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Government of West Bengal Higher Education Department

(College Sponsored Branch)

Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 348 -Edn (CS)/ 1C-166L/2005

Date: 24/04/2014

From: Jt. Secretary to the Government of West Bengal

To: Director of Public Instruction, West Bengal

Subject: Service conditions and other matters related to Librarians/ Assistant Librarians/ Deputy Librarians of Government-aided Colleges in West Bengal

This is with reference to:

a) The Order dated 07.02.2011 passed by Hon'ble Justice Maharaj Sinha in W.P. No. 1916 of 2005 West Bengal Librarians' Association vs the State of West Bengal & others:

b) The Order dated 14.03.2014 passed by Hon'ble Justice Ashok Kumar Dasadhikary in C.C. no. 148 of 2013 issuing Rule under Contempt proceedings; and

c) Letter no. 527-C dated 08.05.2013 from the Director of Public Instruction, West Bengal In compliance of the solemn order dated 07.02.2011 passed by Hon'ble Justice Maharaj Sinha in W.P. No. 1916 of 2005. and the Order dated 14.03.2014 passed by the Hon'ble Justice Ashok Kumar Dasadhikary in C.C. No. 148 of 2013 and the issuance of a Rule under Contempt of Court proceedings, and in reference to the above- mentioned letter of the Director of Public Instruction, W.B, the undersigned has been directed to convey the following, for immediate implementation:

1. The Librarians of Government Colleges and the Librarians/ Assistant Librarians/ Deputy Librarians of Government-aided Colleges in West Bengal shall be considered as teaching staff of the colleges and shall, accordingly, enjoy such financial and other benefits in consonance with their work pattern, which are extended to the teachers of the colleges, from time to time.

2. The Librarians of Government Colleges shall be appointed on the recommendation of the Public Service Commission, West Bengal and their service conditions shall be guided by the rules and regulations of the State Government as applicable to a regular Government employee and shall continue to be treated as the non-vacational teaching staff of the college.

3. The Librarians of Government-aided colleges shall be appointed on the recommendation of the 497 Important Govt. Orders, Notifications, Circulars and Allied Matters of Universities of the West Bengal College Service Commission.

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4. The eligibility criteria and qualifications for appointment of Librarian in Government Colleges and Government-aided colleges shall be notified by the State Government from time to time in accordance with the relevant UGC Regulations.
5. The scales of pay including the benefit of Career Advancement Scheme (CAS) of the Librarian of Government colleges and the Librarians' Assistant Librarians/ of the Government-aided colleges shall be guided in terms of the Order no. 1196- Edn (A) dated 31.12.12 and Order no. 920-Edn (CS) dated 31.12.2012 and such other subsequent orders as may be issued by the State Government, from time to time in this regard.
6. The service conditions, relating to the duty hours and the nature of duties of the Librarians/ Assistant Librarians/ Deputy Librarians of all the Government-aided colleges shall be guided by the relevant provisions of the Statute of the affiliating University. They shall continue to be treated as non-vacational teaching staff of the college.
7. The Librarians/ Assistant Librarians.' Deputy Librarians of all the Government-aided colleges shall enjoy all such leaves as are extended to the teachers of the colleges in terms of the Order no. 762-Edn (CS) dated 03.12.2009 read with Order no 163-Edn (CS) dated 17.02.2011 and such other order as may be issued by the State Government from time to time. However, the Librarians who had retired from service on superannuation or otherwise, prior to 03.12.2009. would be entitled to leave as per extant Government order in force at that material point of time.
8. Accumulation of leave of the Librarians/ Assistant Librarians/ Deputy Librarians of Government-aided colleges shall henceforth be guided by the Order no. 762-Edn (CS) dated 03.12.2009 and such other orders as may be issued by the State Government, from time to time. However, the Librarians/ Assistant Librarians/ Deputy Librarians who retired from service prior to 03.12.2009, on superannuation or otherwise, shall be entitled for such accumulation of leave as has been determined by the College Authority and duly entered into the Service Book. For calculating the accumulated leave for the purpose of encashment, the entire service period rendered shall be taken into account. However, the entitlement of leave encashment shall be limited to such period as determined by the State Government, by order, from time to time.
9. The Death-cum-Retirement benefit of the Librarians/ Assistant Librarians/ Deputy Librarians of Government-aided colleges would continue to be guided by the existing Orders issued by the Stats Government from time to time.
10. This cancels this Department's Order No. 876-Edn (CS) dated 30.09.2004.
11. This order is issued in terms of the Finance Department's Order no. 1885-F (P) dated 02.03.2012 and in compliance of the Orders of Hon'ble Calcutta High Court referred to above.
12. All concerned are directed to take necessary action forthwith.
13. All State-aided Universities are advised to take expeditious steps to amend their Statutes accordingly.

SD/- S. Basuray
Joint Secretary

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Copy forwarded for information and/or necessary action to:

1. Additional Secretary (Univ), H.E Deptt. Bikash Bhaban, Kolkata-700091,
2. Jt. Secretary (Appt), H.E Deptt. Bikash Bhaban, Kolkata-700091,
3. The President, West Bengal College Librarians' Association. 24-B. Bachhu Chatterjee Street. Kolkata-700009,
4. The Registrar, _University.
5. The Inspector of Colleges, _University.
6. Integrated Law Cell, H.E Deptt. Bikash Bhaban, Kolkata-700091.
7. P.S to Hon'ble MIC, H.E Deptt. Bikash Bhaban, Kolkata-700091.
8. P.S to Secretary, H.E Deptt. Bikash Bhaban, Kolkata-700091.
9. Shri Ratul Biswas, Advocate Calcutta High Court 12, Old Post Office Street, (Ground Floor), Kolkata-700001.

Joint Secretary

Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 2081-Edn(CS)/10M-83/2019

Date: 23/12/2019

MEMORANDUM

The matter of restructuring of service conditions and other benefits for Government approved Part Time teachers (PTTs), Government approved Contractual Whole time teachers (CWTTs) and Guest teachers, in any nomenclature, engaged in different Government/ Government aided colleges in the State of West Bengal up to 13.07.2019, was under active consideration of the State Government for sometimes past. After careful consideration of the matter, the Governor is hereby pleased, in supersession of all previous orders in this regard, to restructure the service conditions along with the change of nomenclature of the aforesaid category of teachers commensurate with their qualifications and period of service rendered in the following manner:-

1. Part Time Teachers, Contractual Whole Time Teachers and Guest Teachers having qualification for being appointed as teachers in the colleges as prescribed by the University Grants Commission and as followed by the West Bengal College Service Commission, on the date of issuance of this order, will be renamed as **State Aided College Teacher, Category-I**, and will be entitled for the following remuneration:

a. Rs. 31,000/- (consolidated) per month for those served the college less than 10 years;

b. Rs. 35,000/- (consolidated) per month for those served the college more than 10 years;

2. Part Time Teachers, Contractual Whole Time Teachers and Guest Teachers don't having qualification for being appointed as teachers in the colleges as prescribed by the University Grants Commission, and as followed by the West Bengal College Service Commission on the date of issuance of this order, will be renamed as **State Aided College Teacher, Category-II** and will be entitled for the following remuneration:

c. Rs. 20,000/- (consolidated) per month for those served the college less than 10 years;

d. Rs. 25,000/- (consolidated) per month for those served the college more than 10 years;

3. Remuneration of existing Government approved PTTs and CWTTs, who are getting higher remuneration at present, shall be protected.

4. Remuneration of above mentioned category of teachers will be enhanced @ 3% of the total remuneration per year on 1st July of every year.

5. Such category of teachers will be entitled for Rs. 5.00 Lakh (Five Lakh) only on attaining the age of 60 years, provided the teacher concerned has rendered service for a period not less than 10 years.

6. State Aided College Teacher, Category-II, on acquirement of UGC qualifications subsequently will be considered as State Aided College Teacher, Category-I with effect from the date of acquiring such qualification, subject to the approval of DPI, West Bengal.

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7. General conditions in respect of approval of all the state aided College teachers mentioned above:-

I. Fresh letter of engagement will be issued by the college authority to all category of teachers mentioned herein above after obtaining approval of the Director of Public Instructions, West Bengal.

II. Notional vacancies are to be created to accommodate all State Aided College Teachers who are engaged as per 7(1) above and these posts would be treated as personal and supernumerary ones.

III. Both the above two category of teachers (i.e. State Aided College Teacher, Category-I & Category-II) will be allowed to continue their engagement till they attain the age of 60 years. However, service of any particular teacher of above categories may be terminated by the Governing Body, with the approval of the State Government for non-performance, incapacitation, delinquency, misconduct, involvement in any criminal case or any other culpable offence, in such manner as may be prescribed by the State Government.

IV. The above category of teachers will be required to take classes, along with works related to examination etc, as per the following schedule:-

a. State Aided College Teacher, Category-I: 15 hours per week.

b. State Aided College Teacher, Category-II: 15 hours per week.

V. The benefit of this Order shall be allowed to the Part Time Teachers, Contractual Whole Time Teachers and Guest Teachers who were engaged in the college on or before 13.07.2019.

VI. If required, the above category of teachers may be deployed in any other Govt. aided colleges in the interest of public service.

VII. The financial benefit will however, be effective from the 1st day of January, 2020.

This order is issued with the concurrence of Finance Department Vide their U.O. No. 1232/1 dt. 16.08.19 and U.O. No. 1644 dt. 19.11.19.

By order of the Governor,



Joint Secretary to the
Government of West Bengal

No.2081/I(28) -Edn (CS)/10M-83/2019

Date:23/12/2019

Copy forwarded for information and necessary action to:-

1. Principal Accountant General (A &E), West Bengal,
2. Finance Department (Group-P2) of this Government,
3. Vice Chancellor (all State Aided Universities),
3. Director of Public Instruction, West Bengal. He / She is requested to take appropriate action regarding approval of the said teachers on verification of documents,
4. Principal/Vice-Principal/Teacher-in-Charge ... (all Government/Government aided Colleges), He/she is requested to issue fresh letter of engagement as per approval above.
5. PS to Hon'ble Minister in Charge of this Department,
6. IT Cell of this Department to upload in the Departmental website,
7. PA to Principal Secretary of this Department,
8. Guard File.

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**Government of West Bengal
Higher Education Department**

(College Sponsored Branch)

Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 1306(22)-Edn (U)/EH/1U-77/17

Date: 30/12/2019

From: The Principal Secretary to the Govt. of West Bengal.

**To: 1. The Vice Chancellor, University;
2. The Director of Public Instruction, West Bengal.**

In consonance with the decision to implement the revised Pay structure in respect of Government Employees, School Teachers, Employees of Local & Urban Bodies etc., the undersigned is directed by order of the Governor to implement revision of pay for Teachers of State-aided Universities and Government-aided Colleges, Teachers of Government Colleges, Certain other equivalent cadres (Teaching Posts) of State-aided Universities and Government-aided Colleges and Government Colleges, Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer of State-aided Universities.

1. Designation

There shall be only three Designations in respect of Teachers in Universities and Colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education personnel at various levels.

2. Revised Pay for Teachers and certain equivalent cadres (Teaching Posts) of State-aided Universities and Government-aided Colleges and Government Colleges, Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer of State-aided Universities:

(i) Pay Fixation method

The revised pay structure for different categories of teachers and equivalent positions as prescribed by the UGC is as follows:

- a) The revised academic pay structure has been moved from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs. 6000) is numbered as Academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.

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e) The entry pay for each level is as follows:

| Level | Academic Grade Pay (Rs.) | Entry Pay (Rs.) |
|-------|--------------------------|-----------------|
| 10 | 6,000 | 21,600 |
| 11 | 7,000 | 25,790 |
| 12 | 8,000 | 29,900 |
| 13A | 9,000 | 49,200 |
| 14 | 10,000 | 53,000 |
| 15 | — | 67,000 |

f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure-I**.

g) For fixation of pay of an employee as mentioned in para – 2 of this order in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at, is available in the appropriate Academic Level, then that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

(ii) Revised pay for Teachers in Universities and Colleges

| Existing Pay | Revised Pay |
|---|---|
| Assistant Professor/ Graduate Laboratory Instructor (at Rs. 6000/- AGP in PB Rs. 15,600-39,100/-) | Assistant Professor/ Graduate Laboratory Instructor (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-) |
| Assistant Professor/ Graduate Laboratory Instructor (at Rs. 7000/- AGP in PB Rs. 15,600-39,100/-) | Assistant Professor/ Graduate Laboratory Instructor (at Academic Level II with rationalized entry pay of Rs. 68,900/-) |
| Assistant Professor/ Graduate Laboratory Instructor (at Rs. 8000/- AGP in PB Rs. 15,600 – 39,100/-) | Assistant Professor/ Graduate Laboratory Instructor (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-) |
| Associate Professor/ Graduate Laboratory Instructor (at Rs. 9000/- AGP in PB Rs. 37,400 – 67,000/-) | Associate Professor/ Graduate Laboratory Instructor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-) |
| Professor (at Rs. 10000/- AGP in PB Rs. 37,400 – 67,000/-) | Professor (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-) |
| Professor (HAG Scale/ PB of Rs. 67,000 – 79,000/-) | Professor (at Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-) |

(iii) Revised pay for Librarians of Universities and College Librarians:

| Existing pay | Revised pay |
|--|--|
| Assistant Librarian of Universities/ College Librarian (at Rs. 6000/- AGP in PB Rs. 15,600- 39,100/-) | Assistant Librarian of Universities/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-) |
| Assistant Librarian (Sr. Scale) of Universities/ College Librarian (Sr. Scale) (at Rs. 7000/- AGP in PB Rs. 15,600 – 39,100/) | Assistant Librarian (Sr. Scale) of Universities/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-) |
| Deputy Librarian/ Assistant Librarian (Selection Grade) of Universities/ College Librarian (Selection Grade) (at Rs. 8000/- AGP in PB Rs. 15,600 – 39,100/-) | Deputy Librarian/ Assistant Librarian (Selection Grade) of Universities/ College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-) |
| Deputy Librarian/ Assistant Librarian (Selection Grade) of Universities/ College Librarian (Selection Grade) (at Rs. 9000/- AGP in PB Rs. 37,400 – 67,000/-) | Deputy Librarian/ Assistant Librarian (Selection Grade) of Universities/ College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-) |
| University Librarian (at Rs. 10000/- AGP in PB Rs. 37,400 – 67,000/-) | University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-) |

(iv) Revised pay for Assistant Director of Physical Education and Sports/ Physical Instructor/ Instructor of Colleges, Assistant Director of Physical Education and Sports (Senior Scale)/ Physical Instructor/ Instructor of Colleges (Senior Scale), Deputy Director of Physical Education and Sports/ Assistant Director of Physical Education and Sports (Selection Grade)/ Physical Instructor/ Instructor of Colleges, University Director of Physical Education & Sports:

| Existing pay | Revised pay |
|---|---|
| Assistant Director of Physical Education and Sports of Universities/ Physical Instructor/ Instructor of Colleges (at Rs. 6000/- AGP in PB Rs. 15,600 – 39,100/-) | Assistant Director of Physical Education and Sports of Universities/ Physical Instructor/ Instructor of Colleges (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-) |
| Assistant Director of Physical Education and Sports (Senior Scale) of Universities/ Physical Instructor/ Instructor of Colleges (Senior Scale) (at Rs. 7000/- AGP in PB Rs. 15,600 – 39,100/) | Assistant Director of Physical Education and Sports (Senior Scale) of Universities /Physical Instructor/ Instructor of Colleges (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-) |

Deputy Director of Physical Education and Sports/ Assistant Director of Physical Education and Sports (Selection Grade) of Universities/ Physical Instructor/ Instructor of Colleges (Selection Grade) (at Rs. 8000/- AGP in PB Rs. 15,600 – 39,100/-)

Deputy Director of Physical Education and Sports/ Assistant Director of Physical Education and Sports (Selection Grade) of Universities/ Physical Instructor/ Instructor of Colleges (Selection Grade) (at Rs. 9000/- AGP in PB Rs. 37,400 – 67,000/-)

University Director of Physical Education & Sports (at Rs. 10000/- AGP in PB Rs. 37,400 – 67,000/-)

Deputy Director of Physical Education and Sports/ Assistant Director of Physical Education and Sports (Selection Grade) of Universities/ Physical Instructor/ Instructor of Colleges (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)

Deputy Director of Physical Education and Sports/ Assistant Director of Physical Education and Sports (Selection Grade) of Universities/ Physical Instructor/ Instructor of Colleges (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)

University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

(v) Revised pay for Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer of State-aided Universities:

Existing pay

Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer (at Rs. 10000/- GP in PB Rs. 37,400- 67,000/-)

Revised pay

Registrar, Controller of Examinations, Inspector of Colleges and Finance Officer (at Level 14 with rationalized entry pay of Rs. 1,44,200/- as per Pay Matrix given at Annexure – I)

3. Revised pay of Principals in Colleges:

The pay of Principals in Under Graduate and Post Graduate Colleges shall be –

(i) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs. 2000/- per month.

(ii) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-, with the existing special allowance of Rs. 3000/- per month.

Note:

(i) The existing pay scale of person appointed as Principal shall be protected.

(ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay including Special Allowance.

4. Date of Implementation:

The date of implementation of the above revised pay shall be 1st day of January, 2016 notionally and actually from 1st day of January, 2020.

5. Incentive increment for higher qualification:

The incentive structure is built-in in the pay structure itself wherein those having M. Phil or Ph.D. degree will progress faster under CAS. Therefore, there shall be no incentives in the form of advance increments for obtaining the degrees of M. Phil or Ph. D. w. e. f. 01.01.2016.

6. Increment:

The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments would move up in the same academic level, moving from the existing cell in the academic level to the immediate next cell in the same academic level.

There shall be a uniform date of annual increment, as existing now and such date of annual increment shall be the 1st day of July of every year.

Note- Employees mentioned in para – 2 of this Order completing 06 (six) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted increment.

7. Promotion:

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

One increment shall be given in the Academic Level/ Level from which the individual is promoted and he/she shall be placed at a Cell equal to the figure so arrived at in the applicable Level of the post to which promoted and if no such Cell is available in the applicable Level to which promoted, he/she shall be placed at the next higher Cell in that applicable Level. In this case, the employee may have option to get his pay fixed either from the date of promotion or from the date of next increment and the manner of pay fixation will be the same as detailed in Rule 11 of the WBS (ROPA) Rules, 2019 provided that in the case of CAS benefit, there will be no interim pay fixation benefit.

8. Allowances:

(a) House Rent Allowance: With effect from the 1st January, 2020, the house rent allowance admissible shall be 12% of his/her revised basic pay, subject to a maximum of Rs. 12,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 12,000/- per month.

The term basic pay in the revised pay structure means the pay drawn in the prescribed Pay Level in the Pay Matrix and does not include any other type of pay.

The existing terms and conditions of drawl of house rent allowance by an individual living in his/her own house or in a rented house shall continue to apply.

When a Government accommodation being in a habitable condition in all respect with

appropriate supply of water, power and toilet arrangements for individual families and such a Government accommodation is earmarked for holder of a particular post, the holder will not be entitled to house rent allowance for living elsewhere.

(b) Medical Allowances: The existing rate of Medical Allowance will be revised to Rs. 500/- per month w. e. f. 01.01.2020 in respect of an individual who is not covered under “West Bengal Health Scheme for the Beneficiaries of Grant-in-aid Colleges and Universities, 2017”.

(c) Hill Compensatory Allowance: Hill Compensatory Allowance will be admissible @ 12% of revised basic pay subject to maximum of Rs. 2000/- per month with effect from 01.01.2020 to the employees covered in para – 2 of this order who are now in receipt of the same as per the existing Government Order.

(d) Conveyance Allowance for differently-abled employees: This will be admissible @ 5% of Revised Basic Pay subject to maximum of Rs. 800/- per month with effect from 01.01.2020.

(e) Other Allowances: All other allowances shall continue with the existing amount as drawn as on the date of issue of this memorandum for the revised pay till such time the allowances are revised. Employees joining service after issue of this memorandum shall also draw the existing amount.

9. Gratuity:

The benefits of revised Gratuity as allowed to the State Government employees shall also be allowed to the individual falling under this Scheme.

10. Payment of arrears:

No arrears of pay for the period from the 1st day of January, 2016 to the 31st day of December, 2019, shall be paid to the individual.

11. This order does not extend to the Accompanists, Guest Accompanists, Guest Teachers/ Faculties, contractually engaged teachers designated as State-aided College Teachers, Coaches, Tutors and Demonstrators and any other categories of employees/ officers of the Universities which are not mentioned in para- 2 of this Order.

12. Concerned University will make necessary amendments in the Statutes/ Ordinances/ Rules etc. where necessary for incorporating the provision of the Government Order therein. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Govt. of West Bengal for clarification/ decision of the State Government.

This issues with the approval of the Finance Department, Govt, of West Bengal vide ***U.O. No. Group P1/2019-2020/0254 dated 14.11.2019 and U. O. No. Group P1/2019-2020/0297 dated 16.12.2019*** and approval of the Cabinet, West Bengal.

By Order of the Governor,



Sd/- Principal Secretary
Department of Higher Education

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**Government of West Bengal
Higher Education Department**

(College Sponsored Branch)

Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 120(22)-Edn (U)/EH/1U-77/17

Date: 03/02/2020

From: The Principal Secretary to the Govt. of West Bengal.

**To: 1. The Vice Chancellor, _____ University;
2. The Director of Public Instruction, West Bengal.**

I am directed by order of the Governor to say that the Governor is pleased to make the following amendments to this Department's Order bearing no. 1306(22)-Edn(U)/EH/1U-77/17 dated 30.12.2019:

1. Under Pay Fixation method under Sl. 2 (i), after the para at (g) insert the following:-

“If a situation arises whenever more than two stages are bunched together, grant of one additional increment equal to 3 percent may be given for every two or more stages bunched, and pay may be fixed in the subsequent cell in the pay matrix, in order to maintain the seniority of the Teacher, who is actually senior. However, the Administrative Department shall examine each such case and to its satisfaction, allow additional increment to the eligible Teacher.”

2. The Table under Sl. 2. (ii) stands supplemented with the following table:-

| Existing Pay | Revised Pay |
|---|---|
| Assistant Professor (at Rs. 6000/- AGP in PB Rs. 15,600-39,100/-) | Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-) |
| Assistant Professor (at Rs. 7000/- AGP in PB Rs. 15,600-39,100/-) | Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-) |
| Assistant Professor (at Rs. 8000/- AGP in PB Rs.15,600-39,100/-) | Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-) |
| Associate Professor (at Rs. 9000/- AGP in PB Rs. 37,400-67,000/-) | Associate Professor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-) |
| Professor (at Rs. 10000/- AGP in PB Rs. 37,400- 67,000/-) | Professor (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-) |
| Professor (HAG Scale / PB of Rs. 67,000-79,000/-) | Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-) |

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3. The entries relating to the 'Revised pay of Principals in Colleges' stands **supplemented** with the following entries:-

"The pay of Principals of Colleges shall be equivalent to the pay of Professor i. e. at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/- per month."

Note:

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional increments / promotions while they are functioning as Principals."
4. After the entries in relation to the 'Revised pay of Principals in Colleges' in Sl. 3, **insert** **Sl. 3A** with the heading '**Revised pay for Graduate Laboratory Instructor in Universities and Colleges**'. The Table relating to the heading in Sl. 3A shall be as follows:-

| Existing Pay | Revised Pay |
|--|--|
| Graduate Laboratory Instructor (at Rs. 6000/- AGP in PB Rs. 15,600-39,100/-) | Graduate Laboratory Instructor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-) |
| Graduate Laboratory Instructor (at Rs. 7000/- AGP in PB Rs. 15,600-39,100/-) | Graduate Laboratory Instructor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-) |
| Graduate Laboratory Instructor (at Rs. 8000/- AGP in PB Rs.15,600-39,100/-) | Graduate Laboratory Instructor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-) |
| Graduate Laboratory Instructor (at Rs. 9000/- AGP in PB Rs. 37,400-67,000/-) | Graduate Laboratory Instructor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-) |

5. The para relating to the heading i. e. 'Incentive increment for higher qualification' under **Sl. 5** stands **supplemented** with the following para:-

"The incentives in the form of advance increments for teachers obtaining the degrees of M. Phil or Ph. D. shall be continued."

All other provisions in the Order bearing no. 1306(22)-Edn(U)/EH/1U-77/17 dated 30.12.2019 shall remain unaltered.

This issues with the approval of the Finance Department, Govt. of West Bengal vide **U. O. No.** Group P1/2019-2020/0370 dated 24.01.2020.

By Order of the Governor,



Principal Secretary
Department of Higher Education

Copy forwarded for information and necessary action to:-

- 1) The Principal Accountant General (A&E), Treasury Buildings, Kolkata-700 001;
- 2) The Principal Accountant General (Audit), Treasury Buildings, Kolkata-700 001;
- 3) The Principal Accountant General (Receipt, Works & Local Bodies Audit), CGO Complex at Salt Lake, Kolkata- 700 091;
- 4) Finance Department, (Group-P) of this Government;
- 5) The Financial Advisor, Education, Bikash Bhavan, 8th Floor, Salt Lake, Kolkata – 700 091;
- 6) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-I, 81/2/2, Phears Lane, Kolkata-700 012;
- 7) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-II, P-1, Hyde Lane, Kolkata- 700 012;
- 8) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-III, Subhanna, SGO Complex, 5th and 6th Floor, Plot no. 9, DF Block, Sector 1, Bidhannagar, 700064;
- 9) Director of Treasuries & Accounts, New India Assurance Buildings, 4, Lyons Range, Kolkata-700 001;
- 10) The Treasury Officer,..... District;
- 11) The Registrar,..... University;
- 12) The Joint Secretary, West Bengal State Council of Higher Education;
- 13) The Audit Officer, Internal Audit Wing, Todi Mansion (9th Floor), P-15, India Exchange Place, Kolkata-700 073;
- 14) Animal Resources Development Department of this Government;
- 15) Agriculture Department of this Government;
- 16) The Special Secretary, Technical Branch of this Department;
- 17) The Special Secretary, Appointment Branch of this Department;
- 18) Budget Branch of this Department;
- 19) Sr. Personal Secretary to the Principal Secretary of this Department;
- 20) IT Cell (*for uploading the Order in the Department Website Portal*)


**Assistant Secretary to the
Government of West Bengal**

**Government of West Bengal
Higher Education Department**

(College Sponsored Branch)

Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 150-Edn (U)/ EH//1U-68/19 (PT-I)

Date: 10/02/2020

ORDER

The Governor is pleased to implement the revision of pay and allowances in respect of Pro-Vice-Chancellor of State-aided Universities.

1. Pay Fixation Method:

Pro-Vice-Chancellor of the State-aided Universities may be allowed to draw pay in Academic Level 15 w.e.f 01.01.2020 and the pay of the existing Pro-Vice-Chancellors who are in receipt of AGP of Rs. 12,000/- shall be fixed at the appropriate cell of Academic Level 15 by multiplying the existing basic pay (Band Pay + AGP) with the factor 2.57. They will get usual increment provided that the pay in no case shall exceed Rs. 2,05,100/-. In addition, they will get Special Allowance of Rs. 9,000/- p.m. w.e.f 01.01.2020.

2. Allowances:

(a) House Rent Allowance – Pro-Vice-Chancellor of State-aided Universities who are not provided with residential accommodation shall be allowed House Rent Allowance (HRA) @ Rs. 12,000/- per month.

(b) Medical Allowances – The existing rate of Medical Allowance will be revised to Rs. 500/- per month w. e. f. 01.01.2020 in respect of Pro-Vice-Chancellor of State-aided Universities those are not covered under “West Bengal Health Scheme for the Beneficiaries of Grant-in-aid Colleges and Universities, 2017”.

3. Date of Implementation:

The Pay & Allowances of Pro-Vice-Chancellor of State-aided Universities shall be notional upto 31.12.2019 and actual financial benefit shall be available from 01st January, 2020.

4. Concerned University will make necessary amendments in the Statutes/ Ordinances/ Rules etc. where necessary for incorporating the provision of the Government Order therein.

Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Govt. of West Bengal for clarification/decision of the State Government.

This issues with the approval of the Finance Department, Govt. of West Bengal vide **U. O. No. Group P1/2019-2020/0379 dated 05.02.2020 read with U. O. No. Group P1/2019-2020/0345 dated 08.01.2020.**



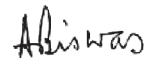
Sd/- Principal Secretary
Department of Higher Education

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Copy forwarded for information and necessary action to:-

- 1) The Principal Accountant General (A&E), Treasury Buildings, Kolkata-700 001;
- 2) The Principal Accountant General (Audit), Treasury Buildings, Kolkata-700 001;
- 3) The Principal Accountant General (Receipt, Works & Local Bodies Audit), CGO Complex at Salt Lake, Kolkata- 700 091;
- 4) Vice-Chancellor, _____
- 5) Finance Department, (Group-P) of this Government;
- 6) The Financial Advisor, Education, Bikash Bhavan, 8th Floor, Salt Lake, Kolkata – 700 091;
- 7) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-I, 81/2/2, Phears Lane, Kolkata-700 012;
- 8) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-II, P-1, Hyde Lane, Kolkata- 700 012;
- 9) The Pay and Accounts Officer, Kolkata Pay & Accounts Office-III, Subhanna, SGO Complex, 5th and 6th Floor, Plot no. 9, DF Block, Sector 1, Bidhannagar, 700064;
- 10) Director of Treasuries & Accounts, New India Assurance Buildings, 4, Lyons Range, Kolkata-700 001 ----- *He is requested to circulate this Order to all concerned Treasury Officers for taking further necessary action;*
- 11) The Registrar, University;
- 12) The Finance Officer University;
- 13) The Joint Secretary, West Bengal State Council of Higher Education;
- 14) The Audit Officer, Internal Audit Wing, Todi Mansion (9th Floor), P-15, India Exchange Place, Kolkata-700 073;
- 15) The Special Secretary, Technical Branch of this Department;
- 16) The Special Secretary, Appointment Branch of this Department;
- 17) Budget Branch of this Department;
- 18) Sr. Personal Secretary to the Principal Secretary of this Department;
- 19) IT Cell (for uploading the Order in the Department Website Portal)


**Assistant Secretary to the
Government of West Bengal**

Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 210-Edn(C.S.)/1P-20/1998(Pt.-II)

Date: 14/02/2020

MEMORANDUM

Subject: Revision of pension/ family pension of Pre-01.01.2016 Pensioners/ Family Pensioners in respect of Teaching Staff including Graduate Laboratory Instructors/ Instructresses, Librarians/ Assistant Librarians, Physical Instructors/ Instructresses and equivalent category of employees of State aided Non-Government Colleges including erstwhile Sponsored Colleges.

The undersigned is directed to state that in pursuance of Government's decision on the recommendations of the Sixth Pay Commission, the Governor has been pleased to revise the Pension/ Family Pension of all Pre-01.01.2016 Pensioners/ Family Pensioners in respect of Teaching Staff including Graduate Laboratory Instructors/ Instructresses, Librarians/ Assistant Librarians, Physical Instructors/ Instructresses and equivalent category of employees of State aided Non-Government Colleges including erstwhile Sponsored Colleges with effect from 01.01.2020 in the manner indicated in the succeeding paragraphs.

2. These orders will apply to all Pre-2016 pensioners/family pensioners who were drawing Pension/ Family Pension on 31.12.2015 under the respective Death-cum-Retirement Benefit Scheme in respect of Teaching Staff including Graduate Laboratory Instructors/ Instructresses, Librarians/ Assistant Librarians, Physical Instructors/ Instructresses and equivalent category of employees of State aided Non-Government Colleges including erstwhile Sponsored Colleges.

3. In these orders –

(a) “Existing Pensioners” or “Existing Family Pensioners” means pensioners who were drawing/ entitled to pension/family pension on 31.12.2015.

(b) “Existing Pension” means the basic pension inclusive of commuted portion, if any, due on 31.12.2015. It covers all classes of Pension under Death-cum-Retirement Benefit Scheme for the West Bengal Non-Government College Teachers (DCRB) Scheme, 1974 as amended 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 31.12.2015 under the respective Death-cum-Retirement Benefit Scheme.

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4.1 The pension/ family pension of existing pre-2016 pensioners/ family pensioners will be revised notionally by multiplying the existing basic pension/ basic family pension as on 31.12.2015 by 2.57. The amount of revised pension/ family pension so arrived at shall be rounded off to next 10 (ten) rupees, if the said amount is not a multiple of Rs. 10 (ten). However, if the revised basic Pension is below Rs. 8,500/-, it will be fixed at minimum of Rs. 8,500/-.

The amount so arrived at will be regarded as revised pension/ family pension with effect from 01.01.2020.

Illustrations:

| Existing Basic Pension as on 31.12.2015 | Figure arrived at on multiplication by 2.57 | Revised Basic Pension after rounding off to next 10(ten) rupees |
|--|--|--|
| Rs. 3302 | Rs. 8486.14 | Rs. 8500 (Minimum Pension) |
| Rs. 3422 | Rs. 8794.54 | Rs. 8800 |
| Rs. 6432 | Rs. 16530.24 | Rs. 16540 |
| Rs. 11000 | Rs. 28270.00 | Rs. 28270 |

As the revision is based on a simple formula, a Ready Reckoner for the same is not necessary.

As the consolidated Pension of the Pensioner revised in accordance with the above provision, will be inclusive of commuted value of Pension, if any, such commuted portion shall be deducted from the Pension while making monthly disbursement.

Illustrations:

‘A’ was entitled to a basic Pension of Rs. 13525/- per month from 01.10.2014 (i.e. before 01.01.2016). After commutation of 40% of Pension i.e. Rs. 5410/-, his Pension reduced to Rs. 8115/-. He is now drawing Pension of Rs. 8115/- and relief, as admissible, on original basic Pension of Rs. 13525/-

His revised Pension will be Rs. 13525/- X 2.57 = Rs. 34759.25 i.e. Rs. 34760 (after rounding off to next ten rupees). As the consolidated Pension is inclusive of commuted portion of Pension, the commuted amount of Rs. 5410/- shall be deducted from Rs. 34760/- for monthly disbursement of Pension which will be Rs. 29350/- (Rs. 34760/- – Rs. 5410) from 01.01.2020.

4.2 In the case of pensioners who are in receipt of more than one pension, the minimum of Rs. 8,500/-(eight thousand five hundred) will apply to the total of all pensions taken together.

4.3 The upper ceiling on pension/ family pension as laid down in Memo No. 561-Edn(CS) dated 09.09.2009, has been increased from Rs. 35,000/- and Rs. 21,000/- to Rs. 1,00,500/- and Rs. 60,300/- respectively.

4.4 The fixation of pay 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 matrix in the revised Pay

Structure corresponding to the prerevised pay-scale/ pre-revised pay structure from which the pensioner had retired. The Treasury Officers/Bank Authorities shall intimate the Pension Sanctioning Authority (PSA) about the cases where fixation of revised pension is lower than 50% of the minimum of pay in the Pay matrix along with the existing and revised pay structure, copy/ No. Of PPO/ GPO, etc. Thereafter, the PSA shall also sanction the Revised Pension/Family Pension of those cases. The copies of previous Pension papers, Service Book and initial Pay fixation papers shall be sent to Accountant general (A &E), West Bengal.

4.5 The quantum of pension/ family pension available to the old pensioners/family pensioners shall be increased as follows:

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

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

5. Extraordinary pension sanctioned to the pensioners prior to 01.01.2016 will also be revised if any of the pensioners is in respect of pension on 01.01.2016 by taking together all the units as single unit and thereafter his/her share may be paid in the same proportion as was previously paid.

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 revised rates without any further authorization from the Accountant General (A&E), West Bengal. The Accountant General (A&E), West Bengal will issue authority for this payment to all Public Sector Banks in Kolkata and also to the Accountant Generals 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), West Bengal, 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), West Bengal. An acknowledgement shall be obtained by all Pension Disbursing Officers from the Accountant General (A&E), West Bengal in this respect.

8. The revised pension/ family pension as worked out in accordance with para 4.1 to 4.4 above shall be treated as final “Basic Pension” with effect from 01.01.2020 and shall qualify for grant of relief on pension sanctioned thereafter, if any.

9. Where the Pension is increased due to revision, such increased pension will not be considered for further commutation.

10. This order is issued with the concurrence of Finance Department (Pension Branch) vide their U.O. No. 13-F(Pen) dt. 12.02.2020 read with U.O. No. Gr.-P1/2019-2020/0397 dated 12.02.2020.

11. The Accountant General and others concerned are being informed.

By order of the Governor,

Sd/- Manish Jain

Principal Secretary to the


Government of West Bengal

No. 210 –Edn(C.S.)/1P-20/1998(Pt.-II)

Dated : 14/02/2020

Copy forwarded for information and necessary action to the:-

1. Accountant General (A&E), West Bengal.
2. Finance Department of this Govt.
3. Kolkata Pay & Accounts Office-I, 81/2/2 Phears Lane, Kolkata-12.
4. Kolkata Pay & Accounts Office-II, P-I, Hyde Lane, Kolkata-73.
5. Director of Treasuries, 4 B.B.D. Bag(East), Stephen House, Kolkata-1.
6. Director of Public Instruction, West Bengal.
7. Joint Director of Public Instruction, West Bengal (A/Cs & Pen), West Bengal.
8. Computer Cell of this Deptt.
9. P.S. to M-I-C, Higher Education Deptt.
10. Guard File.


Special Secretary to the
Govt. of West Bengal

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Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 211-Edn(A)/1P-20/1998(Pt.-III)

Date: 14/02/2020

MEMORANDUM

Subject: Revision of Pension/ Family Pension of post 01.01.2016 Pensioners/ Family Pensioners in respect of Teaching Staff including Librarians/ Assistant Librarians, Physical Instructors/ Instructresses and equivalent category of employees of Government Colleges.

The undersigned is directed to state that the question of modification of rules granting pensionary benefits to the Teaching Staff including Librarians/ Assistant Librarians, Physical Instructors/ Instructresses and equivalent category of employees of Government Colleges in the State 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/ Assistant Librarians, Physical Instructors/ Instructresses and equivalent category of employees of Government Colleges in the State who retire on and after 01.01.2016 and whose pay has been fixed vide this Department's Memo No. 1306(22)-Edn (U) dated 30.11.2019 actually or in whose favour such revised pay has been allowed notionally shall be determined as follows:-

A. Pension

- (i) An employee retiring in accordance with the provisions of West Bengal Services (Death-Cum-Retirement Benefit) Rules/ Scheme and before completion of minimum qualifying service of 10 (ten) years shall not be entitled to pension, but he/she shall continue to be entitled to gratuity.
- (ii) An employee who has rendered a minimum qualifying service of 20 (twenty) years, pension shall be paid at 50% of the last basic pay drawn. For employees who at the time of retirement have rendered qualifying service for 10 (ten) years or more but less than 20 (twenty) years, proportionate reduction shall be made while calculating the amount of pension
- (iii) The existing maximum amount of monthly pension of Rs. 35,000/- (Rupees thirty five thousand) only per month as laid down in the Memo. No. 195-Edn(A) dated 22.03.2010 shall be raised to Rs. 1,00,500/- (Rupees one lakh five hundred) only per month.

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(iv) The existing minimum amount of monthly pension/ family pension of Rs. 3300/- (Rupees three thousand three hundred) only as laid down in the Memo. No. 195-Edn(A) dated 22.03.2010 shall be raised to Rs. 8500/- (Rupees eight thousand five hundred) only per month.

(v) Additional Pension

The quantum of pension available to the old pensioners shall be increased with effect from 01.01.2016 to 31.12.2019 notionally with actual effect from 01.01.2020 as indicated in the following table:

| 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), West Bengal to record the same in the Pension Payment Order (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. The additional quantum of Pension/ Family Pension, on attaining the age of 80 years and above, would be admissible from the 1st day of the month in which his date of birth falls.

(vi) The provisions for adding years of qualifying service for the purpose of computation of pension which has already been withdrawn vide Memo No. 195-Edn(A) dated 22.03.2010, shall continue.

B. Family Pension

(i) Family pension shall be calculated @ 30% of the basic pay drawn last actually or notionally vide this Department's Memo No. 1306(22)-Edn (U) dated 30.11.2019. The maximum ceiling of family pension of Rs. 21,000/- (Rupees twenty one thousand) only per month as laid down in Memo No. 195-Edn(A) dated 22.03.2010 shall be raised to Rs. 60,300/- (Rupees sixty thousand three hundred) 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 with effect from 01.01.2016 to 31.12.2019 notionally with actual effect from 01.01.2020 as indicated in the following table:

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| 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. 6.0 lakh (Rupees six lakh) only as laid down in this Department's Memo. No. 195-Edn(A) dated 22.03.2010 shall be raised to Rs. 12.0 lakh (Rupees twelve lakh) only.

The rates for payment of death gratuity shall be revised as under:

| Length of Qualifying Service | Rate of Death Gratuity |
|---|--|
| Less than 1 (one) year | 2 times of last drawn monthly emoluments |
| 1 (one) year or more but less than 5 (five) years | 6 times of last drawn monthly emoluments |
| 5 (five) years or more but less than 11 (eleven) years | 12 times of last drawn monthly emoluments |
| 11 (eleven) years or more but less than 20 (twenty) years | 20 times of last drawn monthly emoluments |
| 20 (twenty) years or more | Half of the last drawn monthly emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of last drawn monthly emoluments |

D. Regulations of the cases of pensioners/ family pensioners during the period from 01.01.2016 to 31.12.2019

1. The Pension Sanctioning Authority (PSA) will sanction Revised Pension/ Family Pension, balance Amount of Revised Death/ Retiring Gratuity and Commuted Value of Pension in Annexure-II (Format for sanction of Revised Pension. Revised Gratuity and Commuted Value of Pension)/ Annexure-III (Format for sanction of Revised Family Pension and Revised Death Gratuity) in the Revised Formats annexed herein and send the same to A.G (A&E) West Bengal for issuance of Revised PPO with copy to the Pension Disbursing Treasury/ Public Sector Banks in Kolkata.
2. Pension Disbursing Treasury in districts/ Public Sector Banks in Kolkata shall on receipt of sanction in Revised Annexure-II/III (as the case may be) start disbursement of Revised Pension/ Family Pension provisionally w.e.f. 01.01.2020.

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3. On the basis of revised Annexure-II/III from PSA, A.G (A&E) West Bengal being the 'Audit Officer' shall issue 'Revised Pension Payment Order (PPO)' for Payment of balance amount of Revised Retiring Gratuity/ Death Gratuity, Commuted Value of Pension and Revised Pension/Family Pension w.e.f. 01.01.2020.
4. On the basis of Revised PPO issued by A.G (A&E) West Bengal, Pension Disbursing Treasury/ Public Sector Banks in Kolkata shall draw and disburse the balance amount of Revised Retiring/ Death Gratuity and Additional Commuted Value of Pension.
5. Revised Amount of Pension/ Family Pension already paid provisionally by the Pension Disbursing Authority w.e.f. 01.01.2020 as per Annexure-II/III shall have to be adjusted with the final Revised Basic Pension/ Family Pension as per Revised PPO issued by A.G (A&E), West Bengal. Overpayment, if any, already made shall have to be adjusted accordingly.
6. Pension Disbursing Authority shall after making payment of Additional Commuted Value of Pension on the basis of Revised PPO issued from A.G(A&E), West Bengal shall start deducting the 'Amount commuted additionally' w.e.f. from the 1st date of the month in which such Additional Commuted Value of Pension will be paid to the Pensioner. Such amount of additional commutation shall be restored after 15 years from the 1st date of the month of disbursement.
7. The effective date for calculating the commuted value of additional commutation shall be considered the date on which Pensioner had already opted for commutation during retirement: i.e. the age reckoned for calculation of Commuted Value of Pension at the time of original application. [Refer Clarification No. 1 of Memo No. 680-F(Pen) dated- 23.12.2019].
8. Pensioners who want to commute for the first time after coming into Revised Pay Structure as per WBS (ROPA) Rules, 2019 w.e.f. 01.01.2020 shall also be eligible to commute a part of the Revised Basic Pension subject to maximum 40 percent. In their case Commutation value expressed as number of years purchase for the age as on next birthday on or after 01.01.2020 shall be taken into account. Such commuted amount shall be restored after 15 years from the date of retirement. [Refer Sl. No. 4 of Memo No. 690-F(Pen) dated- 30.12.2019]
9. In cases where Pensioner/ Family Pensioner is residing in other States, A.G (A&E), West Bengal shall on receipt of sanction in Annexure-II/III (as the case may be) issue authority to the Other States for revision of Pension/ Family Pension. Payment of balance amount of Revised Retiring/ Death Gratuity, Commuted Value of Pension under special seal and signature of authorized officer.
10. Pension Sanctioning Authority shall obtain the Date of birth of the Family Pensioner in Annexure-I at the time of receipt of application for revision of family pension and shall invariably include the same in the format of Sanction of Family Pension in Annexure-III. The documents already authorized vide Memo No. 635-F(Pen) dated- 14.07.2010 as proof of

birth may be taken into consideration. However the Pension Disbursing Authorities shall also be eligible to extend the benefits of Additional Quantum of family Pension following the directions contained in Memo No. 1025-F(Pen) dated- 24.10.2010 in cases where the date of birth of the family pensioner will not be available in the original PPO as well as Revised PPO without referring the same to the Pension Sanctioning Authority further.

11. While sending the Sanction of Revised Pensionary benefits in Annexure-II/III, the DDO of Pension Sanctioning Authority shall give a declaration in Annexure-IV that ‘No Payment of balance amount of Revised Gratuity and/or Commuted Value of Pension has been made from this end vide Para-D(i) of the Memo No. 536-F(Pen) dated- 01.10.2019’.

12. In cases where the payment of balance amount of Revised Retiring Gratuity/ Death Gratuity and Additional Commuted Value of Pension has already been made and Revised Pension/Family Pension has already been commenced w.e.f. 01.01.2020 vide Para-D(i) of Memo No. 536-F(Pen) dated- 01.10.2019 read with Serial No. 1 of the Notification No. 690-F (Pen) dated- 30.12.2019, such cases shall not be sent to A.G(A&E), West Bengal for issuance of Revised PPO. A.G (A&E), West Bengal shall check those cases from the copy of Annexure-II/III already received at their end and issue a certificate in this regard. In case any recovery is required to be made due to wrong calculation, A.G(A&E), West Bengal shall intimate the same to Pension Disbursing Authority for recovery.

13. No further payment of balance amount of Revised Gratuity and Additional Commuted Value of Pension shall be made by the DDO of Pension Sanctioning Authority as per the Para-D(i) of Memo No. 536-F(Pen) dated- 01.10.2019. Similarly no further bills shall be processed for payment by the Treasury Officer/ Pay & Accounts Officer consequent upon issuance of this Memorandum.

14. A.G (A&E), West Bengal shall ensure that Revised PPOs are issued preferably within 30 (Thirty) working days from the date of receipt of sanction in Annexure-II/III from the Pension Sanctioning Authority. Similarly Pension Disbursing Treasuries/ Public Sector Banks in Kolkata shall ensure the payment of balance amount of Revised Gratuity and Additional Commuted Value of Pension within 15 (fifteen) working days from the date of receipt of Revised PPO from A.G (A&E), West Bengal and start deducting the ‘Additional Amount of Commutation’ as stated in Sl. No. 6 above.

15. The bills of Retiring/ Death Gratuity and Commuted Value of Pension of those employees who will retire/have died on or after 01.01.2020 after coming into the Revised Pay Structure w.e.f. 01.01.2020. shall however be drawn by the DDO of Pension Sanctioning Authority as usual on the basis of Gratuity Payment Authority and Commuted Value of Pension Payment Authority to be issued by A.G(A&E), West Bengal.

16. Pension Sanctioning Authorities (PSA) shall also sanction the Revised Pension/ Family Pension of those cases mentioned in Para-4.4 of the Memorandum No. 535-F(Pen) dated- 01.10.2019 read with Point No. 5 of Memo No. 681-F(Pen) dated- 23.12.2019. The copies of

previous pension papers, service book and initial pay fixation papers shall be sent to A.G (A&E), West Bengal for issuance of Revised PPO from A.G(A&E), West Bengal in modification of Point No. 5 of Memo No. 681-F(Pen) dated- 23.12.2019.

17. Relevant Provisions of the Memo No. 536-F(Pen) dated- 01.10.2019, 681-F(Pen) dated- 23.12.2019 and 690-F(Pen) dated- 30.12.2019 hereby stand modified. The revised format of Annexure-II and Annexure-III attached herewith shall be considered to come into effect from the date of issue of this order in discontinuation of the formats of Annexure-II & III notified vide Memorandum No. 660-F(Pen) dated- 16.12.2019.

18. This order shall take immediate effect. Necessary amendments in W.B. DCRB Rules, 1971 and W.B. Treasury Rules-2005 shall be made in due courses.

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 table showing commutation value for pension is given in Annexure -V.

(iii) The table as given in Annexure-IV will be used for all commutations of pension which become absolute as per this order.

(iv) In the case of those pensioners who retired after 01.01.2016 but prior to 01.01.2020 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 Sixth Pay Commission.

2. The relevant rules in the respective Death-cum-Retirement Benefit Rules and Commutation of Pension Rules shall be deemed to have been amended to the extent indicated in this order.

3. This order is issued with the concurrence of Finance Department (Pension Branch) vide their U.O. No. 13-F(Pen) dt. 12.02.2020 read with U.O. No. Gr.-P1/2019-2020/0397 dated 12.02.2020.

4. The Accountant General (A&E) and concerned others are being informed.

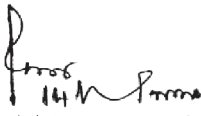
By order of the Governor,

Sd/- Manish Jain

Principal Secretary to the
Government of West Bengal

Copy forwarded for information and necessary action to the:-

1. Accountant General (A&E), West Bengal.
2. Finance Department of this Govt.
3. Kolkata Pay & Accounts Office-I, 81/2/2 Phears Lane, Kolkata-12.
4. Kolkata Pay & Accounts Office-II, P-I, Hyde Lane, Kolkata-73.
5. Director of Treasuries, 4 B.B.D. Bag(East), Stephen House, Kolkata-1.
6. Director of Public Instruction, West Bengal.
7. Joint Director of Public Instruction, West Bengal (A/Cs & Pen), West Bengal.
8. Computer Cell of this Deptt.
9. P.S. to M-I-C, Higher Education Deptt.
10. Guard File.


 Special Secretary to the
Govt. of West Bengal

Annexure-V

REVISED COMMUTATION VALUE FOR A PENSION OF Rs. 1 PER ANNUM

In terms of Memo No. 211 –Edn(A)/1P-20/1998(Pt.-III) Dated : 14/02/2020

| Age on next birthday | Commutation value expressed as number of year's purchase | Age on next birthday | Commutation value expressed as number of year's purchase | Age on next birthday | Commutation value expressed as number of year's purchase |
|----------------------|--|----------------------|--|----------------------|--|
| 20 | 9.188 | 41 | 9.075 | 62 | 8.093 |
| 21 | 9.187 | 42 | 9.059 | 63 | 7.982 |
| 22 | 9.186 | 43 | 9.040 | 64 | 7.862 |
| 23 | 9.185 | 44 | 9.019 | 65 | 7.731 |
| 24 | 9.184 | 45 | 8.996 | 66 | 7.591 |
| 25 | 9.183 | 46 | 8.971 | 67 | 7.431 |
| 26 | 9.182 | 47 | 8.943 | 68 | 7.262 |
| 27 | 9.180 | 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 | 9.173 | 51 | 8.808 | 72 | 6.502 |
| 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 | 8.446 | 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 | | |

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**GOVERNMENT OF WEST BENGAL
FINANCE (AUDIT) DEPARTMENT
NABANNA, MANDIRTALA, HOWRAH-711 102**

No. 760-F(P₁)/FA/O/2M/134/19(N.B.)Pt.

Dated, Howrah, the 17th February, 2020.

MEMORANDUM

It has come to the notice of the Government that after fixation of pay in the revised pay structure under the W.B.S. (R.O.P.A.) Rules, 2019, very few government employees are found to reach the last Cell (maximum Pay) of the particular Pay Level beyond which no further increment is admissible to them. The question of allowing stagnation increment(s) in such cases has been under consideration of the Government for sometime past.

After careful consideration of the matter, the Governor has been pleased to direct that a government employee, after fixation of pay in the revised pay structure under the W.B.S. (R.O.P.A.) Rules, 2019, reaching the last Cell (maximum Pay) of the applicable Level of the Pay Matrix shall be allowed annual increment for stagnation beyond the last Cell of the particular Level in the Pay Matrix at the same amount at which it was last drawn subject to a maximum of 6 (six) such increments provided that the pay on allowing such increment(s) in no case shall exceed ₹ 2,01,000/-.

Necessary amendments in the W.B.S. (R.O.P.A.) Rules, 2019 shall be made in due course.

Sd/- H. K. Dwivedi.
**Additional Chief Secretary
to the Government of West Bengal.**

Contd....P/2

Copy forwarded for information and necessary action to :-

- 1) The Principal Accountant General (A & E), West Bengal,
Treasury Buildings, 2, Govt. Place (West), Kolkata-700 001.
 - 2) The Additional Chief Secretary to the Governor of West Bengal, Raj Bhavan, Kolkata.
 - 3) The Additional Chief Secretary / Principal Secretary / Secretary, _____

 - 4) The Pay and Accounts Officer, Kolkata Pay and Accounts Office-I,
81/2/2, Phears Lane, Kolkata-700 012.
 - 5) The Pay and Accounts Officer, Kolkata Pay and Accounts Office-II
P-1, Hyde Lane, Jawahar Building, Kolkata-700 073.
 - 6) The Pay and Accounts Officer, Kolkata Pay and Accounts Office-III,
Subhanna, DF-9, Sector-I, 5th & 6th Floor, Salt Lake, Kolkata-700 064.
 - 7) The Assistant Secretary & D.D.O., Finance Department.
 - 8) The District Magistrate / Judge, _____

 - 9) The Commissioner, _____ Division,

 - 10) The Treasury Officer, _____

 - 11) The Sub-Divisional Officer, _____

 - 12) The Superintendent of Police, _____

 - 13) The Principal, Industrial Training Institute, _____

 - 14) The Ex. Engineer / Superintending Engineer, _____

 - 15) The _____ Department / Directorate,

- It is requested that this Memo. may be circulated to all offices under their control.
- ✓ Shri Sumit Mitra, Network Administrator, Finance Department
— for uploading this Memorandum in the Website of Finance Department.


Deputy Secretary to the
Government of West Bengal.

Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 644-Edn(CS)/3A-04/2019

Date: 11/11/2020

ORDER

The undersigned is directed by order of the Governor to say, that in conformity with the Finance Department's Memo No. 8012-F(P2) dt 27.12.2018, read with Memo No. 5839-F(P) dt. 09.07.2012, the matter of granting HRA to an employee of a Sponsored/ Aided Educational Institution, whose spouse is working in a private organisation, where HRA is allowed as a separate element, the HRA of the spouse shall be taken into account, as done in the case, where spouse is the employee of any Government or semi-Government organisation.

All concerned are being informed accordingly.

Sd/-

Sd/- Deputy Secretary

No. 64411 (6)-Edn(CS)/ 3 A-0412019

Date: 11.11.2020

Copy forwarded for information to:-

1. The Principal Accountant General (A&E), W.B.
2. The Director of Public Instruction, W.B.
He is requested to circulate the order to all concerned under his control.
3. Finance (Audit) Department, Govt of W.B.
4. P.A. to Hon'ble MIC, Higher Education Department.
5. P.A. to Principal Secretary, Higher Education Department.
6. IT Cell of this Department, with the request to upload this order in the Departmental Website.

[Signature]

Deputy Secretary

Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No.976-Edn (CS)/8R-1/2010

Date: 18/12/2020

NOTIFICATION

Sub: Recruitment Rules for Direct Recruitment of Assistant Professor in the State-aided Degree College of West Bengal

Consequent upon recommendation of the University Grants Commission's vide its Notification No. F.1-2/2017, dt. 18.07.2018 regarding the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2018 notified in the Gazette of India on 18th July, 2018, the State Government is considering for prescribing revised rules keeping in mind the local conditions prevailing in the State, for recruitment of Assistant Professor and Associate Professor in the State-aided degree colleges for some time.

After considering all these aspects and also taking into consideration of local conditions, the Governor, in exercise of the powers conferred by section 8 (2) of the West Bengal College Service Commission Act, 2012 (West Bengal Act XXIX of 2012) and in supersession of this Department's earlier order no. 727-Edn (CS) dated 26.06.2018 and all previous orders issued in this regard, is hereby pleased to direct the following eligibility criteria, qualifications and norms for direct recruitment to the posts of Assistant Professor and Associate Professor in the State-aided Degree College in West Bengal.

1. Posts : Assistant Professor and Associate Professor in different Government-aided Degree Colleges in West Bengal.

2. Method of Recruitment : By selection (direct recruitment) through the West Bengal College Service Commission in Government-aided Degree Colleges.

(I) Assistant Professor: Arts, Commerce, Humanities, Science, Social Sciences, Education, Languages, Law, Library Science, Physical Education and Journalism & Mass Communication (Entry Pay at Academic Level 10 of Rs. 57, 700/-):-

(i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in the concerned/ relevant/allied subject, along with relaxations applicable to specified categories, as explained in Proviso-1 to this rules.

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(ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by UGC and conducted by various State Governments like SLET/ SET along with exemptions to specified categories, as explained in Proviso-II to this rules.

(II) Assistant Professor:-

(A) Music, Performing Arts, Visual Arts and other Traditional Indian Art Forms like Sculpture (Entry Pay at Level 10 of Rs. 57, 700/-):-

(i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject or an equivalent degree from an Indian/foreign University along with relaxations applicable to specified categories as explained in Proviso-I to this rules.

(ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ CSIR or similar test accredited by the UGC and conducted by various State Governments like SLET/ SET along with relaxations applicable to specified categories, as given in Proviso-II of this rules.

OR

A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who should have:-

- (i) Studied under noted/ reputed traditional Masters/ Artist (s) and has thorough knowledge to explain the subject concerned;
- (ii) A grade artist of AIR/ TV; and
- (iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(B) Drama discipline:-

(i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject or an equivalent degree from an Indian/ foreign University, along with relaxations applicable to specified categories, as explained in Proviso-I to this rules.

(ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by the UGC and conducted by various State Governments like SLET/SET along with relaxations applicable to specified categories, as given in Proviso-II to this rules.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (i) A professional artist with first class degree/diploma from National School of Drama or any other such approved institution in India or abroad.
- (ii) Five years or regular acclaimed performance in regional/ national/ international stage with evidence; and

(iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

Proviso I: Relaxation of Marks for Direct Recruitment of Assistant Professor.

(i) A relaxation of 5% may be provided at the Bachelors and Masters Level for the candidates belonging to Scheduled Castes, Scheduled Tribes, Differently-abled (as available under the Rights of Persons with Disabilities Act, 2016), and Other Backward Classes (OBC-A, OBC-B) (Non-creamy Layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions.

(ii) For Ph.D. Degree holders who have obtained their Master's degree prior to September 19, 1991, the minimum qualifying marks of 55% is relaxable by 5% marks (from 55% to 50%) at the Master's Level.

(iii) The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

(iv) All the essential qualifications must have been obtained from a recognized University/ Institute.

Note:- Recognized University/ Institute shall mean a University or an Institute approved or recognized by the University Grants Commission or other Statutory/ Apex bodies, or recognized by the State Government or the Central Government as a centre of higher learning. In case of a foreign University, the Degree concerned should be recognized/ approved as equivalent to its Indian counterpart by the Association of Indian Universities.

Proviso-II: Exemption from NET/SLET/SET for the Post of Assistant Professor.

(i) The candidates who have been awarded Ph.D. Degree in the same or in a relevant subject in accordance with the University Grants Commission (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 are exempted from qualifying in the Eligibility Test (NET/SLET/SET).

(ii) Candidates registered for Ph.D. programme prior to 11 July, 2009 shall be exempted from qualifying in the Eligibility Test (NET/SLET/SET) as given below:-

The award of Degree to a candidate registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ Bye laws/ Regulations of the institutions awarding the Degree in the same or relevant subject shall be exempted from the requirement of NET/SLET/SET, subject to fulfilment of the following conditions:-

(a) Ph.D. degree of the candidate awarded in regular mode only;

(b) Evaluation of the Ph.D. thesis by at least two external examiners;

(c) Open Ph.D. viva voce of the candidate had been conducted;

(d) Candidate has published two research papers from his Ph.D. work out of which at least one must be in a refereed journal;

(e) Candidate has made at least two presentations in conferences/ seminars, based on his Ph. D. work.

Note:- the above noted (a) to (e) are to be certified by the Registrar or Dean (Academic Affairs) of concerned University/ Institution.

(iii) NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/SLET/SET is not conducted.

3. Relevant/ allied disciplines in each case, good academic record may be decided by the appropriate bodies of the concerned University.

4. The Period of time spent by the candidates to acquire M. Phil and/ or Ph.D. degree shall not be claimed or considered as teaching/research experience for appointment to the post of Associate Professor.

6. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions.

7. Age

(i) The upper age limit is 40 (forty years) on the 1st January of the year of the advertisement and relaxable up to 5 years for SC/ST and 3 years for OBC category (non-creamy layer) candidates for the post of Assistant Professor. Differently-abled candidates (except in the post of Physical Education) are entitled to an age relaxation of 10 years.

(ii) Exceptionally qualified over-aged candidates having Ph. D Degree, with evidence of significant postdoctoral research work, may be called for the interview at the discretion of the WBCSC only in the rarest cases. But mere participation in the selection process does not entitle the candidate for recommendation unless the overage of the incumbent is condoned by the State Government at its discretion on case-to-case basis, purely on merit, normally not exceeding one percent of the total number of candidates of concerned panel, rounded off to the next whole number.

(iii) For the Approved State Aided College Teachers (SACT) the upper age limit for applying to the post of Assistant Professor is **47 (forty seven) years** on the 1st January of the year of Advertisement

subject to the same principles and quantum of relaxation as mentioned above in clause 7 (i), which will be counted from the base level of 47 years for this category of candidates.

8. LANGUAGE REQUIREMENT: Proficiency, spoken and written in the medium of instruction in the concerned Institution as notified by the WBCSC in the Advertisement.

9. RESERVATION : The extant rules regarding reservation of posts for SC/ST/OBC-A/OBC-B/PWD issued by the State Government from time to time shall have to be followed.

By Order of the Governor,

SD/-

(B. R. Santra)

Deputy Secretary

Government of West Bengal

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Copy forwarded for information and/or for taking necessary action to:–

1. The Chairperson, WBCSC, Purta Bhaban, DF Block, Salt Lake, Kolkata-700091,
2. The Director of Public Instruction, West Bengal, Bikash Bhaban, Salt Lake, Kolkata-700091,
3. Jt. Secretary (CS Branch), H. E. S & T and Bt. Deptt, Bikash Bhaban, Salt Lake, Kolkata-700091,
4. The Principal Accountant General (A&E), Treasury Building, Kolkata-700001,
5. The Accountant General (Audit-I), West Bengal, 4, Brabourne Road, Kolkata-700001,
6. The Accountant General (Audit –II), MSO Buildings, CGO Complex, 5th Floor, DF Block, Salt Lake, Kolkata -91,
7. Pay and Accounts Officer, Kolkata Pay & Accounts Office – I, 81/2/2 Phears Lane, Kolkata – 12,
8. Pay and Accounts Officer, Kolkata Pay & Accounts Office–II, P-1, Hyde Lane, Jahar Building, Kolkata- 73,
9. The Treasury Officer, Treasury, P.O., Dist.
10. Finance Department, (Group – N), Nabanna, 325, Sarat Chatterjee Street, Howrah- 711102,
11. Finance Department, (Group – P), Nabanna, 325, Sarat Chatterjee Street, Howrah- 711102,
12. Finance Department, (Group –B) Nabanna, 325, Sarat Chatterjee Street, Howrah- 711102,
13. Finance Department, (Group – T) Nabanna, 325, Sarat Chatterjee Street, Howrah- 711102,
14. The Audit Officer, Internal Audit Wing, Todi Mansion (9th Floor), P-15, India Exchange Place, Kol-73,
15. Accounts Officer, P.A.C., Bikash Bhaban, 6th floor, Kolkata-91,
16. P.S. to the HMIC, H. E. Deptt, Bikash Bhaban, Salt Lake, Kolkata-700091,
17. Sr. P.A. to Principal Secretary, H. E. Department Bikash Bhaban, Salt Lake, Kolkata-700091,
18. Special Secretary (Budget), H. E. Deptt, Bikash Bhaban, Salt Lake, Kolkata-700091,
19. Sr. L. O, H. E. Deptt, Bikash Bhaban, Salt Lake, Kolkata-700091,
20. Guard File


Deputy Secretary
Department of Higher Education

Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 329-Edn (CS)/4C-122/2018

Date: 24/02/2021

NOTIFICATION

The question of re-designation and determination of workload of the Graduate Laboratory Instructors (GLI) of Government-aided Colleges who are enjoying scale of pay equivalent to that of the teachers of aided colleges and possessing required qualification for being appointed as the teacher of colleges as per the regulation of the University Grants Commission was under active consideration of the State Government for some time.

After careful consideration of all these aspects and also considering that the Graduate Laboratory Instructors being “Dying Cadre” placed in various Government-aided Colleges in West Bengal are enjoying scale of pay equal to that of the teachers of aided colleges and many of them are already discharging teaching assignment in colleges having qualification for being appointed as teachers in colleges as per qualifications prescribed by UGC, the Governor is hereby pleased to direct that the Graduate Laboratory Instructors who possess the minimum qualification required for Assistant Professor at the entry point as per relevant UGC Regulations, to be considered for teaching assignment of theory classes and to be designated as Laboratory Instructor, Laboratory Instructor (Sr. Scale), Laboratory Instructor (Selection Grade) and Laboratory Instructor (Associate Grade) in relation to their AGP of Rs. 6,000/- (revised level-10), AGP of Rs. 7,000/- (revised level-11), AGP of Rs. 8,000/- (revised level-12) and AGP of Rs. 9,000/- (revised level-13 A) respectively under CAS.

The other Graduate Laboratory Instructors who do not possess UGC prescribed qualification for Assistant Professor will remain with existing designation.

This order is issued in concurrence with the Finance Department, vide their U.O. No. Group P1/2020-2021/0373 dated 18.02.2021.

Deputy Secretary

No. 329/1(7)-Edn (CS)/4C-122/2018


Date: 24.02.2021

Copy forwarded for information with request to take necessary action to:-

1. The Director of Public Instructions, West Bengal, Bikash Bhaban, Salt Lake, Kolkata-700091, with request to circulate the order to all Government-aided colleges,
2. The Special Secretary, C. S. Branch, Bikash Bhaban, Salt Lake, Kolkata-700091,
3. The Accountant General, (A&E), West Bengal, Government Place, Kolkata-700001,
4. Pay and Accounts, Kolkata,
5. The PS to HMIC, H. E. Department, Bikash Bhaban, Salt Lake, Kolkata-700091,
6. The Sr. PA to Principal Secretary, H. E. Department, Bikash Bhaban, Salt Lake, Kolkata-700091,
7. Guard File.

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Deputy Secretary

Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 819-Edn(CS)/1363/SACT/2021

Date: 12/08/2021

ORDER

Service conditions and other benefits for Government approved Part Time Teachers (PTTs), Government approved Contractual Whole Time Teachers (CWTTs) and Guest Teachers engaged in different Government/ Government aided colleges in the State of West Bengal up to 13.07.2019 have been restructured under **Memorandum No. 2081-Edn(CS)/10M-83/2019 dated 23.12.2019** in supersession of all previous orders in this regard and nomenclatures of such teachers have been changed to State Aided College Teacher (SACT).

Whereas the above mentioned G.O. is devoid of benefits of (i) **Leaves** like casual leave, medical leave, maternity leave, study leave and (ii) **Swasthya Sathi Scheme** which had earlier been enjoyed by the erstwhile Government approved Part Time Teachers, Contractual Whole Time Teachers, the State Government in the Department of Higher Education have no objection to allow SACTs leaves as described here below in supersession of all previous orders in this regard.

Casual Leave

State Aided College Teachers (SACTs) of Government/ Government aided Colleges are entitled to avail of 14 (fourteen) days casual leave in a calendar year with full remuneration.

Medical Leave

State Aided College Teachers (SACTs) of Government/ Government aided Colleges are entitled to avail of 20 (twenty) days medical leave with half (1/2) remuneration in a calendar year on production of medical certificate from a registered medical practitioner.

Such medical leave with half (1/2) remuneration can be commuted to and in that case SACTs are entitled to avail of 10 (ten) days commuted medical leave with full remuneration in a calendar year on production of medical certificate from a registered medical practitioner.

Unutilised medical leave with half (1/2) remuneration or commuted medical leave with full remuneration in a calendar year, shall be allowed to be carried forward to the following year, subject to accumulation of a maximum of sixty days (with half remuneration) or thirty days (with full remuneration), and the accumulated medical leave may be utilised from time to time depending on the type of medical need but not exceeding thirty days at a time (with full remuneration), subject to submission of medical documents to the satisfaction of the college authority.

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Maternity Leave

State Aided College Teachers (SACTs) of Government/ Government aided Colleges are entitled to avail of maternity leave as admissible under Government rules.

Study Leave

Considering the necessity of acquiring higher degrees by SACTs towards improvement of the quality of teaching in the State's higher educational institutions, the State Government is pleased to order that the SACTs shall be entitled to avail themselves of Study leave, to be granted by the Governing Body of the college and subject to approval of the State Government, for the purpose of pursuing further studies and acquiring higher degrees for a maximum period of 12 months in one spell and for a period not exceeding 24 months in their entire service period, provided the concerned teacher has put in at least three years of service and is not due to retire within five years of his/her return from such leave. There shall be a gap of at least three years between two periods of such leave.

The State Government is further pleased to order that a SACT when granted study leave shall, upon his/ her return and rejoining the institution, shall be eligible for receiving the monthly remuneration accrued during the said leave period (and periodical enhancement of remuneration notionally), as admissible, which he/she would have earned in course of time if he/she had not proceeded on study leave. On return from the study leave, he/ she will submit a certificate from the competent authority relating to satisfactory completion of higher degree or submission of thesis etc., to the satisfaction of the college authority. The said leave period will count towards their total length of service for calculating the admissible service benefits.

Further, before proceeding on the study leave, the concerned SACT will be required to execute a Bond/ Undertaking that he/she will serve the institute for at least three years after acquiring the higher degree. However, the concerned SACT may be permitted during the bond period to join any Government College or Government -aided college in the event of selection by the West Bengal Public Service Commission or the West Bengal College Service Commission, as the case may be. The study leave granted to a SACT shall be deemed to have been cancelled in case it is not availed of within twelve months of sanction.

Group Health Insurance Scheme named "Swasthya Sathi"

The issue of providing a comprehensive Health Insurance Scheme to the serving SACTs of Government Colleges and Government-aided Colleges of West Bengal has been considered by the State Government with a view to providing such persons and their families' protection from the financial consequences of ill health.

The State Government is pleased to extend the benefit of the Group Health Insurance Scheme namely "Swasthya Sathi" as contained in Finance Department's Notification no. 1104-F(P) dated 25.02.2016 to the serving SACTs of Government Colleges and Government-aided Colleges of West Bengal.

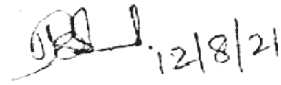
The main features of the Scheme are:

- i. The Scheme will have basic health cover for secondary and tertiary care up to Rs. 1.5 Lakhs per annum.
- ii. There will be no cap on the family size.
- iii. Critical illness like, Cancer, Neuro Surgeries, Cardiothoracic Surgeries, Liver diseases, Blood disorders etc. will be covered up to Rs. 5.0 lakh.
- iv. All pre-existing diseases will be covered.
- v. The entire premium will be borne by the State Government with no contribution from the beneficiaries.

The Scheme will be implemented by the Department of Health and family Welfare, Government of West Bengal.

The Scheme for the aforesaid category of teachers/ employees will be effective from the date of issuance of this order.

This is issued with the concurrence of Finance Department (Group-P1), vide their U.O. No. Group-P1/2021-2022/0083 dated 26.06.2021. This will be effective from the date of issuance of this order.



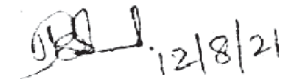
Deputy Secretary
Higher Education Department

No. 819/1(9)-Edn(CS)/1363/SACT/2021

Date: 12.08.2021

Copy forwarded for information and necessary action to:

1. Principal Accountant General (A & E), West Bengal
2. Finance Department (Group-P₁) of the State of West Bengal
3. Vice Chancellor,(all State aided Universities)
4. Director of Public Instructions, West Bengal
5. Principal / Vice Principal / Teacher-in-Charge,(all Govt. & Govt. aided Colleges)
6. PS to Hon'ble Minister-in-Charge, Higher Education Department
7. Sfr. PS to the Principal Secretary, Higher Education Department
8. IT Cell of this Department for uploading in the departmental website
9. Guard File.



Deputy Secretary,
Higher Education Department.

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Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 960-Edn(CS)/1P-20/2019

Date: 17/09/2021

NOTIFICATION

The Governor is pleased to insert the following Provision in “The West Bengal Non-Govt. College Teachers’ (Death-cum-Retirement Benefit) Scheme, 1978”:-

In Chapter V, under Rule 15, the following Provisions will be inserted:-

“15(a). A College teaching staff compulsorily retired from service as a penalty may be granted by an authority, competent to impose such penalty, pension at a rate not less than two-thirds and not more than full invalid pension and special additional pension, if any, admissible to him on the date of his compulsory retirement. The pension granted under this Rule is commutable after medical examination.”

This order is issued with the concurrence of Finance Department, Pension Branch, vide their U.O. No. 25 F(Pen) dated 01.02.2021.

By order of the Governor



Sd/- Deputy Secretary

No. 960/1(7) -Edn(cs)t1p-20t2019

Date : 17.09.2021

Copy forwarded for information to:-

1. The Principal Accountant General (A&E), W.B.
2. The Director of Public Instructions, W.B.
He is requested to circulate the order to all concerned under his control.
3. Finance (Audit) Department, Govt. of W.B.
4. Finance Department (Pension Branch)
5. P.A. to Hon'ble MIC, Higher Education Department.
6. P.A. to Principal Secretary, Higher Education Department.
7. The IT Cell of this Department, with the request to upload this order in the Departmental Website.



Deputy Secretary

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Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 07-Edn(U)1U-01/2022

Date: 04/01/2022

NOTIFICATION

Whereas, in consequence of the presence of an infectious disease in the family or household of a regular and whole-time Teacher of State aided Universities in the State of West Bengal at his/her place of duty, residence or sojourns, his/her attendance at his/ her office is considered as hazardous to the health of other co-employees, such Teacher, Non-teaching Staff and any other employee of the State aided Universities may be granted quarantine leave.

(2) Quarantine Leave is a leave of absence from duty necessitated by order not to attend office in consequence of the presence of infectious disease in the family or household of such employees as stated above. Such leave may be granted on the basis of a certificate of a Public or Municipal Health Officer of Registered Medical Practitioner for a period not exceeding 21 days, or in exceptional circumstances for a period not exceeding 30 days. Quarantine leave, which is not debited to leave account, may be combined with any other kind of leave except casual leave.

(3) Such teacher, as stated at above, on quarantine leave will be treated as absent from duty with full pay and allowances, when he/ she is ordered by the Head of the State-aided University.

(4) With the passage of time, outbreak of some other diseases in the country had been considered to be infectious of which COVID-19 has been declared Pandemic by WHO.

(5) Now, after careful consideration and taking the valued opinion of Health & Family Welfare Department of this Government, the undersigned is directed to include the following five diseases in the list of infectious disease under Leave rule 22 (b) under annexure of G.O. No. 44-Edn (U) Dated 28.01.2008, read with 762-Edn(CS)/2L-10/08 dated 03.12.2009 and the Leave Rules as incorporated in the Statutes of all the State-aided Universities, in addition to the existing diseases as specified therein:

- a. SARS
- b. MARS
- c. COVID-19
- d. Avian Influenza (H5N1)/ Novel Influenza

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e. Crimean Congo Haemorrhagic Fever (CCHF)

(6) Concerned State-aided Universities will make amendments in their Statutes where necessary for incorporation of the provisions of this Notification.

This is issued in terms of the powers under Section 18 of the West Bengal Universities and Colleges (Administration and Regulation) Act, 2017 and with the concurrence of the Finance Department, vide U.O. No. Group P2/2021-2022/0460 dated 04.01.2022.

 04/01/2022

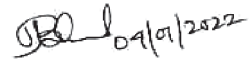
Deputy Secretary

No. 07/1(9)-Edn (U)

Dated: 04th January, 2022

Copy forwarded for information and necessary action to:-

- 1) The Principal Accountant General (A&E), West Bengal, Treasury Buildings, Kolkata- 700 001;
- 2) The Principal Accountant General (Audit), West Bengal, Treasury Buildings, Kolkata- 700 001;
- 3) The Pay & Accounts Officer, Kolkata Pay & Accounts Office-I, II, III;
- 4) The Directorate of Treasuries & Accounts; Mitra Building (3rd floor), Lyons Range, Kolkata- 700 001;
- 5) The Vice-Chancellor, _____ University (All State-aided Universities);
- 6) The Registrar, _____ University (All State-aided Universities);
- 7) The Assistant Secretary, Finance Department, Group P1;
- 8) The Private Secretary to Hon'ble Minister-in-Charge of this Department;
- 9) Sr. P. S. to the Principal Secretary of this Department.

 04/01/2022

Deputy Secretary

Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 169-Edn(CS)/4A-02/2022

Date: 04/03/2022

ORDER

The undersigned is directed to state that after the restructuring of service conditions of Government Approved Part Time Teachers (PTTs), Government Approved Contractual Whole Time Teachers (CWTTs), it has been observed that some colleges faced problems in payment of Gratuity of Rs. 1.00 lakh (Rupees One Lakh) only from the Head of Account “18-2071-01-104-007-04-00-V” to erstwhile PTTs and CWTTs who retired before 01.01.2020 on superannuation after rendering at least 10 years of continuous and satisfactory service in Government/ Government-aided Colleges of West Bengal. The matter was taken up with the Finance Department and sorted out.

Hence, the undersigned is directed to approve the payment of Gratuity of Rs. 1.00 lakh (Rupees One Lakh) only under Demand No. 18 “2071-Pension & Other Retirement Benefits-01-Civil-104-Gratuities-00-Administrative Exp.-010-Payment of Gratuities to State aided College Teachers (SACT) of State aided Govt./ Non Govt. Colleges-04-Pension/ Gratuities” to the above mentioned Government Approved Part Time Teachers (PTTs), Government Approved Contractual Whole Time Teachers (CWTTs), who retired before 01.01.2020 on superannuation, after rendering at least 10 years of continuous and satisfactory service in Government/ Government-aided Colleges of West Bengal and are entitled to get such Gratuity in terms of Order No. 751-Edn(CS) dt. 21.09.2010.

The Undersigned is further directed to say that the Principal/ Teacher-in-Charge of the college will draw the gratuity amount of Rs. 1.00 lakh (Rupees One Lakh) only from the concerned Treasury or Pay & Account Office and disburse the same to the incumbent.

This is issued with the concurrence of Finance Department, Group-N-Budget Branch, Vide U.O. No. 5658, U.O. dated 02.02.2022.



Sd/-Deputy Secretary

to the Government of West Bengal

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No. 169/1(8)-Edn(CS) / 4A-02/2022

Dated, Kolkata the 4th March, 2022

Copy forwarded for information to :-

1. Director of Public Instruction, West Bengal, Bikash Bhavan, Salt Lake, Kolkata – 700091 with the request to circulate this order to all Govt. & Govt. aided Colleges under her jurisdiction.
2. Principal Accountant General (A&E), West Bengal..
3. Finance Department (Group P-2) of this Government.
4. _____ all Treasures / Pay and Account Offices.
5. PS to Hon'ble Minister in Charge of this Department.
6. IT Cell of this Department to upload in the Departmental Website.
7. PA to Principal Secretary.
8. Guard File.



Deputy Secretary
to the Government of West Bengal



महालेखाकार (ले व ह) केरल का कार्यालय, तिरुवनन्तपुरम-695 001
OFFICE OF THE ACCOUNTANT GENERAL (A&E), KERALA,
THIRUVANANTHAPURAM - 695 001



P19/IV/DRSSA/3 / 2170
25-05-2022

Dated 18.04.2022

To,

All District/Sub Treasury Officer/Banks

Sir,

Sub: Implementation of the benefit of Sixth Pay Commission – Regarding para 4.4 & 4.5 of Memo No. 210-Edn(CS) & 214-Edn(CS) both dated 14/02/2020 relating pre-01/01/2016 pensioners/family pensioners in respect of Teaching Staff and Non-Teaching Staff including Graduate Laboratory instructors/Instructresses, Librarians, Assistant Librarians, Physical Laboratory Instructors/Instructresses and equivalent category of employees of State Aided Non-Government Colleges including erstwhile Sponsored Colleges.

Ref: 1. O.M. No. 665-F (Pen) dated 18.11.2021, Government of West Bengal, Finance Department (Pension Branch), Writers Buildings, Block –IV, 2nd Floor, Kolkata – 700 001.
2. Circular No. Pen.Co-ordn./Vol-VII/204/Vol-II/182 dated 10/03/2022 received from the Office of the Principal Accountant General (A&E) West Bengal, Treasury Buildings Kolkata – 700 001.

I am to enclose herewith the copy of SSA received from the office of the Principal Accountant General (A&E), West Bengal, Kolkata regarding the implementation of the benefit of Sixth Pay Commission – Regarding para 4.4 & 4.5 of Memo No. 210-Edn(CS) & 214-Edn(CS) both dated 14/02/2020 relating pre-01/01/2016 pensioners/family pensioners in respect of Teaching Staff and Non-Teaching Staff including Graduate Laboratory instructors/Instructresses, Librarians, Assistant Librarians, Physical Laboratory Instructors/Instructresses and equivalent category of employees of State Aided Non-Government Colleges including erstwhile Sponsored Colleges. The same is being placed in the official website of this office, www.cag.gov.in/ae/kerala/en, under pension – download under the link “Treasury Endorsement of Orders for other state Pensioners”. A copy of this letter may be exhibited on the notice board of the treasuries.

Yours faithfully

Sr. Accounts Officer

Copy to:-

1. The Director of Treasuries
Thiruvananthapuram
2. The Office of the Principal Accountant General (A&E)
West Bengal, Treasury Buildings, Kolkata – 700 001.

Sr. Accounts Officer

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**OFFICE OF THE PRINCIPAL ACCOUNTANT GENERAL (A&E), WEST BENGAL,
TREASURY BUILDINGS, KOLKATA – 700 001.**

Circular No. Pen. Co-ordn./51/Vol-VII/204/Vol-II/182

10/03/2022

1. Manager, Bank of Baroda, 4, India Exchange Place, Kolkata-700001. (Under Special Seal & Signature)
2. Manager, Bank of India, 23. A/B Netaji Subhas Road, Kolkata-700001. -do-
3. Manager, Indian Bank, 154, Dharmatala Street, Kolkata-700013. -do-
4. Manager, Punjab National Bank, United Tower, Old Court House Street,
11 Hemanta Basu Sarani Kolkata-700001. -do-
5. Manager, UCO Bank, 10, Brabourne Road, Govt. Accounts Cell, Kolkata-700001. -do-
6. Chairman, Mallabhum Gramin Bank, College Road, O.P. & Dist.-Bankura,
PIN-722 101. -do-
7. All Accountants General. -do-
8. Pay & Accounts Officer, No. V, Tis Hazari, New Delhi. -do-
9. Director, Directorate of Accounts and Treasuries, Govt. of Pondicherry, Kamaraguru Pallam,
New Municipal Road, Puducherry-605001 -do-
10. Asstt. Military Attache (P), Embassy of India, Military Pension Branch,
Kathmandu, Nepal-1. -do-
11. Controller of Accounts, Ministry of External Affairs, New Delhi, PIN-110021 -do-
12. Director of Accounts, Govt. of Arunachal Pradesh, Naharlagun, PIN-791110 -do-
13. Director, Directorate of Accounts, Pension Section, Fezenda Buildings, Panaji, Goa, 403001 -do-
14. P. A. O., Andaman, Andaman & Nicobar Island, Port Blair, PIN-744101 -do-
15. Secretary, Finance Department, Govt. of Sikkim, Gangtok, Sikkim, PIN-737101 -do-
16. Director of Treasuries and Accounts, Govt. of West Bengal, Mitra Building, 3rd Floor,
8, Lyons Range, Kolkata-1.
17. Deputy Secretary to the Govt. of West Bengal, Higher Education Department, College Sponsored
Branch, Bikash Bhavan, Salt Lake, Kolkata-700091.
18. Chief Accountant, Reserve Bank of India, Department of Govt. & Bank Accounts,
Byculla Office Building, 4th floor, Opp. Mumbai Central Railway Station, Byculla,
Mumbai-400 008.
19. OSD & Ex-officio Joint Secretary, Finance (e-governance group) Department, Nabanna (12th
floor), Room No. 1205, 325 Sarat Chandra Chatterjee Road, Shibpur, Howrah-711102
20. All Treasury Officers in West Bengal

INTERNAL

20. All Branch Officers in Pension Group
21. All Asstt. Accounts Officers/Section Officers in Pension Group of this office.
22. Branch Officer-In-charge of AM-I, Legal Cell and O & M Section of this office.
23. Asstt. Accounts Officer-In-charge of Pen-XII, /Pen-VI, /P.P.A./P.P.PR/D/P.P.Party,
24. Secretary to Pr. A.G., Internal Audit Officer
25. Branch Officer-Pension ITSC is requested to upload the circular in the web- site of this office for
general viewing

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P.T.O

Subject implementation of the benefit of Sixth Pay Commission- Regarding para 4.4 & 4.5. of Memo No. 210-Edn(CS) & 214-Edn(CS) both dated 14/02/2020 relating pre-01-01-2016 pensioners/family pensioners in respect of **teaching Staff and non-teaching staff** including Graduate Laboratory Instructors/Instructresses, Librarians, Assistant Librarians, Physical Instructors/Instructresses and equivalent category of employees of State Aided Non-Govt.Colleges including erstwhile Sponsored Colleges.

In continuation of this office circular No.s Pen.Co-ordn/51/Vol-VII/198 and Pen.Co-ordn/204/Vol-II/197 both dated 17/3/2020, it is stated that Govt. of West Bengal, Higher Education Department, C.S. Branch in their Memo No.1224-Edn (CS) dated 17/12/2021 have clarified on certain points as mentioned below of both the Memo No.s 210-Edn (CS) & 214-Edn(CS) dated 14/02/2020 for simplifying the modalities for payment of revised pension/family pension.

2. As per para 4.4. of Memo. No. 210-Edn (CS) & 214-Edn(CS) both dated 14/02/2020, the revised pension of those who retired before 1/1/2016 after completing maximum required qualifying service for full pension(33 years/20 years as the case may be) cannot be less than 50% of the minimum pay of the corresponding pay level in the pay matrix. The pension will be reduced pro-rata where the pensioner had rendered less than the maximum required qualifying service for full pension and in no case it will be less than Rs.8500/-p.m.

3. The higher amount of the pension consolidated as per para 4.1. of the both Memo dated 14/02/2020 *ibid* and the amount calculated in terms of para 4.4 *ibid* in the manner as stated in para 2 above will be regarded as Basic revised Pension. Similarly between the family pension consolidated as per para 4.1 of the both Memo dated 14/02/2020 *ibid* and the amount calculated @30% of the minimum pay of the corresponding pay level in the pay matrix in terms of para 4.4. *ibid*, the higher one will be fixed as basic Family Pension subject to minimum of Rs.8500/-p.m.

4. All concerned Pension Disbursing Officers are, therefore, requested to **start** payment of revised rates of pension/family pension **provisionally** in terms of para 4.4 of Memo dated 14/02/2020, if it is more than the pension/family pension arrived at in terms of para 4.1 of the both Memo, on receipt of the certificate in this regard directly from the Pension Sanctioning Authority as per Memo No 1224-Edn(CS) dated 17/12/2021 and continue payment of such revised pension/family pension, till receipt of final authority in this regard from this office.

P.T.O.

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5. On receipt of the final authority for payment of such revised pension/family pension to be issued from this office in each individual case, the provisional revised pension/family pension, thus made may be adjusted against the payment of that authority.

6. In case where the pensioner/family pensioners are drawing pension/family pension in other States, no such provisional payment of revised pension/family pension as mentioned in para 4 above will be made by the Pension Disbursing Authority. In their cases, the concerned Pension Sanctioning Authority will revise pension in terms of para 4.4 of Memo No. 210-Edn (CS) & 214-Edn(CS) both dated 14/02/2020 and send the same to the Accountant General, West Bengal for arranging Special Seal Authority for payment through Treasury/Bank of other States. However, in their cases the revised pension/family pension as determined under para 4.1 of Memo dated 14/02/2020 will continue to be paid by the Pension Disbursing Authorities till receipt of revised authority in each case from the concerned Accountant General.

7. In terms of para 4.5 of the both Memo dated 14/02/2020 *ibid*, the additional quantum of pension/family pension (any fraction will be rounded off to next 1(one) rupee and it would not be rounded off to next higher multiple of Rs.10) would be admissible from the 1st day of the month in which his/her date of birth falls, on attaining the age of 80 years or above. It is the responsibility of the Pension Disbursing Officers concerned to make payment of additional pension/family pension to the eligible pensioner/family pensioner after verification of the age from the P.P.O /F.P.P.O. In case date of birth is not available in PPO/F.P.P.O., the Pension Disbursing Authorities will make payment of additional pension/family pension on receipt of intimation regarding the age of the pensioner/family pensioner from the concerned Pension Sanctioning Authority.

8.As regards payment of Dearness Relief and noting of revised basic pension/family pension as well as additional pension/family pension, instruction given in paragraph 7 and 8 of the both circulars dated 17/3/2020 *ibid* may be followed.

9. All Pension Disbursing Authorities are, therefore, requested to display the fact to the notice board so that the pensioners/family pensioners may contact their Pension Sanctioning Authorities for availing the above benefit.


Sr.Accounts Officer

হিসাবরক্ষাকার (সি.এ.ও.সি.)
ACCOUNTANT GENERAL (A&E)

Kerala
Tiruvananthapuram-695039

Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 222-Edn(CS)/8R-1/2010

Date: 21/03/2022

NOTIFICATION

Sub: Recruitment Rules for Direct Recruitment of Principals in the State-aided General Degree Colleges in West Bengal.

Consequent upon recommendation of the University Grants Commission, vide Notification No. F. 1-2/2017, dated 18.07.2018 regarding the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2018 notified in the Gazette of India on 18th July, 2018, prescribing revised rules keeping in mind the local conditions prevailing in the State for direct recruitment to the post of Principal in the State-aided General Degree Colleges was under active consideration of the State Government for some time past.

After careful consideration of all aspects stated above the Governor, in exercise of the power conferred by Section 8(2) of the West Bengal College Service Commission Act, 2017 (West Bengal Act XXIX of 2012), is hereby pleased to direct the following eligibility criteria, qualifications and norms for direct recruitment to the posts of Principal in the State-aided General Degree Colleges in West Bengal.

Rules

1. Method of Recruitment:

By **Direct Recruitment** to be conducted by the West Bengal College Service Commission excepting the Colleges granted minority status through the due process.

2. Pay Scale:

As notified by the Government.

3. Academic Qualifications and Experience:

- i) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University/ Institutions, along with relaxations applicable to specified categories, as explained in the Note 1 below;
- ii) A Ph. D. Degree;

iii) Professor/ Associate Professor with a total service/experience of at least fifteen (15) years of teaching/ research in Universities, Colleges and other institutions of higher education, as clarified in Note 2;

iv) A minimum of 10 research publications in peer-reviewed or UGC-listed journals;

v) A minimum 110 Research Score as per Appendix II, Table 2 (Methodology for University and College Teachers for calculating Academic/Research Score) of UGC Regulations, 2018;

vi) Any other stipulations prescribed by UGC from time to time as accepted by the State Government on the date of Advertisement.

NOTE 1

Relaxation of Marks for Direct Recruitment to the Post of Principal:

i. A relaxation of 5% marks shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Castes/ Scheduled Tribe/ Other Backward Classes (OBC) (Non-creamy Layer)/ Differently-abled [(a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness] for the purpose of eligibility and assessing good academic record for direct recruitment.

ii. A relaxation of 5% marks shall be provided (from 55% to 50% of the marks) to the Ph.D Degree holders who have obtained their Master's Degree prior to September 19, 1991.

iii. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above is permissible based on only the qualifying marks, without including any grace mark procedures.

iv. All the essential qualifications must have been obtained from a recognized University/ Institute. By a recognized University/ Institute is meant a University/ Institute affiliated to UGC/ other statutory apex bodies, or recognized by the State or Central Government as a centre of higher learning. In case of a foreign University, the Degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities.

NOTE 2

Teaching/ Research/ Administrative Experience criteria:

(A) Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/ professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment of Principal, provided that-

(a) The essential qualifications of the post held were not lower than the qualifications prescribed here;

(b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Associate Professor (Reader) and Professor;

(c) The concerned Associate Professor or Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Associate Professor and Professor, as the case may be;

(d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/ State Government/ Central Government/ Institutions concerned, for such appointments;

(e) The previous appointment was not as guest lecturer for any duration;

(f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment to Principal, provided that-

(i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Associate Professor and Professor, as the case may be;

(ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/ Selection Committee constituted as per the rules of the respective university;

(iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Associate Professor or Professor, as the case may be; and

(g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/ local body/ Government), while counting the past service under this clause.

(B) The period of time spent by the candidates to acquire M. Phil and/ or Ph.D. Degree shall not be claimed or considered as teaching/research experience for appointment to the post of Principal.

(C) Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave shall be counted as teaching experience for the purpose of direct recruitment to the post of Principal.

4. Proficiency in Language:

Proficiency in language, spoken and written, concerning the medium of instruction of the concerned institution (language/ medium of instruction shall be indicated by the appointing authority while requisitioning the advertisement).

5. Age:

Not below 40 (forty) years and not above 55 (fifty five) years on the 1st day of January of the year of advertisement;

Provided that the upper age-limit may be relaxable for the candidate belonging to the categories of Scheduled Caste, Scheduled Tribe and Other Backward Class (non-creamy layers) and Differently-able categories as per extant rules/ orders of the State Government.

6. Procedure in General:

The overall selection procedure shall incorporate a transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages

given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system based as provided in the UGC Regulations, 2018.

This order supersedes this Department's Order No. 710-Edn(CS) dated 28.06.2017 and all previous Orders issued in the same context.

By order of the Governor,

Sd/- Manish Jain
Principal Secretary
to the Government of West Bengal

No.222/1(37)-Edn(CS)/8R-1/2010

Date: Kolkata, the 21st March, 2022

Copy forwarded for information and necessary action to:

- 1-31. The Vice Chancellor..... University (All State aided Universities)
32. The Director of Public Instruction, Government of West Bengal, 6th floor, Bikash Bhawan, Salt Lake, Kolkata-700091
33. The Chairperson, West Bengal College Service Commission, 'ASANNA' Building, Plot No. DG-10/1, Premises No. 13-0327, Action Area - 1D, Rajarhat, Newtown, Kolkata-700156.
34. The Member Secretary, West Bengal State Council of Higher Education, 'ASANNA' Building, Plot No. DG-10/1, Premises No. 13-0327, Action Area - 1D, Rajarhat, Newtown, Kolkata-700156.
35. Private Secretary to Minister-In-Charge, Government of West Bengal, Department of Higher Education, 5th floor, Bikash Bhawan, Salt Lake, Kolkata-700091
36. Sr. P.S. to Principal Secretary, Department of Higher Education, 6th floor, Bikash Bhawan, Salt Lake, Kolkata-700091
37. IT Cell of this department to upload the Notification in the Departmental Portal.


Special Commissioner
to the Government of West Bengal

**GOVERNMENT OF WEST BENGAL
FINANCE DEPARTMENT
AUDIT BRANCH
NABANNA, MANDIRTALA, HOWRAH-711 102
E-mail ID : finreceipt-wb@bangla.gov.in**

No. 1547-F(P₁)/FA/N/2M/02/22 (N.B.).

Dated, Howrah, the 13th April, 2022.

MEMORANDUM

In terms of Memo. No.760-F(P₁), dated 17.02.2020, a government employee reaching the last Cell of any particular Level in the Pay Matrix under W.B.S. (R.O.P.A.) Rules, 2019, shall draw annual increment for stagnation beyond the last Cell of that particular Level at the same amount at which it was last drawn subject to a maximum of 6 (six) such increments.

2. A question has now been raised as to how the pay of an employee drawing stagnation increment shall be fixed on promotion to higher post or to higher Level (Functional or non-functional).

3. After careful consideration of the matter, the Governor is pleased to order that when an employee while drawing stagnation increment(s) in the Lower post / Level is appointed on promotion to higher post or is appointed to higher Level under promotion policy circular 1981 or M.C.A.S.-2001 as notified vide Memo. No.3015-F, dated 13.03.2001 read with Memo. No.6042-F(P₂), dated 07.11.2019, his pay in the higher post / Cell shall, in relation to the pay of the lower post / Level, be fixed at the next higher Cell keeping the date of increment unchanged.

4. The benefit of para 3 above will also be admissible when such 'next higher Cell' is beyond the last Cell of the Level of the higher post / higher Level. The excess over the last cell being deemed to be stagnation increment(s) in the Level of the higher post / higher Level, which together with future stagnation increment(s) shall not exceed 6 (six).

5. The provision of this Memo. Shall be notionally effective from 01.01.2016 with actual effect from 01.01.2020.

Sd/- D. K. Ray
Joint Secretary to the
Government of West Bengal.

Contd....P/2.

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◆ ৬৭ ◆

No. 1547/1(400)–F(P₁)/FA/N/2M/02/22 (N.B.).

Dated, Howrah, the 13th April, 2022.

Copy forwarded for information and necessary action to :–

- 1) The Principal Accountant General (A & E), West Bengal, Treasury Buildings, Kolkata–700 001.
- 2) The Principal Accountant General (Audit), West Bengal, Treasury Buildings, Kolkata–700 001.
- 3) The Additional Chief Secretary to the Hon'ble Chief Minister, West Bengal.
- 4) The Chief Secretary to the Government of West Bengal.
- 5) The Additional Chief Secretary to the Governor, West Bengal.
- 6) The Additional Chief Secretary / Principal Secretary / Secretary, _____
_____ Department, Government of West Bengal.
- 7) The Resident Commissioner, Government of West Bengal,
A/2, State Emporia Buildings, Baba Kharak Singh Marg, New Delhi–110 001.
- 8) The Personal Assistant to Hon'ble Minister–of–State (Independent Charge), Finance Department.
- 9) The Divisional Commissioner, _____ Division,

- 10) The Director General and Inspector General of Police, West Bengal.
- 11) The District Magistrate / District Judge / Superintendent of Police, _____

- 12) The Sub–Divisional Officer, _____

- 13) The Treasury Officer, _____ Treasury

- 14) The Pay and Accounts Officer, Kolkata Pay and Accounts Office–I / II / III,

- 15) The Deputy Secretary & D.D.O., Finance Department.
- 16) The H.R.M.S. Cell, Finance Department.
- 17) Shri Sumit Mitra, Network Administrator, Finance Department,
— for uploading in Finance Department website.

**Assistant Secretary to the
Government of West Bengal.**

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Government of West Bengal
Higher Education Department
(College Sponsored Branch)
Bikash Bhavan, Salt Lake, Kolkata – 700 091

No. 626-Edn(CS)/10M-23/2022

Date: 18/08/2022

ORDER

Sub: Grant of Dearness Allowance to the employees of Non-Govt. Educational Institutions and other Govt. Aided/Sponsored Organizations with effect from 1st January 2021.

In pursuance of Memorandum No. 3490-F(P2) dated, Howrah, the 14th December 2020 of Finance (Audit) Department, Govt. of West Bengal, the undersigned is directed to state that the question of grant of Dearness Allowance on the revised pay as per recommendations of the 6th Pay Commission (i.e ROPA-19) in respect of whole time approved teaching and non-teaching employees of the Non-Govt. Colleges, Recognized, Aided, Sponsored Educational Institutions and other organizations under the Administrative control of Higher Education Department since revised as per recommendation of the 6th Pay Commission has been under consideration of the Government for some time past.

After careful consideration, the Governor is pleased to decide the following:

(i) The whole time approved teaching and non-teaching employees of the State- aided Non-Govt. Colleges, Recognized, Aided, Sponsored Educational Institutions and other organizations under the Administrative control of Higher Education Department drawing revised Basic Pay upto Rs. 201000/- as per ROPA-19 pay matrix shall draw Dearness Allowance @ 3% of basic pay w.e.f 01.01.2021. The calculation of Dearness Allowances shall be made taking into account the revised basic pay and NPA, if any, but it shall not include any other type of pay.

(ii) The rate of Dearness Allowance in respect of the employees mentioned in para (1) above who are drawing pay in the pre-revised pay structure as per recommendation of the 5th Pay Commission Shall be enhanced from 125% to 133% w.e.f. 01.01.2021.

(iii) Dearness Allowance sanctioned herein above shall be rounded off to the nearest rupee in each case.

(iv) There will be a further ad-hoc increase in the Daily Rate of Wages by Rs. 17/- (Rupees Seventeen) only w.e.f 01.01.2021 for the daily rated workers under the Non-Govt. College/ Educational Institutions whose wages are not regulated by any Statutory Provisions like the Minimum Wages Act, etc.

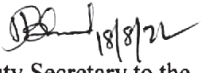
(v) The order is issued in compliance with para-2(ii) of the Finance Department's Memo No. 3490-F (P2) dated, Howrah, the 14th December 2020.

Deputy Secretary
Govt. of West Bengal

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Copy forwarded for information and necessary action to:

1. Accountant General (A&E), West Bengal with reference to his Letter No. Pen. Co-ordn/51/Vol-VIII/201 dated 01.06.2022.
2. Finance Department, Audit Branch, Government of West Bengal.
3. The Director of Public Instructions, Bikash Bhaban, Saltlake-700091
4. The director, DPPG- West Bengal.
5. The Pay and Accounts Officer, Kolkata Pay & Accounts office-I, II & III
6. The Director of Treasuries & Accounts, 4, Lyons Range, Kolkata 700001. He is requested to circulate the G.O. to all the Treasuries under his control.
7. IT. Cell of this Department for uploading it in the website of this Department.
8. Guard File.


Deputy Secretary to the
Govt. of West Bengal

Government of West Bengal
Finance Department
(Pension Branch)
Block IV, 2nd Floor, Writers' Buildings, Kolkata – 700 001

No. 525–F(Pen)/N/F/1P-155/2022

Dated, Kolkata, the 19th July, 2022

MEMORANDUM

Subject: Revision of pension of pre-01.01.2016 pensioners.

The undersigned is directed to state that in terms of para 4.4 of Memo. No. 535-F(Pen), dated 01.10.2019, read with para 2 of Memo. No. 681-F(Pen), dated 23.12.2019, the revised pension under W.B.S.(R.O.P.A.) Rules, 2019 of a Govt. pensioner who retired after completing minimum qualifying service for full pension (i.e. 33 years/20years as the case may be) before 01.01.2016 cannot be less than 50% of the minimum of the pay in the Pay Matrix in the revised pay structure corresponding to the pre-revised pay-scale/pre-revised pay structure from which the pensioner had retired.

(2) Now, the undersigned is directed to state that the Governor is pleased, in partial modification of para 4.4 of Memo. No. 535-F(Pen), dated 01.10.2019, to decide that the pension of the pre-01.01.2016 pensioners, in no case, shall be lower than 50% of the corresponding minimum of the revised pay structure under W.B.S.(ROPA) Rules, 2019 introduced with effect from 01.01.2016 for the post last held by them.

(3) Formal amendment to the relevant rule will be made in due course.

Sd/- S Acharyya
Additional Secretary to the Govt. of West Bengal

No. 525/1(500)-F(Pen)/N/F/1P-155/2022

Dated, Kolkata, the 19th July, 2022

Copy forwarded for information and necessary action to:-

1. The Finance Department, Group P(Service), Nabanna, Howrah 711 102.
2. The Pr. A.G.(A&E), W.B., Treasury Buildings, Kolkata 700 001.
3. The Manager, Reserve Bank of India (Public A/Cs Deptt.), 15, N.S. Road, Kolkata-700 001.
4. The Manager, Reserve Bank of India (Public A/Cs Deptt.), Deptt. of Govt. & Bank Accounts, G – 7, Bandra Kurla Complex, 3rd Floor, Bandra (East), Mumbai – 400 051.
5. The Assistant Secretary, Finance (Accounts) Department, Nabanna, 325, S.C. Road, Shibpur, Howrah-711 102.
6. The Accountant General (Audit), W.B., Treasury Buildings, Kolkata – 700 001.
7. The Deputy Accountant General (Pension), W.B., Treasury Buildings, Kolkata – 700 001.
8. The Pay & Accounts Officer, Kolkata Pay & Accounts Office - I, 81/2/2, Phears Lane, Kolkata-700 012.

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9. The Pay & Accounts Officer, Kolkata Pay & Accounts Office – II, P-1, Hyde Lane, Jawarhar Building, Kolkata – 700 012.
10. The Pay & Accounts Officer, Kolkata Pay & Accounts Office – III, Subhanna, DF Block, Sector-I, Kolkata – 700 064.
11. The Directorate of Treasuries & Accounts, 4, Lyons Range, Kolkata- 700 001.
12. Sri Sumit Mitra, Network Administrator, Finance Department, for uploading this order in the Finance Department's Website.
13. -----
-----Deptt./Dte.
14. The District Magistrate/District Judge -----

15. The Superintendent of Police -----

16. The Commissioner -----

17. The Sub-Divisional officer -----

18. The Principal, Industrial Training Institute -----

19. The Superintending Engineer/ The Executive Engineer -----

20. The Accountant General (A&E):
(i) Uttar Pradesh, Allahabad- 211 001, (ii) Bihar, Birchand Patel Marg, Patna- 800 001, (iii) Orissa, Bhubaneswar- 751001, (iv) Madhya Pradesh, Gwalior- 474 002, (v) Assam, Bhanagarh, Gauhati-781 015, (vi) Andhra Pradesh, Hyderabad 500 463, (vii) Kereala, Trivandrum- 695 039, (viii) Tamil Nadu, Chennai- 600 016 (ix) Rajasthan, Jaipur- 302 001, (x) Punjab, Chandigarh- 160 017, (xi) Maharashtra, Mumbai- 400 020, (xii) Gujrat, Ahmedabad- 380 001 (xiii) Karnataka, Bangalore- 560 001, (xiv) Hariyana, Chandigarh- 160 017, (xv) Tripura, Agartala- 799 001, (xvi) Nagaland, Kohima- 797 001, (xvii) Manipur, Imphal- 795 001, (xviii) Meghalaya, Shilong- 793 001, (xix) Jammu & Kashmir, Srinagar- 190 001, (xx) Uttaranchal, Dehradun- 248 001, (xxi) Chhthtishgarh, Raipur- 843 326, (xxii) Jharkhand, Ranchi- 843 001.
21. The Senior Deputy Accountant General (A&E):
(i) Sikkim, Gangtok-737 001, (ii) Himachal Pradesh & Chandigarh, Simla- 171 003.
22. The Pay & Account Officer:
(i) Goa, P.O. Panaji- 403 001, (ii) Pondicherry- 605 001, (iii) Andaman & Nicobar Island, Port Blair- 744 101.
23. The Director of Accounts, Govt. of Arunachal Pradesh, Nahar Lagun- 791 110.
24. The Director of Audit, Central Revenue- II, Indraprastha Estate, New Delhi- 110 001.
25. The Controller of Accounts (Pension), Delhi Administration, Mori Gate, Delhi- 110 007.
26. The Assistant Military Attache (Pension), Embassy of India, Military Pension Branch, Kathmandu, Nepal- 1.
27. Pensioners' Association:


Assistant Secretary

to the Govt. of West Bengal

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