

ALL BENGAL PRINCIPALS' COUNCIL

(Present Office at: Womens' college, Bagbazar, Kolkata-700003, West Bengal, India.)

President : Dr. Manik Bhattacharyya, Principal, J.C. Choudhury Law College, Kolkata (Ph-9433291878)
General : Dr. Chandan Chakraborty, Principal, Vivekananda College, 24 Prgs(N) (Ph-9830278374)
Secretaries : Dr. Sujit Das, Principal, New Alipore College, Kolkata (Ph-9433181837)

Ref. No. 01/Demands/2012

Date. 24/08/2012

To

The D.P.I.,

Directorate of Higher Education,

Govt. of West Bengal,

Bikash Bhawan (6th floor),

Salt Lake, Kolkata-700091.

Sub : 26-point Charter of Demands.

Respected Sir,

During past few decades we, the All Bengal Principals' Council, are working for the betterment of Higher Educational Institutions as well as for the growth and development of higher education in our State. We are very much happy to see that our State Government is trying at its best to improve the standards of Higher Education in our State in spite of deep financial crisis created by the previous Government. We are sure that our State will get back its Glorious Days in Higher Education immediately by the efforts of our State Government under the dynamic leadership of our Hon'ble Chief Minister, Smt. Mamata Bondyopadhyaya. We, as an Organization, will always try to take part in the positive efforts by our State Government in Higher Education.

Now, to make successful the vision of our State Government in Higher Education, in general and to grow and develop the College-Education-System in our State, in particular We have studied closely and sorted out the issues to be settled and solved by the Government. All these have been taken together and are being placed before you today in 26-point Charter of Demands following.

Apart from these We are very much concerned about the problems arising out due to non-availability of applications in adequate numbers for the posts of Principals in the non- Government Colleges. We have found nearly 200 Colleges out of 450 Colleges are running without Principals and only 42 names for the posts of Principals in such Colleges have been recommended by the WBCSC which is undoubtedly insignificant in all respect. Although the proper reasons behind the scanty applications for the posts of Principals are not yet surfaced, yet we have observed that there is a little benefit available for a teacher, as per the recommendations of Central 6th Pay Commission, if he/she moves from the post of Professor to Principal in the non- Government Colleges. Presumably this could lead to draw an apathy in the minds of the aspiring Principals not to apply for the posts of Principals as well as the same could be a reason behind the scanty application for the same. May it be some perquisites be given to the Principals exclusively which may, in turn, attract aspiring Principals to apply for the posts of Principals and the problem due to non-availability of applications in adequate numbers for the posts of Principals in the non- Government Colleges may be reduced or solved. This has been included in our 26-point Charter of Demands following.

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CHARTER OF DEMANDS

WE WANT

1. **Appointment of new Principals** in all the Colleges where the posts of Principals are lying vacant.
2. **Appointment of new Assistant Professors** in the admissible vacant posts of all Colleges.
3. **Creation of new posts of Assistant Professors** in all the Colleges to meet the increasing teaching loads due to demands from the Students.
4. **Immediate appointment of new auditors** for all the Colleges.
5. **Immediate introduction of Comprehensive Service Rules** for all Teaching and Non-Teaching Staff in all the Colleges of West Bengal.
6. **Continuation of peaceful atmosphere** conducive to academic activities in all the colleges.
7. **Introduction of 'Leave Encashment'** for the 'died in harness' cases for all the Colleges.
8. **Immediate permission to fill up vacant posts of Non-teaching staff as well as creation of the same** for all the Colleges.
9. **Creation of the new post of 'System Analyst'** in all the Colleges to provide better service.
10. **Abolition of 'Teacher-in-Charge'** by introducing '**Principal-in-Charge**' in all the Colleges where TICs are functioning in absence of Principals.
11. **Filling up the vacancies in the posts of PTTs** in the ratio 1:3 in all the Colleges.
12. **Regular Pay Packet for all approved PTTs and CWTTs** for smooth drawing & disbursement.
13. **Decentralisation of Pay Packet Section** at least in 5 Zonal Centres viz., Jalpaiguri, Berhampur, Durgapur, Kharagpur and Kolkata.
14. **'Lien Vacancies'** due to change of Colleges by the Teachers and vacancies due to 'Maternity Leave' are to be filled up immediately.
15. **Uniform Statute** for all Universities in West Bengal.
16. **Immediate enhancement of upper age limit to 40** years for entry to the College Services as per Notification No.11653-F(P), dt.30/12/2011 of Finance Dept., Govt. of W.B.
17. **Immediate release of grants** for remuneration of PTTs of all Law Colleges in the State by revoking the Departmental order no.1500-Edn(CS), dt.30/09/2011.
18. **Immediate release of grants** for all superannuated PTTs in the Colleges.
19. **Immediate implementation of leave rule for 300 days and leave carry forward.**
20. **Immediate Payment of Salaries for all College employees on the 1st day of every month.**

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21. **Immediate release of 80% arrears (Central Govt. Part) and rest 1/3rd of 20% arrears** (State Govt. Part) for all Principals, Professors and Librarians in the Colleges.
22. **Initial fitment of all Principals at the stage at Rs.43390/- in the Pay Band: Rs.37400-67000/-** as well as **point-to-point fixation of Pay** thereafter for all Principals, in general and for the existing senior Principals, in particular in the Colleges.
23. **Immediate release of the incentives for all Principals as proposed in respect of**
 - (i) Enhancement of **Special Allowances** from Rs.3000/- to 6000/-,
 - (ii) **Car Allowances,**
 - (iii) **Telephone Allowances,**
 - (iv) **Research and Stationery Allowances,**
 - (v) **Enhancement of AGP** from Rs.10,000/- p.m. to Rs.12,000/- p.m. after ten years of service.
24. **Enhancement of 'Age Limit' from 60 years to 65 years** for all Principals in the Colleges as per recommendation of the UGC.
25. **Family Pension, like State Govt. Employees, to the dependants in** case of the death of Spouse of the incumbent of Colleges.
26. **Full HRA, like Central Govt. Employees, to incumbent and the spouse** of the incumbent of Colleges.

We hope you will consider our 26-point Charter of Demands from the point of growing and developing Higher Education as well as building and strengthening College-Education-System in our State and will take all necessary action towards fulfilling our demands as early as possible.

Looking forward for your cooperation

Yours faithfully,

PRESIDENT, ABPC

GENERAL SECRETARIES, ABPC