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**PART I** - Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

**GOVERNMENT OF WEST BENGAL**  
School Education Department

**NOTIFICATION**

No. 285-SE (EE)/P/10M-6/09 (Pt.) – 24<sup>th</sup> July, 2012 – WHEREAS the draft of amendments was published as required by sub-section (1) of Section 106 of the West Bengal Primary Education Act, 1997 (West Ben. Act XLIII of 1973) (hereinafter referred to as the said Act) *vide* notification No. 829-SE(P)/P/10M-6/09(Pt.), dated the 21<sup>st</sup> December, 2011, in the *Kolkata Gazette, Extraordinary*, PART I, dated the 28<sup>th</sup> December, 2011, inviting objections and suggestions from all persons likely to be affected thereby, within thirty days from the date of its publication;

AND WHEREAS objections or suggestions have been received and considered, and some objections or suggestions have been accepted, by the State Government till date;

NOW, THEREFORE, in exercise of the power conferred by sub-section (i) and clause (k) of sub-section (2), of Section 106 read with clause (k) of sub-section (1) of section 60, and also read with clause (k) of sub-section (1) of section 60, of the said Act, the Governor is pleased hereby to make the following amendments in the West Bengal Primary School Teachers Recruitment Rules, 2001 (hereinafter referred to as the said rules):–

*Amendments*

In the said rules, –

- (1) (a) in rule 2, *omit* clause (h);
- (b) in clause (1), for the words “prepared by the Council” shall be replaced by “published by the Board”;
- (2) for rule 6, *substitute* the following rule:–

“6. **Qualifications.** – (1) No person shall be appointed by the Council as a teacher unless he is a citizen of India and has completed the age of 18 years and has not completed the age of 40 years on the first day of the January 1<sup>st</sup> of the year of advertisement.

(2) The candidate shall possess the following minimum educational qualifications:—

(a) Higher Secondary pass under the West Bengal Council of Higher Secondary Education or its equivalent with at least 50% marks and 2-year Diploma in Elementary Education (by whatever name known); or

(b) Higher Secondary pass under the West Bengal Council of Higher Secondary Education or its equivalent with at least 45% marks and 2-year Diploma in Elementary Education (by whatever name known), in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations 2002; or

(c) Higher Secondary pass under the West Bengal Council of Higher Secondary Education or its equivalent with at least 50% marks and 4-year Bachelor of Elementary Education (B. El. Ed.); or

(d) Higher Secondary pass under the West Bengal Council of Higher Secondary Education or its equivalent with at least 50% marks and 2-year Diploma in Education (Special Education); or

(e) Graduation and two year Diploma in Elementary Education (by whatever name known);

*Note 1.*— A person with D.Ed. (Special Education) or B.Ed. (Special Education) qualification shall, after appointment, undergo six month special programme in Elementary Education recognized by the National Council for Teacher Education (NCTE).

*Note 2.*— The persons having qualification of Higher Secondary pass under the West Bengal Council of Higher Secondary Education or its equivalent with at least 50% marks or graduate (irrespective of marks obtained therein) or equivalent without 2-year Diploma in Elementary Education (by whatever name known) or 4-year Bachelor of Elementary Education (B. El. Ed.) or 2-year Diploma in Education (Special Education) shall also be eligible for appearing in the Teacher Eligibility Test (TET) to be conducted for appointment of primary school teachers in the State upto 31st March, 2014, subject to condition that those who are appointed without professional qualification shall acquire the professional qualification as specified in sub-rule (2) of rule 6 above within a period of two (2) years from the year of appointment.

*Note 3.*— Priority mentioned in sub-rule (8) rule 9, shall be given to the eligible candidates who possess the minimum qualifications as specified in sub-rule (2) of rule 6.

*Note 4.*— For the purposes of this rule, —

(a) a diploma in teacher education recognized by the National Council for Teacher Education (NCTE) shall be considered;

(b) in case of Diploma in Education (Special Education) and B. Ed (Special Education), a course recognized by the Rehabilitation Council of India (RCI) only shall be considered.

*Note 5.*— Any candidate seeking appointment to the post of primary school teacher shall have studied and passed in the specific language as the first or the second language in the Higher Secondary Level or equivalent for which medium of instruction, the candidate is seeking appointment:

Provided that in case of Santhali as medium of instruction, the candidate shall only require to possess proficiency of reading, writing and speaking in *OLCHIKI* scripts. It shall not be obligatory for the candidates seeking appointment to the post of primary school teacher in Santhali medium schools to have passed in the specific language as the first or the second language in the Higher Secondary Level or equivalent for which medium of instruction, the candidate is seeking appointment.

Note 6.— In case of the certificate issued by the authority other than the West Bengal Council of Higher Secondary Education, the said certificate issuing authority shall be set up a statutory authority and the said certificate issuing authority shall be authorized by the Government of India or by the State Government of the concerned State, as the case may be, for issuing Higher Secondary Level certificate.

Note 7.— All candidates must have studied and obtained Madhyamik (Secondary) Pass Certificate or equivalent with Mathematics and English as subjects.

Note 8.— The equivalent of Madhyamik certificate means the said certificate issuing authority shall be set up as per Act framed by the Government of India or by the State Government of the concerned State and the said authority shall be authorized by the Government of India or by the State Government of the concerned State, as the case may be, for issuing Secondary Level certificate.

Note 9.— The decision of State Government on the question of equivalence for the purpose of sub-rule (2) of rule 6 shall be final.

Note 10.— Candidates belonging to reserved categories SC/ST/OBC/PH/EC shall be allowed relaxation upto 5% in the qualifying marks.

Note 11.— The State Government may, by notification, declare reservation upto 10% of the total posts newly created, for maintaining pupil-teacher ratio in accordance with the provisions of the Right of Children to Free and Compulsory Education Act, 2009, with a view to providing adequate representation of the candidates of such categories without disturbing the 100-point roster as notified by the State Government from time to time :

Provided that the qualifications for such categories of candidates shall be the same as mentioned in sub rule (2) of rule 6:

Provided further that notwithstanding anything contained in any other rule of these rules, the period of service rendered by any candidate of such categories, shall be available as relaxation of age and no such candidate attaining 55 years of age as on the 1<sup>st</sup> day January of the year of the advertisement, shall be considered:

Provided also that notwithstanding anything contained in any other rule of these rules, State Government may also issue appropriate order of relaxation of age to a specific category of candidates or some categories of candidates pursuant to order passed by any Court of competent jurisdiction.

*Note 12.*— The reservation quota for the candidates belonging to the Scheduled Castes(SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Exempted categories(EC), Ex-Service men and for Physically Handicapped (PH) candidates, shall be maintained as per the existing reservation rules as framed by the competent authority, after deducting 10% from total vacancies for appointment on compassionate ground, with relaxation of the upper age limit as admissible under the Government order:

Provided that in case the notification as mention in Note 11 is declared by the State Government, the total vacancies shall mean the existing vacancies *plus* newly created vacancies after deducting 10% as per provision of this Note.

(4) for rule 7, *substitute* the following rule:—

“(1) The Board shall constitute the Selection Committee/Committees for the purpose of selection of eligible candidates and preparation of panel or panels of such candidates for appointment of teachers in primary schools within the jurisdiction of the Board.

(2) The Selection Committee/Committees shall normally function for a period of two years from the date of its first meeting but the Board may, during the said period, reconstitute the Committee for good and sufficient reasons to be recorded in writing. Any member of the Committee, other than an *ex-officio* member, may resign with one month notice to the Chairman. The Board may remove any member, other than an *ex-officio* member at any time, subject to the condition that such member has been informed of the reason of his removal and has been given an opportunity of being heard.

(3) The Board may, if necessary, constitute one or more sub-committees for conducting Teacher Eligibility Test (TET) referred to item in sub-rule (3), of rule 9 and Interview referred to item (vi) of Table A of sub-rule (5) of rule 9. The decision of the sub-committee or sub-committees shall be bound by the decision of the Board.”

(5) for rule 8, *substitute* the following rule:—

“8. **Publication of employment notification.** — (1) The Council shall, with the prior approval of the Government, publish the number of vacancies as determined under rule 4, except the vacancies mentioned in rule 14 and the vacancies to be filled up by inter-council transfer under the provisions of sub-section (k) of section 19 of the Act, together with other particulars with respect to such vacancies in two leading daily newspapers, one of which in the local language and other in English, and may also publish in one local weekly newspaper having adequate circulation in the district in which vacancies have occurred and one national level daily newspaper :

Provided further that the Government may, if it considers necessary to do so, notify the vacancies through such electronic media as it may consider necessary :

Provided that the Government may, direct to notify the vacancies taking together all the vacancies in such manner as it may consider necessary.

*Note.* — The advertisement for filling up vacancies includes vacancies existing on the date of advertisement *plus* vacancies anticipated to arise against sanctioned strength, in course of next twelve months..

(2) The detailed particulars which may *inter alia* consist of the following:—

- (a) the date, place and time for collection of application form;
- (b) the manner of submission of application form;
- (c) date and time of written examination;
- (d) *quota* for reservation with due consideration of the reservation policy of the Government of West Bengal;
- (e) the manner of payment of application fee;

- (f) any other particulars as may be approved by the State Government;
  - (g) terms and conditions of the recruitment.
- (3) With the prior approval of the Government, the Board shall have the following power to lay down the modalities, procedure or guidelines, as the case may be :-
- (a) for selection of candidates for appointment;
  - (b) co-ordinate the entire procedural formalities relating to the recruitment; and
  - (c) engage any specialized agency for the purpose of written examination.
- (4) Application form shall be obtained on payment of Rs. 100/- (Rupees one hundred only), which is non-refundable and the manner of payment shall be notified at the time of advertisement provided that the candidates belonging to SC/ST shall require to pay non-refundable fee of Rs. 25/- (rupees twenty five only) for the said purpose.”;
- (6) for rule 9, *substitute* the following rule:—

“**Procedure of Selection.**—(1) (a) The Selection Committee shall, after *prima facie* scrutiny of the duly filled application forms submitted by the eligible candidates having minimum educational qualifications as per rule 6, call for Teacher Eligibility Test (TET) in the form of written examination as specified in sub-rule (2) below.

*Note.*— Teacher Eligibility Test (TET) will be conducted by the Board on a single day throughout the State of West Bengal.

(2) The Teacher Eligibility Test (TET) shall be held as per guidelines issued from time to time by the National Council for Teacher Education and a person who will score 60% or above in the Teacher Eligibility Test (TET) examination shall be considered as Teacher Eligibility Test (TET) pass provided relaxation upto 5% marks shall be allowed to the candidates belonging to the reserved categories, such as SC/ST/OBC/PH/EC.

- (3) Teacher Eligibility Test (TET) shall be held in 100 marks consisting of the following (five) 5 Sections:—
- (a) Section I – Child Development – 20 Marks – Question 1 to 20.
  - (b) Section II – Language I – 20 Marks – Questions 21 to 40.
  - (c) Section III – Language II – 20 Marks – Questions 41 to 60.
  - (d) Section IV – Mathematics – 20 Marks – Questions 61 to 80.
  - (e) Section V - Environmental Science – 20 Marks – Questions 81 to 100.

*Note 1.*— All questions shall be of multiple choice types with four alternatives out of which one option will be correct. All questions shall be compulsory and each item shall carry one mark. But there will be no negative marking.

*Note 2.*— First Language of the candidate shall be determined as per the medium of instruction of the primary school for which the vacancy occurred and Second language be English.

(4) The Selection Committee shall call all Teacher Eligibility Test (TET) qualified candidates as mentioned sub-rule (2), for the Viva-Voce/interview. The performance of the candidates who will be called for Viva-Voce/interview shall be assessed out of 10 marks by the Interview Board formed for the specific purpose.

- (5) Thereafter academic, training, performance in Teacher Eligibility Test (TET), Extra Curricular Activities and performance in Viva-Voce/interview of the candidates appeared at the Viva-Voce/interview shall be computed in the following manner as mentioned in Table A below :-

Table-A

(i)	Madhyamik pass under the West Bengal Board of Secondary Education or its equivalent	10
(ii)	Higher Secondary pass under the West Bengal Council of Higher Secondary Education or its equivalent	15
(iii)	Training as prescribed in sub-rule (2) of rule 6.	20
(iv)	Teacher Eligibility Test (TET)	40
(v)	Extra Curricular Activities	05
(v)	Total	90
(vi)	Viva-Voce or Interview.	10
(vii)	Total	100

*Note 1.*—The percentage of marks to the total full marks obtained by the candidate in the Madhyamik Examination or its equivalent excluding additional marks, if any, shall be computed as percentage of 10.

*Note 2.*—The percentage of marks to the total full marks obtained by the candidate in the H.S. Examination or its equivalent excluding additional marks, if any, shall be computed as percentage of 15.

*Note 3.*— 70% and above marks obtained by the candidate in Training shall be awarded 20, 50% above but below 70% marks obtained by the candidate in Training shall be awarded 17 and below 50% marks but passed in the Training by the candidate shall be awarded 15.

*Note 4.*— The percentage of marks to the total full marks obtained by the Teacher Eligibility Test (TET) qualified candidate in Teacher Eligibility Test (TET) shall be computed as percentage of 40.

*Note 5.*— Maximum five (5) Marks shall be awarded to the candidates in the extra Curriculum Activities on the following extra Curriculum Activities:-

1	Games & Sports	1
2	National Cadet Crops (NCC)	1
3	Arts & Literature	1
4	Performing Art (drama)	1
5	Music	1
Total		5

- A certificate of representation in the State/National/International level Games or Sports issued by the Competent State Govt or Central Government Authorities or agencies shall be awarded (01) mark.
- Minimum 'A' certificate of National Cadet Crops (NCC) shall be awarded (01) mark.
- A certificate that any essay, story, short story, drama, poetry written by the candidate selected for publication in any State level or National newspaper or Magazine. (Certificate alongwith a copy of publication shall be submitted), shall be awarded (01) mark.

- (d) A certificate that the candidate has obtained proficiency in Performing Art (drama) issued by National School of Drama or by the State Government or Central Government shall be awarded (01) mark.
- (e) A certificate that the candidate has obtained proficiency in Music or Instrumental Music issued by the State Government or Central Government shall be awarded (01) mark.

(6) (a) The Selection Committee thereafter shall prepare a district wise merit list out of 100 marks as specified as in Table –A of candidates appeared at the for interview under Unreserved Category comprising of the names of the candidates belonging to General Category, Scheduled Caste Category, Scheduled Tribe Category, OBC Category – A, OBC Category – B and PH Category serially according to descending order of merit as per existing vacancy medium wise.

(b) Thereafter, the Selection Committee shall prepare separate district wise merit lists out of 100 marks as specified in Table –A belonging to Scheduled Castes, Scheduled Tribes, OBC Category –A, OBC Category – B and Physically Handicapped (PH) candidates in the respective category as per statutory reservation rules, from amongst the remaining candidates of such categories. Those lists must be prepared serially according to descending order of merit as per existing vacancy medium wise.

(c) In case of the candidates belonging to Exempted Category, Ex-Servicemen and Physically Handicapped (PH), separate merit lists category wise shall be prepared for vacancies reserved for the respective category.

(7) An additional panel of 5% of General, Scheduled Castes, Scheduled Tribes, OBC Category-A and OBC Category-B, Exempted Category, *ex* Servicemen and Physically Handicapped candidates shall be prepared in the same manner as referred to in sub-rule (b):

Provided further that additional panel of General Category shall not include the candidates belonging to Scheduled Castes, Scheduled Tribes and Other Backward Classes category. However, in case of appointment to the post of General Category from additional panel, if any reserved candidate secures higher marks than the candidate belonging to General Category in the left out merit list then the said reserved candidate shall be selected for appointment:

Provided also that in case of non-availability of suitable qualified Ex-servicemen candidates belonging to General, Scheduled Castes, Scheduled Tribes and Other Backward Classes, the said vacancy of Exempted Category candidates shall be filled up by non-exempted category candidates belonging to General, Scheduled Castes, Scheduled Tribes, and Other Backward Classes, as the case may be:

Provided also that in case of non-availability of suitable qualified Ex-Servicemen candidate belonging to General, Scheduled Castes, Scheduled Tribes and OBC Category – A and OBC Category – B, the said vacancy shall be filled up by non Ex-Servicemen candidates belonging to General, Scheduled Castes, Scheduled Tribes and Other Backward Classes, as the case may be.

(8) While preparing final merit list for any category for appointment to the post of primary school teachers, if the marks of an untrained candidate becomes equal with that of a trained candidate, the trained candidate shall be given preference to the said untrained candidate having obtained equal marks.

(9) If in the process of recruitment or even after recruitment at any stage, it is detected or proved that a candidate has achieved success by way of unfair means or by suppression of some material facts, his or her appointment shall summarily be cancelled.”.

(7) in rule 10—

- (a) in sub-rule (1) the words “The panels after being passed in the meeting of the Council” *substitute* the words for “The panels passed in the meeting of by the Board” ;
- (b) in sub-rule (2) for the words “such panels passed by the Council” *substitute* the words for “such panels passed by the Board” ;

- (8) in rule 14, sub-rule (1) for the words "*of the deceased teacher's family*", substitute the following words, figures, letters and brackets :-

"of the deceased teacher's family who is possessing required educational qualification as laid down in rule 6 and not below 18 years of age and not above 45 years of age and has obtained at least 55% marks in Teacher Eligibility Test (TET) shall be considered for appointment as primary school teacher on compassionate ground".

By order of the Governor,

ARNAB ROY  
Secy. to the Govt. of West Bengal