

Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government Employees on the recommendations of the Sixth Central Pay Commission.

GOVERNMENT OF INDIA

**Ministry of Human Resource Development
Department of Higher Education**

No.1-32/2006-U.II/U.I(i)

New Delhi, dated the 31st December, 2008

To
The Secretary,
University Grants Commission
Bahadur Shah Zafar Marg,
New Delhi – 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission.

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the University Grants Commission (UGC) based on the decisions taken at the meeting of the Commission held on 7-8 October 2008, to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and **Regulations to be framed** by the UGC in this behalf in accordance with the Scheme given below. The revised pay scales and other provisions of the Scheme are as under:-

1. General

(i) There shall be **only three designations** in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as **Professor**, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "**Academic Grade Pay**" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have **multiple opportunities for upward movement** during their career.

(iv) **Posts of Professors shall be created in under-graduate (UG) colleges** as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate

Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.

(v) Up to 10% of the posts of **Professors in universities** shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) **National Eligibility Test (NET)** shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(a) Assistant Professor/Associate Professors/Professors in Colleges & Universities

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as **Assistant Professors** and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed **service of 4 years**, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after **completion of 5 years** service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after **completion of 6 years'** service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their **satisfying other conditions** as laid down by the UGC.

(vi) The pay of the incumbents to the posts of **Lecturer (senior scale)** (i.e. the un-revised scale of Rs. 10,000-15200)

shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed **service of 5 years** at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. **Directly recruited Associate Professors** shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) **Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years** in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) **who had not completed** three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) **Assistant Professors** completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 **and to be designated as Associate Professor.**

(xiii) Associate Professor **completing 3 years of service** in the AGP of Rs. 9000 and possessing a Ph.D.degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.

(xiv) **The pay of a directly recruited Professor** shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) **Ten percent** of the posts of Professors in a university shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the **requirement of at least 10 years of teaching as Professor** and post-doctoral work of a high standard. No person appointed directly as Professor in the **AGP of Rs. 12000** shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of **academic and research requirements** shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.

(xvii) **Discretionary award of advance increments** for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors in Under Graduate and Post Graduate Colleges:

(xviii) **Ten percent of the number of sanctioned posts** of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/deputation is not an integer, the same shall be rounded off to the next higher integer.

(xix) **There shall be one post of Professor** in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

3. Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:

(i) Pro-Vice-Chancellor

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

(ii) Vice Chancellor

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month.

4. Pay Scales of Principals in Colleges:

(i) Principal of Under Graduate Colleges

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(ii) Principal of Post Graduate Colleges

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay

Band of Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

5. Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian/ College Librarian:

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000 at an appropriate stage based on their present pay,

(c) Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian

(Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (University)

(i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6th CPC in the Pay Band of Rs. 3740-67000 with AGP of Rs. 10000.

6. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education(Assistant DPE)/ College Director of Physical Education (College DPE)

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pays scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the 6th CPC.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale)

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil. in

Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6th CPC.

(c) Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade).

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000 as per 'fixation formula' of the Government of India for 6th CPC.

7. Incentives for Ph.D./M.Phil. and other higher qualification:

(i) **Five non-compounded advance increments** shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded

in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC.

(ii) M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to **two non-compounded advance increments**.

(iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to **2 non-compounded advance increments** at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(viii) Teachers who acquire M.Phil. degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian/ College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil. degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per

existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

8. Other terms and conditions:

(a) Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(iv) All issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

(b) Pay 'fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

(c) Allowances:

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1.09.2008.

(ii) For teachers and equivalent positions in Library and Physical Education cadres in UGC maintained universities/ colleges and institutions deemed to be universities, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in UGC maintained universities/ colleges and institutions deemed to be universities, with visual, orthopedic hearing or other disabilities under the provisions of Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6th CPC for Central Government Employees with disabilities.

(d) Study Leave:

(i) University Grants Commission shall revise its guidelines in respect of granting study leave with pay for acquiring M. Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(e) Research Promotion Grant:

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted

for research in social sciences/humanities and other disciplines by the UGC.

(f) Age of Superannuation:

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central Educational Institutions has already been enhanced to sixty five years, vide the Department of Higher Education letter No.F.No.1-19/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30.3.2007 to enhance the age of superannuation of Vice- Chancellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority (Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be re-employed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

(ii) Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period, and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

(g) Pension:

(i) For teachers and other cadres in UGC maintained institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable. Recommendations of Sixth Central Pay Commission in respect of pension for Central Government employees, including eligibility for full pension i.e. 50% of average pay or last pay drawn whichever is higher after 20 years of qualifying service, shall be adopted for only those teachers and other cadres who are already on pension in Central Universities/ colleges and other institutions deemed to be universities coming under the purview of the UGC .

(ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed.

(h) Family Pension:

(i) Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers and other cadres in Central Universities and other UGC maintained institutions who are eligible for such Pension at present.

(i) Additional Quantum of Pension to senior pensioners:

(i) The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6th CPC for senior pensioners of the Central Government shall be extended to persons who are or were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in Central Universities and other UGC maintained institutions.

(j) **Gratuity and Encashment of Leave:** Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government

employees shall be extended to teachers and other cadres in Central Universities and other UGC maintained institutions.

(k) **Ex-Gratia Compensation:** Families of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

(l) Provident Fund:

(i) In view of the present policy in regard to Contributory Provident Fund, the status quo shall continue.

(m) Consultancy Assignments:

(i) University Grants Commission shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

(n) Anomalies of the last PRC:

(i) Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the University Grants Commission in consultation with the Ministry of Human Resource Development.

(o) Other recommendations of PRC and UGC:

(i) Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, service and working conditions, training/ refresher courses etc. shall be considered appropriately by University Grants Commission with the approval of the Central Government, wherever required, or under the Commission's Regulations in accordance with the provisions of the University Grants Commission Act.

(p) Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall be advised by the UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 6th Central Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the Central Government.

(v) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.

(d) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1.04.2010.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce **scales of pay higher than those mentioned in this Scheme**, and may give effect to the revised bands/ scales of pay from a date on or after 1.01.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s).

(g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

9. Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's

O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.8.2008.

10. The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

11. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008.

12. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Central Government.

Yours faithfully,
(R.Chakravarty)

Deputy Secretary to the Government of India

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. **Chief Secretaries of all State Governments.**
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

(R.Chakravarty)

Deputy Secretary to the Government of India

Copy for information to:-

- (1) PS to HRM (2) PS to MOS(HE) (3) Sr.PPS to Secretary (HE)
- (4) PS to AS(E) (5) PS to AS&FA (HRD) (6) PS to JS(HE)

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANIZATIONS

**MASSIVE
DEMONSTRATIONS**

**By the University and College teachers
at MUMBAI**

on Wednesday, 28th January, 2009 at 1.30 p.m.

Venue : Azad Maidan Mumbai.

(See pages 28 to 32 of this Bulletin)

active participation in large number is requested

Prof. C.R.Sadasivan, President : **Prof. E.H.Kathale, General Secretary**
MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS (MFUCTO)

Scheme of revision of pay scales for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission

GOVERNMENT OF INDIA
Ministry of Human Resource Development
Department of Higher Education

No.1-32/2006-U.II/U.I(ii) : New Delhi, dated the 31st December, 2008

To
The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi - 110 002.

Subject:- Scheme of revision of pay scales for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission-regarding.

Sir,

I am directed to say that following the revision of the pay scales of central government employees in pursuance of the recommendations of the 6th Central Pay Commission, the Ministry of Finance (Department of Expenditure) had issued guidelines regarding the pay revision of the employees of Quasi-Government Organisations, Autonomous Organisations and Statutory Bodies etc, set up by and funded/ controlled by the Central Government, vide their O.M. No. 7- 23/2008.E.III dated the 30th September, 2008. Taking the relevant factors into consideration, it has been decided by the Central Government to revise the pay scales of the officers of the universities and deemed to be universities fully funded by the Central Government, namely, Registrars, Deputy Registrars, Assistant Registrars, Controllers of Examination, Deputy Controllers of Examination, Assistant Controllers of Examinations, Finance Officers, Deputy Finance Officers and Assistant Finance Officers, as mentioned below. The revision of pay scales, etc. shall be subject to various provisions as contained herein, and Regulations to be framed by the UGC in this behalf.

(i) Registrar / Finance Officer / Controller of Examination

(a) Registrar /Finance Officer / Controller of Examination in the pre-revised scale of pay of Rs.16400-450-20900-500-22400 shall be placed in the Pay Band of Rs. 37400-67000 with a Grade Pay of Rs.10,000, and pay of these officers shall be fixed at the appropriate stage in the Pay Band in accordance with the guidelines issued by the Ministry of Finance, based on the recommendations of the 6th Central Pay Commission as accepted by Central Government. The posts of Registrar/ Finance Officer/ Controller of Examinations shall continue to be filled through direct recruitment as per the existing criteria.

(b) The existing minimum qualifications for direct recruitment to the post of Registrar and equivalent posts shall continue, namely, a Master's Degree with at least 55% of the marks or its equivalent grade of '6' in the UGC 7 point scale. Consequent on change in designation of teachers vide this Ministry's letter No.1-32/2006-U.II/U.I(i) dated 31st December, 2008, experience required for the posts of Registrars and equivalent shall be

(i) at least 15 years' of experience as Assistant Professor in the AGP of Rs.7000 and above or with 8 years' of service in the AGP of Rs.8000 and above including as Associate Professor along with experience in educational administration. or (ii) Comparable experience in research establishment and/or other institutions of higher education, or (iii) 15 years of administrative experience, of which 8

years shall be as Deputy Registrar or an equivalent post, Appropriate regulations shall be issued by the University Grants Commission in this regard.

(c) The age of superannuation, as at present, shall continue to be 62 (sixty two) years for Registrar and equivalent posts.

(ii) Deputy Registrar / Deputy Finance Officer / Dy Controller of Examination

(a) On appointment as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, pay shall be fixed in the Pay Band of Rs. 15600-39100 with a Grade Pay of Rs. 7600. They shall move to the Pay Band of Rs. 37400- 67000 with a Grade Pay of Rs. 8700, after completing 5 years of service as Deputy Registrar/ Deputy Finance Officer / Deputy Controller of Examination. On moving to the higher Pay Band, they shall continue to be designated as Deputy Registrar/ Deputy Finance Officer/Deputy Controller of Examination.

(b) The pay of all incumbent Deputy Registrars/ Deputy Finance Officers/ Deputy Controllers of Examination shall be fixed in the Pay Bands of Rs. 15600- 39100 with Grade Pay of Rs. 7600 or Rs. 37400-67000 with Grade Pay of Rs. 8700, as the case may be, depending on length of service in the post; provided that all those who have completed 5 years of service in the pre-revised pay scale of Rs. 12000-18300 as on 1.1.2006 shall be placed at an appropriate stage in the Pay Band of Rs. 37400-67000 with the Grade Pay of Rs. 8700.

(c) The minimum qualifications for direct recruitment to the post of Deputy Registrar and equivalent posts shall be a Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale; along with-

(i) Nine years' of experience as Assistant Professor in the AGP of Rs.6000 and above: with experience in educational administration, or

(ii) Comparable experience in research establishment and/ or other institutions of higher education, or

(iii) 5 years' of administrative experience as Assistant Registrar or in an equivalent post, The University Grants Commission shall frame appropriate Regulations accordingly.

(d) Teachers appointed to the post of Deputy Registrar and equivalent, shall be entitled to appropriate Grade Pay for these categories of posts, and shall not retain Academic Grade Pay of the teaching post held.

(e) Seventy-five percent of the posts of Deputy Registrar/ Deputy Finance Officer/Deputy Controller of Examination, as the case may be, shall be filled by direct recruitment, as at present.

(f) There shall be no change in the designation of Deputy Registrar/ equivalent posts on movement to the higher Pay Band from the Pay Band of Rs.15,600 - 39,100 with GP of Rs.7,600.

(g) Twenty-five per cent of the posts of Deputy Registrars/ Deputy Controller of Examinations/Deputy Finance Officers shall be filled by promotion from among eligible Assistant Registrars/Assistant Controller of Examinations/Assistant Finance Officers, as the case may be.

(h) The age of superannuation of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, shall continue to be 60 (sixty) years as at present.

(iii) Assistant Registrar/Assistant Finance Officer/ Assistant Controller of Examination

(a) These posts shall be in the Pay Band of Rs. 15600-39100 with a Grade Pay of Rs. 5400.

(b) The existing minimum qualifications prescribed for direct recruitment for the post of Assistant Registrar and equivalent, which are Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7pt scale along with a good academic record, as laid down by UGC, shall continue to be in force.

(c) All direct recruitment to posts of Assistant Registrar and equivalent posts shall be made as per existing procedure.

(d) The existing pattern of 50% of the posts at this level being filled through promotion from the lower grades shall continue. The minimum educational qualifications mentioned above shall not apply in the case of promotion.

(e) Assistant Registrar and equivalent posts shall be eligible for the higher Grade Pay of Rs. Rs-6600 within the Pay Band of Rs. 15600-39100 after 8 years of service provided, as currently required, they have participated in two training programmes on Education Administration, each, of approximately four weeks' duration and their performance appraisal reports are consistently satisfactory. The higher Grade Pay of Rs.6,600 shall be restricted, as at present, in the case of promotion to senior scale of these posts, to 50% of total strength of Assistant Registrars or their equivalent grades, as the case may be.

(f) Appropriate regulations shall be issued by the University

Grants Commission in this regard.

(g) The age of superannuation of Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, shall continue to be 60 (sixty) years as at present.

2. Pay 'fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted.

3. Data of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008.

(iv) The revised scales of Pay and applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

3. These orders shall be applicable in all Central Universities and institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.

4. Other terms and conditions shall be governed in accordance with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008, regarding revision of the scales of pay of the employees of all the Autonomous/Statutory Bodies/Institutes. In this connection, this Ministry's letter No. 2-1/2008-U.I(A) dated 6.10.2008 refers.

5. Anomalies, if any, in the implementation of this scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision.

Yours faithfully,
(R.Chakravarty)

Deputy Secretary to the Government of India

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities maintained by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

(R.Chakravarty)

Deputy Secretary to the Government of India

**CHANGE OF ADDRESS
ACKNOWLEDGEMENT NO.24**

Requests for changes in address for the purpose of mailing and correspondence, have been reaching us frequently from the members. So to record these changes in Life Member's Register systematically, and to follow up these changes effectively, steps have been taken by The Treasurer.

2. We hereby acknowledge the receipt of the requests for change in address from members whose Life Membership Numbers and changed addresses are included in Thirtieth List of Changed Addresses of Life Members of NUTA. Details of the said list are as follows:-

THIRTYEITH LIST :- Serialized Nos of the changed Addresses from 1361 to 1433 (Notified in 2008 Ex. File on Page 51 & 52). The Life membership Numbers of those requesting members are as follows :-

0009, 0204, 0242, 0331, 0354, 0442, 0508, 0559, 0651, 0726, 0817, 0893, 1029, 1060, 1158, 1339, 1529, 1532, 1571, 1903, 1916, 2065, 2311, 2378, 2495, 2600, 2649, 2693, 2825, 2886, 2903, 2927, 2973, 2981, 3101, 3169, 3294, 3305, 3354, 3368, 3432, 3480, 3498, 3531, 3538, 3555, 3559, 3831, 3844, 4106, 4267, 4340, 4436, 4437, 4467, 4555, 4690, 4739, 4780, 4781, /4782, 4782, 4807, 4811, 4813, 4833, 4848, 4873, 4938, 4965, 4996, 5080, 5087. = Total 73

3. No separate and individual acknowledgement shall be issued in this regard.

4. Hereafter requests for change in address shall be sent only to me. (Prof. S.A. Tiwari, Treasurer NUTA, 42, Shankar Nagar, Amravati-444 606.)

5. Members may please note that such requests sent to any other office bearer of NUTA Executive may not be speedily and effectively followed up. We hope that the members shall continue to cooperate with us to serve them better.

6. Acknowledgement No. 23 was published on page No 170 of 2008 NUTA Bulletin, containing address changes from 1332 to 1360 in List No. 29 of changed addresses.

20.01.2009

S.A. Tiwari
Treasurer, NUTA

MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS (MFUCTO)

Registered under the Trade Union Act 1926, Reg.No.By-II-8162 of 1985

Affiliated to the All India Federation of University and College Teachers' Organisations (AIFUCTO)

Vidyapeeth Vidyarthi Bhavan, 'B' Road, Churchgate, Mumbai-400 020.

President

Prof. C.R.Sadasivan

R.K.Gokuldham, A/205, S.V.Road, Borivli (West)

Mumbai - 400 092.

Tel. : 022 - 2806 3667 / 5693 8030

General Secretary

Prof. E.H.Kathale

N/162, Reshimbagh,

Nagpur - 440 009.

Tel. : 0712 2741098

सोमवार, दि. १२ जानेवारी, २००९ : क्रमांक एलसी/१३५०/२

प्रति,

मा. नामदार श्री. राजेश टोपे,

उच्च शिक्षण मंत्री, महाराष्ट्र राज्य,

मंत्रालय, मुंबई

मार्फत :- मा. सहसंचालक, उच्च शिक्षण, नागपूर विभाग, नागपूर.

विषय :- विद्यापीठ अनुदान आयोगाने शिफारस केलेली व केंद्र शासनाने संमत केलेली सुधारित वेतनश्रेणी महाराष्ट्रातील महाविद्यालयीन व विद्यापीठीय शिक्षकांना लागू करण्याचा शासन निर्णय निर्गमित करण्याबाबत.

संदर्भ :- (१) केंद्र शासनाच्या मानव संसाधन विभागाने महाराष्ट्राच्या मा. मुख्यसचिवांना दिनांक ३१ डिसेंबर २००८ रोजी अत्रेपित केलेला "Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission." या विषयावरील केंद्र शासनाच्या मानव संसाधन विभागाने निर्गमित केलेला शासननिर्णय क्रमांक No.1-32/2006-U.II/U.I(i) दिनांकित ३१ डिसेंबर २००८

(२) उक्त विषयावरील आमचे दिनांक २० डिसेंबर २००८ रोजीचे पत्र.

मा. महोदय,

विद्यापीठ अनुदान आयोगाने शिफारस केलेली व केंद्र शासनाने मान्य केलेली सुधारित वेतनश्रेणी देशभरातील महाविद्यालयीन व विद्यापीठीय शिक्षकांना लागू करणारा संदर्भ १ वर नमूद केलेला शासन निर्णय केंद्र शासनाने दिनांक ३१ डिसेंबर २००८ रोजी निर्गमित केलेला आहे. (शासननिर्णयाची केंद्र शासनाच्या संकेतस्थळावर उपलब्ध असलेली अधिकृत प्रत सहपत्र म्हणून सोबत जोडलेली आहे.) महाराष्ट्रातील विद्यापीठीय व महाविद्यालयीन शिक्षकांना ही वेतन श्रेणी लागू करण्याचे बाबतीत राज्यस्तरावरील शासन निर्णय निर्गमित होणे आवश्यक आहे.

(२) संदर्भात (१ वर) नमूद केलेला शासननिर्णय काळजीपूर्वक पाहिल्यास त्यात परिच्छेद 8(p)(v)(a) मध्ये पुढील प्रमाणे तरतूद आहे. "(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision."

(३) महाराष्ट्रात जवळ जवळ २० लाख सरकारी व निमसरकारी कर्मचारी व शिक्षकांना सुध्दा सहाय्य वेतन आयोगाने शिफारस केलेल्या वेतनश्रेण्या लागू होणार आहेत व त्या संदर्भात केंद्र शासनाकडून कोणतेही अर्थसहाय्य मिळत नाही. विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या बाबतीत मात्र पहिल्या ४-५ वर्षांच्या कालखंडामध्ये येणा-या अतिरीक्त अर्थभारपैकी ८० टक्के भार केंद्र शासनाकडून अनुदान रुपाने राज्याला मिळत असतो. तो यापूर्वीही प्रत्येक वेळी मिळत आला आहे. पण तरीही दरवेळी इतर शासकीय व निमशासकीय कर्मचाऱ्यांपेक्षा विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या संदर्भात शासन निर्णय अनेक महिन्यांच्या विलंबाने निघाल्याचे अनुभव आहेत.

(४) राज्यस्तरावरील प्राध्यापकांची संघटना म्हणून याबाबतीत एमफ्क्टोला या पूर्वी १/१/८६ व १/१/९६ च्या सुधारित वेतनश्रेणी लागू होत असतांना

आलेले अनुभव हे निश्चितपणे कटू आहेत. केंद्राने जे मान्य केले ते राज्यामध्ये जसेच्या तसे लागू करण्यात यावे या मागणीसाठी महाराष्ट्रातील प्राध्यापकांना निदर्शने, निषेध-दिन, सामुहिक रजा आंदोलन, बेमुदत संप इत्यादींचा अवलंब करावा लागला ही वस्तुस्थिती आहे.

(एक) १ जानेवारी १९८६ पासून लागू करण्यात आलेल्या वेतन श्रेणी बाबत :-

१. सुधारित वेतनश्रेणीच्या संदर्भात मेहरोत्रा समितीचा अहवाल प्राप्त झाल्यावर विद्यापीठ अनुदान आयोगाने त्यावर आपला निर्णय घेऊन केंद्र शासनाकडे पाठविला. केंद्रशासनाकडे ही बाब अनेक महिने पडून राहिली. त्यावर निर्णय होत नसल्यामुळे शेवटी अखिल भारतीय प्राध्यापक महासंघाला (आयफ्क्टो) ४ ऑगस्ट, १९८७ पासून बेमुदत संपाचा निर्णय घ्यावा लागला. तो संप ३० दिवस चालू होता.

२. केंद्र शासनाचे पातळीवर ४ सप्टेंबर, १९८७ रोजी वाटाघाटी होऊन संप मागे घेण्याचा निर्णय घेण्यात आला. महाराष्ट्रात मात्र हा संप सुरु राहिला. "केंद्राने जे मान्य केले ते महाराष्ट्रात आम्ही लागू करू" एवढे निवेदन महाराष्ट्र शासनाकडून होण्यासाठी २० दिवस पर्यंत हा संप आमच्या संघटनेला आणखी पुढे सुरु ठेवावा लागला होता. महाराष्ट्र शासनाशी वाटाघाटी होऊन २३ सप्टेंबर, १९८७ रोजी संप मागे घेण्यात आला.

३. संघटनेबरोबर करण्यात आलेल्या करारामध्ये नमुद केल्याप्रमाणे सुधारित वेतन श्रेणीचे आदेश काढण्यात न आल्यामुळे विधानपरिषदेत १२ नोव्हेंबर १९८७ ला हा प्रश्न उपस्थित करण्यात आला. त्यावेळी "चार महिन्यात याबाबत जरूर निर्णय घेण्यात येईल" असे मा. शिक्षण मंत्र्यांनी आश्वासन दिले.

४. त्यानंतरही आदेश न निघाल्यामुळे संघटनेस १२ डिसेंबर, १९८८ पासून परत बेमुदत संप करावा लागला. हा संप १८ जानेवारी, १९८९ पर्यंत सुरु राहिला. १८ जानेवारीस शासनासोबत पुन्हा चर्चा होऊन संघटनेसोबत करार करण्यात आला व संप १९ जानेवारी, १९८९ पासून मागे घेण्यात आला. २७ फेब्रुवारी, १९८९ ला शासननिर्णय निघून सुधारित वेतनश्रेणी लागू करण्यात आली.

(दोन) १ जानेवारी १९९६ पासून लागू करण्यात आलेल्या वेतन श्रेणी बाबत :-

१. पाचव्या वेतन आयोगाची १/१/१९९६ पासून लागू करण्यात आलेली वेतन श्रेणी अंमलात आणतांना परत इतिहासाची पुनरावृत्ती झाल्याचे आपल्या लक्षात येईल. विद्यापीठ अनुदान आयोगाने प्रो. आर.पी. रस्तोगी यांचे अध्यक्षतेखाली वेतन परीक्षण समितीची (Pay review Committee) दिनांक २४ ऑगस्ट, १९९४ रोजी नेमणुक केली. समितीने आपला अहवाल २८ मे, १९९७ रोजी सादर केला. त्यावर विद्यापीठ अनुदान आयोगाने शिफारशीसह अहवाल केंद्र शासनाकडे डिसेंबर, १९९७ मध्ये सादर केला. दुर्दैवाने केंद्र शासनाने त्यामध्ये काही विपरीत बदल करून सुधारित वेतन श्रेणी लागू करण्याबाबतची एकतर्फी घोषणा दिनांक २४/४/१९९८ रोजी वृत्तपत्र प्रसारणाच्या माध्यमातून व २७ जुलै, १९९८ ला अधिसूचना प्रसूत करून केली.

२. अखिल भारतीय प्राध्यापक महासंघाने (आयफ्क्टो) सादर केलेल्या ३६ मागण्यांच्या मागणी पत्रकाचा विचार न केल्यामुळे त्यावेळी महासंघाने ११ ऑगस्ट, १९९८ पासून बेमुदत संपाची घोषणा केली. केंद्र सरकारची आयफ्क्टोशी बोलणी होऊन दिनांक ६ सप्टेंबर, १९९८ पासून बेमुदत संप मागे घेण्यात आला.

३. पण त्यानंतर महाराष्ट्र शासनाकडून सकारात्मक प्रतिसाद न मिळाल्यामुळे ११ डिसेंबर, १९९८ ला महाराष्ट्रात सामुहिक रजा आंदोलन करण्यात आले. महोदय, केंद्राचे एका पैशाचेही अर्थ सहाय्य नसतांना महाराष्ट्र शासनाने २० लाख सरकारी व निमसरकारी कर्मचा-यांचे बाबतीत पाचव्या वेतन आयोगाने शिफारस केलेली वेतन श्रेणी लागू करण्याचा शासन निर्णय निर्गमित केला. तथापि प्राध्यापकांचे बाबतीत मात्र ७२० कोटी रुपयांचे (८० टक्के) अर्थसहाय्य केंद्रशासनाकडून मिळत असून सुध्दा सुधारित वेतनश्रेणी लागू करण्याचे बाबतीत निर्णय घेण्यास टाळाटाळ होत गेली.

४. परिणामतः महाराष्ट्र प्राध्यापक महासंघाला ७ जुलै, १९९९ ला बेमुदत संपाचा निर्णय घ्यावा लागला. तथापि निवडणूका जाहीर झाल्यामुळे आचार संहिता लागू करण्यात आली त्यामुळे बेमुदत संपाचा निर्णय एमफक्टोला स्थगित ठेवावा लागला. सुधारित वेतन श्रेणी लागू करणारे, केंद्राचे सुधारित शासन निर्णय निघाल्यानंतर ११ महिन्याचा कालावधी झाल्यावरही महाराष्ट्र शासन मात्र प्राध्यापकांच्या बाबतीत उदासिनच होते. त्यामुळे एमफक्टोला २० ऑक्टोबर, १९९९ ला महाराष्ट्रभर निदर्शने आयोजित करावी लागली व ८ डिसेंबर, १९९९ पासून बेमुदत संप करण्याची सूचना शासनाला देण्यात आली.

५. महोदय, दरम्यान शासनात बदल झाला व नव्याने आलेले उच्च शिक्षणमंत्री मा. दिलीपराव वळसे पाटील, यांचेकडे दिनांक १० नोव्हेंबर १९९९ रोजी एमफक्टोने निवेदन पाठवून घटनाक्रमाची व आंदोलनाची माहिती देऊन चर्चेसाठी भेटीची वेळ द्यावी अशी विनंती त्यांना केली होती. मा. दिलीपराव वळसे पाटील, यांचे कडून आमच्या निवेदनाला त्वरित योग्य प्रतिसाद मिळाला व १५ नोव्हेंबर, १९९९ रोजी दुपारी ३.३० वाजता एमफक्टोच्या प्रतिनिधींशी त्यांनी चर्चा केली.

६. त्यानंतर मा. दिलीपराव वळसे पाटील यांनी या प्रकरणाचे गांभीर्य लक्षात घेवून ७ डिसेंबर, १९९९ ला एमफक्टो प्रतिनिधींना चर्चेसाठी वेळ दिली. ७ डिसेंबर, १९९९ ला तत्कालीन मा. उच्च शिक्षण मंत्र्यांशी चर्चा झाली व निर्णय होऊन लेखी समझोता करण्यात आला. हा प्रश्न निकाली काढण्यामध्ये मा. दिलीपराव वळसे पाटील यांच्या व्यक्तीमत्त्वाचा व निर्णयशक्तीचा प्रथमतःच संघटनेस परिचय झाला. मा. दिलीपराव वळसे पाटील यांची प्रकृती बरी नसतांनाही रात्री उशिरापर्यंत बसून त्यांनी निर्णय घेण्यामध्ये आपल्या सकारात्मक भूमिकेचा परिचय दिला. त्याबद्दल एमफक्टो कार्यकारीणीने त्याचवेळी त्यांचे मनापासून अभिनंदन केले व आभार मानले.

(५) सोमवार, दिनांक २९ डिसेंबर २००८ रोजी या विषयावरील नियम ९३ अन्वयेची सूचना विधानपरिषदेमध्ये चर्चेसाठी होती. त्यावेळी शासनाने व विद्यमान उच्च शिक्षणमंत्र्यांनी याबाबत अतिशय सकारात्मक भूमिका घेतली. प्रत्यक्ष लेखी निवेदनामध्ये संघटनेच्या संदर्भ २ वरील निवेदनाचा उल्लेख करून मा. मंत्रिमहोदयांनी "सुधारित वेतनश्रेण्या लागू करण्याच्या अनुषंगाने महासचिव, महाराष्ट्र प्राध्यापक महासंघाने दिनांक २०.१२.२००८ रोजी शासनास सादर केलेल्या निवेदनातील मागणी अनुषंगाने वित्त विभागास प्रस्ताव सादर करण्यात येईल. ६ व्या वेतन आयोगाच्या शिफारशी आणि विद्यापीठ अनुदान आयोगाच्या शिफारशीनुसार वेतनश्रेणी एकाच वेळी लागू करण्याबाबत शासन प्रयत्नशील राहील." असे नमुद केले होते. त्यादिवशी (२९.१२.२००८) प्रत्यक्ष चर्चेच्या वेळी मा. राज्यमंत्र्यांनी पुढील प्रमाणे आश्वासने दिलीत. :-

(अ) "शासनाचे जेवढे शासकीय कर्मचारी, अधिकारी आहेत त्यांना सहावा वेतन आयोग लागू करण्याबाबत निर्णय घ्यावा लागेल तेव्हा या विभागाचा प्रस्ताव एकत्रित करून त्यावर विचार केला जाईल." (महाराष्ट्र विधानपरिषद कार्यवाही अधिकृत प्रतिवेदन दिनांक २९.१२.२००८ पृष्ठ - केके-२)

(ब) "या लोकांना लवकरात लवकर सहावा वेतन आयोग मंजूर करावा असा सन्माननीय सदस्यांचा मूळ मुद्दा आहे. गेल्या वेळेला पाचवा वेतन आयोग मंजूर करण्यात विलंब झाला होता हे खरे आहे. पण सहावा वेतन लागू

करण्यापूर्वी शासनाने दिवाळीला सर्व कर्मचाऱ्यांना कमीत कमी १० हजार व जास्तीत जास्त दोन मूळ वेतन इतका अग्रिम दिलेला आहे. असा निर्णय घेणारे हे एकमेव राज्य आहे. या शासनाने चांगले काम केलेले आहे. **यासंदर्भात एचआरडी व युजीसीकडून शिफारस आल्यानंतर ती मंत्रिमंडळासमोर ठेवली जाईल.**" (महाराष्ट्र विधानपरिषद कार्यवाही अधिकृत प्रतिवेदन दिनांक २९.१२.२००८ पृष्ठ केके-१,२)

(क) "वेतन आयोगाच्या ज्या शिफारशी आहेत त्याबाबत सर्व अधिकारी आणि कर्मचाऱ्यांबाबत ज्यावेळी महाराष्ट्र शासन निर्णय घेईल त्यावेळी शिक्षक आणि उच्च शिक्षण विभागातील जे कर्मचारी आहेत यांचेही त्यांच्याबरोबर करून घेऊ." (महाराष्ट्र विधानपरिषद कार्यवाही अधिकृत प्रतिवेदन दिनांक २९.१२.२००८ पृष्ठ जेजे-२,३)

(ड) "एच.आर.डी. मंत्रालय आणि यु.जी.सी. जे आदेश काढील त्याचे महाराष्ट्र शासन पालन करील." (महाराष्ट्र विधानपरिषद कार्यवाही अधिकृत प्रतिवेदन दिनांक २९.१२.२००८ पृष्ठ जेजे-२)

(इ) "युजीसीकडून शिफारस आल्यानंतर, केंद्र सरकारकडून आदेश दिले जातील त्या आदेशांचे पालन केले जाईल." (महाराष्ट्र विधानपरिषद कार्यवाही अधिकृत प्रतिवेदन दिनांक २९.१२.२००८ पृष्ठ केके-१)

(६) महोदय, संदर्भ २ वर नमुद केलेले संघटनेचे निवेदन आपण काळजीपूर्वक पाहिल्यास आमच्या संघटनेची प्रमुख तक्रार अशी होती व आहे की, **वेतन सुधारणेच्या इतर प्रस्तावासोबत आपले प्रस्ताव मंत्रिमंडळासमोर ठेवले जात नाहीत, ८० टक्के केंद्राचे अर्थसहाय्य मिळत असतांना ती प्रक्रिया अनेक महिन्यांच्या विलंबाने सुरु केली जाते**, आमच्या या तक्रारीची आपण योग्य ती दखल घेतली. विधानपरिषदेमध्ये शासनाच्या वतीने करण्यात आलेले निवेदन व देण्यात आलेली आश्वासने ही निश्चितच दिलासा देणारी आहेत असे आम्हाला वाटते. आपणांस या निवेदनाद्वारे खालीलप्रमाणे विनंती करण्यात येत आहे :-

(i) संदर्भात नमुद केलेला केंद्राचा शासननिर्णय निर्गमित झाल्यापासून साधारणपणे एक महिन्यांच्या आत महाराष्ट्रामधील विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या संदर्भात सुधारित वेतन श्रेणीचा शासन निर्णय निर्गमित होईल याची योग्य ती काळजी घेण्याच्या सूचना विभागाला देण्यात याव्यात अशी विनंती आहे.

(ii) कोणत्याही परिस्थितीत महाराष्ट्रामध्ये २० लाख सरकारी व निमसरकारी कर्मचारी व शिक्षक यांच्या वेतन पुनर्रचनेचा शासन निर्णय (ज्याबद्दल केंद्र शासनाकडून कोणतेही अर्थसहाय्य उपलब्ध होत नाही) निर्गमित करण्यासाठीचे प्रस्ताव मंत्रिमंडळासमोर ठेवत असतांना त्याच वेळी महाराष्ट्रामधील विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या वेतन श्रेणीचे शासन निर्णय (ज्या बद्दल केंद्र शासनाकडून ८० टक्के अर्थसहाय्य उपलब्ध होते) निर्गमित करण्यासाठीचे प्रस्ताव सुध्दा मंत्रिमंडळासमोर ठेवण्यात येतील याची योग्य ती काळजी घेण्याच्या सूचना विभागाला देण्यात याव्यात. अशीही विनंती आहे.

धन्यवाद !
नागपूर

आपला विनीत
(डॉ. एकनाथ कठाळे)
महासचिव, एमफक्टो

सहपत्र :- संदर्भ १ वर नमुद केलेल्या शासननिर्णयाची केंद्र शासनाच्या संकेतस्थळावर उपलब्ध असलेली अधिकृत प्रत सहपत्र म्हणून सोबत जोडलेली आहे.

प्रतिलिपी :- पत्राची प्रतिलिपी माहिती करिता व आवश्यक कार्यवाहीकरिता (१) मा. सचिव, उच्च शिक्षण महाराष्ट्र राज्य, मुंबई, यांना समादराने अग्रेषित.

(२) प्रा.वी.टी. देशमुख, विधानपरिषद सदस्य, अमरावती, यांना समादराने अग्रेषित.

(डॉ.एकनाथ कठाळे) महासचिव, एमफक्टो

**Immediate implementation of UGC Pay
scales throughout the country
with effect from
1.1.2006**

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

(Regd. under Act. XXI of 1860)

Thomas Joseph, President :

: Asok Barman, General Secretary

CHARTER OF DEMANDS ON THE IMPLEMENTATION OF MHRD NOTIFICATION ON THE UGC PAY SCALES FOR COLLEGE AND UNIVERSITY TEACHERS

SUBMITTED TO THE MINISTRY OF HUMAN RESOURCES DEVELOPMENT, DEPARTMENT
OF HIGHER EDUCATION AND THE UNIVERSITY GRANTS COMMISSION
AT NEW DELHI ON
5-1-2009

AIFUCTO places on record its appreciation for the improvements made in the MHRD notification on the pay scales of teachers in universities /colleges over the recommendations of the Chadha Committee, especially that in respect of the re-designation of incumbent Selection Grade Lecturers/Readers as Associate Professors and their placement in the revised scale of 37400-67000 with a grade pay of Rs.9000. However, AIFUCTO is deeply aggrieved that the notification has ignored most of the positive recommendations of the Chadha Committee, especially those relating to Central assistance and mandatory, uniform and simultaneous implementation of UGC Scales as a composite scheme, with effect from 1-1-2006, so much so that the objectives of maintenance of standards in higher education through out the country and inclusive development have been compromised to a large extent. AIFUCTO would urge the Government of India (GOI) to issue necessary modifications /clarifications in the above notification, taking into account, especially the following:

(1) Higher Education is placed in the concurrent list, implying sharing of powers and responsibilities between the Centre and States, with the balance of power and responsibility tilted in favour of the Centre. Maintenance of standards in higher education is the statutory responsibility of UGC, which is a central agency. **The Scheme of UGC Scales of Pay is being implemented with the objective of ensuring uniform standards in higher education through out the country.** The past experience of the implementation of UGC scales in several states has been most disappointing. Many states have failed to implement the scheme in toto, mainly because adequate financial support has not been given by the Centre for the implementation of the revised scales. It was in consideration of the above that the AIFUCTO demanded central assistance to the states to the extent of 100% of the additional expenditure for the implementation the scheme for a period of 10 years from 1.1.2006. **It may be recalled that the Chadha Committee had recommended 100% financial assistance for the first five years and 50% for the next five years.** The MHRD has substantially reduced the quantum of central assistance to 80% of the additional expenditure and that too only for four years and three months.

As a matter of fact, even the 80% central assistance is a mirage. The assistance is only available to posts existing and filled up as on 1-1-2006. Chadha Committee has estimated that about 45% of the posts are lying vacant. Central assistance will not be available to such posts, even when they are filled up. Central assistance will not also be available for new posts created after 1.1.2006. The assistance available for existing and filled up posts as on 1.1.2006 will be limited to four years and three months. This means that the effective central assistance is less than 20% of the additional expenditure for the implementation of the pay scales over a period of 10 years. The share of the Central Government in the actual salary commitment in respect of

state university/college teachers is less. It works out to only about 8% over the next ten years. The lion's share of 92 % will have to be incurred by the states. This is especially so in respect of states which are taking steps to fill up existing vacancies and create new posts, in accordance with the guidelines issued by MHRD and UGC for the implementation of the XI Plan Scheme for increasing access and quality of higher education.

The meagre central assistance for attracting and retaining talented teachers in higher education is not in conformity with the vision of XI Plan, which has repeatedly been called an "Education Plan" by the Prime Minister. A mere continuation of failed policies and practices in respect of central assistance for the implementation of UGC scales in the past will not do for an "Education Plan". The demands of AIFUCTO are moderate, considering the importance attached to quantitative and qualitative improvement of higher education in the XI Plan. Central assistance @ 100% of the additional commitment for the implementation of the new scales will only amount to the GOI sharing 25% of the total salary commitment of teachers in state universities/colleges for the next ten years. The rest of the 75% will still be borne by the states. Considering the greater responsibilities of the Centre in respect of higher education and the greater financial resources available at its disposal vis-à-vis states and the crucial role that higher education has come to play in overall development in a knowledge driven economy, **AIFUCTO demands that the central assistance @ 100% of the additional expenditure be made available for the next ten years to all posts existing as on 1.1.2006, as and when they are filled up and to new posts created since 1.1.2006, as and when they are filled up.**

(2) About 88 % of the teaching and a part of the research in higher education is undertaken in the colleges and only the rest in universities. The project of inclusive development envisioned in the XI Plan will be seriously compromised by the provisions in the notification which recommend separate promotional prospects for university and college teachers. Similarly, **the failure to ensure parity for Librarians /Directors of Physical Education** with teachers in designation and age of superannuation is unjust in terms of the academic responsibilities undertaken by them. AIFUCTO demands that these anomalies be rectified, by extending all the promotional avenues of university teachers to college teachers as well and by ensuring parity of Librarians/Directors of Physical Education with teachers in all respects, **including designation, promotional prospects and age of superannuation.**

(3) Chadha Committee had recommended uniform and simultaneous implementation of the **UGC package in toto with effect from 1-1-2006 through out the country.** The MHRD notification has considerably diluted the principle of uniform and simultaneous implementation by permitting the states to fix a later date for the implementation of the scheme. AIFUCTO demands that this be rectified in view of

the past experience of non-implementation/ partial implementation of the scheme in many states. The advance increments should also be made available from 1-1-2006. The Central Government may also immediately initiate a process of dialogue with the State Governments on the implementation of the scheme **in toto w.e.f. 1.1.2006** and UGC may closely monitor the progress of the implementation of the scheme in the states over the years, as recommended by Chadha Committee, so as to ensure inclusive development of higher education in accordance with the vision of XI Plan.

(4) Both Chadha Committee and the MHRD have privileged research over teaching and extension. **The three functions of teaching, research and extension are integral to the higher education system, as has been recognized by the Kothari Commission.** The marginalization of teaching and extension will lead to lopsided development. AIFUCTO demands that this anomaly be rectified by treating teaching and extension on par with research, by extending the benefits of additional increments for acquiring Ph.D. in service to substantial contributions made to teaching and/or extension as well and by considering such contributions as eligibility criteria in lieu of Ph.D. for CAS and for promotion to the post of Professor. Appropriate regulations in this respect may be framed by UGC in consultation with organizations of teachers.

(5) The stipulation in the MHRD notification that no new departments shall be created in UG or PG colleges without prior approval of UGC is an **unwarranted intrusion into the federal principles that govern the constitution of the country.** This would also put hurdles in the expansion of higher education facilities, necessary for the realization of the target of 15% access in the XI plan. AIFUCTO demands that this provision be scrapped in view of its adverse repercussions on the centre-state relations, autonomy of universities and the targets set for access during the XI Plan.

(6) One of the important objectives of the implementation of the UGC scales is to attract and retain the cream of the intelligentsia in the teaching profession by offering attractive scales and adequate financial support for academic pursuits to teachers. Accordingly, Chadha Committee had recommended higher grade pay and academic allowance for university and college teachers. While the grade pay has been considerably reduced, the academic allowance has been totally done away with. The new nomenclature of Academic Grade Pay (AGP), obviously created by combining the concepts of higher grade pay and academic allowance, is only a camouflage for the reduction in the financial benefits recommended by Chadha Committee. **AIFUCTO demands that the grade pay of 6600, 7200 and 11000 in respect of Assistant Professor, Assistant Professor (senior scale) and Professor respectively be restored.**

(7) The post of Associate Professor is the equivalent of Lecturer Selection Grade / Reader in the existing scale and therefore the stipulation that Selection Grade Lecturers / Readers should wait for three years for placement as Associate Professor is illogical and unjust. Accordingly **AIFUCTO demands that all Lecturers (Selection Grade)/ Readers as on 1.1.2006 be placed in the scale of pay of Associate Professor and re-designated as such.** AIFUCTO also demands that all Assistant Professors with PhD/ MPhil /without both, be given a grade pay of 7200 on completion of three years, four years and five years respectively. AIFUCTO demands that they shall further be placed in the grade pay of 8000 on completion of three years in the grade pay of 7200. **They should be promoted as Associate Professors on completion of three years in the grade pay of 8000.** Promotion to the post of Professor/ Professor in the grade pay of 12000 should also be available to all teachers under CAS, on completion of three years and six years as Associate Professor, irrespective of whether they are serving in universities or colleges, irrespective of whether they possess Ph.D. or not. The restriction in the number of the **posts of Professors to 10% of the posts of Associate Professors** and of Professors in the grade pay of 12000 to 10% of the posts of Professors **is modelled on administrative services where there is a hierarchical structure for sharing powers and responsibilities . This has no relevance to**

teachers, all of whom perform the same academic responsibilities. The imposition of the irrelevant criterion will only vitiate the academic atmosphere by encouraging favouritism which will have serious repercussions on the academic autonomy of the individual teacher, thereby seriously compromising the prospects of academic excellence. AIFUCTO also demands that CAS Professors be treated on par with directly recruited Professors in the matter of pay fixation.

(8) An important issue over which Chadha Committee had made positive recommendation was in respect of **rectifying the anomalies in the last pay revision,** by recommending that all benefits in the previous scheme be implemented w.e.f. 1-1-1996. MHRD has glossed over the issue by stating that the UGC will examine the issue in consultation with MHRD. AIFUCTO demands that MHRD issue positive orders to the effect that all benefits including CAS in the previous scheme shall be implemented w.e.f. 1.1.96 and that all the arrears due in this respect will be paid in cash this year itself.

(9) Chadha Committee had recommended the continuance of the Triple Benefit Scheme of GPF, Pension and Gratuity to teachers entering service after 1-1-2004. The GOI is requested to review the negative policy decision in this respect in view of the need to attract talented young men and women to the teaching profession by offering attractive conditions of service in comparison with that offered by corporate houses. The benefit of Pension should also be extended to senior teachers who are not presently covered by the scheme. **The additional conditions sought to be imposed on young teachers for movement from one grade pay to the next, should also be abandoned.**

(10) The insistence that only **PhD in the relevant discipline** will alone count for CAS will certainly be used as a ruse to deny the benefit to many deserving teachers. More important is the **serious repercussion on interdisciplinary studies** and research. New knowledge is often created at the intersections of disciplines and any provision that discourages research in this area will defeat one of the most important functions of higher education, which is to generate new knowledge. AIFUCTO demands that this provision be deleted.

(11) AIFUCTO demands that all **vacant posts of teachers** be immediately filled up and new posts created and filled up wherever required in accordance with XI Plan guidelines and Central assistance extended to all such posts filled up after 1.1.2006.

(12) Appropriate scales should be implemented for **Part-time Teachers** Tutors/Demonstrators/ Accompanists/Coaches.

(13) **Pension benefits** in the new pay scales should be extended to all Selection Grade Lecturers /Readers who have retired prior to 1-1-2006.

(14) AIFUCTO demands that UGC take immediate steps for the issuance of the notification of pay revision in accordance with the above charter of demands and **issue fitment table for all scales ensuring** that seniors get higher pay as compared with juniors with same qualifications.

(15) AIFUCTO would take up **further issues and anomalies** with MHRD and UGC in due course

AIFUCTO recognizes that the fight for the rights of the teachers is not merely a fight for higher emoluments for five lakh Assistant Professors, Associate Professors and Professors; it is a fight for the millions of our countrymen as the **future of the nation, as famously stated by Kothari, is shaped in the classrooms,** more so in the context of the emerging knowledge economy. AIFUCTO demands that MHRD address the above issues with all the urgency and seriousness they deserve and modify the notification dated 31-12-08 in consultation with AIFUCTO within one month, failing which AIFUCTO would be constrained to resort to all agitational measures, including **COUNTRY WIDE INDEFINITE STRIKE** to press further for the just and right demands of the teachers and the people at large.

Thomas Joseph
President

Asok Barman
General Secretary

**ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE
TEACHERS' ORGANISATIONS**

(Regd. under Act. XXI of 1860)

Thomas Joseph, President :

: Asok Barman, General Secretary

CIRCULAR : 01/2009 : 09-01-09

Dear Friends,

I take this opportunity to congratulate all NEC members, Office Bearers and members for the historic success of the AIFUCTO movement for an appropriate pay scale.

NEC MEETING ON 4-1-2009.

The National Executive Committee of AIFUCTO met at Gandhi Peace Foundation, New Delhi on **4.1.2009** to take stock of the situation arising from MHRD notification dated 31.12.2008 on UGC scales of pay for college and university teachers. More than 100 NEC members attended the meeting. In his opening remarks, the President drew attention to the significance of the meeting, the decisions of which would have long term ramifications on the salary and service conditions of teachers, on the future of higher education and the project of inclusive development of the country. While **welcoming the decision for placement of Selection Grade Lecturers /Readers in pay band IV**, he said that important challenges regarding implementation of the scales and quality of education thrown up by the notification need to be addressed. The General Secretary made a detailed presentation on the interventions made by AIFUCTO at different stages, starting with the appointment of the Pay Review Committee to the final Notification of MHRD on 31-12-08. **He said that the timely intervention of AIFUCTO has helped to ensure a better deal for teachers.** He stressed the need for greater vigilance in future as well, so that the scales are implemented uniformly and simultaneously through out the country. There was a comprehensive discussion on the pending issues. A large number of NEC members presented their views and analysed the MHRD Notification and also presented their suggestions for the future course of actions. On the basis of the discussions the NEC authorized the Secretariat to finalize the **CHARTER OF DEMANDS** and a **PROGRAMME OF ACTION** for putting pressure on the Central/State Governments and the UGC for the timely implementation of the scales, in accordance with the modifications demanded by AIFUCTO. The NEC also authorized the Secretariat to take appropriate decision on framing by-laws for the conduct of organizational elections.

Secretariat Meeting on 4.1.09

The AIFUCTO Secretariat which met immediately after the NEC meeting finalized the **AIFUCTO CHARTER OF DEMANDS** for the **implementation of UGC Pay scales throughout the country with immediate effect**, a copy of which is forwarded herewith. The Secretariat also decided to **simultaneously address UGC, MHRD and the State Governments** on the basis of the charter of demands to ensure timely implementation of the scales in accordance with AIFUCTO Charter. Accordingly, **it was decided to hold massive demonstrations at all state capitals on 28-1-09 and at Delhi on 23.2.2009.** The slogan for both Programmes would be the same: **IMPLEMENT UGC SCALES AND AIFUCTO CHARTER OF DEMANDS.** While appropriate forms of demonstrations could be decided state wise, the Delhi Programme will be as follows:

DHARNA at JANTAR MANTAR from 10 AM to 1 PM

MARCH TO PARLIAMENT at 1 PM.

All the affiliates are requested to ensure maximum participation for the demonstrations at the State Capital and Delhi. The affiliates are to communicate to the General Secretary the number of participants from the respective organization for the Delhi Programme within two weeks. A meeting of the Secretariat will be held after the demonstration to take stock of the situation and plan future action. The Secretariat also decided to renew the appeal to the affiliates to send the **STRUGGLE FUND @ Rs. 100/-** per member to the Treasurer, AIFUCTO at the earliest. It was also decided to finalize the by-laws for organizational elections at the next meeting of the NEC, which would be held at Bhuvanewar on 22-3-09.

Meeting with UGC on 5.1.2009

The AIFUCTO Office bearers had a formal discussion on the MHRD Notification with the UGC on 5.1.09 in which the Chairman, the Vice chairman and the Secretary exchanged views with the AIFUCTO leadership on the implications of the MHRD Notification on the salary and service conditions of teachers, on uniform and simultaneous implementation of the scales in all the States and on quality of education. The AIFUCTO leaders effectively communicated their serious apprehensions on all the three fronts. The Chairman, UGC told the AIFUCTO that its apprehensions will be addressed. **AIFUCTO's position that teaching and extension should be treated on par with research was accepted in principle by the UGC** and the Chairman assured the leadership that AIFUCTO's detailed proposals in this regard would be discussed and decisions taken at the appropriate forums. Affiliates are therefore requested to send their proposals in this regard with in 15 days to the General Secretary, on the basis of which a detailed proposals could be framed for the consideration of the UGC. **The UGC has assured the leadership that the UGC Notification and Fitment Table on revised scales for college and university teachers would be issued shortly.**

Meeting with MHRD on 5.1.2006

The AIFUCTO leadership submitted the AIFUCTO CHARTER OF DEMANDS to Shri Sunil Kumar, Joint secretary in charge of Pay Review at the MHRD, who assured the leadership that the representation will be carefully looked into by the MHRD at the appropriate level.

FUTURE ACTION

All affiliates are requested to start negotiations with the State Governments for the immediate implementation of the UGC Scales. The AIFUCTO would simultaneously take up relevant issues with MHRD /UGC, so that the objective of uniform and simultaneous implementation of the scales throughout the country is materialized.

With fraternal greetings



Asok Barman

General Secretary-AIFUCTO
E-mail:aifucto@rediffmail.com

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION MEETING NOTICE

1. Meeting of each college unit is hereby convened to elect the President and Secretary of the Unit as per para-7 of the Bye-laws providing for the College Unit of NUTA.(Please see page 93 of 1977-NUTA-Bulletin).

2. Members of each college Unit are requested to attend the meeting at the date, time and place mentioned below:-

Units :- All the College Units in all Districts

Place of the Meeting.	Day,Date & Time.
Staff Room of each College	MONDAY the 16th February, 2009 at 4-00 P.M

3. I, on behalf of the Executive Committee of NUTA request you to elect the President and Secretary of your unit, as far as possible unanimously. In case that is not possible rules published on page 112 of 1977 NUTA Bulletin shall be applicable to the election that will take place in the meeting.

Yours Sincerely,
Dr. E.H.Kathale, Secretary,NUTA.

1) All the members of the Unit will start their meeting at the date & time mentioned in the above notice in the staff room of the college. (In case staff room is not opened meeting will take place in the Varanda of the staff room or on the open ground near the staff room.)

2) First, members will appoint one of them as the working Chairman, who will not be a candidate for the office of the President or Secretary.

3) Working Chairman will then request the meeting to elect the President and Secretary unanimously, if possible.

4) Then working Chairman will invite the names for the post of a President and Secretary. If there is only one name (candidate) for the post of the President and only one candidate for the post of Secretary, he will declare both as elected unopposed.

5) If there is only one candidate for the post of the President and more than one for the post of Secretary, President will be declared elected unopposed and election will take place (as per para 7 below) only for the post of Secretary.

6) If there is only one candidate for the post of a Secretary and more than one for the post of the President, Secretary will be declared elected unopposed and election will take place only for the post of the President, as per para-7 below.

7) If there are more candidates than one for both the posts, election will take place by secret ballot by simple majority system in accordance with the following

RULES
(Reproduced from page 112 of 1977
NUTA Bulletin)

manner.

A) Chairman will first conduct voting for the post of a President i.e. he will give one small blank paper to each member who will write name of his choice on that paper.

B) Then Chairman will conduct voting for the post of a Secretary separately, but in the same manner.

C) At the close of voting for both the posts, Chairman will so declare and start counting. First he will count the votes of President's election. Person securing highest number of votes from amongst the candidates contesting for that post shall be declared elected as President.

D) Then counting for the election of a Secretary's post will take place. Person securing the highest number of votes shall be declared elected as Secretary.

8) Report of the meeting, signed by the President, Secretary and the Chairman, be prepared in six copies to be despatched as follows:-

1) Prof. B.T.Deshmukh, President
NUTA, 3, Subodh Colony, Near Vidarbha
Mahavidyalaya, AMRAVATI. 444604.

2) Dr.E.H.Kathale ,Secretary

NUTA, N-162, Reshim bag, Nagpur-444
009

3) President of the District Unit.

4) Secretary of the District Unit.

(Names & addresses of the President & Secretaries of District Units are published on page 128 & 129 of 2005 NUTA Bulletin)

one copy each with the President and Secretary of the same college unit. This typed report shall cover all the points mentioned in Appendix-A.

APPENDIX-A REPORT.

(1) Name of the College Unit. (2) Information regarding elected President:- (a) Full Name in Capital Letters (b) Life Membership Number (c) Full Postal address for speedy postal communication including Pin code number. Telephone/ Mobile No, if any. (3) Information regarding elected Secretary (a) Full Name in Capital Letters (b) Life Membership Number (c) Full postal address for speedy postal communication including Pin code number. Telephone/Mobile No, if any. (4) Number of the members in the Unit.(5) Number of Members present in the meeting. (6) Whether election took place for both the posts or only for one Post? If for one, which one? (7) Names of all the candidates proposed for Presidents post (8) Names of all the candidates proposed for Secretary's post. (9) Names of all the candidates, together and votes secured by each one of them. (10) Name of the working Chariman. (11) Signatures of (a) Chairman (b) President (c) Secretary.

**IMPLEMENT UGC SCALES
AND AIFUCTO
CHARTER OF DEMANDS**

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

BYE-LAWS PROVIDING FOR COLLEGE UNIT OF NUTA

(Reproduced from page 93 of 1977 NUTA Bulletin)

1) These Bye-laws may be called "College Unit bye laws of NUTA."

2) These Bye-laws shall come into force with effect from 1st November, 1977.

3) Each College affiliated to Rashtrasant Tukadoji Maharaj Nagpur University and Sant Gadge Baba Amravati University, shall have college unit of Nagpur University Teacher's Association.¹

4) Such unit shall be known after the name of that college.

5) Each college Unit shall be assigned a number as per the scheme prepared by the Executive Committee of NUTA.

6) Each college Unit shall consist of all the members of the Association working in the college.

7) Members of each Unit shall elect from amongst themselves a President and a Secretary.

8) In case a Unit consists of only one member, he shall act as the President, and in case a Unit consists of only two members, the Senior member of the Association shall act as the President and the other as the Secretary.

9) As and when the membership of the college Unit exceeds beyond two, the Unit shall elect its President and Secretary as per provisions of para 7 above.

10) Names of President and Secretary of each Unit shall be published in the NUTA BULLETIN

11) Any dispute regarding the election of President and/or Secretary of college Unit may referred to the Secretary of NUTA, within a period of fifteen days from the date of such election. The Secretary of the Association shall place the same before the Executive Committee of NUTA for its consideration. The Executive Committee, after making due inquiry as it may deem fit, give its decision. The decision of the Executive Committee shall be final in all such matters.

12) Executive Committee may make rules, not contrary to the provisions of the constitution of NUTA or these Bye-laws, for the effective functioning of the college Units.

1. As amended by the resolution of the General Body (vide item no. 482) on 9th November 2008

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANIZATIONS

IMPLEMENT UGC SCALES AND AIFUCTO CHARTER OF DEMANDS

DHARNA & MARCH TO PARLIAMENT ON MONDAY, 23rd OF FEBRUARY, 2009.

DHARNA : At JANTAR MANTAR from 10 AM to 1 PM

MARCH TO PARLIAMENT : At 1 PM.

(1) Charter of Demands and Programme of Demonstrations, Dharna & March to Parliament was accepted in the AIFUCTO Secretariat meeting held at New Delhi on 04th January, 2009 (2) Full Text of the Charter of Demands and Programme of Demonstrations, Dharna & March to Parliament is given on Pages 28 to 30 of this NUTA Bulletin. (3) All Dist. Units and local units are requested to organise meetings at their level to mobilise maximum number of teachers for Both Programmes. (4) All local units are requested to ensure participation by each local unit in both the Programmes.

- **Dr. E.H. Kathale**, Secretary, NUTA.

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION (NUTA)

NUTA BULLETIN (Official Journal of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION)
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