

**Government of West Bengal
Higher Education Department
College Sponsored Branch
Bikash Bhavan, Salt Lake, Kolkata – 700 091**

No. 856-Edn(CS)/8R-01/10

Dated, Kolkata the 13th December, 2012

MEMORANDUM

Sub: Prescribed Qualifications for Recruitment to the Post of Assistant Professor in Government-aided Affiliated Colleges.

Pursuant upon issuance of UGC Notification No.F.3-1/2009, dt. 30.06.2010 notified in Gazette of India on 18th September, 2010, and in cancellation of the earlier Memorandum No.981-Edn(CS)/8R-1/10 dt. 22nd December, 2010 of this Department, the State Government in the Higher Education Department, taking into account local conditions, has decided to prescribe the following qualifications and norms for recruitment to the posts of Assistant Professor in Government-aided affiliated Degree Colleges.

1. Post

Assistant Professor in various subjects in different Government-aided Colleges (both General degree Colleges and Teachers' Training Colleges) in West Bengal.

2. Method of Recruitment

By selection (direct recruitment) through the West Bengal College Service Commission, West Bengal (except the colleges administered by religious and linguistic minorities)

3. Pay scale: Pay Band – Rs.15, 600-39,100/- plus Academic Grade Pay of Rs.6000/-

4. Qualifications required in different subjects for General Degree Colleges other than B.Ed. Colleges and B.Ed. Department in General Degree Colleges.

(For subjects other than Law, Music/Dance, Fine (Visual) Arts, Drama and Physical Education)

(a) At least 55% marks or an equivalent grade or Grade Point at the Master's Degree level in the same or a relevant subject from a recognized University/Institute and at least a 3-year Bachelor Degree, preferably but not essentially with Honours in the same or a relevant subject, also from a recognized University/Institute.

For Commerce, the following shall constitute additional desirable qualification:

A Masters Degree in Business Management / Administration declared equivalent by AIU / Accredited by the AICTE / UGC;

Or,

A two- year full-time PGDM from any IIM or accredited by UGC/AICTE

Or,

Chartered Accountant /Cost Accountant / Company Secretary of the concerned statutory bodies

Or,

A Bachelor's degree in Law.

For Computer Science and Electronic Science, M.Tech in the relevant subject shall constitute additional desirable qualification.

(b) The minimum qualifying marks of 55% is relaxable by 5% (from 55% to 50%) at Master's Degree Level for the Scheduled Caste/Scheduled Tribe/Differently-abled (physically and visually) categories for the purpose of eligibility.

(c) The minimum qualifying marks of 55% is relaxable by 5% (from 55% to 50%) for the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991.

Note-1: *The eligibility marks of 55% or 50% as the case may be (or an Equivalent Grade or Grade point wherever grading system is followed) should not be inclusive of any grace mark procedures i.e. 54.5% and above or 49.5% and above should not be rounded off to 55% or 50% respectively.*

Note-2: *By a recognized University/ Institute is meant a University/Institute affiliated to UGC/Other Statutory Apex Bodies like AICTE/NCTE/Bar Council of India, or recognized by the State or the Central Government as a Centre of Higher Learning. In case of a foreign University, the degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities.*

(d) The candidates, besides fulfilling the above qualifications, should have passed the National Eligibility Test (NET), in the same or a relevant subject, conducted for erstwhile Lecturers/ Assistant Professors, by the University Grants Commission or Council of Scientific and Industrial Research or a similar Test like State Eligibility Test (SET) or erstwhile State Level Eligibility Test (SLET) accredited by the University Grants Commission for the purpose of employment as Lecturer/Assistant Professor in the state of West Bengal.

However, the candidates who have been awarded PhD Degree in the same or in a relevant/allied subject (for which he/she is an applicant) in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of PhD Degree) Regulations, 2009 are exempted from appearing in the Eligibility Test(s) as mentioned above.

Clearance of NET/SET/SLET is not required for Master's Degree Programmes in disciplines for which any of the above-mentioned Tests are not conducted.

(e) Good power of expression in Bengali and English (spoken and written). For posting in Colleges located in the hill areas in the district of Darjeeling (Darjeeling Sadar, Kalimpong and Kurseong), good power of expression in Nepali and English (spoken and written) is essential.

5 A. Qualifications for recruitment in B.Ed. Colleges and B.Ed. Department of General Degree Colleges:

Foundation Course

a) At least 50% marks or an equivalent grade or Grade Point (wherever grading system is followed) at the Master's Degree level in any subject of Commerce/Arts/Science from a recognized University/Institute and at least a 3-year Bachelor degree, preferably but not essentially with Honours, in the same or a relevant subject, also from a recognized University/Institute.

(b) M.Ed. with at least 55% marks or an equivalent Grade or Grade Point (wherever grading system is followed) from a recognized University/Institute.

Or,

(a) Master's Degree in Education with at least 55% marks or an equivalent grade or grade point (wherever grading system is followed) from a recognized University/Institute and at least a 3-year Bachelor degree, preferably but not essentially with Honours in Education, also from a recognized University/Institute.

(b) B.Ed. with at least 55 % marks or an equivalent grade or Grade Point (wherever grading system is followed) from a recognized University/Institute.

Methodology Course

(a) At least 50% marks or an equivalent grade or Grade Point (wherever grading system is followed) at the Master's Degree level in the same or a relevant subject from a recognized University/Institute and at least a 3-year Bachelor degree, preferably but not essentially with Honours, in the same or a relevant subject, also from a recognized University/Institute.

(b) M.Ed. with at least 55% marks or an equivalent Grade or Grade Point (wherever grading system is followed) from a recognized University/Institute.

Provided that, for the purpose of **clause 5A** –

(i) Relaxation of marks from 55% to 50% for certain categories of candidates,

(ii) Absence of any grace facility in respect of minimum marks,

(iii) NET/SLET/SET passed qualification and exemption thereof,

(iv) Language requirement

are at par with the provisions as laid down under clause- 4(b), (c), (d) and (e) read with relevant Notes. The NET/SLET/SET qualification can be obtained either in Education or the subject of post-graduation.

5 B. Qualifications for recruitment in Physical Education Colleges and Physical Education Department of General Degree Colleges:

(a) MPED with at least 55% marks or an equivalent grade or a grade point (wherever grading system is followed) from a recognized University/Institute.

Provided that, for the purpose of this **clause 5B**–

(i) Relaxation of marks from 55% to 50% for certain categories of candidates, subject to the exception noted below.

(ii) Absence of any grace facility in respect of minimum marks,

(iii) NET/SLET/SET passed qualification and exemption thereof,

(iv) Language requirement

are at par with the provisions as laid down under clause- 4(b), (c), (d) and (e) read with relevant Notes.

However, for the purpose of this clause 5B, differently-abled (physically and visually) candidates **are not** eligible for any marks relaxation.

The NET/SLET/SET qualification should be obtained in Physical Education.

6. Qualifications for recruitment in Law Colleges and Law Department of General Degree Colleges:

(a) At least 55% marks (or an equivalent grade or grade point wherever grading system is followed) at the Master's Degree level in Law from a recognized University/Institute and at least a Second Class Bachelor degree in Law, also from a recognized University/Institute.

(b) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) in Law conducted by the UGC or SLET/SET in Law accredited by UGC as valid for the State of West Bengal.

(c) However, the candidates who have been awarded PhD Degree in Law in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of PhD Degree) Regulations, 2009 are exempted from appearing in the Eligibility Test(s) as mentioned above.

Provided that for the purpose of this **clause 6**–

(i) Relaxation of marks from 55% to 50% for certain categories of candidates,

(ii) Absence of any grace facility in respect of minimum marks,

(iii) Language requirement

are at par with the provisions as laid down under clause-4(b), (c) and (e) read with all the relevant Notes.

7. Qualifications for the Music/Dance Discipline:

At least 55% marks (or an equivalent grade or grade point wherever grading system is followed) at the Master's Degree level, in a relevant subject from a recognized University/Institute.

The candidates, besides fulfilling the above qualification should have passed the eligibility test (NET) conducted for erstwhile Lecturers/ Assistant Professors, by the University Grants Commission or a similar Test like State Eligibility Test (SET) or erstwhile State Level Eligibility Test (SLET) accredited by the University Grants Commission for the purpose of employment as Lecturer/Assistant Professor in the state of West Bengal in the relevant discipline..

However, the candidates who have been awarded PhD Degree in the concerned subject or in a relevant/allied subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of PhD Degree) Regulations, 2009 are exempted from qualifying in the Eligibility Test(s) as mentioned above.

Clearance of NET/SET or similar other Tests is not required for Master's Degree Programmes in disciplines for which any of the above mentioned Tests are not conducted.

Provided that for the purpose of this **clause 7**–

(i) Relaxation of marks from 55% to 50% for certain categories of candidates,

(ii) Absence of any grace facility in respect of minimum marks,

(iii) Language requirement

are at par with the provisions as laid down under clause-4(b), (c) and (e) read with all the relevant Notes.

Or

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who

(a) Should have studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;

(b) Should be a high grade artist of AIR/TV, widely known for his eminence; and

(c) Should have the ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline, besides fulfilling the language requirement as laid down in clause 4 (e) above.

8. Qualifications for the Fine (Visual) Arts Discipline and Drama:

At least 55% marks (or an equivalent grade or grade point wherever grading system is followed) at the Master's Degree level, in a relevant subject from a recognized University/Institute.

The candidates, besides fulfilling the above qualifications should have passed the eligibility test (NET), in the concerned or a relevant/allied subject, conducted for erstwhile Lecturers/ Assistant Professors, by the University Grants Commission or a similar Test like State Eligibility Test (SET) or erstwhile State Level Eligibility Test (SLET) accredited by the University Grants Commission for the purpose of employment as Assistant Professor in the state of West Bengal.

However, the candidates who have been awarded Ph.D Degree in the concerned subject or in a relevant/allied subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D Degree) Regulations, 2009 are exempted from qualifying in the Eligibility Test(s) as mentioned above.

Clearance of NET/SET or similar other Tests is not required for Master's Degree Programmes in disciplines for which any of the above mentioned Tests are not conducted.

Provided that for the purpose of this **clause 8**–

(i) Relaxation of marks from 55% to 50% for certain categories of candidates,

(ii) Absence of any grace facility in respect of minimum marks, and

(iii) Language requirement

are at par with the provisions as laid down under clause-4(b), (c) and (e) read with all the relevant Notes.

OR

A Professional artist with highly commendable professional achievement, and widely known for his eminence in the concerned subject, who:

(a) should have a first class Diploma in Visual (Fine) Arts discipline from a recognized Institution of India/Abroad [for Fine (Visual) Arts]; **or**, should be a professional artist with first class degree/diploma from National School of Drama or any other such approved Institution in India or abroad (for Drama discipline);

(b) should have five years of experience of holding regular regional/National exhibitions/Workshops with evidence [for Fine (Visual) Arts]; **or**, five years of regular acclaimed performance in regional/ national/ international stage with evidence (for Drama discipline); and

(c) Should have the ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in the concerned discipline, besides fulfilling the language requirement as laid down in clause 4 (e) above.

9. Reservation: As per the current State Govt. rules, that is,

a) SC – 22%

b) ST – 6%

c) OBC-A – 10%

d) OBC-B – 7%

e) PWD – 3% (at least 40% disability is required to avail of the reservation opportunity)

A candidate claiming to be S.C., S.T., O.B.C. or a person with disability (40% and above) must have a certificate in support of his / her claim from a competent authority of West Bengal as specified below :

For S.C., S.T. & O.B.C. Candidates

i) In the district, the Sub-Divisional Officer of the Sub-Division concerned, and

ii) In Kolkata, the District Magistrate, South 24-Parganas or such Additional District Magistrate, South 24-Parganas, as may be authorized by the District Magistrate, South 24-Parganas, in this respect.

For Persons with Disabilities (PWD)

[vide West Bengal Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1999]

A Medical Board constituted at Government Medical College Hospitals, District Hospitals, Sub-divisional Hospitals and Block Level Hospitals.

10. Age

(a) The upper age limit is **37** (Thirty Seven) years on the 1st January of the year of the Advertisement relaxable up to 5 years for SC/ST and 3 years for OBC category candidates. Differently-abled candidates (except in the Physical Education department) are entitled to an age relaxation of 10 years. Age relaxation of 5 years is available to the candidates possessing Doctorate Degree.

(b) However, for approved Part-time teachers (PTTs) and approved Contractual Whole-time teachers (CWTs) as defined in the WBCSC Act, 2012, the upper age limit is **42** (Forty-two) years on the 1st January of the year of advertisement, subject to the same principles and quantum of relaxation as mentioned above in clause 10 (a), which will be counted from the base level of 42 years for these two categories of candidates (PTTs and CWTs).

Existing teachers serving on permanent basis in substantive approved posts in the UGC scale of pay under the pay-packet scheme of the Government **in Non-Government aided Colleges in West Bengal** (to be called '**In-Service Teachers**') can change college by way of fresh appointment only up to a maximum of **52** years of age, as on the 1st January of the year of the Advertisement.

Exceptionally qualified over-aged candidates may be called for interview at the discretion of the College Service Commission in the rarest of cases. But their recruitment will depend on the condonation of their overage by the Government on a case-to-case basis, purely on merit, normally not exceeding one per cent of the total size of the concerned panel, rounded off to the next whole number.

Note- 3(a): The qualifications as prescribed above are not mandatory (**except language requirement**) for the candidates who are '**In service teachers**' subject to the condition that they are continuously so ('**In service teachers**') from a date prior to 19th September, 1991, and that they were appointed on the recommendation of a duly constituted Selection Committee as per Notification/Govt. Order issued from time to time in this regard. However, these teachers are eligible for changing their colleges by way of fresh appointment through the aforesaid selection procedure.

(b) Those '**In service teachers**' working from on or after 19.09.1991 and possessing the qualifications mentioned under **clauses 4-8** above may change college by way of fresh appointment through the aforesaid selection procedure of the College Service Commission.

(c) Exceptional qualification shall normally imply at least a PhD degree, with evidence of significant post-doctoral research work.

(d) *The Government would consider the claim for protection of pay only for teachers serving on permanent basis in substantive approved posts in the UGC scale of pay in **Government/Non-Government aided Colleges/ State-aided Universities in West Bengal** provided these teachers have rendered at least 5 years' continuous service as on the last day of applying in response to an advertisement and provided they apply through proper channel*

Sd/- Vivek Kumar

Secretary

Copy forwarded for information and necessary action to the:

1. Chairman, West Bengal College Service Commission.
2. Director of Public Instruction, West Bengal.
3. Registrar, Calcutta University.
4. Registrar, Burdwan University.
5. Registrar, North Bengal University.
6. Registrar, Gour Banga University.
7. Registrar, West Bengal State University (Barasat, North-24 Pgs).
8. Registrar, Presidency University.
9. Registrar, Sidho Kanho Birsha University
10. Registrar, Jadavpur University.
11. Registrar, Kalyani University.
12. Registrar, Rabindra Bharati University.
13. Registrar, Vidyasagar University.
14. Registrar, Bengal Engineering & Science University.
15. Registrar, Netaji Subhas Open University.
16. Secretary, West Bengal College Service Commission.
17. Chairman, West Bengal State Council of Higher Education.
18. P.S. to M.I.C. (HE).
19. P.A. to the Secretary, Higher Education Department.
20. CS Branch of Higher Education Department
21. Appointment Branch of Higher Education Department.
22. University Branch of Higher Education Department.
23. Integrated Law Cell
24. Guard file.

Joint Secretary