

**WEST BENGAL COLLEGE & UNIVERSITY TEACHERS' ASSOCIATION**  
(REGISTERED UNDER ACT XXI 1860)  
89, MAHATMA GANDHI ROAD, KOLKATA-700 007  
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Website: <http://www.wbcuta.org>

**Ref No...G/12/1-2018**

**Date -3<sup>rd</sup> December, 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 professional problems of the teachers along with the present stalemate condition in colleges across the state in connection with university examinations.

### **MEMORANDUM**

(a) West Bengal College and University Teachers' Association express serious concern over the present unrest in different colleges across West Bengal pertaining to the forthcoming university examinations. The large scale lawless protest by the students who are ineligible to seat for the university examination, yet demanding undue favour to right the examinations have created a complete stalemate situation in academic institutions.

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.

(b) We are also worried about the fact that democratic governance in academic institutions have not been addressed in this State. On the contrary Government of West Bengal has arbitrarily dissolved many democratically elected governing bodies and appointed administrators for running the colleges.

(c) It is most unfortunate that newly appointed teachers in many colleges are being drawn to go through Police Verifications. Different JDPI's and ADP'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 the Hon'ble MIC to take serious note of the fact that academic standard in the State of West Bengal is declining rapidly.

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(d) Coming to the wrong 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 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.

(e) 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**. The letter from UGC (mentioned above) further justifies our demand.

(f) 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.

(g) 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.

Since appointments in substantive posts are diminishing day by day and new posts have not being created as per the requirement of UGC norms, 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 Teachers 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**

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

We would therefore, request you to take necessary steps to restore the academic environment in the educational institutions and to fulfill the long standing professional demands of the teachers along with immediate implementation of 7<sup>th</sup> pay scale.

Thanking you,  
Yours sincerely,



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