

Government of West Bengal

Higher Education Deptt.

C. S. Branch

Bikash Bhavan, Salt Lake, Calcutta-91

No. 118-Edn(CS)

Dated, Calcutta, the 4th February, 1999.

5P-52/98

From : Shri Hirak Ghosh, IAS

Principal Secretary to the Govt. of West Bengal.

To : The Director of Public Instruction, West Bengal.

Sub : The revision of pay scales of teachers of the State-aided Non-Govt. Colleges in West Bengal.

The undersigned is directed to say that the Government of India in their letter No. F. 1-22/97-UI dated 27-7-98 of the Department of Education in the Ministry of Human Resource Development read with their letter No. F. 1-22/97 U.I. dated 6-11-98 requested the State Government to consider, interalia, the question of implementing in the State, the scheme of revised pay scales of the teachers of Non-Govt. Colleges with such modifications if any, as may be considered necessary to suit the local conditions. The Government of India offered to render financial assistance to the extent of 80% of the additional expenditure involved in giving effect to the revised scales of pay subject to the following conditions :-

- i) Central assistance on this account will be available for the period from 1-1-96 to 31-3-2000. The State Govt, will meet the remaining 20% of the expenditure from their own resources.
 - ii) The State Government will take over the entire responsibility for maintaining the revised scale of pay with effect from 1-4-2000.
 - iii) Central assistance will be restricted to the revision of pay scales of the posts which were in existence on 1st January, 1996.
2. After careful consideration of the matter, the Governor is pleased to introduce the Scheme of revised pay scales for the teachers of the Non-Govt. colleges as recommended by the Govt. of India subject to para 5, with effect from 1st January, 1996 as per details given below :-

	Designation	Existing scale of pay	Revised scale of pay
1.	Lecturer	Rs. 2200-75-2800-100-4000	Rs. 8000-275-13500
2.	Lecturer (Sr. Scale)	Rs. 3000-100-3500-125-5000	Rs. 10000-325-15200
3.	Lecturer (Selection Grade/ Reader)	Rs. 3700-125-4950-150-5700	Rs. 12000-420-18300
4.	Principal	Rs. 4500-150-5700-200-7300	Rs. 16400-450-20900-500-22400 (Minimum to be fixed at Rs. 17300) (All figures in Rupees)

N.B.:- A new scale of Rs. 12000-420-18300 (minimum to be fixed at Rs. 12840) will be introduced for Principals in certain colleges. Such colleges will be identified in due course.

Compendium

3. Posts of Professor in the scale of Rs. 16400-450-20900-500-22400 will be created in U.G.C. recognised Autonomous colleges in the ratio of 1 : 4 : 12 for Professors, Readers and Lecturers. Other colleges of similar standard will be identified by U.G.C. as per norms developed by the Commission.
4. The introduction of the revised scales will be subject to terms and conditions stipulated in Annexure-I.
5. The fixation of pay in the revised scale of pay will be as indicated in Annexure-II.
The revised scales of pay are applicable only to the teachers of the Non-Govt. Colleges in the categories of Lecturers and Readers who are in such positions on 1-1-96 or thereafter having been appointed as such on regular and wholetime basis against sanctioned posts.
6. The pay scales of college teachers which were introduced with effect from 1-1-73 in West Bengal in pursuance of the letter No. F-1-40/74-U.I. dt. 2-11-74 of the then Ministry of Education and Social Welfare, Govt. of India are referred to in this Govt. order as the U.G.C. Scale, 1973. Similar pay scales of the college teachers which were introduced with effect from 1-1-86 in West Bengal in pursuance of the letter No. F.I.-87/U.I. dated 22-7-88 read with their letter with even No. dated 17-6-87 and subsequent D.O. letter of even No. dated 7-9-87 of Ministry of Human Resource Development (Department of Education), Govt. of India are referred to in this Govt. order as the U.G.C. Scale, 1986. The revised scales of pay as are being introduced by this Govt. order, with effect from 1-1-96 are referred to as the U.G.C. Scale, 1996.
7. Modalities of payment of arrears would be notified in due course.
8. This order issues with the concurrence of the Finance Department vide their U.O. No. Group-P No. 347 dt. 1-2-99.
9. Any difficulty which may arise in implementing the provisions relating to the revision of pay scales as indicated in this order may be brought to the notice of the State Govt. for a decision.
10. The Accountant General, West Bengal is being informed.

Yours faithfully,

Sd/-

Principal Secretary
to the Govt. of West Bengal.

ANNEXURE-I

**To Government Order No. 118-Edn(CS) dated 4-2-1999
Terms & Conditions for Introduction of the Revised Scales of Pay under
U.G.C. Scales, 1996**

1. The revised scales will be effective from January 1st, 1996.
2. Subject to the fixation formula prescribed in Annexure-II, the revised scales of pay are inclusive of Basic Pay under UGC Scales, 1986, Dearness Allowance on that Pay and Interim Relief, if any, as are admissible to teachers under specific Government orders issued.
3. In order to attract and retain better talent in teaching professions :
 - a) Four and two advance increments will be admissible to those who hold Ph. D. and M. Phil. degree respectively at the time of recruitment as Lecturer. Candidates with D. Litt/D. Sc. should be given benefit on par with Ph. D. and M. Litt on par with M. Phil.
 - b) One increment will be admissible to those teachers with M. Phil. degree who acquire Ph. D. degree within two years of recruitment.
 - c) Two advance increments will be admissible to a Lecturer with Ph.D. degree when he moves into Selection Grade as Reader.
 - d) A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.
4. CAREER ADVANCEMENT :
 - a) The minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph. D. degree, five years for those with M. Phil degree and six years for others as a Lecturer and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
 - b) For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. These teachers without Ph.D. can go up to the level of Lecturer (Selection Grade).
 - c) A Reader with a minimum of eight years of service will be eligible for appointment as Professor in the scale of Rs. 16400-450-20900-500-22400.
 - d) For every upward movement a selection process would be evolved for which appropriate orders would be issued by the State Govt. on the basis of U.G.C. guidelines.
5. Other terms and conditions of service of teachers shall be notified by the State Government on the lines of this order following Regulations to be issued by the U.G.C. in this behalf.
6. Provisions incorporated in the Annexure are in partial modification to G.O. No. 1287-Edn(CS) dt. 21-9-88 to the extent to which the present provisions are different from the Annexures issued under G.O. referred to in this paragraph.

ANNEXURE - II

To Government Order No. 118-Edn(CS) dated 4-2-1999

Fixation Formula for Introduction of the Revised Scales of Pay under U.G.C. Scales, 1996

Definition : In this formula, unless the context otherwise requires :-

- a) Basic Pay means the Pay in a particular stage which a teacher is entitled to under the UGC Scales, 1986.
 - b) Existing emoluments means :
 - i) Basic Pay as noted at (I)(a) above,
 - ii) Dearness allowance appropriate to the basic pay admissible at All India Consumer Price Index (AICPI) average 1510 (1960=100);
 - iii) An amount of first instalment of interim relief of Rs. 100/- per month, and
 - iv) Amount equivalent to the said instalment of the interim relief at the rate of 10% of the basic pay subject to a minimum of Rs. 100/- per month.
 - c) Qualifying service means continuous service rendered in a whole time post having a Scale of Pay as approved in both cases by the State Government in any State-aided University in West Bengal.
2. The Pay in the Revised Scales of Pay under UGC Scales, 1996 shall be fixed in the following manner :
- i) The initial pay of a teacher shall be fixed on the 1st day of January, 1996;
 - ii) An amount representing 40 per cent of the basic pay in the UGC Scales, 1986 shall be added to the existing emoluments of the teacher;
 - iii) After the existing emoluments have been so increased the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed ;

Provided that:

- a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
- b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale;

Provided further that :

When in fixation of pay, the pay of a teacher drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these teachers who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped to the stage where such bunching occurs as under, by the grant of increment(s) in the revised scale in the following manner, namely :

- a) for teachers drawing pay from the 5th upto the 8th stage in the existing scale, by one increment;
- b) for teachers drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 9th stage, by two increments;

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- c) for teachers drawing pay from the 13th upto the 15th stage in the existing scale, if there is bunching beyond the 12th stage, by three increments;

if by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of the former.

Provided also that:

The fixation thus made shall ensure that every teacher will get at least one increment in the revised scale of pay for every three increments in the existing scale of pay.

Note 1 : Where the existing emoluments as calculated in accordance with paragraph 1(b) exceed the revised emoluments in the case of a teacher the difference shall be allowed as personal pay to be absorbed in future increases in pay;

Note 2 : Where a teacher is in receipt of Personal Pay on the 1st January, 1996 which together with the existing emoluments as calculated in accordance with paragraph 1 (b) exceeds the revised emoluments such excess shall be allowed to such a teacher as Personal Pay to be absorbed in future increases in pay;

Note 3 : When in the fixation of pay under paragraph 2 the pay of a teacher, who in the existing scale was drawing immediately before the 1st January, 1996 more pay than another teacher junior to him in the same scale gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised scale as that of the junior.

3. Date of next increment in the revised scale :

The next increment in the revised scale which will be admissible to a teacher whose pay has been fixed under paragraph 2 earlier shall be granted on the date he would have drawn his increment, had he continued in the existing scale provided that in cases where the pay of a teacher is stepped up in terms of Note 3 to para 2 earlier of second proviso to paragraph 2 the next increment shall be granted after completion of twelve months of qualifying service from the date of the stepping up of the date in the revised scale.

Provided further that the next increment of a teacher whose pay is fixed on the 1st day of January, 1996 at the same stages the one fixed for a teacher junior to him in the same scale and drawing pay at a lower stage than his in that scale, shall be granted on the same date as admissible to his junior if the date of increment of the junior happens to be earlier.

4. Fixation of Pay of Lecturers (Selection Grade)/Readers

Subject to fixation rules as indicated earlier, fixation of pay of Lecturers (Selection Grade)/Readers in the scale of pay of Rs. 3700-125-4950-150-5700 under UGC Scales, 1986 who were selected strictly in accordance with the rules and regulations formed by the UGC with Statutes and Ordinances formed by the University and in accordance with any Government order issued in this behalf and who were in position as Lecturers (Selection Grade)/Readers as on 1-1-1996, will be made in a manner that they get their pay fixed at the minimum of Rs. 14940 in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade.