

From

The Secretary to Government, Punjab
Education Department

To

The Director of Public Instruction (Colleges)
Punjab, Chandigarh

Memo No. 1505-1Edu.-77/7462, dated Chandigarh, the 25th
February, 1977.

Subject:- Revision of salary scales of University and College Teachers.

Sir,

In pursuance of the recommendations of the University Grants Commission, the State Government revised the pay-scales of University and College teachers with effect from 1st April, 1975. vide Punjab Government circular No. 5797-Ed (3)-75, dated the 20th June, 1975, read with Punjab Government Circular have had under their consideration to grant these pay-scales with effect from earlier dated. In super session of Punjab Government circulars referred to above, the Governor of Punjab is now pleased to revise the salary-scales of teaching personnel in the Government Colleges Universities and Private affiliated Colleges with effect from 1st January, 1973, as per details given below:-

A)

Government Colleges

Designation	Old Grade	Revised Grades and Designation
Lecturer	300-600	Lecturer, Assistant Director (Colleges) at Headquarter Rs. 700-40-1,100-EB-50-1,300. Assesment-50-1,600
Lecturer, Senior Scale	400-800	
Assistant Director in Directorate	400-800/700-1100	
Senior Lecturer	700-1,100	
Professor	400-1,250	
Demonstrator/Tutor (existing incumbents)	250-400	Demonstrator/Tutor. Rs. 500-20-700-25-900
Principals of Government Arts. Training Colleges and Director, Government College of Science Education and Research, Jagraon	400-1,250 1100-1600 (Senior Grade)	(1) Principal : Rs. 1,200-50-1,300-60-1,540-E-B-60-1,900 (2) Director, Government College of Science

		Education and Research
Deputy Director in the Directorate of Public Instruction (Colleges)	400-1200 1100-1600 (Selection Grade)	Deputy Director (Colleges) at Head quarter Rs. 1200-50-1300-60-1540 EB-601,900
B) Universities Lecturer Rs. 400-950 Reader Rs. 700-1,250 Professor Rs. 1,100-1,600		Rs. 700-40-1,100-50-1,600 Rs. 1,200-50-1,300-60-1,900 Rs. 1,500-60-1,800-100-2,000-125,2-2500

2. (for private affiliated colleges)-These colleges may adopt revised pay-scales for the aforementioned categories of their personnel who are working against the posts as were in existence on 1st January, 1973. The managements/Principals of the private Colleges may be asked to communicate their estimate of additional financial liability on account of the revision of pay scales, together with the acceptance of the terms and conditions which form part of this communication. The financial assistance shall be admissible only subject to the condition that all posts subsequent to 1st January, 1973, shall also be placed by the Management in the revised pay-scales.

Page 81.

3. (For Universalities)- The Universities may be asked to submit their estimated of financial implications. Introduction of these new pay scales in Universities will also be subject to the conditions mentioned in the Annexures.
4. The terms and conditions prescribed for the grant of new U.G.C. 's pay scales are appended to this communication as Annexure 'A'.
5. The pay-fixation formula as evolved by the Government of India. Ministry of Education, New Delhi, is appended to this communication as Annexure 'B'
6. Payment of arrears. – Consequent upon the revision of pay-scales with effect from 1st January, 1973. the arrears of pay accruing to the teaching personnel, shall be deposited in the General Provident Fund/Contributory Provident Fund Accounts in the case of personnel of the Government Colleges/Universities, and in Government securities in the case of personnel of private colleges. However, the benefit on account of increase in additional dearness allowance to the extent of 50 per cent shall be deposited in terms of Additional Emoluments

(Compulsory Deposits) Act, 1974, and the remaining 50 per cent shall be credited to the General Provident Fund Contributory Provident Fund/Government Securities of the teachers concerned.

7. If as result of fixation of pay in the revised scales, there is any financial hardship vis-à-vis the pay and allowances in the old scale of pay in any individual case, the incumbent shall have the option to draw his/her pay in the old-scale up to such date as may be beneficial to him/her, subject to the condition that the date so opted should coincide with date of his/her next increment(s) in the old scale. The option shall have to be exercised within two months from the date of issue of this communication and sent to the authorities concerned, and once exercised, shall be final.
8. This issues with the concurrence of the Finance Department, Conveyed, vide their U.O. No. 900-2FR-77, dated 7th February, 1977.

R.S. KANG,
Joint Secretary (Education),
for Secretary to Government, Punjab
Education Department

No. 1505-1E1-77/7463, dated Chandigarh, the 25th February, 1977.

A copy is forwarded to the Accountant General, Punjab, Chandigarh, for information and necessary action.

R.S. KANG,
Joint Secretary (Education),
for Secretary to Government, Punjab
Education Department

A copy is forwarded , for information to:-

- (i) The Financial Commissioner, Punjab
- (ii) All the Administrative, Secretaries to Government Punjab.:
- (iii) Commissioners of Divisions, Punjab.
- (iv) All the Deputy Commissioner in Punjab
- (v) All the Heads of Departments in Punjab;
- (vi) Secretaries/Private Secretaries to all the Ministers/Ministers of State/ Deputy Minister/Chief Parliamentary Secretary, Punjab.

NIRMAL SINGH
for Secretary to Government, Punjab
Education Department

To.

- (i) The Financial Commissioner, Punjab

- (ii) All the Administrative, Secretaries to Government Punjab.:
- (iii) Commissioners of Divisions, Punjab.
- (iv) All the Deputy Commissioner in Punjab
- (v) All Heads of Departments in Punjab;
- (vi) Secretaries/Private Secretaries to all the Ministers/Ministers of State/ Deputy Minister/Chief Parliamentary Secretary, Punjab.

U.O. No. 1505-1ED1-77 dated, Chandigarh, the 25th February, 1977.
Page No. 82

U.O. No. 1505-1ED1-77 dated, Chandigarh, the 25th February, 1977.

A copy is forwarded , for information and necessary action, to :-

- (i) The Registrar, Punjab University, Chandigarh
- (ii) The Registrar, Punjabi University, Patiala
- (iii) The Registrar, Guru Nanak Dev University, Amritsar.
- (iv)

NIRMAL SINGH
Section, Officer, Education1
Joint Secretary (Education),
for Secretary to Government, Punjab
Education Department

To
The Commissioner
for Finance and Secretary to
Government, Punjab
Finance Department

U.O. No. 1505-1Edu-77 dated, Chandigarh, the 25th February, 1977.

Page No. 83

ANNEXURE 'A'
(SET OF CONDITIONS)
(Applicable to Universities and Colleges)

- (i) The Scheme of revised pay scales shall cover in Universities and Colleges (including Government College) admitted to their privileges, those of Medical, Agriculture and Veterinary, Science Colleges.
- (ii) The revised pay scales are inclusive of Dearness Allowance, Dearness Pay and interim Relief that were admissible to the teachers according to the approved rates as on December 31, 1972. No Central assistance will be available for the allowances sanctioned that may be sanctioned, on and after January, 1, 1973.
- (iii) Central assistance will be provided in respect of only those posts which were in existence on January 1, 1973. All posts created after that date will have to be provided in the revised pay scales but these will not be eligible for Central assistance.
- (iv) Recruitment to all categories of Teachers, Lecturers, Readers and Professors in Universities shall be made strictly on merit and on the basis of ALL-India advertisement and selection. The qualifications prescribed for the posts should essentially be related to the academic attainments in the subject concerned and should not be linked with language or other regional considerations. Appointments should not be made on communal or caste considerations. The Selection Committee should have outside experts and their constitution should be prescribed by the status of the concerned University.
- (v) The following qualifications are prescribed for recruitment to the posts of Lecturers in the Faculties of Arts and Social Science , including Commerce and Science in universities and colleges:-

University Lecturers

- a) A Doctor's degree or published work of an equally high standard; and
- b) Consistently good academic record with 1st or high 2nd class (b+) Master's degree in a relevant subject or on equivalent degree of a foreign university.

Having regard to the need for developing inter-disciplinary programmes. The degrees in (a) and (b) above may be in relevant subjects:

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his theses or from his published work is of very high standard, within five years of this appointment. Failing which he will not be able to earn future increments until the fulfils these requirements.

Explanation

Consistently good academic record mean overall record of all assessment throughout the academic career leading to the Master's degree. Which at least be B+ of high second class.

College Lecturer

A consistently good academic record with 1st or high 2nd class (B+) at the Masters degree in a relevant subject or an equivalent degree of a foreign university : and

b) an M.Phil. degree or a recognized degree beyond as at (b) above is not available or not considered suitable , the college, on the recommendation of the Selection Committee, may appoint a person possessing a consistently good academic record on the condition that he will have to obtain an M.Phil. degree or a recognized degree beyond the Master's level within five years of his appointment, failing which he will not be able to earn future increments till he obtains that degree or gives evidence of equivalent published work of high standard.

Page No. 84

Explanation

Consistently good record mean overall record of all assessment throughout the academic career leading to the Master's degree. Which at least be B+ of high second class.

- vi) The existing lecturers in College/ Universities who did not process at the time of their initial recruitment minimum qualifications as prescribed by the University concerned should be required to attain these qualifications within five years from the date of placement in the revised scale. If they are unable to do so during this period, they shall not be allowed to earn any future increment till they have satisfied this condition.
- vii) All appointments of teachers in colleges shall be made on merit and on the basis of all India advertisement . The constitution of Selection Committee for recruitment of the posts of lecturers in a college should be as follows:-
 - a) Chairman, Governing Body of the College or this nominee:
 - b) a Nominee of the Vice-Chancellor
 - c) Two experts to be nominated by the Chairman out of the panel of experts approved by the University.
 - d) Principal of the College.
 - e) Head of the Department concerned of the College.
 - f) a representative of the Director of Public Instruction (Colleges).
(This shall not apply to recruitment of posts to Government Colleges).
No selection shall be considered valid unless at least one expert is present. The recommendations of the Selection Committee shall be subject to the approval of the Vice-Chancellor.
- viii) All appointments of Principal of Colleges shall be made by a Selection Committee composed of the following:-
 - a) Chairman, Governing Body of the College
 - b) One member of the Governing Body.
 - c) Two nominee of the Vice-Chancellor.

- d) One person to be appointed by the Chairman of the Governing body out of panel of 10 persons prepared by the Director of High Education/ Education of the State Government).
- e) Director of Public Instruction or his representative.

(This condition shall not apply to recruitment of posts to Government Colleges)

This recommendations of the Selection Committee shall be subject to the approval of the Vice-Chancellor.

(ix) The period of probation of a teacher shall in no case be more than 24 months. The Executive I Council/ Governing Body of the College may, for reasons to be recorded, waive the conditions of probation. The Executive Council/Governing Body shall have the right to assess the suitability of a teacher for confirmation in before the expiry of the period of 24 months from the date of his/her appointment but not earlier than 9 months from the date. A suitable provision may be made in the Ordinances / Statutes prescribing a schedule for placing cases regarding confirmation before the appropriate authorities well in time before the date of expiry of the probation period.

(This shall not apply to Government Colleges.)

- x) (a) The age of superannuation for teachers as well as for Principals shall be governed by rules relating to service conditions under the State Government.
- b) Whenever in Non-government Colleges or Universities the age of superannuation is 60 or less, the lesser limit shall prevail. However, no further extension in service shall be given. A teacher who has been given extension on attaining the age of superannuation on January 1, 193, or thereafter shall continue to be in the old scale of pay during the period of extension and shall not be permitted to opt for the revised scale.
- c) Wherever such an extension has been given after 1st January, 1973, the incumbent shall not be allowed to function as the Head of the Department / Institution.
- xi) All teachers/Principals shall be obliged to do any examination work including invigilation, setting of papers, examination of papers etc. that may be assigned to them by the college authorities or by any University within the State of Punjab and Panjab University, Chandigarh.

Page.85

- xii) The workload of teachers submission of plan of work etc. shall be as determined by the University Grants Commission from time to time. It should be ensured by the Universities and Colleges that the premises of the University and the College.

This would be subject to the provision that a teacher may be detained beyond the limit in the interest of work.

- xiii) The existing post-graduate teachers in the college who are designed as Senior Lecturer/ Readers/Professor in the revised scale of Rs. 700-1,600.
- xiv) The proposals for crossing of efficiency bar in the grade Rs. 700-1,600 in the case of lecturers and Rs. 1200-900 in the case of Principals will be processed in the normal manner. The assessment at Rs. 1,300 in the grade of Rs. 700-1,600 for lecturers in private colleges shall be done by a Committee to be appointed by the University to which the college is affiliated.
- xv) The revised scale of Rs. 500-900 is for the existing Demonstrators / Tutors only. In future. Demonstrator / Tutors shall not be appointed in the Universities and Colleges.
- xvi) The additional expenditure involved in implanting the scheme shall be treated as a Non-Plan item of expenditure.
- xvii) Each University shall draw up a Code of Conduat for its teachers keeping in view the recommendations made by the Sen Committee in this regard (Such a Code of Conduct shall be submitted to the Government for prior spproval within a month from the issue of this order positive.).
- xviii) Teachers/ Principals will not take part in include in activities prejudicial to the interests of the College/University or Government and also maintain cordial atmosphere and discipline in the College.

PAGE-86

FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

The initial pay in the revised scales shall be fixed in the following manner :-

1. (A) In case of a teacher drawing basic pay up to and including Rs. 1,800 in the exsiting scale –
 - (a) **An amount representing five percent of the basic pay, subject to a minimum of Rs. 15 and a maximum of Rs. 50 shall be added to the existing emolument of the teacher.**

Explanation 1 – Existing emoluments means basic pay as on 31st December, 1972 plus Dearness pay plus Dearness Allowance plus Interim relief, if any, sanctioned during 1st March, 1970 and 1st January, 1973 and not any other allowance.

Explanation II- If the amount so computed includes a part of a rupee, then, if such part is fifty paise or more, it shall be increased to one complete rupee and if such part is less than fifty paise, it shall be ignored.

(b) After the existing amoluments have been increased and computed as specified in clause (a) , the pay shall be fixed in the revised scale at the stage equal to the amount so computed or, if there is no such stage in the revised scale, at the Stage next above the amount so computed :

Provided that :-

- (i) If the amount as computed under clause (a) is less than the minimum of the revised scale, the pay shall be fixed at the minimum of that scale :**
- (ii) If the amount as computed under clause (a) is more than the maximum of the revised scale the pay shall be fixed at the maximum of that scale.**

Provided further that, except in cases where the pay is fixed at the minimum of the revised scale, if the revised emoluments as determined under this sub – rule, exceed the existing emoluments by more than Rs. 100, the initial pay shall be fixed at the highest stage in the revised scale at which the revised emoluments payable do not exceed the existing emoluments by Rs. 100 and the difference, if any between the existing emoluments plus Rs. 100 and the revised emoluments so payable shall be allowed as personal pay to be absorbed in future increases in pay.

Explanation – Revised emoluments means the Basic pay of the teacher in the revised scale.

(A) In the case of a teacher drawing basic pay exceeding Rs., 1,800 in the existing scale, the initial pay in the revised shall be fixed under the provisions of normal rules and for this purpose, his pay in the existing scale shall be deemed to include the dearness allowance , if any, drawn by him.

Note 1—Where a teacher is holding a permanent post and is officiating in a higher post and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this officiated in that post for not less than one year as on the 1st day of January 1973 and the pay so fixed shall be treated as substantive pay, where such teacher has not completed one year's continuous services in the higher officiating post as on the 1st day of January, 1973, his pay in the revised scale shall be fixed separately with reference, to his substantive pay and officiating pay in the existing scales and his pay in the revised scales fixed with reference to the officiating pay shall be treated as

substantive pay in that scales either on confirmation in the higher officiating post or after rendering service for the period by which it fell short of one year on the 1st day of January 1973, whichever is earlier, provided that in the latter case, it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period had the revised scales not been introduced. If, however, the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale would, from the date on which he would have reverted, be regulated on the basis of the pay fixed on the 1st of January, 1973 with reference to his substantive pay in the lower post.

Note . 2—Where the existing emoluments exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increased in pay.

Note .3—Where in the fixation of pay under clause (b) of paragraph (A) or paragraph (B) the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment (s) in the revised scale in the following manner , namely :-

- (a) For teachers drawing pay from the 6th upto 10th stage in the existing scale – By one increment.
- (b) For teachers drawing pay from 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage – By two increments.
- (c) For teacher drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage – By three increments.

PAGE-87

If by stepping up of the pay as above, the pay of a teachers gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short that of the former.

Note -4.- Where in the fixation of pay under clause (b) of paragraph (A) or paragraph (B) the pay of a teacher who in the existing scale was drawing immediately before the 1st day of January, 1973, more pay than another teacher junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note-5- Whereas on the 1st day of January, 1973 teacher is in receipt of personal pay (including adhoc increment, if any, on account of stagnation at the maximum of the existing scale) which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such teacher as personal pay to be absorbed in future increases in pay.

II. Date of next increment in the revised scale.- The next increment of a teacher whose pay has been fixed in the revised scale in accordance with rule I shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of Note 3 to Rule 1, the next increment shall be granted on the completion of qualifying service of twelve months from the date of stepping up of the pay in the revised scale :

Provided further that in cases other than those covered by the preceeding provision, the next increment of a teacher whose pay is fixed on the 1st day of January, 1973 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

Explanation – For the purpose of this rule, increment shall be construed to mean stages in the time scale and not necessarily actual increases in pay (that is to say, where an increment in any scale is not annual, the increment shall be construed as carrying as many stages as the number of years service required to be rendered for earning an increment).