

# 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. 5/Demands/2012

Date. 28/08/2012

To

The D.P.I.,

Directorate of Higher Education,

Govt. of West Bengal,

Bikash Bhawan (6<sup>th</sup> floor),

Salt Lake, Kolkata-700091.

Sub : Proposal of incentives for the Principals.

Ref: Our letter No.01/Demands/2012, dt.24/08/2012.

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. Nearly 450 Non-Government Colleges are working at present all over our State. Not less than 4,50,000 students are taking their 1<sup>st</sup> studentship in arena of Higher Education through these Colleges every year. Almost 10,00,000 students remain engaged in their study every year in these Colleges. After the end of their 3-year Study they enter into the society with knowledge, skill and power and try to upgrade their society as well. Moreover, the strength of such 10,00,000 students may play a vital role towards all round development of our society. So, our College-Education-System must be upgraded for better nourishment of such 10,00,000 or more students every year so that our society can get its best input towards its all round development. On the other hand, if the College-Education-System in our State be not improved and upgraded, then growth and development of Higher Education in our State could be not achieved. Now, in the process of growing and developing the College-Education-System as well as Higher Education in our state the role of Principals is very much important in all respect as they are heads of the Colleges. So, the Principals play a pivotal role towards growth and development of College-Education-System as well as Higher Education in our state. We are very much happy to see that our State Government is now trying to change the direction of Higher Education from a blind lane to a broad avenue of growth, development and success so that our state can get back its Glorious Days in Higher Education as before. We, as an Organization, will always try to take part in all 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 it is needless to mention that the aforesaid 450 Colleges must be run properly and this can be done if the Principals can be appointed in all such 450 Colleges and they can function properly. But, it has been observed during past times that there are several senior teachers in our College-Education-System who are less interested to apply for the posts of Principals. On the other hand, there are almost 200 Colleges which are running without Principals. This year only 42 names have been recommended by WBCSC for the posts of Principals which is very insignificant in all respect.

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Therefore, to make the vision of our State successful in the sphere of Higher Education We have tried to sort out the problems arising out of non-availability of applications in adequate numbers for the posts of Principals in the non-Government Colleges. 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 6<sup>th</sup> 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 incentives be given to the Principals exclusively which may, in turn, attract aspiring Principals to apply for the posts of Principals and the problems due to non-availability of applications in adequate numbers for the posts of Principals in the non-Government Colleges may be reduced or solved as well as the growth and development of Higher education in our State will be able to get desired momentum.

Here, we are placing our proposals for incentives before you in the following.

## 1. Proposals for Incentives for all Principals 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.

It may kindly be noted that 1<sup>st</sup> three incentives above have been accepted and announced by our Hon'ble MIC, Higher Education Department, WB and Chairman, WB Higher Education Council before media and in our State Conference. Further, all these three incentives have been demanded following the guidelines in respect of "ALLOWANCES" as prescribed at page No.74 of UGC regulations, dt.30/06/2010, notified by MHRD in the Gazette of India, dt.18/09/2010.

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In addition to those three two more incentives have been proposed. Apart from day-to-day work of the Colleges Principals ,in general, try to make himself engaged in research work. So, they need the incentive for research and stationery and we propose for the same.

As per the existing rule the teachers take entry in the job of a Principal after completion of 15 years of service .If Professors be given incentive in respect of enhancement of AGP from 10000/- to 12000/- after completion of 10 years of service, then a Principal should get the said incentive in respect of enhancement of AGP from 10000/- to 12000/- after completion of 10 years of service. So, they need the incentive in respect of enhancement of AGP from 10000/- to 12000/- after completion of 10 years of service and we, therefore, propose for the same for your kind consideration and early sanction.

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GENERAL SECRETARIES