

**THE RECOMMENDATIONS
OF THE
UNIVERSITY GRANTS COMMISSION
ON THE REPORT
OF THE
PAY REVIEW COMMITTEE**

DECEMBER, 1997

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1.0 Appointment of the Pay Review Committee

The Commission appointed a Pay Review Committee on 24th August, 1994, to review and examine the present structure of emoluments and conditions of service of university and college Teachers, Librarians, Directors of Physical Education and Registrars of Universities and to make recommendations in respect thereof with a view to improve the quality of education. The following were appointed as the members of the Committee :

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| 1. | Prof. R.P. Rastogi
Former Vice-Chancellor, B.H.U. | Chairperson |
| 2. | Prof. V.C. Kulandaiswamy,
Former Vice-Chancellor,
IGNOU, New Delhi. | Member |
| 3. | Prof. D.P. Barooah,
Former Vice-Chancellor,
Gauhati University, Guwahati. | Member |
| 4. | Prof. (Mrs.) Kanta Ahuja,
Former Vice-Chancellor,
Maharshi Dayanand Saraswati University,
Ajmer. | Member |
| 5. | Sh.N. Parthasarthy, IRAS
Joint Secretary & Financial Adviser,
DARE ICAR,
Representative of Ministry of Finance,
New Delhi. | Member |
| 6. | A representative of Department of Education,
Ministry of Human Resource Development,
New Delhi. | Member |
| 7. | Secretary, UGC | Member-Secretary |
| The Committee was expanded on 30th August, 1994, to include the following members : | | |
| 1. | Sister Romona Fernandes,
Principal,
St. Francis College for Women,
Begumpet, Hyderabad. | Member |
| 2. | Dr. Prithi Pal Singh Kapoor,
Former Pro Vice-Chancellor,
Guru Nanak Dev University,
And Principal,
Gujranwala Guru Nanak Khalsa College,
Ludhiana. | Member |
| 3. | Sh. Q.A. Saeed,
Principal,
Burhani College of commerce and Arts,
Neisbit Road, Mazagaon,
Bombay. | Member |

2.0 Terms of Reference

The terms of reference of the Committee, as finalized by the University Grants Commission in consultation with the Ministry of Human Resource Development, were as follows :

- i. **To review the implementation of the previous decisions of the Government/University Grants Commission under the scheme of revision of Pay Scales approved for university and college teachers, Librarians, Directors of Physical Education, and Registrars of universities and, in the process, to evaluate the extent to which the earlier recommendations in relation to qualifications, service conditions, pay scales, etc., have been implemented.**
- ii. **To examine the present structure of emoluments and conditions of service of university and college teachers, Librarians, Directors of Physical Education, and Registrars of Universities, taking into account the total packet of benefits available to them (such as superannuation benefits, medical, housing facilities, etc.).**
- iii. **To make recommendations on the above having regard to the need for improving the quality of education, the necessity of attracting and retaining talented persons in the teaching profession and advancement opportunities to the above categories of persons.**

It was also stated that the Committee should make its final recommendations in the light of the Fifth Central Pay Commission and the advice of the Pay Review Committee should be in harmony with the recommendations of the Central Pay Commission.

The Committee submitted its report to the Commission on 28th May, 1997. A copy of the report is enclosed.

3.0 Feedback obtained by the Commission on the Report.

The report was sent to the Universities, Teachers' Associations, and State Education Secretaries for Higher Education. the Commission had wide ranging discussions with all of the above groups to discuss the recommendations of the Pay Review Committee as per the schedule given below :

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| i. All India Federation of University & College Teachers' Organisations | 14th August, 1997. |
| ii Vice-Chancellors of all the Universities. | 19-20th August, 1997. |
| iii. All State Education Secretaries | 22nd August, 1997. |
| iv. Teachers Associations of Central Universities. | 3rd Sept., 1997. |

The Commission met over a period of seven days in different sittings to consider the Pay Review Committee Report. The schedule of the Commission's meetings is given below:

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| First meeting | 13th June, 1997 |
| Second meeting | 9-10th July. |
| Third meeting | 4-5th September, 1997. |
| Fourth meeting | 13-14th October, 1997. |

Hence, meetings were held continuously from the middle of June to the middle of October to obtain feedback on the Report as also to deliberate on it in the commission. The Commission discussed various issues relating to the recommendations of the Pay Review Committee keeping in view the opinions expressed by the academic community in the various meetings, as well as many written submissions received from the Universities, the teacher associations, and from various

groups of Registrars, Librarians and physical Education Directors. The views of the Commission have been consolidated in a statement giving its suggestions on the various recommendations of the Report along with the justification/reasons for the same. The statement may be seen at Annexure-I.

4.0 Consideration of the Report and the Feedback by the Commission

4.1 Pay Scales Recommended by the Commission.

The Commission stressed on the need to assure that the pay scales of teachers were not less than those of the Civil Service and, accordingly, recommended pay scales and Career Advancement Scheme for teachers, as per Annexure II. (A detailed statement showing the various stages of pay comparing the recommendations of the Rastogi Pay Committee, the Commission and the IAS officers is enclosed as Annexure-III). The Commission felt that, in fact, as stated in the Rastogi Committee Report, the teaching profession is the "mother" of all professions but the pay structure did not reflect this thinking. While the teachers are equally intellectually competent, and are for more qualified in terms of academic degrees, their salaries compare unfavourably with those of the IAS, especially as they move up the scale. In fact, while both teachers and the Civil Service personnel start at the same level, they do not continue to maintain parity throughout their career. Had there been a mere replacement of scales, as suggested by the Rastogi Committee, the disparity between the two would have widened in their respective career advancement. This has also been the situation with the earlier pay scales and the problem would have persisted with replacement of the scales.

The Commission believes that the scales of pay of teachers should be independent of the Civil Service, but should remain at par, or even higher, in view of the higher qualifications, as also the fact that teachers do not get several other benefits enjoyed by the Civil Service. It is also on par with trends in other countries, including the developing countries. Therefore, the starting salary has been shown at a higher level because :

- (a) teachers lose several years before starting their career.
- (b) they have higher qualifications at the start of their careers : and
- (c) teaching needs to attract the best for higher education Because the quality of graduates they produce depends on the teachers. Moreover, the scales of the Civil Service being shorter, which provide several jumps, they soon outpace teachers who have fewer scales and only normal increments. Hence, all these factors have been corrected by the recommendations of the Commission.

4.2 Career Advancement

The Commission gave considerable thought to the Pay Committee recommendations on Career Advancement and, after a thorough examination and the feedback received from the various groups, it recommends as follows (details given in Annexure -II)

There should be parity in Career Advancement for Teachers, Librarians, Directors of Physical Education and Registrars. The Commission also decided to grant parity with the teachers, as it existed in the Mehrotra Committee Report (IVth Pay Commission) to the other officers of the university system like Librarians, Directors of Physical Education, Registrars. and several other categories. A detailed statement, giving the revised pay scales and qualifications for different categories, may be seen at Annexure-II.

1. There should be Career Advancement (both by promotion and selection) from Reader/ Selection Grade to Professors but these scales will be personal to them. However, they will maintain inter se seniority with the Professors who have been directly recruited to the existing posts. The selection/promotion committees and the procedures will be the same for both. They will enjoy equal pay.

2. In the case of promotions of Deputy Registrars, Deputy Librarians, and Deputy Director of Physical Education, to the professor's grade, the designation will be of Joint Registrar, Joint Librarian, Joint Director of Physical Education. Only the direct recruits will be designated as Registrar, Librarian and Director of Physical Education.
3. In line with the scale of pay of Rs. 24050-Rs. 26000 for Cabinet Secretary and equivalent positions which are proportionately few in number in the Civil Services as compared to the Secretaries, this scale has been suggested for Senior Professors, who must be outstanding academicians and should constitute only 10 per cent of the existing posts of Professors. In any year, not more than 5 per cent should be selected. Professors by promotion and direct recruitment should be equally considered. The candidate will not be called for interview. Evaluation through bio-data and the written work will constitute the base for selection by experts and the final listing will be placed before a jury of 5 eminent educationists with the Vice-Chancellor in the Chair.
4. The ratio of directly recruited professors, readers and lecturers in the universities must be 1:2:3.
5. Although Demonstrators/Tutors are no longer being recruited in the universities and colleges, a few of them continue to be in the university system from the earlier periods. The Commission recommends that all of them be placed at the level of Lecturer, and be permitted one scale up to Senior Lecturer for Career Advancement. In the case of those who have the required qualifications of Lecturer, they may also be permitted to go up to Selection Grade.
6. There should be only one pay scale for Principals at the level of professor, irrespective of the size of the colleges since the college principals in small colleges also carry a teaching load and have senior positions equivalent to professors; in government colleges principals are transferred irrespective of the size of the institutions; professional colleges are necessarily small but have to attract the best persons and are in competition with salaries offered in the field to professionals.

4.3 Pay Scales of Professional / Technical Staff in Inter-University Centres.

The Commission also considered the pay scales of professional and technical staff in Inter University Centres which are established under section 12 (ccc) of the UGC Act for providing common facilities, services and programmes for a group of universities. The Commission decided that, since the scales of the teaching staff have been upgraded from their present scales, the IUCs also require a similar upgradation. The revised scales of scientists/engineering/technical staff of the IUCs may be seen at Annexure - IV.

5.0 Selection Committees

The Commission discussed in detail the composition of the Selection Committees as recommended by the PRC. Several reservations were expressed by various groups, consulted by the Commission, on the composition of the Selection Committees proposed by the Rastogi Committee. After giving due consideration to all the representations, the Commission decided the composition for various Selection Committees as given in Annexure-I under the relevant sub-heading. The Commission Members did not think that the involvement of the UGC in the selection of professors was appropriate in view of several considerations including the functions of the UGC. Hence, while not acceding to this recommendation, it has suggested as appropriate method of selection without disturbing the existing statutes of the universities.

6.0 Feedback from Universities other than conventional and Professional Groups

The Commission also considered the suggestions received from various groups, including

distance education, agricultural universities, and the Indian Council of Agricultural Research (ICAR), medical staff of the hospitals of Central Universities and Professional bodies, on the Pay Review Committee Report and decided as under :

1. The distance education teachers had requested for separate criteria for performance appraisal since there are difference in hours of work between teachers of conventional and disatance education programmes. The Commission considered the request and recommended that, since all the universities have been asked to design their own proforma, for performance appraisal, the open universities may also do the same based on their specific requirements and with reference to a model proforma to be prepared by the Distance Education Council. work norms and other service conditions be also left to the Distance Education Council to work out. It may send its recommendations to the Ministry of Human Resource Development for final consideration by it.
2. It was suggested by the Distance Education Council that the power to give relaxation in qualifications for the appointment of teachers should be given to it but the Commission did not agree to this recommendation as such a power of the UGC cannot be delegated to a Council.
3. As the recommendations of ICAR were not available to the Commission, when it completed its deliberations, it recommends that, as in the case of the Distance Education Council ICAR may send its recommendations to the Ministry of Human Resource Development for final consideration by it.
4. The commission also agreed to provide increments for M.Phil/Ph.D. to Librarians, DPEs, and Administrators, at the time of recruitment, as in the case of teachers, provided that the M.Phil/ Ph.D. is in the specific field of the Librarian and the Physical Education Instructor. It was recognized that, while it would be preferable for an Assistant Registrar to have a Ph.D. in administation, to have a wider catchment, it may not be necessary to require the same for direct recruitment as Deputy Registrars or Registrars.
5. The Commission suggested that 50 per cent of Section Officers can be promoted as Assistant Registrars if they comply with the academic requirements.
6. The Commission agreed to provide study leave to the above categories of employees. It also stressed upon the need to have a work week of 40 hours for all these categories. All other benefits like LTC, HRA, CCA, medical benefits, HBA, transport allowance, etc should be paid uniformly to all the caegories as per the recommendations of the Fifth Pay Commission, and as accepted by the State Governments for its employees.
7. The uniform retirement age of 60 years for all categories, including DPEs, Librarians and Registrars was recommended, and to be implemented uniformly in all the universities in all the States.
8. The Commission left it to the ICAR to decide on providing non-practicing allowance to teachers in the field of Veternary Science similar to that available to the medical profession.
9. For medical staff, the Commission recommended that the detailed recommendations could only be given after getting the information from AIIMS, New Delhi, PGI, Chandigarh, and the recommendaitons of the MCI, etc. Hence, these will be evolved separately.
10. As several other professional representations have been received, such as counting the service of those who enter directly from professional practice into teaching in their professional academic institutions, the Commission decided that all such submissions would be examined separately, including the qualificaitons required of them. Such lateral entry in professional courses should be encouraged. The recommendations will be put up subsequently also.

11. The Commission agreed that the benefits extended to women teachers may be applicable to the other categories of staff in group "A".

7.0 Formula for the fixation of scales.

The Commission was in favour of "point to point" fixation of salaries of teachers and other employees in place of the formula given by the Government on the recommendations of the Fifth Pay commission, since the scales were fewer and long which resulted in senior persons losing their position to juniors, thus severely affecting their seniority in the pay scale.

8.0 Dearness Allowance and other Benefits in State supported Universities.

The Commission did not agree to the demand expressed by some quarters that the DA should be given at the Central rate in all the States. It was of the view that the DA can only be given as per the rules applicable to staff of the concerned State Governments. However, the Commission stressed that the DA must be on par with the government staff, as, it is noted that, in some states they have been given lesser DA than persons in equivalent posts in the Government.

9.0 Performance Appraisal

A self-appraisal proforma must be worked out as well as the procedures for its assessment, by each university through the Academic Councils and the teachers' associations. Such self-appraisal formats and procedures are to evolved and adopted by each university. The requirement must be incorporated in the university statutes / ordinances when adopting the new pay scales as these are mandatory for promotion / selection to higher post. The exercise of evolving such proforma should be completed within one year if it has not been implemented already. (Several universities have already done so when implementing the previous pay scales of the IVth Pay Commission).

10.0 Code of Ethics

The Commission recommended that each university should work out its own code of professional ethics and it should include all the groups in the university system, namely, teachers, Group A administrative staff and vice-chancellor, and non-teaching staff. The exercise should be completed within two years of the implementation of the new pay scales.

11.0 Pay Package As a Total Mandatory Package

The Commission recommends that the pay package should be accepted as a whole by the concerned state government, the University and the individual teacher in the university and college. This should include :

- a. The recommended salary scales for direct recruitment and promotions,
- b. Age of retirement,
- c. Mode of recruitment to regular posts by open selection through advertisements,
- d. Mode of career advancement,
- e. Qualifications at each level including the requirements of NET for recruitment as Lecturer,
- f. The responsibilities of teachers including examination work, work load, the number of teaching days, and
- g. The performance self-appraisal by teachers.

This package should be mandatory and no changes can be effected in it by any of the parties at the time of implementation and during the period for which it remains applicable.

12.0 Correction of Past Defaults in the implementation of Pay Package when implementing the Present Pay Package.

The Commission observed that, in the past, State Governments, Universities, and private managements of colleges, have diluted the recommendations, and some of the recommendations of

the Rastogi Committee have emanated as correctives for those distortions. While some of these recommendations of the Rastogi Committee have not been accepted by the Commission, it has recognized the basic concerns of the committee regarding the non-implementation of the actual features of the earlier Pay Committee Report.

It is, therefore, recommended that the State Governments, Universities and Private Managements, including self-financing colleges, treat the full package as mandatory not only for teachers but also for them, so that, uniformity can be assured in application throughout the country with 1.1.96 as the date of commencement. Necessary amendments to the university statutes may be made, wherever these are required, so that, the major features of the recommendations are incorporated.

13.0 Opportunities for Teachers to Perform Varied Job Responsibilities

Job responsibilities of teachers include teaching, research, examination / evaluation work, extension education, field action and outreach activities, continuing education for graduates, consultancy and contributing to the corporate life of the institution through various responsibilities such as being wardens, Proctors, in charge of the Dining Hall / Mess, campus development, NSS, cultural and sports / recreational activities being members of various committees. Organising Seminars, Workshops, Conferences and a number of other activities. Not all teachers can do everything but the involvement of teachers, depending on their interests and abilities, should be encouraged so that the teachers perform some of these activities and are given credit for the same in their upward movement. At present, the emphasis is exclusively on teaching and research, thus giving little scope for recognition of contribution of teachers to the academic life of the Institution. While teaching and examination / evaluation work are the basic functions of every teacher, the other activities should be performed taking into consideration the teacher's own interest and aptitude. The university / college should facilitate it through the necessary support it should provide. The teacher cannot be penalized if the institution does not provide opportunities for the teachers when he / she is assessed for direct recruitment to higher posts or for career advancement.

14.0 Opportunities for Professional Development.

The Commission recommends that teachers must have opportunities for professional development through attendance at national and international conferences, seminars, orientation and refresher courses, membership in associations, and assistance for computers and books / journals in their subjects. The Commission recommends that the government of India, Ministry of Human Resource Development and the State Governments, place value on supporting these recommendations, as those are intended to improve the quality of education. Unless special funds are allocated, for books / journals and membership in professional associations which have increasingly become expensive these will be implemented to only a small extent, or remain on paper, as they have for many years.

Similarly, the Government of India, Ministry of Human Resource Development should provide the necessary funds through institutional facilities to provide teachers easy access to academic sources of information by telephone, E-mail, fax and internet connections, as well as minimum departmental computer facilities.

Teachers do not enjoy many of the perquisites of the civil service or Group "A" staff in the Governments of the Centre and the States. The above inputs in their professional development, while seeming to be alternative perquisites, are also in the nature of quality improvements in education.

15.0 Monitoring of the Implementation of the Recommendations

The final resolution of the Government of India, Ministry of Human Resource Development, on the pay scales, service conditions and related matters, as communicated to the State governments and the Universities, must be frequently monitored by the University Grants commission. The

former failures, and lack of implementation of the earlier Pay Committee recommendations, are largely attributable to the lack of accountability because of the lack of initiative on the part of the University Grants Commission to monitor, resulting in some of the mandatory requirements not being implemented, either by the State Governments, private colleges, or other funding bodies (in some cases Ministries of the Government of India) and the Universities. A structure for monitoring has to be set up and this is a part of the functions of the UGC in its Act. Financial assistance must be provided by the department of Education, Ministry of Human Resource Development, for setting up a structure for monitoring.

16.0 The increased liability on account of Recommendations

The financial implications on the part of the Central Government to implement the recommendations of the Rastogi committee work out to Rupees 327.55 crores per month, whereas, the financial liability increases to Rupees 533.42 crores per month if the recommendations of the Commission are accepted. This implies that the extra expenditure involved by accepting the Commission's recommendations over the expenditure involved in the Rastogi Committee report is Rupees 205.87 crores per month, i.e., Rupees 2470.40 crores per year. The total expenditure involved in implementing the Commission's recommendations would be rupees 32,005.20 crores for the Plan period as against Rupees 19,633.00 crores in implementing the Rastogi Committee recommendations.

17.0 Vision of Development of Higher Education

While the Commission has taken into consideration and recommended a substantial proportion of the feedback received by it, in the interest of developing a climate of trust and accountability within the system itself, and providing attractive pay scales and benefits for the teachers in keeping with their role, it is the responsibility of the teaching profession to respond by creating a productive academic climate on the campus.

The recommendations and their implementation coincide with the fiftieth year of India's independence. It is time for reflection and identification of new directions for the country's social change and development as it moves to the 21st century, and the second half century of independence. Teachers are the think-tank of the country. They must take this opportunity to reflect on the future of the country and the tasks of higher education to achieve the objectives of national development. Each university and college must have its own brain-storming sessions to chalk out its specific mission in the geographical and social context in which it is located and to develop a future vision of its development.

UGC believes that the teachers will rise up to play a significant role as academicians who can provide the leadership to the nation for achieving development. We hope that an atmosphere of team spirit and devotion to the cause of education and national development will continue to be generated and make the nation proud to support higher education in the interest of national development and to give India a competitive edge in the community of nations. The Commission's detailed recommendations are given in the enclosed Appendices - I, II, III & IV.



ANNEXURE-I

<p>RECOMMENDATIONS OF PAY REVIEW COMMITTEE</p>	<p>VIEWS OF THE COMMISSION</p>	<p>JUSTIFICATION/ REASONS FOR THE VIEWS</p>
<p>1. Recruitment The Committee recommended that a good academic record, 55% at the master's level and qualifying the NET or an accredited test should be the minimum qualification for the appointment of Lecturers. However, the UGC already has a provision to grant exemption in deserving cases. The UGC may, from time to time, regulate the use of this provision, whether for individuals or in respect of certain regions of the country as the case may be. The relaxations, however, should be within a minimum of 50 % marks and every candidate must have necessarily qualified in the NET/SLET or be eligible for exemption from NET as per the UGC regulations. It further recommended that those candidates who have 50% marks in the Master's degree and have obtained a Ph.D. after 1993 should also be exempted from qualifying in the NET/SLET to be eligible for the post of a Lecturer. (Para 6.2.1)</p>	<p>1(a) The Commission was of the opinion that a systematic study should be conducted by the UGC for each subject. The results of a representative sample of universities from each state, should be obtained, to decide the cut-off percentage at the Master's level for each subject to determine the eligibility for recruitment as Lecturer. The study should be completed in about a period of two years. Till such time, the requirement of a minimum of 55% at the Master's level should continue, as suggested by the Pay Committee, in addition to a good academic record and qualifying in the NET, or an accredited test as the minimum qualifications for the appointment of Lecturers with a Master's degree.</p> <p>1(b) However, an exemption from 55% to 50% marks at the Master's level may be given to those with a Ph.D. degree.</p> <p>1(c) The minimum requirement of 55% should not be insisted upon for Teachers, Registrars, Librarians, Deputy Librarians, Directors of Physical Education, Deputy Directors of Physical Education, for the existing incumbents, who are already in the University system. However, these marks should be insisted upon at the entry point of Lecturers, Assistant Registrars, Assistant Librarians, Assistant Directors of Physical Education, until such time that the subject related study is completed for deciding the cut-off marks in each subject.</p> <p>1(d) A relaxation of 5% may be provided, from 55% to</p>	<p>The Commission took this decision keeping in view the fact that there was a wide ranging variation in marks both from university to university, and from subject to subject. In the feedback received on the Pay Review Committee Report, the present cut-off marks are seen as arbitrary because humanities and social sciences are not scoring subjects, whereas, scores are high in such subjects as the sciences and mathematics. Besides, some of the older universities are conservative in giving marks in the humanities and social sciences.</p>

	<p>to 50% of the marks at the Master's level, for the SC/ST category.</p> <p>1(e) Henceforth, the requirement will be stated as "B-in the 7 point scale or 55%, as the UGC has been promoting the grading system for many years.</p> <p>2. The UGC reserves its right for granting exemption to an individual or even a class of candidates on the basis of candidates on the basis of specific merit, where indicated.</p> <p>3(a) Since the Pay Committee has not recommended NET for those with a Ph.D. degree, it is optional for the University to accept this recommendation or to require NET, either as a desirable or as a required qualification, for its University Departments and Colleges.</p> <p>3(b) While the Commission agreed to the proposal of the Committee to grant exemption from NET to those with a Ph.D. degree, no such exemption should be provided to M.Phil. holders.</p> <p>3(c) The Commission was of the opinion that the Ph.D. should continue to be a compulsory requirement for the designation of Reader. However, for other categories, like those of Registrars and Librarians, the Ph.D. should be a desirable qualification and not essential with the provision of incentives for those with a Ph.D. degree as for the teachers.</p> <p>4. The Demonstrators/ Tutors appointed prior to 1/1/76 should be placed at the pay scale of the lecturer. They should be allowed one upward movement up to lecturer senior scale, while selection grade should be permitted to</p>	<p>The exemption from NET for Ph.D. degree holders was provided because the Ph.D. is a much higher degree and it did not seem fair to subject the Ph.D. degree holders to a Master's level test.</p>
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	<p>only those demonstrators who possess the minimum qualifications of Lecturer.</p> <p>5. Seminar / Colloquium may be made as a part of the selection process if the University takes the decision to include the peer group in the selection of teachers. This is left to the university. If the best candidate has a fair chance of selection at the entry point, upward mobility is more positively ensured.</p> <p>6. For professional courses like Medical, Fine Arts, Law, Education, Social Work, etc., a separate exercise will be undertaken to look into the requirements for their recruitment (qualifications and work experience) in consultation with professional Councils like MCI, BCI, NCTE, and professional bodies. The Pay Committee has left this task to the UGC. Lateral entry is very much desirable in such professional courses.</p>	
<p>2. Period of Probation</p> <p>The Committee recommended that the probation should normally be for a period of 24 months, extendable upto a further period of twelve months in case of unsatisfactory Performance. A teacher should be</p>	<p>1. Keeping in view the practice in some of the universities, as contained in their Statutes, the commission felt that such universities may continue probation period of one year, extendable by a maximum period of one more year in case of unsatisfactory performance. However, the Universities which are already having probation period of two years may continue. It is optional for them to introduce the provision that a teacher may offer him/herself for assessment at any point of time for confirmation, within the period of two years, but the University may consider a minimum period after which such cases would be considered. At senior positions, it is optional for the university to decide on confirmation at any time from the</p>	<p>1. Most of the associations and teachers felt that two years was too long a period of probation and it may lead to the victimisation of teachers by the Management.</p>

<p>confirmed on his/her successful completion of probation, subject to the successful completion of one short-term orientation course or the Diploma in Higher Education (from the Indira Gandhi National Open University). (Para 6.3)</p>	<p>time of appointment to the end of the statutory period of probation.</p> <p>2. The confirmation should not be linked to the completion of orientation course, but efforts should be made to send the teacher either before joining, or immediately thereafter, but, in any case, the orientation course should be completed within a period of the first two years. Attendance in one orientation and one refresher course should be compulsory for promotion/placement in the higher grades for the lecturer at the entry point.</p> <p>3. The University may devise a method of ensuring that the Head of the University Deptt. / College Principal sponsors the teacher for the required orientation and refresher courses.</p>	<p>2. Non-availability of sufficient number of orientation courses was the reason for not linking confirmation with compulsory attendance in orientation courses and insisting on pre-induction programmes. The UGC is making efforts to increase the number of courses. It is in the process of obtaining data from the colleges on the requirements for orientation and refresher courses since college teachers form the largest number in these courses.</p> <p>3. This was suggested in view of the complaints of the teachers, that they were not being released on time.</p>
<p>3. Creation of Posts</p> <p>The Committee recommended that posts of Professors be provided in the post-graduate colleges. No college should be allowed to undertake post - graduate teaching in a discipline without providing for the post of a Professor in that discipline. In addition, at least one post of Reader should be created for each discipline being taught in under-graduate and post-graduate colleges. (Para 6.6)</p>	<p>a) Accepted for post-graduate colleges.</p> <p>b) For under-graduate Colleges, which have maintained a good academic record, including the academic contribution of their teachers, should be given the post of Professors and Readers in the ratio of 1:4:12 (Professor/Reader/Lecturer) in the college as a whole.</p> <p>c) In colleges with PG departments, the posts of Librarians and DPEs may be provided up to Reader's level.</p>	<p>State Governments must be persuaded by the Government of India to implement this recommendation to improve the quality of post-graduate education since 56 per cent of post-graduate students are in the post-graduate departments of colleges.</p>

<p>4. Faculty Programme</p> <p><i>Development</i></p> <p>The Committee recommended that there is need for introducing the concept of pre-induction training programmes for the teachers through Academic Staff Colleges. The training should be imparted soon after the recruitment. For faculty development at all levels, subject refresher programmes of advanced nature should be made available (Para 6.7)</p>	<p>1. The need for a pre-induction orientation course was recognised, but, due to the many problems envisaged in its implementation, it was decided that the onus of doing so should rest with the college and the university but, in all cases such induction/orientation programmes should be completed for all teachers within two years. Attendance in orientation courses should not be linked to the confirmation of candidates but it should be necessary for promotion.</p> <p>2. Principals of Colleges, and the Heads of Departments, should prepare a proper schedule for such deputation, so that, the teachers have timely access for such courses. The university must develop a mechanism to monitor it for its university-departments and affiliated colleges.</p> <p>3. Instead of exclusive reliance on subject related refresher courses, as recommended by the Pay Review Committee, the senior teachers, like Readers/Selection Grade Lecturers and Professors, may opt to attend two seminars/conferences in their subject area and present papers as one aspect of their promotion/selection to higher levels. These are general expectations of senior teachers in any case. Organisation of advanced level refresher courses may be done by the UGC for this category of teachers but these should not be made compulsory, but alternative to participation in professional activities as suggested above. The reimbursement on this account would be up to a maximum of about Rs. 3000/- (exclusive of fares) per programme, per person provided that the funds are allocated for the purpose by the Government of India. At present, the funds under the UGC ASCs, and the unassigned grant to the university teachers for deputation</p>
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Complaints have been received from teachers that they are not released for the same for which remedial action must be taken by the university. If teachers are being refused admission in academic staff colleges, refresher courses, due to a ceiling on admission, this should be brought immediately to the attention of the University Grants Commission.

	<p>to seminars, conferences, workshops and training courses, and the deputation of college teachers under their development grant, are not adequately funded to make it possible for all Readers, Selection Grade Lecturers and Professor to attend these programmes. Such refresher courses may also be offered by the SAP departments as was done earlier.</p>	
<p>5. Career Advancement</p> <p>The Committee recommended that for placement in the senior scale, a Lecturer may offer himself/ herself for review after four years if holding a Ph.D. degree and six years if holding a M.Phil. degree, and seven years if not holding M.Phil./Ph.D.</p> <p>The Committee further recommended that a Lecturer (Senior scale) can offer himself / herself for review after six years of experience as Senior Lecturer, for placement in the Selection Grade. (Para 6.5.1.)</p>	<p>The Commission desired that a candidate may offer herself / himself for review if she / he is a Ph.D. holder after 4 years, M.Phil holder after 5 years, and Non-M.Phil./Ph.D. after 6 years.</p> <p>Accepted</p>	
<p>6. Career Advancement for Readers</p> <p>In addition to the sanctioned positions of Professors which must remain to be filled in through direct recruitment, the Committee has recommended the Career</p>	<p>1. The Commission has accepted the Pay Committee recommendation for the promotion of Readers to Professors' post. It has also accepted the promotion of Selection Grade Lecturers to Professors' post, and the promotion will be after 5 years in the respective positions of Readers/Selection Grade lecturers.</p> <p>2. The members did not agree to the method of</p>	<p>1. The Pay Review Committee had not clarified explicitly whether Selection Grade Lecturers, who hold equivalent scales as Readers, could be promoted. Since the principle of at least 3 promotions in a life-time applies, it became essential to permit promotion of Selection Grade</p>

<p>advancement of a Reader as Professor on the basis of assessment of performance and level of academic excellence achieved. (Para 6.5.2.)</p>	<p>promotion suggested by the Pay Review Committee. The members were of the opinion that the UGC should not be involved in the promotion of Readers to Professors, as it was not one of the statutory functions of the UGC. However, it made recommendations on the method of promotion, as given below :</p> <p>The candidate has to present him/herself before the Selection Committee with some of the following :</p> <ol style="list-style-type: none"> a. Self-appraisal reports (required). b. Research Contribution/books/articles published. c. Any other academic contributions. The best three written contributions of the teacher (as defined by him/her) may be sent in advance to the experts to review before they come for the interview. The teacher should be asked to submit these in 3 sets with the application. d. Seminars/Conferences attended. e. Contribution to teaching/academic environment institutional corporate life. f. Extension and field outreach activities. <ol style="list-style-type: none"> 3. a) The minimum service required for promotion from Reader to Professor shall be 5 years instead of 10 years. b) The minimum period of promotion of Selection Grade Lecturers to Professors shall be 5 years. 4. Inter-se seniority must be maintained between those selected by direct recruitment, and those selected 	<p>Lecturers if there is no such promotion, after a period of 10 to 12 years, and after two promotions, there will be no further promotions in their life-time.</p> <ol style="list-style-type: none"> 2. During the course of discussions with the academic community, the feedback was that referring all individual cases for promotion from Reader to Professor to the UGC would be a very time consuming and long drawn process. Moreover, it will impinge upon the autonomy of the universities and will mean that the UGC has no faith in the university system of the country. Most of all, it goes against the existing statutes of the universities with respect to the selection of teachers, and is not one of the statutory functions of the UGC. 3. Ten years was a very long period, keeping in view the fact that the promotion from Lecturer to Reader, itself takes 5 years, and the requirement in case of direct appointment to the post of Reader to Professor is 10 years of total experience, whereas, in the case of promotion, it was amounting to 20 years, which has now been reduced to 13 years.
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<p>7 Merit Promotion Scheme</p> <p>The merit promotion scheme, having dual emoluments or, for that matter, any such scheme, should be dispensed with. Henceforth, the career advancement scheme, as recommended above, may be implemented to reward the meritorious teachers. The Committee recommended that the Government and the UGC may take appropriate action in this matter to avoid recurrence of such things in future. The UGC may also take a policy decision after detailed analysis, about the abolition of dual emolument system and the inter-se seniority of merit promotees vis-a-vis direct recruits, in case the system of dual emoluments is abolished. (Para 6.5.3.)</p>	<p>under Career Advancement scheme, keeping in view the date of the meeting of the Selection Committee irrespective of the fact that whether she/he is directly recruited or promoted.</p> <p>5. For this purpose, university should modify their statutes, incorporating above guidelines of UGC for both Direct Recruitment and Career Advancement as mode of appointment of teachers. Without this amendment, Courts of Law have struck down inter-se seniority.</p>	
	<p>1. Abolition of the old merit promotion scheme was accepted. Abolition for dual emoluments for the incumbents was agreed to and the date of implementation should be 1.1.96.</p> <p>2. The date of selection (by the merit promotion scheme or by direct selection) shall be the criterion to decide inter-se seniority between the merit promotees and direct recruits. The university should make necessary provisions in their statutes by amending the existing statutes.</p>	<p>The Solicitor-General of India has advised that, looking into various judgements of the Supreme Court, the dual emolument scheme should be abolished, and the detailed modalities would have to be worked out by the UGC.</p> <p>2. The merit promotees would be given notional increments (no arrears) in the regular scale if they had stagnated in the merit promotion scale and then fixed in the new scale.</p> <p>3. The judgement of the Hon'ble Supreme Court permitted inter-se seniority when the statutes of the University contained the provision in the case of <i>Rashmi Srivastava Versus Vikram University, Ujjain</i>.</p>

8. Career Advancement for Administrative Positions

The career advancement scheme, which already exists for this category of staff, may continue. (Para 6.5.4.)

The Commission was of the view that the number of years required for Career Advancement for administrative positions should be at par with the teachers. The enclosed chart at Annexure-II gives the Career Advancement and Pay Scales for administrative positions. Hence, the old scheme is recommended for discontinuation.

9. Teaching Days

The universities/colleges must observe 180 actual teaching days. Ensuring more teaching days would require vacations to be reduced by about a fortnight. The universities may change over to a two-semester system and implement academic calendar with each semester being of 90 days. (Para 6.8)

a) A model academic calendar, proposed by the UGC, has already been in existence for some years, which universities are required to follow. As it is a Regulation, it is a mandatory requirement. Since there has been some problem in interpreting 180 days, it is being clarified as follows.

b) There should be 30 weeks of actual teaching with a 6 day week. Thus, of the remaining weeks, 12 weeks may be devoted to admission and examination activities, 8 weeks for vacations, and 2 weeks may be attributed to holidays. If the university adopts a five day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks with 6 days week. It will also affect the period of their vacations since only 8 weeks are permitted, if the semester is extended by 4 weeks to make up for 30 Saturdays.

c) As vacations will be for 8 weeks for all University teachers, in lieu of curtailment of vacations by 2 weeks, the university teachers may be credited with 15 days of Earned leave. The College teachers will have full 10 weeks of vacation and no earned leave, except when asked to work during vacations, or which, as in the case of teachers, 1/3 of the period will be credited as Earned leave. The above is summarised as follows :

	No. of weeks	
	Univ.	College
Teaching	30	30
Admissions/Examinations	12	10
Vacation	8	10
Public Holidays	2	2
Total	52	52

<p>10. workload</p> <p>The UGC guidelines regarding minimum number of actual teaching days, programme of examination reform and workload for teachers in the universities and colleges issued in 1980 prescribe that the workload of a teacher in full employment should not be less than 40 hours a week for 30 working weeks in an academic year, which should be ensured (Para 6.9)</p>	<p>Accepted.</p> <p>a.) The workload for Lecturers, Readers and Professors should continue as provided in the Mehrotra Committee Report. No change is recommended. On promotion under Career Advancement Scheme, there should be no change in the workload since no additional posts are to be created.</p> <p>b.) It is necessary for the teacher to be available for at least 5 hours daily in the university / college. However, to implement the norms the university / college should ensure necessary space and infrastructure for the purpose. The Central Government / State Government should provide the necessary funds, where the space and infrastructure fall short of the total number of teachers. Without the necessary environment, this norm cannot be implemented. However, where such infrastructure is available, the norm should be followed, so that the teachers are accessible to students, there is greater peer group academic interaction, use of the library and contribution to the corporate life of the institution.</p>	<p>The direct teaching hours of the earlier Pay Committee, which are to be continued are as follows :</p> <p>Lecturers / Sr. Lecturers 16 weeks</p> <p>Promoted Readers and Professors</p> <p>Readers (Direct Recruitment) 14 weeks</p> <p>Professors 12 weeks (Direct Recruitment)</p>
<p>11. Professor of Eminence</p> <p>The scheme formulated by UGC for professors of Eminence should be implemented at the earliest. (Para 6.4.4.)</p>	<p>Because a similar scheme was drafted by the AICTE, on the request of the Government of India, a scheme was formulated by the UGC and sent to the Ministry over a year ago. The UGC has no further information on the matter. However, it was recommended that the age limit should be increased upto 70 years. The pay scale should be Rs. 26,000/- (fixed).</p>	<p>The increase from 65 to 70 years is suggested since for eminent university teachers, because the universities are already permitted to extend up to 65 years those who cannot be replaced for various reasons such as unavailability of teachers in the subject area. The scheme of Eminent Professors will be a UGC scheme administered nationally. There may not be more than 100 such Professors at a time.</p>

<p>12. Establishment of Chairs</p> <p>The delimiting of emoluments to the UGC scales may not be insisted upon when a case to this effect has been made by its selection committee on grounds to be stated formally. Appropriate guidelines for establishment of such Chairs may be laid down by the UGC within the next six months or so. (Para 6.4.5.)</p>	<p>Accepted.</p> <p>a) It was suggested that the universities may consider having no age bar for appointment to a Chair.</p> <p>b) The appointment to the Chair need not be permanent. Such appointments can be for a term to be decided by the University.</p> <p>c) Only persons with a brilliant record, and academic contribution, should be appointed against the Chairs.</p> <p>d) Other guidelines should be laid down by the University.</p>	
<p>13. Pay Scales of Teachers and Other Officers</p> <p>The Pay Review Committee recommended Pay scales, keeping in view the revision as suggested by the Fifth Pay Commission, and the relative position of the Teachers vis-a-vis other professions. In addition, pay scales for Inter-University Centres, and other organisations on replacement basis were recommended.</p> <p>The pay scales recommended by the Pay Review Committee are given below :</p> <p>Lecturer - Rs. 8000-325-13500</p> <p>Lecturer (Sr. Scale)- 10000-325-15200</p> <p>Lecturer (Sl. Grade /Reader) - Rs. 12000-325-18000</p>	<p>1. Based on the later entry of teachers, with higher qualifications, and to provide a scale which permits adequate career advancement, the Commission decided the following pay scales for teachers.</p> <p>Lecturer - Rs. 10,000-325-15,200</p> <p>Lecturer (Sr. Scale) - Rs. 12,000-375-16,500</p> <p>Lecturer (Selection Grade / Reader) - Rs. 14,300-400-18,300</p> <p>Professor / Principals - Rs. 18,400-500-22,400-525-24,500</p> <p>Sr. Professor - Rs. 24,050-650-26,000</p> <p>(This scale may be given to only 10 per cent of positions of Professors in the University. They should be competitive positions, based on contributions in their career. Both promoted and directly recruited professors can compete for it.)</p> <p>The pay scales and qualifications for all categories may</p>	<p>1. The Commission noted that although teachers have higher qualifications and are also required to take a national (or equivalent) entry level tests, at the time of first recruitment in the profession but they are paid less than other Civil Service Officers, and the rise in their career is at a slower pace as compared to them, so that the gap between the two increases up to 40 per cent in the higher brackets. Moreover, teachers do not get the perks enjoyed by the administrative cadres in the Government including telephones, free newspaper, car pools, and individual cars, even for senior Readers and Professors, whereas, these facilities are available to equivalent level officers in the Civil Services.</p>

<p>Professor - Rs. 14300-450-22400 Principal - (3 scales)</p> <ol style="list-style-type: none"> 1. Rs. 14300-450-22400 (Starting with a basic pay of Rs. 15200) 2. 14300-450-22400 3. Rs. 12000-375-18000 (Starting with a basic pay of Rs. 12750). 	<p>be seen at Annexure - II.</p> <p>2a) The pay scales of Vice-Chancellors should be fixed at Rs. 26,000/-. Although vice-Chancellors were not included in the terms of reference of the Pay Review Committee, the Commission felt that, this being the highest post in the teaching profession, it should have a dignity and respect in the society. A pay scale commensurate to his/her status was essential and has thus been recommended.</p> <p>b) For Vice-Chancellors, pension should not be deducted from the salary if the Vice - Chancellor is appointed after superannuation.</p> <p>3a) The Demonstrators/Tutors, appointed prior to 1.1.1986, should be placed in the pay scale of Rs. 10,000-325-15,200/- uniformly in all universities.</p> <p>b) They should be permitted upward movement up to the level of Senior Lecturer. In the case of those who have the required qualifications of a Lecturer, they may be permitted to go up to the Selection Grade.</p> <p>3. Pay scales for personnel of Department of Adult and Continuing Education and Women's Studies should be equivalent to that of the teachers of the corresponding levels and they should have the same designation and channels of promotion, provided that they have equivalent qualifications.</p> <p>5. For others, such as those in technical positions in the scale of Rs. 10,000 and above the Commission has given its recommendations separately such as forUSIC, computer and information technology staff.</p> <p>6. It was desired that the DA would be as per State Government for its employees, as also other benefits such as HRA, LTC, etc.</p>
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<p>14. Part-time Teachers</p> <p>The Practice of appointing part-time teachers should be sparingly used and the remuneration given for such work must be based on realistic norms. The UGC should take steps to evolve suitable guidelines and recommend revised remuneration for them. (Para 6.10)</p>	<p>1. The minimum qualifications for appointment of part-time teachers should be the same as that of regular teachers. The part-time teachers should be appointed only in exceptional circumstances, on a contract appointment or permanent against half the salary on the scale (and should include proportionate increments and DA and any other permissible benefits). The court decisions regarding regularising of part-time teachers have been used to regularise teachers who do not meet the required minimum qualification for appointment. This should be safeguarded. Hence, part-time teachers should have the same qualifications as full-time teachers. They should be given all proportionate benefits.</p> <p>2. The Commission also noted the difference between a part-time teacher in regular appointment from Visiting Lecturers who take specific courses only as specialists for a stipulated amount per hour/lecture, and adhoc teachers against existing vacancies till such time that the vacancy is advertised and filled by a regular appointment. The University / College should be encouraged to have Visiting Lecturers for specialised professional subjects.</p>
<p>15. Age of Superannuation</p> <p>The age of superannuation may be uniformly 60 years in all colleges and universities. The Fifth Pay Commission has recommended 60 years as superannuation age for Government employees. If this is accepted by the Government, the age of superannuation for teachers should be 62 years. (Para 6.11)</p>	<p>a) The age of superannuation should be 60 years with a provision of re-employment for 5 years. Extension of such service should be given only where the service of the person is required selectively on academic grounds, such as the lack of availability of suitable persons in the areas of expertise of the teacher and specific of the teacher and specific institutional needs. It is not expected to be routine extension. (While the Government of India has not accepted 60 years for Central Government employees, if subsequently, the age of retirement is raised to 60 years then superannuation should be at 62 for teachers. In that case, reemployment should be for 3 years only.</p>

	<p>b) The teacher may be re-employed till the end of the term / semester so that the teaching is not disturbed.</p>	
	<p>The recommendation is accepted as in 15 above. It is observed that this scheme has not been implemented in some Central and in most State and Deemed Universities. No re-employment facility is recommended for the Registrars, Librarians and Physical Education Instructors.</p>	
	<p>a) Accepted.</p>	<p>16. Re-employment of Teachers after Superannuation Re-employment may be given in two phases of three years and two years, respectively. However, it is not meant to be a provision for extension up to the age of 65 years for all teachers. It should be used selectively which should be justified in terms of specific institutional needs. (Para 6.12)</p> <p>17. Pension and Superannuation Benefits a) The UGC may issue guidelines to all universities so that uniform rules be followed by them. For university teachers covered by CPF before the introduction of the pension scheme, an amount equivalent to the DA permissible at the pension level at the minimum of the present (i.e. pre-revised) pay scale may be given as relief in DA to them.</p>

<p>b) The Committee recommended that a waiver may also be provided up to the maximum of five years due to late entry in service of the teachers having a Ph.D. degree so that almost all teachers get full retirement benefits, which are available after 33 years of service, including services rendered inside or outside the state, in universities, 'Deemed to be Universities' and colleges. (Para 6.13)</p>	<p>b) Instead of saying that a "waiver" may be provided, it is recommended that the expression used should be "benefit in service", up to a maximum of five years, should be applicable for the teachers who hold Ph.D. degree at the time of entry. No such benefit should be given to a person who earns his/her Ph.D. during the period of service.</p>	<p>The benefit in service is provided because about 5 years are spent on the Ph.D. degree and a teacher who enters the service after the Ph.D. degree is already late by 5 years as compared to other similarly situated employees. The person, thus, loses out on the number of years required for pension benefits.</p>
<p>18. Date of implementation and Review</p> <p>The Committee recommended that the date of implementation of the revised pay scales should be January 1, 1996, or the same as is decided upon by Central Government in respect of their employees. Further, the pay scales and their implementation in all aspects may be reviewed at the end of every five years. (Para 6.25)</p>	<p>1. Accepted. The date announced by the Government of India is 1.1.96, which should be made applicable to the Universities also. The Commission reiterated that this date should be the required date for implementation uniformly in all the universities in the country.</p> <p>2. <i>The Commission recommended that the Central Government share in the financial liability, arising out of pay revisions, should be 100% in the first year, 95% in the second year, 90% in the third year, 85% in the fourth year and 80% in the fifth year. Thereafter, the State Government will have to take over the entire liability.</i></p>	<p>This recommendation is made keeping in view the reservations expressed by the State Secretaries of higher Education that the State Governments will not have sufficient funds to meet the expenditure on the Pay increase. Since the pay scales should be required to be implemented uniformly throughout the country, on the same date that is, 1.1.96, this recommendation of the UGC is likely to ensure such uniform implementation.</p>

<p>19. Facilities for Women Teachers</p> <p>The Committee felt that, since the working women have to bear dual responsibilities in our society, there is need for provision of special facilities for women teachers. The following provisions are recommended by the Committee in this regard. (Para 6.14)</p>	<p>The Commission accepted the recommendations for women teachers and the Commission further recommended that all the facilities for women teachers should be extended to the women employees in the administrative, library and physical education positions also, in the Group A employees.</p>	
<p>20. Flexitime Approach</p> <p>A woman teacher may be allowed to work half-time for a maximum period of six years in her career when the children are young and family commitments are at the maximum. She may be given half of the pay plus half the allowances during this flexitime period provided that she works half time. But she should not be deprived of other benefits such as LTC, housing and pension benefits, etc., resulting from continuity of service. (Para 6.14.1.)</p>	<p>a) Accepted.</p> <p>b) The Commission also recommended incorporating the Government of India provision made for leave where a child is adopted as per the Government of India notification.</p>	
<p>21. Day-care Centres</p> <p>The Committee recommended that quality day-care centres may be opened in universities and colleges with</p>	<p>Accepted. The core staff would be provided by the university but a proportionate contribution made by the user towards the cost of staff. Space and its upkeep should be provided by the</p>	

<p>adequate equipment and staff to take care of the children of working parents. Such services should have adequate contribution from the users themselves for all programme-related costs and food, as also proportionate contribution to the salaries of the staff of the day-care centres. (Para 6.14.2)</p>	<p>university. Food and programme costs should be fully recovered from the fees, which could be on a sliding scale with a cross-subsidy built into it for those in the lower pay scales. It should be seen as a cooperative of the users' group.</p>	
<p>22. Interrupted Career</p> <p>The Committee recommended that there should be a provision for allowing women teachers to come back to the profession (not necessarily the same job) after an interruption of a maximum of five years and this period should not be considered as break in service (Para 6.14.3)</p>	<p>Accepted.</p>	
<p>23. Leave-sharing Arrangement</p> <p>The Committee recommended that where both husband and wife are teachers in the same institution, the creation of an earned leave bank to be availed of by women teachers may be considered only for the period of rearing of very young children (such period should not exceed six years in all), provided that a woman teacher has exhausted the earned leaves at her credit and there is earned leave lying at the credit of her husband. (Para 6.14.4)</p>	<p>Accepted.</p>	

24. Leave Rules

Leave rules as laid down by the Sen and the Mehrotra Committee may be followed except for some changes as necessitated by the recommendations of the Central Pay commission. (Para 6.18)

Some of the recommendations of the Pay Review Committee regarding Study leave were as follows :

- i) Study leave may be granted to a permanent whole-time teacher with not less than five years of continuous service, to pursue a special line of study or research directly related to his/her work in the university or to make a special study of the various aspects of university organisation and methods of education. Provided that the Executive Council / Syndicate may, in the special circumstances of a case, waive the condition of five years service being continuous.
- iv) Study leave may be granted not more than twice during one's career. At least five years must elapse before the teacher is eligible for a second spell. However, the maximum of study leave admissible during the entire service should not exceed three years.
- vi)(b) The teacher shall not ordinarily be

Accepted.

2. The study leave can be granted after a minimum of 3 years of continuous service and the paid period of study leave should be for 3 years, but 2 years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department.
3. Study leave may be granted not more than twice during one's career. At least two years must elapse before the teacher is eligible for a second spell. However, the maximum of study leave admissible during the entire service should not exceed five years.

The study leave is in the interest of the institution to upgrade the quality of teaching, and, hence, such facilities as existed earlier should be continued.

<p>entitled to house-rent allowance or city-compensatory allowance during the period of study leave. Provided that the vice-Chancellor may, in view of the special circumstances of a case, sanction the payment of such allowances in part or in full</p> <p>(vi)(a) Subject to the provisions of sub-clauses (vii) and (viii) below, study leave may be granted on full pay up to two years at the discretion of the university.</p> <p>(vii) The amount of scholarship, fellowship or other financial or other financial assistance that a teacher, granted study leave, has been awarded will not preclude his/her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into account in determining the pay and allowance on which the study leave may be granted.</p> <p>(viii) If a teacher, who is granted study leave is permitted to receive and retain any remuneration in respect of part-time employment during the period of study leave, he/she shall ordinarily not be granted any study leave salary. In cases, where the amount of remuneration received in respect of part-time employment is not considered adequate, the Executive Council / Syndicate may determine the study leave salary payable in each case.</p>	<p>4. The Commission recommended that, in the case of study leave, the clause vi(b) regarding deduction of HRA and CCA, during the leave period, should be dropped as there does not appear to be any justification for this exclusion since the teacher and / or the family will continue to have a residence.</p> <p>5. (vi)(a) Subject to the provisions of sub-clauses (vii) and (viii) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university.</p> <p>6. In para vii - foreign scholarship/fellowships can be offset against pay only if the fellowship is above a specified amount, which is to be determined from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.</p> <p>7. Drop this para .</p>	<p>This clause is already in operation, as per the earlier rules of the UGC, which provides for a specified.</p>
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<p>(ix) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the commencement of the study leave. When study leave is taken in continuation of a vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation.</p> <p>(xiv) A teacher who is unable to complete his/her studies within the period of study leave granted to him/her shall be liable to refund to the university the amount of leave salary and allowance and other expenses, spent on the teacher or paid to him/her or on his/her behalf in connection with the course of study, together with interest thereon at the rate of 6 per cent annum to be charged from the date of such payment.</p>	<p>8. a) In para ix - in place of "commencement of the study leave" say "discretion of the teacher"</p> <p>b) Drop the following : "When study leave is taken in continuation of a vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation".</p> <p>c) A clause may be added that a teacher who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.</p> <p>9. The Commission did not agree to the return of the money if the research is not completed in the stipulated period, since it is not possible to estimate accurately the time required for research. If a teacher has not been using the time satisfactorily, it should be revealed in the 6-monthly reports required of the Research Guide. In that case, it is for the University to take the appropriate steps which it deems to be necessary. Review of such 6 monthly reports are already required by the Commission for those on paid study leave.</p> <p>10. Adoption leave and Paternity Leave may be provided as per the rules, of the Central government.</p> <p>11. Duty leave should be given also for attending meetings in the UGC, DST etc. where a teacher is invited to share expertise with academic bodies, government, or NGO.</p>	
<p>Extraordinary Leave</p> <p>Maximum period of extraordinary leave should not exceed two years.</p>	<p>Maximum period of extraordinary leave shall be five years in the full working life of the individual.</p>	

<p>Sabbatical Leave</p> <p>The teacher shall execute a bond, with proper sureties as in the case of study leave, that after the expiry of sabbatical leave, she/he will return to the service of the university and serve thereafter at least for three years, failing which, he will refund to the university the leave salary and allowances and other expenses, if any, spent on her/him, paid to her/him or on her/his behalf together with interest at the rate of 6 per cent per annum to be calculated from the date of such payment. Provided that the Executive Council/Syndicate may in any exceptional case, waive or reduce for reasons to be recorded, the amount refundable by a teacher under this rule.</p>	<p>Drop this para.</p>	
<p>25. Accommodation</p> <p>The Committee recommended that while providing for residential accommodation in the universities and colleges, some rooms may be earmarked for women teachers. The Committee also recommended construction of hostels/quarters specially for single-women teachers. (Para 6.14.5)</p>	<p>Accepted.</p> <p>This should be in addition to the entitlement of the women teachers in general pool.</p>	

<p>26. Service Agreement</p> <p>In many universities / colleges, at the time of recruitment, a teacher is required to sign a service agreement to be lodged with the Registrar / Principal, with a copy to the teacher concerned. The Committee recommended that this should be made uniformly applicable to all the universities / colleges. Universities may draw up service agreements designed to reflect their particular needs and those of their affiliated colleges. (Para 6.15)</p>	<p>a. The Commission modified the areas to be included and recommended that only the performance self-appraisal should be a part of the service agreement, aside from the usual requirements of the University. The service agreement should be compulsorily required to be signed by all new recruits.</p> <p>b. However, the code of professional ethics should be reviewed by individual universities in its academic bodies, teachers' councils and the staff associations and subsequently incorporated in the status and ordinances of the university for all levels of staff-teaching, non-teaching, including senior administrators.</p>	
<p>27. Mobility</p> <p>Facilities like provision of adequate housing and rules about carrying service benefits (pension, leave etc.) will go a long way in achieving the objective of encouraging mobility.</p> <p>Recommendations about these matters have been made, separately in relevant places. (Para 6.15.2)</p>	<p>Accepted.</p> <p>Guidelines regarding transfer of service from one State to another and from one university to another should be framed to facilitate such transfers.</p>	<p>Government of India must negotiate with the State Governments since, in spite of its recommendation, such transfer of service is not fully accepted.</p>

<p>28. Medical Facilities</p> <p>Efforts should be made at all levels to extend medical benefits to teachers either through medical insurance or through state assistance. The UGC may set up a committee to examine different aspects of medical facilities for teachers to work out a scheme in consultation with financial institutions like the General Insurance Corporation and the Unit Trust of India (Para 6.15.3)</p>	<p>The medical facilities being given during employment should continue after retirement and provision be made for teachers who retire in a place other than the location of the university. The UGC should communicate with GIC and other agencies for formulating a scheme. It should be a life-time cover anywhere in India.</p>	<p>The Government of India and the State Governments must assist the universities to extend proper medical care for the teachers.</p>
<p>29. Dearness Allowance</p> <p>The Committee is of the view that the rate of dearness allowance payable to all teachers in the universities and colleges should be uniform and at par with those available to Central/State Government employees. (Para 6.16.1)</p>	<p>Accepted.</p>	
<p>30. Incentive for Professional Development</p> <p>The faculty should be encouraged to become members of a maximum of two professional national associations and the cost of the membership should be subsidised by the university / college to the extent of 50%. Also to help the teachers to subscribe to journals, the Committee recommended that every</p>	<p>Instead of giving professional allowances, Income-tax exemption up to 100 per cent may be provided on the amount spent for becoming members of Professional Councils, purchase of books, subscription to journals, for registration in seminars/conferences and for E-Mail facilities.</p>	<p>However, if it is difficult to provide income-tax exemption, a suitable amount should be given in lieu of such tax exemption. Rs. 500/- is too little for even purchase of a book. The Government of India, Ministry of Human Resource Development, must give this benefit on par with teachers in IITs.</p>

<p>teacher should get a subsidy to the extent of 50% of the cost of the journal subscribed, subject to a maximum of Rs. 500/- per year. In addition, to encourage the teachers to be able to make use of E-mail facilities, the Committee recommended that the expenditure incurred on installation of E-mail facilities and annual charges excluding actual usage charges may be subsidised to the extent of 50%. (Para 6.16.2)</p>		
<p>31. Computer Advance</p> <p>The Committee recommended that computer advance of Rs. one lakh may be given to the teachers (Para 6.16.3)</p>	<p>Accepted.</p> <p>It should be given at the Central Government rate of interest for loans, and eligible for tax deduction.</p>	
<p>32. Leave Travel Concession</p> <p>The facility of leave travel concession to visit home town and any place in the country, as available to Central / State Government employees, should be made available to all university / college teachers. (Para 6.16.4)</p>	<p>Accepted.</p>	

<p>33. Group Insurance Scheme</p> <p>Group Insurance Scheme is available to the employees of Central Govt., autonomous organisations, Government undertakings, and central universities. This facility should be made available to all university/college teachers. (Para 6.16.5)</p>	<p>Accepted.</p>	
<p>34. Housing</p> <p>The Committee recommended that house-building advance and house-rent allowance be made available to all university / college teachers as per the Central/State Government Rules. (Para 6.16.6)</p>	<p>The UGC may formulate a scheme in consultation with HDFC and Indian Bank, or other related institutions.</p>	<p>The Government of India need to provide a substantial amount for this scheme as housing for teachers is a major problem and leads to the lack of mobility among teachers. A long-term solution is required for this problem and serious note has to be taken to provide adequate funds outside the normal plan grants to the UGC.</p>
<p>35. Conveyance Advance and Conveyance Allowance</p> <p>The Committee is of the view that conveyance advance and conveyance allowance may be given to teachers as per the Central/State government rules. (Para 6.16.7)</p>	<p>Accepted.</p>	

<p>36. Allowance for Teachers of universities & Colleges in the Hilly Areas</p> <p>Such allowances as are applicable to the Central / State Government employees in the hilly areas may also be given to the university and college teachers. (Para 6.17)</p>	<p>Accepted.</p>	
<p>37. Resource Mobilization</p> <p>The Committee is aware of the NPE, 1986, which explained concurrency in education in terms of a new sharing of responsibilities between the Union Government and the States in this vital area of national life. At the same time it will be useful to promote ingenious optimization of library and laboratory resources of various institutions, and to encourage new techniques in fabrication of low cost laboratory equipment, indigenous fabrication of instruments is another innovative area which could be tried again. The Committee also notes that UGC has already started a scheme to encourage the resource mobilization by the universities. Further, individuals who mobilize resources for their institutions need to be suitably rewarded. The Committee recommended that UGC may formulate suitable guidelines in this regard. (Para 6.21)</p>	<p>The 100 per cent income tax exemption may be extended to the colleges as is presently provided to the university. In addition, 25 per cent incentive grant may be also extended to colleges, on the pattern of universities for the resource mobilisation. It is felt that the financial reward for resource mobilisation should be institutional and not personal. Individuals may be recognized for their efforts in other ways by the institutions.</p>	<p>The Government of India has not cleared the UGC's request, made several times, to extend such exemption to the colleges which will be in a position to raise such funds. With thousands of colleges in the country, it is becoming impossible to provide them all their needs through public funds. They should be freed to supplement Govt. funding and State Governments must give 25 per cent incentive for the funds they raise.</p>

<p>38. Civic Rights</p> <p>Teachers should be free to exercise all civic rights and should be eligible for public officers at the local district, state or national level. No legal restriction should be placed on their participation in elections, but when they do so, they should be expected to proceed on leave, without losing the seniority. (Para 6.22)</p>	<p>Accepted.</p> <p>They should proceed on leave from the time they decide to enter for political office including their election campaign.</p>	
<p>39. Grievance - Redressal Machinery</p> <p>The Committee recommended the implementation of the Law Commission's recommendations regarding tribunalisation of justice after due examination by the UGC, Government of India and the State Governments. The universities may also consider appointing Ombudsmen to deal with grievances of students and other affected by the university functioning.</p> <p>Details may be worked out in consultation with the National Law School at Bangalore. (Para 6.24)</p>	<p>Accepted.</p> <p>While, it should have three tier structure, it should be studied in detail by the UGC, discussed widely in the university and legal sectors, before finalization and implementation. Tribunalisation must not debar the teacher from access to the legal machinery of the state. Recourse to the normal judicial system should remain open.</p>	

<p>40. Code of Professional Ethics</p> <p>The code of professional ethics may be made part of the regulations of UGC and incorporated in the Acts and Statutes of the universities to be made a part of service agreement to ensure implementation. (Para 6.23)</p>	<p>Each University should evolve its own code of professional ethics after full discussion in the academic bodies and associations and incorporate it in its Acts, statutes and Ordinances for all levels of staff teachers, non-teaching staff and senior administrators.</p>	<p>This exercise should be completed within two years of adoption of the implementation of the new pay scales.</p>
<p>41. Accountability</p> <p>The Committee reiterated the importance of the concept of accountability in the teaching profession. In order to promote this, a contribution of administrative skill and academic will along with transparency in action will be most helpful. Self-appraisal by teachers, assessment by students in an appropriate form, periodic performance appraisal having regard to teaching days, workload and code of professional ethics - all these should form part of a strategy in the interest of higher education. The initiative for the performance of this inescapable task should be taken by the authorities concerned and may be prescribed. Further, the Committee recommended that evaluation ought to be open participative and data-based. (Para 6.26)</p>	<ol style="list-style-type: none"> 1. While the concept of accountability is accepted, the UGC members felt that, performance self-appraisal should be adopted as a mandatory part of the Career Advancement Scheme and implemented with the new pay scales within the time frame of one year, if not already implemented. 2. On the other hand; student evaluation may not be uniformly possible because of the several apprehensions which have been expressed. Hence, the student evaluation should not be compulsory. However, it should not be totally precluded. It is optional for institutions to introduce it if they consider themselves ready for it. For instance, after discussions among the teachers and students, it can start with the PG departments in the universities and colleges and in professional courses. Such assessment could be used primarily by the teacher for self-improvement and not as an administrative tool. another alternative mentioned was that only senior students who are rank holders may be allowed to evaluate their teachers. Some incentive may be given to the institutions which adopt student evaluation as a mode of assessment. 3. The University and the college must initiate proper measures to ensure the presence of the teachers for taking classes and other work assigned to them. Teachers should, themselves, evolve a means for ensuring positive teacher participation in the academic life of the university/college. The detailed diary may not be the best means to ensure such participation. It is incumbent on the University and college authorities to evolve the best means of monitoring teacher attendance. 	

<p>42. Self-Appraisal of Teach</p> <p>The Committee reiterated that the self-appraisal proforma as in force (with modifications) should be made an annual feature of the review of teacher's performance as also an essential component for the grant of any type of incentive or upward movement in the career of a teacher. The modified proforma has been suggested by the Committee (Para 6.26.1)</p>	<p>Accepted.</p> <p>Where not already implemented, the proforma for self-appraisal should be modified to suit the requirements of the University/College after consultation with the teachers councils/associations. It should be a necessary part for career movement and incorporated in the university Statutes. It should be completed within the first year of the implementation of the scales and incorporated as a requirement in the statutes/ordinances when adopting scales of pay.</p>	
<p>43. Student Assessment of Teachers</p> <p>The Committee recommended that students' assessment be made a part of the evaluation procedures in all colleges and universities. A proforma has been designed to initiate the process (Para 6.26.2)</p>	<p>Same as recommended for point no. 41</p>	
<p>44. Implementation</p> <p>The recommendations of the Committee concerning performance appraisal and students' assessment of teachers, therefore, should be treated as an integral part of the package of</p>	<ol style="list-style-type: none"> 1. The performance appraisal shall be a part of the pay package. However, the students assessment need not be a part of the package. 2. The code of ethics for all members of the university community should be evolved participatively and incorporated 	<p>It is very essential that, while the Govt. of India make the pay package binding on the teachers, it should also make the date of implementation binding on the State Governments.</p>

<p>recommendations on pay scales and service conditions and should not be viewed as detachable in any way.</p> <p>The Committee wishes to reiterate and express support to the Government of India notification regarding the last revision of pay scales: "the revision of pay scales of teachers... will be subject to the various provisions of the scheme of revision of salary scales implementation of the scheme will be subject to acceptance of all the conditions attached to the scheme, and the Universities may be advised to amend the Statutes and Ordinances before the revised scales become operational" (Para 6.26.4)</p>	<p>in the Statute within 2 years of the acceptance of the pay package.</p> <p>3. The date of implementation of the menatory package should be 1.1.1996 uniformly in the whole country and no State Government should have the choice of implementation of any other date.</p>	
<p>45. Generation of Appropriate Environment</p> <p>Decent pay scales, service benefits and career opportunities are indeed very important. Another equally important aspect is the academic environment of our institutions. This could be achieved by having a common minimum agenda for higher education with a perspective view and an accepted code of institutional behaviour involving all concerned. (Para 6.26.5)</p>	<p>It is for the university/college to deliberate on the matter and seek ways of creating such an environment through a process of dialogue, discussion and reflection on their specific situation.</p>	<p>In the 50th year of India's independence, it is for the universities and the colleges to deliberate on their specific mission and their vision as an academic institution serving the cause of national development.</p>

Selection Committees recommended by the Pay Review Committee

Selection Committee Recommended by UGC

For the post of Lecturer in a Private College

1. Chairman of the governing body of the college or his nominee to be the chairman of the Selection Committee.
2. The Principal of the College concerned.
3. One Senior teacher/Head of the Department (of the subject concerned)_ preferably having not less than 10 years of service as a teacher.
4. A nominee of the Vice Chancellor of the affiliating university.
5. Three subject-experts not connected with the college to be nominated by the Chairperson of the governing body out of a panel of names approved by the Vice-Chancellor.

The quorum for the meeting should be five of whom at least two must be from out of the three subject experts

1. Chairman of the governing body of the college or his nominee to be the Chairman of the Selection Committee.
2. The Principal of the College concerned.
3. Head of the Department (of the subject concerned or a senior teacher in the subject preferably having not less than 10 years of service as a teacher.
4. Two nominees of the Vice-Chancellor of the affiliating university of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body out of a panel of names approved by the Vice-Chancellor.

The quorum for the meeting should be five of whom at least two must be from out of the three subject experts.

For the post Lecturer in Government colleges.

For Government Colleges, the State Public Service Commission must have three subject experts not below the rank of Professor.

For Government Colleges, the State Public Service Commission must have three subject experts not below the rank of Professor, and the Principal and Head of the Department should be necessarily included in the Selection Committee. The Public Service Commission must involve the university in the selection of the experts.

(For the post of a University Lecturer (Direct Recruitment))

1. The Vice-Chancellor to be the Chairperson of the Selection Committee.
2. Three experts in the subject concerned, to be invited on the basis of the list recommended by the Vice-Chancellor and approved by the Executive Council/Syndicate
3. Dean of the concerned Faculty/Head of the Department.
4. An academician nominated by the Visitor/Chancellor.
The quorum should be four out of whom at least two subject-experts must be present.

At the university level, all selections must be done within the system with the Vice-Chancellor as the Head.

1. The Vice chancellor to be the Chairperson of the Selection Committee.
2. The experts in the subject concerned, to be invited on the basis of the list recommended by the Vice-Chancellor and approved by the Executive Council/Syndicate.
3. Dean of the concerned Faculty.
4. Head/Chairperson of the Department.
5. An academician nominated by the Visitor/Chancellor.

The quorum should be four out of whom at least two subject-experts must be present.

Note: Up to Senior Scale, Selection Grade, proforma selection can be made but if a Selection Committee desires to interview the candidate or the candidate wishes to offer him/herself for interview, he/she should be interviewed. The Committee for promotion may be the same as above.

(For the post of a Reader through Direct Recruitment)

The process of selection should involve inviting the bio-data and reprints of three major publications of the candidates before interview and sending them to three external experts. The assessment reports must be placed before the Selection Committee, which should have the following Composition:

1. Vice-Chancellor to be the Chairman of the Selection Committee.
2. An academician who is the nominee of the Visitor/ Chancellor.

The process of selection should involve inviting the bio-data and reprints of a minimum of three best publications of the candidates before interview and sending them to the three external experts who are to be invited to interview the candidate. The Selection Committee should have the following composition:

1. Vice-Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is nominee of the Visitor/ Chancellor.

<p>3. Three experts (of whom atleast two must be from outside the state) in the subject/field concerned out of the list recommended by the Vice-Chancellor and approved by the Executive Council/Syndicate.</p> <p>4. Dean of the Faculty.</p> <p>At least four members, including two outside experts must constitute the quorum.</p>	<p>3. Three experts in the subject/field concerned, out of the list recommended by the Vice-Chancellor and approved by the Executive Council/Syndicate</p> <p>4. Dean of the Faculty.</p> <p>5. Head/Chairperson of the Department.</p> <p>At least four members including two outside experts must constitute the quorum.</p>
<p>For the post of a Professor</p>	
<p>The composition of the Selection Committee for the post of Professor will be the same as proposed for the post of Reader. The process of selection may involve inviting the bio-data and reprints of three major publications of which one could be a book or research report and sent in advance to the three external experts who would interview the candidate. The assessment report must be placed before the Selection Committee. The composition of the Selection Committee for the post of a Professor will be the same as proposed for the post of a Reader</p> <p>Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education, Registrars, Deputy Registrars, Assistant Registrars, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of professor, Reader and Lecturer, respectively, except that the concerned expert in Physical Education or Administration or Library Science as the case may be, shall be associated with the Selection Committee.</p>	<p>The composition of the Selection Committee for the post of Professor will be the same as proposed for the post of Reader. The process of selection should involve inviting the bio-data and reprinted of three major publications of which one could be a book or research report, if available, and sent in advance to the three external experts who are invited to interview the candidate.</p> <p>Note : In the case of post of Readers and Professors in Colleges, besides the Chairperson, Governing Body, and the Principal of the College, and the Head of the Department, there will be two university representatives, one of whom will be the Dean of Colleges or equivalent position in the University, who will substitute the Visitor's Chancellor's Nominee and the VC should be substituted by the VC's Nominee.</p> <p>Selection Committee for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education, Registrars, Deputy Registrars, Assistant Registrars, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that professor, Reader and Lecturer, respectively, except that the concerned expert in Physical Education or Administration or Library Science as the case may be, shall be associated with the Selection Committee.</p>

For the Post of a Principal

<ol style="list-style-type: none"> 1. Chairperson of the Governing Body as Chairperson. 2. One member of the Governing Body to be nominated by the Chairman. 3. Vice-Chancellor's nominee 4. Three experts constituting the Principal of a College, a Professor and/or a well known accomplished educationists not below the rank of a Professor to be nominated by the Governing Body, out of a panel of experts approved by the Vice-Chancellor. <p>At least four members, including two experts, should constitute the quorum</p>	<ol style="list-style-type: none"> 1. Chairperson of the Governing Body as Chairperson. 2. One member of the Governing Body to be nominated by the Chairperson. 3. Two Vice-Chancellor's nominees, out of whom one should be an expert. 4. Two experts constituting the Principal of a College, a Professor and/or a well known accomplished educationist, not below the rank of a Professor, to be nominated by the Governing Body, out of a panel of experts approved by the Vice-Chancellor. <p>At least four members, including two experts, should constitute the quorum.</p>
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**REVISED PAY SCALES AND QUALIFICATIONS
FOR DIFFERENT CATEGORIES**

Categories	Direct Recruitment	Promotion	Pay Scales Recommendations	
			Rastogi Committee	Commision
1	2	3	4	5
Lecturer 1*	Good Academic Record + 55% at Master's + NET	NA - Entry Point	8,000-275-13,500	10,000-325-15,200
Assistant Registrar	Good Academic Record + 55% at Master's	NA - Entry Point	8,000-275-13,500	10,000-325-15,200
Assistant Librarian	Good Academic Record + 55% at M.Lib + NET + Representation at inter University/ College level	NA - Entry Point	8,000-275-13,500	10,000-325-15,200
Assistant D.P.E	Good Academic Record + 55% at Masters + NET + Representation at inter University/collegelevel	NA - Entry Point	8,000-275-13,500	10,000-325-15,200
Lecturer 2* (Sr.Scale)	NA	From Lecturer to Senior Lecturer in 4 years with Ph.D., 5years with M.Phil 6 years otherwise + good self-appraisal report+1 Orientation + 1 refresher course	10,000-325-15,200	12,000-375-16,500
Assistant Registrar (Sr.Scale)	NA	From Assistant Registrar to Senior Scale in 4 years with Ph.D., 5 years with M.Phil., 6 years otherwise + performance appraisal + 2 training programmes on educational administration	10,000 - 325-15,200	12,000-375-16,500
Assistant Librarian (Sr.Scale)	NA	From Assistant Librarian to Senior Scale in 4 years with Ph.D.,5years with M.Phil.,6years otherwise + good performance appraisal + 2 refresher courses	10,000-325-15,200	12,000-375-16,500

1	2	3	4	5
Assistant D.P.E (Sr.Scale)	NA	For Senior Scale-6 Years + Physical fitness + good appraisal + 2 refresher courses	10,000-325 15,200	12,000-375 16,500
a)Lecturer ^{3*} (selection Grade) b)Reader	Ph.D + 5 Years experience of teaching / research	6 years as Sr.Lecturer + Good performance appraisal + 2 Refresher Courses If Ph.D., designation of Reader	12,000-375- 18,000	14,300-400- 18,300
Deputy Registrar	55% at Master's + 8 years as Lecturer or Educational Administrator (5 years in case of Ph.D candidates)	6 years in senior Scale + Good performance Appraisal Reports + 2 Refresher Courses	12,000-375 18,000	14,300-400- 18,300
Deputy Librarian	M.Lib 55% + 8 years experience as Assistant Librarian - Evidence of Innovative Library Service, Publications (5 years in case of Ph.D candidates)	6 years + Good performance Appraisal + 2 refresher courses +Significant Contribution to development of Library Services	12,000-375 18,000	14,300-400- 18,300
Deputy DPE	Ph.D (Physical Education) + 8 years + Good Appraisal + Physical Fitness + Evidence of Organising Competitions etc.(5years in case of Ph.Dcandidates)	6 years + 2 Refresher Courses + Good Performance Appraisal + Significant Contribution to the development of Physical Education	12,000-375 18,000	14,300-400- 18,300
Professor 4*	10 years of Post-graduate Teaching and / or Research or 15 years of under - graduate teaching OR Outstanding Scholar with Established Reputation	5 years as Reader / Lecturer (Selection Grade) Research Papers+Performance Appraisal + Significant Contribution	14,300-450- 22,400	18,400-500- 22,400-525- 24,500
Registrar	Master's with 55% + 15 years experience as Lecturer / Reader or 15 years of administrative experience of which 8 years as Deputy Registrar(or 10 years in case of Ph.D)	<u>Joint Regsitrar</u> 17 years of which 5 years as Deputy Registrar + Performance Appraisal + Significant Contribution	14,300-450- 22,400	18,400-500- 22,400-525-

1	2	3	4	5
Librarian	M.Lib with 55% + 10 years as Deputy Librarian or 15 years as College Librarian + Guidance of innovative Library Service (M.Phil/Ph.D desirable)	<u>Joint Librarian</u> 17 years of which 5 years as Deputy Librarian + Performance Appraisal + Contribution	14,300-450-22,400	18,400-500-22,400-525-24,500
DPE Joint Librarian(Promotion from DeputyDPE)	Ph.D.(Physical Education) + 15 years of experience of which 8 years should be as Assistant DPE + Two Seminars + Good Performance Appraisal Reports + Organising Competitions	<u>Joint DPE</u> 17 years of which 5 years as Deputy DPE + Performance Appraisal + Contribution	14,300-450-22,400	18,400-500-22,400-525-24,500
Principal	Master's with 55% + 15 years experience including 7 years in Reader's/Selection Grade Desirable Ph.D Administrative Experience	NA	14,300-450-22,400	18,400-500-22,400-525-24,500
Senior Professor	Jury method may be followed for selection consisting of evaluation by subject experts at first stage and then getting the application evaluated by a Jury of 5 persons, chaired by Vice-Chancellor	Number of Senior Professors should be only 5% p.a. and not exceeding 10% at any point of time of the filled number of professors in a university	-	24,050-650-26,000

Note 1 : Positions in the university system which may be made at par with the corresponding categories of teachers would include Women's Studies, Adult and Continuing Education, Academic Staff College.

Note 2: The Clause of 55% at Master's level does not apply to the candidates who were already in university system in 1987 (the year of Government of India Notification on Mehrotra Committee)

Note 3: Finance Officers will be on par with the category of Registrars

*1. This also includes Project Officer in Adult Education Centres, Assistant Director in Academic Staff Colleges, System Analyst/System Programmer in Computer Centres and Technical Officer (I) in University Science Instrumentation Centres (USIC) and other designations having similar pay scales in the Universities.

*2. This also includes Project Officer (Senior Grade) in Adult Education Centres and Technical Officer (I) (Senior Scale) in USICs and other designations having similar pay scales in the universities.

*3. This also includes Assistant Director in Adult Education Centres, Deputy Director in Academic Staff Colleges, Senior System Analyst/System Manager/Senior System Programmer in Computer Centres and Technical Officer (I) (Selection Grade) and Technical Officer (II) in University Science Instrumentation Centres (USIC) and other designations having similar pay scales in the Universities.

*4. This also includes Director in Adult Education Centres, Director in Academic Staff Colleges, Director/Head in Computer Centres and Technical Officer (III) in University Science Instrumentation Centres (USIC) and other designations having similar pay scales in the Universities.

ANNEXURE - III
COMPARISON BETWEEN RECOMMENDED PAY SCALES FOR TEACHERS AND I.A.S.

Year Stage	Rastogi Pay Committee		Teachers with Ph.D		Teachers without Ph.D		Commission's Recommendation		5th C.P.C.		
	Teachers without Ph.D	Pay	Teachers with Ph.D	Pay	Teachers without Ph.D	Pay	Teachers with Ph.D	Pay	Direct Recruitment (Reader)	I.A.S.	
1	8000-275-13500 (Lecturer, 7 Yrs)	8000	8000-275-13500 (Lecturer, 4 Yrs)	8825	10000-325-15200 (Lecturer, 5 Yrs)	10000	10000-325-15200 (Lecturer, 4 Yrs)	10975		8000-275-13500 (4 Yrs)	8000
2		8275		9100		10325		11300			8275
3		8550		9375		10650		11625			8550
4		8825		9650		10975		11950			8825
5		9100	10000-325-15200 (Sr. Scale (6 yrs))	* 10000	12000-375-16500 (Sr. Scale (6 yrs))	* 12000	2000-375-16500 (Sr. Scale (6 yrs))	* 12375		10650-325-15850 (4 yrs)	* 10650
6		9375		* 10325		12375		13125			10975
7		9650		10650		12750		13500			11300
8	10000-325-15200 (Sr. Scale 6 yrs)	* 10000		10975		12750		13875		12750-350-16500 (5 yrs)	* 11625
9		10325		11300		13125		14250			* 12760
10		10650		11625		13500		14250			13125
11		10975	12000-375-16500 (Sel Grade (10 yrs))	* 12000	15100-400-18300 (Sel Grade, 5 yrs)	* 15100	15100-400-18300 (Sel Grade, 5 yrs)	* 15500	15100-400-18300 (5 yrs)	15100	13500
12		11300		12375		13875		15500			13875
13		11625		12750		14250		15900			14250
14	12000-375-18000 (Sel Grade)	* 12000		13125		14250		16300		15100-400-18300 (3 yrs)	* 15100
15		12375		13500		14625		16700			15500
16		12750		13875		14900		17000			15900
17		13125		14250	18400-500-22400 (Professor, 13 yrs)	* 18400	18400-500-22400 (Professor, 13 yrs)	* 18900	18400-500-22400 (Professor 13 yrs)	18400	18400
18		13500		14625		14900		19400		18400-500-22400 (8 yrs)	* 18400
19		13875		15000		15375		19900			18900
20		14250		15375		15750		20400			19400
21		14625	14300-450-22400 (Professor)	* 16100		20400		20900			19900
22		15000		16500		20900		21400			20400
23		15375		17000		21400		21900			20900
24		15750		17450		21900		22400			21400
25		16125		17900		22400		22925		22400-525-24500 (4 yrs)	* 22925
26		16500		18350		22925		23450			21900
27		16875		18800		23450		23975			23450
28		17250		19250		23975		24500			23975
29		17625		19700		24500		25000			24500
30		18000		20150	24050-650-26000 (Sr. Professors)	* 25350	24050-650-26000 (Sr. Professors)	* 25350	24050-650-26000 (Sr. Professors)	26000 (fixed)	* 26000
31		18000		20600		26000		26000			26000
32		18000+375		21050		26000		26000		30000 (fixed)	% 30000

* Scale Starts here

* Three Advance Increments

% If promoted to cabinet secretary level

ANNEXURE - IV
RECOMMENDED PAY SCALES FOR TEACHERS, I.A.S., SCIENTISTS AND ENGINEERS

Year Stage	Teachers without Ph.D.		Commission's Recommendation Teachers with Ph.D		Scientist/Engineer		Fifth Central Pay Commission's Recommendation I.A.S.		Scientist/Engineer	
	Pay Scales	Pay	Pay Scales	Pay	Pay Scales	Pay	Pay Scales	Pay	Pay Scales	Pay
1	10000-325-15200 (Lecturer, 5 Yrs)	10000	10000-325-15200 (Lecturer, 4 Yrs)	10975	10000-325-15200 (Sc./Eng.C. 4 Yrs)	10000	8000-275-13500 (4 Yrs)	8000	8000-275-13500 (Sc./Eng.-C 4 Yrs)	8000
2		10325		11300		10325		8275		8275
3		10650		11625		10650		8550		8550
4		10975		11950		10975		8825		8825
5	12000-375-16500 (Sr. Scale (6 yrs))	* 12000	12000-375-16500 (Sr. Scale (6 yrs))	* 12375	12000-375-16500 (Sc./Eng-D 4 yrs)	* 12000	10650-325-15850 (4 yrs)	* 10650	10000-325-15200 (Sc.Eng.-D4 yrs)	* 10000
6		11300		12750		12375		10975		10325
7		12375		13125		12750		11300		10650
8		12750		13500		13125		11625		10975
9		13125		13875		14300		12750		12000
10		13500		14250		14700		13125		12375
11		13875		* 15100		15100		13500		12750
12	15100-400-18300 (Sel. Grade, 5 yrs)	* 15100	15100-400-18300 (Sel. Grade, 5 yrs)	15500		15500		13875		13125
13		15500		15900		15900		14250		13500
14		16300		16300		16400		15100		14300
15		16700		16700		16850		15500		14700
16	18400-500-22400 (Professor, 13 yrs)	* 18400	18400-500-22400 (Professor, 13 yrs)	* 18400		17300		15900		15100
17		18900		18900		17750		18400		15500
18		19400		19400		18200		18900		15900
19		19900		19900		18900		19400		16400
20		20400		20400		19400		19900		16850
21		20900		20900		19900		20400		17300
22		21400		21400		20400		20900		17750
23		21900		21900		20900		21400		18200
24		22400		22400		22400		21900		18900
25		22925		22925		22400-525-24500 (Scientist-H)		21900	18400-500-22400 (Scientist-H)	19400
26		23450		23450		23450		22925		19900
27		23975		23975		23975		23450		19900
28		24500		24500		24500		23975		20400
29		* 25350		* 25350		24500		24500		20900
30	24050-650-26000 (Sr. Professors)	* 26000	24050-650-26000 (Sr. Professors)	* 26000		24500		* 26000		21400
31		26000		26000		24500		26000		21900
32		26000		26000		24500		* 30000		22400

* Scale Starts here

* Three Advance Increments

% If promoted to cabinet secretary level