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Government of West Bengal
Department of Technical Education, Training & Skill Development
Polytechnic Branch
Karigari Bhavan, Plot B/7, Action Area III,
New Town, Rajarhat, Kolkata-700160

31/07/2022

MEMORANDUM

**Sub: Entry Point Qualification, Entry Pay and certain other benefits for the post of
Principals & Lecturers of Govt. and Govt. Sponsored Polytechnics in West Bengal**

Consequent upon AICTE's regulation vide The Gazette of India: Extraordinary [Part III—Sec. 4], New Delhi No. 61-1/RIFD/7th CPC/2016-17 dated March 01, 2019 and subsequent AICTE's Notification vide F. No. 61-3/RIFD/7th CPC/2016-17 dt. 20.05.2020 and in continuation of this Department's Order No. 1412-TET(poly) dated 24/12/2019 read with the Order No. 53-TET(poly) dated 20/01/2020 and Corrigendum no. 60-TET(poly) dated 21/01/2020, the undersigned is directed to say that the Governor has been pleased to accord approval for entry point qualification, entry pay and certain other benefits in the revised Pay Structures in respect of Principals & Lecturers of Government and Government Sponsored Polytechnics in West Bengal.

1. Entry point qualification and entry pay:

A. For Direct Recruitment of Lecturer (Level – 9A, Entry Pay 56,100/-)

Those possessing a minimum of 4-year Bachelor's degree shall be placed in Level 9A at entry pay of Rs 56,100/-

- a. **Engineering / Technology:** B. E. / B. Tech. / B.S. in relevant discipline with First Class or equivalent.
- b. **Pharmacy:** B. Pharm. with First Class or equivalent.
- c. **Hotel Management and Catering Technology:** A minimum 4-year Bachelor's Degree in HMCT with First Class or equivalent.
- d. **Architecture:** B.Arch. or a 4-year Degree in an allied field with First Class or equivalent.
- e. **Fine Arts:** Bachelor's degree in appropriate discipline of Fine Arts (Applied Arts, Painting and Sculpture) or equivalent with First Class or equivalent.
- f. **Design:** Bachelor's degree in design or a minimum 4-year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First Class or equivalent
- g. **Sciences and Humanities:** Master's degree in relevant subject with First Class or equivalent at Bachelor's or Master's level.

B. For Direct Recruitment of Lecturer (Level – 10, Entry Pay Rs 57,700/-)

i. For Technical Disciplines: Bachelor's and Master's Degrees in relevant disciplines with First Class in either of the two at the time of selection.

ii. For Sciences and Humanities: A Master's degree with First Class in relevant subject and, must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET.

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2. For movement of incumbent Lecturer from Level 9A to Level 10**a. For Technical disciplines:**

A lecturer shall be placed in Level 10 at suitable cell as and when the candidate acquires the Master's degree in relevant Technical discipline.

b. For Sciences and Humanities

A lecturer shall be placed in Level 10 at suitable cell as and when the candidate clears the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET.

c. For Lecturers of both disciplines without having acquired qualification as at (a) and/or (b) above

In case candidates do not acquire relevant Master's degree in the case of Technical disciplines and in case of candidates from Sciences and Humanities do not clear National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET, they shall be placed in appropriate cell of level 10 only after completion of 5 years.

3. Incentives for Ph.D./ M.Phil and other Higher Qualification:

i) Five non-compounded advance increments under Level 10 as depicted in Cell No. 1 to 6 under level 10 of the Revised Pay Matrix (Annexure - I)] shall be admissible at the entry level of a recruit as a Lecturer possessing a degree of Ph.D. awarded in the relevant discipline by a recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. under National Doctoral Fellowship program of AICTE / Prime Minister's Research Fellowship program.

ii) Those possessing Master's degree in Engineering/ Technology/ Architecture/ Planning/ Pharmacy/ Design/Town Planning etc. recognized by the relevant statutory body / council, shall be entitled to two non-compounded advance increments at the entry level.

iii) Teachers who complete their Ph.D. degree while in service as lecturer shall be entitled to three non-compounded increments fixed at increment applicable at entry level under Level 10 as Lecturer only, as depicted in Cell No. 1 to 4 under level 10 of the Revised Pay Matrix (Annexure - I), if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under Quality Improvement Program (QIP) / Teacher Research Fellowship (TRF).

iv) The above incentives shall be admissible with actual financial effect from 01.01.2020. No arrears of pay which may be admissible in respect of the period from the 1st day of January, 2016 to the 31st day of December, 2019, shall be paid.

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4. Effective date of application of Service Conditions:

The qualifications, experience, other service conditions of the incumbent who is eligible for promotions and movement from one level to another during 01.01.2016 to 23.12.2019 shall be governed by this Department order No: 574-TET(Poly)/5P-1/2010 dated 13.09.2010 and subsequent orders, if issued, from time to time.

- i. In terms of G.O. No. 1412-TET (Poly) dated 24.12.2019, all employees under the purview of this order come under the revised pay structure w.e.f. 01.01.2016. Re-exercising option to come under the revised pay structure w.e.f. the date of awarding of CAS shall not be allowed in respect of whom CAS benefits is admissible between 01.01.2016 to 24.12.2019. For such teachers, after fixation of pay in the revised pay structure w.e.f. 01.01.2016 fixation of pay in respect of CAS benefit will be made as per normal rules.
- ii. The lecturers who have joined after 01.01.2016 shall be fitted at the initial cell of the respective level.
- iii. The pay matrix table vide this Department's Order No. 1412-TET(poly) dated 24/12/2019 read with the Order No. 53-TET(poly) dated 20/01/2020 and Corrigendum no. 60-TET(poly) dated 21/01/2020 will stand modified and the revised pay matrix table is appended in **Annexure-I**.

5. Bunching of increments for Principals/ Lecturers:

In cases where in revision of pay, the pay of Government Servant drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level in the new Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government Servant drawing higher pay in the pre-revised structure shall be fixed at the next vertical cell in the applicable level, as illustrated below:

Pay Structure as per GO No 574-TET(Poly) dt 13.09.2010 (Table 6 + AGP of Rs 10,000/-)	Pay fixation in the revised Pay Structure			
	Consolidation based on 2.57 multiple	Pay fixed as on 01.01.2016	Pay after bunching as on 01.01.2016	Remarks
Pay				
47400/-	1,21,818	1,31,400	1,31,400	--
48830/-	1,25,494	1,31,400	1,35,300	Pay revised because of bunching
50300/-	1,29,271	1,31,400	1,35,300	No change

This Order is issued with the concurrence of Finance Department vide their U.O. No. Group P1/2022/0273 dt. 04.11.2021 and with the approval of the competent authority of this Deptt.

By Order of the Governor,


Sd/-

Additional Secretary
to the Govt. of West Bengal

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Copy forwarded for information and necessary action to:

1. Principal Accountant General (A&E), W.B., Treasury Buildings, Kolkata-1
2. Principal Accountant General (A&E), W.B., Treasury Buildings, Kolkata-1
3. The Director of Technical Education & Training, W.B.
4. Finance Department, Group-P1, Govt. of West Bengal
5. The Pay & Accounts Officer, Kolkata Pay & Accounts Office-I
6. The Pay & Accounts Officer, Kolkata Pay & Accounts Office-II
7. The Pay & Accounts Officer, Kolkata Pay & Accounts Office-III
8. The Treasury Officer,.....
9. The Principal/ Principal-in-Charge,.....(all)
10. The CAO, WBSCTVESD, West Bengal
11. The Regional Officer, AICTE, Eastern Region, LB Block-III, College of Leather Technology Campus, Salt Lake, Kolkata – 700091
12. P.S. to the Hon'ble MOS (I.C), Technical Education, Training and Skill Development Department
13. Sr. P.S. to the Principal Secretary, Technical Education, Training and Skill Development Department.
14. P.A to the Chairperson, West Bengal State Council of Technical & Vocational Education & Skill Development.
15. P.A. to the Special Commissioner, TET & SD Department.
16. P.A. to the Joint Secretary, TET & SD Department (both)
17. Guard file.


Assistant Secretary
to the Govt. of West Bengal

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Annexure –I

REVISED PAY MATRIX						
(All figures are in Rupees)						
Existing Pay Band		Rs. 15600-39100/-				Rs. 37400-67000/-
Revised Cadre Title		Lecturer	Lecturer	Lecturer(Seni or scale)	Lecturer (Selection Grade-I)	Lecturer (Selection Grade- II) / Principal
Academic Grade Pay – (No.574-TET (Poly) dated 13/09/2010)		5400	6000	7000	8000	9000
Cell No.	Level	9A	10	11	12	13A1
1		56100	57700	68900	79800	131400
2		57800	59400	71000	82200	135300
3		59500	61200	73100	84700	139400
4		61300	63000	75300	87200	143600
5		63100	64900	77600	89800	147900
6		65000	66800	79900	92500	152300
7		67000	68800	82300	95300	156900
8		69000	70900	84800	98200	161600
9		71100	73000	87300	101100	166400
10		73200	75200	89900	104100	171400
11		75400	77500	92600	107200	176500
12		77700	79800	95400	110400	181800
13		80000	82200	98300	113700	187300
14		82400	84700	101200	117100	192900
15		84900	87200	104200	120600	198700

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16	87400	89800	107300	124200	204700
17	90000	92500	110500	127900	210800
18	92700	95300	113800	131700	217100
19	95500	98200	117200	135700	
20	98400	101100	120700	139800	
21	101400	104100	124300	144000	
22	104400	107200	128000	148300	
23	107500	110400	131800	152700	
24	110700	113700	135800	157300	
25	114000	117100	139900	165000	
26	117400	120600	144100	166900	
27	120900	124200	148400	171900	
28	124500	127900	152900	177100	
29	128200	131700	157500	182400	
30	132000	135700	162200	187900	
31	136000	139800	167100	193500	
32	140100	144000	172100	199300	
33	144300	148300	177300	205300	
34	148600	152700	182600	211500	
35	153100	157300	188100		
36	157700	162000	193700		
37	162400	166900	199500		

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38	167300	171900	205500		
39	172300	177100			
40	177500	182400			