

**WEST BENGAL COLLEGE & UNIVERSITY TEACHERS' ASSOCIATION**

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**WEST BENGAL GOVERNMENT COLLEGE TEACHERS' ASSOCIATION**

**To  
Dr. Partha Chatterjee  
Hon'ble Minister –in-charge  
Higher Education Department  
Govt. of West Bengal  
Bikash Bhavan  
Salt Lake, Kolkata-700 091**

**06.01.2020**

Sir,

At the outset we like to express our sincere thanks for the issuance of the GO vide No. 1306(22) – Edn (U) / EH / 1U – 77/17 dated 30.12.2019 relating to the revision of Pay Scale of the Teachers, Librarians and Physical Instructors/ Instructress.

We like to note here that the GO issued should be in “consonance” with the Gazette Notification of UGC / AICTE but not with respect to any other employees relating to the revision of pay initiated by the State Government.

After a review, we like to place before you certain observations / anomalies relating to the GO for your consideration.

**The issues are summarized as follows:**

1. Notional fixation from 01.01.2016 that lead to deprivation of due claim of the salary, popularly known as “arrear”.
2. Withdrawal of M. Phil / Ph.D increment which is clearly stated in the UGC Gazette Notification.

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3. Creation of two categories of Principal in contradiction with the long standing practice of our State.
4. Provision of "Bunching Effect" is absent.
5. Issuance of appropriate GO relating to –
  - i) The Teachers of Engineering & Technological Colleges (w.r.t AICTE)
  - ii) Retired Teachers, Librarians and Physical Instructor / Instructress.
6. Difference of fixation of pay between senior and junior teachers with the Designation Associate Professor lacking rationality.

At last but not the least we like to mention here that the size of DA in our State is significantly less than that of the other States, as a result we the Teachers, Librarians and Physical Instructors/Instructress are not enjoying their due Salary including DA.

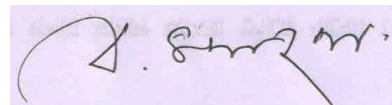
In this context, we like to request you to find out a suitable time as you did in all the crucial time from your hectic schedule.

Thanking you,

Yours' truly



**(Kesab Bhattacharya)**  
**General Secretary**  
**WBCUTA**



**(Debasish Sarkar)**  
**General Secretary**  
**WBGCTA**