

All India Federation of University & College Teachers' Organisations**AIFUCTO****DRAFT UGC NOTIFICATION ON THE IMPLEMENTATION OF UGC PAY SCALES FOR COLLEGE AND UNIVERSITY TEACHERS, 2009**

SUBMITTED TO THE UNIVERSITY GRANTS COMMISSION
AT NEW DELHI ON 23-2-2009

(1) **The AIFUCTO welcomes the clarification issued by UGC**, withdrawing some of the most restrictive provisions in the draft regulations in regard to CAS in respect of incumbent teachers who were placed on Reader / Lecturer (selection grade) as on 1.1.2006 and demands that similar clarification be issued in respect of Readers/ Lecturers (selection grade) in service as on 31.12.2008, in accordance with clause 2 (a) XI of MHRD notification of the above date. The same conditions should apply for Deputy Librarian/Assistant Librarian (selection grade)/ College Librarian (selection grade) /Deputy Director of Physical Education/Assistant Director of physical Education (selection grade) College Director of Physical Education (selection grade) .

(2) **AIFUCTO further demands that the UGC seriously introspect on the circumstances under which unsavory provisions were incorporated in the draft regulations, which have now been partially withdrawn.** The entire episode has cast a shadow on the credibility of the drafting committee. **It is unfortunate that the Committee could not even appreciate the limits of its mandate**, which is confined to proposing regulations in areas that are specifically mandated by the MHRD notification of 31-12-2008. It is requested that the UGC withdraw all proposals of the committee, for which there is no specific mandate in the above notification of MHRD. **While the drafting committee has exceeded its terms of reference with a view to denying the teachers some benefits graciously granted by MHRD**, the committee has preferred to ignore issues like rectification of the anomalies of the previous pay revision, which has been specifically referred to the Committee for its views.

(3) **The MHRD and the UGC took about three years to finalize the pay scales.** The exercise of framing regulations which are to be uniformly implemented across the country would be more complex than finalizing the pay scales. **The regulations proposed by the committee involve drastic changes from existing practices**, the implications of which need to be studied in detail. The effective implementation of UGC scheme for ensuring uniform standards in higher education through out the country would depend upon the content and character of **UGC regulations—their desirability, usefulness, inclusiveness, feasibility and effectiveness.** Appropriate norms for ensuring quality and strategies for their implementation in different regions

with wide disparities in socio-economic and educational infrastructure and differential local needs have to be identified. Otherwise the regulations would only become punitive measures to deny the new scales to large sections of the teachers rather than enabling incentives for greater efforts for improving the quality of higher education and, through it, promoting the ideal of inclusive development. The regulations should not therefore be finalized in haste. The committee should discuss the draft with teachers in detail by holding regional meetings as was done by Chadha Committee and modify the proposals by evaluating the feedback .**UGC should then hold a final round of discussion on the revised proposals with AIFUCTO, before finalizing the regulations.**

(4) However the UGC should clarify that new pay scales would be immediately implemented and arrears paid and that recruitment and promotions at all levels would continue in accordance with existing provisions, pending finalization of the regulations ,as **the entire system of higher education cannot be permitted to come to a standstill till UGC notifies its new regulations.**

(5) **AIFUCTO welcomes the proposal to give weightage to the functions of teaching, research and extension for direct recruitment and CAS promotions**, thereby conceding the long standing demand for recognition of the crucial role of extension in a wholesome programme of higher education. **However the criteria suggested for the measurement of the contributions to teaching and research are seriously flawed.** The criteria for extension need to be supplemented. In respect of teaching, an arbitrary decision based on the percentage of classes actually engaged by a teacher in relation to the actual workload assigned to him/her may not always be justifiable as classes are often disrupted for reasons beyond the control of the individual teacher. A more appropriate method would be to fix the minimum requirement of contact hours to be engaged by a teacher in relation to the number of actual contact hours the institution concerned would engage and the total workload assigned to the teacher, making due allowances for eligible leave, duty leave and other factors. Similarly, the extent of familiarity with up to date teaching material and contribution to the development of innovative teaching methods would depend to a large extent upon the institutional resources actually available to the teacher. The production/publication of teaching materials would not only require intellectual input, but inputs from external

agencies, the distribution of which is often skewed. At present there is little scope for individual teachers in affiliated institutions for developing new curricula and teaching new courses. Developing innovative teaching methods/CDs/ICT materials/teaching learning modules require creation of sufficient infrastructure and opportunities in the colleges/universities, which is beyond the control of individual teachers. **Parameters for assessing contribution to professional activity are arbitrarily fixed.** Institutional governance responsibilities are often arbitrarily allotted to teachers in colleges and universities. Hence this is an unrealistic indicator of the performance of a teacher. No teacher should be victimized due to the operation of factors beyond his control. **The norms for ensuring social accountability should not impinge on the claims of the individual teacher for career advancement or encourage the procurement of false evidence through dishonest means.** The UGC should evolve a broad set of transparent norms which could be applied in different situations. The qualitative distinction sought to be drawn among international, national and local journals and the heavy reliance on impact factor and the insistence on publication as different from other evidence of research emanate from severely flawed notions about quality and its certification. **The global/urban/colonial mindset which prioritizes publications in international journals over national/local journals will cultivate an inferiority complex in academics that would have long term adverse impact on innovative research in this country.** Moreover, the avenues for publication in international journals with high impact factor would vary from discipline to discipline, with new generation subjects getting the most exposure and

humanities, especially local languages, getting least exposure. **The reliance on publication as evidence of research will only transform Indian higher education into a haven for academic mafia, who will dictate the terms and conditions for research, severely compromising the autonomy of the individual teacher-researcher.** There are no quick fix solutions for ensuring quality. Quality in research cannot be promoted by authorizing an external agency to certify the quality of research output, as is done in relation to mass produced consumer items available in the global market. Each original research is unique and the UGC norms which encourage conformity to global/urban standards will only promote uniformity and mediocrity. We need to devise an internal and localized quality assurance mechanism in each university, if we are to ensure originality in research. There should also be a proper mechanism to assess the quality of a research paper, even if it is not published, internationally, nationally or even locally. **The insistence on publication as the only evidence of quality is academically unacceptable.**

Similarly the proposal to equate the quality of a project work with the quantum of financial input that goes into the project is academically indefensible. Such an approach would only further aggravate the existing unhealthy competition for cornering the most lucrative projects. **The basic contradictions in the draft regulations—measuring quality in terms of quantity and academic input in terms of monetary input and of equating the global with the local and standards with standardization —will have to be addressed.**

The scope of extension activities that would count for CAS needs to be enlarged. The activities listed do not seem to provide any space for individual contribution to the extension of knowledge outside the boundaries of higher education institutions through lectures or written communications conducted through the visual/print media. All group/individual activities which would have an impact on the dissemination of knowledge/services for the benefit of the larger community should count for CAS. Individual universities may be authorized to develop localized criteria for quantification of the contribution of the individual teacher to extension, which could include contributions for strengthening PRIs. There should also be provision for giving greater weightage to extended extension programmes and action researches, which are properly documented and certified. **AIFUCTO would submit detailed proposals in this regard in due course.**

Uniform standards in higher education across the country are not ensured by promoting uniformity and conformity. What is needed is an enabling regulation that would encourage a variety of academic engagements that would spur creativity, which is the hall mark of quality in higher education. The global/urban centred norms presently set out encourage elitism and uniformity and discourage creativity. While a common weightage for teaching, research and extension in the ratio of 50: 30:20 may be fixed across the board for universities and colleges and for all categories of teachers, the performance indicators may vary, depending on local, institutional and individual resources/needs. A system of individualized performance appraisal for ensuring accountability which would not disturb the autonomy of the individual teacher to innovate and to make appropriate responses to the local needs will have to be developed. **It is the considered view of AIFUCTO that the Performance Appraisal Scoring System (PASS) through Academic Performance Indicators (API) and Weightage Points (WP) should not be implemented without widespread consultation and consensus. AIFUCTO rejects the regulations in its present form and content.**

(6) While it would be appropriate for UGC to fix the

CHANGE OF ADDRESS ACKNOWLEDGEMENT NO.25

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 List No. 31 of Changed Addresses of Life Members of NUTA. Details of the said list are as follows:-

LIST NO. 31 :- Serialized Nos of the changed Addresses from 1434 to 1485 (Notified in 2009 Ex. File on Page 22 & 23). The Life membership Numbers of those requesting members are as follows :-

0091, 0184, **0184**, 0607, 0749, 0791, 0941, 1057, 1099, 1324, 1618, **1618**, 1786, 1988, **1988**, 2009, 2142, 2217, 2301, 2458, 2496, 2783, 2871, 3019, 3154, 3158, 3205, 3296, 3319, 3333, 3360, 3373, 3492, 3514, 3539, 3665, 3763, 3767, 3857, 3963, 4006, 4293, 4505, 4773, 4860, 4898, 4957, 4966, 5034, 5064, 5077, 5180. = Total 52

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. 24 was published on page No 25 of 2009 NUTA Bulletin, containing address changes from 1361 to 1433 in List No. 30 of changed addresses.

10.04.2009

S.A. Tiwari
Treasurer, NUTA

norms for subject experts, universities should be permitted to nominate them. **The regulatory role of UGC is best exercised when it is not mixed up with executive functions.** An apex national level agency like the UGC need not be entrusted with micro-level managerial functions, which would impinge on the autonomy of the universities.

(7) **There should be separate committees for selection of new recruits and screening of existing teachers for CAS promotion.** The composition of the selection committees and screening committees in colleges should be different. While the management of the college may be represented in the selection committee, the screening committee should be a body of experts in which the management need not be represented. The experts to the selection committees for recruitment/ screening committees for career advancement should be nominated by the Vice Chancellor from among a panel of experts approved by the Academic Council.

(8) **The Screening Committee for CAS and the procedure for screening under CAS should be separately notified in the regulations.**

(9) The provision that universities would identify the posts for direct recruitment/deputation /CAS promotion in consultation with colleges **would provide room for nepotism and corruption,** compromising autonomy of the individual teacher. Universities should take the decision on the basis of transparent norms, which can be uniformly applied.

(10) **The contribution to extension** should be taken into account along with teaching and research for the direct recruitment of the Principal. Administrative experience may also be counted as an additional qualification.

(11) **The proposal to make IQAC mandatory and to entrust it with the responsibility of documentation and record keeping in respect of the academic performance of the teachers should be withdrawn.**

(12) Insert Clauses 2 (a) ix, x and xi of MHRD notification dated 31-12-08 in place of draft UGC regulations 6.4.2., 6.4.3., and 6.4.4. Similar conditions should apply to Deputy Librarians / College Librarian and Deputy Director of Physical Education / College Director of Physical Education in equivalent positions.

(13) The benefit of **reduction in the number of years** for moving into higher AGP should be available to Assistant Librarian/ College Librarian/Assistant Director of Physical Education (senior scale) /College Director of Physical Education (senior scale), possessing Ph.D./ M.Phil, irrespective of whether it was acquired at the time of entry or later.

(14) Deputy Librarians /Director of Physical Education directly recruited prior to 1.1.2006 should be placed in pay band III, with AGP of Rs.8000 on 1.1.2006 and placed in Pay Band IV on completion of **three years in the grade.**

(15) Previous service with/without break, whether in permanent or temporary capacity, whether appointed against substantive or temporary vacancy, whether absorbed in same post in continuation of adhoc appointment or not, **should be counted** for placement/ promotion.

(16) Where the **system of five day week** is introduced in place of six day week, the number of working weeks would be appropriately increased and weekly workload of individual teacher appropriately reduced so that the yearly workload of a teacher under both systems would be the same.

(17) The stipulation that only Ph.D. holders will be placed /promoted as Associate Professors **should be deleted.**

(18) It should be specifically stated in the UGC regulations that those already designated as professors shall continue to be so designated.

(19) The most important anomaly that needs to be rectified in respect of the implementation of the V UGC Pay scales is that pertaining to **placement in the scale of pay of 14940/- on completion of five years in the post of Reader /Selection Grade Lecturer.** While the placement was permitted on completion of five years in the Selection Grade /Reader in respect of all who had come into it as on **1.1.1996**, the benefits were denied to those who had come into Selection Grade /Reader **after 1.1.96.** Even as numerous petitions are pending in different High Courts, a judgment has been issued by the High Court of Kerala on 21st January, 2009 in Writ Appeal Nos.1394, 1881, 1925 & 2067 of 2008, a copy of which is enclosed herewith. As the **petition has been disposed of with the concurrence of both MHRD and UGC, it has become conclusive, leaving no scope for further appeal. It has been ordered as follows:**

“Those teachers who were Lecturers as on 1.1,1996 and who were subsequently placed in the Selection Grade after 1.1.1996, they will be entitled to draw the scale of pay of Rs.14940/-on completion of five years in the selection grade.”

The above order is specifically applicable only to the petitioners. Other teachers would now move the courts to ensure the extension of the same benefits. **In view of the conclusive nature of the judgment, AIFUCTO would appeal to UGC to urgently take up the matter with MHRD and issue general orders** implementing the benefit of fixation at 14940/- to all teachers who come into selection grade after 1.1.96 and to release the central assistance for the payment of arrears to teachers across the country who will be benefited by the orders, with a view to earning the goodwill of the teaching community, by avoiding further litigation in the long pending issue.

(20) UGC should address the Central Government on the following issues:

a. to **provide 100% central assistance** to the States for the first five years and 50% for the next five for the implementation of the scales and to mandate simultaneous and uniform implementation throughout the country, as recommended by the Chadha Committee.

b. to **remove the cap on professorship** to 10% of the number of teachers and to make professorship available to all teachers who fulfill the required norms.

c. to grant **the triple benefits of Pension, Gratuity and GPF** to teachers appointed after 1.1.2004

d. to do away with its insistence on Ph.D. in “relevant discipline” for awarding advance increments, as such a provision is likely to exclude all research in interdisciplinary area from the purview of incentives (The very concept of a particular area of study as irrelevant to another area of study is questionable as the boundaries of established disciplines are becoming porous)

e. to fix 12 years as minimum service for the post of University Librarian/ University Director of Physical Education, as in the case of a University Professor

The above representation is submitted without prejudice to more comprehensive and paragraph wise responses to be made by AIFUCTO in due course, after holding detailed discussions at various levels.

Thomas Joseph
President

Asok Barman
General Secretary

DRAFT UGC NOTIFICATION ON REVISION OF PAY SCALES, MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS IN UNIVERSITIES AND COLLEGES & OTHER MEASURES FOR THE MAINTENANCE OF STANDARDS, 2009.

The scheme of revision of pay scales, minimum qualifications for appointment, other service conditions of University and College Teachers, Librarians and Directors of Physical Education as a measure for the maintenance of standards in higher education.

1.0.0 COVERAGE

1.1.0 The scheme applies to University and College Teachers, Librarians, Directors of Physical Education and Colleges (excluding Agricultural, Medical, and Veterinary Science Colleges) admitted to the privileges of the Universities unless they specially exercise an option in writing to remain out of this scheme. The scheme will apply to the Teachers in the Faculty of Agriculture, Medicine and Veterinary Science in the Central Universities.

2.0.0 PAY SCALES AND PAY FIXATION FORMULA

2.1.0 The revised scales of pay, as decided by the Government of India, Ministry of Human Resource Development (Department of Education) may be seen as Appendix-I. The pay fixation formula developed by UGC based on the MHRD notification is appended as Appendix-II (to be received from MHRD). This fixation formula shall be adopted for teachers and equivalent positions in the Library and Physical Education cadres in Universities and Colleges.

3.0.0 RECRUITMENT AND QUALIFICATIONS

3.1.0 The direct recruitment to the post of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the guidelines prescribed through this notification to be incorporated under the Statutes/Ordinances of the concerned university. The composition of such committees should be as prescribed by the UGC in this notification.

3.2.0 The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the University Grants Commission in this notification.

3.3.0 The minimum requirements of a good academic record, 55% of the marks at the master's level and qualifying in the National Eligibility Test, or an accredited test, shall remain for the appointment of Assistant Professors.

3.3.1 Holders of Ph.D. degrees as on the date of notification of these regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as have been/or may be laid down by UGC through its regulations, and so adopted by the university shall alone be exempted from NET. NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted.

3.3.2 Reference to Ph.Ds in this regulation shall be taken as a doctoral degree from a University following the guidelines prescribed by UGC regarding registration

process, course work, and evaluation process with effect from the date of issue of such guidelines by UGC. This requirement will not be applied to Ph.D degrees obtained prior to the issue of the guideline by UGC

3.3.3 The 55% marks in Master's level should be insisted upon for those entering the system from outside and those at the entry point of Assistant Professors, Assistant Librarians, Assistant Director of Physical Education

3.4.0 A relaxation of 5% may be provided, at the graduate and master's level for the SC/ST category for the purpose of eligibility and for assessing good academic record during direct recruitment of teaching positions.

3.5.0 A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September, 1991.

3.6.0 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

3.7.0 The Ph.D. should be a compulsory requirement for the designation of Professor, Librarians and Physical Education Directors.

3.8.0 Ph.D. shall be a compulsory requirement for all candidates applying for direct recruitment as Associate Professor /Deputy Librarian/Deputy Directors of Physical Education,

4.0.0 DIRECT RECRUITMENT.

4.1.0 PROFESSOR

i. An eminent scholar with Ph.D. qualification and published work of high quality, actively engaged in research with evidence of publish work with a minimum of 10 publications as books and/or research / policy papers in indexed / ISBN/ISSN numbered journals and as ISBN/ISSN numbered books.

ii. A minimum of 12 years of teaching experience in university/college, and/or experience in research at the University/National Level institutions, including experience of guiding candidates for research at doctoral level.

iii. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

iv. A satisfactory score as stipulated in the Academic Performance Indicator (API) system developed by UGC in this notification.

4.2.1 PRINCIPAL

i. A Master's Degree with at least 55% of the marks or a relevant grade regarded as equivalent to 55% wherever grading system is followed by a recognized University.

ii. Ph.D. qualification with evidence of published work and research guidance.

iii. Total experience of 15 years of teaching/research/administration in Universities / Colleges and other institutions of higher education.

iv. A satisfactory score as stipulated in the Academic Performance Indicator (API) system developed by UGC in this notification.

4.3.0 ASSOCIATE PROFESSOR

i. Good academic record with a Ph.D. degree in the concerned or allied disciplines.

ii. 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.

iii. A minimum of eight years of experience of teaching and / or of research in a regular position equivalent to that of Assistant Professor in a University / College or Accredited Research Institution with evidence of published work with a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered journals and as ISBN/ISSN numbered books.

iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.

v. A satisfactory score as stipulated in the Academic Performance Indicator (API) system developed by UGC in this notification.

4.4.0 ASSISTANT PROFESSOR

4.4.1 Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication.

(i) Good academic record with at least 55% of the marks or equivalent grade where grading system is practised at the Master's degree level in the relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.

(ii) Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC.

(iii) Holders of Ph.D. degrees as on the date of notification of these regulations, along with those candidates who are awarded a Ph.D. degree though a process of admission, registration, course work and external evaluation as have been/or may be laid down by UGC through its regulations, and so adopted by the university shall be exempted from NET. NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted.

4.4.3 Music & Performing Arts

(i) Good academic record with at least 55% of the marks, or an equivalence of B where grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

(ii) Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for Lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

A traditional or a professional artist with a highly commendable professional achievement in the concerned subject as evidenced by awards, honours and recognitions.

4.5.0. Minimum Qualifications for direct recruitment to the posts of Librarian, Deputy Librarian and Assistant Librarian

4.5.1 University Librarian

i. Master's degree in Library Science /Information Science with at least 55% of the marks or its equivalent grade for 55% where grading system is practiced.

ii. A Ph.D. degree in the above discipline and / or allied discipline with a consistently good academic record;

iii. A minimum of 13 years of teaching/librarian experience of which at least 5 years experience as a Deputy Librarian in a University Library or 10 years' experience as Assistant Librarian in the University or as College Librarian.

iv. Evidence of innovative library service and organization of published work and ICT modernization of library.

v. Evidence of published work with a minimum of 10 books and / or publications in indexed/ISBN/ISSN numbered journals and / or ISBN /ISSN numbered books.

vi. A satisfactory score as stipulated in the Academic Performance Indicator (API) system developed by UGC in this notification.

4.5.2 University Deputy Librarian

i. Master's degree in Library Science/Information Science / Documentation Science with at least 55% of the marks or its equivalent grade for 55%, where grading system is practiced.

ii. A Ph.D. degree in the above discipline or allied discipline with a consistently good academic record.

iii. A minimum of 10 years of teaching/ Library experience with at least 5 years as an Assistant University Librarian / College Librarian.

iv. Evidence of innovative library services, organization and computerization of library.

v. Evidence of published work with a minimum of 10 publications in indexed/ISBN journals and / or ISBN numbered books

vi. A satisfactory score as stipulated in the Academic Performance Indicator(API) system developed by UGC in this notification. .

4.5.3 University Assistant Librarian / College Librarian

i. Master's degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% of the marks or its equivalence in a grade of 55% where grading system is practiced and a consistently good academic record with knowledge on computerization of library.

ii. Qualifying in the national-level test (NET) in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC.

iii. Holders of Ph.D. degrees as on the date of notification of these regulations, along with those candidates who are awarded a Ph.D. degree though a process of admission, registration, course work and external evaluation as have been/or may be laid down by UGC through its regulations, and so adopted by the university shall be exempted from NET.

4.6.0 Minimum Qualifications for the posts of Director of Physical Education, Deputy Director of Physical Education and Assistant Director of Physical Education:

4.6.1 University Assistant Director of Physical Education / College Director of Physical Education

(i) Master's degree in Physical Education (two years course) or Master's degree in Sports Science with at least 55% of the marks or its equivalence in a grade point scale with a consistently good academic record.

(ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.

(iii) Passed the physical fitness test.

(iv) Qualifying in the National Eligibility Test (NET) in Physical Education conducted for the purpose by the UGC or any other agency approved by the UGC.

(v) Holders of Ph.D. degrees as on the date of notification of these regulations, along with those candidates who are awarded a Ph.D. degree though a process of admission, registration, course work and external evaluation as have been/or may be laid down by UGC through its regulations, and so adopted by the university shall be exempted from NET.

4.6.2 University Deputy Director of Physical Education / College Director of Physical Education

(i) Ph.D. in Physical Education. In addition, shall also possess at least 55% of the marks or an equivalent grade at the Master's Degree level wherever grading system is followed.

(ii) A total of 10 years' teaching/ Physical education/ sports experience of which 5 years as University Assistant DPE/College Deputy DPE.

(iii) Evidence of having organized competitions and conducted a minimum of FIVE coaching camps of at least two weeks' duration.

(iv) Evidence of having produced good performance teams/athletes for competitions like state / national / inter-university / combined university, etc.

(v) Passed the physical fitness test.

(vi) Evidence of published work with a minimum of 5 books and publications in indexed / ISBN/ISSN numbered journals and /or ISBN/ISSN numbered books.

(vii) satisfactory score as stipulated in the Academic Performance Indicator(API) system developed by UGC in this notification.

4.6.5. University Director of Physical Education

(i) Ph.D in physical education.

(ii) A total of 13 years of Physical education/ Sports experience of at least 5 years as University Deputy Director of Physical Education or ten years as University Assistant DPE/ College DPE.

(iii) Evidence of organizing competitions and conducting a minimum of ten coaching camps.

(iv) Evidence of having produced good performance teams/athletes at inter university/combined university and at higher level etc and of having guided Ph.D./M.Phil. candidates for research.

(v) Evidence of Published work with a minimum of 15 books and / or publications in indexed / ISBN/ISSN numbered journals and / or ISBN/ISSN numbered books.

(vi) satisfactory score as stipulated in the Academic Performance Indicator (API) system developed by UGC in this notification.

4.6.6. Physical Fitness Test Norms:

NORMS FOR MEN

12 MINUTES RUN/WALK TEST

Up to 30 years : 1800 mtrs.

Up to 40 years : 1500 mtrs.

Up to 45 years : 1200 mtrs.

Up to 50 years : 800 mtrs.

NORMS FOR WOMEN

8 MINUTES RUN / WALK TEST

Up to 30 years : 1000 Mtrs.

Up to 40 years : 800 mtrs.

Up to 45 years : 600 mtrs.

Up to 50 years : 400 mtrs.

5.0.0 SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURES :

The University Grants Commission has evolved the following guidelines on (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education, Deputy Director of Physical Education and Director of Physical Education and (b) specified selection procedures for direct recruitment and Career Advancement Scheme for teachers in universities and colleges.

5.1.0 Selection Committee Specifications:

5.1.1 Assistant Professor in the University:

At the University level, all selections must be done with the Vice Chancellor as the Chairperson of the Selection Committee.

1. The Vice Chancellor to be the Chairperson of the Selection Committee.

2. Three experts in the concerned subject out of the panel of names recommended by the Vice Chancellor and approved by the Executive Council/ Syndicate or drawn from the panel of subject experts developed by UGC and hosted in its web-site

3. Dean of the concerned Faculty, wherever applicable

4. Head/Chairperson of the Department/School.

5. An academician nominated by the Visitor/Chancellor, wherever applicable.

6. An Academician representing SC/ST/Minority/Women to be nominated by the Vice Chancellor, if any of the candidate representing these categories is the applicant.

At least four members, including two outside subject experts shall constitute the quorum.

5.1.2 Associate Professor in the University

The Selection Committee should have the following composition:

1. Vice Chancellor to be the Chairperson of the Selection Committee.

2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.

3. Three experts in the concerned subject/field out of the panel of names recommended by the Vice Chancellor or drawn from the panel of subject experts developed by UGC and hosted in its web-site and approved by the executive Council/Syndicate.

4. Dean of the faculty, wherever applicable.

5. Head/Chairperson of the Department/School

6. An Academician representing SC/ST/Minority/Women if any of candidates representing these categories is the applicant to be nominated by the VC.

At least four members, including two outside subject experts, shall constitute the quorum.

The process of selection should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in this notification and reprints of three major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API weightage scores while finalizing the outcome of selection.

5.1.3 Professor in the University

The composition of the Selection Committee for the post of Professor shall be similar in composition as that for the post of Associate Professor.

The process of selection should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in this notification and reprints of five major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API weightage scores while finalizing the outcome of selection.

5.1.4 Assistant Professor in a College: (Government /Government-Aided /Private Colleges)

1. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.

2. The Principal of the concerned College.

3. Head of the Department of the subject.

4. Two nominees of the Vice Chancellor of the affiliating

university of whom one should be a subject expert.

5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body out of a panel of names approved by the Vice Chancellor.

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

For Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which involving the concerned University in the selection by the State PSC is desirable.

5.1.5 In the case of posts of Associate Professor and Professors in Colleges, the Committee shall consist of

(1) The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee;

(2) The Principal of the College,

(3) The Head of the Department,

(4) Two University representatives nominated by the vice chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject;

(5) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body out of a panel of names approved by the Vice Chancellor.

5.1.6 College Principal

1. Chairperson of the Governing Body as Chairperson.

2. One member of the Governing Body to be nominated by the Chairperson.

3. Two Vice Chancellor's nominees, out of whom one should be a Higher Education expert.

4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body) out of a panel of experts approved by the Vice Chancellor.

At least four members, including two experts, should constitute the quorum.

5.1.7. The Academic Performance Indicator (API) system in the process of selection should involve the following:

a) Assessment of aptitude for teaching, research and administration

b) Ability to communicate clearly and effectively.

c) Ability to plan, analyse and discuss curriculum development, research problems and college development/administration;

d) Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture.

e) Analysis of the merits and credentials of the candidates on the basis of the Performance Appraisal Scoring System guidelines developed by the affiliating University based on this notification.

5.1.8. Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor respectively, except that the concerned expert in Physical Education or Sports Administration or Library Science, as the case may be, shall be associated with the Selection Committee as subject experts.

6.0.0 SELECTION PROCEDURES:

The overall selection procedure shall incorporate transparent and credible methodology of analysis of the merits and credentials of the applicants on a scoring system

proforma, based on the Academic Performance Indicators (API) and Weightage Points (WP) tables provided in this guideline as Appendix III with **tables I-III. The credit points accrued need to be collated with (b) performance of the candidate in giving a seminar or lecture in a class room situation or group discussion (a) Aptitude and ability for teaching & research and to plan, analyse and discuss a research problem and (c) capacity to technology orientation as applicable to teaching and research.**

6.0.1. The University Grants Commission shall draw up, in consultation with renowned subject experts, exhaustive list of experts in each subject and put them up on its website which may be updated periodically. It should be incumbent on the Universities/Colleges to include at least one of the subject experts on the selection committees for both direct recruitment and Career advancement scheme. The expert from the UGC website in the CAS promotion committees shall act both as a subject expert as well as UGC nominee/observer of the CAS promotion process. He/She shall submit his/her report to UGC with a copy handed over to the chairperson of the selection committee, which also be placed before the executive council/Syndicate along with the recommendations of the selection committee .The UGC shall monitor adherence through compliance reports from universities on yearly basis.

6.0.2. The selection process in addition to the process outlined on 6.0.0. can generally include making the candidates to give a seminar or a demonstration lecture on a given subject before the selection committee in both direct recruitment and CAS promotions wherever selection committees are prescribed in this notification.

6.0.3. The selection process for College teachers, while adhering the guidelines outlined in 6.0.0, greater emphasis may be laid on actual class room teaching, holding tutorials, conducting examinations and evaluating answer scripts while considering them for promotion under CAS.

6.0.4. The selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Physical education and Library, greater emphasis may be laid for the nature of deliverables indicated against each of these posts in this guidelines which need to be taken up by the concerned institution while developing API/WP based PASS methodology for both direct recruitment and CAS promotions.

6.0.5. The Internal Quality Assurance Cell (IQAC) established/to be established in all Universities/Colleges as per UGC/NAAC guidelines shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API/WP based PASS methodology outlined in this notification.

6.0.4. In order to avoid delays in holding Selection committees in various positions under CAS, the University/ College should start the process at least three months before a teacher becomes eligible for promotion under CAS. The concerned faculty may also initiate the process by submitting the Performance Appraisal form duly supported by all credentials as per the API and WP guidelines developed in this notification as provided in 6.0.0.

6.1.0 The norms of Selection Committees and Selection procedures as well as API weightage points requirements for the above cadres either through direct recruitment or through Career Advancement Scheme shall be the same. However, the Career Advancement of Assistant Professors from one AGP level to the other AGP until they become eligible for promotion to Associate Professor is given separately in Table-II of Appendix-III.

6.2.0 While the API and WP Tables I and II shall also be applicable to the selection of Assistant Professors/ Associate Professors / Professors; Directors/ Deputy Directors/ Assistant Directors of Physical Education; Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio / percentage of minimum requirement of category-wise credit points to each of the cadres shall vary from those for university teachers and for College Teachers, as given in Table-III of Appendix-III.

6.3.0 The Universities shall adopt these guidelines for selection committees and selection procedures through their respective statutory bodies and develop a 'Performance Appraisal Scoring System (PASS)' at the institutional level for University Departments and their affiliated colleges to be followed transparently in all the selection processes.

6.4.0 The Selection Committee specifications as delineated in Sections 5.1.0 to 5.1.7 are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor with AGP of Rs 8000 to Associate Professor and to that of Associate Professor to Professor. However, CAS promotions of Assistant Professors from one AGP to the higher AGP shall be conducted by a Screening cum Evaluation Committee adhering to the norms laid out as API/WP and PASS in Table I to III of Appendix-III.

6.4.1 The Screening cum Evaluation Committee for CAS promotion of assistant professors/equivalent cadres in Librarians/Physical education from one AGP to the other higher AGP shall consist of -

1. The Vice Chancellor as the Chairperson of the Selection Committee
2. The Dean of the concerned Faculty
3. The Head of the Department /Chairperson of the School
4. Two subject experts in the concerned subject from outside the University.

The quorum for the committee shall be four of which atleast one subject expert need to be present.

The Screening cum Evaluation Committee on verification/evaluation of AGP score secured by the candidate through the 'PASS' methodology designed by the respective university based on this notification and as per the minimum requirement specified in Tables II & III for each of the cadre of Assistant Professor, shall recommend to the Executive Council /Syndicate of the University about the suitability of the promotion of the candidate(s) under CAS.

6.4.2. 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.

6.4.2. Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs.12000-18300 on 1-01-2006 shall be placed in Pay Band of Rs.37400-67000 with AGP Pay of Rs.9000 and shall be re-designated as Associate Professor on satisfying the API/WP as per Tables I & II through the PASS methodology stipulated in this guideline through a duly constituted selection committee as suggested for the direct recruitment of Associate Professor.

6.4.3. 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 on satisfying the required credit points in API/WP as per Tables I and II through the PASS methodology stipulated in this guideline through a duly constituted selection committee as suggested for the direct recruitment of Associate Professor.

6.4.4. 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.37400-67000 and re-designated as Associate Professor on satisfying the required credit points in API/WP as per in Tables I and II through the PASS methodology stipulated in this guideline through a duly constituted selection committee as suggested for the direct recruitment of Associate Professor.

6.4.5. 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 on satisfying the required credit points in API/WP as per Tables I and II through the PASS methodology stipulated in this guidelines through a duly constituted selection committee as suggested for the direct recruitment of Professor. The eligibility conditions shall, inter alia, include publications in peer reviewed / referred Research Journals, awards/honours/ recognitions and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard.

6.4.6. 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. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/ Assistant Librarian/Assistant Director of Physical Education

6.5.0. Professors in Under Graduate and Post Graduate Colleges:

6.5.1 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 carried out by the affiliating/concerned 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. The selection shall be conducted through the API/WP scoring system with PASS methodology stipulated in this notification;

6.5.2. 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 carried out by the affiliating/concerned University acting in consultation with the College. Where the number of posts of professor for merit promotion or 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 selection shall be conducted through the API/WP scoring system with PASS methodology stipulated in this notification;

6.6.0. Pay Scales of Principals in Colleges:

6.6.1. 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 in this notification using the API/WP scoring system and PASS methodology developed.. 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

6.6.2. 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 in this notification using the API/WP scoring system and PASS methodology developed.. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.3000 per month and shall also be fixed at a stage not below Rs. 43000 as in the case of directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000.

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

6.7.1. 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 conditions of eligibility and academic qualifications laid down by the UGC** as per this notification shall continue to be applicable for direct recruitment of Assistant Librarian / College Librarian.

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

(i) The post 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 API/WP scoring system guidelines and PASS methodology laid down by the UGC in this notification, shall be eligible for the higher AGP of Rs.7000 with 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 API/WP scoring system guidelines and PASS methodology laid down by the UGC in this notification, 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 API/WP scoring system guidelines and PASS methodology lay down by the UGC in this notification, 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.

6.7.3. 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 (Sr. 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 etc. for Deputy Librarian) as per API/WP scoring system guidelines and PASS methodology laid down by the UGC in this notification. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

(iii) The composition of Selection Committee and the Selection procedure developed in this guideline by API/WP scoring system with PASS methodology shall be adopted for of promotion to the post of Deputy Librarian.

(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 as per API/WP scoring system guidelines and PASS methodology laid down by the UGC in this notification .

(v) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed by the UGC in this notification as per API/WP Scoring system and PASS methodology, 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 01.01.2006 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 conditions of eligibility and academic qualifications prescribed by the UGC in this notification shall be adopted for direct recruitment to the post of Deputy Librarian.

6.7.4. 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 conditions of eligibility and academic qualifications prescribed by the UGC in this notification shall be adopted 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 the API/WP scoring system guidelines and PASS methodology developed in this notification 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' provided as Appendix-II in the Pay Band of Rs.37400-67000 with AGP of Rs.10000

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

6.8.1. 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' provided in Appendix-II

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

6.8.2. 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 API/WP scoring system guidelines and PASS methodology prescribed by the UGC in this notification, shall 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 the five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000 on satisfying the API/WP scoring system guidelines and PASS methodology prescribed by the UGC in this notification.

(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 API/WP scoring system guidelines and PASS methodology prescribed by the UGC in this notification shall be 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' provided in Appendix-II

6.8.3. 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 API/WP scoring system guidelines and PASS methodology prescribed by the UGC in this notification, 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 satisfying API/WP scoring system guidelines and PASS methodology prescribed by the UGC in this notification, 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 years in the unrevised pay scale of Rs.12000-18300 as on 01-01-2006 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 unrevised pay scale of Rs.12000-18300 fall short of three years which would have made them eligible to move to the higher pay than, shall be placed at an appropriate stage at the AGP of Rs.8000 in the pay band of Rs.15600-39000 till they complete the required service of 3 years as Deputy DPE / ADPE (Selection Grade) / College DPE (Selection Grade) in the unrevised 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 three years of service directly recruited Deputy DPE and equivalence shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

6.8.4. 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.10,000.

(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 in this notification shall be the eligibility for recruitment.

(iii) Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37400-67000 as per 'fixation formula' provided in appendix-II

7.0.0. Selection and Pay Scales of Pro-Vice Chancellor / Vice Chancellor of Universities:

7.1.0. Pro-Vice-Chancellor:

The selection of Pro- Vice- Chancellor shall be as per the guidelines developed by the UGC and as adopted by the concerned University through their Act/Statute. 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.80000.

7.2.0. Vice Chancellor

The selection of the Vice-Chancellor shall be as per the guidelines developed by the UGC and as adopted by the concerned University through their Act/Statute. The posts of Vice-Chancellor shall carry a fixed pay of Rs.75000 along with a Special Allowance of Rs.5000 per month totaling to Rs. 80,000. All other eligibilities and facilities for the Vice chancellor as provided in the Act/Statute of the concerned university shall continue.

APPENDIX-I & APPENDIX-II

2.1.0 The revised scales of pay, as decided by the Government of India, Ministry of Human Resource Development (Department of Education) may be seen as Appendix-I. The pay fixation formula developed by UGC based on the MHRD notification is appended as Appendix-II (to be received from MHRD). This fixation formula shall be adopted for teachers and equivalent positions in the Library and Physical Education cadres in Universities and Colleges.

8.0.0. INCENTIVES FOR PH.D / M.PHIL. AND OTHER HIGHER QUALIFICATION**8.1.0 Incentives for Ph.D./M.Phil. and other higher qualifications:**

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 the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.

8.1.1. M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.

8.1.2. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.V.Sc/M.D.,

etc. recognized by the relevant statutory body / council, shall also be entitled to 2 non-compounded advance increments at the entry level.

8.1.3. (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 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.

(ii) 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

APPENDIX-III.**Table I : Academic Performance Indicators (API) & Weightage Points(WP) required to develop Performance Appraisal Scoring System(PASS)**

S.No.	Quality Indicator	Faculties of Science/ Engineering/ Agriculture/Veterinary Science	Faculties of Arts/Humanities/ Social Sciences/Library/Physical education	Max. points for University/ college teacher position
I	TEACHING & CONTRIBUTION TO PROFESSIONAL RELATED ACTIVITIES			
I(A)	TEACHING	Assessment of Teaching Performance by: <ul style="list-style-type: none"> • Allocation of teaching classes and actual number of classes taught. • Allocation of contact hours for tutorials/seminars and actual time spent in them. • Familiarity with up to date teaching material. • Developing Innovative Teaching Methods /CDs/ ICT materials/Teaching-Learning modules for participatory process. • Developing new curricula and teaching new Courses. • Production of relevant teaching material including prescribable text books. • Examination/ evaluation methods, development and participation in external/internal examination work of the College/ University. • All the above to be assessed based on faculty attendance, self and Performance Appraisal Scoring System to be designed and conducted by the University/ College/Institution annually. 	Assessment of Teaching Performance by: <ul style="list-style-type: none"> • Allocation of teaching classes and actual number of classes taught; • Allocation of contact hours for tutorials/ seminars and actual time spent in them. • Familiarity with up to date teaching material. • Developing Innovative Teaching Methods /CDs/ICT materials/ Teaching-Learning modules for participatory process. • Developing new curricula and teaching new course. • Production of relevant teaching material including prescribable text books. • Examination/ evaluation methods, development and participation in external/internal examination work of the College/ University. • All the above to be assessed based on faculty attendance and Performance Appraisal Scoring System to be designed and conducted by the University/ College/Institution annually. 	150 points
I(B)	PROFESSION RELATED ACTIVITIES	Contribution to professional activity through : <ul style="list-style-type: none"> • Institutional governance responsibilities; • Membership in Boards of Studies; • Nomination to Higher Education related committees; • Contribution to profession related activities in other higher education institutions; • All to be assessed as per evidences submitted to the Performance appraisal as in 1(a) 	Contribution to professional activity through : <ul style="list-style-type: none"> • Institutional governance responsibilities; • Membership in Boards of Studies; • Nomination to Higher Education related committees; • Contribution to profession related activities in other higher education institutions; • All to be assessed as per evidences submitted to the Performance appraisal as in 1(a) 	50 points

not yet been notified by the UGC as having compiled with the process prescribed by the Commission.

8.1.4. 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 compiled 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.

8.1.5. 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 compiles with the entire process, including that of enrolment as prescribed by the UGC.

8.1.6. Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be

II RESEARCH AND DEVELOPMENT RELATED ACTIVITIES :				
II(a)	Research Publication (Journals)	Refereed Journals with impact factor 1.0 or above Refereed Journals with impact factor less than one indexed (a) National level research papers in non-refereed journals but having ISBN/ISSN numbers. (b) Full papers in conference proceedings, etc. (Abstracts not to be included)	Refereed Journals which are indexed as international publications Refereed Journals which are not indexed (a) National level research papers in non-refereed Journals but having ISBN /ISSN numbers. (b) Full papers in Conference proceedings etc. (Abstracts not to be included)	10 points/ publication 5 points / publication (a) 3 points/ publication (b) 2 points / publication
II(b)	Research Publications (books, chapters in books, other than refereed journal articles)	Books Published by International Publishers	Books Published by International Publishers	20 points/sole author, and 10 points / edited chapter books.
		Indian/National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	Indian / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	10 points/sole author, and 5/ edited chapter books
		Other local publishers with ISBN/ISSN numbers	Other local publishers with ISBN/ISSN numbers	5 points/ sole author, and 2 points/edited chapter books
		Chapters contributed to edited volumes published by International Publishers	Chapters contributed to edited volumes published by International Publishers	5 points /Chapter
		Chapters in Indian/National level reputed publisher with ISBN/ISSN numbers	Chapters in Indian/National level reputed publisher with ISBN /ISSN numbers	3 points / Chapter
II (C)	RESEARCH PROJECTS			
II (C)	(i) Sponsored Projects carried out/ongoing through the institution	(a) Major Projects Amount mobilized with minimum of Rs.5 lac (b) Minor Projects	(a) Major Projects Amount (Rs.) mobilized with minimum of Rs.1 lac (b) Minor Projects	10 Points / each major project / 5 points for each minor project
II (C)	(ii) Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.5.00 lac	Amount mobilized with minimum of Rs.1 lac	10 points per every Rs.5.0 lac and Rs.1.0 lac, respectively
II(C)(iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance report satisfactory from funding agencies to be produced)	Completed project report (Acceptance report satisfactory from funding agencies to be produced)	20 points/each major project and 10 points / each minor project
II (C)(iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Policy document of Govt. Bodies at Central and State level	25 points / each output or outcome
II (D)	RESEARCH GUIDANCE			
II (D)(i)	M.Phil.	Degree awarded only	Degree awarded only	3 points /each candidate
II (D)(ii)	Ph.D	Degree awarded /thesis submitted	Degree awarded /thesis submitted	10 points /each candidate

entitled to one advance increment.

8.1.7. 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.

8.1.8. (i) Assistant Librarian / College Librarian 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.

(ii) 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 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.

8.1.9. 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

II(E) REFRESHER COURSE/CONFERENCE /SEMINAR/WORKSHOP PARTICIPATION & ORGANIZATION				
II(E)(i)	Orientation /Refresher Course /Research Methodology/ Workshops	Orientation / Refresher Courses organized by the Academic Staff College /Research Methodology course as Coordinator (not less than 21 days)/Workshops of not less than one week duration as Organizing Secretary.	Orientation/Refresher Courses organized by the Academic Staff College / Research methodology course as Coordinator (not less than 21 days)/Workshops of not less than one week duration as Organizing Secretary.	20 points
II(E)(ii)	Faculty participation in Conferences/Seminars/ Workshops etc.	Participation and Presentation of research papers in : (a) International / foreign conference (b) Indian/National Level Conference (c) Regional Conferences & others	Participation and Presentation of research papers in : (a) International / foreign conference (b) Indian/National Level Conference (c) Regional Conferences & others	Points / 10 points/each 5 points / each 2 points / each
II(E)(iii)	Conferences /Seminars/ Workshops / Symposia Organized	(a) International (b) National (c) Regional/Local (d) Endowment Lectures/Invited Lectures	(a) International (b) National (c) Regional/Local (d) Endowment Lectures/Invited Lectures	(a) 15 Points /each (b) 10 Points /each (c) 5 Points /each (d) 2 Points /each
II (F)	AWARDS /HONOURS/RECOGNITIONS			
		(a) International (b) National (c) State Level (d) Local	(a) International (b) National (c) State Level (d) Local	(a) 50 points /each (b) 25 points/each (c) 10 points/each (d) 5 points/each
III	EXTENSION, CO-CURRICULAR WORK & STUDENT MENTORING ACTIVITIES :			
		i. Organization /active participation in students/ Staff related socio-cultural programs. ii. Community service and social orientation programs thro' NSS/ NCC/NGO/NSO etc. iii. Sports activities /camps/tournaments/competitions etc. iv. Library orientation/ICT usage promotion activities in libraries among students v. Institutional co-curricular /extra curricular activities. All to be supported by evidences for International /National/Regional/State Level Organization / Participation. To be assessed by Institutional Performance Appraisal Scheme as specified in I(a)	i. Organization /active participation in students/ staff related socio-cultural programs. ii. Community service and Social orientation programs thro' NSS /NCC/NGO/NSO etc. iii. Sports activities/ camps/tournaments/competitions. etc. iv. Library orientation /ICT usage promotion activities in libraries among students v. Institutional co-curricular/ extra curricular activities. All to be supported by evidences for International /National/Regional/State Level Organization / Participation. To be assessed by Institutional Performance Appraisal Scheme as specified in I(a)	200 points

Note : (i) Performance appraisal scheme is to be developed by the Universities based on the criteria laid out in the guidelines in Table I of Appendix-III. (ii) Universities should develop weightage formula to evaluate teaching/academic performance based on the weightages mentioned through their performance appraisal scheme in the form of a scoring system convertible into percentages out of the total credit points accrued for each cadre of teachers in University departments and colleges as per guidelines in Table II of Appendix-III. (iii) The points for joint publications except the first author must be equally divided among co-authors irrespective of the order in which the author names appear. (iv) Points for joint organization of conference/seminar/workshop except as organizing secretary must be equally divided among the organizing committee members.

to have compiled 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.

8.2.0. 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 compiles with the entire process, including that of enrolment as prescribed by the UGC.

8.2.1. 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.

8.2.2. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education / College Director of Physical Education who are recruited

APPENDIX-III.Table: II
Minimum Academic Performance and Service Requirements for Direct Recruitment and CAS Promotion in Universities & Colleges.

S.No.	Promotion of Teachers through CAS	Service (as prescribed by the MHRD Notification)	Academic Performance Requirements
			Universities & Colleges
1	Assistant Professor from AGPRs. 6000 to AGP Rs.7,000/equivalent cadres	Assistant Professor completed 4 years of service with Ph.D, 5 years of service who are with M.Phil/PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc.,M.D., and 6 years of service who are without Ph.D/M. Phil/ PG Degree in Professional Courses	(i) Minimum of 100 points in the Performance Appraisal Scoring System(PASS) of the concerned University developed on the basis of Table I of these guidelines on Academic Performance Indicators (API)and Weightage points (WP) (ii) One orientation and one Refresher/Research Methodology course of 2-3 weeks duration /workshops or training of one week duration for Ph.D degree holders
2	Assistant Professor from AGP Rs.7000 to AGPRs.8000 /equivalent cadres	Assistant Professor with completed service of 5 years at AGP of Rs.7000	(i) A total minimum of 200 points during the service period in the Performance Appraisal Scoring System (PASS) of the concerned university based of these guidelines on Academic on the Table-I Performance Indicators (API)& weightage points(WP) of which 100 points should have been achieved during the assessment period (ii) Additionally, two refresher courses /research methodology courses/ workshops or training of one week duration applicable to all candidates during the assessment period
3	Associate professor with AGP of Rs. 9,000 /equivalent cadres	Assistant Professors with 3 years of completed service in the AGP of Rs.8,000/-and having been awarded Ph.D. on the date of completion of 3 years service.	(i) A total minimum of 300 points during the service period in the Performance Appraisal Scoring System (PASS) of the concerned university based on the Table-I of these guideline on Academic Performance Indicators (API)& weightage points (WP)of which 100 points should have been achieved during the assessment period (ii)Additionally, two workshops/ training /Professional Development Programmes /Teaching-Learning – Evaluation Technology Programmes of 3 to 7 days duration during the assessment period and is applicable to all candidates
4	Professor with AGP of Rs. 10,000/ equivalent cadres.	Associate Professor with 3 years of completed service in the AGP of Rs. 9,000/-	(i)A total minimum of 400 points during the service period in the Performance Appraisal Scoring System (PASS) of the concerned university based on the Table-I of these guidelines on Academic Performance Indicators (API) & weightage points (WP)of which 100 points should have been achieved during the assessment period (ii)Additionally, two curriculum Development Boards/ Policy Planning committees/Professional Development Programmes/Teaching-Learning-Evaluation Technology Programmes during the assessment period and is applicable to all candidates
5	Professor with AGP of Rs. 12,000/-	Professor with 10 years of completed service	A total minimum of 600 points during the service period in the Performance Appraisal Scoring System (PASS) of the concerned university based on the Table-I of these guidelines on AcademicPerformance Indicators (API) & weightage points (WP) of which 100 points from publications out of an aggregate of 200 points should have been earned during the tenure of Professor. Additional credentials to be designed by the concerned universities based on Awards, Honors, Recognitions, etc. as are applicable to university departments only

Note: The academic performance criteria indicated above are the minimum requirements. Universities and Colleges under the Potential for Excellence category etc., can prescribe levels of these indicators over and above the minimum requirements to maintain high standard of teaching and research.

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.

8.2.3. 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.

8.2.4. 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.

8.2.5. 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.

8.2.6. 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 compiles with the entire process, including that of enrolment as prescribed by the UGC.

8.2.7. 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.

8.2.8. Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for processing 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.

8.2.9. 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, shall not be entitled to advance increments under this Scheme.

9.0.0 OTHER TERMS AND CONDITIONS

9.1.0. Increments

9.1.1 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.

9.1.2. 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.

9.1.3 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.

9.1.4 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.

9.2.0. Allowances:

9.2.1 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.

9.2.2 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 Group 'A' employees shall be adopted.

9.2.3 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.

9.2.4 If the number of years required in a feeder cadre are less than those stipulated in this notification, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years.

10.0 COUNTING OF PAST SERVICES

10.1.1 Previous service, whether national or international, without any break as Asst. Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific Organizations such as CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, etc., should be counted for placement of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Table No. II, provided that:

10.1.2 The essential qualifications of the post held were not lower than the qualifications prescribed by UGC for Asst. Professor, Associate Professor and Professor as the case may be.

10.1.3 The post is/was in an equivalent grade or the pre-revised scale of pay as the post of Asst. Professor, Associate Professor, and Professor.

10.1.4 The candidate for direct recruitment has applied through proper channel only.

10.1.5 The concerned Asst. Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Asst. Professor, Associate Professor and Professor, as the case may be.

10.1.6 The post was filled in accordance with the prescribed selection procedure as laid down in the regulations of University/State Government/Central Government/Concerned Institutions, for such appointments.

10.1.7 The appointment was not an ad hoc or in a leave vacancy of less than one year duration. The ad hoc service of more than one year duration can be counted provided that

10.1.8 The incumbent was appointed on the recommendation of a selection committee constituted for the purpose and

10.1.9 The incumbent was appointed against a substantive vacancy, and

10.1.10 The incumbent was selected subsequently to the same post in continuation of the ad hoc service without break, ignoring notional breaks.

11.0 PERIOD OF PROBATION AND CONFIRMATION

11.1.1 The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance.

11.1.2 The confirmation at the end of one year shall be automatic unless extended for another year by a specific order, before expiry of first year. The incumbent need not wait for an order of confirmation.

11.1.3 Probation and confirmation rules are applicable only at the initial stage of recruitment.

11.1.4 All other Central Government rules on probation and confirmation shall be applicable in appropriate cases

12.0 CREATION & FILLING UP OF TEACHING POST

12.1.1 Teaching posts in universities shall be created in some pyramidal order; that is, for instance, for 01 post of Professor, there shall be 02 posts of Associate Professors and 4 posts of Assistant Professors, per department.

12.1.2 All the sanctioned/approved posts shall be filled up on an urgent basis.

13.0 APPOINTMENTS ON CONTRACT BASIS

13.1.1 The teachers should be appointed on contract basis only when absolutely necessary and when the student teacher ratio goes far above the laid down norms. In any case, the number should not exceed 10% of the total number of teachers in a College/University. The qualifications and selection procedure for appointing them should be the same as for a regularly appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made for more than one academic session and the performance of any such entrant teacher should be reviewed before reappointing her/him on contract.

14.0 TEACHING DAYS

14.1.1 The Universities/Colleges must observe at least 180 working days, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, an non-instructional days (e.g. for sports, college day, etc), 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks with a 6 day week.

The above is summarized as follows :

Number of weeks

	University	College
Teaching	30 (180 days)	30 (180 days)
Admissions/Examinations preparation for Examination	12	10
Vacation	8	10
Public Holidays (to increase & adjust teaching days accordingly)	2	2
Total	52	52

14.1.2 In lieu of curtailment of vacation by 2 weeks, the university teachers may be

credited with 1/3rd of the period of Earned Leave. However, colleges may have an

option of a total vacation of 10 weeks in a year and no Earned Leave except when

asked to work during the vacations for which, as in the case of University

teachers, 1/3 of the period will be credited as Earned Leave.

15.0 WORKLOAD

15.1.1 The workload of the teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University/College for which necessary space and infrastructure should be provided by the University/College. Direct teaching hours should be as follows :

Assistant Professor 16 hours

Associate Professor & Professor 14 hours

15.1.2 A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in research, extension and administration. A minimum of 6 hours per week may have to be allocated for research activities of the teacher.

16.0 LEAVE RULES

16.1.1 The leave rules of equivalent cadres/grades in the Central Government shall be applicable to the Assistant Professor, Associate Professor and Professor as the case may be, until UGC lays down its own Regulations.

17.0 SERVICE AGREEMENT

17.1.1 At the time of recruitment in Universities and Colleges, a service agreement should be signed between the University/College and the teacher concerned and a copy of the same should be deposited with the Registrar/Principal.

17.1.2 The self-appraisal or any other performance report shall form a part of the service record.

18.0 CODE OF PROFESSIONAL ETHICS

18.1.1 Each University should evolve its own professional ethics after full discussion in the academic bodies and associations and incorporate the same in its Acts, Ordinances and/or Statute, as the case may be, for strict observance by the academic faculty.

19.0 APPLICABILITY OF THE SCHEME

19.1.1 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 notification.

19.1.2 This scheme may be extended to universities, colleges and other higher educational institutions coming under the purview of State legislature, provided State Governments wish to adopt and implement the Scheme subject to adherence of the terms and conditions laid down in the MHRD notification provided as Appendix-I of this notification under section (P).

19.1.3 All other guidelines which are not covered in this notification on age of superannuation, family pension, other applicability etc. shall be as laid down in the MHRD notification provided as Appendix-I of this notification.

राज्य वेतन सुधारणा समिती, २००८ शिफारशी स्विकृत करण्याबाबत महाराष्ट्र शासन, वित्त विभाग

शासन निर्णय क्रमांक, वेपूर-१२०९/प्र.क्र.२०/सेवा-९, मंत्रालय, मुंबई- ४०० ०३२
दि. २७ फेब्रुवारी, २००९

प्रस्तावना :- केंद्र शासनाने सहाय्या केंद्रीय वेतन आयोगाच्या शिफारशींच्या आधारे केंद्रीय कर्मचाऱ्यांच्या वेतनश्रेणीत दिनांक १ जानेवारी, २००६ पासून सुधारणा करण्याचा निर्णय घेतला आहे. केंद्र शासनाच्या निर्णयाच्या आधारे राज्य शासकीय व इतर पात्र कर्मचाऱ्यांच्या वेतनश्रेणीत सुधारणा करण्याच्या दृष्टीने शिफारशी करण्यासाठी शासन निर्णय, वित्त विभाग, क्रमांक वेपूर-१२०८/प्र.क्र.७२/सेवा-९, दि.२३ सप्टेंबर, २००८ अन्वये श्री.पी.एम.ए.हकीम, सेवानिवृत्त सचिव, केंद्र शासन यांच्या अध्यक्षतेखाली राज्य वेतन सुधारणा समिती, २००८ ची स्थापना करण्यात आली होती. अतिरिक्त मुख्य सचिव (सेवा), सामान्य प्रशासन विभाग व सचिव (व्यय), वित्त विभाग हे या समितीचे सदस्य होते. समितीने आपला अहवाल दिनांक २० डिसेंबर, २००८ रोजी शासनास सादर केला आहे. सादर अहवालातील शिफारशी स्विकृत करण्याचा प्रस्ताव शासनाच्या विचाराधीन होता.

निर्णय :- शासनाने समितीच्या शिफारशी काही सुधारणांसह स्विकारण्याचा निर्णय घेतला आहे. समितीच्या शिफारशी व त्यावर शासनाने घेतलेले निर्णय याबाबतचा तपशिल सोबतच्या प्रपत्रात नमूद करण्यात आला आहे. प्रस्तुत शिफारशी स्विकृत करण्याच्या परिणामस्वरूप ज्या प्रकरणी सविस्तर आदेश निर्गमित करण्याची आवश्यकता आहे. त्याबाबत स्वतंत्रपणे कार्यवाही करण्यात येईल.

२. सादर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या वेबसाईटवर उपलब्ध करण्यात आला असून त्याचा सांकेतांक २००९०२२४९३४२२३००१ हा आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

(विद्याधर कानडे)
प्रधान सचिव (वित्त)

(शासन निर्णय, वित्त विभाग, क्रमांक, वेपूर-१२०९/प्र.क्र.२०/सेवा-९, दि. २७ फेब्रुवारी, २००९ चे प्रपत्र.)

प्रपत्र

राज्य वेतन सुधारणा समिती, २००८ च्या अहवालातील शिफारशी व त्यावर शासनाने घेतलेले निर्णय
अ.क्र. (परिच्छेद क्रमांक) राज्य वेतन सुधारणा समिती, २००८ च्या अहवालातील
शिफारशी : शासनाने घेतलेला निर्णय

(अ) सेवेतील कर्मचाऱ्यांच्या बाबतीत शिफारशी

१. (३.१.४) शिफारशी : सहाय्या केंद्रीय वेतन आयोगाने शिफारस केलेली वेतन बँड व ग्रेड वेतनावर आधारित सुधारित वेतन संरचनेची संकल्पना राज्य शासकीय कर्मचाऱ्यांसाठी लागू करण्यात यावी **शासनाने घेतलेला निर्णय : स्विकृत**

२. (३.२.१) शिफारशी : राज्य वेतन सुधारणा समिती, २००८ च्या शिफारशीनुसार दि. १.१.१९९६ पासून लागू करण्यात आलेल्या २३ वेतनश्रेणींसाठी तक्ता क्र. ३.१ प्रमाणे सुधारित वेतन संरचनेत पाच वेतन बँड (१-एस, पीबी-१, पीबी-२, पीबी-३ व पीबी-४) व समुचित ग्रेड वेतन लागू करण्यात यावे. **शासनाने घेतलेला निर्णय : स्विकृत**

३. (३.२.२) शिफारशी : सहाय्या केंद्रीय वेतन आयोगाने रूपये ५०००-८०००, ५५००-९००० व ६५००-१०५०० या तीन विद्यमान वेतनश्रेणी एकत्र करून त्यासाठी सुधारित वेतन संरचनेत एकच वेतन बँड (पीबी-२) व रूपये ४२०० हे ग्रेड वेतन मंजूर केले आहे. वरील तीन विद्यमान वेतनश्रेणींसाठी मंजूर रूपये ४२०० या एकच ग्रेड वेतनाऐवजी अनुक्रमे रूपये ४२००, ४३०० व ४४०० हे तीन ग्रेड वेतन मंजूर करण्यात यावे. **शासनाने घेतलेला निर्णय : स्विकृत**

४. (३.२.३) शिफारशी : विद्यमान वेतनश्रेणींसाठी अनुज्ञेय सुधारित वेतन संरचनेतील वेतन बँड व ग्रेड वेतन काही विशिष्ट संवर्ग पदांसंदर्भात केलेल्या शिफारशींच्या अधीन राहतील. **शासनाने घेतलेला निर्णय : स्विकृत**

५. (३.३.३) शिफारशी : सहाय्या केंद्रीय वेतन आयोगाच्या शिफारशीनुसार गट-ड मधील कर्मचाऱ्यांच्या गट-क मधील श्रेणीवर्धनासाठी त्यांना कुशल कारागीरांचे प्रशिक्षण देणारा कार्यक्रम अशा कर्मचाऱ्यांनी धारण केलेली शैक्षणिक अर्हता व त्यांची कार्यकुशलता यांचे स्तर विचारात घेवून आखण्यात यावा. दरम्यानच्या कालावधीत विहित शैक्षणिक अर्हताधारक गट-ड मधील कनिष्ठ लिपीक पदावर (किंवा इतर समतुल्य पदावर) सामावून घेण्यात यावे. असे करताना आवश्यकतेनुसार एका विभागातून दुसऱ्या विभागात नियुक्तीचाही विचार करण्यात यावा. गट-ड मधील कर्मचाऱ्यांना कनिष्ठ लिपीक किंवा समतुल्य पदावर अथवा योग्य प्रशिक्षणानंतर कुशल कारागीर सहायक या पदावर समावेशनापर्यंत गट-ड मध्ये व -१ एस या वेतन बँडमध्येच ठेवण्यात यावे. व विहित शैक्षणिक अर्हता धारण केल्यानंतर अथवा योग्य प्रशिक्षणानंतर त्यांना कनिष्ठ लिपिक किंवा कुशल कारागीर

सहाय्यक या गट-क मधील पदावर सामावून घेण्यात यावे. यापुढे गट-ड मध्ये (गट-क मधील पदावर नियुक्तीसाठी योग्य नसलेल्या उमेदवारांच्या अनुकंपा तत्वावरील नियुक्तीखेरीज) कर्मचाऱ्यांची नविन नियुक्ती करण्यात येऊ नये.

अनुकंपा तत्वावर गट-ड मध्ये नियुक्त केलेल्या कर्मचाऱ्यांना -१एस या वेतन बँडमध्ये ठेवण्यात यावे व गट-क मध्ये पदोन्नतीसाठी विहित अर्हता प्राप्त करण्याचे त्यांना सुचविण्यात यावे. **शासनाने घेतलेला निर्णय : यापुढे गट - ड मध्ये (गट-क मधील पदावर नियुक्तीसाठी योग्य नसलेल्या उमेदवारांच्या अनुकंपा तत्वावरील नियुक्ती-खेरीज) कर्मचाऱ्यांची नविन नियुक्ती करण्यात येऊ नये ही शिफारस अमान्य करण्यात आली.**

या परिच्छेदातील इतर शिफारशीबाबत सामान्य प्रशासन विभागामार्फत स्वतंत्रपणे कार्यवाही करण्यात येईल.

६. (३.५.१) शिफारशी : सुधारित वेतन संरचनेत रूपये १००००-१५२०० व रूपये १०६५०-१५८५० या विद्यमान वेतनश्रेणींसाठी पीबी-३ वेतन बँड व रूपये ६६०० हे एकच ग्रेड वेतन मंजूर करण्यात आले आहे. तथापि, काही प्रकरणी रूपये १०६५०-१५८५० या विद्यमान वेतनश्रेणीतील पदे रूपये १००००-१५२०० या वेतनश्रेणीतील पदांची पदोन्नतीची पदे आहेत; त्यामुळे अशा दोन पदांच्या वेतन संरचनेत फरक ठेवण्यासाठी रूपये १०६५०-१५८५० या वेतनश्रेणीतील पदास रूपये ६९०० हे ग्रेड वेतन मंजूर करण्यात यावे. **शासनाने घेतलेला निर्णय : स्विकृत**

७. (३.६.१) शिफारशी : रूपये ८०००-१३५०० या विद्यमान वेतनश्रेणीतील गट-अ (पूर्वीचे वर्ग-२) मधील पदधारकांना पीबी-२ वेतन बँड व रूपये ५४०० ग्रेड वेतन तसेच रूपये ८०००-१३५०० या विद्यमान वेतनश्रेणीतील गट-अ (पूर्वीचे वर्ग-१) मधील पदधारकांना पीबी-३ वेतन बँड व रूपये ५४०० ग्रेड वेतन मंजूर करण्यात यावे. **शासनाने घेतलेला निर्णय : स्विकृत**

८. (३.६.२) शिफारशी : तहसिलदार, पोलीस निरीक्षक व विवक्षितपणे उचित आदेशाद्वारे पूर्वी वर्ग-१ म्हणून घोषित केलेल्या सध्याच्या गट अ मधील रूपये ७४५०-११५०० किंवा रूपये ७५००-१२००० या विद्यमान वेतनश्रेणीतील अधिकार्यांना पीबी-२ वेतन बँड व रूपये ५००० ग्रेड वेतन मंजूर करण्यात यावे. **शासनाने घेतलेला निर्णय : तहसिलदार यांना पीबी-२ ऐवजी पीबी-३ या वेतन बँडमध्ये अंतर्भूत करण्यात यावे या सुधारणेसह स्विकृत.**

९. (३.७.१ व ३.७.२) शिफारशी : पदोन्नतीच्या पदास व निम्न पदास एकच विद्यमान वेतनश्रेणी मंजूर करण्यात आलेल्या प्रकरणी व तक्ता

क्र.३.२ मध्ये दर्शविल्याप्रमाणे सुधारित वेतन संरचनेत वेतन बँड व ग्रेड वेतन मंजूर करण्यात यावे. तक्ता क्र. ३.२ मध्ये नमूद पदांशिवाय एकाच विद्यमान वेतनश्रेणीत पदोन्नतीचे व निम्न पद असल्यास सुधारित वेतनसंरचनेत दोन्ही पदास तक्ता क्र. ३.१ मध्ये नमूद केल्याप्रमाणे वेतन बँड अनुज्ञेय राहिल. मात्र, खाली नमूद केल्याप्रमाणे पदोन्नतीच्या पदाच्या ग्रेड वेतनात वाढ मंजूर करण्यात यावी :-

अ) विद्यमान वेतनश्रेणीतील रूपये ५००० पेक्षा किमान वेतनापर्यंत रूपये १००

ब) विद्यमान वेतनश्रेणीतील रूपये ५००० व त्यापेक्षा जास्त व रूपये ८००० पेक्षा कमी किमान वेतनापर्यंत रूपये २००

क) विद्यमान वेतनश्रेणीतील रूपये ८००० व त्यापेक्षा जास्त व रूपये १२००० किमान वेतनापर्यंत रूपये ३००

ड) विद्यमान वेतनश्रेणीतील रूपये १२००० पेक्षा जास्त किमान वेतनापर्यंत रूपये १०० **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

१०. (३.८.१) शिफारशी : अतिरिक्त मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, प्रकल्प संचालक (ग्राम विकास) तसेच विभागीय आयुक्त कार्यालयातील उपायुक्त (प्रशासन व विकास) या पदधारकांना पीबी-३ वेतन बँड व रूपये ७६०० ग्रेड वेतन मंजूर करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

११. (३.९.३ व ३.९.४) शिफारशी : विद्यमान एकस्तर वेतनश्रेणीतील शिक्षकांना सुधारित वेतनसंरचनेत परिच्छेद क्रमांक ३.९.३ मध्ये दर्शविल्याप्रमाणे वेतन बँड व ग्रेड वेतन तसेच, विशिष्ट वर्षाच्या सेवेनंतर अनुज्ञेय वेगवेगळ्या विद्यमान वेतनश्रेणीतील शिक्षकांना परिच्छेद क्रमांक ३.९.४ मधील तक्ता क्र.३.३ मध्ये दर्शविल्याप्रमाणे वेतन बँड व ग्रेड वेतन मंजूर करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

१२. (३.१०.१) शिफारशी : शिक्षण संचालनालयातील महाराष्ट्र शिक्षण सेवा (प्रशासन शाखा) गट क मधील १४ संवर्ग पदांना वेतन बँड पीबी-२ + ग्रेड वेतन रूपये ४४०० आणि गट व मधील २८ पदांना वेतन बँड पीबी-२ + ग्रेड वेतन रूपये ४८०० मंजूर करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय : शासन निर्णय, शालेय शिक्षण आणि क्रीडा विभाग, क्रमांक शिसंमा-१०००/ (१०३/२०००)/प्रशा-५, दि. ५.११.२००८ मध्ये नमूद महाराष्ट्र शिक्षण सेवा गट-क मधील १४ आणि गट-व मधील २२ पदांच्या बाबत ही शिफारस स्विकारण्यात आली आहे.**

१३. (३.११.१) शिफारशी : परिवहन विभागातील अधिकारी/कर्मचाऱ्यांसाठी परिच्छेद क्रमांक ३.११.१ मधील तक्ता क्र. ३.४ प्रमाणे सुधारित वेतन संरचना मंजूर करण्यात यावी. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

१४. (३.१२.१) शिफारशी : आरोग्य संचालनालय, वैद्यकीय शिक्षण व संशोधन संचालनालय आणि राज्य कामगार विमा योजना येथील शुश्रुषा सेवा कर्मचाऱ्यांसाठी सुधारीत वेतन संरचना परिच्छेद क्रमांक ३.१२.१ मधील तक्ता क्रमांक ३.५ प्रमाणे राहिल. **शासनाबद्दल घेतलेला निर्णय : अस्विकृत. शुश्रुषा सेवेतील कर्मचाऱ्यांना तक्ता क्र.३.१ प्रमाणे अनुज्ञेय वेतन बँड व ग्रेड वेतन मंजूर करण्यात यावे.**

१५. (३.१३) शिफारशी : जिल्हा परिषदांतील जिल्हा तांत्रिक सेवा (वैद्यकीय) वर्ग-३ या संवर्गातील विविध पदनामाने कार्यरत व रूपये ८०००-१३५०० या विद्यमान वेतनश्रेणीतील वैद्यकीय अधिकारी वर्ग-३ यांची सुधारीत वेतन संरचनेत वेतननिश्चिती करण्यापूर्वी प्रथम रु.६५००-१०५०० या विद्यमान वेतनश्रेणीत वेतननिश्चिती करण्यात यावी. त्यानंतर सुधारित वेतन संरचनेत त्यांना पीबी-२ वेतन बँड व रु. ४४०० ग्रेड वेतन मंजूर करण्यात यावे. वैद्यकीय अधिकारी गट-अ (पूर्वीचे वर्ग-२) यांना पीबी-२ वेतन बँड ५४०० ग्रेड वेतन तसेच गट-ब (पूर्वीचे वर्ग-३) मधील वैद्यकीय अधिकाऱ्यांना पीबी -२ वेतन बँड व रु. ४४०० ग्रेड वेतन मंजूर करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय : स्विकृत मात्र जिल्हा परिषदांतील जिल्हा तांत्रिक सेवा (वैद्यकीय) वर्ग -३ या संवर्गातील पद धारकांची विद्यमान रूपये ६५००-१०५०० या वेतनश्रेणीत वेतननिश्चिती करण्याच्या समितीच्या शिफारशीच्या स्विकृतीमुळे झालेल्या अतिप्रदानाची वसुली करण्यात येऊ नये.**

१६. (३.१४.१) शिफारशी : महसुल विभागातील मंडळ अधिकाऱ्यांना पीबी-१ वेतन बँड व रूपये ३५०० ग्रेड वेतन मंजूर करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

१७. (३.१५.१) शिफारशी : भू-विज्ञान व खनिकर्म संचालनालयातील अधिकाऱ्यांसाठी परिच्छेद क्रमांक ३.१५.१ प्रमाणे सुधारित वेतन संरचना मंजूर करण्यात यावी. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

१८. (३.१६.१) शिफारशी : एकात्मिक बालविकास प्रकल्पातील मुख्य सेविका/पर्यवेक्षिका यांना पीबी-१ वेतन बँड व रूपये ३००० ग्रेड वेतन मंजूर

करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय : पीबी-१ वेतन बँड व रूपये २८०० ग्रेड वेतन मंजूर करण्यात यावे.**

१९. (३.१७.१) शिफारशी : दिनांक १.१.१९९६ नंतर पुनःसुधारित करण्यात आलेल्या वेतनश्रेणीच्या बाबतीत सुधारित वेतन संरचनेत मंजूर करावयाच्या वेतन बँड व ग्रेड वेतनाबाबत स्वतंत्रपणे विवेचन करण्यात आले नसल्यास या पदधारकांना अहवालातील तक्ता क्रमांक ३.१ मध्ये नमूद केल्याप्रमाणे वेतन बँड व ग्रेड वेतन मंजूर करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२०. (३.१८.१) शिफारशी : एकत्रित वेतनावर कार्यरत सैनिकी शाळेतील संगणक निदेशक व शिक्षण निदेशकांना तीन वर्षांच्या सेवेनंतर अनुक्रमे पीबी-२ वेतन बँड + रु. ४३०० ग्रेड वेतन पीबी-१ वेतन बँड + रु.२४०० ग्रेड वेतन मंजूर करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२१. (३.१९) शिफारशी : मुख्य वास्तुशास्त्रज्ञ कार्यालयातील कनिष्ठ वास्तुशास्त्रज्ञ व वास्तुशास्त्रीय आरेखक यांना परिच्छेद क्रमांक ३.१९.१ मध्ये नमूद केल्याप्रमाणे सुधारित वेतन संरचना मंजूर करण्यात यावी. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२२. (३.२०.१) शिफारशी : काही संवर्ग पदांच्या वेतन संरचनेबाबत विशेष शिफारशी तक्ता क्र.३.६ मध्ये नमूद केल्याप्रमाणे राहिल. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२३. (३.२१) शिफारशी : सुधारित वेतन संरचनेत प्रारंभिक वेतन निश्चिती दिनांक १.१.२००६ रोजीच्या विद्यमान वेतनश्रेणीतील वेतनास १.८६ ने गुणून घेणाऱ्या वेतनाच्या पुढील १० व्या पटीतील वेतन टप्प्यावर करण्यात यावी. या रकमेत अनुज्ञेय ग्रेड वेतन मिळाल्यावर येणारी रक्कम सुधारीत वेतन संरचनेतील मूळ वेतन होईल. विद्यमान वेतनश्रेणीत वेगवेगळ्या वेतन टप्प्यांवर वेतन घेणाऱ्या कर्मचाऱ्यांचे वेतन सुधारीत वेतन संरचनेत अनुज्ञेय वेतन बँडमध्ये एकवटल्याच्या प्रकरणी विद्यमान वेतनश्रेणीतील दोन टप्प्यांसाठी एक वेतनवाढ (वेतनाच्या ३ टक्के ग्रेड वेतनाशिवाय) देय होईल. विद्यमान वेतनश्रेणीच्याबाबतीत, ज्या वेतन टप्प्यांना १.८६ ने गुणून व पुढील १० व्या पटीतील रक्कम विचारात घेवून करण्यात येणारी वेतननिश्चिती लागू होत नाही त्या वेतन टप्प्यांसाठी तक्ता क्र. ३.७ मध्ये दिल्याप्रमाणे सुधारित वेतन बँडमध्ये वेतन अनुज्ञेय होईल. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२४. (३.२२.१) शिफारशी : दिनांक १.१.२००६ रोजी किंवा त्यानंतर नियुक्त झालेल्या कर्मचाऱ्यांची वेतननिश्चिती तक्ता क्र. ३.८ मध्ये दिल्याप्रमाणे करण्यात यावी. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२५. (३.२३.१) शिफारशी : कर्मचाऱ्यांना देय असलेली वार्षिक वेतनवाढ मुळ वेतनाच्या ३ टक्के प्रमाणे (येणारी रक्कम आवश्यकतेनुसार १० व्या पटीत विचारात घेवून) परिगणीत करून दरवर्षी १ जुलै रोजी देण्यात यावी. सदर वेतनवाढीची रक्कम वेतन बँडमधील विद्यमान मुळ वेतनात मिळविण्यात यावी. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२६. (३.२३.२) शिफारशी : सुधारीत वेतन संरचनेत दिनांक १जुलै रोजी ज्या कर्मचाऱ्यांची ६ महिने किंवा त्यापेक्षा जास्त सेवा पूर्ण होईल त्यांना दिनांक १ जुलै, २००६ रोजी वेतनवाढ देय राहिल. ज्या कर्मचाऱ्यांना दिनांक २.१.२००५ ते दिनांक १.१.२००६ या कालावधीत विद्यमान वेतनश्रेणीत वेतनवाढ मिळाली आहे, अशा सर्व कर्मचाऱ्यांना दिनांक १ जुलै, २००६ रोजी पुढील वेतनवाढ देय राहिल. ज्या कर्मचाऱ्यांना विद्यमान वेतनश्रेणीत दिनांक १.१.२००५ रोजी वेतनवाढ मिळाली आहे. (आणि परिणामी ज्यांना दिनांक १.१.२००६ रोजी पुढील वेतनवाढ देय आहे) अशा कर्मचाऱ्यांना सुधारीत वेतन संरचनेत वेतननिश्चिती करण्यापूर्वी दिनांक १.१.२००६ रोजी विद्यमान वेतनश्रेणी वेतनवाढ देय होईल आणि त्यांना दिनांक १जुलै, २००६ रोजी सुधारित वेतन संरचनेत पुढील वेतनवाढ देय होईल. सन २००७ पासून पुढे सर्व कर्मचाऱ्यांना त्या-त्या वर्षी दिनांक १ जुलै रोजी वार्षिक वेतनवाढ देय राहिल. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२७. (३.२४) शिफारशी : पीबी-४ व्यतिरिक्त इतर वेतन बँडमधील ५ टक्के अधिकारी/कर्मचाऱ्यांना अत्युत्कृष्ट कामासाठी ३ टक्के या साधारण दराने देण्यात येणाऱ्या वेतनावाढीऐवजी ४ टक्के दराने वेतनवाढ मंजूर करावी. अशी वेतनवाढ संबंधित कर्मचाऱ्याला ५ वर्षांतून एकदा मंजूर करण्यात यावी. यापुढे वरीलप्रमाणे उच्च दराने वेतनवाढ मंजूर करण्यात येणार असल्यामुळे सध्याची एक किंवा दोन आगाऊ वेतनवाढ मंजूर करण्याची पध्दती बंद करण्यात यावी. **शासनाबद्दल घेतलेला निर्णय : सामान्य प्रशासन विभागामार्फत स्वतंत्रपणे कार्यवाही करण्यात येईल.**

२८. (३.६.३ व ३.२५.१) शिफारशी : काही पदांना सेवाप्रवेशाच्यावेळी देण्यात येणारे उच्च प्रारंभिक वेतन तसेच शैक्षणिक अर्हतेच्या आधारावर मंजूर करण्यात येणाऱ्या वेतनावाढी यापुढे अनुज्ञेय असणार नाहीत. **शासनाबद्दल घेतलेला निर्णय : स्विकृत**

२९. (३.२५.२) शिफारशी : पोलीस शिपाई, पोलीस नाईक व पोलीस हवालदार यांना मिळणारे विशेष वेतन वगळून अन्य सर्व संवर्ग पदास मिळणारे विशेष वेतन बंद करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत

३०. (३.२६.९) शिफारशी : एखाद्या कर्मचाऱ्याची एकाच वेतन बँड मधील एका पदावरून दुसऱ्या पदावर पदोन्नती झाल्यास पदोन्नतीनंतरचे त्याचे वेतन, वेतन बँडमधील वेतन व ग्रेड वेतनात ३ टक्के वाढ देऊन व येणारी रक्कम पुढील १० च्या पटीत घेऊन निश्चित करण्यात यावे अशा प्रकारे येणारी रक्कम (वेतन बँड मधील वेतन व ग्रेड वेतनावर ३ टक्के वाढ मिळवून येणारी रक्कम) त्या कर्मचाऱ्याचे पदोन्नतीनंतरचे वेतन होईल. या वेतनावर पदोन्नतीच्या पदास लागू ग्रेड वेतन सुद्धा अनुज्ञेय राहिल पदोन्नतीनंतर वेतन बँड बदलत असल्यावरही वरील प्रमाणे ३ टक्के वाढ देऊन पदोन्नतीच्या पदाने वेतन निश्चित करण्यात यावे. ही रक्कम जर पदोन्नतीच्या पदाच्या वेतन बँड मधील किमान व कमाल वेतनाच्या मध्ये असल्यास ती रक्कम संबंधित कर्मचाऱ्याचे पदोन्नतीनंतरचे वेतन होईल. तथापी ही रक्कम पदोन्नतीच्या पदाच्या वेतन बँड मधील किमान वेतनापेक्षा कमी असल्यास वेतन बँड किमान वेतन हे संबंधित कर्मचाऱ्याचे पदोन्नती नंतरचे वेतन होईल. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत

३१. (३.२८.९) शिफारशी : केंद्र शासकीय कर्मचाऱ्यांप्रमाणे दिनांक १.२.२००६ पासून वेळोवेळी लागू करण्यात आलेला/येणारा महागाई भत्याचा दर राज्य शासकीय व इतर पात्र कर्मचाऱ्यांना लागू करण्यात यावा. **शासनाबद्दल घेतलेला निर्णय :** सध्यास्थितीत केंद्र शासनाने मंजूर केलेल्या दरांनुसार स्विकृत

३२. (३.२९.९) शिफारशी : अंशकालीन कर्मचाऱ्यांचे सध्याचे नियत/एकत्रित दरमहा वेतन दुप्पट करण्यात यावे; ही वाढीव रक्कम किमान रुपये ६०० व कमाल रुपये १२०० च्या मर्यादेत राहिल. रुपये १२०० पेक्षा जास्त नियत/एकत्रित वेतन घेत असलेल्या अंशकालीन कर्मचाऱ्यांच्या वेतनात कोणताही बदल होणार नाही. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत सुधारीत वेतनाचा लाभ दिनांक १.४.२००९ पासून देण्यात यावा.

३३. (३.३०.९) शिफारशी : समितीच्या कार्यक्षेत्रातील कार्यालयांतील/संस्थातील कर्मचाऱ्यांना समितीच्या शिफारशी लागू करण्यात याव्यात. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत

(ब) निवृत्ती वेतन धारकांबाबतच्या शिफारशी

३४. (४.२.९) शिफारशी : सहाय्या केंद्रीय वेतन आयोगाच्या शिफारशीनुसार दिनांक १.१.२००६ पूर्वी सेवानिवृत्त झालेल्या कर्मचाऱ्यांना मूळ निवृत्तीवेतनाच्या ४०टक्के वाढीचा लाभ देण्यात यावा. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत

३५. (४.३.९) शिफारशी : सध्या अस्तित्वात असलेली रुपये ३.५ लक्ष उपदानाची मर्यादा रुपये ५ लक्ष करण्यात यावी. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत

३६. (४.३.२) शिफारशी : निवृत्तिवेतनाच्या अंशराशीकरणासाठी सहाय्या केंद्रीय वेतन आयोगाने प्रस्तावित केलेला सुधारित अंशराशीकरणाच्या तक्त्याचा वापर राज्यात भावी प्रभावाने करण्यात यावा. **शासनाबद्दल घेतलेला निर्णय :** या आदेशाच्या दिनांकापासून स्विकृत.

३७. (४.५.९) शिफारशी : निवृत्तिवेतनाहून वेतनाच्या ५० टक्के रक्कम निवृत्तिवेतन म्हणून मिळण्यासाठी आवश्यक असलेला ३३ वर्षांचा अर्हताकारी सेवेचा कालावधी २० वर्ष इतका करण्याची सहाय्या वेतन आयोगाने केलेली शिफारस राज्यातही लागू करण्यात यावी. अशा प्रकारे २० वर्षांची अर्हताकारी सेवा पूर्ण करणाऱ्या कर्मचाऱ्यांना सेवानिवृत्तीच्या शेवटच्या १० महिन्यांत अर्जित केलेल्या सरासरी वेतनाच्या किंवा शेवटच्या महिन्यात घेतलेल्या वेतनाच्या ५० टक्के, यापेकी जी रक्कम कर्मचाऱ्यास लाभदायक ठरेल, ती रक्कम निवृत्तिवेतन म्हणून अनुज्ञेय होईल. तसेच सध्याची २८ वर्षांच्या अर्हताकारी सेवेत ५ वर्षांच्या सेवेची भर घालवण्याची तरतुद रद्द करण्यात यावी. हि शिफारस भावी प्रभावाने लागू करण्यात यावी. **शासनाबद्दल घेतलेला निर्णय :** या आदेशाच्या दिनांकापासून स्विकृत.

३८. (४.६.९) शिफारशी : सेवेत असताना मृत्यु पावलेल्या कर्मचाऱ्यांच्या वारसांना ७ वर्षांपर्यंत उच्च दराने मिळणाऱ्या निवृत्तीवेतनाचा कालावधी १० वर्षांपर्यंत भावी प्रभावाने वाढविण्यात यावा. **शासनाबद्दल घेतलेला निर्णय :** या आदेशाच्या दिनांकापासून स्विकृत.

३९. (तक्त क. ३.६ मधील अं.क्र. ३ (२) शिफारशी : राज्य सैनिक कल्याण मंडळातील सर्व अधिकारी/कर्मचाऱ्यांचे दुर्लक्षित निवृत्तिवेतन

दरमहा रुपये १००० इतके करण्यात यावे. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत

४०. (६.१.९) शिफारशी : सुधारित वेतन संरचना व निवृत्तिवेतना बाबतच्या शिफारशीची अंमलबजावणी दिनांक १.१.२००६ पासून करण्यात यावी. **शासनाबद्दल घेतलेला निर्णय :** भावी प्रभावाने लागू करावयाच्या शिफारशी वगळून स्विकृत. मात्र, दिनांक १.१.२००६ पासून सुधारित वेतन संरचनेत वेतन निश्चिती करून वेतन निश्चितीचा प्रत्यक्ष लाभ दिनांक १.४.२००९ पासून देण्यात यावा. शासन निर्णय वित्त विभाग क्रमांक वेपूर १२०८/प्र.क्र.७२/सेवा-९ दि.६ ऑक्टोबर २००८ अन्वये मंजूर केलेल्या अग्रिमाची रक्कम दिनांक १.१.२००६ ते ३१.३.२००९ या कालावधीत अनुज्ञेय थकवाकीच्या रकमेतून सुरुवातीच्या वर्षात समायोजित केल्यानंतर उर्वरित थकवाकीची रक्कम समान हप्त्यात पुढील पाच वर्षात भविष्य निर्वाह निधीमध्ये जमा करण्यात यावी. ही रक्कम जमा केलेल्या दिनांकापासून पाच वर्षे काढून घेता येणार नाही. नविन परिभाषित अंशदान निवृत्तिवेतन योजना लागू असलेल्या कर्मचाऱ्यांची थकवाकी या योजनेच्या खाल्यात जमा करण्यात यावी. मात्र, थकवाकीच्या रकमेवर शासनाचे कोणतेही अंशदान जमा करण्यात येणार नाही.

निवृत्तिवेतनधारकांच्या निवृत्तिवेतनात दिनांक १.१.२००६ पासून सुधारणा करण्यात यावी. मात्र, सुधारित निवृत्तिवेतनाचा प्रत्यक्ष लाभ दिनांक १.४.२००९ पासून अदा करण्यात यावा. त्यापूर्वीच्या थकवाकीच्या रकमेतून शासन निर्णय वित्त विभाग क्रमांक सेनिवे १००८/प्र.क्र.९९/सेवा-४ दि. २७ ऑक्टोबर, २००८ अन्वये मंजूर केलेल्या अग्रिमाची रक्कम सुरुवातीच्या वर्षात समायोजित करण्यात यावी. उर्वरित थकवाकीची रक्कम पुढील पाच वर्षात समान हप्त्यात रोखीने अदा करण्यात यावी.

(क) कार्यक्षम आणि प्रतिसादात्मक प्रशासन

४१. (५.२.९ ते ५.४.९) शिफारशी : कार्यक्षम आणि प्रतिसादात्मक प्रशासनासंदर्भातील समितीच्या अहवालातील प्रकरण क्रमांक ५ मधील शिफारशी. **शासनाबद्दल घेतलेला निर्णय :** सामान्य प्रशासन विभागामार्फत स्वतंत्रपणे कार्यवाही करण्यात येईल.

(ड) सुधारित सेवांतर्गत आश्वासित प्रगती योजना

४२. (३.२७.५) शिफारशी : सध्याच्या सेवांतर्गत आश्वासित प्रगती योजनेत सुधारणा करण्याच्या दृष्टीने योजनेतील विद्यमान तरतुदी, केंद्र शासनाने मान्य केलेली सुधारित योजना तसेच संघटनामार्फत निदर्शनास आणण्यात आलेल्या योजनेतील त्रुटी याचा काळजीपूर्वक विचार करून खालील प्रमाणे सुधारित सेवांतर्गत आश्वासित प्रगती योजनेची समिती शिफारस करीत आहे शिफारस क्रमांक १ ते ४ ,

शिफारस क्रमांक ५ एकाकी पदधारकांसाठी या योजनेखालील तरतुदी प्रस्तावित करतांना उदार दृष्टीकोन स्विकारण्यात आला आहे. पदोन्नतीची संधी उपलब्ध असलेल्या कर्मचाऱ्यांना योजनेचा लाभ मिळाल्यानंतरही त्यांना त्यांच्या मूळ पदाचे काम करावे लागते. त्याप्रमाणेच पदोन्नतीची संधी उपलब्ध नसणाऱ्या कर्मचाऱ्यांना या योजनेचा लाभ मिळाल्यावर त्यांच्या कामात कोणताही फरक होत नाही. तथापि, अशा कर्मचाऱ्यांना पहिल्या पदानामांतर अनुक्रमे वरिष्ठ व निवडश्रेणी असा शब्दप्रयोग करण्यात यावा. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत सुधारीत स्वरूपात स्विकृत. पदोन्नतीच्या संधी उपलब्ध नसलेल्या कर्मचाऱ्यांना वित्तीय लाभाबरोबरच या शिफारशीमुळे पदानामातही बदल होणार आहे. या पदानामातील वरिष्ठ व निवडश्रेणी या उल्लेखामुळे त्यांना उच्च दर्जा प्राप्त झाल्याची भावना निर्माण होईल. त्यामुळे सदर शिफारस स्विकृत करण्यात यावी. त्याबरोबरच पहिला व दुसरा लाभ मिळाल्यानंतर पदानामात अनुक्रमे वरिष्ठ व निवडश्रेणी असा शब्दप्रयोग करण्यात आल्यानंतर अशा पदधारकांना त्यांचा वेतन बँड/ग्रेड वेतन व ज्येष्ठता विचारात घेवून त्यांच्या पदस्थापनेसाठी कार्यालयांतील पदे प्रशासकीय विभागांनी निश्चित करावी, जेणेकरून सेवाज्येष्ठ आणि उच्च वेतन घेणाऱ्या कर्मचाऱ्यांना त्यांच्या वेतन बँड/ग्रेड वेतन व दर्जानुसार महत्वाच्या व अधिक जबाबदारीच्या पदांवर पदस्थापना मिळू शकेल. तसेच पदे निश्चित करताना प्रशासकीय सोय देखील विचारात घेण्यात यावी.

४३. (३.२७.६ ते ३.२७.८) शिफारशी : कालवध पदोन्नती योजना/सेवांतर्गत आश्वासित प्रगती योजनेचा लाभ मिळालेल्या तसेच दिनांक १ जानेवारी २००६ नंतर सुधारित सेवांतर्गत आश्वासित प्रगती योजनेचा लाभ अनुज्ञेय होणाऱ्या कर्मचाऱ्यांच्या सुधारित वेतन संरचनेमधील वेतननिश्चिती संदर्भातील शिफारशी. **शासनाबद्दल घेतलेला निर्णय :** स्विकृत

सन १९९६ मध्ये महाराष्ट्रात पाचवा वेतन आयोग लागू करताना जी चातुर्वर्ण्य व्यवस्था लागू करण्यात आली ती आजही तशीच्या तशी चालू आहे, ही सहाव्या वेतन आयोगाच्या अम्मलबजावणीची काळी व अंधारी बाजू आहे.

अंतरिम अर्थसंकल्पावरील चर्चेत प्रा. बी.टी.देशमुख यांनी केलेले भाषण

महाराष्ट्र विधानपरिषद : बुधवार, दिनांक १८ मार्च, २००९ : पहिले अधिवेशन २००९

प्रा. बी.टी.देशमुख (अमरावती विभाग पदवीधर) : अध्यक्ष महाराज, माननीय अर्थमंत्र्यांनी मांडलेल्या अंतरिम अर्थसंकल्पावर माझे विचार मांडण्यासाठी मी उभा आहे. अध्यक्ष महाराज, हे अधिवेशन चार दिवसांचे आहे. त्यामध्ये या कामासाठी मिळणारा अत्यंत अल्प वेळ लक्षात घेऊन मी मुद्दाम काही विशिष्ट मुद्दाबाबतच माझे विचार मांडणार आहे. विशेषतः सहाव्या वेतन आयोगाची बहुचर्चित उजेडाची बाजू आणि अंधाराची काळी बाजू या दोन्ही बाबतीत मी प्रतिपादन करण्याचे ठरविले आहे. दर दहा वर्षांनी रुपयाची घसरलेली किंमत सावरून धरण्यासाठी केंद्राच्या पातळीवर हा वेतन आयोग नेमला जातो. याबाबतीत महाराष्ट्र शासनाने डिसेंबर १९७७ मध्ये एक धोरणात्मक निर्णय घेतलेला आहे, तो आजपर्यंत बदललेला नाही. तो आजही कायम आहे. राज्य पातळीवर वेतन आयोग आम्ही नेमणार नाही, केंद्राच्या पातळीवर जे निर्णय होतील ते महाराष्ट्रामध्ये अंमलात आणले जातील अशा प्रकारचा तो महाराष्ट्र शासनाचा निर्णय आहे. त्याची चांगली बाजू, प्रकाशाची बाजू अशी की, महाराष्ट्र शासनाने सहावा वेतन आयोग लागू केला. याबाबतीत अर्थसंकल्पाच्या भाषणामध्ये असे म्हटलेले आहे की, “२० ते २५ टक्के वाढ त्यामुळे वेतनात होणार आहे” आणि ती वाढ सुध्दा रुपयाच्या घसरलेल्या किंमतीला थोपवून धरण्यासाठी आहे. ही वाढ दि.१/१/२००६ पासून लागू केली, ही गोष्ट चांगली झाली. तो योग्य निर्णय घेतलेला आहे. तसेच ती वाढ दिनांक १ एप्रिल २००९ पासून प्रत्यक्षात देण्यात येईल असे मा. अर्थमंत्र्यांनी आपल्या भाषणात सांगितलेले आहे. उजेड येथे संपला याची अंधाराची जी फार मोठी बाजू आहे त्या विषयी मला सभागृहात माझे विचार मांडावयाचे आहेत. गेल्या पाचव्या वेतन आयोगाच्या वेळी सुध्दा चातुर्वर्ण्य व्यवस्था...

श्री. कमलकिशोर कदम : अध्यक्ष महोदय, माझा पॉइन्ट ऑफ प्रोपरायटी असा आहे की, या ठिकाणी वरचा आयोग देतो म्हणून खाली पगार वाढविले पाहिजेत असे समर्थन करण्यात येत आहे. दहा वर्षांनी पगार दुप्पट होतात पण शेतकऱ्यांच्या शेतमालाच्या किंमती दुप्पट होतात काय? होत नाहीत. दहा वर्षांमध्ये शेतकऱ्यांच्या कापसाच्या किंमतीत एक रुपयाने सुध्दा वाढ झालेली नाही. असे असताना कर्मचाऱ्यांचे पगार मात्र दुप्पट करण्यात आलेले आहेत. दीड टक्के लोकांच्या हातात ७० टक्के संपत्ती देण्यात येते आणि नऊ कोटी शेतकऱ्यांना नागवण्यात येते याचे समर्थन या सभागृहात होऊ शकत नाही, आम्ही ते होऊ देणार नाही, सरकारी कर्मचाऱ्यांचे प्रतिनिधी या ठिकाणी येऊन असे बोलत असतील तर हा या सभागृहाचा अवमान आहे.

प्रा. बी.टी.देशमुख : अध्यक्ष महाराज, शेतकऱ्यांच्या विषयावर ज्यावेळी या सभागृहात चर्चा होते त्यावेळी मी माझे विचार मांडत असतो. त्याप्रमाणे शेतकऱ्यांच्या विषयावर ज्यावेळी चर्चा होईल त्यावेळी मी माझे विचार मांडीन. पण ते त्या विषयावर सुद्धा त्यांचे विचार त्यावेळी मांडत नाहीत. माझी त्यांना विनंती आहे, त्यांनीही त्यावेळी आपले विचार मांडावेत. कर्मचाऱ्यांला १० रुपये कमी दिले म्हणजे शेतकऱ्याला दोन रुपये मिळतील हा भावडेपणा आहे. आज सभागृहासमोर जो विषय आहे त्यावर बोलत असताना मी मद्या जो निर्णय सांगितला होता तो माझा निर्णय नाही. मी मद्याशी फक्त दोबळमानाने सांगून पुढे निघालो होतो. **Now I quote** “राज्य शासकीय व इतर कर्मचाऱ्यांच्या वेतनश्रेण्या सुधारण्याकरिता राज्य शासनाकडून स्वतंत्र वेतनआयोग नियुक्त न करता केंद्र शासन जेव्हा जेव्हा केंद्रीय कर्मचाऱ्यांसाठी वेतन आयोग नियुक्त करील तेव्हा त्या वेतन आयोगाच्या शिफारशीवरील केंद्र शासनाचे वेतनविषयक निर्णय (Decisions of the Central Government on the Commission's recommendations in regard to pay scales) राज्य शासकीय कर्मचाऱ्यांच्या तुलनीय प्रवर्गाना लागू करण्यात येतील. वेतन निश्चीतेचे सुत्र देखील केंद्र शासनाप्रमाणेच असेल.” मा. सदस्य मध्येच बोलल्यामुळे वरचा आयोग देईल, ते आयोग न नेमता राज्यातील कर्मचाऱ्यांना दिले जाईल हा शासनाचा निर्णय आहे. तो शब्दशः सांगण्याची संधी त्यांनी दिली त्याबद्दल मी

त्यांचा आभारी आहे. मी राज्य शासनाचा निर्णय काय आहे हे सांगितले आणि या सभागृहामध्ये ते सांगण्याचा मला अधिकार आहे. केमिस्ट्रीच्या तासाला फिजिक्स आणि फिजिक्सच्या तासाला केमिस्ट्री शिकवणारा मी शिक्षक नाही. आज सभागृहासमोर जो विषय आहे त्यावर बोलले पाहिजे. सिंचनाचा अनुशेष असेल, शेतकऱ्यांचा अनुशेष असेल (अडथळा) मी चळवळीमध्ये काम करणारा मनुष्य आहे. हा विषय जेव्हा चर्चेला येईल त्यावेळी मी त्यावर बोलून पण त्या वेळी तुम्ही त्यावर सुद्धा बोलत नाही. नुसते मिठाची गुळणी घेऊन बसता हे दुर्दैव आहे.

अध्यक्ष महाराज, सन १९९६ मध्ये महाराष्ट्रात पाचवा वेतन आयोग लागू करताना जी चातुर्वर्ण्य व्यवस्था लागू करण्यात आली ती आजही तशीच्या तशी चालू आहे, ही सहाव्या वेतन आयोगाच्या अम्मलबजावणीची काळी व अंधारी बाजू आहे. चातुर्वर्ण्य व्यवस्था हा शब्द, तालिका सभापतीमहोदय, आपण ज्या ठिकाणी बसला आहात त्या ठिकाणी श्री. फरांदेसर बसले होते आणि मी हा शब्द, उच्चारल्याबरोबर ते काय म्हणाले ते मी मुद्दाम सोबत आणलेले आहे. ते असे म्हणाले होते की, “हा शब्द वाईट आहे, पण शासनाची वागणूक तशीच आहे.” आज सुध्दा तो रीपीट परफॉर्मन्स आहे. चातुर्वर्ण्य व्यवस्थेचा रीपीट परफॉर्मन्स आजही चालू आहे. आय.ए.एस., आय.पी.एस. आणि सेंट्रल सर्व्हिसेस मधील जे कर्मचारी आहेत त्यांना केंद्र सरकारने सहावा वेतन आयोग १ जानेवारी २००६ पासून लागू करणारा निर्णय २९ ऑगस्ट २००८ या तारखेला शासननिर्णय काढून लागू केला. त्या तारखेला महाराष्ट्रामध्ये सुध्दा तो लागू झाला. कारण तसा निर्णय झालेला आहे. त्यामुळे चातुर्वर्णातील पहिला वर्ग तेथे संपतो. सेंट्रल सर्व्हिसेसच्या लोकांसाठी केंद्र शासनाने जे निर्णय घेतले त्याबाबतीत महाराष्ट्र शासन काही निर्णय घेवो अथवा न घेवो, केंद्र शासनाचे निर्णय लागू होतात. आता दुसऱ्या वर्गाचा विचार करू. राज्य शासकीय कर्मचाऱ्यांच्या बाबतीत उशिरा निर्णय घेण्यात आला असला तरी तो सुद्धा अर्धवट निर्णय घेण्यात आलेला आहे. विशेषतः वाहतूक भक्ता आणि घरभाडे भत्त्याच्या बाबतीत निर्णय अजूनही घेण्यात आलेला नाही. हे त्या दुसऱ्या वर्गाच्या बाबतीत झाले.

चातुर्वर्ण्यातील तिसरा वर्ग म्हणजे उच्च माध्यमिक, माध्यमिक आणि प्राथमिक शिक्षक. उच्च माध्यमिक, माध्यमिक आणि प्राथमिक शिक्षकांविषयी विशेषतः सनदी नोकरशाहीच्या मनामध्ये जो आकस असतो तो इतका ठसठसतीपणे या निमित्ताने समोर आलेला आहे की, आपण त्याची कल्पना सुध्दा करू शकणार नाही. म्हणजे २० ते २५ टक्के सर्वांना वाढवून देत असताना यांच्या बाबतीत ३० ते ४० टक्के कापण्यात आलेले आहेत. हे आपल्याला खरे वाटणार नाही म्हणून सभागृहातच सांगण्याची गरज आहे आणि तेही अधिकृत कागदपत्रांनिशी सांगण्याची गरज आहे. मद्याशी मी धोरणात्मक निर्णय वाचला. ती महाराष्ट्रातील वेतन आयोगाची स्थिती आहे. महाराष्ट्रातील त्यावेळचा वेतन आयोग १.४.१९६६ च्या वेतनरचनेसाठी न्यायमूर्ती बडकस यांच्या अध्यक्षतेखाली नेमला होता.. त्यानंतरचा वेतन आयोग न्यायमूर्ती भोळे यांच्या अध्यक्षतेखाली १९७६ च्या वेतन पुनर्रचनेसाठी त्या दरम्यान नेमला होता. १९७७ च्या डिसेंबर महिन्यामध्ये वर सांगितल्याप्रमाणे धोरणात्मक निर्णय झाल्यानंतर मग महाराष्ट्रामध्ये स्टेट लेव्हल पे कमिशन बसले नाही. १९८६ च्या पुनर्रचनेत ज्यावेळी केंद्राचे निर्णय आले त्यावेळेला महाराष्ट्र सरकारने या ठिकाणी पे कमिशन बसवले नाही. कारण तो धोरणात्मक निर्णय होता. मात्र या ठिकाणी न्यायमूर्ती नाईक यांच्या अध्यक्षतेखाली एक “समानीकरण समिती” नेमली. आपण हे नाव काळजीपूर्वक ऐकण्याची गरज आहे. या ठिकाणी समानीकरण समिती नेमली आणि त्या समितीकडे पदांची समतुल्यता ठरविण्याचे काम सोपविले. कारण एखादे पद त्या ठिकाणी असते तर एखादे पद या ठिकाणी असते. त्यादृष्टीने ते बरोबर आहे. न्यायमूर्ती नाईक यांनी त्यावर अतिशय चांगला अहवाल दिला. एम.सी.व्ही.सी. तील अधिक दोन स्तरावरील शिक्षकांच्या एका वर्गावरील झालेला अन्याय होता तो दूर करणारा निर्णय त्यामध्ये होता. १९९६ च्या वेतन पुनर्रचने पासून एक

नवा प्रयोग महाराष्ट्रामध्ये सुरु झाला. वेतन आयोग नेमावयाचा नाही कारण तसा धोरणात्मक निर्णय आहे. पण जी समिती नेमावयाची तिला “वेतन सुधारणा समिती” असे नाव देण्यात आले. श्री. सुकथनकर नावाचे माजी मुख्य सचिव होते त्यांच्या अध्यक्षतेखाली एक समिती नेमली. या समितीला “समानिकरण समिती” असे नाव न देता “वेतन सुधारणा समिती” असे नामकरण करण्यात आले. पूर्वी हायकोर्टाचे सेवानिवृत्त न्यायमूर्ती समितीवर नेमले जात असत, त्यांच्या ऐवजी एका माजी मुख्य सचिवांना नेमले गेले. सुकथनकर समितीच्या अहवालाचे वर्णन करावयाचे झाले तर तीन मुद्दे सांगावे लागतील. केंद्र शासनाच्या ज्या शिफारशी होत्या त्यात शासनातील आपल्या आवडत्या काही वर्गांना, पदांना आणि अधिकाऱ्यांना जास्तीचे वाढवून दिले. त्यांना अपग्रेड केले. हे एक, दुसरे असे की बाकीच्या बहुसंख्य लोकांना जे आहे ते दिले आणि तिसरे म्हणजे सर्व स्तरावरच्या शिक्षकांना एका सोयीने सपासप कापून काढले. संबंध महाराष्ट्रभर मोठा असतोप त्यामुळे निर्माण झाला.

सुकथनकर समितीच्या अहवालाचे राज्यभर दहन करण्यात आले आणि त्या वेळच्या सरकारने सुकथनकर समितीचा अहवाल कचऱ्याच्या टोपलीत टाकला. लाथेखाली तुडविला आणि मंत्रिमंडळाने निर्णय घेतला की केंद्राचे जे वेतनश्रेणीबाबतचे निर्णय आहेत ते महाराष्ट्रामध्ये सुद्धा जसेच्या तसे लागू केले. मे, १९९९ मध्ये त्याबाबतचा शासन निर्णय निघाला. ते भांडण त्या ठिकाणी संपले. आता सहाय्या वेतन आयोगाच्या वेळेला या माध्यमिक, उच्च माध्यमिक आणि प्राथमिक शिक्षकांची स्थिती काय आहे ? मागच्या समितीचे अध्यक्ष निदान सेवानिवृत्त मुख्य सचिव होते पण यावेळी एका सेवानिवृत्त सचिवांना नेमले. न्यायमूर्ती तर नाहीच. ज्यांना नेमले त्यांना कंत्राटी स्वरूपामध्ये काम दिले. त्यांना एक लाख रुपयांचे कंत्राट, परिश्रमिक या नावाखाली देऊन ३ महिन्यांच्या आत अहवाल देण्यास सांगितले. त्यांनी तीन महिन्यांच्या ८-१० दिवस अगोदरच अहवाल दिला. त्यांनी सुद्धा सुकथनकरांचा परफॉर्मन्स रिपीट केला. म्हणजे आपल्या आवडत्या व लाडक्या काही वर्गांना केंद्रापेक्षा वाढवून दिले. बाकीच्या बहुसंख्य शासकीय कर्मचाऱ्यांना केंद्रात जे आहे ते दिले आणि शिक्षकांना एका सोयीने सपासप कापून काढले. एखादा योद्धा किंवा वीर तलवार घेऊन बाहेर निघावा तशा पध्दतीने त्यांनी तलवार चालविली आणि प्राथमिक शिक्षकांच्या, माध्यमिक शिक्षकांच्या आणि उच्च माध्यमिक शिक्षकांच्या वेतनश्रेण्या व श्रेणीवेतने सपासप कापून काढलीत. आता कंत्राटीकरणाचा जमाना आहे. ठेकेदारी पध्दतीने काम दिले जाते. त्यांना एक लाख रुपयांचा ठेका दिला. त्यांनी एकही नवीन आर्ग्युमेंट दिले नाही. त्यांनी एकच वाक्य वापरले की, “सुकथनकरांनी हे यापूर्वी सांगितलेले आहे” अर्थ असा की त्यामुळे मी वेगळे सांगण्याची काही गरज नाही. मी ते वाचून दाखवू शकतो पण वेळेची मर्यादा लक्षात घेता ते वाचून दाखविण्यामध्ये मी वेळ घालविणार नाही. त्यांनी स्वतः काही मेहनत घेतली नाही. या सर्व स्तरावरच्या शिक्षकांना का कापून काढतो याची त्यांनी काहीही कारणे दिलेली नाहीत. त्यांनी एकाच वाक्यात कारण दिले की, “सुकथनकरांच्या अहवालामध्ये त्यांनी हे सांगितलेच आहे.” म्हणजे नामा म्हणणे सारखे सुकथनकर म्हणणे असे त्यांनी केले.सुकथनकरांच्या अहवालातील परिच्छेद क्रमांक सुद्धा चुकीचे नमूद केले. मग ते शुद्धिपत्रकात दुरुस्त केले. हे काम त्यांना ठेकेदारी पध्दतीने दिले होते. यांनी स्पष्टपणे असे सांगितले की, या शिक्षकांना सहावा वेतन आयोग लागू करण्याची गरज नाही. मी त्यांचे वाक्य आपल्याला जसेच्या तसे वाचून दाखवतो.

हकीम यांच्या अहवालाच्या परिच्छेद क्र. ३.९.२.मध्ये असे म्हटलेले आहे की “या सर्व बाबींचा साकल्याने विचार करून समिती अशा निष्कर्षांप्रत आलेली आहे की शिक्षकीय पदांच्याबाबत केंद्रीय आयोगाच्या शिफारशी जशाच्या तशा स्वीकारणे योग्य होणार नाही.” सभापती महोदय, ही त्यांनी मोठी धैर्याची गोष्ट केली आहे. सुकथनकरांचा रिपोर्ट महाराष्ट्रातील माध्यमिक शिक्षकांनी दहन केला होता. महाराष्ट्र राज्य माध्यमिक शिक्षक महामंडळाने जो आंदोलनाचा कार्यक्रम दिलेला आहे, तो माझ्या समोर आहे. २१ मार्च या तारखेला जिल्हा जिल्हाच्या ठिकाणी हकिम समितीच्या रिपोर्टवर थुंकण्याचा कार्यक्रम महाराष्ट्रामध्ये त्यांनी जाहीर केलेला आहे. थुंकण्याची कृती ही निषेधाची व अनादर व्यक्त करण्याची तीव्रतर कृती आहे असे आपण समजतो. हकीम यांनी काय केले? मी आपल्याला सांगितले की, त्यांनी काहीही कारणे दिलेली नाहीत. सुकथनकरांनी दिलेली सर्व कारणे हास्यास्पद आहेत. सुकथनकरांनी दिलेला रिपोर्ट कचऱ्याच्या टोपलीत टाकल्यामुळे त्यावेळच्या मंत्रिमंडळाने तो फेटाळून लावल्यामुळे ती कारणे सांगणे बरोबर नाही. त्यांनी सांगितले की, केंद्रात शिक्षकांची संख्या कमी आहे आणि राज्यात त्यांची संख्या जास्त आहे, ते दिल्लीसारख्या राजधानीक्षेत्रात काम करतात आणि हे खेड्यापाड्यात काम करतात. म्हणजे कोण संख्येने किती आहे हे पाहून आपण वेतन ठरविणार आहोत काय ? कोण शहरात काम करतो तर कोण खेड्यामध्ये काम करतो. हे आपण पहाणार काय? विचाऱ्या सुखकथनकरांना हे माहीत नव्हते की जवाहर नवोदय विद्यालये महाराष्ट्रात अनेक खेड्यात सुद्धा आहेत आणि त्यावरून वादंग झाले. ह्या गोष्टी हकीम यांना ते त्यावेळी केंद्रात असल्यामुळे माहीत नव्हत्या असे दिसते. आता यांनी काय केले हे सांगतो आणि

यांचा निरोप घेतो. सभापती महोदय, परिच्छेद क्रमांक ३.८.२२ मध्ये सहाय्या वेतन आयोगाच्या अहवालात असे म्हटलेले आहे की, “In order to attract better Teachers and to retain them in the Government, the Commission is inclined to recommend a higher start for Primary School Teachers.” चांगली माणसे तेथे आली पाहिजेत. नुसती आली पाहिजेत असे नाही तर ती तेथे टिकलीही पाहिजेत. नायब तहसिलदारकी मिळते म्हणून ती जाता कामा नयेत. यासाठी आम्ही या शिफारशी करीत आहोत. अशी केंद्राची भूमिका आहे. हकीम यांनी सर्व स्तरावरच्या शिक्षकांच्या सान्याच्या सान्या वेतन श्रेण्या व श्रेणीवेतने सपासप कापली. रुपये ९३००-३४८०० हा केंद्र शासनाने प्राथमिक शिक्षकांना पे बॅण्ड २ दिला तर हकीम यांनी त्यांना पे बॅण्ड २ मधून काढून रुपये ५२००-२०२०० च्या पे बॅण्ड १ मध्ये टाकलेले आहे आणि त्यांचा ग्रेड पे देखील केंद्राने ४२०० दिला तो हकीम यांनी २८०० केला. म्हणजे ग्रेड पे मध्ये १४०० चा फरक केला. ३० टक्क्यांनी वेतन कापले. तसेच ४१०० रुपयांनी पे बॅण्ड ची सुरुवातच कमी केली. म्हणजे एकूण ५ हजार ५०० रु.ची कपात या प्राथमिक शिक्षकांच्या पगारामध्ये सुरुवातीच्या वेतन निश्चितीमध्ये केली. प्राथमिक शिक्षकांकडे पाहण्याचा हकीम यांचा दृष्टीकोन घाणेरडा, तुच्छ आणि निंदनीय आहे. मी स्वतः आणि या सभागृहातील इतर तीन सन्माननीय सदस्यांनी माननीय मुख्यमंत्र्यांना २८ जानेवारीला पत्र दिले, माननीय अर्थमंत्र्यांना पत्र दिले आणि सांगितले की, तो रिपोर्ट आम्हाला पाहू द्या, त्यावर आमचे म्हणणे ऐकून घ्यावे आणि त्यानंतर आपण काय घ्यायचा तो निर्णय घ्यावा. शेवटी निर्णय शासनालाच घ्यावयाचा आहे. परंतु कपट हे अंधारामध्ये उत्तम जमते. कपटाला उजेडाचे वावडे आहे. हकीम समितीचा रिपोर्ट मंत्रिमंडळाचा निर्णय होईपर्यंत जाहीर झाला नाही. आम्ही चार सदस्यांनी ज्या दिवशी मंत्रिमंडळामध्ये निर्णय होणार होता त्या दिवशी २८ जानेवारीला पत्र दिले. त्या दिवशी निर्णय झाला नाही तो श्री. दिलीप वळसे-पाटील यांच्यामुळे, कारण ते त्या दिवशी मुंबईत नसल्यामुळे निर्णय एक हप्ता पुढे गेला. ८ दिवस आमचे पत्र पडून राहिले. परंतु आम्हाला तो रिपोर्ट काही पहायला मिळाला नाही. आम्ही दोनतीन सदस्य श्री. दिलीप वळसे-पाटील यांच्याकडे गेलो आणि त्यांना विचारले की, हा रिपोर्ट गुप्त का ठेवला ? त्यावेळी त्यांच्या समोर त्यांच्या सचिवांनी सांगितले की, रिपोर्ट गुप्त ठेवला नाही. तो वेबसाईटवर आहे. हा रिपोर्ट वेबसाईटवर मंत्रिमंडळाचा निर्णय झाल्यानंतर आला. त्यातील सारी घाण आणि मळमळ आता बाहेर आली आहे. प्राथमिक शिक्षक पे बॅण्ड दोन मधून एक मध्ये ढकलले. वरिष्ठ श्रेणीचे ४६०० रुपयांचे ग्रेड पे ४२०० केले, त्यांच्या निवडश्रेणीचा ग्रेड पे ४८०० होता तो ४३०० केला. केंद्राने लाखो कर्मचाऱ्यांना जिथे ४२०० ग्रेड पे दिला तिथे महाराष्ट्रामध्ये तो ४२०० च्या ऐवजी ४३०० केला त्यामुळे प्राथमिक शिक्षकांचा मुळ ग्रेड पे ४२०० वरून २८०० करण्यात आला. माध्यमिक शिक्षकांच्या बाबतीत सुद्धा त्यांचा मूळ ग्रेड पे जो ४६०० होता तो या हकिमांनी ४३०० केला. वरिष्ठ श्रेणीचा जो ग्रेड पे ४८०० होता, तो ४४०० केला आणि निवडश्रेणीचा ५४०० होता तो ४८०० केला. कनिष्ठ महाविद्यालयीन शिक्षकांच्या बाबतीत मुळात ४८०० चा ग्रेड पे ४६०० केला आणि निवड श्रेणीचा ग्रेड पे ६६०० होता तो ५७०० केला. म्हणजे जवळ जवळ ९०० रुपयांची कपात केली. एखादा शूर वीर कमरेला तलवार लटकवून बाहेर निघावा, व त्याने तलवारीने सर्व स्तरावरच्या सर्व शिक्षकांच्या सर्व वेतनश्रेण्या व श्रेणीवेतने सपासप कापून काढून या हकीमांनी शिक्षकांचा मोठाच मानभंग केला आहे. माझी माननीय मंत्री महोदयांना विनंती आहे की, महाराष्ट्रातील शिक्षकांशी अशा प्रकारचा खेळखंडोबा पूर्वी श्री.सुकथनकर समितीच्या वेळी झाला होता. त्यावेळच्या शासनाने तो अहवाल कचऱ्याच्या टोपलीत टाकला होता. या सरकारने सर्वांना २०-२५ टक्के वाढवून दिले. परंतु शिक्षक वर्गावर मात्र ३०-४० टक्क्यांची तलवार चालविली. शिक्षक वर्गावर फार मोठा अन्याय केला गेला आहे. नोकरशाहीने केलेल्या अन्यायाच्या कारस्थानाला शासनाने मदत करू नये व तो अन्याय दूर करावा. आपल्या धोरणात्मक निर्णयाप्रमाणे केंद्र शासनाने मान्य केलेल्या वेतनश्रेण्या या शिक्षकांना जशाच्या तशा लागू कराव्या अशी विनंती करतो आणि हा जो तिसरा जो वर्ग आहे त्या वर्गाबाबतचे विवेचन मी येथे थांबवितो.

सभापती महोदय, चातुर्वर्ण्यातला चौथा व शेवटचा वर्ग विद्यापीठीय आणि महाविद्यालयीन शिक्षकांचा आहे. हा चातुर्वर्ण्यातला चौथा वर्ग आहे त्याची तर परिस्थिती अतिशयच विदारक आहे. या सभागृहात २९ डिसेंबर २००८ रोजी चर्चा झाली. त्यावेळी आम्ही एक गोष्ट लक्षात आणून दिली की, हा एकच वर्ग असा आहे की, ज्याच्या बाबतीमध्ये वेतन पुनर्रचनेमध्ये येणाऱ्या अतिरिक्त भारापैकी ८० टक्के आर्थिक भार केंद्र शासन उचलणार आहे. केंद्र सरकार फक्त या एका वर्गाच्या बाबतीत अर्थसहाय्य देते. अन्य वर्गांच्या बाबतीत तसा भार उचलत नाही. या सभागृहात २९ डिसेंबर २००८ रोजी या विषयाच्या बाबतीत चर्चा झाली. त्यावेळी माननीय राज्यमंत्री महोदय जे काही म्हणाले आहेत त्यातील एक वाक्य मी या ठिकाणी जसेच्या तसे वाचून दाखवितो. ते वाक्य या ठिकाणी कोट करणे जास्त श्रेयस्कर आहे. ते म्हणाले “एच.आर.डी.मंत्रालय

आणि यु.जी.सी.जे आदेश काढील त्याचे महाराष्ट्र शासन पालन करील. वेतन आयोगाच्या ज्या शिफारशी आहेत, त्याबाबत सर्व अधिकारी आणि कर्मचाऱ्यांच्या बाबतीत ज्यावेळी महाराष्ट्र शासन निर्णय घेईल, त्यावेळी शिक्षण आणि उच्च शिक्षण विभागातील जे कर्मचारी आहेत, त्यांचेही त्यांचेवरोबर करून घेऊ.” काय झाले या आश्वासनाचे? सभापती महोदय, हकीम समितीचा अहवाल राज्य सरकारला डिसेंबर महिन्यात प्राप्त झाला. तो अहवाल अतिशय गुप्त ठेवण्यात आला. त्या अहवालाच्या बाबतीत शासनाचा निर्णय झाला. परंतु त्याच डिसेंबर महिन्यात केंद्र शासनाचा विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या बाबतीत तपशिलवार शासन निर्णय आला. श्रीकृष्ण आयोगाच्या अहवालाच्या बाबतीत काय झाले? त्यासंबंधीची माहिती मी मघाशी दिली. श्रीकृष्ण आयोगाचा अहवाल केंद्र सरकारला सादर झाल्याबरोबर नउशे ते हजार पानांचे दोन खंड १० मिनिटांच्या आत वेबसाईटवर देशभर उपलब्ध झाले. परंतु हकीम समितीच्या अहवालाबाबतची माहिती मंत्रिमंडळाचा निर्णय झाल्यानंतर पहावयास मिळाली. श्रीकृष्ण आयोगाच्या अहवालावर जो फीड बॅक आला तो लक्षात घेऊन केंद्र सरकारने त्यात अनेक बदल केले. दिनांक ३१ डिसेंबर, २००८ रोजी केंद्र शासनाचा विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या बाबतीत वेतन सुधारणेचा शासन निर्णय आला. तो निर्णय नंतर लागूलाच वेबसाईटवर आला. “केंद्र शासनाने दिनांक ३१ डिसेंबर, २००८ रोजी सर्व राज्यांच्या मुख्य सचिवांना पत्र लिहले आहे. केंद्र शासनाने अधिकृतपणे ही माहिती प्रसिद्ध केली त्यात म्हटले आहे की, “Copies of the said communication were endorsed, among others, to Chief Secretaries of State Governments with clear advice in regard to what the State Governments are expected to do in order to be eligible for Central assistance.....” केंद्र शासनाने दिनांक ३१ डिसेंबर, २००८ रोजी विद्यापीठीय व महाविद्यालयीन शिक्षकांसाठी जी.आर.काढला आणि त्याच दिवशी महाराष्ट्र शासनाच्या मुख्य सचिवांना केंद्र सरकारने पत्राने कळविले की, आम्ही याबाबतीत ८० टक्के मदत देण्यास तयार आहोत. तुम्ही याबाबतची कार्यवाही ताबडतोब सुरु करा. आता तुम्ही कोणत्याही नवीन कागदपत्रांची वाट पाहू नका. असे केंद्र शासनाने लिहिल्यानंतर विद्यापीठ अनुदान आयोगाने उच्च शिक्षण विभागाच्या सचिवांना काय लिहिले आहे ते मी वाचून दाखविणार आहे. तत्पुर्वी त्याबाबतची माहिती सांगणे आवश्यक आहे. केंद्राने सांगितले की, ८० टक्के आर्थिक सहाय्य देण्यास आम्ही तयार आहोत. ४० टक्के आर्थिक सहाय्य दिनांक ३१ मार्च, २००९ रोजीच्या आत देण्यास तयार आहोत. तेंव्हा राज्य शासनाने ४० टक्के थकवाकी नेण्याची कार्यवाही दिनांक ३१ मार्च, २००९ च्या आत करावी. माननीय वित्तमंत्र्यांच्या ही गोष्ट निदर्शनास आणून देऊ इच्छितो विद्यापीठ अनुदान आयोगाचे पत्र माझ्याकडे आता इथे उपलब्ध आहे. विद्यापीठ अनुदान आयोगाने फेब्रुवारी, २००९ मध्ये सर्व राज्यांच्या शिक्षण सचिवांना पत्र लिहले आहे. त्याचा पत्र क्रमांक No.F.1.1-61/2009/PRC असा आहे. त्यात त्यांनी असे म्हटले आहे की, “The Commission has received orders from the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. 1-32/2006-U.II/U.I (i) and 1-32/2006-U.II/U.I (ii) dated 31st December, 2008 on the above subject and to say that the State Government may take action to adopt the above Government of India scheme for State Universities and Colleges and payment of pay scales, enhancement of retirement age and release of 40% of the arrears during the current financial year in accordance with these provisions.” दिनांक ३१ मार्च, २००९ च्या आत ४० टक्के थकवाकी घावी असे स्पष्टपणे केंद्राने म्हटलेले आहे. आमच्या या राज्यातील नोकरशाही पूर्णपणे झोपलेली आहे... त्यांना याबाबत काही करावेसे वाटतच नाही. चातुर्वर्णीतील विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या चवथ्या वर्गाला दिली जाणारी ही वागणूक आहे. नोकरशाहीला गाढ झोप लागल्यासारखी परिस्थिती आहे. काहीही अॅक्शन झालेली नाही. मी मघाशी मा. मंत्रीमहोदयांना डिसेंबरमध्ये सभागृहात जे सांगितले ते वाचून दाखविले. आम्ही केंद्राचा निर्णय आल्यानंतर याचेही करून घेऊ असे ते म्हणाले. डिसेंबरमध्ये हकीम समिती आली. विद्यापीठीय आणि महाविद्यालयीन शिक्षकांबाबत केंद्र शासनाचा निर्णयसुद्धा डिसेंबरमध्येच आला. ते म्हणतात की, ३१ मार्चच्या आत ४० टक्के थकवाकी द्या. त्यासाठी लागणारा पैसा घेऊन जा. परंतु शासनात कोणाला तो पैसा आणण्यासाठी वेळ नाही. हे ऐकायला नेमके ते नाहीत. केंद्र सरकार देत असताना या शिक्षकांना फायदा देऊ नये असे जर वाटत असेल तर आमच्या नोकरशाहीला कावीळ झालेली आहे. असेच म्हणावे लागेल. माझे याबाबतीत म्हणणे असे आहे की, ही अत्यंत अयोग्य अशा प्रकारची गोष्ट झालेली आहे. तत्त्वतः तुम्ही निर्णय घेतला. वेतन सुधारणापूर्व अग्रिम दिला. पुढे काय? सहाय्य वेतन आयोगाचा उजेड आणि प्रकाश हा निर्णय घेतला येथपर्यंत ठीक आहे. चांगली गोष्ट झाली

योग्यवेळी निर्णय घेतला. केंद्र पातळीवर जो निर्णय होणार तोच राज्य पातळीवर शिक्षक सोडून सर्व कर्मचाऱ्यांच्याबाबतीत घेतला. तारीख बदलली नाही हे चांगले झाले. परंतु शासनाने चौथ्या वर्गाच्याबाबत काही निर्णय घेतला नाही हे योग्य झालेले नाही. प्राथमिक, उच्च प्राथमिक, माध्यमिक शिक्षकांबाबत आचारसंहिता लागू झाल्यामुळे मंत्रीमहोदयांना शांतता दिसते. ती खरी मानू नये. सुकथनकर समितीच्या वेळी काय झाले त्याची फाईल उघडून पहावी. त्याच्या संघटनेला बोलावून विचार करावा आणि ८० टक्के सहाय्य ज्याबाबत मिळते त्याबाबत आपल्या अधिकाऱ्यांना थोडी हालचाल करावयास सांगावी. माननीय विरोधी पक्षनेत्यांनी शेगाव येथे सुविधा आणि राष्ट्रसंत तुकडोजी महाराज यांच्या जन्मशताब्दीचा उल्लेख केला. राष्ट्रसंत या विषयाबाबत यापूर्वी सभागृहात चर्चा झालेली आहे. या दोन मुद्यांबाबत शासनाने निश्चितपणे घोषणा केली तर आम्हाला आनंद होईल. आपण मला बोलण्यासाठी वेळ दिला त्याबद्दल आपले आभार मानून माझे भाषण पूर्ण करतो.

(अतिरिक्त अर्थसंकल्पावरील चर्चेत मा. अर्थमंत्र्यांचे उत्तराचे भाषण झाल्या नंतर)

महाराष्ट्र विधानपरिषद : : पहिले अधिवेशन २००९
गुरुवार, दिनांक १९ मार्च, २००९

उपसभापती : सन्माननीय सदस्य प्रा.वी.टी.देशमुख यांनी औचित्याचा मुद्दा मांडण्याची परवानगी मागितलेली आहे. त्यांनी आपला औचित्याचा मुद्दा मांडावा.

प्रा. वी.टी.देशमुख : सभापती महोदय, आपल्याला आचारसंहितेचे बंधन आहे याची जाणिव माननीय मंत्री महोदयांना आणि आम्हा सदस्यांना देखील आहे. परंतु माननीय मंत्री महोदयांच्या निदर्शनास एक बाब आणून देऊ इच्छितो.

सभापती महोदय, मी सधनामध्ये काल एक गोष्ट पत्रानिशी, तारीखेनिशी सांगितली होती. मी त्याचा पुन्हा उल्लेख करित नाही. अर्थसंकल्पातील परिच्छेद क्र. ८.२ मध्ये असे म्हटलेले आहे. की “सुधारित वेतन संरचनेचा लाभ राज्य शासकीय, जिल्हा परिषदा, अनुदानित शाळा, कृषी व कृषित्तर विद्यापीठे व त्यांना संलग्न अशासकीय महाविद्यालये, तसेच इतर अनुदानित संस्थातील १४ लक्ष कर्मचाऱ्यांना मिळणार आहे.” विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या बाबतीत अजून जी.आर. काढलेला नाही. तो केंद्रा काढण्यात येणार आहे. हे मी विचारत नाही. कारण आचारसंहिता आहे. पण मी काल माननीय मंत्री महोदयांना स्पेसिफीक असे सांगितले होते की हा एकच वर्ग असा आहे की, ज्याच्याबाबतीत केंद्र शासन ८० टक्के अर्थसहाय्य देणार आहे. त्यांनी राज्याच्या चीफ सेक्रेटरींना ३१ डिसेंबर २००८ या तारखेला जी. आर. पाठविला व पत्र देऊन सांगितले की, “आम्ही ८० टक्के भार सहन करण्यास तयार आहोत,” आचारसंहिता लागल्यानंतर सुद्धा फेब्रुवारीमध्ये त्यांनी सर्व पैसे युनिव्हर्सिटी ग्रॅन्ट्स कमिशनकडे सोपविले आणि मग विद्यापीठ अनुदान आयोगाने सर्व राज्यांच्या शिक्षण सचिवांना पत्र दिले की, “यावर्षी आम्ही थकवाकीच्या ४० टक्के रक्कम देणार आहोत, तेव्हा ३१ मार्च पर्यंत आपण ही रक्कम घेऊन जावी.” आता ती रक्कम या शिक्षकांना द्या किंवा देणार काय? वगैरे बाबी मी विचारत नाही. कारण आचारसंहितेचा प्रश्न आहे. मी त्यावेळी युजिसीच्या पत्राचे नंबर देखील कोट केले होते, त्याची प्रत माझेजवळ आहे. ते तुम्हाला ३१ मार्च पर्यंत ८० टक्क्यापैकी ४० टक्के रक्कम देण्यास तयार आहेत आणि यासंदर्भात त्यांनी फेब्रुवारीमध्ये पत्र पाठविलेले आहे. आपण तो निधी ३१ मार्चच्या आत राज्य शासनाच्या ताब्यात आला पाहिजे या बाबतीत व्यवस्था करणार आहात काय? एवढाच माझा प्रश्न आहे.

श्री. दिलीप वळसे पाटील : सभापती महोदय, मी कालच सन्माननीय सदस्यांकडे त्या पत्राची प्रत मागितली होती. आपण भाषण करित होता, त्यामुळे कदाचित ती प्रत घावयाची राहून गेली असेल. आपण ते पत्र माझ्याकडे पाठवून द्यावे. मी जरूर याबाबतीत लक्ष घालतो.

श्री. गोपीकीसन बाजोरिया : सभापती महोदय, गेल्या अधिवेशनामध्ये कोल्हापूर बंधानाच्या कामामध्ये एक कोटीचा भ्रष्टाचार झाला होता, त्यासंदर्भात मी मुद्दा उपस्थित केला होता.

श्री. दिलीप वळसे पाटील : सभापती महोदय, ही बाब तपासून घेऊन जर दोषी असतील तर कारवाई करू.

प्रा.वी.टी.देशमुख : सभापती महोदय, मघाशी माननीय मंत्री महोदयांनी म्हटल्याप्रमाणे मी आता सदरहू पत्राची प्रत माननीय मंत्री महोदयांना दिली आहे.

University Grants Commission
Bahadur Shah Zafar Marg : New Delhi 110002
F.N.1-1/2008 Meeting pt.file I
30th January 2009

The Registrar
 Sant Gadge Baba Amravati University,
 Amravati - 444602

Sub :- Exemption from NET/SET for appointment to the post of Lecturer/Assistant Professor in Universities / Colleges

Sir,

With reference to your letter forwarding therewith the proposals received from the colleges for exemption from NET/SET for appointment to the Lecturer/ Assistant Professor in University/Colleges, I am directed to inform you that the proposals received in the UGC office were placed before the Exemption Committee at its meeting held on 5th December, 2008 for consideration. The Committee observed that proposals received for exemption did not contain information regarding the following two conditions imposed by the Commission in the previous cases while granting approval:-

(i) That the recommended exempted candidate should have been selected by a duly constituted Selection Committee.

(ii) The Constitutional provisions of Reservation for SC/ST etc. are followed in these selections.

As such, the Committee has devised a revised proforma which is enclosed herewith as **Annexure - I**. You are requested to send the proposals in the revised format within a period of 30 days from the date of issue of the letter for each of the candidate for which the exemption is being sought.

Similar action should be taken by the university for all other cases of exemption already sent to the UGC, but yet not considered by the Exemption Committee as well as fresh cases being received by the University.

Your Faithfully,
(B.K.Singh)
 Deputy Secretary

Encl : As above

University Grants Commission
Bahadur Shah Zafar Marg : New Delhi 110002
F.N.1-1/2008 Meeting pt.file I
30th January 2009

The Registrar
 Sant Gadge Baba Amravati University,
 Amravati - 444602

Sub :- Exemption from NET/SET for appointment to the post of Lecturer/Assistant Professor in Universities / Colleges

Sir,

I am directed to invite your attention to this office letter of even No. Dated the 4th November, 2008 conveying the recommendations of the Commission in respect of the cases received for Exemption from NET/SET. The Commission had approved the cases for exemption from NET/SET on the basis of the following two conditions

(i) That the recommended exempted candidate should have been selected by a duly constituted Selection Committee.

(ii) The Constitutional provisions of Reservation for SC/ST etc. are followed in these selections.

You are requested to intimate the action taken on the aforesaid two conditions imposed by the Commission at the time of approval for each individual case.

The candidates who do not fulfill these conditions should not be given exemption. You are therefore, requested to send the lists of candidates fulfilling the UGC conditions and separate list for candidates not fulfilling the UGC conditions.

This may please be treated as most urgent.

Your Faithfully,
(B.K.Singh)
 Deputy Secretary.

AF **** P 41

University Grants Commission : Bahadur Shah Zafar Marg : New Delhi

PROFORMA FOR SEEKING RELAXATION IN THE MINIMUM QUALIFICATIONS PRESCRIBED
 BY UGC FOR APPOINTMENT TO THE POST OF LECTURER

(The Universities and Collages should furnish the following information for obtaining approval of the Commission while seeking relaxation in qualification as per UGC regulations 1991)

- | | | |
|--|---|--|
| 1. Name of the University | 9. Special reasons for seeking exemption | 18. Whether the composition of the selection committee was as per UGC's norms. |
| 2. Name of the College | 10. Whether the post was advertised in the leading newspapers, Employment News, Rojgar Samachar and Doordarshan etc. (Mention, name of the news paper & date of advertisement) | 19. Number of members present at the interview |
| 3. Name of the candidate for whom the relaxation is being sought | 11. Whether the post was reserved for SC/ST or any other category | 20. Report of the selection committee with respect to this candidate |
| 4. Subjects in which the candidate is recruited | 12. Total number of candidates called for interview along with the candidate | 21. Date of selection committee meeting |
| 5. Academic qualifications of the candidate | 13. Number of candidates interviewed along with the candidate. | 22. Date of appointment |
| Level of Degree :- Graduate,/Post-Graduate,/M. Phil./ Ph.D. | 14. Number of candidates having NET qualifications out of the interviewed candidates along with this candidate | 23. Number of years the candidate continued after appointment pursuant to the selection. |
| Name of Degree :- | 15. Whether the candidate has more than 55% marks at Master's level | Verification : Verified at..... onday of..... 200... that the information furnished above is correct to the best of my knowledge and nothing has been concealed. |
| Name of University :- | 16. Whether the candidate belong to SC/ST category | Singnature of the Principal With seal |
| Year of Passing :- | 17. If SC/ST, whether the candidate has more than 50% marks at Master's level | Singnature of the Registrar With Seal |
| Marks/Division :- | | |
| 6. Whether the post was approved? | | |
| 7. The name of the approving authority | | |
| 8. The extent of relaxation/ exemption sought | | |

AF ***** P 37

IN THE HIGH COURT OF KERALA AT ERNAKULAM

W.A.No. 1394 of 2008

1. UNIVERSITY GRANTS COMMISSION ... PETITIONER

Vs

(1) B.J.VINCENT, MUTTIKKAL HOUSE, SAKTHI (2) K.J.JOSEPH, KODAKKADAN HOUSE, MAIN ROAD (3) P.C.VARGHESE, PUTHEN PURAKKAL HOUSE, (4) DR.K.T.THOMAS, KUTTIKKATTU KUNNEL HOUSE (5) K.A.DAVIS, KALLAN HOUSE (6) E.M.THOMAS, POOVANPUZHAKAL HOUSE (7) GEORGE KOLANGAADEN, KOLLANGADEN HOUSE (8) R.V.RAJAN, XV/224, RAVUR HOUSE (9) P.L.GEORGE, PANTHALO HOUSE (10) K.O.FRANCIS, KAINADAN HOUSE, (11) KOZHY K.SIMON, KAKKASSERY HOUSE, WATERT (12) JOHNY SEBASTIAN, UNNIPPALLIL HOUSE (13) N.K.SUDHAKARAN, NADUVILADATH HOUSE (14) SOPHY JACOB, KUTTIKATTUKUNNEL HOUSE, (15) K.R.VIJAYAKUMARAN PILLAI, ANGALL, ATHANI (16) C.N.SARALA, KURHVATTAVANAM MANE, (17) V.SAROJINI, CHAITANYA.PARLIKAD PO.,(18) KRISHNAN.V.V, CHAITHYANYA, DO.DO. (19) K.GIRIJA KRISHNAKRIPA, KOLAZHI PO, (20) E.SARASWATHY, SREYAS, POOVANI TEMPLE (21) E.M.ACHUTHAN, ELLATH MADATHIL HOUSE, (22) K.K.LATHIKA, CHAITHANYAM, KURICHIKKARAP (23) P.RAMACHANDRAN NAIR, MADHURIMA, (24) V.H.MADHUMATHY, MADHURIMA, (25) ANANDAM.O., MANUSHREE, (26) GOVERNMENT OF INDIA, MINISTTRY OF (27) GOVERNMENT OF KERALA, HIGHER EDUCATRION (28) THE DIRECTOR OF COLLEGIATE EDUCATION ...

RESPONDENTS

For Petitioner :SRI.S.KRISHNAMOORTHY, CGC, For Respondent :SRI.V.SANTHARAM

ORDER

KURIAN JOSEPH & P.R. RAMACHANDRAMENON, JJ.

Writ Appeal Nos.1394, 1881, 1925 & 2067 OF 2008

Dated this the 21st day of January, 2009.

JUDGMENT : KURIAN JOSEPH, J.

These are appeals filed by the Union of India and University Grants Commission aggrieved by the common judgment dated 16.01.2008 in O.P.No.36112/2002, W.P.(C) No.3123/2004 and Cont. Case (Civil) No.451/2006. The issue essentially pertains to the claim made by the writ **petitioners who are Selection Grade Lecturers in various colleges in the State seeking a scale of pay of Rs.14,940/- on completion of five years in the post of Reader/ Selection Grade Lecturer.**

2. Heard the learned Additional Solicitor General Sri.Raveendran, learned counsel for the respondents and also the learned counsel appearing for the writ petitioners.

3. Though various related issues are also taken up in the writ petitions, learned counsel for the writ petitioners submit that **they confine their grievance only to the claim for a scale of pay of Rs.14,940/- from the date of completion of five years as Reader/Selection Grade Lecturer.** Learned Additional Solicitor General submits that the **Government of India and the University Grants Commission have no objection in granting the scale of pay of Rs.14,940/- from the date of completion of five years as Reader/Selection Grade Lecturer.** The dispute hitherto was as to whether teachers should be Selection Grade Lecturers as on 01.01.1996. In view of the clarification made by the learned Additional Solicitor General that Government of India and the University Grants Commission **do not intend to prescribe and insist for such a cut off date** and such insistence is only with regard to the eligibility on completion of five years as Reader/ Selection Grade Lecturer, we need not go into that question.

4. Yet another apprehension expressed by the learned Additional Solicitor General was that in the case of those Selection Grade Lecturers who have already completed five years prior to 01.01.1996, they may not claim the scale of pay of Rs.14,940/- from the date of completion of five years prior to 01.01.1996. We make it clear that since the scheme itself has been introduced only with effect from 01.01.1996, even in the case of those teachers who had completed five years prior to 01.01.1996, they will be entitled to the scale of pay of Rs.14,940/- only with effect from 01.01.1996. **Those teachers who were Lecturers as on 01.01.1996 and who were subsequently placed in the Selection Grade after 01.01.1996, they will be entitled to draw the scale of pay of Rs.14,940/- on completion of five years in the Selection Grade.**

Subject to the above clarifications, these writ appeals are disposed of. We make it clear that in case the benefits have not been disbursed so far owing to the pendency of the writ appeals, now that the writ appeals have been disposed of, **the eligible benefits to the writ petitioners shall be disbursed within a period of three months from the date of production of a copy of this judgment.** We have fixed the time as above in view of the submission made by the learned Additional Solicitor General that the **liability of the Union Ministry and the University Grants Commission will be disbursed to the State within a period of one month from the date of receipt of the requisition from the State,** if not already disbursed.

KURIAN JOSEPH
JUDGE

P.R. RAMACHANDRAMENON
JUDGE

FS **** P45

NUTA BULLETIN (Official Journal of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION)
CHIEF EDITOR : Dr.A.G.Somvanshi, Shankar Nagar, AMRAVATI-444 606. **EDITOR :** Prof. S.S. Gawai 1, Abhinav State Bank Colony, Chaprashi Pura, Camp, AMRAVATI 444 602. **PUBLISHER :** Prof. Dhote D.S., 4C, 'Rajdatta', Mahalaxmi Colony, Near Shankar Nagar, Amravati-444 606. Type Setting at NUTA Bulletin Office, Phundkar Bhavan, Behind Jain Hostel, Maltekadi Road, Amravati-444 601.
PRINTED AT Bokey Printers, Gandhi Nagar, Amravati. (M.S) **REGD NO. MAHBIL/2001/4448** Postal Registration No. ATI/RNP/78/2005-08 WPP Registration No. NR/ATI/WPP-01/2005-08 Price : Rs. Five / Name of the Posting office : **R.M.S. Amravati.** Date of Posting : **15.04.2009**

If Undelivered , please return to : NUTA Bulletin Office, Phundkar Bhavan, Behind Jain Hostel, Maltekadi Road, **Amravati-444 601.**

To,.....
.....
.....
.....
.....
.....