

# Haryana College Teacher's Association

(Affiliated to AIFUCTO) | Website : www.heta.in

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Ref. No. HCTA/06/20A/3

Date 11.6.2019

To

Sh. Manohar Lal,  
Hon' ble Chief Minister,  
Govt. of Haryana, Chandigarh.

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

R/Sir,

This has come to the knowledge of Haryana College Teachers' Association (HCTA) that the govt. has constituted a committee at the level of Director General Higher Education to draft modalities of taking over the grant in aid staff of Govt Aided Private Colleges. At the outset, we would like to convey our stand as submitted to you in written in the meeting of HCTA in the office of Director General Higher Education held on 13/03/2019 in which the dignitaries Sh. S.P. Sukhija, Joint Director, Dr. V.K. Jain, Deputy Director, Dr. Sunita Priyedarshni, Deputy Director & Sh. Rajiv Monga, Supdt. Branch-II were present & the views of HCTA are:

- The grant-in-aid Teachers of all the 97 Private Colleges (including 14 B.Ed. Colleges, Minority 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-aid staff of the private 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 and other benefits ) 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 HCTA before

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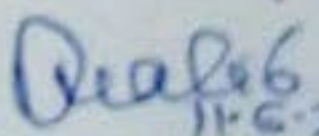
the commencement of the process of said takeover, so that concrete and tangible suggestions can be given accordingly.

- It is further submitted that HCTA is of a firm opinion that in case of take over, the every section of the employee i.e. Principals, teachers or non-teaching employees should be left in the Aided structure should be given with the opportunity to opt for merger.
- Further, this is to convey that the teaching fraternity represented by HCTA will not accept any modalities of Take over drafted without credible and genuine consultation of the Association.
- While moving in this direction, we request the govt to give primary thought to the interests of 2.5 Lac (two and half lac) students enrolled in govt aided colleges of the state.
- You are further requested that one representative of the stakeholders (HCTA) should be taken as member in the drafting committee so constituted by your good office.
- In the light of the above, you are kindly requested that the process of Take over should be thoroughly consultative, transparent and due representation of the stake holders should be ensured in the committee for drafting modalities for the said purpose.

In the light of the above circumstances, your good self is kindly and earnestly requested to look into the said matter of the merger with sympathetic consideration to protecting the interest of the teaching community employed in Govt. Aided Private Colleges and the students taking education in these colleges.

With regards

Yours sincerely

  
11.6.2019  
Dayanand Malik