

# Haryana College Teacher's Association

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Ref. No. ....

Date 13.3.2019

To

The Director General Higher Education,  
Govt. of Haryana,  
Panchkula.

**Subject: View regarding taking over the grant-in-aid staff of Private Colleges.**  
R/Sir,

In reference with the subject cited above conveyed in your office letter No. KW 7/12-2019 C-IV (3) dated 08/03/2019, a meeting of the HCTA was held on 13.03.2019 with Sh. S.P. Sukhija, Joint Director, Dr. V.K. Jain, Deputy Director, Dr. Sunita Priyedarshni, Deputy Director & Sh. Rajiv Monga, Supdt. Branch-II & the views of the HCTA are:

- The grant-in-aid Teachers of all the 97 Private Colleges (including 14 B.Ed. Colleges) can be merged only at par with the teachers of the Govt. Colleges in the State.
- The full hundred percent financial liability of pre-merger service and post-merger service and all the pension benefits will lie with the Govt.
- All types of benefits given to the Govt. College Teachers will be granted to the grant-in-staff of the colleges.
- No condition relating the pre-merger service will be acceptable after taking over the grant-in-staff of the Private Colleges and the facility/benefit not granted to the Govt. Aided Teachers before the merger should not be quoted as the conditions after merger and all the facilities/benefits at par with the Govt. College Teachers must be granted to the Aided Teachers after merger.
- The all type of benefit (Pension, Leave Encashment, Gratuity, Commutation of Pension, Child Care Leave etc.) are to be granted w.e.f. the date of appointment like the Govt. Teacher in the Govt. College of the state. If the benefits are to be given w.e.f. the date of confirmation, then age for superannuation should be considered equal to 60 years.
- Whenever the process of taking over of Aided College Teacher in Govt. Colleges is initiated/adhered, then the option should be given to the individual Teacher. If any Teacher opts for retaining the aided post then all benefits must be granted in continuation as before.
- The complete draft of the terms and condition pertaining to the merger prepared by the Department of Higher Education, Panchkula should be provided to the HCTA before the commencement of the process of said takeover, so that concrete and tangible suggestions can be given accordingly.

With regards

Yours sincerely

*Dayanand Malik*  
13.3.2019  
Dayanand Malik  
President  
(HCTA)