

**GOVERNMENT OF WEST BENGAL  
HIGHER EDUCATION DEPARTMENT  
(C. S. BRANCH)  
BIKASH BHABAN, SALT LAKE  
KOLKATA-700091**

No. 348 -Edn (CS)/ 1C-166L/2005

Date: 24.04.2014

From:

Jt. Secretary to the Government of West Bengal

To:

Director of Public Instruction, West Bengal

**Subject: Service conditions and other matters related to Librarians/  
Assistant Librarians/ Deputy Librarians of Government-aided  
Colleges in West Bengal**

This is with reference to:

- a) The Order dated 07.02.2011 passed by Hon'ble Justice Maharaj Sinha in W.P. No. 1916 of 2005 West Bengal Librarians' Association vs the State of West Bengal & others;
- b) The Order dated 14.03.2014 passed by Hon'ble Justice Ashok Kumar Dasadhikary in C.C. no.148 of 2013 issuing Rule under Contempt proceedings; and
- c) Letter no. 527-C dated 08.05.2013 from the Director of Public Instruction, West Bengal

In compliance of the solemn order dated 07.02.2011 passed by Hon'ble Justice Maharaj Sinha in W.P. No. 1916 of 2005, and the Order dated 14.03.2014 passed by the Hon'ble Justice Ashok Kumar Dasadhikary in C.C. No. 148 of 2013 and the issuance of a Rule under Contempt of Court proceedings, and in reference to the above- mentioned letter of the Director of Public Instruction, W.B, the undersigned has been directed to convey the following, for immediate implementation:

1. The Librarians of Government Colleges and the Librarians/ Assistant Librarians/ Deputy Librarians of Government-aided Colleges in West Bengal shall be considered as teaching staff of the colleges and shall,

accordingly, enjoy such financial and other benefits in consonance with their work pattern, which are extended to the teachers of the colleges, from time to time.

2. The Librarians of Government Colleges shall be appointed on the recommendation of the Public Service Commission, West Bengal and their service conditions shall be guided by the rules and regulations of the State Government as applicable to a regular Government employee and shall continue to be treated as the non-vacational teaching staff of the college.
3. The Librarians of Government-aided colleges shall be appointed on the recommendation of the West Bengal College Service Commission.
4. The eligibility criteria and qualifications for appointment of Librarian in Government Colleges and Government-aided colleges shall be notified by the State Government from time to time in accordance with the relevant UGC Regulations.
5. The scales of pay including the benefit of Career Advancement Scheme (CAS) of the Librarian of Government colleges and the Librarians/ Assistant Librarians of the Government-aided colleges shall be guided in terms of the Order no. 1196- Edn (A) dated 31.12.12 and Order no. 920-Edn (CS) dated 31.12.2012 and such other subsequent orders as may be issued by the State Government, from time to time in this regard.
6. The service conditions, relating to the duty hours and the nature of duties of the Librarians/ Assistant Librarians/ Deputy Librarians of all the Government-aided colleges shall be guided by the relevant provisions of the Statute of the affiliating University. They shall continue to be treated as non-vacational teaching staff of the college.
7. The Librarians/ Assistant Librarians/ Deputy Librarians of all the Government-aided colleges shall enjoy all such leaves as are extended to the teachers of the colleges in terms of the Order no. 752-Edn (CS) dated 03.12.2009 read with Order no 163-Edn (CS) dated 17.02.2011 and such other order as may be issued by the State Government from time to time. However, the Librarians who had retired from service on superannuation or otherwise, prior to 03.12.2009, would be entitled to leave as per the extant Government order in force at that material point of time.
8. Accumulation of leave of the Librarians/ Assistant Librarians/ Deputy Librarians of Government-aided colleges shall henceforth be guided by

the Order no. 762-Edn (CS) dated 03.12.2009 and such other orders as may be issued by the State Government, from time to time. However, the Librarians/ Assistant Librarians/ Deputy Librarians who retired from service prior to 03.12.2009, on superannuation or otherwise, shall be entitled for such accumulation of leave as has been determined by the College Authority and duly entered into the Service Book. For calculating the accumulated leave for the purpose of encashment, the entire service period rendered shall be taken into account. However, the entitlement of leave encashment shall be limited to such period as determined by the State Government, by order, from time to time.

9. The Death-cum-Retirement benefit of the Librarians/ Assistant Librarians/ Deputy Librarians of Government-aided colleges would continue to be guided by the existing Orders issued by the State Government from time to time.
10. This cancels this Department's Order No. 876-Edn (CS) dated 30.09.2004.
11. This order is issued in terms of the Finance Department's Order no. 1885-F (P) dated 02.03.2012 and in compliance of the Orders of Hon'ble Calcutta High Court referred to above.
12. All concerned are directed to take necessary action forthwith.
13. All State-aided Universities are advised to take expeditious steps to amend their Statutes accordingly.

SD/- S. Basuray  
Joint Secretary

No. 348/1(9) - Edn (CS)/ 1C-166L/2005

Date: 24.04.2014

Copy forwarded for information and/or necessary action to:

1. Additional Secretary (Univ), H.E Deptt. Bikash Bhaban, Kolkata-700091,
2. Jt. Secretary (Appt), H.E Deptt. Bikash Bhaban, Kolkata-700091,
3. The President, West Bengal College Librarians' Association, 24-B, Bachhu Chatterjee Street, Kolkata-700009,
4. The Registrar, \_\_\_\_\_ University,
5. The Inspector of Colleges, \_\_\_\_\_ University,
6. Integrated Law Cell, H.E Deptt. Bikash Bhaban, Kolkata-700091,
7. P.S to Hon'ble MIC, H.E Deptt. Bikash Bhaban, Kolkata-700091,
8. P.S to Secretary, H.E Deptt. Bikash Bhaban, Kolkata-700091,
9. Shri Ratul Biswas, Advocate Calcutta High Court, 12, Old Post Office Street, (Ground Floor), Kolkata-700001.

P  
No 24/4/2014  
Joint Secretary