

# WEST BENGAL COLLEGE & UNIVERSITY TEACHERS' ASSOCIATION

(REGISTERED UNDER ACT XXI 1860)

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Ref. G-01/08/DPI/2019

Dated the 5<sup>th</sup> August, 2019

To

**Prof. Jayasri Ray Chaudhuri,**  
**Director of Public Instructions,**  
Higher Education Department,  
Government of West Bengal,  
Bikash Bhavan,  
Salt Lake City,  
Kolkata.

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

**Respected Madam,**

We, on behalf of our Association are submitting this memorandum stating some unresolved professional problems of the teachers along with some very important academic issues of our state.

Coming to the long due and unfulfilled professional issues of the teachers once again we demand immediate implementation of the recommendation of the **7<sup>th</sup> Pay Commission** for the teachers and equivalent cadres in University and College in view of the letter [F. no. 23-4/2017 (P.S.) dated 31<sup>st</sup> January, 2018 sent by Mr. O.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.

You are aware that in our letter to Hon'be MIC Department of Education [Rs. No. WB/EM/-5(17)] dated 12<sup>th</sup> December, 2017 we requested him 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.** The letter from UGC (mentioned above) further justifies our demand.

It is also a matter of concern to us that when University Grant 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.**

You are also aware that **many teaching posts are lying vacant** in most of the colleges of the state. The colleges have been compelled to appoint **part-time/contractual/guest teachers** to sustain the teaching-learning process in these institutions. These non-permanent teachers, under various nomenclatures are not only imparting knowledge to the students, they are also being engaged in examination and evaluation process. Many colleges have also had to appoint **contractual librarians** to provide the essential library services to the student and teachers of the college as these posts also have been lying vacant for a long period of time. However, the part-time/contractual/guest teachers and part-time & contractual librarians have been subjected to injustice for long. Not only that they do not have a proper pay scale and definite service conditions, their pay has not been revised in the last few years. We also demand immediate issuance of necessary orders implementing appropriate pay scales and service conditions for the part-time/contractual/guest teachers and part-time & contractual librarians in the colleges of the state on 'Equal pay for Equal work' principle. We demand the filling of all the vacant posts immediately.

It is most unfortunate that **newly appointed** teachers in many colleges are being drawn to go through **Police Verification**. In some colleges newly selected teachers are not being **allowed to join** even after the issuance of appointment letter for not having **medical fitness certificate**. Different JDPI's and ADPI's are coming up with contradictory and subjective interpretations of UGC Regulation in connection with Career Advancement Scheme of the teachers. The immodest and rude attitude of one section of bureaucrats of Bikash Bhavan towards the teachers is a matter of shame for the Education Directorate.

We urge upon you to take serious note of the fact that **academic standard** in the state of West Bengal is declining rapidly.

WBCUTA expressed strong reservation about **implementation of CBCS** at undergraduate level without proper ground work and infrastructure but the Government of West Bengal implemented the system with great haste. This has resulted in a total collapse in the examination system at undergraduate level. Particularly at UG level implementation of CBCS System has resulted in total disaster and it has already de-generated the standard of higher education in the state considerably.

We once again reiterate our long standing demand of giving **another option** for transfer from **CPF to GPF**. Last when this option was given, qualifying service for full pension was 33 years. However during last pay revision the qualifying service for full pension was reduced to 20 years. But even after change in service condition no option for change from CPF to GPF was given. This is denial of legitimate claim of the employees.

Hope our above mentioned long standing demands will be settled at your end at the earliest.

Thanking you,

Yours sincerely,



**(Prof. Kesab Bhattacharya)**  
**General Secretary**  
**WBCUTA**  
**Mobile No. 9830021794**