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University and College Teachers

Implementation of U.G.C. recommended
revised scales of pay for —

GOVERNMENT OF MAHARASHTRA

EDUCATION AND YOUTH SERVICES DEPARTMENT

Resolution No. USG. 1177/129387/XXXII (CELL)

Mantralaya Annexe, Bombay 4000 32, 25th October 1977

- Read—(i) Government of India, Ministry of Education and Social Welfare, Department of Education, Letter No. F.1.40/74-U-1, dated 2nd November 1974.
- (ii) Government of India, Ministry of Education and Social Welfare, Department of Education, Letter No. F.1.2/75/U-1, dated the 16th January 1975;
- (iii) Government of India, Ministry of Education and Social Welfare, Department of Education, Letter No. 1.1/75-U-1, dated the 20th February 1975;
- (iv) Government Letter, Education Department, No. USG. 1175/U, dated 21st April, 1975 to the Government of India;
- (v) Government Circular, Education Department, No. USG. 1175/U, dated 16th May 1975;
- (vi) Government of India, Ministry of Education and Social Welfare, Department of Education, New Delhi, Letter No. F. 1-9/74-U-1, dated 7th June 1975;
- (vii) Government Resolution, Education Department, No. USG. 1174/104287-II, dated 4th October 1975;
- (viii) Government Resolution, Education and Youth Services Department, No. USG. 1175/13421/VI, dated 9th March 1975;
- (ix) Writ Petition (Special Civil Application No. 2630 of 1976), filed by the Maharashtra Federation of University and College Teachers' Organisations on 23rd April 1976, in the Bombay High Court;
- (x) Government Resolution, Education and Youth Services Department, No. HSC. 1076/419-XX-XXI, dated 11th June 1976 read with Appendix attached thereto;
- (xi) Shri D. M. Sukthankar's D. O. letter No. USG-1177/129387/XXXII (CELL), dated 17th August 1977 to Shri Anil Bordia, Joint Secretary, Government of India;
- (xii) Deputy Secretary Shri Triyogi Narain's D.O. letter No. F. 1-9/74-U-1, dated 9th September 1977;
- (xiii) Bombay High Court Order, dated 22nd September 1977 passed in Special Civil Application, No. 2630 of 1976 and the terms of settlement referred to therein;
- (xiv) Government Resolution, Education and Youth Services Department, No. USG. 1177/132329/XXXII (CELL), dated 27th September 1977.

RESOLUTION

By Government Resolution, Education Department, No. USG-1174/104287-II dated 4th October 1975, Government had approved the implementation, with effect from 1st January 1973, of the revised University Grants Commission recommended scales of pay for teachers in Universities and affiliated colleges, subject to certain conditions. Some of the conditions mentioned in the said Resolution, particularly those relating to qualifications and work-load of teachers and vacation and examination remuneration, had been challenged in a Writ Petition filed in the High Court of Bombay by the Maharashtra Federation of University and College Teachers' Organisations. During the pendency of the petition negotiations with the representatives of MFUCTO were initiated with a view to exploring the possibility of arriving at agreed terms on the matters in dispute. In the course of pro-

tracted negotiations held with representatives of the MFUCTO. a consensus was reached on the points in dispute and the High Court of Bombay has also since issued orders on the pending Writ Petition in terms of the consent terms reached by both the parties. Government is now pleased to issue, in accordance with the aforeaid consent terms, this revised Government Resolution in supersession of the Government Resolution, Education Department No. USG. 1174/104287-11, dated 4th October 1975. The State Government will assist the Universities and Colleges in the State in the implementation of the scheme of revision of pay-scales for their teachers in the following manner and subject to the terms and conditions mentioned hereinafter :-

1. *Pay-scales* :- The existing and revised scales of pay sanctioned for different categories of University and College teachers are shown below :-

| Serial No. | Present designation | Existing Scale of pay | Revised Designation | Revised Scale of pay | |
|---------------------------------|---------------------------|-----------------------------|---------------------|---|--|
| 1 | 2 | 3 | 4 | 5 | |
| I. University Teachers — | | | | | |
| | | Rs. | | Rs. | |
| 1 | Professor (Senior scale). | 1,600—100—1,800 | } Professor | 1,500—60—1,800—100— 2,000—125/2—2,500. | |
| 2 | Professor | 1,100—50—1,300— 60—1,600 | | | |
| 3 | Reader | 700—50—1,250 | Reader | 1,200—50—1,300—60— 1,900. | |
| 4 | Lecturer | 400—40—800—50— 950. | Lecturer | 700—40—1,100—50— 1,600. | |
| II. College Teachers— | | | | | |
| 5 | Principal | 800—50—1,250 | Principal | *1,500—60—1,800—100— 2,000—125/2—2,500. | |
| 6 | Principal | 700—40—1,100 | Principal | *1,200—50—1,300—60— 1,900. | |
| 7 | Senior Lecturer | 700—40—1,100 | } Lecturer | 700—40—1,100—50— 1,300—Assessment—50— 1,600 | |
| 8 | Senior Lecturer | 400—30—640—40— 800 | | | |
| 9 | Lecturer (Junior Scale). | 300—25—600 | | | |
| 10 | Demonstrator/Tutor | 250—15—400 | Demonstrator/Tutor | 500—20—700—25—900 | |

*These scales shall be applicable to Principals of non-Government Colleges in the State. The Principals of Colleges having (i) enrolment of over 1,000 and (ii) possessing such other qualifications and experience which the University may prescribe, shall get higher scale while Principals of Colleges having enrolment below 1,000 shall get the lower scale. In case of Principals of Government Colleges, orders will be issued separately on receipt of specific proposals from the Director of Education (Higher Education), Maharashtra State, Pune.

The revised pay-scales are inclusive of dearness allowance admissible on 1st January 1973. The teachers will, therefore, be eligible for dearness allowance equal to the increases in dearness allowance sanctioned and made effective by the State Government for its employees from time to time after 1st January 1973. The house-rent allowance will continue to be admissible as hitherto at the rates applicable to State Government employees. So far as the compensatory local allowance is concerned, as the revised pay-scales effective from 1st January 1973 are inclusive of dearness allowance admissible on 1st January 1973, the compensatory local allowance will be admissible to these teachers from 1st January 1973 onwards at the following rates :

| Area | Rate of Compensatory Local Allowance admissible |
|-----------------|---|
| Bombay | 6 per cent of pay subject to a maximum of Rs. 75 |
| Pune and Nagpur | 4.5 per cent of pay subject to a maximum of Rs. 50. |

II. *To whom applicable and date of operation* :—The revised scales are applicable to all categories of teachers mentioned in "I" above. (i) employed by the six non-Agricultural Universities in the State, and (ii) Colleges affiliated to them in the Faculties of Arts, Science, Commerce and Education. The revised scales shall be applicable with retrospective effect from 1st January 1973. The teachers in P 1 category who had given option in favour of absorption at the Junior College level in their respective colleges, shall not be put to any disadvantage, including in the matter of getting the benefit of the revised University Grants Commission scales mentioned in 'I' above.

The revised scales are also applicable to teachers in Government Colleges of Arts, Science, Commerce and Education in the State, with retrospective effect from 1st January 1973.

III. *Manner of fixation of pay* :—The formula and principles, for fixation of pay of teachers given by the Government of India (Appendix I) shall be applicable. The pay of individual teachers and the date of increment should be fixed in accordance with the said formula and principles. Tables showing fixation of pay in various scales at various stages are appended as Appendix II for guidance for fixation of pay of University and College teachers.

IV. *Terms and Conditions attached to the revised scales* :—The terms and conditions attached to the revised scales are mentioned in Appendix III appended to this Resolution. The teachers opting for these scales will have to enter into an agreement in the prescribed form (Appendix IV) with the University / Management about their acceptance of these conditions precedent to their availing themselves of these revised scales. They will have to give in the prescribed form (Appendix V) an option, either to switch over to the revised scales of pay or to continue in their present scales, by 31st December 1977. The option once exercised shall be final. Teachers in Government College other than Principals of Government Colleges will also have to exercise the option by 31st December 1977. Those who do not exercise the option by the prescribed date shall be deemed to have opted for the revised scales.

V. *Qualifications* :—The qualifications prescribed by the University Grants Commission and accepted by the Government of India shall be applicable as a condition precedent to the teachers becoming eligible for the revised scales. They are as given below:—

(a) *University Lecturers* :

(i) A Doctor's degree or published work of an equally high standard ;
and

(ii) Consistently good academic record with first or higher second class (B+) at Master's degree or equivalent degree of a foreign University.

Having regard to the need for developing inter-disciplinary programmes, the degree in (i) and (ii) above may be in relevant subjects.

(b) *College Teachers* :

(i) A consistently good academic record with first or high second class (B+) at Master's degree in relevant subject or an equivalent degree of a foreign University ;
and

(ii) A M. Phil. Degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work.

The qualifications mentioned in (a)/(b) above are applicable to lecturers / teachers who may be recruited hereafter i. e. on or after the date of this revised Government Resolution. The qualifications mentioned in (a)/(b) above are also applicable to lecturers/teachers recruited on or after 4th October 1975 by the Universities/Colleges. Lecturers/teachers recruited by Universities/Colleges during the period commencing from 4th October 1975 till the date of this

revised Government Resolution, who do not possess the qualifications mentioned in (a)/(b) above, will have to acquire these qualifications within a period of five years from the date of this revised Government Resolution. 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.

The teachers recruited on or before 3rd October 1975 in colleges, who did not possess at the time of their initial recruitment the minimum qualifications as prescribed by the University concerned, should be required to attain the said qualifications within a period of five years from the date of this revised Government Resolution. 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.

If respect of new recruitment to the posts of teachers in Universities/Colleges on or after the date of this revised Government Resolution, the Universities/Colleges may recruit a person with lower qualifications only in case a person with the prescribed qualifications is not available or is not considered suitable; *provided that* such person will have to acquire the prescribed qualifications within five years from the date of his appointment failing which he shall not be allowed to earn any future increment and his services will be liable to be replaced by recruiting a person possessing the prescribed qualifications.

VI. *Work-load* :—(A) Teachers in a University / College will have a work-load of not less than 40 clock hours in a week.

(B) Out of these 40 clock hours mentioned in (A) above.

(a) a Teacher in an affiliated college should be present on the official premises of the college for about 20 to 24 clock hours in a week (about four clock hours per day on an average) ;

(b) out of the time that a lecturer in an affiliated college is present on the official premises of the college as mentioned in (a) above, he should devote 15 clock hours per week to class-room work, i.e. lecturer, tutorials, seminars and science practicals / demonstrations, the remaining time being spent on guidance, consultation by students, curricular and extra-curricular activities, administration and professional work etc. The time spent on tutorial and seminar work, should be considered as equal to the time spent on lecturing work, for the purpose of computing the work-load of class-room work ;

(c) under the new three-year degree course which is being introduced from the current year (1977-78), for the purpose of computing the work-load of a lecturer, the time spent on science practicals / demonstrations should be considered as equal to the time spent on lecturing work. In respect of demonstrators, if any, attending to only science practicals / demonstrations, the existing norms regarding their work-load fixed by the University concerned should continue ;

(d) under the old degree course which is in the process of withering away, for the purpose of computing the work-load of a lecturer, the existing norms laid down by the University concerned should continue and status quo should prevail in respect of the ratio laid down by the University concerned for converting the time spent on science practicals / demonstrations into the time spent on lecturing work. Similarly, in respect of demonstrators, if any, attending to only science practicals / demonstrations, the existing norms regarding their work-load, fixed by the University concerned, should continue ;

(e) out of the 15 clock hours to be devoted by a lecturer to class-room work as mentioned in (b) above, purely lecturing work will not exceed 13 clock hours, the remaining time being spent on tutorials, seminars and science practicals / demonstrations. Till such time the old degree course continue, while the time spent on science practicals/demonstrations under the old degree course will be converted into time spent on lecturing work as per the existing conversion ratio laid down by the University concerned, a lecturer will not be required to devote more than 17 clock hours per week to class-room work i.e. lectures, tutorials, seminars and science practicals / demonstrations.

(C) Out of the 40 clock hours mentioned in (A) above, the time to be spent by a teacher in a University on the official premises of the University, the actual number of hours to be devoted by him to class-room work, and other cognate details, shall be as laid down by the University concerned from time to time.

VII. *Vacation* :—The following illustrative calendar for an academic year, including vacation, recommended by the Kothari Commission should be accepted and the non-agricultural Universities in the State should be requested to adopt and implement the same from the current academic year 1977-78 :—

| | | |
|---------------------|--------------------------|-----------|
| First Working Term | June 20 to November 5 | 139 days. |
| First Vacation | November 6 to December 5 | 30 days. |
| Second Working Term | December 6 to April 20 | 136 days. |
| Second Vacation | April 21 to June 19 | 60 days. |

As regards the utilisation of vacation, it is left to the good sense of the teaching community to accept voluntarily, as they have been so far doing, the work that may be entrusted to them by the University / College.

VIII. *Superannuation* :—The age of superannuation for teachers (including Principals) of University and non-Government affiliated Colleges shall be sixty years and thereafter no further extension in service shall be given. A teacher who has already been given extension on attaining the age of sixty years on January 1, 1973, 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.

Teachers in Government Colleges will, however, be governed by the relevant rules framed by Government.

IX. *Mode of Recruitment* :—Future recruitment to posts of teachers in Colleges and Principals of Colleges shall be made through a Selection Committee, the composition of which is specified in the terms and conditions (Appendix III). The selection of teachers in the University will continue to be made in accordance with the provisions in the respective Universities Acts and the statutes made thereunder.

X. *Remuneration for Examinership* :— University/College teachers should be entitled to examination remuneration only in respect of external examinations conducted by the Universities. For internal assessment/home examinations being conducted by the colleges/Universities at present or which may be introduced as a measure of examination reform (including the semester system), no remuneration shall be payable to the University / College teachers irrespective of the fact whether the marks obtained by a student in such internal assessment / home examinations are decided to be taken into account while declaring the final result of the student.

XI. *Code of Conduct* :— Each University should draw up a code of conduct for its teachers, and those in affiliated colleges, keeping in view the various terms and conditions mentioned in Appendix III in general and those mentioned above in particular.

XII. *Assessment of work* :— A lecturer in a College will be allowed to draw increment after the stage of Rs. 1,300 only after his work has been assessed and found satisfactory, in a manner to be decided by the University.

In addition, there will be an assessment of the work of every University and college teacher every three years, in a manner to be prescribed by the University and record maintained in the University and College Offices.

XIII. *Conversion of posts of Demonstrators / Tutors* :— Non-Government Colleges of Arts/Science/Commerce faculties shall, as already directed earlier —

(a) upgrade, with effect from the beginning of the academic year 1975-76 (i.e. from 1st July 1975) the existing posts of demonstrators/tutors held by persons possessing qualifications for the posts of Lecturers as prescribed by the University concerned, into those of lecturers.

In view of the instructions issued earlier in that behalf, some colleges have already upgraded from 1st July, 1975 the posts of demonstrators/tutors held by persons possessing the qualifications for the posts of lecturers as prescribed by the University concerned. Such persons holding the upgraded posts of lecturers from 1st July 1975 and continued as lecturers at the college level beyond 30th June 1977 should be deemed to have satisfactorily completed their probationary period of two years.

Colleges which have not yet formally upgraded from 1st July, 1975 the posts of demonstrators/tutors held by persons possessing the qualifications for the posts of lecturers prescribed by the University concerned, should do so now retrospectively from 1st July 1975 and fix the pay of the persons concerned in the prescribed pay-scale of lecturers (Rs. 700—1,600) with effect from 1st July 1975. From 1st July 1975 onwards they should be allowed to draw their pay in the said scale of lecturer if they have continued at the college level. Merely the fact that they have been so allowed to draw pay in the scale of lecturers (700—1,600) from 1st July 1975 to 30th June 1977 shall not, however, mean that they have completed their period of probation of two years in the upgraded posts of lecturers satisfactorily. Their period of probation of two years should be computed with effect from 1st July 1977.

(b) Sanction with effect from 1st January 1973 the revised scale of pay of demonstrator/tutor i.e. Rs. 500—20—700—25—900 to those not covered by (a) above, but who possessed at the time of their initial appointment as demonstrator/tutor qualifications prescribed by the respective Universities for the posts of demonstrators / tutors.

(c) continue the existing scale of pay to such demonstrators/tutors who are not covered by (a) and (b) above.

In order to help the process of progressive abolition of the cadre of demonstrators / tutors, no new recruitment to this cadre shall be made hereafter.

2. The Universities should be requested to initiate action to frame suitable statutes under the relevant provisions of the respective Universities Acts of 1974 with a view to implementing the scheme of revision of scales of pay of their own teachers as well as of teachers in colleges affiliated to them, after keeping in view the provisions contained in this Government Resolution.

3. *Restrictions on new recruitment* :— No new recruitment of teachers in cadres other than Demonstrators/Tutors should ordinarily be made by the Universities/Colleges, unless absolutely necessary as directed in paras, 2 and 3 of Government Circular No. USG-1175/U, dated 16th May 1975.

4. *Fixation of pay and preferring claim for payment of arrears* :— The University/College authorities should initiate action for fixing the pay of each individual teacher after completing the necessary formalities of obtaining an agreement and an option from each teacher for coming over to the revised scale; *vide para*: 1 (IV) above. The pay of the teacher as well as the arrears that would be due to him should then be worked out in the forms to be prescribed by the Director of Education (Higher Education.) This pay fixation including arrears payment should be got approved from the concerned Officers on Special Duty for Higher Education. Grants whose offices have been located at the headquarters of each Educational Division of the State viz. at Bombay, Pune, Nagpur, Aurangabad, Kolhapur, Nasik and Amravati, The *ad hoc* advance of Rs. 750 sanctioned and paid to each eligible College/University teacher; *vide* Government Resolution, Education and Youth Services Department, No. USG 1177/132329-XXXII (Cell), dated 27th September 1977, should be deducted from the total arrears before making payment.

The University/College shall submit a statement of expenditure, every month, on account of revision of scales of pay of University/College teachers to the Director of Education (Higher Education) in a prescribed form.

5. *Procedure to be adopted by the Director of Education (Higher Education)* :— The Director of Education (Higher Education) should send a quarterly statement to the Accountant-General, Maharashtra I, Bombay and the Accountant-General, Maharashtra II, Nagpur and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra I, Bombay, should be requested to credit the Government of India's share a under Receipt Head "160, Grant-in-aid from Central Government-Education."

The additional expenditure on pay proper on account of revision of scales of pay of teachers in University, Government and non-Government Colleges as on 1st January 1973 shall be shared for the period from 1st January 1973 to 31st March, 1979 between the Government of India and the State Government in the ratio of 80 : 20, Thereafter, the entire liabi-

lity on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1st January 1973 will be treated as posts existing as on 1st January 1973 for this purpose. The additional expenditure on pay proper on account of application of revised pay-scales to all posts of teachers created after 1st January 1973, including the upgraded posts of Demonstrators/Tutors [vide para. 1 (XIII) above] shall be borne entirely by the State Government. The Universities and the non-Government Colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed if prior sanction of the Director of Education (Higher Education) is not obtained by them.

6. *Clarifications* :-- The Director of Education (Higher Education) shall administer the scheme and issue clarifications, if any, sought by the Universities or Colleges. The Director of Education (Higher Education) may obtain orders of Government in the matter, whenever necessary.

7. *Budget heads* :-- The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head "277, Education" as under :

(A) *E. University and other Higher Education* —

- (i) (ab) Assistance to Universities for non-technical Education.
 - (ii) Grants for improvement of salary scales;
- (ii) (ac) Government Colleges —
 - (ac) I-Government Arts Colleges—
 - I-a-Government Arts Colleges-Salaries;
 - (iii) (ac) II-Science Colleges —
 - II-a-Government Science Colleges-Salaries.
 - (iv) (ac) IV-Government Commerce Colleges —
 - (a) Government Commerce Colleges-Salaries.
 - (v) (ad) I-Assistance to non-Government Colleges —
 - (ii) Grants for introduction of University Grants Commission Scales.

(B) *B-Secondary-(n) Teachers-Training*—

- n-(i) Government Colleges of Education - Salaries ;
- n-(ii) Graduates Basic Training Colleges-Salaries ;
- n-(iv) Assistance to non-Government Colleges of Education—(b) Improvement of Salary Scales.

8. These orders issue with the concurrence of the Finance Department vide their unofficial reference No. CR - 1037/77/SER-7, dated the 25th October 1977.

By order and in the name of the Governor of Maharashtra,

D. M. SUKTHANKAR,
Secretary to Government.

[G. R., E. & Y.S.D., No. USG. 1177/129387/XXXII (Cell), dated the 25th October 1977.]

To,

- The Secretary to the Governor, Raj Bhavan, Bombay-35.
- The Private Secretary to the Chief Minister.
- The Director of Education (Higher Education), Pune (with 500 spare copies for being supplied to Colleges.)
- The Treasury Officer, Pune.
- The Director of Technical Education, Maharashtra State, Bombay.
- The Accountant-General, Maharashtra I, Bombay.

- The Accountant-General, Maharashtra II, Nagpur.
 The Director of Education, Maharashtra State, Pune.
 All Officers on Special Duty for Higher Education Grants at Greater Bombay, Pune,
 Nagpur, Aurangabad, Kolhapur, Nasik and Amravati.
 The Pay and Accounts Officer, Bombay.
 The Registrars of all Non-Agricultural Universities in the State.
 The Planning Department.
 The Finance Department.
 All Departments of Mantralaya.
 The Secretary to the Government of India, Ministry of Education and Social Welfare,
 Department of Education, New Delhi (by letter).
 The Private Secretaries to all Ministers.
 The Personal Assistants to all Ministers of State.
 The Personal Assistant to Chief Secretary.
 The Secretary, University Grants Commission, New Delhi (by letter).
 The Education and Youth Services Department (Desks VI, XVI, XXII, XXV, XXXI,
 XXXII).
 *The Principals of all Government and non-Government affiliated Colleges of Arts,
 Science, Commerce and Education in the State.
 The Director General of Information and Public Relations, Bombay (for issue of Press
 Note).
 *Copies to be distributed by the Director of Education (H.E.), M.S., Pune.

No.

of 1977

Copy forwarded for information and guidance to —

APPENDIX I

FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

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

I. (A) In the case of a teacher drawing basic pay upto and including Rs. 1,800 in the existing scale.

(a) an amount representing five per cent of the basic pay subject to a minimum of Rs. 15 and a maximum of Rs. 50 shall be added to the existing emoluments of the teacher.

Explanation I : Existing emoluments means Basic Pay plus Dearness Allowance as on 31st December 1972 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 emoluments 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 not 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 increase in pay. *future*

Explanation : Revised emoluments means the Basic Pay of the teacher in the revised scale.

(B) In the case of a teacher drawing basic pay exceeding Rs. 1,800 in the existing scale, the initial pay in the revised scale shall be fixed under the provisions of B.C.S.R. 41, 44 and 57 and for this purpose, his pay in the existing scale shall be deemed to include the dearness allowance, if any, drawn by him. *Y.N.*

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 sub-rule with reference to the officiating post only, provided he has continuously 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 service 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 day 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 increases in pay.

Note 3. — Wherein 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 upto 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 the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage—By two increments.

(c) for teachers drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—By three increments.

If by stepping up of the pay as above, the pay of a teacher 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 upto only to the extent by which it falls short that of the former.

Note 4.— Wherein 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 upto the same stage in the revised scale as that of the junior.

Note 5. — Where as on the 1st day of January, 1973, a teacher is in receipt of personal pay 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 of rule I, the next increment shall be granted on the completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale :

Provided further that, in cases other than those covered by the preceding proviso, 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 of service required to be rendered for earning an increment.)

APPENDIX II

Tables for Fixation of Pay

(A) UNIVERSITY DEPARTMENTS

1. Professors (Senior Grade)

Existing Scale :— Rs. 1,600—100—1,800.

Revised Scale :— Rs. 1,500—60—1,800—100—2,000—125/2—2,500

| Stage | Basic Pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 and Maximum of Rs. 50 | Revised Emoluments |
|-------|-----------|--------------------|---------------------|--|--------------------|
| | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 1600 | 100 | 1700 | 50 | 1800 |
| 2. | 1700 | 100 | 1800 | 50 | 1900 |
| 3. | 1800 | 100 | 1900 | 50 | 2000 |

2. Professors

Existing Scale :— Rs. 1,100—50—1,300—60—1,600.

Revised Scale :— Rs. 1,500—60—1,800—100—2,000—125/2—2,500.

| Stage | Basic Pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 and maximum of Rs. 50 | Revised Emoluments |
|-------|-----------|--------------------|---------------------|--|--------------------|
| | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 1100 | 160 | 1260 | 50 | 1500 |
| 2. | 1150 | 160 | 1310 | 50 | 1500 |
| 3. | 1200 | 137.50 | 1337.50 | 50 | 1500 |
| 4. | 1250 | 137.50 | 1387.50 | 50 | 1500 |
| 5. | 1300 | 100 | 1400 | 50 | 1500 |
| 6. | 1360 | 100 | 1460 | 50 | 1500 |
| 7. | 1420 | 100 | 1520 | 50 | 1560 |
| 8. | 1480 | 100 | 1580 | 50 | 1620 |
| 9. | 1540 | 100 | 1640 | 50 | 1680 |
| 10. | 1600 | 100 | 1700 | 50 | 1740 |

3. Readers

Existing Scale :— Rs. 700—50—1,250

Revised Scale :— Rs. 1,200—50—1,300—60—1,900

| Stage | Basic Pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 and maximum of Rs. 50 | Revised Emoluments |
|-------|-----------|--------------------|---------------------|--|--------------------|
| | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 700 | 245 | 945 | 35 | 1200 |
| 2. | 750 | 245 | 995 | 38 | 1200 |
| 3. | 800 | 260 | 1060 | 40 | 1200 |
| 4. | 850 | 260 | 1110 | 42 | 1200 |
| 5. | 900 | 260 | 1160 | 45 | 1250 |
| 6. | 950 | 240 | 1190 | 48 | 1250 |
| 7. | 1000 | 240 | 1240 | 50 | 1300 |
| 8. | 1050 | 210 | 1260 | 50 | 1360 |
| 9. | 1100 | 160 | 1260 | 50 | 1360 |
| 10. | 1150 | 160 | 1310 | 50 | 1360 |
| 11. | 1200 | 137.50 | 1337.50 | 50 | 1420 |
| 12. | 1250 | 137.50 | 1387.50 | 50 | 1480 |

4. Lecturers

Existing Scale:—Rs. 400—40—800—50—950.

Revised Scale :—Rs. 700—40—1,100—50—1,600.

| Stage | Basic pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50 | Revised Emoluments |
|-------|-----------|--------------------|---------------------|--|--------------------|
| | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 400 | 264 | 664 | 20 | 700 |
| 2. | 440 | 264 | 704 | 22 | 740 |
| 3. | 480 | 253 | 733 | 24 | 780 |
| 4. | 520 | 245 | 765 | 26 | 820 |
| 5. | 560 | 245 | 805 | 28 | 860 |
| 6. | 600 | 245 | 845 | 30 | 900 |
| 7. | 640 | 245 | 885 | 32 | 940 |
| 8. | 680 | 245 | 925 | 34 | 980 |
| 9. | 720 | 245 | 965 | 36 | 1020 |
| 10. | 760 | 260 | 1020 | 38 | 1060 |
| 11. | 800 | 260 | 1060 | 40 | 1100 |
| 12. | 850 | 260 | 1110 | 42 | 1200 |
| 13. | 900 | 260 | 1160 | 45 | 1250 |
| 14. | 950 | 240 | 1190 | 48 | 1250 |

(B) COLLEGES

5. Principals

Existing Scale :—Rs. 800—50—1,250.

Revised Scale :—Rs. 1,200—50—1,300—60—1,900

(ii) Rs. 1,500—60—1,800—100—2,000—125/2—2,500.

| Stage | Basic pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50 | Revised Emoluments in | |
|-------|-----------|--------------------|---------------------|--|-----------------------|-----------------|
| | | | | | Scale 1200-1900 | Scale 1500-2500 |
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 800 | 250 | 1060 | 40 | 1200 | 1500 |
| 2. | 850 | 260 | 1110 | 43 | 1200 | 1500 |
| 3. | 900 | 260 | 1160 | 45 | 1250 | 1500 |
| 4. | 950 | 240 | 1190 | 48 | 1250 | 1500 |
| 5. | 1000 | 240 | 1240 | 50 | 1300 | 1500 |
| 6. | 1050 | 210 | 1260 | 50 | 1360 | 1500 |
| 7. | 1100 | 160 | 1260 | 50 | 1360 | 1500 |
| 8. | 1150 | 160 | 1310 | 50 | 1360 | 1500 |
| 9. | 1200 | 137.50 | 1338 | 50 | 1420 | 1500 |
| 10. | 1250 | 137.50 | 1383 | 50 | 1480 | 1500 |

6. Principals

Existing Scale :—Rs. 700—40—1,100

Revised Scale :—(i) Rs. 1,200—50—1,300—60—1,900.

(ii) Rs. 1,500—60—1,800—100—2,000—125/2—2,500.

| Stage | Basics Pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs 15 & maximum of Rs. 50 | Revised Emoluments in | |
|-------|------------|--------------------|---------------------|---|-----------------------|-----------------|
| | | | | | Scale 1200-1900 | Scale 1500-2500 |
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 700 | 245 | 945 | 35 | 1200 | 1500 |
| 2. | 740 | 245 | 985 | 37 | 1200 | 1500 |
| 3. | 780 | 260 | 1040 | 39 | 1200 | 1500 |
| 4. | 820 | 260 | 1080 | 41 | 1200 | 1500 |
| 5. | 860 | 260 | 1120 | 43 | 1200 | 1500 |
| 6. | 900 | 260 | 1160 | 45 | 1200 | 1500 |
| 7. | 940 | 240 | 1180 | 47 | 1250 | 1500 |
| 8. | 980 | 240 | 1220 | 49 | 1250 | 1500 |
| 9. | 1020 | 240 | 1260 | 50 | 1300 | 1500 |
| 10. | 1060 | 200 | 1260 | 50 | 1360 | 1500 |
| 11. | 1100 | 160 | 1260 | 50 | 1360 | 1500 |

7. Senior Lecturers

Existing Scale:— Rs. 700-40-1100.

Revised Scale:— Rs. 700-40-1100-50-1300-Assessment-50-1600.

| Stage | Basic Pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50 | Revised Emoluments |
|-------|-----------|--------------------|---------------------|--|--------------------|
| | | | | | |
| 1. | 700 | 245 | 945 | 35 | 980 |
| 2. | 740 | 245 | 985 | 37 | 1060 |
| 3. | 780 | 260 | 1040 | 39 | 1100 |
| 4. | 820 | 260 | 1080 | 41 | 1150 |
| 5. | 860 | 260 | 1120 | 43 | 1200 |
| 6. | 900 | 260 | 1160 | 45 | 1250 |
| 7. | 940 | 240 | 1180 | 47 | 1250 |
| 8. | 980 | 240 | 1220 | 49 | 1300 |
| 9. | 1020 | 240 | 1260 | 50 | 1350 |
| 10. | 1060 | 200 | 1260 | 50 | 1350 |
| 11. | 1100 | 160 | 1260 | 50 | 1350 |

8. Lecturers (Senior Scale)

Existing Scale :- Rs. 400-30-640-40-800.

Revised Scale :- Rs. 700-40-1100-50-1300-Assessment-50-1600.

| Stage | Basic Pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50 | Revised Emoluments |
|-------|-----------|--------------------|---------------------|--|--------------------|
| | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 400 | 264 | 664 | 20 | 700 |
| 2. | 430 | 264 | 694 | 22 | 740 |
| 3. | 460 | 273 | 733 | 23 | 780 |
| 4. | 490 | 243 | 733 | 25 | 780 |
| 5. | 520 | 245 | 765 | 26 | 820 |
| 6. | 550 | 245 | 795 | 28 | 860 |
| 7. | 580 | 245 | 825 | 29 | 860 |
| 8. | 610 | 245 | 855 | 31 | 900 |
| 9. | 640 | 245 | 885 | 32 | 940 |
| 10. | 680 | 245 | 925 | 34 | 980 |
| 11. | 720 | 245 | 965 | 36 | 1020 |
| 12. | 760 | 260 | 1020 | 38 | 1060 |
| 13. | 800 | 260 | 1660 | 40 | 1100 |

9. Lecturers (Junior Scale)

Existing Scale :- Rs. 300-25-600.

Revised Scale :- Rs. 700-40-1100-50-1300-Assessment-50-1600.

| Stage | Basic Pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50 | Revised Emoluments |
|-------|-----------|--------------------|---------------------|--|--------------------|
| | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 300 | 246 | 546 | 15 | 700 |
| 2. | 325 | 246 | 571 | 16 | 700 |
| 3. | 350 | 260 | 610 | 18 | 700 |
| 4. | 375 | 260 | 635 | 19 | 700 |
| 5. | 400 | 264 | 664 | 20 | 700 |
| 6. | 425 | 264 | 689 | 22 | 740 |
| 7. | 450 | 283 | 733 | 23 | 780 |
| 8. | 475 | 258 | 733 | 24 | 780 |
| 9. | 500 | 240 | 740 | 25 | 780 |
| 10. | 525 | 245 | 770 | 26 | 820 |
| 11. | 550 | 245 | 795 | 28 | 860 |
| 12. | 575 | 245 | 820 | 29 | 860 |
| 13. | 600 | 245 | 845 | 30 | 900 |

10. Demonstrators/Tutors*Existing Scale :- Rs. 250-15-400.**Revised Scale :- Rs. 500-20-700-25-900*

| Stage | Basic Pay | Dearness Allowance | Existing Emoluments | 5% of basic pay subject to minimum of Rs. 15 & maximum of Rs. 50 | Revised Emoluments |
|-------|-----------|--------------------|---------------------|--|--------------------|
| | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1. | 250 | 246 | 496 | 15.00 | 520 |
| 2. | 265 | 246 | 511 | 15.00 | 540 |
| 3. | 280 | 246 | 526 | 15.00 | 560 |
| 4. | 295 | 246 | 541 | 15.00 | 560 |
| 5. | 310 | 246 | 556 | 16.00 | 580 |
| 6. | 325 | 246 | 571 | 16.00 | 600 |
| 7. | 340 | 246 | 586 | 17.00 | 620 |
| 8. | 355 | 260 | 615 | 18.00 | 640 |
| 9. | 370 | 260 | 630 | 19.00 | 660 |
| 10. | 385 | 260 | 645 | 19.00 | 680 |
| 11. | 400 | 264 | 664 | 20.00 | 700 |

APPENDIX III

Terms and Conditions attached to the Revised Scales

(i) Recruitment to all categories of Teachers—Lecturers, Readers and Professors in the Universities shall be made in accordance with the relevant provisions of the respective Universities Acts and the Status framed thereunder.

(ii) For future recruitment to the posts of Lecturers in Universities as well as in Colleges, the minimum qualifications shall be as may be determined by the University Grants Commission from time to time.

(iii) All appointments of teachers in colleges shall be made on merit and on the basis of all India advertisement. The qualifications prescribed for the post should essentially be related to the academic attainment in the subject concerned and should not be linked with language or other regional consideration. Appointment should not be made on communal or caste considerations. The constitution of a Selection Committee for recruitment to the post of lecturers in a college should be as follows :—

- (a) Chairman, Governing Body of the College or his nominee ;
- (b) a nominee of the Vice-Chancellor ;
- (c) one expert to be nominated by the University ;
- (d) one nominee of the Director of Education (Higher Education) ;
- (e) Principal of the College ; and
- (f) Head of the Department concerned of the College.

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.

(iv) All appointments of Principals 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 nominees of the Vice-Chancellor ;
- (d) One nominee of the Director of Education (Higher Education).

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

(v) The period of probation of a teacher shall in no case be more than 24 months. The Executive Council / Governing Body of the College may, for reasons to be recorded, reduce the condition of probation. The Executive Council / Governing Body shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of 24 months from the date of his/her appointment but not earlier than 9 months from that date. A suitable provision may be made in the Ordinance/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.

(vi) The age of superannuation for teachers in Universities/Colleges, including Principals, shall be 60 years and thereafter no further extension in service shall be given. A teacher who has already been given extension on attaining the age of 60 years on January 1, 1973 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 scales.

(vii) University/College teachers should be entitled to examination remuneration only in respect of external examinations conducted by the Universities. For internal assessment/home examinations being conducted by the Colleges/Universities at present or which may be introduced as a measure of examination reform (including Semester system), no remuneration shall be payable to the University/College teachers irrespective of the fact whether the marks obtained by a student in such internal assessment/home examinations are decided to be taken into account while declaring the final result of the student.

(viii) The work-load of teachers, submission of plan of work etc., shall be as may be determined by the University from time to time in the light of the provisions of para 1 (VI) of this Government Resolution and the guide lines given by the University Grants Commission from time to time.

(ix) The existing post-graduate teachers in the colleges, who are designated as Senior Lecturers/Readers, in the scale of Rs. 700—1,100 shall be placed in the revised scale of Rs. 700—1,600.

(x) The assessment at Rs. 1,300 in the scales of Rs. 700-40-1,100-50-1,300-Assessment-50-1,600, prescribed for college lecturers, shall be done by a Committee to be appointed by the University.

(xi) The revised scale of Rs. 500—900 is for the existing Demonstrators/Tutors only. In future, Demonstrators/Tutors shall not be appointed in Universities and Colleges.

(xii) The fixation of pay in the revised scales of pay shall be according to the formula indicated in Appendix I.

(xiii) Each University shall draw up a code of conduct for its teachers keeping in view the recommendations made by the Sen Committee in this regard.