

I/123208/2021

Government of West Bengal
Technical Education, Training & Skill Development Department
Polytechnic Branch, Karigari Bhawan
B/7, Action Area-III, New Town, Rajarhat, Kolkata-160.

Date: 26/02/2021

ORDER

The matter for revision of remuneration and other service conditions in respect of contractual and Part-time staff in Govt. & Govt. Sponsored Polytechnics, engaged with concurrence of Finance Department was under active consideration of the Govt. in the Technical Education, Training & Skill Development Department for sometime time past.

After careful consideration of the matter, the Govt. in the Technical Education, Training & Skill Development Department has decided to enhance remuneration as well as to allow certain benefits in the following manner to the Contractual/Part-time staff engaged in different Govt. & Govt. Sponsored Polytechnics.

A Enhancement of Remuneration:

Sl. No.	Name of the post	Nature of engagement	Period of Service (with/without qualification at par with AICTE)	Enhanced Remuneration (in Rs.)	Remarks
1	Lecturer	Contractual	Less than 10 years with qualification at par with AICTE	31000	-
			More than 10 years with qualification at par with AICTE	35000	
			Less than 10 years without qualification at par with AICTE	20000	
			More than 10 years without qualification at par with AICTE	25000	
		Part-time	Less than 10 years with qualification at par with AICTE	15000	Minimum 15 classes/ per week
			More than 10 years with qualification at par with AICTE	18750	
			Less than 10 years without qualification at par with AICTE	12500	
			More than 10 years without qualification at par with AICTE	12500	
Part-time (Class based)	Not applicable	250/per class of 1 hour	-		
2	Workshop Instructor	Contractual	Not applicable	14000	-
3	Laboratory Assistant	Contractual	Not applicable	13500	-
4	Librarians	Contractual	Not applicable	13500	-

B. Other service benefits:

- i. Continuation of contractual engagement upto 60 years of age.
- ii. Terminal benefit of Rs.3 lakh after attainment of age of 60 years.
- iii. Yearly enhancement of their remuneration @ 3% on the basis of performance report as per enclosed model performance matrix.

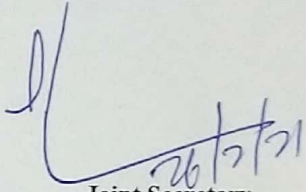
The order will take effect from 1st March, 2021.

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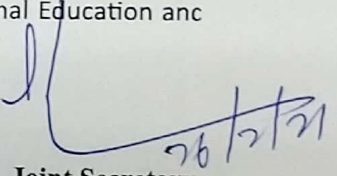
This issues with the concurrence of the Finance Department vide U.O. No. 649 Group-P2 dated 26/02/2021.

Enclo : As stated.


Joint Secretary
to the Govt. of West Bengal

Copy forwarded for information and necessary action to:-

1. The Principal Accountant General (A&E), W.B., Treasury Buildings, Kolkata-1.
2. The Director of Technical Education & Training, West Bengal.
3. The C.A.O., West Bengal State Council of Technical and Vocational Education and Skill Development, Karigari Bhawan, New Town, Kolkata-160.
4. The Principal / O.I.C,
5. The PAO-I/II/III, Kolkata.
6. The Treasury Officer (all),
7. The P.S. to Hon'ble M.I.C. of this Department.
8. The Sr. P.S. to Principal Secretary of this Department.
9. P.A. to Chair Person, West Bengal State Council of Technical and Vocational Education and Skill Development, Karigari Bhawan, New Town, Kolkata-160.
10. Guard file.


Joint Secretary
to the Govt. of West Bengal

MODEL PERFORMANCE MATRIX

Name of Polytechnic:

Performance appraisal Report for the Period from _____ to _____

1. Name of the Personnel:
2. Designation:
3. District:
4. Designation / Post Held:
5. Date of Birth:
6. Date of 1st Joining to the post:

A: Attendance:

1. Total No. of Working days during the period under review:
2. No. of days the incumbent was absent:

21

1/1

3. No. of days of late attendance and early departure during the period under review:

B: Performance & Efficiency (Outstanding/Excellent/Very Good/Good/Average/Poor):

1. The extent to which the employee takes his/her job seriously:
2. The quantum of disposal of allotted work promptly and completely:
3. The capacity of completing the work in time or within justifiably extra time:
4. The capacity of the employee to inspire public confidence:
5. Quality of disposal of work of the employee:

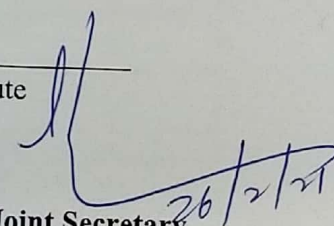
C: Accountability

1. Reliability in carrying out instructions:
2. Sense of responsibility, ability to judge urgency of a case and responsiveness to such urgency:
3. Behavior with colleagues and members of public:

D: Assessment of Integrity:

Signature of Principal/Officer-in-Charge:

Dated _____
Seal of the head of the Institute


26/2/21
Joint Secretary
to the Govt. of West Bengal