

NO.97-Edn(CS)/4A-1/2014

Date : 31.01.2014

MEMORANDUM

1. The Department of Higher Education has been receiving representations from the various Associations of the Part time Teachers (PTTs) and Contractual Whole Time Teachers (CWTTs) of the State, on different aspects of the conditions of their engagement.
2. In respect of the PTTs, the demands include, inter alia:
 - a) Regularisation / absorption as full time teachers;
 - b) PTTs with Ph.D. or having cleared NET/ SLET but have failed to clear WBCSC selection be designated as 'Essential Professor';
 - c) PTTs with post graduate qualifications be awarded pay scales based on the number of years of service rendered;
 - d) Representation of PTTs on bodies such as the Governing Body, Teachers' Council, etc. of the Colleges and Universities
 - e) Conferment of benefits such as HRA, DA, Gratuity, PF, Pension, different kinds of leave benefits, medical allowance, etc.
 - f) Doing away with the current system of annual renewal of PTTs;
 - g) Five-day week, including twenty four classes;
3. In respect of the CWTTs, the demands include, inter alia:
 - a) Doing away with the term 'contractual';
 - b) Provision of allowances like DA, HRA, Medical Allowance, etc.;
 - c) Bringing them under the GPF scheme, and enhancing the gratuity;
 - d) Bring them under the pension scheme;
 - e) Allow different types of leave admissible to regular teachers;
 - f) Allow participation under CAS
 - g) Allow representation in the statutory / official bodies of the Universities and Colleges
4. The Government is of the view that these demands of the PTTs and the CWTTs need to be looked into in detail, with reference, inter alia, to the following terms:
 - a) UGC's/ State Government's existing guidelines,
 - b) the desirability and extent upto which these demands can be met without in any manner diluting the prescribed quality standards of UGC, etc. (bearing in mind MHRD's/UGC's notification on mandatory accreditation of all higher education institutions in the next four years failing which financial assistance to the defaulting institutions would be liable to be stopped),

- c) the feasibility / practicability / implementability of the demands,
- d) the financial implications entailed for the State Government / higher education institutions concerned; etc.

5. There is another important aspect that needs to be rationalized with reference to the PTTs. Several Government-aided colleges are not being able to approach the West Bengal College Service Commission for recruitment of regular teachers as the sanctioned posts have been blocked by one or more PTTs. However, since up to three PTTs can be engaged against one sanctioned post, it needs to be explored whether all existing PTTs could be clubbed (in the ratio of 1 sanctioned post : 3 PTTs), thereby freeing up some posts, to fill up which the college authorities could move WBCSC through the regular course. This aspect needs to be examined not only from the point of view of:

- (i) desirability of such a step
- (ii) permissibility under the relevant rules and regulations, and
- (iii) implementation issues.

6. Another important issue is that the Department's G.O. states that PTTs can be appointed and remain engaged till the attainment of 60 years of age. However, it does not mention any system of periodic appraisal of their performance. It needs to be examined whether an appraisal system needs to be devised for PTTs and CWTTs, to incentivize improvement in their performance. This grading could be taken into consideration while deciding the renewal of the PTTs. The desirability and practicability, and broad contours and format of such an evaluation need to be looked into.

7. It is accordingly decided to entrust these issues for deliberation by the Advisory Committee on Higher Education chaired by Prof. Abhirup Sarkar. The Committee will come up with their considered recommendations, as per the terms of reference outlined above, within a period of six months. The recommendations would have to be precise, with specific reference to the relevant rules and regulations, bring out the broad financial implications of each step suggested, an implementation plan with time lines, and the expected outcome of each recommendation. The Committee may invite the various associations of the PTTs and CWTTs as also such other officials and experts deemed necessary for the purpose.


Sd/- A. Sanyal
Special Secretary

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Copy forwarded for information & necessary action to :

- 1) Director of Public Instruction, West Bengal, Bikash Bhavan, Kolkata - 700001
- 2) Prof. Abhirup Sarkar, Chairman, Advisory Committee on Higher Education
- 3) PS to MIC, Higher Education Deptt., Govt. of West Bengal, Bikash Bhavan, Kolkata-7001
- 4) PS to Secretary, Higher Education Deptt. Govt. of West Bengal, Bikash Bhavan, Kolkata-91.


Special Secretary to the Govt. of West Bengal
Higher Education Deptt.