

WEST BENAL COLLEGE AND UNIVERSITY TEACHERS' ASSOCIATION
WEST BENGAL GOVERNMENT COLLEGE TEACHERS' ASSOCIATION
WEST BENGAL COLLEGE AND UNIVERSITY RETIRED TEACHERS' WELFARE ASSOCIATION

To
DrParthaChatterjee
Hon'ble Minister-in-Charge
Department of Higher Education
Government of West Bengal
BikashBhavan, Salt Lake City
Kolkata - 700091

26.07.2019

MEMORANDUM

Sir,

You are aware that more than one and a half year has passed since the notification of the HRD Ministry regarding the new UGC Pay scales (Gazette Notification No.1-712015-U.II(1) dated 2.11.2017). The UGC Regulations regarding Recruitment and Promotion of College and University Teachers (Gazette Notification No. F.1-2/2017 (EC/PS), dated 18.07.2018) has also been notified. In the meantime the MHRD, Government of India has notified the AICTE Pay Revision vide Notification No. 1-37/2016-TS. II dated 18th January 2019 for the teachers of Engineering and Technological Colleges and University. However, the State Government is yet to issue corresponding orders implementing the new UGC and AICTE Pay Scales to the College and University Teachers of West Bengal.

Earlier, The Government of West Bengal had always been prompt to announce implementation of revised UGC and AICTE pay scales. On all the three occasions earlier (Mehrotra Committee 1986, Rastogi Committee 1998 and G.K. Chadha PRC 2006) The Government of West Bengal had been one of the first few states to implement the new pay scales for University and College Teachers. In fact the Government of West Bengal was hailed by the teachers of all other states for its leadership role in protecting the interests of the College and University teachers. However, in contravention to earlier practice, at present the State Government is inordinately delaying the issue. Barring a few states, the new pay scales have already been implemented all across the country.

The Teachers' Associations have jointly raised their voice several times against this unjustified delay in implementing the new pay scales. The WBCUTA and WBGCTA held a joint convention at Salt Lake on 21st July 2018 and presented a Joint Memorandum for implementation of the new pay scales. The two Associations again met the Honourable MIC on 21.8.2018 to reiterate our demands. On 15th March 2019, the teachers again took to the streets. The WBCUTA, WBGCTA and WBCURTWA jointly organized a rally up to Bikash Bhavan and submitted a Joint Memorandum once again repeating our demands for the new pay scale implementations. It seems that all our previous appeals have fallen on the deaf ears of the Government.

We hope our request will be given due attention this time and you will kindly take the necessary steps to issue the necessary orders implementing the 7th UGC and AICTE pay scales. We are also eagerly waiting for the implementation of New UGC and AICTE Regulations for Recruitment and Promotion of Colleges and University Teachers.

We also reiterate our demand for the revision of pensions for the retired teachers of the state in keeping with the new UGC and AICTE pay scales.

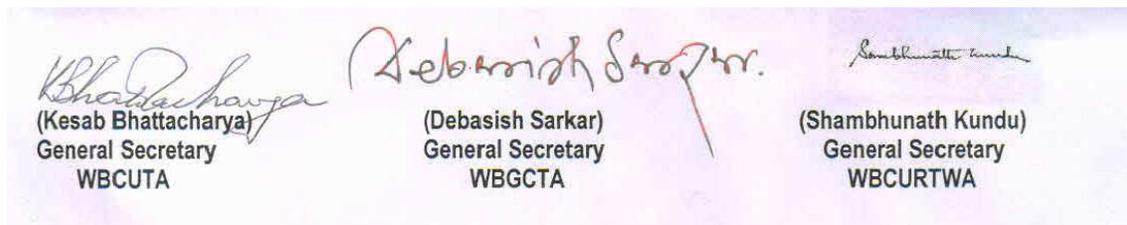
Sir, you are also aware that many teaching posts are lying vacant in most of the colleges of the state. The colleges have been compelled to appoint part-time/contractual/guest teachers to sustain the teaching-learning process in these institutions. These non-permanent teachers, under various nomenclatures 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 part-time 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.

Last but not least is the long awaiting due of the enhanced salary i.e pending of approximately 5% of the arrears of the University and College teachers. Unfortunately, this legitimate claim is associated with the previous revision of pay.

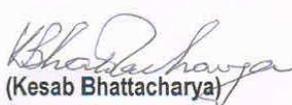
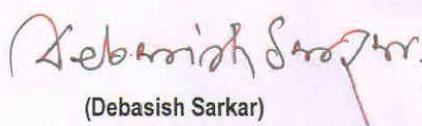
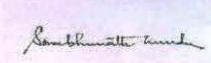
We sincerely hope that your personal intervention will expedite the process of issuance of the orders.

Thanking you,

Yours faithfully,



The image shows three handwritten signatures in red ink on a light blue background. Below each signature is the name of the signatory in parentheses, their title, and the organization they represent. From left to right: 1. Kesab Bhattacharya, General Secretary, WBCUTA. 2. Debasish Sarkar, General Secretary, WBGCTA. 3. Shambhunath Kundu, General Secretary, WBCURTWA.

 (Kesab Bhattacharya) General Secretary WBCUTA	 (Debasish Sarkar) General Secretary WBGCTA	 (Shambhunath Kundu) General Secretary WBCURTWA
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