

I/382541/2023

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

30-03-2023

MEMORANDUM

**Sub: CAS/Promotion Rules for 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 Notification vide F. No. 61-3/RIFD/7th CPC 2016-17 dated 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, Corrigendum No. 60-TET(Poly) dated 21.01.2020 and Order No. I/210559/2022 dated 31.07.2022 and in complete supersession of Memo. No. I/378434/2023 Dated 21.03.2023 the undersigned is directed to say that the Governor has been please to accord approval for CAS/promotion rules, clarification regarding admissible incentives, minimum qualification and service conditions for promotion to Levels 11, 12 and 13A1 in the revised pay structures in respect of Lecturers of Govt. and Govt. Sponsored Polytechnics in West Bengal.

A. Minimum Qualifications for Lecturer (Senior scale) (Level-11, Entry Pay 68900/-)

1. Qualifications as prescribed for the post of Lecturer.

AND

2. Three weeks of industrial training at the level of Lecturer.

AND

3. Two weeks of Faculty Development Programmes (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMNMTT)/IISc/IIT /University/Govt. and out of which at least one of the FDPs shall be in advanced Pedagogy

OR

3) One week faculty development programme as above and one

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eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

3. Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL- AICTE.

AND

4. Minimum 5 years of experience and an average 360⁰ feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer.

OR

4. Minimum 6 years of experience and an average 360⁰ feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer.

B. Minimum Qualifications for Lecturer (Selection Grade - I) (Level -12, Entry Pay79800/-)

1. Qualification as prescribed for the post of Lecturer (Senior Scale) necessarily with a Master's Degree in relevant discipline in First Class or equivalent either at Bachelor's or at Master's level.

AND

2. Three weeks of industrial training at the level of Lecturer (Senior Scale)

AND

3. Faculty Development Programme (FDP) of two weeks duration recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT)/IISc/IIT /University/Govt.

OR

3) One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

3. Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL- AICTE.

AND

4. Minimum 5 years of experience and an average 360⁰ feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer



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(Senior Scale).

OR

4. Minimum 6 years of experience and an average 360⁰ feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer (Senior Scale).

C. Minimum Qualifications for Lecturer (Selection Grade - II)
Level 13A1, Entry Pay 131400/-)

1. Qualification as prescribed for the post of Lecturer (Selection Grade - I)

AND

2. Three weeks of industrial training at the level of Lecturer (Selection Grade - I)

AND

3. Faculty Development Programme (FDP) of two weeks duration recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT)/IISc/IIT /University/Govt.

OR

3) One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

3. Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL- AICTE.

AND

Ph. D. in relevant discipline with minimum 3 years of experience, 2 research publications in SCI journals / UGC / AICTE/ CoA/ PCI approved list of journals and an average 360⁰ feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade - I).

OR

Ph. D. in relevant discipline with minimum 4 years of experience, 2 research publications in SCI Journals / UGC / AICTE/ CoA/ PCI approved list of journals and an average 360⁰ feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I).

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OR

Minimum 6 years of experience with an average 360⁰ feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I).

OR

Minimum 8 years of experience with an average 360⁰ feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I).

D. Mandatory Teacher Trainings

i. Every teacher appointed / promoted to any position shall have to mandatorily undergo 8 online modules of MOOCs in SWAYAM as per the AICTE teacher training policy preferably within first year of service. However, this will be applicable only for the teachers who joined after 01.03.2014.

ii. No newly appointed faculty member shall be completing the probation without getting the certification of completion of these 8 modules.

iii. The requirement of completing these modules is applicable to all the incumbent teachers who joined after 01.03.2014 also while applying for promotion / selection to next higher cadre only once in the career.

E. Industrial Training:

Industrial Training for 3 weeks of duration (either offline or online) shall be undergone from an organization empaneled under any Ministry/Department of Govt. of India or the State Govt. or having ISO 9001:2015 Certification or any other industry of repute with whom the concerned institute has signed MoU in accordance with G.O. No. - 1321-TET (Poly)/10M-88/2019 Dated 28.11.2019 or affiliated to CII, FICCI, NASSCOM and other such industry bodies.

F. Effective date of application of Service Conditions:

Those who are eligible for promotions after the issuance of this Deptt. Memo No.1412-TET(poly) dated 24/12/2019 shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, mandatory teacher training, publishing research papers etc as described above. However, these requirements shall be permitted to be fulfilled till 31st July, 2024 so as to enable faculty members in equipping them for requisite mandatory requirements of this order to avail the

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actual benefit of promotion retrospectively from the date of eligibility, failing which they will be eligible for the same from the date of fulfilling such norms.

In respect of 360 degree feedback score, the method of Calculation as mentioned in Annexure-III of AICTE Regulation, 2019, may be followed mutatis mutandis.

This Order is issued with the concurrence of Finance Department vide their U.O. Nos. Group P1/2021-2022/0273 Dated 04.11.2021 and Group P1/2022-2023/0399 Dated 11.01.2023 and with the approval of the competent authority of the Department.

By Order of the Governor,


Joint Secretary

to the Govt. of West Bengal

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. Finance Department, Group P1, Govt. of W.B.
4. OSD to the HMOS (IC) of this Department
5. CAO, WBSCT & VE & SD, Karigari Bhawan, Kolkata - 160
6. Director of Technical Education & Training, West Bengal
7. The Regional Officer, AICTE, Eastern Region, LB Block - III, College of Leather Technology Campus, Salt Lake, Kolkata - 700091
8. Sr. P.A. to the Principal Secretary of this Department.
9. The Pay & Accounts Officer, Kolkata Pay & Accounts Office - I
10. The Pay & Accounts Officer, Kolkata Pay & Accounts Office - II
11. The Pay & Accounts Officer, Kolkata Pay & Accounts Office - III
12. The Treasury Officer
-
13. The Principal/Principal in Charge
- (all)
14. P.A. to the Sr. Sp. Secretary of this Department

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15. P.A. to the Additional Secretary of this Department
16. Guard File


Assistant Secretary

to the Govt. of West Bengal