government Engineering and Technological Colleges will be followed in terms of this Department's Notification No. 690-Edn(T) dated 8.10.2002 which have been formulated on the basis of A.I.C.T.E. guidelines and in consultation with the Public Service Commission, West Bengal.
- (ii) The minimum qualifications required, for the posts of Lecturers, Assistant Professors. Professors and Principals will be those as prescribed by the A.I.C.T.E. from time to time and incorporated in the recruitment rules published in this department's notification no, 690—Edn (T) dated 8.10.2002.
- (iii) In case of Bengal Engineering College (Deemed University), the direct recruitment to the posts of Professor, Assistant Professor, Lecturer and the minimum qualifications thereof should be made on the basis of A.I.C.T.E. guidelines.

### **5. Career Advancement Scheme and its date of effect.**

The scheme of Career Advancement as per the revised scale of pay notified in this Department's Order No. 230-Edn(T) dated 18.05.1999 will be effective from 27.07.1998.

Under Career Advancement Scheme, the total number of posts of Lecturer (Senior Scale). Lecturer (Selection Grade). Assistant Professor and Professor in an Institution shall be limited to the total sanctioned strength.

### **(A) Lecturer (Senior Scale)**

A Lecturer will be eligible for placement in the senior scale through a procedure of selection if she/he is has

- (i) completed six years of service after regular appointment with relaxation of one year and two years, respectively, for those with M. Phil/M. E./M. Tech and Ph.D.
- (ii) participated in summer/winter schools of total duration of four weeks or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the All India Council for Technical Education (A.I.C.T.E.)
- (iii) consistently satisfactory performance appraisal reports.

### **(B) Lecturer (Selection Grade).**

Lecturers in the senior scale who do not have a Ph. D. degree or equivalent published work and who do not meet the scholarship and research standards, but fulfil the other criteria given below for the post of Assistant Professor, and have a good record in teaching and preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through research and extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee. In case of Bengal Engineering College (Deemed University) the selection committee is the same as for promotion to the post of Assistant Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Ph. D. and or fulfilling other requirements for promotion as Assistant Professor and if found suitable, could be given the designation of Assistant Professor.

### **(C) Assistant Professor (Promotion).**

A Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor through a process of selection by a Selection Committee if she/he has

- (i) completed five years of service in the senior scale.
- (ii) obtained a Ph. D. degree or has equivalent published work.
- (iii) made some mark in the areas of scholarship and research as evidenced e. g. self-assessment, reports of referees, quality of publications, contribution to education innovation, design of new courses and curricula and extension activities.
- (iv) after placement in the senior scale participated in winter/summer schools (short-term-courses) of total duration of four weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified/approved by the All India Council for Technical Education (AICTE).
- (v) possesses consistently good performances appraisal reports. Promotion to the Post of Assistant professor will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the concerned Institute/University or other similar Committees set up by the appointing authorities.

### **(1) Professor (Promotion)**

- (i) In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisements, promotions may be made from the post of Assistant Professor after eight years of service as Assistant Professor.
- (ii) The Selection Committee for promotion to the post of Professor should be the same as that for direct recruitment. For the promotion from Assistant Professor to Professor, the following method of promotion may be followed.

The candidate should present herself/himself before the Selection Committee with some of the following :

- (a) Self-appraisal reports (required).
  - (b) Research contribution, books, articles etc, published. (At least four papers in Journals required.) The best three written contributions of the teachers (as defined by her/him) may be sent in advance to the Experts for review before coming for the selection. The candidate should be asked to submit those in three sets with the application.
  - (c) Seminars/conferences attended. Must have attended at least four seminars/conferences at national or international level or must have attended summer/winter schools (short-term courses) of total duration of four weeks.
  - (d) Significant contribution to teaching academic Environment/ institutional corporate life.
  - (e) Adequate extension and field outreach activities.
  - (f) Development of course material/monographs.
  - (g) Participation in Continuing Education Programme.
  - (h) Any other academic contributions.
6. (i) The requirement of consistently satisfactory performance appraisal reports, shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior scale) and from Lecturer (Senior scale) to Lecturer (Selection Grade)/Assistant professor.
- (ii) The requirement for completing the courses would be as follows :
- (a) For Lecturer to Lecturer (Senior scale), summer/winter schools courses of total duration of four weeks would be compulsory.
  - (b) Summer/Winter school courses of total duration of four weeks for Lecturer (Senior scale) to Lecturer (Selection Grade)/Assistant Professor.
  - (c) The senior teachers like Assistant professor/Lecturer (Selection Grade) and Professors may opt to attend four seminars conferences in their subject area and present papers as an aspect of their promotion/selection to higher level or attend A.I.C.T.E. approval summer/winter schools to be offered by various approved institutions.

## **7. Cadre structure.**

For a degree level technical institution, there shall be

- (a) Professor.
- (b) Assistant Professor.
- (c) Lecturer.
- (d) Principal/Head of Institution (one post).

The ratio of substantive posts of Professor/Assistant Professor/Lecturer shall continue to be 1:2:4 as at present.

## **8. Incentives for Ph. D./M. Phil./ M.E./ M. Tech**

- (a) At the time of recruitment of Lecturers, four and two advance -increments will be admissible to those of the Science/Humanities faculty who hold Ph.D. and M. Phil, degrees respectively and to those of the technical faculty who hold ph. D. and M. E./M. Tech, degrees respectively.

- (b) one increment will be admissible to those Science/Humanities teachers with M. Phil, and to those Technical faculty with ME./M. Tech who acquires Ph. D. within two years of recruitment.
- (c) A Lecturer with Ph. D. will be eligible for two advance increments when he moves from selection grade to Assistant Professor.
- (d) A teacher will be eligible for two advance increments as and when he acquires Ph. D. in his service career.

### **9. Job Responsibility.**

The job responsibility of teachers of degree level institution will be followed as per guidelines prescribed by the A.I.C.T.E.

### **10. Rewarding the Merit.**

Meritorious teachers in technical education who may not have M. Phil./ M.E/ M. Tech. or Ph. D. but who have made outstanding contribution in teaching and research, may be rewarded and recognised by A.I.C.T.E. under a specific scheme in consultation with the Government of India.

### **11. Pay fixation of Lecturers (Selection Grade and Assistant professors).**

The fixation of pay of Lecturers (Selection Grade) and Assistant Professors in the pre-revised scale of Rs.3700-125-4900-150—5700/-, who were selected strictly in accordance with rules and regulations framed by A.I.C.T.E. and who were in position as Lecturers (Selection Grade)/Assistant professors as on 1.1.1996 will be made in a manner that they get their pay fixed at the minimum of Rs. 14,940/-in the revised scale of pay of Rs. 12.000-420-18300/ -as and when they complete five years in the grade.

### **12. Allowances**

12.1 Teachers will be entitled for the D.A.,H.R.A etc, at the same rates as applicable to the State Government Employees.

12.2 Other terms and conditions of service of teachers.

The implementation of the revised scales will be subject to the acceptance of all the conditions mentioned in the scheme as well as of the other terms and conditions issued by the A.I.C.T.E. in this behalf.

### **13. Teaching Days.**

‘Every institution shall have at least 180 full teaching days per year or 90 full teaching days per semester. “Teaching Days” here shall mean actual class room/laboratory contact teaching days and shall mean not include days of examination/tours/sports, etc.

Note : Earned Leave for working during vacation will be governed by relevant of Service Rules.

### **14. Work Load**

Work load of a teacher should not be less than forty hours a week of which teaching contact hours should be as follows

Principal/Head of Institution	:	4 hours/week
Professors	:	8 hours/week
Assistant Professor	:	12 hours/week
Lecturers	:	16 hours/week

Note : For the above stipulations, two tutorial hours/two laboratory hours will be counted as one teaching hour. The teaching contact hours of teachers selected/promoted under the Career Advancement Scheme shall remain the same as those of the substantive posts they are occupying.

The work plan of teachers shall ensure, in the most productive manner, the utilization of stipulated 40 working hours per week , with regard to the roles, jobs and targets assigned to them by the Department. Teachers shall be present in the institution during the working hours unless engaged in official work outside.

#### **15. Leave Rules.**

These will be governed by the existing rules of State Government

#### **16. Superannuation Benefits.**

Superannuation benefits will be governed by the existing rules applicable to State Government employees as well as to the teachers of Bengal Engineering College (Deemed University) and other orders as may be issued by the State Government from time to time.

#### **17. Accountability**

##### **17. 1. Pay revision as a Composite Package.**

Better compensation package, performance and accountability are inter-related and one cannot be had without the other. Performance appraisal and accountability shall be an integral part of this Pay revision Package.

##### **17.2 Performance Appraisal.**

The State Government will follow an open, transparent and objective performance appraisal system comprising of self-appraisal, and peer evaluation shall be implemented as per guidelines to be evolved from time to time by the A.I.C.T.E.

#### **18. Anomalies.**

Anomalies, if any, may be brought to the notice of the State Government for decision.

**Government of West Bengal  
Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata-91**

No. 1212-End(A)/  
5P-63/96(Pt. II)

Dated : Kolkata the 7th November, 2003

From : Sri K. K. Chakravorty  
Deputy Secretary to the Govt. of West Bengal  
Bikash Bhavan, Salt Lake, Kolkata

To : The Director of Public Instruction  
West Bengal. Bikash Bhavan, Salt Lake, Kolkata

Sub : Terms and conditions for awarding the benefit of the Career Advancement Scheme to the Librarians / Assistant Librarians in the State Attached to Government College.

In continuation to this Department's G.O. No. 43-Edn(A) dated 05.02.99, the undersigned is now directed by order of the Governor to say that the Governor has been pleased to state that the following terms and conditions should be fulfilled by the employee concerned of consideration of the benefit of the Career Advancement Scheme in favour of the Librarians/ Assistant Librarians of the Government Colleges in the State.

- A. Eligibility : As prescribe in the Clause 59a) and 5(b) of the Annesure-1 of this Deptt's G.O. No. 43-Edu(A) dated 05.02.99
- B. Procedure :
  - (a) Eligible Librarians/Assitant Librarians should submit self-appraisal report in the proforma prescried Annuxure-II.
  - (b) A Screening Committee will be constituted to consider and recommend the benefit of the career advancement scheme the Librarians/Assistant Librarians with the following persons as its member.
    - (i) A subject-expert to be nominated by the Vice-Chancellor of the affihating University.
    - (ii) The Principal/Officer-in-charge of the college.
    - (iii) A nominee of the Director of Public Instruction, West Bengal

The meeting of the Screening Committee will be convened by the Principal/Officer-in-charge of the College in the College premises and when necessary. For any meeting of the Committee,

Principal/Officer-in-charge, Subject-expert and the nominee of the Director of Public Instruction, W.B. must be present.

- C. Performance : The performance of the Librarians/Assitant Librarians with regard to their duties will have to be satisfactory and the same is to be assessed inter-alia, in the manner prescribed in Annexure-I.
- D. the recommendations of the Screening Committee will have to be submitted by the Principal/Officer-in-charge to the Director of Public Instruction, W.B.
- E. i) Librarians/Assistant Librarians will be eligible for placement in the senior scale through 'this procedure of selection if he/she has participated in one orientation course and one refresher cpurse of approved duration on engaged in other appropriate continuing education programmes of a comparable quality as may be specified or approved by the Inoversity Grants Commission (those with Ph.D degree would be exempted from one refresher course).
- ii) Librarians/Assistant Librarians will be eligible for placement from Senior to Selection Grade Scale through to procdure of selection as prescribed in the G.O. No. 43 Edn(A) dated 05.02.99 if he/she has participated in two Refresher course of approved duration or engaged in other appropriate continuing education programmes of a comparable quality as may be specified or approved by the University Grants Commission.
- iii) The orientation Course/Refresher Course should be done within 31-12-2004.
- iv) A Librarians / Assitant Librarian who is super-annuating within next three years will be exmped from attending Orientation Course/Refresher Course.

the Caree Advancement Scheme for Librarians/Assistant Librarians of the Govt. College will come into effect from 27.07.1998.

Principal/Teacher-in-charge of the Government Colleges will communicate with the University concerned for of the subject-expert for the purpose of formation of the Screening Committee for selection the Librarians/Assistant Librarians of his/her College for allowing the benefit of Career Advancement benefit.

All concerned are being informed.

Sd/- K. K. Chakraborty  
Deputy Secretary

No. 1212/1(5)-Edn(A)/

Dated the 7th Nov. 2003

Copy forwarded to for information and necessary action to

1. The Registrar Calcutta University Senate House, College Street, Kolkata-700 073  
He is requested to kidly nominate a subject-expert for the purpose of formation of the Screening Committee for selection the Librarians/Assistant Librarians for Career Advancement benefit.
2. The Registrar, Burdwan University, Rajbati, Burdwan-713104.  
He is requested to kindly nominate a subject-expert for the purpose of formation of the Screening Committee for selection the Librarians/Assistant Librarians for Career Advancement benefit.

3. The Registrar, Vidyasagar University, RO. Vidyasagar University, Paschim Midnapore-721102  
He is requested to kindly nominate a subject-expert for the purpose of formation of the Screening Committee for selection the Librarians/Assistant Librarians for Career Advancement benefit.
4. The Registrar, University of North Bengal, Raja Rammohanpur, P.O. North Bengal University, Darjeeling 734430.  
He is requested to kindly nominate a subject-expert for the purpose of formation of the Screening Committee for selection the Librarians/Assistant Librarians for Career Advancement benefit.
5. The Registrar Kalyan University, Kalyam Nada 741235  
He is requested to kindly nominate a subject-expert for the purpose of formation of the Screening Committee for selection the Librarians/Assistant Librarians for Career Advancement benefit.

Sd/- K. K. Chakraborty  
Deputy Secretary

No. 1212/1(5)-Edn(A)/

Dated the 7th Nov. 2003

Copy with the copies of the Annexure forwarded for information to the

- 1) Finance Department of this Government
- 2) Principal Accounts General (A & E), West Bengal
- 3) Kolkata Pay & Accounts Officer, Kolkata Pay & Accounts Officer. 81/2/2. Phears Lane, Kolkata - 700 012
- 4) Secretary, Public Service Commission, West Bengal.
- 5) Deputy Secretary (UGC)
- 6) Additional Director of Public Instruction, West Bengal.
- 7) PS. to M.I.C., Higher Education Department.
- 8) Treasury Officer, \_\_\_\_\_
- 9) PA. to Principal Secretary of this Department.
- 10) Computer Cell of this Department.

S/d  
Deputy Secretary

**2008**

**Government of West Bengal**  
**Higher Education Department**  
**Appointment Branch**  
**Bikash Bhavan, Salt Lake**  
**Kolkata — 91**

No. 415-Edn(A)/4A-149/04

Dated, Kolkata, the 17th April, 2008.

**N O T I F I C A T I O N**

In exercise of the power conferred by the provision to article 309 of the constitution of India and in supersession of earlier notifications on the subject, the Governor is pleased hereby to make the following rules regulating recruitment to the posts of professor of Government Colleges in the West Bengal Senior Educational Service (WBSES) :—

**Rules**

1. Method of recruitment
  - (1) By selection (direct recruitment) through the public Service Commission, West Bengal, Departmental candidates being eligible to apply; and
  - (2) by promotion in consultation with the public Service Commission, West Bengal, from the post of Reader in WBES or its equivalent posts after five years service in the posts as such :  
Provided that fifty percent of the posts in each subject of the cadre shall be filled up by promotion : Provided further that if there is only one post of Professor in any subject that will be filled up by promotion.
  
2. Qualifications for direct recruitment to the post of professor in subjects
  - (A) Essential
    - (i) Eminent scholar with published work of high quality; actively engaged in research, including experience of guiding research at Doctoral level with a minimum of ten years full time teaching experience in Post-Graduate level and/or experience in full time research at University or National Level Institutions;
  - Or  
Outstanding scholar with established reputation who has made significant contribution to knowledge;
  - Or  
Minimum of fifteen years' full time teaching experience at Under-Graduate level having a Doctoral Degree in the concerned or related subject from a recognised University or Institute, with at least 5 (five) publications of high standard.

- (ii) Good power of expression in English and Bengali or Nepali spoken and written.  
Note : Proficiency in language which may be of relevance for the post and the knowledge of English would be tested specifically.
- (B) Desirable
- (i) Experience in guiding research projects at Doctoral level.
- (ii) Involvement in Research projects in Supervisory capacity.
3. Qualifications for direct recruitment to the post of professor of commerce
- (A) Essential
- (i) The essential qualifications for direct recruitment to the post of professor of commerce shall be same as is prescribed under the heading essential in rule 2 of these rules relating to direct recruitment to the post of professor other than visual Arts.
- (B) Desirable :
- (ii) A degree in law or membership of the Institute of Company of chartered Secretaries or Indian Institutes of Chartered Accountants or Cost Accountants or Indian Institute of Bankers, or a Diploma in Management from a recognised Institute of Management.
4. Qualifications for promotion : Qualifications for recruitment to the post of professor in subjects other than visual Arts and to the post of professor of Commerce, by promotion from Reader in W.B.E.S. or its equivalent post are the same as prescribed for direct recruitment to the posts.
5. Age (for direct recruitment) : Not more than 45 years on the 1st January of the year of advertisement, relaxable for persons having higher qualification and/or longer experience than those prescribed. Upper age limit is also relaxable for persons holding substantive appointment under the Teaching Branch of the Higher Education Department of the Government of West Bengal or Government of India. Upper age limit is also relaxable for five years in respect of candidates belonging to scheduled castes and scheduled Tribes respectively and for three years for the candidates belonging to the categories of Other Backward classes.

By Order of the Governor

Sd/-

Prasad Ranjan Roy

Additional Chief Secretary

to the Government of West Bengal

Copy forwarded for information & necessary action to the :-

1. Director of Public Instruction, West Bengal.
2. Finance Department of this Government.
3. Public Service Commission, West Bengal.
4. Principal/Officer-in-charge.
5. P. A. to the Additional Chief Secretary,  
Higher Education Department.

Deputy Secretary to the  
Government of West Bengal

**2009**

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

NO.267A-Edn(A)/5P-16/09

Dated, Kolkata, the 27<sup>th</sup> February, 2009.

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

To : The Director of Public Instruction, West Bengal.

Sub : **Revisions of the Scales of Pay** of the Principal, Teachers, Librarians, Physical Instructor/  
Instructress of Government Colleges.

I am directed to refer to the letter No 1-32/2006-U.II/U.I (i) dated 31.12.2008 of the Department of the Higher Education in the Ministry of Human Resource Development, Govt. of India on the Scheme of revision of pay of teachers and equivalent cadres in universities and colleges in conformity with the revision of pay scales of Central Govt. employees on the recommendation of Sixth Central Pay Commission followed by the UGC notification/guidelines as issued from time to time. The Governor, after careful consideration of the matter, is pleased to introduce the revised pay structure of the Principals, teachers, librarians, physical instructor/instructress of Government colleges of West Bengal appointed in their respective posts with corresponding Pay Band and Academic Grade Pay (AGP) with effect from 01.01.2006.

The revised pay structure is applicable only to the Principal, Teachers, Librarians, Physical Instructor/Instructress of Government Colleges in West Bengal who have been in such positions on 1/1/2006 or thereafter having been appointed as such on regular and whole time basis against sanctioned posts.

Norms of pay fixation alongwith admissible allowances, modalities of payment of arrear and related matters towards the implementation of the scheme of revision of pay are being notified separately.

This issues with the concurrence of the Finance Department vide their U.O. No. Group-P(Service) 698 dtd. 27.02.2009.

The Accountant General, West Bengal, is being informed.

Yours Faithfully  
Principal Secretary  
to the Govt. of West Bengal.

No.267A/1(45)-Edn(A)

Dated, Kolkata, the 27<sup>th</sup> February, 2009.

Copy forwarded for information and necessary action to:

1. Finance Department of this Government;
2. Accountant General, West Bengal;
3. Pay & Accounts Officer, Kolkata Pay and Accounts Office, 81/2/2, Phears Lane, Kolkata-700 012;
4. The Treasury Officer, \_\_\_\_\_
5. Secretary, Public Service Commission, West Bengal;
7. The Principal/Officer-in-Charge, \_\_\_\_\_ College;
8. Budget Branch of this Department;
9. P.A. to Principal Secretary, Department of Higher Education;
10. Guard file.

Assistant Secretary

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

NO. 466-Edn(A)/10M-47/09

Dated, Kolkata, the 21<sup>st</sup> May, 2009.

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

To : The Director of Public Instruction, West Bengal.

Sub : Provisional revisions of the scales of pay of the Principal, Teachers, Librarians,  
Physical Instructor/Instructress of Government Colleges.

I am directed to refer to this Department's earlier Order No. 267A-[dn(A), dated 27<sup>th</sup> February, 2009 and to say that vide said order the State Govt. has introduced the revised pay structures of the Principals, teachers, Librarians, Physical Instructors/Instructresses or equivalent cadres/grade of Government Colleges of West Bengal appointed in their respective posts with corresponding pay Band and academic Grade Pay (AGP) with effect from the 1<sup>st</sup> day of January, 2006 as prescribed in the letter No. 1/32/2006-U.II/U.I (i) dated 31.12.2008 of the Department of Higher Education in the Ministry of Human Resource Development, Govt. of India on the Scheme of revision of pay of teachers and equivalent cadres in universities and colleges.

Further notifications specifying the norms of pay fixation, modality of payment of arrears and other related matters which are required to be issued as a follow-up to the aforesaid order can not be issued right now in absence of any notification/guidelines/fitment tables from UGC/Government of India. However, it is felt that it is necessary to provide ad-hoc interim relief to above categories of employees pending issue of final pay fixation orders after obtaining suitable inputs from UGC/Government of India. In view of this, the scheme for payment of interim relief is laid down in following Table.

Employees mentioned in Column-2 will get interim relief of amount mentioned in Column-4 every month in addition to existing salary drawn by them.

Table —

	Col. 1	Cot. 2	Col. 3 Cot. 4
Sl. No.	Category	Existing Scale of Pay (Rs.)	Ad-hoc Interim Relief (Rs.)
1.	Lecturer & equivalent	8000-275-13500	9000/-
2.	Sr. Lecturer & equivalent	10000-325-15200	9500/-
3.	Sl. Gr. Lecturer/Reader & equivalent who have not completed 3 yrs service in the existing scale as on 1.1.2006	12000-420-18300	11500/-
4.	Sl. Gr. Lectures/Reader & equivalent who have completed 3 yrs service in the existing scale as on 1.1.2006	12000-420-18300	25000/-
5.	Professor/Principal & equivalent	16400-450-20900-500-22400	25000/-

This will apply with effect from the month of April, 2009 and may be drawn along with the salary payable for the month of May, 2009 to be drawn in the month of June, 2009.

After issuance of the final fixation order on receipt of the fitment tables and other suitable inputs from UGC /MHRD Government of India excess amount drawn (as salary and interim relief), if any, will have to be either refunded to Government or adjusted against future payments, accordingly.

This order issues with the concurrence of the Finance Department vide their UO. No. Gr. P (Services) 1449 Dated. 20.5.09

The Accountant General, West Bengal, is being informed.

Yours faithfully,  
Principal Secretary to the Government of West Bengal.

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

No: 578-Edn(A)/10M38/06

Dated, Kol, the 9th June, 2009.

From : Shri S.Ghosh  
Joint Secretary to the Government of West Bengal,

To : The Director of Public Instruction, West Bengal,  
Bikash Bhavan, Salt Lake, Kolkata-91,

Sub : Schemes prescribing terms and conditions of Career Advancement for Government College Librarians (including training and Physical Education Colleges) in the State.

In continuation of this Department G.O. No. 1212-Edn(A) dtd. 07.11.2003, the undersigned is directed by order of the Governor to say that the Governor has been pleased to prescribe the following revised Career Advancement Scheme. as formulated by the UGC vide No.Fi3-iJ94 (PS)-7 dtd. 19.10.2006 for Librarians in Government Colleges (including training & Physical Education Colleges) in the State

Scheme prescribing the terms and conditions for Career Advancement of Librarians in Government Colleges in the State.

- a) Every Librarian who is in the scale of pay of Rs. 8000-275-13500/- will be eligible for placement in a senior scale of pay of Rs. 10,000-325-15,200/- if he/she has:
  - i) Completed 6 years of service as Librarian after regular appointment,
  - ii) Participated in the refresher courses/Summer Institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality as may be specified by the UGC, and consistently satisfactory performance appraisal reports.
- b) Every Librarian who has been placed in the Senior scale will be eligible for placement in the Selection Grade Scale of Pay of Rs. 12000-420-18300 if he/she has
  - i) Completed 5 years of service in senior/scale provided that the requirement of 5 years will be relaxed if his/her total service is not less than 11 years.
  - ii) Obtained Ph.D. Degree or has an equivalent published work;
  - iii) Made significant contribution to the development of Library service in the College as evident from self- assessment reports of referees, professional improvement in the Library services etc. as the case may be;

- iv) Participated in two refresher courses/SO tamer institutes. each of not less than four weeks duration or engaged in other appropriate continuing education programme of Comparable quality as may be specified by the UGC after placement in the senior scale ; and
  - v) Obtained consistently satisfactory performance appraisal reports.
  - vi) Those Librarians in the Sr. Scale who do not have Ph.D. degree or equivalent published work, but fulfill the other criteria mentioned in para 1(b)(i) to 1(b)(v) above will be placed in the grade of Rs.12,000/- —420/- — 18,300/- subject to the recommendation of the Committee. They will be designated as Librarians in the Selection Grade.
- c) Librarian (Selection Grade) with 5 years as on 01.01.1996 shall be eligible for placement at the minimum of Rs. 14,940/- as done in the case of Readers.
2. The Career advancement schemes as mentioned in this order will be effective for the present from 27.07.98.
  3. This order is issued with the concurrence of Finance (Audit) Department vide their U.O. No. 1764 Gr.P (Service) dated 21.10.2008.
  - 4: Any difficulty which may arise in implementing the provisions relating to the Career Advancement Scheme of Librarians of Government CoHeges as enumerated in this order may be bi'ought to the notice of the State Government for a decision.

All concerned are being informed accordingly.

No. 578/1(15)-Edn(A)

Joint Secretary  
Dated, Kol, the 9th June, 2009.

Copy forwarded for information and necessary action to:-

1. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata-I,
2. The Finance (Audit) Department Gr. P. (Services)
3. The Kolkata Pay & Accounts Officer-I, Kolkata Pay & Accounts Office, 81/2/2, Phears Lane, Kolkata 700 012,
4. The Kolkata Pay & Accounts Officer-II, Kolkata Pay & Accounts Office,
5. The Director of Treasuries, Stephen House, 4, B.B.D Bag (East), Kolkata-700001,
6. The C. S. Branch of this Department,
7. University Branch of this Department,
8. The Additional Director of Public Instruction (Admn.) West Bengal,
9. Additional Director of Public Instruction(Physical), West Bengal,
10. The Joint Director of Public Instruction (Training), West Bengal,
11. The Joint Director of Public Instruction (UGC), West Bengal,
12. The Joint Director of Public Instruction (NGC), West Bengal,
13. The Joint Director of Public Instruction (PPS), West Bengal,
14. The Computer Cell of this Department,
15. The Guard File.

Joint Secretary

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

No. 864 - Edn (A)

Dated, Kolkata, the 28<sup>th</sup> August, 2009

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

To : The Director of Public Instruction, West Bengal.

Sub : The revision of pay structures of the Principal, Teachers, Librarians and equivalent cadres of Govt. Colleges.

The undersigned is directed to refer to this Department earlier order no. 267A-Edn (A), dated 27.02.2009 followed by order no.466-Edn (A) dated. 21.05.2009 and to say that the State Govt. has introduced revised pay structures and provided ad-hoc interim relief respectively to above categories of employees pending issuance of final pay fixation orders after obtaining suitable inputs from UGC/ Govt. of India.

In observance of the letter no 1-32/2006-U.II/U.I (i) dated 31.12.08 and the authenticated Fitment Table, received recently, as forwarded by the Ministry of Human Resource Development, Govt. of India to the UGC vide their letter no. F.3-1/2009-U.I, dated 04.06.2009, the State Govt., taking into consideration other local conditions, has decided in its discretion, 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 1<sup>st</sup> 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 1<sup>st</sup>, 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.

**Note.-** Regarding promotion/upgradation through CAS as per earlier scheme (UGC scale of pay 1996) of a Govt. employee which falls due on any date on or after the date of issuance of this order, decision will be taken after obtaining clarification/guidelines from the UGC.

**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 of para 2 of this order will be exercised in writing in the form appended to Schedule-I, Part-A 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 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 (format appended at Schedule- I, Part-B & Illustrations at Part-C)**

(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 31<sup>st</sup> December, 2005 will be determined, multiplying his/her existing basic pay as on 1<sup>st</sup> day of January, 2006, by way of multiplying a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band is more the amount at, as per (i) above, the pay will be fixed at the minimum of the revised pay band.
- (iii) On the basis of norms of pay fixation as indicated in (i) and (ii) above, fitment tables, vide no. F.3-1/2009-U.1 dated 04.06.2009 of the MHRD, Govt. of India, for each stage in each of the pre-revised scale including the benefits of bunching in the revised pay structure, are appended to schedule II.
- (iv) 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.

**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 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. 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 pay band as indicated in Schedule-II.
- (2) The provisions of sub-para (1) will also be applied in the case of those recruited between the 1<sup>st</sup> day of January 2006, and the date of issuance of this order.

#### **6. 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.

#### **7. Date of next increment in the revised pay structure**

- (1) There will be a uniform date of annual increment, viz. 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> 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 1<sup>st</sup> July, 2006 to 1<sup>st</sup> 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 1<sup>st</sup> day of January, 2006, the next increment in the revised pay structure will be allowed on 1<sup>st</sup> 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 2<sup>nd</sup> day of January, 2005 and ending on the 1<sup>st</sup> day of January, 2006, after fixation of their pay under revised pay structure, such Govt. employees should get next increment on the 1<sup>st</sup> day of July, 2006.
- (3) In case of Govt. employees whose date of next increment fell due on the 1<sup>st</sup> day of January, 2006, after granting an increment in the pre-revised pay scale as on the 1<sup>st</sup> day of January,

2006, their pay in the revised pay structure should be fixed on the 1<sup>st</sup> day of January, 2006 and such Govt. employees should get their next increment on 1<sup>st</sup> day of July, 2006.

- (4) In case of a Govt. employee who opts to come under revised pay structure after any date between the 1<sup>st</sup> January, 2006 to the 1<sup>st</sup> 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 1<sup>st</sup> day of July, 2007.

#### **8. Fixation of pay on promotion/placement on account of CAS benefits 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 UGC regulations/guidelines, the same procedure as mentioned in (a), (b) & (c) of sub-para (1) of para 7 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. 1<sup>st</sup> 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 of 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 1<sup>st</sup> July, if, he/she was promoted /upgraded between the period from the 2<sup>nd</sup> July to 1<sup>st</sup> January. However, if he/she was promoted/ upgraded between period commencing from the 2<sup>nd</sup> January and ending on the 30<sup>th</sup> June of a particular year, he/she will get his/her increment on the 1<sup>st</sup> July of the next year.

#### **9. 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 1<sup>st</sup> 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 drawal 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 1<sup>st</sup> 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 1<sup>st</sup> April, 2008 will be at the following rate:-

<b>Period from which payable</b>	<b>Rate of Dearness Allowance per month on revised basic pay</b>
01. 4.2008 to 31. 5.2008	2%
01.6.2008 to 31. 10.2008	6%
01.11.2008 to 28.2.2009	9%
01. 3.2009 to 31. 3.2009	12%
01. 4. 2009 onwards	16%

**(3) Medical Allowance:**

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

**10. Other miscellaneous matters**

This Order regarding revised pay will be effective from 1<sup>st</sup> January, 2006 notionally. For the present, the payment in the revised pay structure will be made w.e.f. 1<sup>st</sup> April, 2009. Regarding modalities of payment of arrears for the period prior to 1<sup>st</sup> 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 UGC/Govt. of India.

**11.** The **Interim Relief** as allowed in terms of this Department's Order No. 466-Edn (A), dated 21.05.2009 hereby stands withdrawn and the same already drawn is to be adjusted against pay and allowances payable in terms of this Order.

**12.** This Order issues with the concurrence of the Finance Department, Govt. of West Bengal vide their U.O. No. Group P (Service) 2540 dated 27.08.2009.

**13.** 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.

**14.** The Accountant General, West Bengal is being informed.

By order of the Governor  
Sd-  
Satish Chandra Tewary  
Principal Secretary to the Govt. of West Bengal.

No. 864/1 (11) - Edn (A)

Dated, Kolkata, the 28<sup>th</sup> August, 2009

**Copy along with the copies of annexure forwarded to the:**

- 1) Finance Department of this Govt.
- 2) Accountant General (A & E), West Bengal
- 3) Pay & Accounts Officer (1), 81/2/2, Phears Lane, Kolkata - 12
- 4) Pay & Accounts Office (2), P-1, Hyde Lane, Kolkata-73.
- 5) Budget Branch of this Department, Kolkata.
- 6) Director of Treasury, Stephen House, 4, B.B.D. Bag (East), Kolkata-01
- 7) Secretary, Public Service Commission, West Bengal.
- 8) P.S. to Hon'ble MIC, Higher Education Department, Govt. of West Bengal.
- 9) P.A. to Principal Secretary, Higher Education Department, Govt. of West Bengal.
- 10) Computer Cell of this Department
- 11) Guard File.

Sd-  
S. Ghosh  
Joint Secretary to the Govt. of West Bengal

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

No. 865 - Edn (A)

Dated, Kolkata, the 28<sup>th</sup> August, 2009

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

To : The Director of Public Instruction, West Bengal.

Sub: The revision of pay structures of the Physical Instructors/ Instructresses of Govt. Colleges.

The undersigned is directed to refer to this Department earlier order no. 267A-Edn (A), dated 27.02.2009 followed by order no.466-Edn (A) dated. 21.05.2009 and to say that the State Govt. has introduced revised pay structures and provided ad-hoc interim relief respectively to above categories of employees pending issuance of final pay fixation orders after obtaining suitable inputs from UGC/ Govt. of India.

In observance of the letter no 1-32/2006-U.II/U.I(i) dated 31.12.08 and the authenticated Fitment Table, received recently, as forwarded by the Ministry of Human Resource Development, Govt. of India to the UGC vide their letter no. F.3-1/2009-U.I, dated 04.06.2009, the State Govt., taking into consideration other local conditions, has decided in its discretion, to fix the pay of the above mentioned categories of Govt. employees in the revised pay structure with corresponding Academic Grade Pay(AGP) with effect from the 1<sup>st</sup> day of January, 2006.

**2. Drawal of Pay in the Revised Pay Structure:**

Every Govt. employee as mentioned in the subject above, 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/up gradation 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.

**Note.-** Regarding promotion/upgradation through CAS as per earlier scheme (UGC scale of pay 1996) of a govt. employee which falls due on any date on or after the date of issuance of this order, decision will be taken after obtaining clarification/guidelines from the UGC.

**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 of para 2 of this order will be exercised in writing in the form appended to Schedule-I, Part-A 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 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 (format appended at Schedule-I, Part-B & Illustrations at Part-C)**

- (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 Government employee who continued in service after 31<sup>st</sup> December, 2005 will be determined, multiplying his/her existing basic pay as on 1<sup>st</sup> day of January, 2006, by way of multiplying a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band is more the amount at, as per (i) above, the pay will be fixed at the minimum of the revised pay band.
- (iii) On the basis of norms of pay fixation as indicated in (i) and (ii) above, fitment tables, vide no. F.3-1/2009-U.1 dated 04.06.2009 of the MHRD, Government of India, for each stage in each of the pre-revised scale including the benefits of bunching in the revised pay structure, are appended to schedule II.
- (iv) 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.

**Note 1.-** A Government 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 the date of option for the revised pay structure from the date of actual effect of revised emoluments. Similar benefits are available when a Government employee is on study leave on 01.01.2006.

**Note 2.-** A Government 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.

**Note 3.-** Where in the fixation of pay under sub-para (1) of para 4, the pay of a Government employee, who immediately before 01.01.2006, was drawing more pay in the existing scale than another Government 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.

**Note 4.-** In case where a senior Government 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 Government 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 Government with effect from the date of promotion/up gradation of the junior Government 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 Government 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. 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.

## 6. Date of next increment in the revised pay structure

- (1) There will be a uniform date of annual increment, viz. 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> 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 1<sup>st</sup> July, 2006 to 1<sup>st</sup> January, 2007.  
Provided that in case of Government employees who had been drawing maximum of the existing scale more than a year as on the 1<sup>st</sup> day of January, 2006, the next increment in the revised pay structure will be allowed on 1<sup>st</sup> day of January, 2006. Thereafter, the provisions stated in the above para would apply.
- (2) In case of Government employees who earned their last increment between the period commencing from the 2<sup>nd</sup> day of January, 2005 and ending on the 1<sup>st</sup> day of January, 2006, after fixation of their pay under revised pay structure, such Government employees should get next increment on the 1<sup>st</sup> day of July, 2006.
- (3) In case of Government employees whose date of next increment fell due on the 1<sup>st</sup> day of January, 2006, after granting an increment in the pre-revised pay scale as on the 1<sup>st</sup> day of January, 2006, their pay in the revised pay structure should be fixed on the 1<sup>st</sup> day of January, 2006 and such Government employees should get their next increment on 1<sup>st</sup> day of July, 2006.
- (4) In case of a Government employee who opts to come under revised pay structure after any date between the 1<sup>st</sup> January, 2006 to the 1<sup>st</sup> 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 1<sup>st</sup> day of July, 2007.

## 7. Fixation of pay on promotion/placement on account of CAS benefits 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 Government 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 UGC regulations/guidelines, the same procedure as mentioned in (a), (b) & (c) of sub-para (1) of para 7 for fixation of pay will be applicable.

**Note1.-** In case the Government 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. 1<sup>st</sup> day of July. On that date, such a Government 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 of the Government 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 1<sup>st</sup> July, if, he/she was promoted /upgraded between the period from the 2<sup>nd</sup> July to 1<sup>st</sup> January. However, if he/she was promoted/ upgraded between period commencing from the 2<sup>nd</sup> January and ending on the 30<sup>th</sup> June of a particular year, he/she will get his/her increment on the 1<sup>st</sup> July of the next year.

## 8. Allowances

Allowances viz. Dearness Allowance (DA), House Rent Allowance (HRA) & Medical Allowance (MA) as admissible to other State Government 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 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> April, 2008 will be at the following rate:-

<b>Period from which payable</b>	<b>Rate of Dearness Allowance per month on revised basic pay</b>
01. 4.2008 to 31. 5.2008	2%
01.6.2008 to 31. 10.2008	6%
01.11.2008 to 28.2.2009	9%
01. 3.2009 to 31. 3.2009	12%
01. 4. 2009 onwards	16%

**(3) Medical Allowance:**

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

**9. Other miscellaneous matters**

This Order regarding revised pay will be effective from 1<sup>st</sup> January, 2006 notionally. For the present, the payment in the revised pay structure will be made w.e.f. 1<sup>st</sup> April, 2009. Regarding modalities of payment of arrears for the period prior to 1<sup>st</sup> 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 UGC/Government of India.

**10.** The **Interim Relief** as allowed in terms of this Department's Order No. 466-Edn (A), dated 21.05.2009 hereby stands withdrawn and the same already drawn is to be adjusted against pay and allowances payable in terms of this Order.

**11.** This Order issues with the concurrence of the Finance Department, Government of West Bengal vide their U.O. No. Group P (Service) 2540 dated 27.08.2009.

**12.** 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 Government for decision.

**13.** The Accountant General, West Bengal is being informed.

By order of the Governor  
Sd-  
Satish Chandra Tewary  
Principal Secretary to the Government of West Bengal.

No. 865/1 (11)- Edn (A)

Dated, Kolkata, the 28<sup>th</sup> August, 2009

Copy along with the copies of annexure forwarded to the:

- 1) Finance Department of this Govt.
- 2) Accountant General (A & E), West Bengal
- 3) Pay & Accounts Officer (1), 81/2/2, Phears Lane, Kolkata - 12
- 4) Pay & Accounts Office (2), P-1, Hyde Lane, Kolkata-73.
- 5) Budget Branch of this Department, Kolkata.
- 6) Director of Treasure, Stephen House, 4, B.B.D. Bag (East), Kolkata-01
- 7) Secretary, Public Service Commission, West Bengal.
- 8) P.S. to Hon'ble MIC, Higher Education Department, Govt. of West Bengal.
- 9) P.A. to Principal Secretary, Higher Education Department, Govt. of West Bengal.
- 10) Computer Cell of this Department
- 11) Guard File.

Sd/-

S. Ghosh

Joint Secretary to the Govt. of West Bengal

**SCHEDULE – I**

**PART – A**

**FORM OF OPTION**

★ (i) I ..... hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006.

★ (ii) I ..... hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006 and exercise my promotional fixation with effect from .....

★ (iii) I ..... hereby elect to continue on the existing scale of pay of my post mentioned below until:

(a) the date of my next increment

(b) the date of my subsequent increment raising my pay to Rs. .... in the existing scale

(c) the date of my promotion/placement (CAS) to .....  
..... in the existing scale of pay of Rs.....

Declaration - I hereby undertake to refund to the Government any amount which may be drawn by me in excess of what is admissible to me on account of erroneous fixation of pay in the revised pay structure as soon as the fact of such excess drawal comes / brought to my notice.

\_\_\_\_\_  
Countersignature of the Head  
of the Institution / Office

Signature \_\_\_\_\_

Name \_\_\_\_\_

\_\_\_\_\_  
Designation \_\_\_\_\_

Institution / Office in which employed \_\_\_\_\_

Date \_\_\_\_\_

Station \_\_\_\_\_

★ To be scored out, if not applicable

**PART – B**

Form for fixation of initial pay in the revised pay structure

1. Name of Institution / Office	
2. Name and Designation of Govt . Employee	Name _____ _____ Designation _____ _____
3. Existing scale of pay	
4. Existing Basic pay as on _____ (date of option)	
5. Admissible Pay Band and Academic Grade Pay (AGP) corresponding to existing scale  (as shown at Sl. No. 3. above)	Pay band _____  AGP _____
6. Pay in Pay Band in which pay is to be fixed (as per Fitment Table)	
7. Academic Grade Pay (AGP) to be applied	
8. Revised basic pay(Sl. No. 6 + Sl. No. 7)	
9. Date of effect	

10. Date of next increment

Date \_\_\_\_\_

Station \_\_\_\_\_

\_\_\_\_\_  
Signature of the Head of the Institution/Office

## PART – C

### *Illustrations showing the fixation of pay under revised pay structure*

Illustration 1 : A Govt. employee with basic pay of Rs. 9100/- p.m. in the existing scale of pay of Rs. 8000/- –13500/- opted for fixation of his/her pay in the revised pay structure with effect from 01/01/2006.

1	Existing Scale of pay	Rs. 8000-275-13500/-
2	Pay Band applicable (under revised structure)	Rs. 15600-39100/-
3	Existing basic pay as on 01/01/2006	Rs. 9100/- p.m.
4	Pay in the Pay band (as per Fitment Table)	Rs. 16930/-
5	Academic Grade pay (as admissible)	Rs. 6000/-
6	Revised Basic pay :- total of pay in the Pay Band and Academic Grade Pay (4+5)	Rs. 22930/- (as on 01/01/2006)
7	Date of next increment	01/07/2006

Illustration 2 :A Govt. employee with basic pay of Rs. 10975/- p.m. in the existing scale of pay of Rs. 10000/- –15200/- opted for fixation of his/her pay in the revised pay structure with effect from 01/04/2006.

1	Existing Scale of pay	Rs. 10000-325-15200/-
2	Pay Band applicable (under revised structure)	Rs. 15600-39100/-
3	Existing basic pay as on 01/04/2006	Rs. 10975/- p.m.
4	Pay in the Pay band (as per Fitment Table)	Rs. 20420/-
5	Academic Grade pay (as admissible)	Rs. 7000/-
6	Revised Basic pay :- total of pay in the Pay Band and Academic Grade Pay (4+5)	Rs. 27420/- (as on 01/04/2006)
7	Date of Next increment	01/07/2006

Illustration 3 :A Government employee with basic pay of Rs. 10000/- p.m. in the existing scale of pay of Rs. 10000/- – 325-15200/- on 01/01/2006 and his/her date of next increment was due on 01/02/2006. He/She opted for fixation of his/her pay in the revised pay structure with effect from 01/02/2006

1	Existing Scale of pay	Rs. 10000-325-15200/-
2	Pay Band applicable (under revised structure)	Rs. 15600-39100/-
3	Existing basic pay as on 01/02/2006 (after adding the increment in the pre-revised scale)	Rs. 10325/- p.m.
4	Pay in the Pay band (as per Fitment Table)	Rs. 19210/-
5	Academic Grade pay (as admissible)	Rs. 7000/-
6	Revised Basic pay :- total of pay in the Pay Band and Academic Grade Pay (4+5)	Rs. 26210/- (as on 01/02/2006)
7	Date of Next increment	01/07/2007

NOTE : If the same employee opts for fixation of his/her pay in the revised Pay Structure with effect from 01/01/2006 (foregoing his/her next increment on 01/02/2006

3	Existing basic pay as on 01/02/2006	Rs. 10000/- p.m.
4	Pay in the Pay band (as per Fitment Table)	Rs. 18600/-
5	Academic Grade pay (as admissible)	Rs. 7000/-
6	Revised Basic pay	Rs. 25600/- (as on 01/01/2006)
7	Revised Basic pay on the date of next increment [18600 + 770 (inc.) + 7000 (AGP)]	Rs. 26370/- (as on 01/07/2006)

(Under first option above, his/her Revised Basic Pay stands at Rs. 26210/- on 01/07/2006)

Illustration 4 :A Govt. employee with basic pay of Rs. 11625/- p.m. in the existing scale of pay of Rs.10000/- – 15200/- as on 01/01/2006 was promoted / upgraded to a post in the existing scale of Rs. 12000/- – 18300/- with higher initial of Rs.12840/- with effect from 01/04/2006. He/She opted for fixation of his/her pay in the revised pay structure with effect from 01/01/2006 and he/she also exercised for promotional fixation with effect from 01/07/2006.

(A)	1	Existing Scale of pay	Rs. 10000-325-15200/-
	2	Pay Band applicable (under revised structure)	Rs. 15600-39100/-
	3	Existing basic pay as on 01/01/2006	Rs. 11625/- p.m.
	4	Pay in the Pay band (as per fitment table)	Rs. 21630/-
	5	Academic Grade pay (as admissible)	Rs. 7000/-
	6	Revised Basic pay :- total of pay in the Pay Band and Academic Grade pay (4+5)	Rs. 28630/- (as on 01/01/2006)
	7	Date of Next increment	01/07/2006

(B)	1	Existing Scale of pay of the promotion/ upgraded post	Rs. 12000-420-18300/-
	2	Date of promotion/upgradation	01/04/2006
	3	Option exercised for promotional/ upgradational fixation	01/07/2006
	4	Pay band applicable in the promotional / upgradational post	Rs. 15600-39100/-
	5	Pay in the Pay Band on the date of promotion / upgradation	Rs. 21630/-
	6	Academic Grade Pay attached to the Scale of Promotion Post	Rs. 8000/-
	7	Revised basic pay initially fixed in the Promotion / upgradation post with effect from 01/04/2006	Rs. 29630/-
	8	Revised basic pay finally fixed in the Promotion / upgradation post (as per option exercised) as on 01/07/2006 [Normal increment @ 3% on pay at item No. A - 6 above amounting to Rs. 860 + Promotional increment i.e. @ 3% on the whole amount so arrived at, amounting to Rs. 890]	Pay in the Pay Band + AGP = Total Rs. 23380 + Rs. 8000 = Rs.31380
	9	Date of next increment	01/07/2007

Illustration 5 :A Govt. employee with basic pay of Rs. 12275/- p.m. in the existing scale of pay of Rs. 10000-15200/- as on 01/01/2006 was promoted / upgraded to a post in the existing scale of Rs. 12000 -18300/- with higher initial of Rs.13680/- with effect from 01/04/2006. He/She opted for fixation of his/her pay in the revised pay structure with effect from 01/01/2006 and he/she also exercised for promotional fixation with effect from 01/07/2006.

(A)	1	Existing Scale of pay	Rs. 10000-325-15200/-
	2	Pay Band applicable (under revised structure)	Rs. 15600-39100/-
	3	Existing basic pay as on 01/01/2006	Rs. 12275/- p.m.
	4	Pay in the Pay band (as per Fitment Table)	Rs. 22840/-
	5	Academic Grade pay (as admissible)	Rs. 7000/-
	6	Revised Basic pay :- total of pay in the Pay Band and Academic Grade Pay (4+5)	Rs. 29840/- (as on 01/01/2006)
	7	Date of Next increment	01/07/2006

(B)	1	Existing Scale of pay of the promotion/upgraded post	Rs. 12000-420-18300/-
	2	Date of promotion/upgradation	01/04/2006
	3	Option exercised for promotional/upgradational fixation	01/07/2006
	4	Pay band applicable in the promotional/upgradational post	Rs. 37400-67000/-
	5	Pay in the Pay Band on the date of promotion/upgradation (as per Fitment Table)	Rs. 22840/-
	6	Academic Grade Pay attached to the Scale of Promotion/upgradation Post	Rs. 9000/-
	7	Revised basic pay initially fixed in the Promotion/upgradation post with effect from 01/04/2006	Rs.(22840/- + 9000/-)=Rs. 31840/-
	8	Revised basic pay finally fixed in the Promotion/upgradation post (as per option exercised as on 01/07/2006) [Normal increment @ 3% on pay at item No. A - 6 above amounting to Rs. 900 + Promotional increment @ 3% on the whole amount so arrived at, amounting to Rs. 930]	Pay in the Pay Band Rs. 22840/- + Rs. 900/- + Rs.930/- = Rs.24670/- to be stepped up to the minimum of the Pay Band of Promotional post = Rs. 37400 + Rs. 9000 (AGP) = Rs. 46400 (as on 01/07/2006)
	9	Date of next increment	01/07/2007

## SCHEDULE-II

### Fitment Tables

Table-1

1. Incumbent: Assistant Professor (formerly Lecturer)
2. Incumbent: Assistant Librarian/ College Librarian

Pre-revised Scale Rs. 8,000-275-13,500	Revised Pay Band + AGP Rs. 15,600-39,100 + AGP 6,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

**Table-2**

1. Incumbent: Assistant Professor [formerly Lecturer (Sr. Scale)/Assistant Professor (Sr. Scale)]
2. Incumbent: Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)

Pre-revised Scale Rs. 10,000-325-15,200	Revised Pay Band + AGP Rs. 15,600-39,100 + AGP 7,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

**Table-3**

1. Incumbent: Reader/Lecturer (Sl. Grade)/Assistant Professor (Sl. Grade) not completed 3 years of service as on 01.01.2006 in the pre-revised scale of Rs. 12,000-18,300.
2. Incumbent: Librarian (Sl. Grade)/ College Librarian (Sl. Grade) not completed 3 years of service as on 01.01.2006 in the pre-revised scale of Rs. 12,000-18,300.

Pre-revised Scale Rs. 12,000-420-18,300	Revised Pay Band + AGP Rs. 15,600-39,100 + AGP 8,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390

**Table-4**

3. Incumbent: Associate Professor [formerly Reader & Lecturer (Sl. Grade)]/Assistant Professor (Sl. Grade) completed 3 years of service as on 01.01.2006 in the pre-revised scale of Rs. 12,000-18,300.
4. Incumbent: Librarian (Sl. Grade)/ College Librarian (Sl. Grade) completed 3 years of service as on 01.01.2006 in the pre-revised scale of Rs. 12,000-18,300.

Pre-revised Scale Rs. 12,000-420-18,300	Revised Pay Band + AGP Rs. 37,400-67,000 + AGP 9,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

**Table-5**

1. Incumbent: Professor
2. Incumbent: Principal

Pre-revised Scale Rs. 16,000-450-20,500-500-22400(S27 & S29)		Revised Pay Band + AGP Rs. 37,400-67,000 + AGP 10,000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake, Kolkata - 700 091**

No.887-Edn(A)/10M-2/09

Dated, Kolkata, the 14<sup>th</sup> September, 2009.

**From :** Shri S. Ghosh, Joint Secretary to the Government of West Bengal.

**To :** The Director of Public Instruction, West Bengal, West Bengal, Bikash Bhavan, Salt Lake, Kolkata-91.

**Sub :** Career Advancement Scheme for Physical Instructor/Instructress in Government Colleges in the State.

The undersigned is directed by order of the Governor to say that the Governor has been pleased to prescribe the following revised Career Advancement Scheme as formulated by University Grants Commission vide No. F.3-1/94(PS)-7 dated 19.10.2006 for Physical Instructor/Instructress in Government College in the State :-

**Career Advancement Scheme for Physical Instructor/Instructress.**

- a) Every Physical Instructor/Instructress who is in the Scale of Pay of Rs.8000-275-13,500/- will be eligible for placement in the Senior Scale of Pay of Rs. 10,000-325-15,200/- if he/she has :
  - i) Completed 6 years of service as Physical Instructor/Instructress after regular appointment ;
  - ii) Passed the Physical fitness test;
  - iii) Consistently good appraisal reports;
  - iv) Should have attended at least one orientation and one refresher course of not less than four weeks duration each with proper and well-defined evaluation procedure.
- b) Every Physical Instructor/Instructress who has been placed in the Senior Scale will also be eligible for placement in the Selection Grade Scale of Pay of Rs.12,000-420-18,300/- if he/she has :
  - i) Obtained a Ph.D Degree in Physical Education. Candidates from outside the University system, in addition, shall also possess atleast 55% of the marks or an equivalent grade of "B" in the UGC 7 point scale at the Master's degree level;
  - ii) 5 years experience as Physical Instructor/Instructress (Senior Scale) or in the equivalent post in the same Pay Scale (excluding 3 years of research experience for Ph.D.)
  - iii) Evidence of organizing competitions and conducting coaching camps;
  - iv) Evidence of having produced good performance teams/athletes for inter College/combined college and at higher level etc.
  - v) Passed the physical fitness text; and
  - vi) Consistently good appraisal reports.

C) Physical Instructor/Instructress (Selection Grade) with 5 years as on 01.01.1996 shall be eligible for placement at the minimum of Rs. 14,940/- as done in the case of Readers.

3. The Career Advancement Scheme as mentioned in this order will be effective for the present from 27.07.1998.

4. This order issued with the concurrence of Finance Deptt. vide their U.O. No. 1142 Group-'P'(Pay) dated 20.08.2009.

All concerned are being informed accordingly.

Joint Secretary

No.887/1(12)-Edn(A)

Dated, Kolkata, the 14<sup>th</sup> September, 2009.

Copy forwarded for information and necessary action to the :

1. Accountant General(A&F), West Bengal, Treasury Buildings, Kolkata-1.
2. Finance Deptt. of this Govt.
3. Kolkata Pay & Accounts Officer, Kolkata Pay & Accounts Office, 81/2/2, Phears Lane, Kolkata-12.
4. Director of Treasuries, Stephen House, 4, B.B.D. Bag(E), Kolkata-1.
5. Addl. Director of Public Instruction(Phy. Edn), West Bengal.
6. University Branch of this Deptt.
7. Joint Director of Public Instruction(UGC), West Bengal.
8. Joint Director of Public Instruction(NGC), West Bengal.
9. Joint Director of Public Instruction(PPS), West Bengal.
10. Joint Director of Public Instruction(Trg), West Bengal.
11. Computer Cell of this Deptt.
12. Guard file.

Joint Secretary

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

No. 913 - Edn (A)/SP-16/09

Dated, Kolkata, the 17<sup>th</sup> September, 2009

***CORRIGENDUM***

The following in the Order No. 864-End(A), dated 28.08.2009 as shown in the specific row within quotes in column 1 in the table below be read as shown in the corresponding row in the column 2.

Sl. No.	Column 1	Sl. No.	Column 2
1.	Para 4 sub-para(l)(iii) – “each of the pre-revised scale”...	1.	...“each of the pre-revised scales”...
2.	Para 4 Note 4 point (iv)...“junior officer was drawing”...	2.	...“junior officer drawing”...
3.	Para 5 : Sub-paras marked as “(2)” & “(3)”	3.	Sub-para be marked as “(1)” & “(2)”
4.	Para 6. illustration ... “the increment Rs. 830.70”... & ... “the amount be rounded.	4.	...“the increment is Rs. 830.70”... & ... “the amount would be rounded.
5.	Para 8 sub-para (1) (c) ... “pay band determined academic grade pay	5.	“...pay band so determined, academic grade pay”...
6.	Para 8, Note-2... “sub-para (l) of Para”...	6.	...“sub-para (l) of para 8”...
7.	Para 8, Note-2... “in case of” ... & ... between period commencing”...	7.	...“in case” ... & ... “between the period commencing”...
8.	Para 9. sub-para (1) (a)...“ in all respect.	8.	...“in all respect”...
9.	Schedule I, Part-C, & Illustration 2, Item,“... “I... 2006”...	9.	...“01/07/2007”...
10.	Schedule II, Table 5 : “Pre-revised Scale Rs. 16,000-450-20,500-500-22400/-.”	10.	“Pre-revised scale Rs. 16,400-450--20-, 900-500-22,400/-”
11.	Schedule II, Table 4 : “formerly – as on 01.01.2006.”	11.	Formerly Reader & Lecturer (Sl. Grade) with 3 years of service.

Sd/-  
S. Ghosh  
Joint Secretary to the  
Govt. of West Bengal.

No. 913/1(12)-Edn (A)

Dated, Kolkata, the 17th September, 2009

Copy forwarded with the copies of annexure forwarded to the :

- 1) Finance Department of this Govt.
- 2) Accountant General (A&E), West Bengal.
- 3) The pay & Accounts officer-I, 81/2/2, phears Lane, Kolkata -12
- 4) The pay & Accounts officer-II, P-1, Hyde Lane, Kolkata-73
- 5) Budget Branch of this Department, Kolkata.
- 6) Director of Treasure, Stephen House, 4, B. B. D Bag(East), Kolkata-01.
- 7) Secretary, Public Service Commission, West Bengal.
- 8) P. S. to Hon'ble MIC, Higher Education Deptt. Govt. of West Bengal.
- 9) P.A. to Principal Secretary, Higher Education Deptt. Govt. of West Bengal.
- 10) Computer Cell of this Deptt.
- 11) Guard file.
- 12) D.P.I., W.B.

Joint Secretary to the Govt. of West Bengal.

No. 914 - Edn (A)/SP-16/09

Dated, Kolkata, the 17<sup>th</sup> September, 2009

## CORRIGENDUM

The following in the Order No. 865-End(A), dated 28.08.2009 as shown in the specific row within quotes in column 1 in the table below be read as shown in the corresponding row in the column 2.

Sl. No.	Column 1	Sl. No.	Column 2
1.	Para 4 sub-para(iii) – “each of the pre-revised scale”...	1.	...“each of the pre-revised scales”...
2.	Para 4 Note 4 point (iv)...“junior officer was drawing”...	2.	...“junior officer drawing”...
3.	Para 5, illustration :... “the increment Rs. 830.70” ... & ... “the amount be rounded.”	3.	...“the increment is Rs. 830.70”... & ... “the amount would be rounded.
4.	Para 7. Sub-para (l)©... “Pay band determind acadsemic grade pay.”	4.	“...pay band so determined, academic grade pay”...
5.	Para 7, “sub-para (2)... Sub-para (l) of Para?”...	5.	..“sub-para (l) of para 8”...
6.	Para 7, Note-2... “in case of” ... & ... between period commencing”...	6.	...“in case” ... & ... “between the period commencing”...
7.	Para 8. sub-para (1) (a)...” in all respect.	7.	...“in all respect”...
8.	Schedule I, Part-C, & Illustration 2, Item 7: ...“01/07/ 2006”...	8.	...“01/07/ 2006”...

Sd/-  
S. Ghosh  
Joint Secretary to the  
Govt. of West Bengal.

No. 914/1(12)-Edn (A)

Dated, Kolkata, the 17th September, 2009

Copy forwarded with the copies of annexure forwarded to the :

- 1) Finance Department of this Govt.
- 2) Accountant General (A&E), West Bengal.
- 3) The pay & Accounts officer-I, 81/2/2, phears Lane, Kolkata -12
- 4) The pay & Accounts officer-II, P-1, Hyde Lane, Kolkata-73
- 5) Budget Branch of this Department, Kolkata.
- 6) Director of Treasury, Stephen House, 4, B. B. D Bag(East), Kolkata-01.

- 7) Secretary, Public Service Commission, West Bengal.
- 8) P. S. to Hon'ble MIC, Higher Education Deptt. Govt. of West Bengal.
- 9) P.A. to Principal Secretary, Higher Education Deptt. Govt. of West Bengal.
- 10) Computer Cell of this Deptt.
- 11) Guard file.
- 12) D.P.I., W.B.

Joint Secretary to the  
Govt. of West Bengal.

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

No. 588-Edn(T)/  
10M-36/09

Dated, the 24th Sept. 2009

From : Shri S. C. Tewary, AS,  
Principal Secretary to the Govt. of West Bengal.

To : The Director of Technical Education, West Bengal.

Sub : Provisional revisions of the scales of pay of Principals, Professors, Assistant Professor, Lecturers of 6 (six) Government Engineering & Technology Colleges of this State.

Sir,

I am directed to refer to the subject noted above and to state that the proposal for revision of the scales of pay of Principals, Professors, Assistant Professors, Lecturers etc. have been under active consideration of the Government for some time past.

Government orders, in this regard, cannot be issued right now due to absence of any notification/guidelines/fitment tables from A.I.C.T.E./Government of India. However, it is felt that it is necessary to provide ad-hoc interim relief to above categories of employees, pending issue of final pay fixation orders after obtaining suitable inputs from A.I.C.T.E./Government of India. In view of this, the scheme for~ payment of interim relief is laid down as per following table.

Employees, mentioned in column-2 will get interim relief of amount mentioned in column-4 every month in addition to existing salary drawn by them.

**Table**

Sl.No.	Category	Existing scale of pay (Rs.)	Ad-hoc interim Relief Rs.
1.	Lecturer& Equivalent	8000-275-13500/-	9000/-
2.	Sr. Lecturer & Equivalent	10,000-325-15,200/-	9500/-
3.	Sl. grade Lecturers/Asstt. Professors & equivalent who have not completed 3 yr. service in the existing scale as on 01.01.2006.	12,000-420-18,300/-	11,500/-
4.	Sl. grade Lecturers/Asstt. Professors & equivalent who have completed 3 yr. service in the existing scale as on 01 .01 .2006	12,000-420-18,300/-	25,000/-
5.	Principal/Professor & equivalent	16,400-450-20900-500-22400/-	25,000/-

This will apply with effect from the month of April, 2009 and may be drawn anytime after issuance of this order.

After issuance of the final fixation order on receipt of the fitment tables and other suitable inputs from A.I.C.T.E. and Government of India, excess amount drawn (as salary and interim relief), if any, will have to be either refunded to Government or adjusted against future payments, accordingly.

This order issues with the concurrence of the Finance Department vide their U. O. No. Gr. P (Pay)-2779 dated 23.09.09

The accountant General, West Bengal, is being informed.

Yours faithfully,  
Sd/- S . C. Tewary  
Principal Secretary

No.588/1(20)-Ed n(T)/

Dated 24. 09.2009

Copy forwarded for information and necessary action to

- 1) The Accountant General (A&E), West Bengal;
- 2) The Finance Deptt. Gr. P (Pay) of this Government;
- 3) The Pay & Accounts Officer, Kolkata Pay & Accounts Office, 81/2/2, Phears Lane, Kolkata-700012;
- 4) The Treasury Officer,
- 5) The Principal/Officer-in-Charge
- 6) P.S. to the MIC., H.E.Deptt.;
- 7) PA. to the Principal Secretary, Deptt. of Higher Education;
- 8) Budget Branch of this Deptt.;
- 9) Guard file.

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake, Kolkata-91**

No. 1133-Edn(A)/2L-2/09

Dated, Kolkata the 11th December, 2009

From : Shri S. Ghosh  
Joint Secretary to the Government of West Bengal.

To : The Director of Public Instruction, West Bengal,  
Bikash Bhavan, Salt Lake, Kolkata — 700 091.

Sub : Permission for taking up work of evaluators/scrutineers by the selected college teachers of Government College 'on duty' basis.

Sir,

I am directed to address you on the above noted subject and to say that the question of giving permission for taking up work of evaluators/scrutineers for the examination conduct to W.B.S.S.C, D.S.E. and U.G.C. by the selected college teachers of Government College 'on duty' basi under active consideration of the Government for some time past.

After careful consideration, the Governor has been pleased to allow selected college teachers of the Govt. College to perform the above noted work 'on duty' basis in observance of the following guidelines:

1. The requisition for performing work as evaluators/scrutineers 'on duty' may be restricted actual number of days spent for such work by the selected Government College teachers, but in no case a total period of such engagement being more than six days for a teacher.
2. Such assignments may preferably be done during holidays and vacation/recess.
3. As a general principle, selection of Government college teachers should be made in such a manner that the normal academic activities of the college concerned are not stalled.
4. No TA. and D.A. for performance of such duties by the government College teachers concerned would be charged to college/government account. The financial liabilities on account of payment of T.A. and DA. would lie on the W.B.S.S.C./D.S.E./U.G.C.
5. The college authority concerned may be duly informed beforehand of such assignment of the teachers by the W.B.S.S.C. or its regional offices/D.S.E./U.G.C.

This arrangement comes into operation with immediate effect and remains in force until further orders.

Yours faithfully,  
Joint Secretary

No. 1133/1(7)-Edn(A)/2L-2/09

Dated, Kolkata the 11<sup>th</sup> December, 2009

Copy forwarded for information & necessary action to

- 1) The Secretary, S.E.D.
- 2) The Secretary, W.B.C.S.S.C.
- 3) Joint Secretary, C.S. Branch
- 4) P.S. to Minister-in-Charge, Higher Education Department.
- 5) P.A to Principal Secretary Higher Education Department.
- 6) Addl. D.P.I., West Bengal (Admn.)
- 7) Guard File

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake, Kolkata — 91**

No. 1144-Edn(A)/10M-54/09

Dated, Kolkata, the 21<sup>st</sup> December, 2009.

**NOTIFICATION**

In supersession of all the previous Government orders relating to part time teachers of the State Government Colleges, the under signed is directed by order of the Governor to say that the following provision will be applicable in respect of the part time teachers of the Government College w.e.f. 01.04.2009

- i) The part time teachers will be allowed to enjoy the remuneration in the following manner:—
  - a. Those having less than/equal to 4 years of teaching experience as part time teachers in any Govt. college are allowed to enjoy their remuneration at the rate of Rs. 7,000/- p.m.
  - b. Those having greater than 4 years but less than 10 years of teaching experience as part time teachers in any Govt., college are allowed to enjoy their remuneration at the rate of Rs. 8,000/- p.m.
  - c. Those having greater than/equal to 10 years of experience as part time teachers in any Govt. College are allowed to enjoy their remuneration at the rate of Rs. 10,000/- p.m.
  - d. The superannuated Teacher(s) serving as part time teacher(s) may be offered remuneration @ Rs. 7,000/- p.m.

2. Length of service as part time teacher is to be certified by the principal/Teacher-in-charge of the college referring to “the then” Governing Body’s Resolution notifying the date of appointment and time to time extension of service without any break of long duration. Ex-post facto resolution of the Governing Body notifying appointment and extension of service in respect of part time Teachers will not be acceptable.

In addition, the part time teachers of the Govt. Colleges who have/are served/serving as Examiners of the different examinations of Universities, the certificate of the respective Universities notifying the date of appointment as Examiners may also be taken into account for consideration the length of service.

Those who are engaged in full time assignment elsewhere will not be considered for the above mentioned benefits.

3. Method of appointment :

By Selection (direct recruitment) by the Government Body of the College by following the procedures mentioned below.

- (i) The vacancy shall be advertised by the college authority in atleast two daily leading newspapers (one in English and the other in Bengali) specifying the required qualification & remuneration.

- (ii) The application received in response to the advertisement will be scrutinised by the college authority and the eligible candidate(s) will be called for interview before the selection Committee.
- (iii) The selection Committee will consist of the following members :
  - (a) The Principal/Teacher-in-charge of the college will be the Chairman.
  - (b) The Senior most Teacher/HOD of the College in the Subject.
  - (c) An expert, not below the rank of Reader/equivalent, in the subject, nominated by the Vice-chancellor of the University, to which the college is affiliated.

The selection Committee shall prepare a panel of at least three candidates in order of merit.

4. Part time teachers of the Govt. Colleges should be allotted minimum of 8 classes per week and in addition, they will have to perform invigilation and other duties as assigned by the college & university authorities relating to college/University examination.
5. Not more than 2 part time assignments in respect of any part time teacher will be considered for any such benefits as mentioned in this order.
6. For the second assignment the rate of remuneration would be of Rs. 7,000/- only.
7. The lower & upper age limit for/of serving as part time teachers in any Govt. College of the state would be same as that of whole-time Teachers.
8. For enjoying the enhanced benefit of remuneration, all the part time teachers who will be appointed in different Govt. Colleges of the State w.e.f. 01.04.2009 should possess the UGC stipulated qualifications.
9. Appointment of part time teachers in any Govt. College to be made on "TERM" basis i.e., appointment for 6 months then a break for 1 day & again for 6 months and so on depending upon the satisfactory performance of the concerned Part Time Teacher.
10. As per existing norms of whole-time sanctioned posts for each subject (following 4/5/7 policy in recruitment of Whole-Time Teachers), Part Time Teachers may be appointed depending upon the vacancy position. College authorities will have to renew the tenure\term of the part time teacher(s) considering the total actual vacancy position in the college in consultation with the affiliating. University.
11. Against one whole-time sanctioned vacant teaching post, maximum 3 (three) part time teachers may be appointed depending upon the justification of work load, In this context the teacher/student ratio, establishment year & the geographic location of the college would be the deciding factors.
12. Subject to necessary amendments in the relevant statutes of different Universities which govern the leave of part-time teachers of Govt. colleges affiliated to them, the following provisions should be maintained :
  - (i) Casual Leave, 1/2 average remuneration leave on medical ground and Maternity leave would be available for part time teachers of Govt. Colleges of the State.
  - (ii) For the second assignment in other college only casual leave would be available.
13. Remuneration of the part time teachers of Govt. Colleges of the State will be released as ad-hoc grant in respect of the college authority and the grant will be disbursed as per part time teacher's list duly approved by the Government.
14. The college authority have to submit relevant papers/documents to the Director of Public Instruction, West Bengal for Getting prior approval of the Government to enjoy the benefits of remuneration as mentioned in this order.

This issues with the concurrence of the Finance, Department. vide their U.O. No. 1777 Group-  
'P' (Service) dt. 03.12.2009.

By order of the Governor  
Sd/- S. Ghosh  
Joint Secretary

No. 1144/1/(13) – Edn (A).,

dt. 21.12.2009

Copy forwarded for information & necessary action to the :-

1. Director of Public instruction, West Bengal.
2. Director of Technical Education, West Bengal.
3. Accountant General (A & E) West Bengal, Treacsury Buildings; Kolkata -1.
4. Finance Department, Gr. 'P' (Service).
5. Pay & Accounts Officers, Kolkata Pay & Accounts Officers, 81/2/2, Phears Lane, Kolkata – 12.
6. Principal/Officer-in-charge, \_\_\_\_\_
7. Treasury Officer, \_\_\_\_\_
8. P. S. to Minister-in-charge.
9. P. A. to Principal Secretary.
10. Joint Secretary, C. S. Brnach of this Department.
11. Joint Secretary, Technical Brnach of this Department.
12. Joint Secretary, Budget Branch of this Department.
13. Guard File.

Assistant Secretary

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

No. 1157-Edn(A)/5P-16/2009 Pt.I

Dated, Kolkata, the 23<sup>rd</sup> December, 2009.

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

To : Director of Public Instruction, Government of West Bengal.

Sub : Payment of 20% of Arrears in connection with Revision of Pay Structure under the UGC Pay Revision Scheme of the Teachers, Librarians and Equivalent cadres of the Govt. Colleges.

In continuation to this Department's G.O. No. 865-Edn(A) dt. 28.08.2009, the Governor has been pleased to decide the following modalities regarding the payment of arrears for the period from 01.01.2006 - 31.3.2009 payable to the Teachers, Librarians and Equivalent Cadres of the Govt. Colleges.

20% of the arrear payable for the period from 01.01.2006 - 31.03.2009 will be paid in three equal instalments as shown below :

i) 1 <sup>st</sup> Instalment -	in the year 2009-10
ii) 2 <sup>nd</sup> Instalment -	in the year 2010-11
iii) 3 <sup>rd</sup> Instalment -	in the year 2011-12

Such instalments in the year 2009-10 will be due for payment from 01.01.2010.

Decision regarding payment of the balance 80% of the arrears would be considered separately and notified in due course after interactions with and obtaining suitable inputs from Government of India.

This issues with the concurrence of Finance Department, Government of West Bengal vide their U.O. No. Group - P (Pay) 3240 dt. 15.12.09.

Sd/-  
Principal Secretary

No. 1157/I(15)-Edn(A)/5P-16/2009 Pt.I

Dated, Kolkata, the 23<sup>rd</sup> December, 2009.

Copy alongwith the copies of annexure forwarded to the :

1) Accountant General (A&E), West Bengal.

- 2) Finance Department, Group P(Pay) of this Government.
- 3) Finance (Group'B') Department of this Govt.
- 4) Pay & Accounts Officer-I, 81/2/2, Phears Lane, Kolkata -12.
- 5) Pay & Accounts Officer-II, P-I, Hyde Lane, Kolkata - 73.
- 6) Director of Treasury, Stephen House, 4, B.B.,D. Bag (East), Kolkata -1.
- 7) Budget Branch of this Department, Kolkata.
- 8) University Branch of this Deptt.
- 9) P.S. to Hon'ble Minister-in-Charge, Higher Education Department, Govt. of West Bengal.
- 10) Director of Technical Education, Govt. of West Bengal.
- 11) Technical Branch of this Deptt.
- 12) C.S. Branch of this Deptt.
- 13) P.A. to Principal Secretary, H.E. Department, Govt. of West Bengal.
- 14) Computer Cell of this Deptt.
- 15) Guard File.

Sd/-  
Joint Secretary.

No : 2/1(2) Admn

Date 7.1.2010

Copy forwarded to the

- (i) Pay & Account officer I
- (ii) Principal, Goenka College of Commerce & B. A. Kolkata and other Govt. Colleges for Information and necessary action.

**Department of Higher Education  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata - 700 091**

No. 1158-Edn(A)/5P-16/2009 Pt.I

Dated, Kolkata, the 23<sup>rd</sup> December, 2009.

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

To : Director of Public Instruction, Government of West Bengal.

Sub : Payment of 20% of Arrears in connection with Revision of Pay Structure under the UGC Pay Revision Scheme of the Physical Instructors/Instructresses of Govt. Colleges.

In continuation to this Department's G.O. No. 865-Edn(A) dt. 28.08,2009, the Governor has been pleased to decide the following modalities regarding the payment of arrears for the period from 01.01.2006 - 31.3.2009 payable to the Physical Instructors/Instructresses of Govt. Colleges.

20% of the arrear payable for the period from 01.01.2006 - 31.03.2009 will be paid in three equal annual instalments as shown below :

- |                                   |                     |
|-----------------------------------|---------------------|
| i) 1 <sup>st</sup> Instalment -   | in the year 2009-10 |
| ii) 2 <sup>nd</sup> Instalment -  | in the year 2010-11 |
| iii) 3 <sup>rd</sup> Instalment - | in the year 2011-12 |

Such instalments in the year 2009-10 will be due for payment from 01.01.2010.

Decision regarding payment of the balance 80% of the arrears would be considered separately and notified in due course after interactions with and obtaining suitable inputs from Government of India.

This issues with the concurrence of Finance Department, Government of West Bengal vide their U.O. No. Group - P (Pay) 3240 dt. 15.12.09.

Sd/-  
Principal Secretary.

No. 1158/I(15)-Edn(A)/5P-16/2009 Pt.I

Dated, Kolkata, the 23<sup>rd</sup> December, 2009.

Copy for information and necessary action to the :

- 1) Accountant General (A&E), West Bengal.
- 2) Finance Department, Group P(Pay) of this Government.
- 3) Finance (Group'B') Department of this Govt.
- 4) Pay & Accounts Officer-I, 81/2/2, Phears Lane, Kolkata - 12.
- 5) Pay & Accounts Officer II, P-I, Hyde Lane, Kolkata - 73.

- 6) Director of Treasury, Stephen House, 4, B.B.,D. Bag (East), Kolkata -1.
  - 7) Budget Branch of this Department, Kolkata.
  - 8) University Branch of this Deptt.
  - 9) P.S. to Hon'ble Minister-in-Charge, Higher Education Department, Govt. of West Bengal.
  - 10) Director of Technical Education, Govt. of West Bengal.
  - 11) Technical Branch of this Deptt.
  - 12) C.S. Branch of this Deptt.
  - 13) P.A. to Principal Secretary, H.E. Department, Govt. of West Bengal.
  - 14) Computer Cell of this Deptt.
-

**2010**

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata - 91**

No. 88-Edn.(A)/5P-116/09

Dated, Kolkata, the 18<sup>th</sup> February, 2010.

**MEMORANDUM**

Consequent on implementation of revised pay structure under the UGG Pay revision scheme in terms of this Department's Memo No.864-Edn.(A) dated 28-08-09 and 865-Edn.(A) dated 28-8-09, references are being received in this Department seeking clarification as regards to the re-designation of teachers and equivalent grades of the State Government Colleges subsequent to revision "of their pay and also seeking guidelines in regards to applicability of Career Advancement Scheme (CAS) in the light of draft UGC Regulations. On Universities And Colleges And Measures For The Maintenance Of Standards. In Higher Education, 2009 uploaded in the website of the U.G.C., which have not yet been notified

After careful consideration of the matters, following points are clarified for information and guidance of all concerned.

- i) Re-designation of teachers and equivalent grades subsequent to revision of their pay will be as per stipulations of MHRD's Order No. 1-32/2006- U.II/UI(i) dated 31<sup>st</sup> December, 2008.
- ii) All promotions/CAS related matters relating to the period upto 28-08-09 to be processed following extant UGC regulations. Such cases arising after 28-08-09 will be kept pending for the time being. If any action has been taken in some cases which is at variance with provisions of this Memo corrective action for the same should be taken.

Sd/- S. C. Tewary  
Principal Secretary

No. 88/I(12)-Edn.(A)

Dated, Kolkata, the 18<sup>th</sup> February, 20 10.

Copy forwarded for information and necessary action to the :-

1. Accountant General (A&E), West Bengal,
2. Finance Department of this Government,
3. Director of Public Instruction, West Bengal,
4. Pay & Accounts' Officer, Kolkta-1, Kolkata Pay & Accounts Office-I. 81/2/2, Phears Lane, Kolkata- 700 012,
5. Pay- & Accounts Officer, Koikta-II, Kolkata Pay & Accounts Office-II, Hyde Lane, Kolkata- 700 073,

6. Director of Treasuries, New India Assurance Bldgs.(2<sup>nd</sup> & 3<sup>rd</sup> floor), 4, Lyons Range, Kolkata-1,
7. Joint Secretary, University Branch, Higher Education Department,
8. Joint Secretary, C.S. Branch, Higher Education Department,
9. Computer Cell of this Department,
10. P.S. to M.I.C, Higher Education Department,
11. PA. to Principal Secretary of this Department,
12. Guard File.

No. 309/1(30)A

Dated, Kolkata, the 24<sup>th</sup> March, 2010.

Copy forwarded for information and necessary action to the Principal/Officer-in-Charge,

for Director of Public instruction,  
West Bengal.

**Government of West Bengal**  
**Finance Department**  
**Pension Branch**

No. 139-F(Pen)

Dated Kolkata the 24<sup>th</sup> February, 2010

**M E M O R A N D U M**

**Sub :** Consolidation of pension in respect of the Pre-01 .01 .06 pensioners who are in receipt of two pension.

A point has been raised as to how revision of Pension / Family Pension under this Department Memo No. 200-F(Pen) dt.25.02.09 be made in case of a pensioner who is in receipt a of two pension.

2. After careful consideration of the matter the Governor as been pleased to decide that where a pensioner is in receipt of two pensions, consolidation shall be done separately applying formula as per Para 4.1 of Finance Department Memo No.200-F(Pen) dt.25.02.09. The Service Pension of a pensioner may be stepped up to the minimum ceiling if it is less than Rs.3300/- p.m and the other pension shall remain consolidated only.
3. Two examples are given below —
  - i) A pensioner receives Service Pension @ Rs. 3250/— p.m. and also basic also basic Family Pension @ Rs. 1300/- p.m.  
His Service Pension of Rs.3250/- p.m. should be consolidated at Rs.7345/- p.m. and the basic Family Pension of Rs. 1300/- p.m. shall remain simply consolidated at Rs.2938/- p.m. No question of stepping up of the said pension to Rs.3300/- p.m. arises
  - ii) A pensioner receives his Service Pension @ Rs. 1300/- p.m. and also receives basic Family Pension @ Rs. 1300/- p.m.  
His Service Pension shall be consolidated and stepped upto Rs. 3300/- p.m. and the Family Pension shall be consolidated at R.s.2938/- p.m. only.
4. In terms of Para 9 of Finance Department Memo No. 200-F(Pen) dt. 25.02.09, a suitable entry regarding the revised consolidated Pension shall be made by the Treasury Officer in both halves of the P. P. O. The public Sector Banks under the jurisdiction of Kolkata Municipal Corporation will also make suitable entries in both halves of the P. P.O. regarding revised consolidated pension.

Special Secretary of the  
Government of West Bengal

Copy forwarded for information and necessary action to :

1. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata - 1.
2. The Deputy Accountant General (Pension), West Bengal, Treasury Buildings. Kol - 1.
3. The Manager, Reserve Bank of India (Public A/cs Deptt.), 15, N. S. Road, Kolkata - 1.
4. The Manager, Reserve Bank of India (Public A/cs Deptt.), Deptt. of Govt. & Bank Accounts, G-7, Bandra Kurla Complex, 3<sup>rd</sup> Floor, Bandra, (East), Mumbai - 51.
5. The Directorate of Treasuries & Accounts, 4, Lyons Range, Kolkata - 1
6. Deptt./Dte.
7. The Treasury Officer,
8. The District Magistrate/ Superintendent of Police/District Judge,
9. Pensioners, Association :

Special Secretary to the  
Government of West Bengal.

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan. Salt Lake  
Kolkata - 91**

No.195–Edn(A)

Dated, the 22<sup>nd</sup> March, 2010

**MEMORANDUM**

Sub : Revision of pension/family pension of post 01.01.2006 Pensioners/Family Pensioners in respect of Teaching staff including Librarians/Physical Instructors/Instructresses and equivalent cadres of State Government Colleges.

The undersigned is directed to state that the question of modifications of Rule granting pensionary benefits to the Teaching staff including Librarians/Physical Instructors/Instructresses and equivalent cadres of State Govt. colleges has been under consideration of the Government.

After careful consideration of the matter the Governor has been pleased to decide that the pensionary benefits in respect of Teaching staff including Librarians/Physical Instructors/Instructresses and equivalent cadres of State Govt. colleges who retire on and from 01.01.2006 shall be determined as follows:-

**A. Pension**

- i) A Government employee retiring in accordance with the provisions of West Bengal Services (Death-cum-Retirement Benefit) Rules, 1971 and before completion of minimum qualifying service of 10 years shall not be entitled to pension, but he/she shall continue to be entitled to gratuity.
- ii) Linkage of full pension with 33 years of qualifying service shall be dispensed with. Once a Government employee has rendered a minimum qualifying service of 20 years, pension shall be paid @ 50% of the last basic pay drawn. For Government employees who at the same time of retirement have rendered qualifying service for 10 years or more but less than 20 years, proportionate reduction shall be made while calculating the amount of pension. The provision, however, shall be applicable w.e.f. 12.10.09.
- iii) The existing maximum amount of monthly pension of Rs. 11,200/- (Rupees eleven thousand two hundred) only per month as laid down in the F.D.'s Memo. No.1127-F-(Pen) dated 27.10.1998 shall be raised to Rs.35,000/- (Rupees thirty five thousand) only.
- iv) The existing minimum amount of monthly pension/family pension of Rs. 1300/- (Rupees one thousand three hundred) only as laid down in the F.D.'s Memo. NO.1127-F(Pen) dated 27.10.1998 shall be raised to 3300/- (Rupees three thousand three hundred) only.

v) **Additional Pension**

The quantum of pension available to the old pensioners shall be increased as indicated in the following table with effect from 01.01.2006 :

Age of Pensioners	Additional Quantum of Pension
From 80 years to less than 85 years	20% of the basic pension
From 85 years to less than 90 years	30% of the basic pension
From 90 years to less than 95 years	40% of the basic pension
From 95 years to less than 100 years	50% of the basic pension
100 years or more	100% of the basic Pension

The Pension Sanctioning Authority shall ensure that the date of birth and the age of pensioner is invariably indicated in the Single Comprehensive Form to facilitate the Accountant General (A & E), (P.P.O.) to be issued in favour of the pensioners for payment of additional pension by the Pension Disbursing Authority as soon as it becomes due. The amount of additional pension will be shown distinctly in the P.P.O.

**B. Family Pension**

- i) Family pension shall be calculated @ 30% of the basic pay drawn last actually or notionally. The maximum ceiling of family pension of Rs.6,720/- (Rupees six thousand seven hundred twenty) only per month shall be raised to Rs. 21,000/- (Rupees twenty one thousand) only per month at normal rate. However, the existing provision for calculation of family pension at enhanced rate for a specific period will continue.

ii) **Additional Family Pension**

In addition to the family pension calculated in para (i) above, the quantum of family pension available to the old Family Pensioners shall be increased as indicated in the following table with effect from 01.01.2006 :

Age of Family Pensioners	Additional Quantum of Family Pension
From 80 years to less than 85 years	20% of the basic family pension
From 85 years to less than 90 years	30% of the basic family pension
From 90 years to less than 95 years	40% of the basic family pension
From 95 years to less than 100 years	50% of the basic family pension
100 years or more	100% of the basic family pension

**C. Gratuity**

The maximum amount of Death/Retiring Gratuity of Rs 2.5 lakh (Rupees two lakh fifty thousand) only as laid down in F. D.'s Memo. No.1127-F-(Pen) dated 27. 10. 1998 shall be raised to Rs. 6.0 lakh (Rupees six lakh) only.

**D. Regulation of the cases of Pensioners/Family Pensioners**

- i) Those who have already retired after 01.01.2006 are entitled to have their pensionary benefits revised on the basis of this order, and those who retired during this period from 01.01 .2006 shall get arrear representing the difference between revised pension and the pension on the basis of the pre-revised pay in three equal annual instalments beginning from 2009-2010.

- ii) The Accountant General(A&E), West Bengal will issue authority for payment of revised pensionary benefits with effect from 01.01.2006 onwards on the basis of certificate of emoluments as stated above without insisting on issuing of pay certificate.
- iii) In the cases of the employees who are already in receipt of pension, the Pension Sanctioning Authority in the cases, will send previous pension papers along with Service, Book, certificate of emoluments, revised calculation sheets showing the calculation of revised pensionary benefits application, if submitted, for further commutation of Pension. The Accountant General (A & B). West Bengal will authorize payment of pensionary benefits at revised rate accordingly so the Pension Disbursing Officer concerned.
- iv) The amount of gratuity, if any, paid earlier in respect of employees of this category according to the rules prevailing at the material time will be adjusted against revised gratuity calculated on the basis of notional emoluments now authorized by the Accountant General (A & E). West Bengal on the basis of this order.

**E. Commutation of Pension**

- i) An employee shall continue to be entitled to commute for a lump sum payment upto 40% of his pension.
- ii) The existing table of commutation value for pension shall be substituted by a new Table at Annexure-I.
- iii) The revised table of commutation value for pension will be used for all commutations of pension which become absolute w.e.f. 12.10.09.
- iv) In the case of those Pensioners, in whose case commutation (if pension become absolute on or after the 1<sup>st</sup> day of January, 2006, but before 12.10.09, the pre-revised table of commutation value for pension will be used for Payment of Commutation of Pension followed on pre-revised pay pension. Such pensioners shall have an option to commute the amount of pension that has become additionally commutable on account of retrospective revision of pay/pension on implementation of the recommendations of the Fifth Pay Commission. On such option by the pensioner, exercising the revised table of commutation value of pension will be used for the commutation of the additional amount of pension that has become commutable on account of retrospective revision of pay/pension.
- v) In all cases where the date of retirement/commutation of pension is on or after 12.10.09, the revised table of commutation for pension will be used for commutation of pension.

This order issues with the concurrence of Finance Department vide their U.O.No. I 64-F(Pen) dated 12.03.2010.

Sd/- S. Ghosh  
Joint Secretary

No.195/1 (14)—Edn(A)

Dated, the 22<sup>nd</sup> March. 2010

Copy forwarded for information and necessary action to the :

1. Accountant General (A & E), W.B.; 2. Finance Department of this Government; 3. Director of Public Instruction, W.B.; 4. He is requested to take necessary step for wide circulation of this order. 5. Kolkata Pay & Accounts Officer-I 81/2/2. Phears Lane. Kolkata-700 012; 6. Kolkata Pay & Accounts Officer-II, P-I, Hyde Lane. Kolkata-700073; 7. Director of Treasuries New

India Assurance Building, 4, Lyons Range (2<sup>nd</sup> & 3<sup>rd</sup> floor), Kolkata-700 001; He is requested to take necessary steps for circulation of this order among the Treasuries/Sub-Treasuries under his control. 8. Joint Secretary, C.S. Branch, Higher Education Department. W.B.; 9. Joint Secretary, University Branch, W.B.; 10. Director of Technical Education, W.B.; 11. Joint Director of Public Instruction(A/cs & Pen), W.B.; 12. Computer Cell of this Department; 13. P.S. to the M.I.C., Higher Education Department; 14. P.A. to the Principal Secretary of this Department; 15. Guard File.

Joint Secretary

ANNEXURE I  
**REVISED COMMUTATION VALUE FOR A PENSION OF RS. 1 PFR ANNIUM**  
**In term of Memo. No.**

Age on next birthday purchase	Commutation value expressed as number of year's	Age on next birthday Purchase	Commutation value expressed as number of year's	Age on next birthday Purchase	Commutation value expressed as number of year's
20	9.188	41	9.075	62	8.093
21	9.187	42	9.059	63	7.182
22	9.186	43	9.040	64	7.862
23	9.185	44	9.019	65	7.731
24	9.181	45	8.996	66	7.591
25	9.183	46	8.971	67	7.131
26	9.182	47	8.943	68	7.262
27	9.181	48	8.913	69	7.083
28	9.178	49	8.881	70	6.897
29	9.176	50	8.846	71	6.703
30	9.172	51	8.808	73	6.296
31	9.169	52	8.768	73	6.296
32	9.164	53	8.724	74	6.085
33	9.159	54	8.678	75	5.872
34	9.152	55	8.627	76	5.657
35	9.145	56	8.572	77	5.443
36	9.136	57	8.512	78	5.229
37	9.126	58	8.416	79	5.018
38	9.116	59	8.371	80	4.812
39	9.103	60	8.287	81	4.611
40	9.090	61	8.194		

[Basis : LIC(94-96) Ultimate tables and 8.00% interest.

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan. Salt Lake, Kolkata - 91**

No.196–Edn(A)

Dated, the 22<sup>nd</sup> March, 2010

**MEMORANDUM**

**Sub:** Revision of Pension/family pension of pre 01.01.2006 Pensioners/Family Pensioners in respect of Teaching staff including Librarians/Physical Instructors/Instructresses and equivalent cadres of State Government Colleges.

The under signed is directed to state that the Governor has been pleased to revise the pension/family pension of pre 2006 in respect of teaching staff including Librarians/Physical Instructors/Instructresses and equivalent cadres State Govt. colleges.

2. These orders will apply to all pre 2006 pensioners/family pensioners who were drawing Pension/Family Pension on 31.12.2005 under the provision of West Bengal Services (Death-cum-retirement Benefit) Rules, 1971, the W.B.S.(Revision of Pension) Rules, 1952 and 1966, W.B.S. (extraordinary pension) Rules, 1971.

3. In these orders-

- a) "Existing Pensioners" or "Existing Family Pensioners" means pensioners who were drawing/entitled to Pension/Family pension on 31.12.2005.
- b) "Existing Pension" means the basic pension inclusive of commuted portion, if any due on 31.12.2005. It covers all classes of pension under West Bengal Services (Death-cum-Retirement Benefit) Rules, 1971 or any other rules/orders mentioned in para 2 above, as issued by the State Government for the Staff noted at para 1 above from time to time.
- c) "Existing Family Pension" means the basic family pension/ex-gratia family pension/ad-hoc family pension/extraordinary family pension due on 31.12.2005 under the W.B.S.(Death-cum-Retirement Benefit) Rules, 1971, the W.B.S.(Extraordinary Pension) Rules, 1971 or Family Pension Scheme, 1965.
- d) "Dearness Pension" means dearness relief equal to 50% of the basic pension.

4.1 Subject to the provisions of the memo. no.139-F(Pen) dt 24.02.2010 of the F.D. (Pension Br.) the pension/family pension of existing pre 2006 pensioners/family pensioners will be consolidated with effect from 01.01.2006 by adding together

- a) The Existing Pension/Family Pension;
- b) Dearness Pension, where applicable, @ 50% of basic pension family pension on notional basis;
- c) Dearness Relief upto AICPI(IW) average index 536 (base year 1982 = 100), i.e. 24% of basic pension/basis family pension plus Dearness Pension @ 50% of the basic pension/basic family pension where applicable, on notional basis;

- d) Fitment weightage 40% of the existing pension/family pension  
 Provided that if the total amount so arrived at, is less than Rs.3300/-. the same shall be, stepped upto Rs. 3300/-  
 Further provided that in case of a pensioner who is in receipt of more than one pension, the ceiling of Rs. 3000/- stated in the foregoing provision shall not be applicable separately for each pension but only (once and) on the aggregate amount of all pensions taken together.  
 The amount so arrived at will be regarded as consolidated pension/family pension with effect from 01.01.2006.
- 4.2 The upper ceiling of pension/family pension has been increased from Rs. 11,200/- and Rs. 6720/- to Rs.35,000/- and Rs. 21,000/- respectively.
- 4.3 The fixation of pension will be subject to the provision that the revised pension in no case, shall be lower than 50% of the minimum of the pay in the Pay Band plus the Academic Grade Pay (AGP) in the revised pay structure corresponding to the revised pay scale from which the pensioner had retired.
- 4.4 The quantum of pension/family pension available to the old pensioners/family pensioners be increased as follows:—

Age of Pensioners	Additional Quantum of Pension
From 80 years to less than 85 years	20% of the revised basic pension/family pension
From 85 years to less than 90 years	30% of the revised basic pension/family pension
From 90 years to less than 95 years	40% of the revised basic pension/family pension
From 95 years to less than 100 years	40% of the revised basic pension/family pension
100 years or more	50% of the revised basic pension/family pension

The amount of additional pension will be shown distinctly in the pension payment order.

- 5.(a) In view of pension/family pension of pre 01.01.2006 of the above mentioned Employees the dearness relief to the pensioners/family pensioners shall be paid according to the revised formula as followed w.e.f. 01 .04.2008, 01 .06.2008, 01.11.2008. 01. 03. 2009 and 01. 04. 2009 (Finance Department's memo no. 1692-F dt.23.02.2009) :

Period for which payable	Rate of Dearness Relief per month
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 onward	16%

For this purpose :

- i) Pension/ex-gratia pension/family pension/ad-hoc family pension/ex-gratia family pension/extraordinary pension as applicable in respect of an employee who retired or died prior to the 1st day of January, 2006, means the consolidated pension or consolidated family pension, as the case may be effective from 01.01.2006.
- ii) Payment of relief involving an fraction of a rupee shall be rounded off to the next higher rupee.

- iii) Other provisions governing grant of relief to pensioners not mentioned in this order, such as regulation of relief during re-employment, regulation of relief where more than one pension is drawn etc. will remain unchanged.
- iv) For the purpose of payment of relief sanctioned herein, the Accountant General (A&E), W.B., will issue authority to Public Sector Banks in Kolkata and the Accountant General of other States.
- v) The Treasury Officers will give effect of this order without the authority of the Accountant General (A&E), W.B.

(b) Medical Relief :

Pensioners/Family Pensioners under this memorandum are entitled to Medical Relief (Rs.300/- per month.)

- 6. All the Treasury Officers disbursing pension to the pensioners/family pensioners are hereby authorized to pay pension/family pension etc. to the existing pensioner/family pensioner/ at the consolidated rates without any further authorization from the Accountant General (A&E), W.B. The Accountant General (A&E), W.B. will issue authority for this payment to all Public Sector Banks in Kolkata and also to the Accountant General of other States.
- 7. A suitable entry regarding the revised consolidated pension shall be made by the Treasury Officer in both halves of the Pension Payment Order. An intimation regarding the disbursement of revised pension may be sent by the Treasury Officer to the Accountant General (A&E), W.B., who issued the Pension Payment Order in the form given at Annexure-I to this memorandum to enable the latter to update the Pension Payment Order Register maintained by them. The Public Sector Banks in Kolkata will also send such intimation in the prescribed form to the Accountant General (A&E), W.B. An acknowledgement shall be obtained by all Pension Disbursing Officers from the Accountant General (A&E), W.B. in this respect.
- 8. The consolidated pension/family pension as worked out in accordance with para 4.1 to 4.3 shall be treated as final "Basic Pension" *w.e.f.* 01.01.2006 and shall qualify for grant of relief on pension sanctioned thereafter.
- 9. The arrears pension in respect of the period from 01.01.2006 on account of consolidated of pension/family pension shall be paid in three equal annual instalments beginning 2009—2010. If any pensioner/family pensioner has expired during this period, the arrear pension may be paid to his/her nominee(s) or in case if there is no nomination to his/her legal heir(s).
- 10. Where. the pension is increased due to consolidation, such increased pension will not be considered for further commutation.
- 11. This order is issued with the concurrence of Finance Deptt. vide their U.O. no. 164-F(Pen) dt. 12.03.2010.
- 12. The Accountant General and concerned others are being informed.

Sd/- Ghosh,  
Joint Secretary

Copy forwarded for information and necessary action to the :

1. Accountant General (A&E), W.B.;
2. Finance Department of this Government;
3. Director of Public Instruction, W.B.; He is requested to take necessary step for wide circulation of this order.
4. Kolkata Pay & Accounts Officer-I, 81/2/2. Phears Lane, Kolkata-700 012;
5. Kolkata Pay & Accounts Officer-II, P-1, Hyde Lane, Kolkata-700073;
6. Director of Treasuries, New India Assutance Building, 4, Lyons Range(2<sup>nd</sup> & 3<sup>rd</sup> floor), Kolkata 700 001; He is requested to take necessary steps for circulation of this order among he Treasuries/Sub-Treasuries under his control.
7. Joint Secretary, C.S. Branch, Higher Education Department W.B.
8. Joint Secretary, University Branch, W.B.;
9. Direct of Technical Educatioh, W.B.;
10. Joint Director of Public Instruction (A/cs & Pen), W.B.;
11. Computer Cell of this Department;
12. P.S. to the M.I.C., Higher Education Department;
13. P.A. to he Principal Secretary of this Department;
14. Guard File.

Joint Secretary

ANNEXURE – I  
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**In term of Memo. No.**

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39	9.103	60	8.287	81	4.611
40	9.090	61	8.194		

**[Basis : LIC(94-96) Ultimate Tables and 8.00% interest.**

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan. Salt Lake, Kolkata - 91**

No. 379-Edn(A)/10M-20/10

Dated, Kolkata, the 28<sup>th</sup> April, 2010.

**NOTIFICATION**

In partial modification of this Department's Notification No.1144-Edn(A)/10M-54/09 dated 21.12.09, the undersigned is directed by the order of the Governor to say that the following norms would be followed for engagement of part-time teachers in Government Colleges and payment of their remuneration with effect from 01.04.09.

1. Total length of service of the part-time teacher in a college is to be certified by the Principal/Officer-in-charge of the college concerned at the material point of time.
2. For new selection the procedures required to be maintained are as follows :
  - I. The Principal/Officer-in-Charge will advertise the vacancy position(s) in at least two daily leading newspapers (one in English and other in Bengali/other languages like Nepali, Urdu etc.) specifying the required qualification and remunerations as per existing G.O.
  - II. The applications received in response to the advertisement will be scrutinized by the college authority and the eligible candidate(s) will be called for interview before the selection committee formed by the Principal/Officer-in-Charge of the college.
  - III. The Selection Committee will consist of the following members :
    - a. The Principal Officer-in-Charge of the College will be the Chairman.
    - b. One senior teacher in the subject selected by the Principal/Officer-in-charge of the college.
    - c. An expert not below the rank of Reader/Associated Professor in the subject of any other college be entrusted with this work.
3. Retired teachers of Colleges and Universities may be engaged as part-time teachers with a fixed monthly remuneration of Rs. 7000/- (Rupees seven thousand) only irrespective of their length of service as part-time teacher.
4. Part-time teachers of government colleges are entitled to avail of 14 days casual leave in a calendar year, 1/2 average remuneration leave on production of medical certificate from registered medical practitioner and maternity leave as admissible under Government rules.
5. Part-time teachers who will be engaged with effect from 01.04.09 should possess extant U.G.C. stipulated qualifications. However, in the event of non availability of such qualified candidates, 55% marks in Post Graduate level would be the minimum eligible criteria for selection of a part-time teacher.
6. Remuneration of part-time teachers will be charged against the Salary Head (Head of

Accounts: 2202-03-103-NP-009V-01-Salaries, 2205-00-101-NP-00IV-01-Salaries, 2204-00-101 NP-003V-01 Salaries and 2204-00-101-NP-004V-01 Salaries).

7. Part-time teachers may be engaged depending on the need of the college, on purely temporary basis in the following manner:
  - I. Maximum of three Part-time Teachers against one sanctioned full time post.  
And/Or
  - II. One Part-time teacher against one Part-time post already sanctioned may be engaged

Sd/- S. Ghosh  
Joint Secretary

No. 379/1(50)-Edn(A)/10M-20/101

Dated, Kolkata, the 28<sup>th</sup> April, 2010.

Copy forwarded for information & necessary action to the:-

1. Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata-1. 2. Director of Technical Education, West Bengal. 3. Finance Deptt., Group-P (Service). 4. Pay & Accounts Officer, Kolkata Pay & Accounts Office, 81/2/2, Phears Lane, Kolkata-12.
5. Principal/Officer-in Charge, 6. Treasury Officer, 7. P.S. to Minister-in-Charge. 8. P.A. to Principal Secretary.
9. Joint Secretary, C.S. Branch of this Deptt. 10. Joint Secretary, Technical Branch of this Deptt. 11. Joint Secretary, University Branch of this Deptt. 12. Assistant Secretary, Appointment Branch of this Deptt. 13. D.A., Guard file.

Joint Secretary.

**No. F.1-7/2010-U.II**  
**Government of India**  
**Ministry of Human Resource Development**  
**Department of Higher Education**

New Delhi, 11<sup>th</sup> May, 2010

To  
The Education Secretaries of all State Governments.

Subject - Reimbursement of financial burden due to implementation of Revised Pay Scales on the basis of 6<sup>th</sup> Pay Commission recommendations for Teachers and equivalent Cadres in Universities and Colleges from 1.1.2006.

Sir,

I am directed to say that it has been decided by the competent authority that re-imburement of 80% of the additional requirement of the State Governments consequent on revision of pay scales of the teachers in universities and colleges under the State Government, in pursuance of this Ministry's letter No, 1-32/2006-U.II/U. I(i) dated 31.12.2008, would be applicable only when State Governments implement this Ministry's Scheme of revision of pay of teachers and equivalent cadres in universities and colleges as contained in this Ministry's letter dated 31.12.2008 as a composite package, the applicability of which has been indicated in para 8 (p) (v) of this Ministry's letter dated 31.12.2008, which, inter alia provides that the Scheme may be extended to universities, colleges and other higher educational institutions coming under the purview of the State Governments receiving substantial financial assistance for its maintenance and operations from the State Governments, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

- (a) Financial assistance from the Central Government to those State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision of pay scales
- (b) State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure involved in revision of pay scales from its own sources.
- (c) Financial assistance referred to at (a) above shall be provided for the period from 1.12.06 to 31.3.2010.
- (d) The entire liability accruing with effect from 1.4.2010 on account of revision of pay scales etc. of university and college teachers shall be met by the State Government opting for revision of pay scales.

- (e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and filled up as on 1.1.2006.
  - (f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, or may give effect to the revised bands/ scales of pay from a date on or after 1.1.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Scheme of pay scales as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s). Further the Central assistance shall be from the actual date of giving effect of revised pay scales.
  - (g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.
3. Fixation of pay of each category of posts may be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in Universities and Colleges vide communication No. 1-32/2006-U.II/U.I(i) dated 31.12.2008 and the fixation formula circulated by this Ministry vide communication No. F. 3-1/2009-U.I dated 4<sup>th</sup> June, 2009.
  - 4 Thus as per the terms and conditions of the Ministry's letter dated 31.12.2008, the State Governments are required to implement the scheme as a composite one, including the age of superannuation (mentioned in para 8 (f) of this Ministry's letter dated 31.12.2008), together with all the conditions specified or to be specified by University Grants Commission (UGC) by regulations and other guidelines,
  5. Therefore, the State Governments shall have to adopt the scheme including the regulations as may be specified by UGC, for being eligible for appropriate Central assistance. However, it is mentioned that the various allowances other than pay scales, applicable to teachers and equivalent cadres in State Governments shall be governed the respective State Government rules. The reimbursement will be restricted to payment of 80% arrears of the revised pay in the pay band applicable plus Academic Grade Pay (AGP) for the period 1-1-2006 to 31-3-2010. No allowances or pension would be admissible for reimbursement for the above period,
  6. This arrear component would be the difference between the pay + DA/additional DA + interim relief, if any, existed prior to 1-1-2006 and the revised pay admissible in the pay band plus AGP in terms of revised pay rules notified by this Ministry for teachers in Universities and Colleges, based on the CCS (Revised) Pay Rules, 2008.
  7. It is provided in Para 8 (p) (v) (f) of this Ministry's letter dated 31.12,2008, that the State Governments taking into consideration other local conditions may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, This

implies that State Governments cannot make modifications lowering the pay package prescribed by this Ministry. Also after adoption of the Central Scheme as a composite package, the State Government shall be required to furnish detailed calculations in support of its claim for central assistance, in the enclosed proforma,

8. Release of the Central assistance shall be considered by this Ministry in accordance with the provisions of the Scheme only after the State Government have adopted and implemented the scheme as a *composite* scheme, including adoption of the age of superannuation for those engaged in 'inclass' teaching; and have disbursed the salary based on revised pay scales, and after scrutiny of the detailed proposal as may be received from the State Government.
9. It shall be necessary for the Universities and Managements of colleges to make appropriate changes in their statutes, ordinances, rules, regulations, etc. to incorporate the provisions of this Scheme and a copy each of the same may also be furnished to UGC.
10. The detailed proposal for implementation of the Scheme on the lines indicated above, may kindly be formulated immediately and sent to this Department for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.
11. The Scheme applies to teachers in all Universities (including Agricultural Universities) and colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities,

Yours faithfully,  
V. Umashankar  
Director

Encl : as above.

Copy to:-

1. Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi.
2. Web Master (CMIS), Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Rajendra Kalwani  
Undersecretary to the Government of India

**CALCULATION SHEET**

Name of the State

in Rupees

Revised Scale (6th CPC) in Flupees )	Number of Post filled up as on 01.01.2006	Additionality for the period from 01.01.2005 to 30.06.2006 (A × Col 2 × 6)	Additionality for the period from 01.07.2006 to 30.06.2007 (B × Col 2 × 12)	Additionality for the period from 01.07.2007 to 30.06.2008 (C × Col 2 × 12)	Additionality for the period from 01.07.2008 to 30.06.2008 (D × Col 2 × 12)	Additional for the period from 01.07.2009 to 31.03.2010 (E × Col 2 × 9)	Total additional for the period from 01.01.2006 to 31.03.2010 (Total of Col 3 to Col 7)	Government of India's share (80% of Col 8)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Rs. 8000-13500								
Rs. 10,000-15200								
Rs. 12,000-18300 (with less than 3 years of service								
Rs. 12,000-18300 (with less than 3 years of service								
Rs. 164000-22400								
Rs. 18400-22400								
Rs. 25000								
Total								

A, B, C, D please refer to the attached statements





Pre-revised Scale	Additional Financial Implication during 1.7.2008 to 30.06.2009				
	Total Pay as on 31.12.2005	Revised pay	Increment	Total Pay	Difference (D)
8000-13500	19995	27590	830	28420	8425
10000 - 15200	23436	32310	970	33280	9844
12000-18300 (with less than 3 years of service)	28179	38390	1160	39550	11371
12000-18300 (with more than 3 years of service)	29351	51670	1550	53220	23869
16,400-22,400	36084	58050	1750	59800	23716
18,400-22,400	37944	60910	1830	62740	24796
25,000	46500	80000	0	80000	33500

Pre-revised Scale	Additional Financial Implication during 1.7.2009 to 30.06.2010				
	Total Pay as on 31.12.2005	Revised pay	Increment	Total Pay	Difference (E)
8000-13500	19995	28420	860	29280	9285
10000 - 15200	23436	33280	1000	34280	10844
12000-18300 (with less than 3 years of service)	28179	39550	1600	40740	12561
12000-18300 (with more than 3 years of service)	29351	53220	1600	54820	25469
16,400-22,400	36084	59800	1800	61600	25516
18,400-22,400	37944	62740	1890	64630	26686
25,000	46500	80000	0	80000	33500

**University Grants Commission  
Bahadur Shah Zafar Marg  
New Delhi**

No. F-2-16/2002(P.S)

3rd June, 2010

The Education Secretary  
All State Govts. and Union Territories

The Registrar  
All Central/Deemed/State/Private University

Sub : Extension of date beyond 30.6.2009 for participation in Orientation/Refresher Courses in respect of Teachers/Assistant Registrar/Assistant University Library/college Librarian / Deputy Librarian / Assistant Director of Physical Education /College director of Physical Education for placement / Promotion under Carrer Advancement Scheme.

Sir/Madam

I am directed to inform you that the issue of extending the date beyond 30.8.2009 for participation in Orientation/Refresher Courses in respect of eiable Teachers / Assistant Registrar / Assistant University Library / College Librarian / Deputy Librarian / Assistant Director of Physical Education / College Director of Physical Education for placement/Promotion under Career Advancement Scheme was considered by the Commission in its meeting held on 4th May, 2010. The Commission resolved to extend this data beyond 30 30.05.2009 till the date of issuance of Regulations 2010 for the purpose of Career Advancement.

This is for you information and necessary action.

The above decision may also be brought to the notice of College afflited to your University urgently.

Yours faithfully

(P. K. Sharma)  
Under Secretary

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata-91**

No.522-Edn(A)/10M-55/10

Dated, Kolkata the 14th June, 2010.

**NOTIFICATION**

The Governor is pleased to christen the newly constructed Govt. College at Himachal Vihar, Matigara, Siliguri, Dist.-Darjeeling as **Siliguri Govt. College** with immediate effect.

By Order of the Governor,  
Sd/- S. Ghosh  
Joint Secretary

No.522/1(25) Edn (A)

Dated, Kolkata the 14th June, 2010.

Copy forwarded for information and necessary action to the

- 1) Accountant General (A&E), West Bengal.
- 2) Director of Public Instruction, West Bengal.
- 3) Dy. Regional Education Officer, Jalpaiguri Divn., Jalpaiguri.
- 4) Finance Deptt. of this Govt.
- 5) Public Service Commission, West Bengal.
- 6) Treasury Officer, Siliguri.
- 7) The Registrar, \_\_\_\_\_ University.
- 8) P.S. to M.I.C. of this Deptt.
- 9) P.A. to the Principal Secretary of this Deptt.
- 10) Computer Cell of this Deptt.
- 11) Guard file.

Joint Secretary

**Government Of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata - 91.**

No. 531-Edn(A)/5P-16/09

Dated, Kolkata, the 15th June, 2010

**MEMORANDUM**

After issue of this Department Memorandum no. 88-Edn(A)/5P-116/09 dated 18.02.10 which clarified certain matters, interalia, in the light of uploading of draft UGC Regulation on "Minimum Qualification For Appointment of Teachers And Other Academic Staff In Govt. Colleges And Measures For The Maintenance of standards In Higher Education, 2009" in the website of UGC, certain references with regard to the cut-off date up to which promotion/CAS related matters can be processed, have been received. The matter was referred to the U.G.C. Following response received from them, further clarifications, as below, are issued, in partial modification of above mentioned Memorandum of this Department :

- i) All promotions/CAS related matters will be processed following extant UGC regulations and the redesignation of teachers and equivalent grades subsequent to revision of their pay will be as per stipulations of MHRD'S order no. 1-32/2006-UII/U.I(1) dated 31<sup>st</sup> December, 2008.
- ii) Direct recruitment at Associate Professor level with AGP of Rs. 9,000/- can not be done till new guidelines/regulations are issued by the UGC in this regard.
- iii) As and when UGC modifies existing Regulation, 2000 or issues new relevant regulations dealing with this matter, the same would apply; and, cut-off date for any purpose, will apply accordingly.

Sd/-  
S. Ghosh  
Joint Secretary

No. 531/1(13)-Edn(A)/5P-16/09

Dated, Kolkata, the 15th June, 2010.

Copy forwarded for information and necessary action to the:

1. Accountant General (A&E), West Bengal.
2. Finance Department of this Government,
3. Director of Public Instruction, West Bengal.
4. Pay & Accounts Officer, Kolkata-700001, Kolkata Pay & Account Office-II, 81/2/2, Phears Lane, Kolkata-700012.
5. Pay & Accounts Office, Kolkata-II, Kolkata Pay & Hyde Lane, Kolkata-700073.

6. The Director of Treasuries, New India Assurance Blds. Lyons Range, Kolkata-700001.
7. Joint Secretary, University Branch of this Department.
8. Joint Secretary, C.S. Branch of this Department.
9. Computer Cell of this Department.
10. P.S. to Minister-in-Charge, Higher Education Department.
11. P.A. to Principal Secretary of this Department.
12. Guard File.
13. Director of Technical Education. West Bengal.

Joint Secretary

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

No.: 434 Fdn(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) / 1GM — 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 Resources 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 1<sup>st</sup> 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 1<sup>st</sup> 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 or 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.

*Note 1.-* A Govt. employee whose service 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 option 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 31<sup>st</sup> December 2005, will be determined by multiplying his/her existing basic pay as on 1<sup>st</sup> 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. Paise 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) Asst. 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. 15,600-39,100 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.10,000-15,200 shall be placed in the Pay Band of Rs. 15,600-39,100 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 within 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 in 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 A1CTE.

- (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).

*Note - 1* 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.

*Note-2.* 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.

*Note-3.* Where in the Fixation of pay under sub-para (I) 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.

*Note-4.* 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 1<sup>st</sup> 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 percent (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. 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> 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 1<sup>st</sup> July, 2006 to 1<sup>st</sup> 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 1<sup>st</sup> day of January, 2006, the next increment in the unrevised pay scale will be allowed on 1<sup>st</sup> 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 2<sup>nd</sup> day of January. 2005 and ending on the 1<sup>st</sup> day of January. 2006, after fixation of their pay under revised pay structure, such Govt. employees should get next increment on the 1<sup>st</sup> day of July, 2006.
- (3) In case of Govt. employees whose date of next increment fell due on the 1<sup>st</sup> day of January, 2006, after granting an increment in the pre-revised pay scale as on the 1<sup>st</sup> day of January, 2006, their pay in the revised pay structure should be fixed on the 1<sup>st</sup> day of January, 2006 and such Govt. employees should get their next increment on day of July, 2006.

- (4) In case of a Govt. employee who opts to come under revised pay structure after any date between the 1<sup>st</sup> January, 2006 and 1<sup>st</sup> 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 1<sup>st</sup> 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 centage* (3%) of some of the pay in the pay band and the existing acadlemic 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 addling 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.

**Note 1.-** 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. 1<sup>st</sup> 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/ upgradlatioil. 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.

**Note 2.-** 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 1<sup>st</sup> July, if he/she was promoted /upgraded between the period from the 2<sup>nd</sup> July to 1<sup>st</sup> January. However, if he/she was promoted/ upgraded between period commencing from the 2<sup>nd</sup> January and ending on the 30<sup>th</sup> June of a particular year, he/ she will get his/her increment on the 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> April, 2009.

**11. Other miscellaneous matters**

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

The modalities of payment of arrears for the period prior to 1<sup>st</sup> 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

Sd/- S.C.Tewary  
Principal Secretary

No. 434/1 (30)-Edn(T)

Dated: Kolkata, the 26<sup>th</sup> July, 2010

Copy along with the copies of annexure forwarded to the:

- 01) Finance Department of this Govt.
- 02) Accountant General (A & B), West Bengal.
- 03) Pay & Accounts Officer (1), 81/2/2, phears Lane, Kolkata — 12.
- 04) Pay & Accounts Office (2), p-1, Hyde Lane, Kolkata — 73.
- 05) Budget Branch of this Department, Kolkata.
- 06) Director of Treasuries, Stephen House, 4, B.13.D. Bag (East), Kolkata — 01.
- 07) Secretary, Public Service Commission, West Bengal.
- 08) P. S. to Hon'ble MLC, Higher Education Department, Govt. of West Bengal.
- 09) P. A. to Principal Secretary, Higher Education Department, Govt. of West Bengal.
- 10) Principal/Officer-in-Charge .....
- 11) Treasury officer
- 12) Computer Cell of this Department.
- 13) Guard File.

Joint Secretary

**SCHEDULE—I**

**FOR OF OPTION**

\* (i) I .....hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006.

\* (i) I.....hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006 and exercise my promotional fixation with effect from

\* (ii) I hereby elect to continue on the existing scale of pay of my post mentioned below until :

(a) the date of my next increment

(b) the date of my subsequent increment raising my pay to Rs ..... in the existing scale

(c) the date of my promotion/placement (CAS) to .....  
in the existing scale of pay of Rs .....

Declaration - I hereby undertake to refund to the Government any amount which may be drawn by me in excess of what is admissible to me on account of erroneous fixation of pay in the revised pay structure as soon as the fact of such excess drawal comes / brought to my notice.

.....  
Countersignature of the Head of the  
Institution / Office

Signature: .....

Name: \_\_\_\_\_

Designation: \_\_\_\_\_  
\_\_\_\_\_

Date \_\_\_\_\_  
Station \_\_\_\_\_

Institution / Office in which employed  
\_\_\_\_\_  
\_\_\_\_\_

\*To be scored out, if not applicable

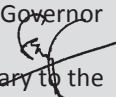
N.B. :- Principals will submit their option to the D.T.E., W.B. Professors, Assistant Professors and Lecturers will submit their options to the Principals who will send copies thereof to the D.T.E., W.B.

**Government of West Bengal**  
**Higher Education Department, University Branch**  
**Bikash Bhavan, 6<sup>th</sup> Floor, Salt Lake, Kolkata — 700 091**

**NOTIFICATION**

No. 416-Edn(U) Dated:27.07.2010 —In exercise of the power conferred by sub-section (2) of section 1 of the Presidency University Act, 2010 (West Ben. Act XIII of 2010), the Governor is pleased hereby to appoint the 27th day of July, 2010 as the date on which sections 2,6 and 56 of the said Act shall come into force.

By order of the Governor

  
Principal Secretary to the  
Govt. of West Bengal.

**Government of West Bengal**  
**Higher Education Department Appointment Branch**  
**Bikash Bhavan, Salt Lake, Kolkata — 700 091**

No. 31/JS/(SKG)/H.E.

Date 12.8.2010

From: Shri Sridhar Kumar Ghosh, Joint Secretary

To: Prof. Amitava Chatterjee  
Acting Principal, Erstwhile Presidency College, Kolkata, West Bengal

**Sub :** Enactment of Presidency University Act 2010 transitory provision.

Sir,

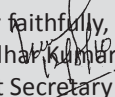
You may be aware that the Presidency University Act, 2010 has been enacted and has come into force w.e.f 7<sup>th</sup> July, 2010 with its publication in the Gazette. Subsequently, a notification under sub-section 2 of section 1 of the Act has been brought out bringing section 1 and section 55 of the Act into force w.e.f 7.07.2010 as per provision of sub section 2 of section 1. Section 26 and 56 of the Act have come into force w.e.f. 7.07.2010.

A per clause (b) of sub-section 8 of section 55, all sanctioned posts of the College shall stand transferred to the University and all Government employees employed in the College will continue to function under the University in their existing capacities till such time the posts are actually filled up by the University or the incumbents are posted elsewhere by appropriate Government Orders or Notifications to be issued from time to time. The said Government employees during their tenure in the University will continue to enjoy the same pay and allowances upon the same terms and conditions of service with the same rights and privileges as to pension, gratuity, provident fund, savings cum group insurance scheme and other matters as they would enjoy as the State Government employees.

Consequently, all the employees of the erstwhile college will continue to function in the University in their respective existing capacities until further orders by the competent authority.

This is for your information and necessary action.

For your ready reference a copy of the Presidency University Act, 2010 and a copy of the Notification no.416-Edn(U) dated 27.07.2010 are enclosed herewith.

Your faithfully,  
  
(Sridhar Kumar Ghosh)  
Joint Secretary

**Encl : As above**

**Government of West Bengal  
Higher Education Department  
Appointment BRANCH  
Bikash Bhavan, Salt Lake  
Kolkata—700091**

No. 767–Edn(A)/ 10M–55/10

Dated, Kolkata the 20th August,2010

**NOTIFICATION**

In continuation to this Department's Notification No. 522-Edn(A) dated 14.6.10, the Governor is pleased to christen the newly constructed Government College at Himachal Vihar, Matigara, Siliguri, Dist-Darjeeling as **ACHARYA PRAFULLA CHANDRA ROY GOVERNMENT COLLEGE**.

By Order of the Governor  
Sd/- S.K. Ghosh  
Joint Secretary.

No. 767/1(25)-Edn(A)

Dated, Kolkata. the 20th August. 2010.

Copy forwarded for information and necessary action to the:

- 1) Accountant General (A&E), West Bengal.
- 2) Director of Public Instruction, West Bengal.
- 3) Dy. Regional Education Officer, Jalpaiguri Divn., Jalpaiguri.
- 4) Finance Deptt. of this Govt.
- 5) Public Service Commission, West Bengal.
- 6) Treasury Officer, Siliguri.
- 7) The Registrar, \_\_\_\_\_ University.
- 8) P.S. to M.I.C. of this Deptt.
- 9) P.A. to the Principal Secretary of this Deptt.
- 10) Computer Cell of this Deptt.
- 11) Guard file.

Assistant Secretary.

**Government of West Bengal  
Higher Education Department  
Bikash Bhavan, Salt Lake,  
Kolkata — 700 091**

No.689-Edn(CS)

Dated Kolkata, the 26th August, 2010

**ORDER**

From : M. Chakravarty,  
Joint Secretary to the  
Government of West Bengal

To : Director of Public Instruction,  
Government of West Bengal,  
Higher Education Department

The issue of revision of service conditions of Part Time Teachers etc. is under consideration of the Government. In view of that, it is felt necessary that no fresh engagement of Part Time Teachers and any other category of persons should be done by the authorities of Government & Government Aided Colleges without prior permission of the Government.

Hence, it is ordered that no fresh engagement of Part Time Teachers and any other category of persons should be done by the authorities of Government & Government Aided Colleges without prior permission of the Government.

This Order takes effect immediately.

(M. Chakravarty)  
Joint Secretary

Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake, Kolkata-91.

No. 850-Edn(A)/5P-16/09

Dated, Kolkata, The 08<sup>th</sup> September, 2010

**CORRIGENDUM**

At Sl. No.-11 of column 2 of the corrigendum issued vide this Department memo No. 913-Edn(A) dated 17.09.09 should be read as "Formerly Readers & Lecturers (Selection Grade) with 3 years of service and also Librarians (Selection Grade) with 3 years of service" instead of "Formerly Reader & Lecturers (Selection Grade) with 3 years of service".

Sd/- K.K. Bhaumik

Joint Secretary

No. 850/1(12)-Edn(A)/5P-16/09

Dated, Kolkata, The 08<sup>th</sup> September, 2010

Copy forwarded for information and necessary action to the :

1. Accountant General (A&E) West Bengal.
2. Finance Department of this Government.
3. Director of Public Instruction, West Bengal.
4. Kolkata Pay & Accounts Office-I, 81/2/2 Phears Lane, Kolkata-12.
5. Kolkata Pay & Accounts Office-II P-1, Hyde Lane, Kolkata-73.
6. Director of Treasuries, New India Assurance Building, 4 Lyons Range (2<sup>nd</sup> & 3<sup>rd</sup> Floor), Kolkata-1.
7. P.S. to Minister-in-charge, Higher Education Department.
8. P A. to Principal Secretary of this Department.
9. Computer Cell of this department.
10. C.S. Branch of this Department.
11. University Branch of this Department.
12. Guard file.

*S.P.S.*

Assistant Secretary

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**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata-91**

No.856-Edn(A)/ 10M-104/09.

Kolkata, the 9th Sept. 2010.

**Memorandum**

Subject Revision of Pension/Family Pension of pre 01.01.06 Pensioners/Family Pensioners in respect of Teaching Staff including Librarians, Physical Instructors/ Instructresses and equivalent cadres of State Govt. Colleges.

In continuation to this Department Memo No. 196-Edn(A) dt.22.03.2010 on the above subject, the undersigned is directed by order of the Governor to say that the Governor has been pleased to decide that the Pensioners/Family pensioners under the purview of this Department Memo No. 196-Edn(A) dt.22.03.2010 are entitled to Medical Relief @ Rs.300/- per month w.e.f. 0 1.04.2009.

This issues with the concurrence of the Finance Department vide their U.O.No.583-F(Pen) dt.31.08.2010.

Sd/- S.K. Ghosh  
Joint Secretary

No.856/ 1(15)-Edn.(A).

Kolkata, the 9th Sept. 2010.

Copy forwarded for information and necessary action to:

01. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata-01;
02. The Finance Department, Pension Cell, Govt. of West Bengal;
03. The Director of Public Instruction, West Bengal.  
He is requested to take necessary steps for wide circulation of this order.
04. The Kolkata Pay & Accounts Officer-I, 81/2/2, Phears Lane, Kolkata- 12;
05. The Kolkata Pay & Accounts Officer-II, P-1, Hyde Lane, Kolkata-73;
06. The Director of Treasuries, New India Assurance Building, 4, Lyons Range, 2nd & 3rd floor, Kolkata-01;  
He is requested to take necessary steps for circulation of this order among the Treasuries/ Sub-Treasuries under his control.
07. The Joint Secretary, C.S. Branch, Higher Education Department;

08. The Joint Secretary, Technical Branch, Higher Education Department;
09. The Director of Technical Education, West Bengal;
10. The Jt. Director of Public Instruction (Accounts and Pension), West Bengal;
11. The P.S. to the MIC of this Department;
12. The P.A. to the Pr. Secretary of this Department;
13. The Officer on Special Duty, Appointment Branch, Higher Education Department;
14. Computer Cell of this Department;
15. Guard file.

Assistant Secretary

Nikhil/10

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata-91**

No.857-Edn(A)/ IOM-104/09.

Kolkata, the 9th Sept. 2010.

**Memorandum**

Subject Revision of Pension / Family Pension of post 01.01.06 Pension / Family Pensioners in respect of Teaching Staff including Librarian, Physical Instructors / Instructresses and equivalent cadres of State Govt. Colleges.

In continuation to this Department Memo No. 195- Edn(A) dt. 22.03.10 on the above subject, the undersigned is directed by order of the Governor to say that the Governor has been pleased to decide that the Pensioners / Family pensioners who retired/will retire on or after 01.01.06 under the purview of this Department Memo No. 195-Edn(A) dt.22.03.20 10 are entitled to Medical Relief @ Rs.300/- per month w.e.f. 01.04.2009.

This issues with the concurrence of the Finance Department vide their U.O.No.583-F(Pen) dt.31.08.2010.

Sd/- S.K. Ghosh  
Joint Secretary,

No.857/ 1(15)-Edn.(A).

Kolkata, the 9th Sept. 2010.

Copy forwarded for information and necessary action to

01. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata -01;
02. The Finance Department, Pension Cell, Govt. of West Bengal;
03. The Director of Public Instruction, West Bengal.
04. He is requested to take necessary steps for wide, circulation of this order.
04. The Kolkata Pay & Accounts Officer-I, 81/2/2, Phears Lane, Kolkata-12
05. The Kolkata Pay & Accounts Officer-II, P-1, Hyde Lane, Kolkata-12
06. The Director of Treasuries, New India Assurance Building, 4, Lyons Range, 2nd & 3rd floor, Kolkata-01;  
He is requested to take necessary steps for circulation of Treasuries/ Sub-Treasuries under his control.
07. The Joint Secretary, C.S. Branch, Higher Education Department;

08. The Joint Secretary, Technical Branch, Higher Education Department;
09. The Director of Technical Education, West Bengal;
10. The Jt. Director of Public Instruction (Accounts and Pension), West Bengal;
11. The P. S. to the MIC of this Department;
12. The P. A. to the Pr. Secretary of this Department;
13. The Officer on Special Duty, Appointment Branch, Higher Education Department;
14. Computer Cell of this Department;
15. Guard file.

Assistant Secretary

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan, Salt Lake  
Kolkata-91**

No.858-Edn(A)/10M-104/09.

Kolkata, the 9th Sept. 2010.

**Memorandum**

Subject Revision of Pension / Family Pension of post 01.01.06 Pension / Family Pensioners in respect of Teaching Staff including Librarian, Physical Instructors / Instructresses and equivalent cadres of State Govt. Colleges.

In continuation to this Department Memo No. 196- Edn(A) dt. 22.03.10 on the above subject, the undersigned is directed by order of the Governor to say that the Governor has been pleased to decide that the provisions as laid down in para 4.3 of this Department Memo No. 196.-Edn(A) dt. 22.03.20 10 will be implemented as per the table annexed with this Memorandum.

This issues with the concurrence of the Finance Department vide their U.O.No.583-F(Pen) dt.31.08.2010.

Sd/- S.K. Ghosh  
Joint Secretary,

No.858/1(15)-Edn.(A).

Kolkata, the 9th Sept. 2010.

Copy with the copy of the annexure forwarded for information and necessary action to :

01. The Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata -01;
02. The Finance Department, Pension Cell, Govt. of West Bengal;
03. The Director of Public Instruction, West Bengal.  
He is requested to take necessary steps for wide, circulation of this order.
04. The Kolkata Pay & Accounts Officer-I, 81/2/2, Phears Lane, Kolkata-12;
05. The Kolkata Pay & Accounts Officer-II, P-1, Hyde Lane, Kolkata-12;
06. The Director of Treasuries, New India Assurance Building, 4, Lyons Range, 2nd & 3rd floor, Kolkata-01;  
He is requested to take necessary steps for circulation of this order among the Treasuries/ Sub-Treasuries under his control.
07. The Joint Secretary, C.S. Branch, Higher Education Department;
08. The Joint Secretary, Technical Branch, Higher Education Department;
09. The Director of Technical Education, West Bengal;
10. The Jt. Director of Public Instruction (Accounts and Pension), West Bengal;

11. The P. S. to the MIC of this Department;
12. The P. A. to the Pr. Secretary of this Department;
13. The Officer on Special Duty, Appointment Branch, Higher Education Department;
14. Computer Cell of this Department;
15. Guard file.

Assistant Secretary

**Annexure to the G.O. No. 858-Edn. (A) dt. 09.09.2010**

Revised Pension based on Revised Pay structure (Pay Bands & Academic Grade Pay) w.e.f. 01.01.2006 for posts carrying in present scale in respect of Teaching staff including Readers, Professors, Principals, Librarians Physical Instructors/ Instructresses and equivalent cards of State Government Colleges as per U.G.C. Scale of Pay w.e.f. 01.01.1973, 01.01.1986, 01.01.1996, & corresponding Pay Bands and Academic Grade Pays w.e.f. 01.01.2006 vide G.O. No. 864-Edn(A) dt. 28.08.2009 and No. 865-Edn (A) dt. 28.08.2009 (Read with Subsequent G.O. No. 195-Edn.(A) dt. 22.03.2010 and No. 196-Edn(A). dt. 22.03.2010)

<i>Pay scale (UGC) w.e.f 01.01.1973</i>	<i>Pay scale (UGC) w.ef 01.01.1986</i>	<i>Pay Scale (UGC) w.e.f 01.01.1996</i>	<i>Revised Pay Structure (UGG) Pay Band + AGP w.ef. 01.01.2006</i>	<i>Corresponding AGP (Academic Grade Pay)</i>	<i>Pension = 50% of sum of minimum PB+AGP</i>	<i>Famaily Pension = 30% Sum of minimum PB + AGP</i>
1. 500-900 (for existing - demonstrat- or incumbents)	1740-60-2700 -75-3000	5500-175- 9000	Govt. order yet to be issued. No. UGC recom- mendation as yet			
2. 700-1600	2200-75-2800 -100-4000	8000-275- 13500	15600-39100	6000	10800	6400
3. 700-1600	3000-100- 3500-125- 5000	10000-325- 15200	15600-39100	7000	11300	6780
4. 700-1600	3700-125- 4950-150- 5700.(Retired with the Basic Pay upto Rs. 4200)	12000-420 18300 (Retired with Basic Pay of Rs.12840)	15600-39100	8000	11800	7080
5. 700-1600/ 1200-1900	3700-125- 4950-150- 5700(Retired with Basic Pay of Rs.4325 and above)	12000-420- 18300 (Retired with Basic Pay of Rs.13260 above)	37400-67000	9000	23200	13920
6. 1500-2500	4500-150- 5700-200- 7300	16400-450- 20900-500- 22400	37400-67000	10000	23700	14220

Sd/-  
Assistant Secretary

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

No. 518 Edn(T) / (T) -10M-36/09

Dated: Kolkata, the 13th September, 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 Principals, Teachers, and Librarians of 6 (six) Government Engineering and Technological Colleges in West Bengal with effect from 01.01.2006 and issuance of fitment tables.

In continuation of this Department's earlier GO. no. 434 Edn(T) / (T) — 10M —36/09 dated 26.07.2010 and refer to his memo no. 412 (T)/CS dated 13.08.2010, on the subject noted above, the undersigned is directed to state that the Governor has now been pleased to issue the following fitment tables (from Table-I to Table-6) regarding pay fixation of Principals, Teachers, and Librarians of 6 (six) Government Engineering and Technological Colleges of this state with effect from 01.01.2006

**Fitment Tables**  
**Table-I**

1. Incumbent : Assistant Professor (formerly Lecturer)

2. Incumbent : Librarian

Pre-revised Scale Rs. 8000-275-13500	Revised Pay Band + AGP Rs. 15600-39 100 + AGP 6000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the PayBand	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

**Table-2**

1.Incumbent Assistant Professor [formerly Lecturer (Sr. Scale)]

2.Incumbent: Librarian (Sr. Scale)

Pre-revised Scale Rs. 10000-325-15 200	Revised Pay Band + AGP Rs. 15600-39100 + AGP 7000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	35280
15200	28280	7000	34670
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

**Table-3**

1. Incumbent : Lecturer' (Sl. Grade) with less than three years of service in the pre-revised scale of Rs. 12,000-18,300.
2. Incumbent : Librarian (S1. Grade) with less than three years of service in the pre-revised scale of Rs. 12,000-18,300.

Pre-revised Scale Rs. 12000-420-18300	Revised Pay Band + AGP Rs. 15600-39100 + AGP 8000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	3~790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	34040	8000	42040
18300	34080	8000	42042
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390

**Table-4**

1. Incumbent: Associate Professor [formerly Lecturer (Sl. Grade)/Assistant Professoi with 3 years of service in the pre-revised scale of Rs. 12,000-18,300].
2. Incumbent : Librarian (Sl. Grade) completed 3 years of service in the pre-revised scale of Rs. 12,000-18,300.

Pre-revised Scale Rs. 12,000-420-18,300	Revised Pay Band + AGP Rs. 37,400-67,000 + AGP 9,000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

**Table-5**

## 1. Incumbent : Professor

Pre-revised Scale		Revised Pay Band + AGP		
Rs. 16,400-450-20,900-500-22400		Rs. 37,400-67,000 + AGP 10,000		
Pre-revised Basic Pay	Revised Pay			Revised Basic Pay
	Pay in the Pay Band	Academic Grade Pay		
16400	40890	10000		50890
16850	40890	10000		50890
1.7300	42120	10000		52120
17750	42120	10000		52120
18200	43390	10000		53390
18650	43390	10000		53390
19100	44700	10000		54700
19550	44700	10000		54700
20000	46050	10000		56050
20450	46050	10000		56050
20900	47440	10000		57440
21400	47440	10000		57440
21900	48870	10000		58870
22400	48870	10000		58870
22900	50340	10000		60340
23400	30340	10000		60340
23900	51860	10000		61860

**Table — 6**

## 1. Incumbent : Principal

Pre-revised Scale		Revised Pa Band + AGP		
Rs. 18,400-500-22,400		Rs. 37,400-67,000+AGP 10000		
Pre-revised Basic Pay	Revised Pay			Revised Basic Pay
	Pay in the Pay Band	Academic Grade Pay		
18400	44700	10000		54700
18900	46050	10000		56050
19400	46050	10000		56050
19900	47440	10000		57440
20400	47440	10000		57440
20900	48870	10000		58870
21400	48870	10000		58870
21900	50340	10000		60340
22400	51850	10000		61850

The terms and conditions will remain same as indicated in this Department's earlier G.O. no. 434 Edn(T) /(T) — 10M — 36/09 dated 26.07.2010.

This order issues with the concurrence of the Finance Department, Govt. of West Bengal vide their U.O. No. 2131 Group-P (Pay) dated 08.09.2010.

By order of the Governor

*Sd/-* S. C. Tewary  
Principal Secretary

No. 518/1(35) —Edn(T)

Dated; Kolkata, the 13th September, 2010

Copy forwarded for information and necessary action to :

- 01) The Princiapal Accountant General (A & E), West Bengal.
- 02) Finance Department Gr. P (Pay) of this Govt.
- 03) Pay & Accounts Officer (1), 81/2/2, phears Lane, Kolkata — 12.
- 04) Pay & Accounts Office (2), p-I, Hyde Lane, Kolkata - 73.
- 05) Director of Treasuries, Stephen House, 4, B.B.D. Bag (East), Kolkata— 01.
- 06) Secretary, Public Service Commission, West Bengal.
- 07) P.S. to Hon'ble MIC, Higher Education Department, Govt. of West Bengal.
- 08) P.A. to Principal Secretary, Higher Education Department, Govt. of West Bengal.
- 09) Budget Branch of this Department Kolkata.
- 10) Officer-in-charge, Govt. College of Engg. and Ceramic Technology,  
73, A. C. Banerjee Lane, Kolkata 700010
- 11) Treasury Officer.
- 12) Computer Cell of this Department.
- 13) Guard File.

Joint Secretary

**Government of West Bengal**  
**Department of Higher Education**  
**Appointment Branch**  
**Bikash Bhavan, Salt Lake**  
**Kolkata - 700091**

Memo No:926-Edn(A)

Dated, Kolkata, the 21st September,2010

**Memorandum**

In supersession of all the previous Government Orders relating to part-time teachers(PTT) **(except super-annuated teachers)** of the Government colleges( **except Technical Colleges**) undersigned is directed by the order of the Governor to say that following provisions will be applicable in respect of the part-time teachers w.e.f. 01/10/2010.

General Conditions for engagement of PTTs (excluding the superannuated teachers of colleges & Univs serving as PTTs):

1. Existing PTTs duly engaged as per prescribed norms will continue to remain engaged till they attain 60 years of age.
2. All PTTs (including existing ones) shall be engaged only in one assignment.
3. Those PTTs who **have been refused renewal** and **whose service have been discontinued** by the college authority on or after **1/1/2008** shall be engaged afresh following issuance of this order subject to the following conditions:
  - a. should be of less than 60 years of age.
  - b. should be willing on the basis of his/her application.
  - c. declaration from the PTTs showing his/her engagement only in one assignment.
  - d. For those PTTs **have been refused renewal** and **whose service have been discontinued** by the college authority on or between **1/1/2008 to the date of issuance of this order & subsequently been** engaged afresh, his/her length of past assignment in the concerned college will be counted **only** for the determination of his/her rate of monthly remuneration [ i.e. whether he/she is entitled to get Rs. 9450/- ( for < 4 years) / Rs. 10800/-(> 4 years but < 10 years) / Rs. 13500/-(> 10 years)] but he/ she will not be entitled to get any financial benefit for the said gap-in period (i.e. the period of his/her non-engagement in the college between his/her date of retrenchment and the date of subsequent engagement).
4. Notional vacancies are to be created to accommodate serving PTTs and these posts would be treated as personal & supernumerary ones. The number of such notional vacancies are to be decided on the basis of requisition from the colleges [mentioning the names of persons engaged & other details - duly authenticated by the college authority as mentioned below].

List of necessary documents to be submitted (attested by The Principal / Officer-in-Charge) in case of Govt. College:

**I. For those PTTs who were engaged before 01/04/09**

Total length of service of the PTTs mentioning the mandatory break(s) as is/ are required between two subsequent engagement is to be certified by the Principal/Officer-in-charge of the college concerned at the material point of time.

Or/And

The PTTs of the Govt. colleges who have/are rendered/ rendering service in different academic assignments of the University (e.g. as examinations/ paper setter/ moderator etc), the certificate(s) of the respective Universities indicating the date(s) of such appointment(s) may also be taken into account for determining the length of service.

**II. For those PTTs who are engaged on or after 01/34/19**

The college authority has to submit the following documents for those PTTs who are engaged after 01/04/2009

- I Attested photocopy of the advertisement
- I Attested photocopy of the final merit list( Subject wise)
- I Attested photocopy of the PG level final mark-sheet showing atleast minimum of 55% marks in aggregate.

III. The department-wise numbers of existing approved posts, number of vacancies therein, name of the persons engaged as part-time teachers are to be submitted and this statement of material is to be duly attested by the college authority.

IV. Declaration from the PTTs showing his/her engagement only in one assignment is also to be submitted and attested by the college authority.

5. No part-time teachers shall be engaged without prior written permission from the State Govt. as per order No. 689-Edn(CS) dated 26.08.2010.

**Method of Engagement:**

For new selection the procedures required to be maintained are as follows:

- (i) The Principal/Officer-in-charge will advertise, on receiving prior written permission from the State Govt. the vacancy position(s) in at least two daily leading newspapers (one in English and other in Bengali/ other languages like Nepali, Urdu etc.) specifying the required qualification and remunerations as per existing G.O.
- (ii) The applications received in response to the advertisement will be scrutinized by the college authority and the eligible candidate(s) will be called for interview before the selection committee formed by the Principal/Officer-in-charge of the college.
- (iii) The selection committee will consist of the following members:
  - a. The Principal/Officer-in-charge of the college will be the chairman.
  - b. One senior teacher in the subject selected by the Principal/Officer-in-charge of the college.
  - c. An expert not below the rank of Reader/ Associated Professor in the subject of any other college be entrusted with this work.
- (iv) The letter of engagement of PTTs would only be issued by the College authority in the prescribed format on receiving prior written permission from the State Govt.

6. Part-Time Teachers may be engaged subject to the conditions that against each approved full time teacher post maximum of three PTTs may be engaged with approval of the State Government. However, in exceptional cases, variations may be accommodated as per prescribed norms.
7. Consequent upon exorbitant price hike of different commodities the question of enhancement of remuneration of part-time teachers attached to different colleges of the State has been taken into consideration. For this purpose the remuneration of the part-time teachers may be enhanced by 35% as shown below w. e. f. 01/10/2010:

Category of Part-time teachers	Present remuneration per month	Revised remuneration per month
< 4 years	Rs. 7000/-	Rs. 9450/-
> 4 years but < 10 years	Rs. 8000/-	Rs. 10800/-
> 10 years	Rs. 10000/-	Rs. 13500/-

No other allowances will be admissible to the PTTs except the enhancement @ 5% of the remuneration, at an interval of three (3) years, after the enhancement done as on 01/10/2010.

The college authority may allot 10 (Ten) classes/ periods per week to each PTTs.

8. The entire quantum of emoluments (as mentioned above) will be paid by the state Govt. duly as being approved by the Govt. in favour of each part-time teacher. Claims to be submitted as per the format being prescribed.
9. Part-time teachers of government colleges are entitled to avail of 14 days casual leave in a calendar year, *Vi* average remuneration leave on production of medical certificate from a registered medical practitioner and maternity leave as admissible under Government rules.
10. The above noted benefits will not be extended for those appointed in the self financed courses in the college. Also, those who are engaged in full time assignment elsewhere will not be considered for the above mentioned benefit.
11. Each PTT would be entitled to get a Gratuity of Rupee one Lakh only, once in life time, when he becomes 60 as PTT, provided that period of engagement is not less than 10 years.

**Service Related Matters:**

12. During the period of engagement the service of such PTTs may be terminated because of involvement in criminal case/ misconduct/ delinquency/ incapacitation and other culpable offence -as may be framed from time to time by the competent authority.

This order issues with the concurrence of the Finance Department, vide their U.O. No. 3373( Gr. P Service) Dated 20/09/2010.

Yours faithfully  
Sd/- M. Chakravarty  
Jt. Secretary  
Appointment Branch,  
Department of Higher Education,  
Government of West Bengal

Copy forwarded for information and necessary action to:

1. Account General (A&E), West Bengal
2. Finance Department of this Government
3. Director of Public Instruction, West Bengal
4. Registrar, Calcutta University, Senate House, College Street, Kol-700073
5. Registrar, Burdwan University, Rajbati, Burdwan, Pin-713104
6. Registrar, Kalyani University, Kalyani, Nadia, Pin-741235
7. Registrar, Vidyasagar University, P.O. Vidyasagar University, Dist. Paschtm Medinipur, Pin-721102
8. Registrar, Gour Banga University, Malda College, P.O. Malda, Dist. Malda, Pin-732101
9. Registrar, West Bengal State University(Barasat, North 24 Paraganas), Barasat Govt. College, P.O.Barasat, Dist. North 24 Paraganas, Pin-743201
10. Registrar, North Bengal University, Raja Rammohanpur, P.O. North Bengal University, Dist. Darjeeling, Pin-734430
11. Computer Cell of this Department
12. PS to MIC, Higher Education Department
13. PA to Principal Secretary of this Department
14. Guard File

**Sd/-** M. Chakravarty  
Jt. Secretary  
Appointment Branch,  
Department of Higher Education,  
Government of West Bengal

**Government of West Bengal  
Higher Education Department  
Appointment Branch  
Bikash Bhavan  
Salt Lake, Kolkata-700 091**

No. 1102-Edn(A)/5P-40/10

Dated, Kolkata, the 18<sup>th</sup> November, 2010

From : Shri S.K.Ghosh,  
Joint Secretary to the Government of West Bengal.

To : The Director of Public Instruction, West Bengal.

Sub : Special Allowance for Principals of the Government Colleges of this State.

Ref : 148-Admn. Dtd. 07.05.2010.

The pay structure of Principals of the State Government Colleges has been revised as per this Department G.O. No.864-Edn(A) dtd. 28.08.2009.

The undersigned is, now, directed by order of the Governor to say that the Governor has been pleased to allow special allowance @ Rs.2,000/- per month in favour of the principals of Under Graduate Government Colleges and @ Rs.3,000/- per month in favour of the Principals of the Post Graduate Government Colleges of this State in addition to UGC Pay Band Scale of Rs.37,400-67,000/- with Academic Grade Pay of Rs.10,000/- with effect from 1<sup>st</sup> April, 2010 provided the Principals fulfill the conditions of eligibility in respect of educational qualification and teaching research experience as per UGC norms and the Post-Graduate course is approved by the UGC.

This issues with the concurrence of the Finance Department vide their U O No 877 Group-P (Pay) dtd. 01.04.2010.

All concerned are being informed accordingly.

Sd/-  
Joint Secretary

No.1102/I(12)-Edn(A)

Dated, Kolkata, the 18th November, 2010.

Copy forwarded for information and necessary action to the :-

1. Principal Accountant General (A&E), West Bengal;
2. Finance Department, Group-'P'(Pay) of this Government;
3. Pay & Accounts Officer-I, 81/2/2, Phears Lane, Kolkata-700 012;
4. Pay & Accounts Officer-II, P-1, Hyde Lane, Kolkata-700 073;
5. Director of Treasuries, New India Assurance Buildings, 2<sup>rd</sup> & 3<sup>rd</sup> floor, 4, Lyons Range, Kolkata-700 001;

He is requested to kindly take necessary action for circulation of this order among Treasuries/  
Sub-Treasuries under his control.

6. Joint Secretary of this Department (C.S. Branch);
7. P.S. to the M.I.C. of this Department.
8. P. A. to the Principal Secretary of this Department;
9. Additional Director of Public Instruction (Admn.), West Bengal;
10. Officer-on-Special Duty, Appointment Branch of this Department;
11. Computer Cell of this Department;
12. Guard file.

Sd/- G. Das  
Assistant Secretary

**The**



**Kolkata** **Gazette**

सत्यमेव जयते

*Extraordinary*  
Published by Authority

ASADHA 16]

WEDNESDAY, JULY 7, 2010

[SAR 1932

PART III - Acts of the West Bengal Legislature.

**GOVERNMENT OF WEST BENGAL**

**LAW DEPARTMENT**

Legislative

**NOTIFICATION**

No. 1047-L.—7th July, 2010. The following Act of the West Bengal Legislature, having been assented to by the Governor, is hereby published for general information:—

**West Bengal Act XIII of 2010**

**THE PRESIDENCY UNIVERSITY ACT, 2010.**

*[Passed by the West Bengal Legislature.]*

*[Assent of the Governor was first published in the Kolkata Gazette,*

*Extraordinary, of the 7th July, 2010.]*

*An Act to provide for constitution of the Presidency University and for certain matters connected therewith and incidental thereto.*

WHEREAS it is expedient to confer on Presidency College, a Government College with rich heritage, the status of a University to enable it to function more efficiently as a teaching, training and research centre in various branches of learning and courses of study, especially in Humanities, Social and Basic Sciences, and promoting advancement and dissemination of knowledge and learning and extending higher education, to meet the requirement of higher education and research in the subjects and to avail scope and opportunities to serve the society and the nation;

*The Presidency University Act, 2010.**(Chapter VI. - Miscellaneous and Transitory Provisions.— Sections 53,54.)***CHAPTER VII****Miscellaneous and Transitory Provisions**

Delegation.

53. (1) The Vice-Chancellor or, with the approval of the Vice-Chancellor, the Registrar, may, subject to the provisions of this Act, delegate such of his powers or duties conferred or imposed by or under this Act as may be prescribed by the Statutes to an officer of the University under his direct administrative control.

(2) Subject to the provisions of this Act:—

- (a) the Court may delegate any of its powers or duties, conferred or imposed by or under this Act, to—
  - (i) the Vice-Chancellor,
  - (ii) the Executive Council,
  - (iii) a committee constituted from among its own members, or
  - (iv) a committee appointed in accordance with the Statutes;
- (b) the Executive Council may delegate any of its powers or duties, conferred or imposed by or under this Act, to—
  - (i) the Vice-Chancellor,
  - (ii) a committee constituted from among its own members,
  - (iii) a committee constituted in accordance with the Statutes or the Ordinances,
  - (iv) any of the Faculty Councils for Post-Graduate and Undergraduate Studies, or
  - (v) the Finance Committee;
- (c) the Faculty Council for Post-graduate and Undergraduate Studies may delegate any of its powers or duties, conferred or imposed by or under this Act, to—
  - (i) the Vice-Chancellor,
  - (ii) a Committee constituted from among its own members, or
  - (iii) a Committee constituted in accordance with the regulations, or
  - (iv) any of the Board of Studies
- (d) the Finance Committee may delegate any of its powers or duties, conferred or imposed by or under this Act, to—
  - (i) the Vice-Chancellor, or
  - (ii) a committee constituted from among its own members.

Completion of courses for students of erstwhile Presidency College affiliated to the Calcutta University.

54. Notwithstanding anything contained in this Act, the Statutes, the Ordinances and the Regulations, any student of the erstwhile Presidency College affiliated formerly to the Calcutta University, who was studying for any examination of such University, shall upon upgradation of the college to the University be permitted to complete his course in preparation thereof and appear for examinations conducted by the former University or the University shall hold for such students, examinations in accordance with the curricula of study in force in the former University for such period as may be prescribed.

*The Presidency University Act, 2010.**(Chapter VI.—Miscellaneous and Transitory Provisions.—Section 55.)*

Transitory provisions and repeal.

55. (1) The Chancellor shall, within three months from the date of publication of this Act in the *Official Gazette*, appoint a person to be the Vice-Chancellor under sub-section (4) of section 56, and he shall be the first Vice-Chancellor of the University and shall hold office for a period of one year, which may be extended by one year by the Chancellor in consultation with the Minister. The first Vice-Chancellor shall exercise all the powers and perform all the duties of the Vice-Chancellor under this Act.

(2) The first Vice-Chancellor shall, with the approval of the Chancellor and with the assistance of a committee consisting of not less than nine members nominated by the State Government, cause the first Statutes, the first Ordinances and the first Regulations of the University to be framed.

(3) The first Vice-Chancellor shall within one year from the date of his appointment or within such longer period, not exceeding two years from the date of his appointment, as the State Government may, by notification in the *Official Gazette*, direct, cause arrangements to be made for constituting the Court, the Executive Council, the Faculty Council for Post-graduate and Undergraduate Studies and the Boards of Studies in accordance with the provisions of the first Statutes, the first Ordinances and the first Regulations of the University as framed under sub-section (2), as if they had already come into force.

(4) If, for any reason, —

- (a) the Constitution of the Court, the Executive Council and other bodies referred to in sub-section (3) cannot be completed within the period of office of the first Vice-Chancellor appointed under sub-section (1), then on the expiry of such period, the Chancellor may in consultation with the Minister, on such terms and conditions as he thinks fit, appoint the first Vice-Chancellor whose period of office has expired or another person to be the Vice-Chancellor for the purpose of this section for such period not exceeding two years as the Chancellor thinks fit, or
- (b) a vacancy occurs in the office of the first Vice-Chancellor before the expiry of the period of his office, then, the Chancellor may, in consultation with the Minister, on such terms and conditions as he thinks fit, appoint another person to be the Vice-Chancellor for the purposes of this section for the unexpired portion of such period or such further period not exceeding three years as the Chancellor thinks fit, and references in this Act to the first Vice-Chancellor shall be deemed to include references to the Vice-Chancellor appointed under this sub-section.

(5) The State Government shall, by notification in the *Official Gazette*, appoint a date and on and from such date the Court, the Executive Council, the Faculty Councils for Post-graduate and Undergraduate Studies and the Boards of Studies shall commence to exercise their respective functions and the first Statutes, the first Ordinances and the first Regulations of the University as framed under sub-section (2) shall come into force and shall be the first Statutes, the first Ordinances and the first Regulations of the University.

(6) The first Statutes, the first Ordinances and the first Regulations of the University shall remain in force until new Statutes, new Ordinances and new Regulations are made under the provisions of this Act.

*The Presidency University Act, 2010.*

*(Chapter VI.— Miscellaneous and Transitory Provisions.— Section 55.)*

(7) The first Vice-Chancellor may, subject to the approval of the State Government, appoint such administrative, clerical and other staff as he deems necessary for giving effect to the provisions of this section.

(8) (a) All properties and all rights of whatever kind used, enjoyed or, possessed by, all interests of whatever kind owned by or, vested in or, held in trust by or, for the College as well as liabilities legally subsisting against the College shall pass to the University as constituted under this Act.

(b) All sanctioned posts of the College shall stand transferred to the University and all Government employees employed in the College will continue to function under the University in their existing capacities till such time the posts are actually filled up by the University or the incumbents are posted elsewhere by appropriate Government Orders or Notifications to be issued from time to time. The said Government employees during their tenure in the University will continue to enjoy the same pay and allowances upon the same terms and conditions of service with the same rights and privileges as to pension, gratuity, provident fund, savings cum group insurance scheme and other matters as they would enjoy as the State Government employees:

Provided that the State Government may consider creation of appropriate number of cadre-specific supernumerary posts or shadow posts under the aegis of Higher Education Department or Education Directorate to protect the interest of the aforesaid Government employees.

(c) All Government employees including teachers, Librarians and non-teaching staff who have been employed in the College or, are liable to be posted to the College shall be given opportunity to exercise their option for being considered for selection in University services in a phased manner as may be decided by the State Government by issue of suitable orders or notifications from time to time :

Provided that the last date for such option shall not be later than one year after the appointed day:

Provided further that no employee who has opted for being considered for selection in University services shall be debarred for selection in University services only on the ground that he has already exceeded the upper age limit for recruitment to the concerned post.

(9) On and from the appointed day —

(a) section 56 shall stand repealed thereupon the Presidency University Council referred in sub-section (1) of the said section, and all bodies and all committees constituted by the said Council, shall stand dissolved;

(b) all affairs, functions or activities of the University, including studies and examinations, commenced and in progress before the appointed day, shall be deemed to be in progress as if they had been commenced by the University under this Act;

(c) All things done or deemed to have been done, and all actions taken or deemed to have been taken under any law in force for the time being, shall be deemed to be things done or actions taken by the University under this Act as if this Act had been in force when such things were done or actions taken provided that until the appointed day references to the Vice-Chancellor under any such law shall be deemed to be references to the first Vice-Chancellor under this Act.

*The Presidency University Act, 2010.**(Chapter VI.—Miscellaneous and Transitory Provisions.—Section 56.)*

(10) In construing the provisions of section 16, section 19, section 21 and in construing the provisions of the first Statutes, the first Ordinances and the Regulations of the University in relation to the constitution, under this section, of the Court, the Executive Council, the Faculty Councils for Post-graduate and Undergraduate studies, and the Boards of Studies, references to the Heads of departments of teaching of the University, the University Professors, University Associate Professors, University Assistant Professors, and teachers of the University shall be deemed to be references to the persons holding offices respectively as the Heads of teaching Departments, Professors, Readers or Associate Professors, Lecturers or Assistant Professors and teachers of the College, if any, immediately before the date of appointment of the first Vice-Chancellor.

(11) The provisions of this section shall have effect notwithstanding anything to the contrary contained elsewhere in this Act or in any other law.

The Presidency  
University Council.

56. (1) With effect from such date as the State Government may, by notification in the *Official Gazette*, appoint, and until the appointed day all the powers and functions of the University, the Court, the Executive Council, the Faculty Councils for Post-graduate and Undergraduate Studies, the Boards of Studies, the Finance Committee and all other authorities to be constituted under this Act or the Statutes or the Ordinances shall, respectively, be exercised and performed by a Council to be known as the Presidency University Council.

(2) The following shall be the members of the Council:—

- (i) the Chancellor;
- (ii) the Vice-Chancellor;
- (iii) the Secretary, Higher Education Department, Government of West Bengal or his nominee not below the rank of Joint Secretary to the Government of West Bengal;
- (iv) the Secretary, Finance Department, Government of West Bengal or his nominee not below the rank of Joint Secretary to the Government of West Bengal;
- (v) Member Secretary, West Bengal State Council of Higher Education;
- (vi) the President, West Bengal Council of Higher Secondary Education;
- (vii) not less than ten and not more than fifteen persons nominated by the Chancellor in consultation with the Minister from amongst the persons interested in university education, Principals and teachers of colleges affiliated to other universities and teachers of the University.

(3) The Registrar of the University shall act as the Secretary of the Council.

(4) The first Vice-Chancellor shall be appointed by the Chancellor in consultation with the Minister on the basis of recommendation made by a Search Committee comprising three eminent educationists constituted for this purpose by the State Government.

*The Presidency University Act, 2010.*

*(Chapter VI.—Miscellaneous and Transitory Provisions. — Section 56.)*

(5) The first Registrar, the first Finance Officer and such other officers of the University (including technical personnel) as may be required to be appointed from time to time shall be appointed by the Council on the recommendation of a committee consisting of the Vice-Chancellor as Chairman, a nominee of the Council, a nominee of the Chancellor and a nominee of the State Government, and subject to the supervision, direction and general control of the Vice-Chancellor, they shall exercise all the powers and perform all the duties conferred and imposed on them by or under this Act, or delegated to them by the Vice-Chancellor.

(6) The Council may, subject to the approval of the State Government, appoint such administrative, clerical and other staff (including technical staff) as it deems necessary for giving effect to the provisions of this section.

(7) The Council may, with the approval of the Chancellor, delegate any of its powers and functions to such body or bodies as may be constituted by it to carry out the functions of the Council, the Executive Council, the Faculty Councils for Post-graduate and Undergraduate Studies, the Boards of Studies, the Finance Committee and all other authorities to be constituted under this Act or the Statutes or the Ordinances:

Provided that such delegation shall not prevent the exercise of any such power or discharge of any such functions by the Council.

(8) (a) (i) The Chancellor, or in his absence the Vice-Chancellor, shall preside over the meetings of the Council;

(ii) Twenty-five *per cent* of the members of the Council shall be a quorum for a meeting of the Council;

(b) Twenty-five *per cent* of the members of any body constituted by the Council shall be a quorum for a meeting of such body.

(9) No act or proceeding of the Council or of any body constituted by it shall be invalid or called in question by reason of the existence of any vacancy, initial or subsequent, in the Council or in any body constituted by the Council, as the case may be.

(10) The other provisions of this Act shall, if in conflict with the provisions of this section, stand modified to the extent provided in this section:

Provided that nothing in this sub-section shall affect the power of the Chancellor or the Vice-Chancellor under this Act.

(11) If a vacancy occurs in the office of the Vice-Chancellor by reason of death, resignation or expiry of his office or otherwise, the same shall be filled up by the Chancellor in consultation with the Minister.

(12) Any vacancy in the Council occurring by reason of death, resignation or otherwise shall be filled up by the Chancellor in consultation with the Minister and the Vice-Chancellor, in so far as such filling up is not inconsistent with the provisions of this section.

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*The Presidency University Act, 2010.**(Chapter VI.— Miscellaneous and Transitory Provisions.— Section 57.)*

(13) If, by reason of the other provisions of this Act, any difficulty arises in giving effect to the provisions of this section, the Council shall refer such difficulty to the State Government which may make such order or do such thing, not inconsistent with the provisions of this section, as appears to it to be necessary or expedient for removing the difficulty.

Removal of  
difficulties.

57. If on account of any lacuna or omission in the provisions of this Act, or for any other reason whatsoever, any difficulties arises as to the first constitutions of any authority or the University under this Act, or otherwise in giving effect to the provision of this Act, the State Government, as occasion may require, may by order do anything which appears to it to be necessary for the purpose of removing the difficulty notwithstanding anything to the contrary contained elsewhere in this Act or in any other law.

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By order of the Governor,

MITA BASU ROY,  
*Pr. Secy. to the Govt. of West Bengal,*  
*Law Department.*