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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

**GOVERNMENT OF WEST BENGAL**  
Department of Higher Education,  
College Sponsored Branch  
Bikash Bhavan, 6<sup>th</sup> Floor, Salt Lake, Kolkata - 700 091

**NOTIFICATION**

No. 315-Edn (CS)/8R-1/2010-. —the 17<sup>th</sup> May 2023. — In exercise of the power conferred by sub-section (2) of section 8 of the West Bengal College Service Commission Act, 2012 (West Ben. Act, XXIX of 2012), and in supersession of this Department's earlier notifications and previous orders on the subject, the Governor is hereby pleased to make the following regulations regulating manner of selection of persons to the post of Librarians in the State-aided General Degree Colleges in West Bengal :—

*Rules*

The method of, and the qualification required for recruitment to, the post of Librarian in the State-aided General Degree Colleges in West Bengal shall be as detailed below :—

- (1) **Post** :— Librarian;
- (2) **Method of Recruitment** :— By selection (Direct Recruitment) through the College Service Commission, West Bengal.
- (3) **Qualifications for Direct recruitment and experience** :—
  - (i) a Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
  - (ii) a consistently good academic record, with knowledge of computerization of library;
  - (iii) besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by UGC like SLET/SET or who are or have been awarded a Ph.D. degree in accordance with the University Grants Commission (Minimum standards and Procedure for Award of M. Phil. / Ph.D. Degree) Regulations, 2009 or 2016 along with their amendments from time to time as the case may be :

Provided that –

- (i) a relaxation of 5% of marks shall be allowed at the Master's Level for the candidates belonging to Scheduled Castes, Scheduled Tribes, Other Backward Classes (OBC) (Non-creamy Layer)/Differently abled [(a) Blindness and low vision, (b) the Deaf and Hard of Hearing, (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy, (d) Autism, intellectual disability, specific learning disability and mental illness (e) Multiple disabilities form amongst persons under (a) to (d) including deaf blindness for the purpose of eligibility and assessing good academic records for direct recruitment];
- (ii) a relaxation of 5% shall be provided (from 55% to 50% of the marks) at the Master's Level to the Ph.D. degree holders who have obtained their Master's Degree prior to September 19, 1991;
- (iii) the eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above is permissible based on only the qualifying marks, without including any grace mark procedure e.g. 49.1% or 54.1% should not be rounded off to 50% or 55% respectively.
- (iv) all the essential qualifications must have been obtained from a recognized University/Institute.

**Note 1 :-** By a recognized University/Institute is meant a University/Institute affiliated to the University Grants Commission/other statutory/Apex bodies or recognized by the State or Central Government as a centre of Higher Learning. In case of a foreign University, the Degree concerned should be recognized as equivalent to its Indian Counterpart by the Association of Indian Universities.

Provided further that –

Who are or have been awarded Ph.D. Degree in relevant subject in accordance with the University Grants Commission (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 or 2016 and their subsequent amendments from time to time, as the case may be, shall be exempted from passing NET/SLET/SET and who have been registered for Ph.D. degree prior to 11<sup>th</sup> July, 2009, and they shall be governed by the provisions of the then existing Ordinances/Bye Laws/Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET, for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions, subject to fulfillment of the following conditions :-

- (a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- (b) The Ph.D. thesis has been evaluated by at least two external examiners;
- (c) Open Ph.D. viva voce of the candidate has been conducted;
- (d) The candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
- (e) The candidate has presented at least two papers based on his/her Ph.D. work in conference/seminars sponsored/ funded/ supported by the UGC/ICSSR/ CISR or any similar agency;

**Note :-**

- (i) The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.
- (ii) NET/SLET/SET shall also not be required for candidates in such Master's Programme for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- (4) **Proficiency in language :-** Candidate should have proficiency in language, spoken and written, in the medium of instruction in the concerned institution. Appointing Authority would indicate the language of instruction while requisitioning the advertisement.

- (5) **Age :-** i) The upper age limit is 40 (forty) years on 1<sup>st</sup> January of the year of advertisement. Provided that the age may be relaxable for the candidate belonging to the categories of Scheduled Castes, Scheduled Tribes, Other Backward Classes (Non-Creamy Layer) and Differently abled categories as per order issued from time to time by the State Government.
- ii) Exceptionally qualified over-aged candidate having Ph. D. Degree with evidence of significant **Post-Doctoral research work** may be called for the interview at the discretion of West Bengal College Service Commission only in the rarest cases, normally not exceeding 1(one) % of the total numbers of candidates of the concerned panel rounded off to next whole number, subject to the over-age duly condoned by the Govt. on case to case merit basis.
- (6) **Reservation :-** The extant rules regarding reservation of posts for the candidate belonging to the categories of SC/ST/OBC-A/OBC-B and Differently-abled issued by the State Government from time to time shall have to be followed.
- (7) **Procedure in General :-** The overall selection procedure shall incorporate a transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system based as provided in the University Grants Commission Regulations, 2018.
- (8) **Saving :-** Notwithstanding anything contained in these rules the persons appointed on regular basis or substantively to the posts covered under these rules prior to coming into force of these rules shall be deemed to have been appointed under these rules.

By order of the Governor,

MANISH JAIN

*Principal Secretary to the Government of West Bengal*