

**WEST BENGAL COLLEGE & UNIVERSITY TEACHERS' ASSOCIATION**  
(REGISTERED UNDER ACT XXI 1860)

89, MAHATMA GANDHI ROAD, KOLKATA-700 007

Telefax : 2241-2060/2219-8930, E-mail: [wbcuta@vsnl.net](mailto:wbcuta@vsnl.net)/wbcuta@yahoo.in

Website: <http://www.wbcuta.org>

Ref No...G/2/5-2018

Date ..28<sup>th</sup> May, 2018

To

**Dr. Partha Chatterjee**  
**Hon'ble Minister –in-charge**  
**Higher Education Department**  
**Govt. of West Bengal**  
**Bikash Bhavan**  
**Salt Lake; Kolkata-700 091.**

**Sub : Submission of Memorandum for consideration.**

Respected Sir,

We, on behalf of our Association are submitting this memorandum stating some unresolved problems of the teachers of the colleges and the universities of West Bengal for your kind consideration and necessary action.

**MEMORANDUM**

**(a)** Part Time Teachers in West Bengal used to serve in very humiliating conditions with very meager pay. Government of West Bengal incorporated Part Time Teachers in the pay packet system in the year 2009-10 with a regular increment after definite period of service. Same benefit was bestowed upon the Contractual Whole Time Teachers of the state also. Subsequently PTT and CWT Teachers achieved the benefit of Gratuity at the end of their service. However, such achievements were far less than what they deserved.

Moreover an embargo was imposed upon the recruitment of Government approved PTT and CWT Teachers since the year 2011. This resulted in large scale appointment of College appointed Part-Time, Contractual, Guest Lecturers and Librarians who became prey to extreme exploitation by the authorities. They are under- paid and constantly under the threat of termination by the authority.

These Ad-hoc teachers are the sheet –anchor in running academic activities in many colleges and universities across Bengal. In fact, Government approved PTT and CWT act as head of the departments, Bursar and perform active part in Board of Studies also. But they are not entitled for many other benefits enjoyed by the substantive teachers.

You will be surprised to know that the teachers appointed by the college as Part-Time or Guest Lecturers do not even get any appointment letter in the time of recruitment in most of the colleges and they can earn no money during the recess period or vacation.

Considering the above situation, we demand;

- Equal Pay for equal work and service security for all types of Ad-hoc teachers working in colleges and universities
- Immediate inclusion of all Guest Lecturers and College appointed Part-Time, Contractual Teachers and Librarians appointed during the period 2011 to 2018 in the Government Pay Packet until the matter is addressed properly for final settlement.
- Definite Pay Scales and Definite Service Conditions for all types of Ad-hoc Teachers and Ad-hoc Librarians in the State

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We hope this long standing demands of all categories of Ad-hoc teachers and Librarians will be fulfilled with due priority.

**(b) We demand immediate implementation of the recommendation of the 7<sup>th</sup> Pay Commission for the teachers and equivalent cadres in University and Colleges** in view of the letter [F.No. 23-4/2017(P.S.)] dated 31<sup>st</sup> January, 2018 sent by Mr. P.K. Thakur. Secretary UGC sent by Speed Post to the Education Secretaries of all the States across the country for necessary action towards implementation of CPC. The letter clearly states that the state Governments may initiate immediate action so that the implementation of this scheme may be done in a time bound manner.

**(c)** Sir, you are aware that in our letter to you [Ref. No.. WB/EM/-5(17)] dated 12<sup>th</sup> December, 2017 we requested you to implement the new scale in view of the MHRD ORDER NO. 1-7/2015-U.II (1) dated 2<sup>nd</sup> November, 2017 alongwith necessary provisions for **revision of pension for all the retired university and college teachers keeping in tune with the recommendation of the 7<sup>th</sup> Pay Commission**. The letter from UGC (mentioned above) further justifies our demand.

**(d)** Sir, we seek your attention for restoring 'Financial Autonomy' of the administration of State aided Universities. **In our opinion, Payment of Salary, Pension etc, for all the teaching and non-teaching staff including officers of the universities should be governed by the university administration as per rules, in a decentralized manner and state government may intervene and enquire time to time for all sorts of financial irregularities. Existing system of 'Financial Autonomy' should prevail in university administration with democratic governance and strong vigilance.**

**(e)** It is also a matter of concern to us that when University Grants Commission is issuing letter to the state governments to implement the new Pay Scale forthwith, the College and University teachers of our state are still to receive a portion of their arrear pertaining to the previous pay scale. We would therefore, request you to **make necessary arrangement for immediate payment of all pending arrears of college and university teachers, due on sixth pay scale.**

Thanking you,  
Yours sincerely,



(DR. SRUTINATH PRAHARAJ)

General Secretary, WBCUTA, Mobile No- 9433820610  
mail [jd-spraharaj1960@gmail.com](mailto:jd-spraharaj1960@gmail.com)



(SUBHODAY DASGUPTA)

President, WBCUTA  
Mob- 9831201852

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**Bikash Bhavan**  
**Salt Lake; Kolkata-700 091.**

**Sub: Unnatural death of a Polling Official Sri Rajkumar Roy, by profession a Madrasa teacher**

Respected Sir,


With deep sorrow and profound anguish, we – the teachers of the colleges and universities of West Bengal – strongly condemn the brutal and most unfortunate death of a polling official (Presiding Officer), Sri Rajkumar Roy, a teacher of a High Madrasa, in North Dinajpur district, on the day of the Panchayat Election in the state, i.e. 14 May 2018. We also condemn the attack on other Polling Personnel including large number of Teachers and Non-teaching staff on that day.

We condemn the revengeful attitude of Raiganj Sub Divisional Administration for arresting those teachers who joined the protest movement at Raiganj raising an independent enquiry for the unnatural death of Rajkumar Roy and demanding due protection for polling personnel. We do not support the untoward incidence occurred during the agitation of teachers on that day. We think only teachers are not responsible for the entire incidence. An independent enquiry can justify our opinion. Raiganj Police administration have been treating these teachers like listed antisocial which, we think most unfortunate.

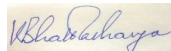
**We would therefore earnestly request you to intervene for ensuring justice to the family of Late Rajkumar Roy and also to those arrested teachers and their family. We demand;**

- **An independent CBI enquiry for this unnatural death of Presiding Officer Rajkumar Roy on the day of Panchayat Election 2018 at North Dinajpur.**
- **Appropriate compensation for the family of Sri Rajkumar Roy and a government service for his wife**
- **Immediate and unconditional release and protection of all the arrested teachers giving due honor to their sentiment and social obligation.**

Thanking you,  
Yours sincerely,



Subhoday Dasgupta  
President



Keshab Bhattacharya  
Vice President



Srutinath Praharaj  
General Secretary