



**Government of West Bengal**  
**Department of Higher Education**  
**College Sponsored Branch**  
**Bikash Bhavan, 6th Floor, Salt Lake, Kolkata -700 091**

No. 819-Edn(CS)/1363/SACT/2021

Date: 12.08.2021

**ORDER**

Service conditions and other benefits for Government approved Part Time Teachers (PTTs), Government approved Contractual Whole Time Teachers (CWTTs) and Guest Teachers engaged in different Government / Government aided colleges in the State of West Bengal up to 13.07.2019 have been restructured under **Memorandum No. 2081-Edn(CS)/10M-83/2019 dated 23.12.2019** in supersession of all previous orders in this regard and nomenclatures of such teachers have been changed to State Aided College Teacher (SACT).

Whereas the above mentioned G.O. is devoid of benefits of (i) **Leaves** like casual leave, medical leave, maternity leave, study leave and (ii) **Swasthya Sathi Scheme** which had earlier been enjoyed by the erstwhile Government approved Part Time Teachers, Contractual Whole Time Teachers, the State Government in the Department of Higher Education have no objection to allow SACTs leaves as described here below in supersession of all previous orders in this regard.

**Casual Leave**

State Aided College Teachers (SACTs) of Government / Government aided Colleges are entitled to avail of 14 (fourteen) days casual leave in a calendar year with full remuneration.

**Medical Leave**

State Aided College Teachers (SACTs) of Government / Government aided Colleges are entitled to avail of 20 (twenty) days medical leave with half ( $\frac{1}{2}$ ) remuneration in a calendar year on production of medical certificate from a registered medical practitioner.

Such medical leave with half ( $\frac{1}{2}$ ) remuneration can be commuted to and in that case SACTs are entitled to avail of 10 (ten) days commuted medical leave with full remuneration in a calendar year on production of medical certificate from a registered medical practitioner.

Unutilised medical leave with half ( $\frac{1}{2}$ ) remuneration or commuted medical leave with full remuneration in a calendar year, shall be allowed to be carried forward to the following year, subject to accumulation of a maximum of sixty days (with half remuneration) or thirty days (with full remuneration), and the accumulated medical leave may be utilised from time to time depending on the type of medical need but not exceeding thirty days at a time (with full remuneration), subject to submission of medical documents to the satisfaction of the college authority.

## **Maternity Leave**

State Aided College Teachers (SACTs) of Government / Government aided Colleges are entitled to avail of maternity leave as admissible under Government rules.

## **Study Leave**

Considering the necessity of acquiring higher degrees by SACTs towards improvement of the quality of teaching in the State's higher educational institutions, the State Government is pleased to order that the SACTs shall be entitled to avail themselves of Study leave, to be granted by the Governing Body of the college and subject to approval of the State Government, for the purpose of pursuing further studies and acquiring higher degrees for a maximum period of 12 months in one spell and for a period not exceeding 24 months in their entire service period, provided the concerned teacher has put in at least three years of service and is not due to retire within five years of his/her return from such leave. There shall be a gap of at least three years between two periods of such leave.

The State Government is further pleased to order that a SACT when granted study leave shall, upon his / her return and rejoining the institution, shall be eligible for receiving the monthly remuneration accrued during the said leave period (and periodical enhancement of remuneration notionally), as admissible, which he/she would have earned in course of time if he/she had not proceeded on study leave. On return from the study leave, he / she will submit a certificate from the competent authority relating to satisfactory completion of higher degree or submission of thesis etc., to the satisfaction of the college authority. The said leave period will count towards their total length of service for calculating the admissible service benefits.

Further, before proceeding on the study leave, the concerned SACT will be required to execute a Bond / Undertaking that he/she will serve the institute for at least three years after acquiring the higher degree. However, the concerned SACT may be permitted during the bond period to join any Government College or Government -aided college in the event of selection by the West Bengal Public Service Commission or the West Bengal College Service Commission, as the case may be. The study leave granted to a SACT shall be deemed to have been cancelled in case it is not availed of within twelve months of sanction.

## **Group Health Insurance Scheme named "Swasthya Sathi"**

The issue of providing a comprehensive Health Insurance Scheme to the serving SACTs of Government Colleges and Government-aided Colleges of West Bengal has been considered by the State Government with a view to providing such persons and their families' protection from the financial consequences of ill health.


2. The State Government is pleased to extend the benefit of the Group Health Insurance Scheme namely "Swasthya Sathi" as contained in Finance Department's Notification no. 1104-F(P) dated 25.02.2016 to the serving SACTs of Government Colleges and Government-aided Colleges of West Bengal.

3. The main features of the Scheme are:

- i. The Scheme will have basic health cover for secondary and tertiary care up to Rs. 1.5 Lakhs per annum.
- ii. There will be no cap on the family size.
- iii. Critical illness like, Cancer, Neuro Surgeries, Cardiothoracic Surgeries, Liver diseases, Blood disorders etc. will be covered up to Rs.5.0 lakh.

- iv. All pre-existing diseases will be covered.
- v. The entire premium will be borne by the State Government with no contribution from the beneficiaries.
4. The Scheme will be implemented by the Department of Health and Family Welfare, Government of West Bengal.
5. The Scheme for the aforesaid category of teachers/employees will be effective from the date of issuance of this order.

This is issued with the concurrence of Finance Department (Group-P<sub>1</sub>), vide their U.O. No. Group-P<sub>1</sub>/2021-2022/0083 dated 26.06.2021. This will be effective from the date of issuance of this order.

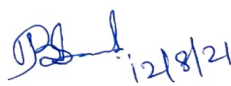
  
Deputy Secretary,  
Higher Education Department.

**No. 819/1(9)-Edn(CS)/1363/SACT/2021**

**Date: 12.08.2021**

Copy forwarded for information and necessary action to:

1. Principal Accountant General (A & E), West Bengal
2. Finance Department (Group-P<sub>1</sub>) of the State of West Bengal
3. Vice Chancellor, .....(all State aided Universities)
4. Director of Public Instructions, West Bengal
5. Principal / Vice Principal / Teacher-in-Charge, .....(all Govt. & Govt. aided Colleges)
6. PS to Hon'ble Minister-in-Charge, Higher Education Department
7. Sr. PS to the Principal Secretary, Higher Education Department
8. IT Cell of this Department for uploading in the departmental website
9. Guard File.

  
Deputy Secretary,  
Higher Education Department.



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

No.2081 -Edn (CS)/ 10M-83/2019

Date: 23/12 /2019

**Memorandum**

The matter of restructuring of service conditions and other benefits for Government approved Part Time teachers (PTTs), Government approved Contractual Whole time teachers (CWTTs) and Guest teachers, in any nomenclature, engaged in different Government/ Government aided colleges in the State of West Bengal up to 13.07.2019, was under active consideration of the State Government for sometimes past. After careful consideration of the matter, the Governor is hereby pleased, in supersession of all previous orders in this regard, to restructure the service conditions along with the change of nomenclature of the aforesaid category of teachers commensurate with their qualifications and period of service rendered in the following manner:—

1. Part Time Teachers, Contractual Whole Time Teachers and Guest Teachers having qualification for being appointed as teachers in the colleges as prescribed by the University Grants Commission and as followed by the West Bengal College Service Commission, on the date of issuance of this order, will be renamed as **State Aided College Teacher, Category-I**, and will be entitled for the following remuneration:
  - a. Rs. 31,000/- (consolidated) per month for those served the college less than 10 years;
  - b. Rs. 35,000/-(consolidated) per month for those served the college more than 10 years;
2. Part Time Teachers, Contractual Whole Time Teachers and Guest Teachers don't having qualification for being appointed as teachers in the colleges as prescribed by the University Grants Commission, and as followed by the West Bengal College Service Commission on the date of issuance of this order, will be renamed as **State Aided College Teacher, Category-II** and will be entitled for the following remuneration:
  - c. Rs. 20,000/- (consolidated) per month for those served the college less than 10 years;
  - d. Rs.25,000/- (consolidated) per month for those served the college more than 10 years;
3. Remuneration of existing Government approved PTTs and CWTTs, who are getting higher remuneration at present, shall be protected.
4. Remuneration of above mentioned category of teachers will be enhanced @ 3% of the total remuneration per year on 1<sup>st</sup> July of every year.



5. Such category of teachers will be entitled for Rs. 5.00 Lakh (Five Lakh) only on attaining the age of 60 years, provided the teacher concerned has rendered service for a period not less than 10 years.
6. State Aided College Teacher, Category-II, on acquirement of UGC qualifications subsequently will be considered as State Aided College Teacher, Category-I with effect from the date of acquiring such qualification, subject to the approval of DPI, West Bengal.
7. General conditions in respect of approval of all the state aided College teachers mentioned above:-
- I. Fresh letter of engagement will be issued by the college authority to all category of teachers mentioned hereinabove after obtaining approval of the Director of Public Instructions, West Bengal.
- II. Notional vacancies are to be created to accommodate all State Aided College Teachers who are engaged as per 7(I) above and these posts would be treated as personal and supernumerary ones.
- III. Both the above two category of teachers ( i.e. State Aided College Teacher, Category-I & Category-II) will be allowed to continue their engagement till they attain the age of 60 years. However, service of any particular teacher of above categories may be terminated by the Governing Body, with the approval of the State Government for non-performance, incapacitation, delinquency, misconduct, involvement in any criminal case or any other culpable offence, in such manner as may be prescribed by the State Government.
- IV. The above category of teachers will be required to take classes, along with works related to examination etc, as per the following schedule:-
- |  |                    |
|--|--------------------|
| a. State Aided College Teacher, Category-I:  | 15 hours per week. |
| b. State Aided College Teacher, Category-II: | 15 hours per week. |
- V. The benefit of this Order shall be allowed to the Part Time Teachers, Contractual Whole Time Teachers and Guest Teachers who were engaged in the college on or before 13.07.2019.
- VI. If required, the above category of teachers may be deployed in any other Govt. aided colleges in the interest of public service.
- VII. **The financial benefit will however, be effective from the 1<sup>st</sup> day of January, 2020.**

This order is issued with the concurrence of Finance Department Vide their U.O. No.1232/1 dt.16.08.19 and U.O. No.1644 dt.19.11.19.

By order of the Governor,


*Handwritten signature*

Joint Secretary to the  
Government of West Bengal



Copy forwarded for information and necessary action to:—

1. Principal Accountant General (A &E), West Bengal,
2. Finance Department (Group-P2) of this Government,
3. Vice Chancellor ... (all State aided universities),
3. Director of Public Instruction, West Bengal. He / She is requested to take appropriate action regarding approval of the said teachers on verification of documents.
4. Principal/Vice-Principal/Teacher-in-Charge ... (all Government/Government aided Colleges), He/she is requested to issue fresh letter of engagement as per approval above.
5. PS to Hon'ble Minister in Charge of this Department,
6. IT Cell of this Department to upload in the Departmental website,
7. PA to Principal Secretary of this Department,
8. Guard File.

  
Joint Secretary

**GOVERNMENT OF WEST BENGAL**  
**Education Directorate, Department of Higher Education**  
**Bikash Bhawan, Salt Lake, Kolkata-700091**

Memo : ED-95/C/3380/2020

Date : 24/06/2020

Form Director of Public Instruction, West Bengal,  
Education Directorate, Department of Higher Education,  
Bikash Bhawan, Salt Lake, Kolkata-700091

TO The Principal/Vice Principal/ Officer-in-charge/ Teacher-in-charge  
DUMDUM MOTIJHEEL RABINDRA MAHAVIDYALAYA  
NORTH TWENTY FOUR PARGANAS

Sub : Approval of engagement of State Aided College Teacher(s), Category-I and category-II in  
DUMDUM MOTIJHEEL RABINDRA MAHAVIDYALAYA, NORTH TWENTY FOUR PARGANAS District.

The undersigned has been directed to inform him/her that the engagement of 7 State Aided College Teacher(s), Category-I and Category-II has been approved as per Memorandum No. 2081-Edn(CS)/10M-03/2019 dt. 23.12.2019 of the Higher Education Department, Government of West Bengal, as detailed in Annexure-I. This approval may be declared void and cancelled in case any of the documents submitted found false/fabricated/fake at any later stage.

You are requested to issue a letter of engagement to the approved candidate as in Annexure-I as per said G.O. immediately as per format attached w.e.f. 01.01.2020. Separate G.B. resolution is dispensed with.

Those who have been marked as "EXCESS" (# marked) as in Annexure-II as per admissibility of teaching posts vide no.1199-Edn(CS)/10M-62/2001 dt. 27.9.2018 vis-à-vis total number of teachers available in your institution in the subject concerned, shall be accommodated in other colleges as per need. However, their application for SACT have been approved in principle. Separate communication in connection with their appointments is being issued soon.

If it is eventually found in any case that placement of remuneration has been wrongly made for any reason, such cases, if any, should forthwith be brought to the notice of this Education Directorate, Higher Education Department for necessary correction and the payment, if any, wrongly made on this account in excess of the admissible amount should be recovered forthwith from the next bill claims of the State Aided College Teacher(s), Category-I/Category-II concerned.

This has got approval of the competent authority.

Encl: As above.

  
Director of Public Instruction, West Bengal

## ANNEXURE I

Memo : ED-95/C43380/2020

Date : 24/06/2020

Colloge : DUMDUM MOTIJHEEL RABINDRA  
MAHAVIDYALAYA

District : NORTH TWENTY FOUR PARGANAS

SL No.	Name of SACT	SACT I/II (Category)	Date Of Birth	Initial Engement (PTT/CWTT/GT)	Date Of Initial Engement	Subject Of Teaching	% (PG)	Whether NET/ SLT/ SFT/ Ph.D.	Period of Engement as on 01.01.2020 (More than 10 years Or not)	Remuneration Disbursement Category	Remarks
1	SANGEETA CHOWDHURY	SACT-I	15-10-1974	Govt. Approved PTT	16-08-2010	GEOGRAPHY	62	YES	9 years 4 mons 16 days	THROUGH BANK	
2	KAUSHANI BANERJEE BHADURI	SACT-II	08-07-1986	Govt. Approved PTT	16-08-2010	GEOGRAPHY	66	NO	9 years 4 mons 16 days	THROUGH BANK	
3	DEBASHISH DAS	SACT-II	18-10-1963	Govt. Approved PTT	09-09-1991	COMMERCE	51	NO	28 years 3 mons 27 days	THROUGH BANK	
4	SUPARNA DAS	SACT-II	18-01-1984	Govt. Approved CWTT	21-10-2009	COMMERCE	59	NO	10 years 2 mons 11 days	THROUGH BANK	
5	MITHUN CHOWDHURY	SACT-II	20-04-1985	Govt. Approved CWTT	05-02-2010	EDUCATION	58	NO	9 years 10 mons 24 days	THROUGH BANK	
6	DIPAKRE ROY	SACT-I	25-03-1985	Govt. Approved CWTT	02-02-2009	ENGLISH	55	YES	10 years 10 mons 27 days	THROUGH BANK	
7	SANGITA BHATTACHARYA	SACT-I	12-04-1979	Govt. Approved CWTT	15-09-2008	JOURNALISM MASSCOMMUNICATION	58	YES	11 years 3 mons 16 days	THROUGH BANK	

*Rao*  
For Director of Public Instruction, West Bengal



**GOVERNMENT OF WEST BENGAL**  
**Education Directorate, Department of Higher Education**  
**Bikash Bhawan, Salt Lake, Kolkata-700091**

Date : 24/06/2020

Memo : ED-93/C43380/2020

Form Director of Public Instruction, West Bengal,  
Education Directorate, Department of Higher Education,  
Bikash Bhawan, Salt Lake, Kolkata-700091

TO The Principal/Vice Principal/ Officer-in-charge/ Teacher-in-charge  
DUMDUM MOTIJHEEL RABINDRA MAHAVIDYALAYA  
NORTH TWENTY FOUR PARGANAS

Sub Approval of engagement of State Aided College Teacher(s), Category-I and category-II in  
DUMDUM MOTIJHEEL RABINDRA MAHAVIDYALAYA, NORTH TWENTY FOUR PARGANAS District.

The undersigned has been directed to inform him/her that the engagement of 17 State Aided College Teacher(s), Category-I and Category-II has been approved as per Memorandum No. 2081-Edn(CS)/10M-83/2019 dt. 23.12.2019 of the Higher Education Department, Government of West Bengal, as detailed in Annexure-I. This approval may be declared void and cancelled in case any of the documents submitted found false/fabricated/fake at any later stage.


You are requested to issue a letter of engagement to the approved candidate as in Annexure-I as per said G.O. immediately as per format attached w.e.f. 01.01.2020. Separate G.O. resolution is dispensed with.

Those who have been marked as "EXCESS" (# marked) as in Annexure-II as per admissibility of teaching posts vide no. 1199-Edn(CS)/10M-62/2001 dt. 27.9.2018 vis-à-vis total number of teachers available in your institution in the subject concerned shall be accommodated in other colleges as per need. However, their application for SACT have been approved in principle. Separate communication in connection with their appointments is being issued soon.

If it is eventually found in any case that placement of remuneration has been wrongly made for any reason, such cases, if any, should forthwith be brought to the notice of this Education Directorate, Higher Education Department for necessary correction and the payment, if any, wrongly made on this account in excess of the admissible amount should be recovered forthwith from the next bill claims of the State Aided College Teacher(s), Category-I/Category-II concerned.

This has got approval of the competent authority.

Encl. As above.

  
Director of Public Instruction, West Bengal

# ANNEXURE I

Date : 24.06.2020

Memo : ED-95/C43380/2020

College : DUMDUM MOTIJHEEL RAJINDRA  
MAHAVIDYALAYA

District : NORTH TWENTY FOUR PARGANAS

SL No.	Name of SACT	SACT /II (Category)	Date Of Birth	Initial Engement (PTI/CMTI/G)	Date Of Initial Engagement	Subject Of Teaching	% (PG)	Whether Engement as on 01.01.2020 (More than 10 years Or Not)	Period of Engagement as on 01.01.2020 (More than 10 years Or Not)	Remarks
1	DEBLEENA SARKER	SACT-II (UNRESERVED)	09-03-1993	Guest Teacher or Equivalent	21-07-2017	BENGALI	66	NO	2 Y 3 M 3 D	BANK PASSBOOK
2	SUVAJIT SARKAR	SACT-II (SC)	02-01-1998	Guest Teacher or Equivalent	21-07-2017	BENGALI	60	NO	2 Y 3 M 3 D	BANK PASSBOOK
3	ARPITA CHAKRABARTI	SACT-I (UNRESERVED)	25-04-1995	Guest Teacher or Equivalent	07-04-2010	EDUCATION	62	YES	9 Y 3 M 3 D	BANK PASSBOOK
4	SUCHITA DUTTA	SACT-I (UNRESERVED)	08-02-1985	Guest Teacher or Equivalent	11-03-2017	GEOGRAPHY	64	YES	2 Y 4 M 21 D	BANK PASSBOOK
5	SAYAN MONDAL	SACT-I (SC)	16-04-1990	Guest Teacher or Equivalent	14-03-2018	JOURNAL MASSCOM	53	YES	1 Y 4 M 13 D	BANK PASSBOOK
6	ANSARI RAKESH BAIDYA	SACT-II (OBC-A)	13-05-1992	Guest Teacher or Equivalent	11-11-2017	MATHEMATICS	82	NO	2 Y 1 M 13 D	BANK PASSBOOK
7	MOUMITA BANERJEE	SACT-I (UNRESERVED)	02-09-1992	Guest Teacher or Equivalent	10-09-2015	PHILOSOPHY	70	YES	1 Y 3 M 4 D	BANK PASSBOOK
8	SUKANYA BHATTACHARJEE	SACT-I (UNRESERVED)	19-01-1990	Guest Teacher or Equivalent	11-09-2015	SANSKRIT	66	YES	1 Y 3 M 14 D	BANK PASSBOOK
9	PRIYANKA BOSE PAUL	SACT-II (UNRESERVED)	12-12-1991	Guest Teacher or Equivalent	2-07-2019	BENGALI	60	NO	3 M 27 D	BANK STATEMENT
10	RATUL NANDI	SACT-II (UNRESERVED)	17-04-1991	Guest Teacher or Equivalent	11-07-2019	EDUCATION	70	NO	3 M 23 D	BANK STATEMENT
11	SOUVIK MONDAL	SACT-II (UNRESERVED)	09-01-1992	Guest Teacher or Equivalent	11-07-2019	ENGLISH	66	NO	3 M 23 D	BANK STATEMENT
12	SOMALI ROY CHAKRABORTY	SACT-I (UNRESERVED)	09-01-1990	Guest Teacher or Equivalent	11-12-2018	GEOGRAPHY	70	YES	1 year 23 D	BANK STATEMENT
13	AROJIT HALDAR	SACT-II (UNRESERVED)	07-01-1996	Guest Teacher or Equivalent	11-07-2019	HISTORY	56	NO	3 M 27 D	BANK STATEMENT
14	DURGA SANKAR KOLEY	SACT-I (UNRESERVED)	21-11-1990	Guest Teacher or Equivalent	11-07-2017	HISTORY	64	YES	2 Y 5 M 3 D	BANK STATEMENT
15	ARGHA SEN	SACT-II (UNRESERVED)	27-04-1990	Guest Teacher or Equivalent	11-07-2019	JOURNALISM MASSCOM	62	NO	3 M 27 D	BANK STATEMENT
16	YEASMIN SULTANA	SACT-I (OBC-A)	01-05-1990	Guest Teacher or Equivalent	11-07-2019	PHILOSOPHY	62	YES	3 M 23 D	BANK STATEMENT
17	AVIJIT BASU	SACT-II (UNRESERVED)	05-10-1990	Guest Teacher or Equivalent	11-07-2019	SOCIOLOGY	57	NO	3 M 23 D	BANK STATEMENT

For Director of Public Instruction, West Bengal