

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 1<sup>st</sup> 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.
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 hereinabove 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(I) 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 1<sup>st</sup> 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



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.

  
Joint Secretary

**GOVERNMENT OF WEST BENGAL**  
**Education Directorate, Department of Higher Education**  
**Bikash Bhawan, Salt Lake, Kolkata-700091**

**Memo : ED-95/C44702/2020**

**Date : 24/06/2020**

**Form Director of Public Instruction, West Bengal,**  
**Education Directorate, Department of Higher Education,**  
**Bikash Bhawan, Salt Lake, Kolkata-700091**

**TO The Principal/Vice Principal/ Officer-in-charge/ Teacher-in-charge**  
**DURGAPUR WOMEN'S COLLEGE**  
**PASCHIM BARDDHAMAN**

**Sub : Approval of engagement of State Aided College Teacher(s), Category-I and category-II in**  
**DURGAPUR WOMEN'S COLLEGE, PASCHIM BARDDHAMAN District.**

The undersigned has been directed to inform him/her that the engagement of 37 State Aided College Teacher(s), Category-I and Category-II has been approved as per Memorandum No. 2081-Edn(CS)/10M-83/2019 dt. 23.12.2019 of the Higher Education Department, Government of West Bengal, as detailed in Annexure-I. This approval may be declared void and cancelled in case any of the documents submitted found false/fabricated/fake at any later stage.

You are requested to issue a letter of engagement to the approved candidate as in Annexure-I as per said G.O. immediately as per format attached w.e.f. 01.01.2020. Separate G.B. resolution is dispensed with.

Those who have been marked as "EXCESS" (# marked) as in Annexure-II as per admissibility of teaching posts vide no..1199-Edn(CS)/10M-62/2001 dt. 27.9.2018 vis-à-vis total number of teachers available in your institution in the subject concerned, shall be accommodated in other colleges as per need. However, their application for SACT have been approved in principle. Separate communication in connection with their appointments is being issued soon.

If it is eventually found in any case that placement of remuneration has been wrongly made for any reason, such cases, if any, should forthwith be brought to the notice of this Education Directorate, Higher Education Department for necessary correction and the payment, if any, wrongly made on this account in excess of the admissible amount should be recovered forthwith from the next bill claims of the State Aided College Teacher(s), Category-I/Category-II concerned.

This has got approval of the competent authority.

Encl: As above.



**Director of Public Instruction, West Bengal**



**GOVERNMENT OF WEST BENGAL**  
**Education Directorate, Department of Higher Education**  
**Bikash Bhawan, Salt Lake, Kolkata-700091**

**Memo : ED-95/C44702/2020**

**Date : 24/06/2020**

**Form Director of Public Instruction, West Bengal,**  
**Education Directorate, Department of Higher Education,**  
**Bikash Bhawan, Salt Lake, Kolkata-700091**

**TO The Principal/Vice Principal/ Officer-in-charge/ Teacher-in-charge**  
**DURGAPUR WOMEN'S COLLEGE**  
**PASCHIM BARDHAMAN**

**Sub : Approval of engagement of State Aided College Teacher(s), Category-I and category-II in**  
**DURGAPUR WOMEN'S COLLEGE, PASCHIM BARDHAMAN District.**

The undersigned has been directed to inform him/her that the engagement of 8 State Aided College Teacher(s), Category-I and Category-II has been approved as per Memorandum No. 2081-Edn(CS)/10M-83/2019 dt. 23.12.2019 of the Higher Education Department, Government of West Bengal, as detailed in Annexure-I. This approval may be declared void and cancelled in case any of the documents submitted found false/fabricated/fake at any later stage.

You are requested to issue a letter of engagement to the approved candidate as in Annexure-I as per said G.O. immediately as per format attached w.e.f. 01.01.2020. Separate G.B. resolution is dispensed with.

Those who have been marked as "EXCESS" (# marked) as in Annexure-II as per admissibility of teaching posts vide no..1199-Edn(CS)/10M-62/2001 dt. 27.9.2018 vis-à-vis total number of teachers available in your institution in the subject concerned, shall be accommodated in other colleges as per need. However, their application for SACT have been approved in principle. Separate communication in connection with their appointments is being issued soon.

If it is eventually found in any case that placement of remuneration has been wrongly made for any reason, such cases, if any, should forthwith be brought to the notice of this Education Directorate, Higher Education Department for necessary correction and the payment, if any, wrongly made on this account in excess of the admissible amount should be recovered forthwith from the next bill claims of the State Aided College Teacher(s), Category-I/Category-II concerned.

This has got approval of the competent authority.

Encl: As above.

**Director of Public Instruction, West Bengal**



**Government of West Bengal**  
**Department of Higher Education**  
**College Sponsored Branch**  
**Bikash Bhavan, 6th Floor, 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 ( $\frac{1}{2}$ ) remuneration in a calendar year on production of medical certificate from a registered medical practitioner.

Such medical leave with half ( $\frac{1}{2}$ ) 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 ( $\frac{1}{2}$ ) 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.

## **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.

2. 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.


3. 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.
4. The Scheme will be implemented by the Department of Health and Family Welfare, Government of West Bengal.
5. 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-P<sub>1</sub>), vide their U.O. No. Group-P<sub>1</sub>/2021-2022/0083 dated 26.06.2021. This will be effective from the date of issuance of this order.

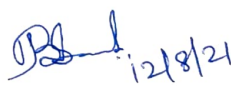
  
Deputy Secretary,  
Higher Education Department.

**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-P<sub>1</sub>) 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. Sr. 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.



ANNEXURE-V

Government of West Bengal  
Education Department  
C.S. Branch.

No. 1490-Edn(CS)  
6A-10/B3

Dated Calcutta, the 26th Sept., 1984.

From: Shri. B.P. Ganguli,  
Assistant Secretary to the Govt. of West Bengal.

To : The Director of Public Instruction, West Bengal.

Sub : Extension of affiliation in Physics, Chemistry  
and Mathematics to the Degree(Pass) level in  
Durgapur Women's College, Durgapur, Burdwan.

Ref.: His notes recorded to this Department file  
No. 6A-10/B3.

The undersigned is directed, by order of the Governor, to say that the Governor is pleased to approve of the extension of affiliation in Physics, Chemistry and Mathematics to the degree(Pass) level in Durgapur Women's College, Durgapur, Burdwan with effect from 1984-85 session subject to the grant of affiliation in the subjects by the Burdwan University and also subject to the condition that the college authorities will provide necessary accommodation equipments books and chemicals for the Departments of Physics and Chemistry.

2. The Governor is further pleased to approve of the creation of the following posts at the Durgapur Women's College, Durgapur, Burdwan in the usual scale of pay with effect from the current session or from the date(s) of filling up the posts, whichever is later :-

I. Teaching posts

Non-teaching posts

One post of Lecturer in each of the Departments of Physics, Chemistry and Mathematics.

a) one post of Laboratory Instructor each of the Departments of Physics and Chemistry.

b) one post of Laboratory attendant for each of the Departments of Physics and Chemistry.

3. The charge on account of staff salary will be met from the provision under the head-"University and other Higher Education - Assistance to non-Government Colleges-State Plan(Annual plan and sixth plan)-Dev. of Colleges for Women-Grants-in-Aid/Contribution" in the "277-Education(excluding sports and Youth Welfare)" Budget.

4. This order issues with the concurrence of the Finance Department vide their U/O No. Group-B/1947 dated 25.9.84

5. The Accountant General, West Bengal is being informed.

ATTESTED

  
Principal

Durgapur Women's College

Sd/-H.P. Ganguli  
Assistant Secretary.

**GOVERNMENT OF WEST BENGAL  
HIGHER EDUCATION, SCIENCE & TECHNOLOGY  
AND BIOTECHNOLOGY DEPARTMENT  
(INTEGRATED LAW CELL)  
BIKASH BHABAN, SALT LAKE  
KOLKATA-700091**

No. 325 –ILC/OM–167L/2017

Date: 29.12.2017

**ORDER**

Whereas, by means of various Government Orders vide No. 332-Edn (CS) dated 11.03.2002, No. 1039-Edn (CS) dated 27.07.1988, No. 1299-Edn (CS) dated 11.10.2002, No. 426-Edn (CS) dated 11.06.2003, No. 123-Edn (CS) dated 16.02.2009, No. 234-Edn (CS) dated 30.03.2012, and No. 420-Edn (CS) dated 23.05.2014, the Graduate Laboratory Instructors (GLI) of Government-aided colleges have been conferred with 'Teaching Status', and also extended the Scale of Pay equivalent to that of the teachers, and also extended movement in higher scale of pay on certain terms and conditions, and

Whereas, the above mentioned Orders were issued by the State Government in compliance of an Order passed by the Hon'ble Apex Court, and now thus become irrevocable under any circumstances, and

Whereas, the provisions of sub-section (xxi) of section 3 of the West Bengal Universities and Colleges (Administration and Regulation) Act, 2017 defines the Graduate Laboratory Instructor as the teacher of Government-aided Colleges, and thus confirmed the proposition set forth in the above mentioned Government Orders, and

Whereas, it is evident that the teachers and non-teaching employees of Government-aided colleges are enjoying the benefits of Leave encashment at their superannuation for a maximum period of 300 days since long, and

Whereas, it is considered expedient the Graduate laboratory Instructors of Government-aided colleges, who are at present considered to be 'dying cadre' and more or less 150 in numbers, be allowed the benefits of Leave Encashment at their usual superannuation, or died-in-harness, or otherwise up to a maximum of 300 (three hundred) days similar to that of the teachers and non-teaching employees of Government-aided colleges, and

Therefore, in exercise of the powers conferred by section 18 of the West Bengal Universities and colleges (Administration and Regulation) Act, 2017, the Governor is, hereby, pleased to direct that the Graduate Laboratory Instructors (GLI) of Government-aided Colleges shall be allowed to enjoy Leave Encashment at their retirement by means of superannuation or otherwise, in similar terms and conditions as are presently enjoying by the teachers and non-teaching employees of Government-aided Colleges in usual course with effect from the said date from which the teachers of the colleges have become eligible to enjoy this benefit.

By order of the Governor,



(Harisadhan Das)  
Deputy Secretary