

## **Presentation before UGC Pay Review Committee**

- Demand for at least 10% Interim Relief till implementation of the revised scale of pay West Bengal State Govt is giving interim relief to all its employees except UGC-Scaleholders. We request the committee for implementation of the interim relief in all states with immediate effect which might later be deducted from our salary.
- It is unfortunate that our government has to bear a colossal burden of payment towards Centre of no less than Rs. 40,000 Cr. per annum as the result of a pernicious liability of Two Lac Cr. that the new government had to undertake with the transfer of power after three decades.
- It is our humble request towards the honourable members of the committee to increase the ratio of 80-20, i.e. central-share on the enhanced scale of pay for a longer period which is now restricted only to a time-limit of four years.
- In 2006 when the last scale of pay was introduced it was implemented in our state as late as in 2009 and arrears came in 2013, 15% of which has not yet been received in spite of all necessary actions taken by our state government in this regard. The entire delay was reported to have been caused by the state-central tug of war over the issue of retirement age. Such delay is quite undesired as it causes huge monetary loss to the College and University teachers in all states.
- Incentives and higher scale of pay should be introduced for the Principals, while administrative acumen and ability should be considered as the main criteria rather than API score, insofar as their appointments are concerned.
- A gross discrimination is marked between stage one and four of present designation-holders, the difference of pay being almost Rs 45000/-. We hereby appeal to reduce the difference in the ensuing revised scale of pay.
- For Post-Graduate teaching in colleges, often strongly recommended by NAAC, additional manpower, both teaching and non-teaching staff are required in a desirable number. But salary payment of these staff are mostly done from college coffers. We appeal to the members of the pay-committee to treat their cases with sympathy and justice by introducing grants, allowances or payment of lucrative salary from Central or UGC fund jointly with the colleges.
- The UGC Notification dated 11th July, 2016 brings in a number of conditions related to CAS which having seen even Socrates might have fled and become a woodcutter rather than one waking in cold perspiration of API score. Pursuit of knowledge is desirable, but tendency to commodify it may not yield a desired result.
- However, if our teachers are compelled to pursue API, we would insist upon allowing us to have Online access from universities and colleges in the digital archives like Hati Trust and Pro-Quest Repository. Increase in travel grants and arrangements for sabbatical leave may kindly be made for those engaged in field and archival work.