

सभागृहात दिलेल्या आश्वासनांच्या विरोधात, मंत्रिमंडळाच्या व शासन निर्णयाच्या विरोधात, सचिवांनी वृत्तपत्रात जाहिराती देणे व पत्र देणे

महाराष्ट्र प्राध्यापक महासंघाच्या कार्यकारी मंडळाच्या दिनांक ३ जानेवारी, २०१० च्या बैठकीत सम्मत झालेला ठराव

ADOPTED AT THE MEETING OF THE GENERAL COUNCIL OF MFUCTO held in Mumbai on Sunday, the 24 th January 2010

१. “मानव संसाधन विकास विभाग (एच.आर.डी.) मंत्रालय आणि विद्यापीठ अनुदान आयोग (यु.जी.सी.) जे आदेश काढील त्याचे महाराष्ट्र शासन पालन करील.” “विद्यापीठ अनुदान आयोगाकडून शिफारस आल्यानंतर, केंद्र सरकारकडून आदेश दिले जातील त्या आदेशांचे पालन केले जाईल.” अशी सुस्पष्ट आश्वासने दिनांक २९ डिसेंबर, २००८ रोजी विधानपरिषद सभागृहात देण्यात आली व त्याप्रमाणे “दि. २३ जुलै २००९ च्या मंत्रिमंडळाच्या बैठकीत निर्णय घेण्यात आला. मंत्रिमंडळाच्या सदर निर्णयानुसार सुधारित वेतन संरचनेबाबत दिनांक १२ ऑगस्ट २००९ रोजी शासननिर्णय निर्गमित करण्यात आला आहे.” असे आता मा. उच्च शिक्षण मंत्र्यांनी दिनांक २२ डिसेंबर २००९ रोजी विधानपरिषदेत केलेल्या निवेदनात नमूद केलेले आहे. १२ ऑगस्ट २००९ च्या या शासननिर्णयाप्रमाणे विद्यापीठ अनुदान आयोगाच्या सर्व वेतनश्रेण्या आश्वासित प्रगतीयोजनेसह (CAS) राज्यात महाराष्ट्र शासनाने जशाच्या तशा लागू केल्या, असे असतांना एका बेजबाबदार अधिकाऱ्याने दिनांक २४ जुलै २००९ रोजी आंदोलनकर्त्या महाराष्ट्र प्राध्यापक महासंघाच्या अध्यक्षांना एक पत्र लिहून असे कळविले की, “राज्य मंत्रिमंडळाने २३ जुलै २००९ रोजी विचार करून राज्य शासकीय कर्मचाऱ्यांप्रमाणे दिनांक १ जानेवारी २००६ पासून सहावा वेतन आयोग लागू करण्याबाबत निर्णय घेतला आहे.” राज्य शासकीय कर्मचाऱ्यांच्या बाबतचा सहावा वेतन आयोग वेगळा आहे आणि यु.जी.सी.चा सहावा वेतन आयोग वेगळा आहे, ही वस्तुस्थिती आहे, राज्य शासकीय कर्मचाऱ्यांना ग्रेड पे आहे आणि यु.जी.सी. मध्ये अॅकॅडमिक ग्रेड पे आहे. ग्रेड पे आणि अॅकॅडमिक ग्रेड पे सर्व ठिकाणी वेगवेगळे आहेत. पे बॅण्डसुद्धा काही ठिकाणी वेगवेगळे आहेत. सभागृहातील आश्वासनांच्या विरोधात व मंत्रिमंडळाच्या निर्णयाच्या विरोधात दिनांक २४ जुलै २००९ रोजी महाराष्ट्र प्राध्यापक महासंघाच्या अध्यक्षांना पाठविलेल्या पत्रातील उपरोक्त उल्लेख सभागृहात दिलेल्या आश्वासनाची पायमल्ली करणारा, मंत्रिमंडळाने घेतलेल्या निर्णयाची अवहेलना करणारा, शासननिर्णयात स्पष्टपणे नमूद असलेल्या निर्णयाचा अधिक्षेप करणारा व एकूणच उच्च शिक्षणक्षेत्रामध्ये विशेषतः आंदोलनकर्त्या शिक्षकांच्या मनामध्ये कोणतेही वाजवी कारण नसतांना अकारण प्रक्षोभ निर्माण करण्यास कारणीभूत ठरलेला आहे.

२. याच बेजबाबदार अधिकाऱ्याने दिनांक ३१ जुलै २००९ रोजी दुसरे पत्र लिहून आंदोलनकर्त्या महाराष्ट्र प्राध्यापक महासंघाच्या अध्यक्षांना राज्य शासनाने “राज्यातील विद्यापीठे व महाविद्यालये/संस्था यामधील शिक्षक व इतर समकक्ष पदांना केंद्र शासनाप्रमाणे (यु.जी.सी. योजना) वेतनश्रेणी १.१.२००६ पासून लागू करण्याचा निर्णय घेतला” असे कळविले. मंत्रिमंडळाने घेतलेल्या निर्णयानुसार व शासननिर्णयानुसार आश्वासित प्रगति योजना (CAS) केंद्राप्रमाणे महाराष्ट्रात २३ जुलै रोजी निर्णय घेऊन मंत्रिमंडळाने जशीच्या तशी लागू केली असतांना २४ जुलै २००९ च्या किंवा ३१ जुलै २००९ च्या उपरोक्त पत्रांमध्ये एका अक्षराने त्याबाबतचा उल्लेख या अधिकाऱ्याने केलेला नाही.

२.१ चौथ्या वेतन आयोगाच्या वेळी मा. श्री.शरदराव पवार हे राज्याचे मुख्यमंत्री असतांना त्यांनी महासंघाच्या कार्यकारी मंडळाशी सतत ५ दिवस चर्चा करून दिनांक १८ जानेवारी १९८९ रोजी नोंदलेले मतेक्यपत्र तयार केले. त्याच्या पहिल्याच परिच्छेदात पुढील प्रमाणे उल्लेख आहे. :-

“The Government of India suggestions on revision of pay scales for teachers in Universities and Colleges, dt. 17th June, 1987 as amended by subsequent agreement dt.

Nagpur University Teachers' Association MEETING NOTICE : 1

DATED : 15.03.2010

From :

Prof. Dr. E. H. KATHALE

Secretary, NUTA N-162, Reshim Bag,
Nagpur-444 009

To,

All the members of the Nagpur University Teachers' Association

Dear members,

I have the honour to inform you that General Body meeting of the Nagpur University Teachers' Association will be held at 12.00 noon, on the Day and the Date mentioned below.

2. If you propose to move any resolution for the consideration of the General Body, you are requested to send such resolution to me, with a copy to Prof. B.T.Deshmukh, President NUTA, No. 3, Subodh Colony, Near, Vidarbha Mahavidyalaya, Amravati 444604 within a period of 10 days from the date of the posting of this Bulletin.

3. It will not be possible to include in the agenda, resolutions received after the due date. So please make it convenient to send such resolutions, if any, within the stipulated time. The place of the meeting will be intimated to you alongwith the agenda.

Thanking you.

Yours faithfully
Sd/- **Dr.E. H. Kathale,**
Secretary, NUTA.

Time, Day and Date of the Meeting :
12.00 Noon on Sunday, the
16 th May, 2010

4th and 5th Sept. 1987 and the Government of India's suggestions dt. 22nd July, 1988 would be implemented by the State Government with the recommended scales of pay, including the element of promotions involved therein as a composite scheme w.e.f. 01.01.1986," या मतैक्य पत्रातील समग्र योजनेच्या उल्लेखामुळे आश्वासित प्रगती योजना (CAS) त्यावेळी जशीच्या तशी लागू झाली होती.

२.२ पाचव्या वेतन आयोगाच्या वेळी तत्कालीन उच्च शिक्षणमंत्री श्री. दिलीपराव वळसे पाटील यांची महाराष्ट्र प्राध्यापक महासंघाशी चर्चा करून दिनांक ७ डिसेंबर १९९९ रोजी जे मतैक्यपत्र^१ नोंदविले त्यामध्ये पुढील प्रमाणे स्पष्ट उल्लेख आहे. :-

"The Government of India's suggestions on "Revision of payscales of teachers in Universities and Colleges following the revision of payscales of Central Government employees on the recommendations of 5th Central Pay Commission" dated the 27th July, 1998 amended vide a letter dated 6th November, 1998 including UGC's notification dated 24th December, 1998 would be implemented by the State Government with recommended scales of pay, as a composite scheme with effect from 1.1.1996" मतैक्य पत्रात समग्र योजनेचा असा स्पष्ट उल्लेख असल्याने आश्वासित प्रगती योजना त्यावेळी महाराष्ट्रात जशीच्या तशी लागू झाली होती.

२.३ वस्तुतः २४ जुलै २००९ च्या पत्रावर प्रतिक्रिया व्यक्त करणारा ३२ परिच्छेदांचा एक तपशिलवार ठराव या महासंघाच्या कार्यकारी मंडळाने दिनांक २६ जुलै २००९ च्या बैठकीत संमत केला होता व त्याची प्रत^२ शासनाला

तातडीने देण्यात आली होती. या ठरावाच्या परिच्छेद १६ व १७ मध्ये आश्वासित प्रगती (CAS) योजनेबाबतची उपरोक्त परिच्छेद २.१ व २.२ मधील माहिती तपशिलाने नमूद करण्यात आली होती. या सर्व बाबी लक्षात आणून दिल्यानंतरसुद्धा व मंत्रिमंडळाने २३ जुलै २००९ रोजी तसा निर्णय घेतलेला असतांना सुद्धा ३१ जुलै २००९ च्या पत्रामध्ये^३ आश्वासित प्रगती योजनेबाबत (CAS) एका ओळीचासुद्धा उल्लेख नव्हता हे संबंधित अधिकाऱ्यांचे अत्यंत बेजबाबदारपणाचे कृत्य होते. असा अनुल्लेख **सभागृहात दिलेल्या आश्वासनाची पायमल्ली करणारा, मंत्रिमंडळाने घेतलेल्या निर्णयाची अवहेलना करणारा, शासननिर्णयात स्पष्टपणे नमूद असलेल्या निर्णयांचा अधिक्षेप करणारा व एकूणच उच्च शिक्षणक्षेत्रामध्ये विशेषतः आंदोलनकर्त्या शिक्षकांच्या मनामध्ये कोणतेही वाजवी कारण नसतांना अकारण प्रक्षोभ निर्माण करण्यास कारणीभूत ठरलेला आहे.**

३. मंत्रिमंडळाने २३ जुलै २००९ रोजी जो निर्णय घेतला. त्या निर्णयाप्रमाणे अनुषंगिक लाभाबाबत "विद्यापीठीय व महाविद्यालयीन शिक्षकांना सध्या जे चालू आहेत ते किंवा शासकीय कर्मचाऱ्यांप्रमाणे यापैकी जे फायदेशीर असतील ते अनुषंगिक लाभ चालू रहातील" असे ठरले होते. हा निर्णय पुढे १२ ऑगस्ट २००९ च्या शासननिर्णयाच्या परिच्छेद ८ व मध्ये नमूद आहे.^१ मंत्रिमंडळाने २३ जुलैला घेतलेल्या या निर्णयाच्या विरोधात महाराष्ट्र प्राध्यापक महासंघाच्या अध्यक्षांना दिलेल्या ३१ जुलै २००९ च्या पत्रातील^४ "अनुषंगिक लाभ राज्य शासकीय कर्मचाऱ्यांप्रमाणे लागू करण्याचा निर्णय घेतला आहे." असा उल्लेख अधिकाऱ्यांच्या बेजबाबदारपणाचा एक फार मोठा नमूना होय. हा उल्लेख **सभागृहात दिलेल्या आश्वासनाची पायमल्ली करणारा, मंत्रिमंडळाने घेतलेल्या निर्णयाची अवहेलना करणारा, शासननिर्णयात स्पष्टपणे नमूद असलेल्या निर्णयांचा अधिक्षेप करणारा व एकूणच उच्च शिक्षणक्षेत्रामध्ये विशेषतः आंदोलनकर्त्या शिक्षकांच्या मनामध्ये कोणतेही वाजवी कारण नसतांना अकारण प्रक्षोभ निर्माण करण्यास कारणीभूत ठरलेला आहे.**

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

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

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

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President

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General Secretary

Prof. E.H.Kathale

N/162, Reshimbagh,

Nagpur - 440 009.

Tel. : 0712 2741098

25 th JANUARY 2010.

Shri Ashok Chavan

Hon'ble Chief Minister, Maharashtra State, Mantralaya, Mumbai 400 032.

Shri Rajesh Tope

Hon'ble Minister for Higher & Technical Education, Maharashtra State, Mantralaya, Mumbai 400 032.

The Chief Secretary to

Government of Maharashtra, Mantralaya, Mumbai 400 032.

Hon'ble Sirs,

Enclosed please find Resolution adopted at the meeting of the Executive Committee of the MFUCTO held on 24 th January 2010. The resolution consists of pages 2010/MFUCTO/GS/23 to 26. There are enclosures to the resolution numbering 20 marked as pages 2010/MFUCTO/GS/27 to 50.

It is humbly requested that necessary enquiry may be initiated into the matter and suitable action taken against the persons who are found involved in the same.

Thanking you and with warm regards of the academic community

Yours faithfully
(C.R.Sadasivan)
President, MFUCTO

Copy forwarded with compliments to-

Prof. B.T.Deshmukh, Member, Maharashtra Legislative Council Amravati

४. मंत्रिमंडळाने २३ जुलै २००९ रोजी घेतलेल्या निर्णयाप्रमाणे निघालेल्या १२ ऑगस्ट २००९ च्या शासननिर्णयाच्या परिच्छेद ८ ब मध्ये स्पष्टपणे पुढील प्रमाणे तरतुद आहे. :-

“8 (B) Following allowances and benefits shall be at par with the state government employees. However for those areas where the teachers are already drawing more allowances or enjoying more benefits than the state government employee (even after the 6th pay commission) the higher rates and / or benefits shall continue i.e. **the teachers shall continue to get whichever is higher** (existing rates and benefits or as per state government employees after 6th pay commission.)”

१२ ऑगस्ट २००९ चा उपरोक्त शासननिर्णय^१ निर्गमित झाल्यानंतर सुद्धा दिनांक १५ ऑगस्टच्या अनेक वृत्तपत्रांमध्ये अधिकाऱ्यांनी लक्षावधी रुपये खर्च करून दिलेल्या जाहिरातीमध्ये “**अनुषंगिक लाभ राज्य शासकीय कर्मचाऱ्यांप्रमाणे लागू करण्याचा निर्णय घेतला आहे.**” असा करण्यात आलेला उल्लेख,^२ अधिकाऱ्यांच्या बेजबाबदारपणाचा एक फार मोठा नमूना होय. ज्याचे समर्थन

कोणालाही करता येणे शक्य नाही. मा. उच्च शिक्षणमंत्र्यांना सुद्धा अधिकाऱ्यांची ही चूक झालेली आहे हे दिनांक २२ डिसेंबर २००९ रोजी सभागृहात मान्य करावे लागले ते पुढील शब्दात :-

“सभापती महोदय, निश्चितप्रकारे ही चूक झालेली आहे, हे मी मान्य करतो. जी.आर. आणि जाहिरातीमध्ये काही फरक निर्माण झाला त्यामुळे काही चुकीचा संदेश जाण्याची शक्यता निर्माण झाली. त्यामुळे संपकऱ्यांच्या भावना सुध्दा दुखावल्या हा एक विषय मी मान्य करतो.”^३

या अनेक जाहिरातीमधील उपरोक्त उल्लेख सभागृहात दिलेल्या आध्यासनाची पायमल्ली करणारा, मंत्रिमंडळाने घेतलेल्या निर्णयाची अवहेलना करणारा, शासननिर्णयात स्पष्टपणे नमूद असलेल्या निर्णयांचा अधिक्षेप करणारा व एकूणच उच्च शिक्षणक्षेत्रामध्ये विशेषतः आंदोलनकर्त्या शिक्षकांच्या मनामध्ये कोणतेही वाजवी कारण नसतांना अकारण प्रक्षोभ निर्माण करण्यास कारणीभूत ठरलेला आहे.

५.१ नेटसेट ही पात्रता नसलेल्या अधिव्याख्यात्यांच्या बाबतीत विद्यापीठ अनुदान आयोगाने ७ व ८ ऑक्टोबर २००८ रोजीच्या बैठकीत धोरणात्मक निर्णय घेतला. तो पुढील प्रमाणे :- “**The Commission was of the**

F-NO. 15-1/2009-IFD/U.II : GOVERNMENT OF INDIA

**Ministry of Human Resource Development : Department of Higher Education
New Delhi, Dated the 15th December 2009**

To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg. New Delhi

Sub : Revision of Pension of Pre-2006 Pensioners/ Family Pensioners who retired as Readers/Lecturers (Selection Grade) & equivalent cadres, and Deputy Registrars/equivalent cadres in Central Universities and Colleges.

Sir,

I am directed to refer to the Government's decision regarding pension/family pension of all the pre-2006 pensioners/family pensioners issued vide Department of Pension and Pensioner's Welfare O.M.No. 38/37/08- P&PW (A) dated 1.9.2008. In this connection a question has arisen about the Pay Band applicable to pre-2006 pensioners in Central Universities/colleges, who had retired from the posts in the pre-revised scale of pay of Rs. 12000-420-18300 (or the corresponding pay scales applicable prior to 1.1.1996) mentioned below to determine their pension/family pension in terms of para 4.2 of Ministry of Personnel, Public Grievances and Pensions (Department of Pension and Pensioners' Welfare) O.M. No. 38/37/08-P&PW(A) dated 1.9.2008.

Category (A)

Readers/Lecturers (Selection Grade)

Category (B)

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

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

Category (C)

(i) Deputy Registrar,

(ii) Deputy Finance Officer,

(iii) Deputy Controller of Examinations.

2. According to the revised pay scales applicable to Teachers/Equivalents Cadres in Central Universities/ Colleges as notified vide Ministry's letter No. 1-32/2006-U.II/U.I(i) dated 31.12.2008, incumbents of the posts mentioned at categories (A) and (B) above who had completed 3 years of service in the pay scale of Rs. 12000-420-18300 on 1.1.2006 have been placed in pay Band of Rs. 37400-67000 with Academic Grade Pay (AGP) of Rs. 9000. Similarly in terms of this Ministry's letter No. 1-32/2006-U.II/U.I(ii) dated 31.12.2008, incumbents of the posts of Deputy Registrars / Deputy Finance Officers/Deputy Controllers of Examinations who had completed 5 years of service in pre-revised pay scale of Rs. 12000-420-18300 on 1.1.2006 were placed in the Pay Band of Rs. 37400-67000 with Grade Pay (GP) of Rs. 8700.

3. Accordingly, **the Government has decided that in the case of teachers and equivalent cadres, the pre-1.1.2006 pensioners mentioned at categories (A) and (B) above who had completed 3 years of service in the pre-revised pay scale of Rs. 12000-420-18300 (and/or the corresponding pay scale(s) applicable prior to 1.1.1996) shall be placed at the minimum of the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 for revision of their pension/family pension with effect from 1.1.2006.** Similarly, in the case of non-teaching posts/cadres, the pre-1.1.2006 pensioners mentioned at category (C) above who had completed 5 years of service in the pre-revised pay scale of Rs. 12000-420-18300 (and the corresponding pay scale(s) applicable prior to 1.11.1996) Shall be placed at the minimum of the pay Band of Rs. 37400-67000 with GP of Rs. 8700 for revision of their pension/family pension with effect from 1.1.2006. The pension/family pension of these pre 2006 pensioners may be revised accordingly.

4. these orders shall apply to only those pensioners/ family pensioners who were drawing pension/family pension on 1.1.2006 under the Central Civil Services (Pension) Rules 1972.

5. This issues with the approval of the competent authority.

Yours faithfully
(R.Chakravarty)

Deputy Secretary to the Government of India

view that since no NET qualified/NET exempted candidate was available at the time of interview and had continued service of 5 or more years the NET / SLET qualification is relaxed in respect of the following candidates for appointment as Lecturer with the following 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.”^{१४}

५.२ विद्यापीठ अनुदान आयोगाचा हा धोरणात्मक निर्णय मा. उच्च शिक्षणमंत्र्यांनी स्वतः पुढील शब्दात १७ डिसेंबर २००८ रोजी विधानपरिषद सभागृहात सांगितला :-“विद्यापीठ अनुदान आयोगाच्या दिनांक ५ नोव्हेंबर, २००८ च्या पत्रात नमूद केलेल्या खालील अटीनुसार एकूण ८३७ शिक्षकांना नेट/सेट पात्रतेपासून सुट देण्यात येत असल्याचे विद्यापीठास कळविले आहे.”^{१५}

५.३ विद्यापीठ अनुदान आयोगाने ५ नोव्हेंबर २००८ च्या आदेशाने जो धोरणात्मक निर्णय कळविला, त्याबाबत मा. उच्च न्यायालयाच्या नागपूर खंडपीठाने Writ Petition Nos. 4266/2006, 5037/08,4486/2007, 4386/07, 4500/07 and 462/2008 या प्रकरणात दिनांक २७ नोव्हेंबर, २००८ रोजी पुढील धोरणात्मक निर्णय दिला :-

“So far as the lecturers, who were in service, from 1991 onwards, the issue of exemption to them is claimed to be covered by the orders passed by the UGC on 5.11.2008 based on the Commission's decision in its meeting dated 7th and 8th October 2008. If any of the petitioners are governed by this communication dated 5.11.2008 addressed by the UGC to the Registrar of the University concerned, undoubtedly, their proposals

will have to be considered and approved, as per the said decision of UGC.”^{१६}

५.४ मा.उच्च शिक्षणमंत्र्यांनी सभागृहात १७ डिसेंबर २००८ रोजी शासनाच्या वतीने पुढील प्रमाणे आश्वासने दिलीत:-

(i) “सन्माननीय सदस्य प्रा. बी.टी.देशमुख यांनी जे तीन प्रश्न विचारलेले आहे त्याबाबत मी शासनाच्या वतीने सांगू इच्छितो की, या संदर्भात एक जी.आर. काढणे आवश्यक आहे. तेव्हा या अधिवेशनाचा कालावधी संपण्याच्या अगोदर हा जी.आर. काढण्यात येईल, जर २४ तारखेला अधिवेशन संपणार असेल तर त्या अगोदर जी. आर. काढण्यात येईल.... तसेच हे काम एक महिन्याच्या आत पूर्ण करण्यात यावे अशी सूचना विद्यापीठाला देण्यात येईल.”^{१७}

(ii) “हे करिअर अॅडव्हान्समेंट स्कीमच्या संदर्भात हे कॅसचे काम पूर्ण करावयाचे आहे त्यासाठीदेखील कॅम्प घेऊन येत्या दोन महिन्यात पूर्ण करावयाचे आहे. अशा प्रकारे हे एकूण सर्वच काम म्हणजे नियमित करण्याचे काम एक महिन्यात आणि त्यापुढे कॅसचे काम दोन महिन्यात असे तीन महिन्यात पूर्ण करून या सगळ्या प्रश्नांना पूर्णविराम दिला जाईल.”^{१८}

५.५ महाराष्ट्र शासनाच्या वतीने मा. उच्च शिक्षणमंत्री व मा. मुख्य सचिव यांची मंत्रालयातील मा. मुख्य सचिवांच्या दालनात महाराष्ट्र प्राध्यापक महासंघाशी चर्चा होऊन निरनिराळ्या मुद्यांवर जे मतैक्य झाले, ते त्याच दिवशीच्या म्हणजे २६ ऑगस्ट २००९ च्या इतिवृत्तामध्ये^{१९} नोंदण्यात आले आहे. त्यातील ५ व्या मुद्यात पुढील मजकूर आहे. :-

“नेट/सेट अर्हतेमधून सुट देण्याचे व नियमित सेवा कधीपासून ग्राह्य धरण्यात यावी, याबाबतचे सर्वतोपरी अधिकार विद्यापीठ अनुदान आयोगास आहेत. याबाबत विद्यापीठ अनुदान आयोगाचा निर्णय अंतिम राहिल याबाबत विद्यापीठ अनुदान आयोगाकडे समन्वय करण्यासाठी शासनाचे दोन अधिकारी व एमफुक्टोचे दोन प्रतिनिधी यांची एक समिती पाठपुराव्यासाठी नेमली जाईल. याबाबत इतर कार्यवाही शासन पत्र दिनांक ३१ जुलै, २००९ व ४ ऑगस्ट, २००९ च्या पत्रातील परिच्छेद (३) मध्ये नमूद केल्याप्रमाणे करण्यात येईल.”

MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHER'S ORGANIZATIONS (MFUCTO)

Affiliated to the AIFUCTO Vidyapeeth Vidyarthi Bhavan B-Road Churchgate, Mumbai -400 020

January 25, 2010

Shri Rajesh Tople

Hon ble Minister for Higher &
Technical Education Maharashtra State
Mantralaya, Mumbai 400 032

Hon ble Minister, Sir

Sub : Pay Revision for Teachers in Engineering Colleges
and other Technical Institutions (Degree)

Ref : (i) Directives of MHRD No. 23-1/2008-TS.II dt. 7th
October, 2009

(ii) Notification by AICTE F No. 37-3/Legal/2010 dt. 22 nd
January, 2010 (Pay Scales, Service conditions and qualification
for the Teachers and other Academic Staff in Technical
Institutions (Degree) Regulations, 2010).

The MFUCTO General Council at its meeting held in
Mumbai on 24 th January 2010 took note of the regulations
issued by the AICTE for pay revision of Teachers in Engineering
colleges and other Technical institutions vide its Notification
dated 22 nd January, 2010. The General Council adopted the
following resolution.

The MHRD issued directions vide Circular No. 23-1/2008-
TS.II dated 7th October, 2009 to the AICTE to issue notification
in the matter of revision of pay-scales for Teachers in Technical
institutions (Degree)

- Subsequently, the AICTE has issued Notification F.No.
37-3/Legal/2010 dt. 22 nd January, 2010 for

implementation of pay scales, service conditions and
qualifications for the Teachers and other academic staff in
Technical institutions (Degree)

- Clause 9 of Minutes of the Agreement between the
Government of Maharashtra and MFUCTO dated 26 th August,
2009 reads as

“AICTE व केंद्रीय मानव संसाधन मंत्रालय यांच्याकडून सहाय्या वेतन
आयोगाबद्दल आदेश प्राप्त झाल्यानंतर अभियांत्रिकी महाविद्यालयातील शिक्षकांना
सहाय्या वेतन आयोग लागू करण्यासाठी योग्य ती कार्यवाही विभागाकडून करण्यात
येईल.”

- In the light of above, this General council of MFUCTO
requests the State Government to immediately issue the GR
bringing in to effect the AICTE notification on pay revision for
Teachers in Technical institutions

This is for your information with earnest appeal for necessary
and immediate action.

With warm regards,

Yours Truly,

(C.R.Sadasivan)
President

(E.H.Kathale)
Genral Secretary

Mumbai : 25th January 2010

Enclosures as above

Copy forwarded with compliments to-
Prof. B.T. Deshmukh, Member,
Maharashtra Legislative Council Amravati

(अ) यापुढे करावयाच्या कारवाई बाबत ३१ जुलै^६ व ४ ऑगस्ट^६ २००९ रोजीच्या पत्रान्वये महाराष्ट्र प्राध्यापक महासंघाला पुढील प्रमाणे आश्वासने देण्यात आली आहेत. :-

(१) राज्य शासन विद्यापीठ अनुदान आयोगाला व केंद्र शासनाला प्रलंबित प्रकरणे त्वरीत निकाली काढण्यासाठी विनंती करील. आवश्यकता पडल्यास याचा पाठपुरावा करण्यासाठी वरिष्ठ अधिकाऱ्यांकडे जबाबदारी देऊन सदर प्रलंबित कामे त्वरीत पूर्ण करून घेण्यात येतील.

(२) विद्यापीठ अनुदान आयोगाकडून सुट मिळाल्याचे पत्र विद्यापीठास प्राप्त झाल्याच्या दिनांकापासून शक्यतो ३० दिवसांच्या आत ती प्रकरणे निकाली काढण्यासाठी आवश्यकतेप्रमाणे शिबीर आयोजित करून कार्यवाही पूर्ण करण्यात येईल.

(३) विद्यापीठ अनुदान आयोग जी तारीख नमूद करेल, त्या तारखेपासून सुट देण्यात येईल.

(४) विद्यापीठ अनुदान आयोगाने सुट देण्यासंदर्भातील छाननीचे बरेचसे कामकाज त्यांच्या स्तरावर पूर्ण केले असल्याचे कळते.

(५) विद्यापीठे व संलग्नित महाविद्यालयांमध्ये सन १९९१-९९ या कालावधीत विगर नेट/सेट अधिव्याख्याता / शिक्षकांच्या प्रकरणांचा केंद्रशासन / यु.जी.सी.कडे पाठपुरावा करण्यासाठी एक तदर्थ समिती गठीत करण्यात येईल.

५.६ मंत्रिमहोदयांनी सभागृहात घेतलेल्या भूमिकेच्या विरुद्ध तसेच पत्रातून शासनाने महासंघाला कळविलेल्या भूमिकेच्या विरुद्ध प्रधान सचिव विद्यापीठ अनुदान आयोगाच्या कार्यालयात जावून कारस्थाने करित होते असे स्पष्टपणे दिसून येते. “१८ ऑगस्ट २००९ या तारखेला राज्य शासनाचे आम्ही तीन अधिकारी विद्यापीठ अनुदान आयोगाच्या कार्यालयात येवून गेलो व तेथे आपणास काय सांगितले?” हे २४ ऑगस्ट २००९ रोजी पत्र^{१९} लिहून विद्यापीठ अनुदान आयोगाला त्यापैकी एका अधिकाऱ्याने कळविले आहे. २४ ऑगस्ट २००९ च्या या पत्रामध्ये (No. UGC 2009(332/09)UNI-I, Higher & Technical Education Department, Mantralaya, Mumbai-400 032.) या अधिकाऱ्यांनी मांडलेली भूमिका ही पूर्णपणे मा. मंत्रिमहोदयांच्या भूमिकेच्या विरोधात आहे. या पत्रातील बहुतांशी मजकूर **सभागृहात दिलेल्या आश्वासनाची पायमल्ली करणारा, मंत्रिमहोदयांनी घेतलेल्या निर्णयाची अवहेलना करणारा, शासनाने स्पष्टपणे पत्रातून विदित केलेल्या निर्णयांचा अधिक्षेप करणारा व एकूणच उच्च शिक्षणक्षेत्रामध्ये विशेषतः आंदोलनकर्त्या शिक्षकांच्या मनामध्ये कोणतेही वाजवी कारण नसताना अकारण प्रक्षोभ निर्माण करण्यास कारणीभूत ठरलेला आहे.**

६. मंत्रिमंडळाने निर्णय घेतल्यानंतर १२ ऑगस्ट २००९ चा शासननिर्णय निर्गमित करतांना मुद्दाम उच्च शिक्षण क्षेत्रामध्ये गोंधळाचे वातावरण निर्माण होईल अशा प्रकारची शब्दरचना प्रधान सचिवांनी हेतुपूर्वक वापरलेली दिसते. उदाहरणार्थ शासननिर्णयातील^{२०} परिच्छेद १४ पुढील प्रमाणे आहे. :-

“(14) This Government Resolution is **subject to** the decision taken by the State Government on the scheme forwarded by Government of India by its letter dated 31/12/2008. Therefore, anomalies, if any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.”

“मंत्रिमंडळाचा निर्णय काहीतरी वेगळा आहे व त्याप्रमाणे या शासननिर्णयात पुढे बदल होवू शकतात, आजचा हा शासननिर्णय अंतिम नाही” असा स्पष्ट अर्थ “**subject to**” या शब्दाच्या वापराने विदित होतो. “**according to**” असा शब्द वापरल्याबरोबर “हा शासननिर्णय मंत्रिमंडळाच्या निर्णयाप्रमाणेच काढण्यात आलेला आहे.” असा स्पष्ट अर्थ ध्वनित होतो. १२ ऑगस्ट, २००९ चा शासन निर्णय हा राज्य शासनाचा शासननिर्णय आहे, त्यात निश्चितता ही ओघानेच आली, त्यात “subject to” मुळे येणारी अनिश्चितता घुमविण्याचे कारणच काय? या शासन निर्णयात, एक तर जाणिवपूर्वक ही “subject to” अशी शब्दयोजना करून, संप्रभु निर्माण करण्याचा प्रयत्न करण्यात आला असे म्हणावे लागते अथवा आंग्ल भाषेची अपुरी जाण असणे, हे दुसरे कारण असू शकते. ह्यात बहुधा पहिली शंका अधिक संभवते. त्यामुळेच वापरलेल्या “subject to” च्या जागी “according to” अशी शब्दरचना दि. २६ ऑगस्ट, २००९ रोजीच्या इतिवृत्तात^{२१} करावी लागली. शासननिर्णयातील “subject to” हा उल्लेख **सभागृहात दिलेल्या आश्वासनाची पायमल्ली करणारा, मंत्रिमंडळाने घेतलेल्या निर्णयाची अवहेलना करणारा, अशा निर्णयात स्पष्टपणे**

नमूद असलेल्या निर्णयांचा अधिक्षेप करणारा व एकूणच उच्च शिक्षणक्षेत्रामध्ये विशेषतः आंदोलनकर्त्या शिक्षकांच्या मनामध्ये कोणतेही वाजवी कारण नसताना अकारण प्रक्षोभ निर्माण करण्यास कारणीभूत ठरलेला आहे.

७. केंद्राच्या समग्र योजनेतसुद्धा “**रजेच्या नियमात नंतर बदल करा, सध्या नियम आहे तसे चालू द्या**” अशा अर्थाच्या सूचना नव्हत्या. “शासन निर्णयातील परिच्छेद ८ (ब) मधील तिसऱ्या ओळीतील Benefits या शब्दानंतर “Including leave package” हा शब्द समाविष्ट करण्यात यावा.” ह्या गोष्टीवर उभयपक्षी मतैक्य २६ ऑगस्ट २००९ रोजी झाले. त्याची नोंद मतैक्याच्या इतिवृत्ताच्या परिच्छेद ४ मध्ये^{२२} आहे. ही नंतरची गोष्ट झाली. त्यापूर्वी प्रधान सचिवांनी आपल्या तिसऱ्या म्हणजे ४ ऑगस्ट २००९ च्या पत्रात^{२३} “(ii) रजांबाबत (Leave Package) सध्या अस्तित्वात असलेले नियम पुढील निर्णय होईपर्यंत लागू राहील.” असे कळविले होते. “पुढील निर्णय होईपर्यंत” या शब्दरचनेमुळे मंत्रिमहोदयांनी दिलेली आश्वासने पायदळी तुडवून रजाविषयक नियमात सचिव आक्रमक बदल करण्याचा काही तरी कार्यक्रम आखत आहेत अशी तीव्र संतापाची भावना सर्वत्र निर्माण झाली. वस्तुतः २३ तारखेलाच मंत्रिमंडळाने निर्णय घेतला होता व त्याप्रमाणे शासननिर्णयात पुढे परिच्छेद ८ ब समाविष्ट करण्यात आला. रजाविषयक नियम हे अनुषंगिक लाभाचाच एक भाग असल्याने “पुढील निर्णय होईपर्यंत” हा ४ ऑगस्ट २००९ रोजीच्या पत्रातील उल्लेख आगीत तेल ओतणारा ठरला. तिसऱ्या पत्रातील हा उल्लेख **सभागृहात दिलेल्या आश्वासनाची पायमल्ली करणारा, मंत्रिमंडळाने घेतलेल्या निर्णयाची अवहेलना करणारा, शासननिर्णयात स्पष्टपणे नमूद असलेल्या निर्णयांचा अधिक्षेप करणारा व एकूणच उच्च शिक्षणक्षेत्रामध्ये विशेषतः आंदोलनकर्त्या शिक्षकांच्या मनामध्ये कोणतेही वाजवी कारण नसताना अकारण प्रक्षोभ निर्माण करण्यास कारणीभूत ठरलेला आहे.**

८. उपरोक्त ठरावातील परिच्छेद १ ते ७ मध्ये ज्या निरनिराळ्या पत्रांचा व पत्रव्यवहाराचा उल्लेख आलेला आहे त्यातील काही पत्रे शासनातील दुय्यम अधिकाऱ्यांनी स्वाक्षरित केलेली असली तरी प्रत्यक्षात लोकशाहीप्रणालीचे धिंडवडे काढण्याची ही मोहिम प्रधान सचिव, उच्च शिक्षण यांच्याच नेतृत्वाखाली सुरु होती हे स्पष्ट आहे. महाराष्ट्र प्राध्यापक महासंघाच्या कार्यकारी मंडळाने प्रत्यक्ष अनुभवलेले दोन प्रसंग या ठिकाणी नमूद करणे आवश्यक वाटते. वेतनश्रेण्याबाबत व नेटसेटबाबत विधानपरिषद सभागृहात दिलेल्या आश्वासनाची अम्मलबजावणी करण्याच्या दृष्टीने शिक्षणमंत्र्यांशी ज्या विविध चर्चा झाल्या, त्यातील आंदोलन काळातील शेवटची चर्चा दिनांक २६ ऑगस्ट २००९ रोजी झाली. शासनातील राजकीय नेतृत्वाच्या प्रती एखादा अधिकारी किती उद्धटपणाने वागू शकतो याची कमाल मर्यादा प्रदर्शित करणारे उच्च शिक्षण सचिवांचे वर्तन आंदोलनाच्या त्या शेवटच्या दिवशी म्हणजे २६ ऑगस्ट २००९ ला पहायला मिळाले. त्यादिवशी ११ वाजेपासून तर ३ वाजेपर्यंत चाललेल्या चर्चेचे नेतृत्व स्वतः मा. उच्च शिक्षणमंत्री करित होते पण या चर्चेत एकदासुद्धा, एक मिनिटासाठी सुद्धा उच्च शिक्षण सचिव उपस्थित राहिले नाहीत. सभागृहात देण्यात आलेल्या आश्वासनाविषयी व अशी आश्वासने देणाऱ्यांविषयी व एकंदरीतच सभागृहातील कामकाजाविषयी तुच्छतेची भावना मनात बाळगणाऱ्या प्रधान सचिवांचे एकूण वर्तन त्यांच्या पदाला शोभणारे नव्हते. खुद्द मा. मुख्यमंत्र्यांनी २० ऑगस्ट २००९ रोजी त्यांच्या मंत्रालयातील दालनांत महासंघाच्या कार्यकारी मंडळाला दुपारी २.०० वाजता चर्चेसाठी बोलाविले होते. मा. उच्च शिक्षण मंत्री, अर्थ व विधी विभागाचे सचिव व इतर सर्वजण वेळेवर उपस्थित होते. खुद्द मा. मुख्यमंत्र्यांनी मा. उच्च शिक्षण मंत्र्यांसह वेळेवर चर्चेला सुरुवात केली. पण उच्च शिक्षण सचिव मात्र अनुपस्थित होते. ते काही मिनिटांच्या उशिराने सभेत आले व त्याबद्दल त्यांना सर्वासमक्ष मा. मुख्यमंत्र्यांकडून ‘बोलणी’ ऐकावी (खावी) लागली.

सभागृहात दिलेल्या आश्वासनाची पायमल्ली करणारे, मंत्रिमंडळाने घेतलेल्या निर्णयाची अवहेलना करणारे, शासननिर्णयात स्पष्टपणे नमूद असलेल्या निर्णयांचा अधिक्षेप करणारे व एकूणच उच्च शिक्षणक्षेत्रामध्ये विशेषतः आंदोलनकर्त्या शिक्षकांच्या मनामध्ये कोणतेही वाजवी कारण नसताना अकारण प्रक्षोभ निर्माण करण्यास कारणीभूत ठरलेले हे प्रधान सचिवाच्या नेतृत्वाखाली उच्च शिक्षण विभागातील अधिकाऱ्यांचे वर्तन अत्यंत आक्षेपार्ह असून लोकशाही संस्थांच्या कार्यपद्धतीचे उघडउघड धिंडवडे काढणारे आहे. याबाबत उच्च स्तरीय चौकशी होऊन संबंधितांवर योग्य ती कारवाई करण्यात यावी अशी मागणी हे सभागृह करित आहे.

(प्रा.सी.आर.सदाशिवन) (प्रा. डॉ. एकनाथ कठाळे)
अध्यक्ष, महाराष्ट्र प्राध्यापक महासंघ सरचिटणीस
(MFUCTO)

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

(PAY SCALES, SERVICE CONDITIONS AND QUALIFICATIONS FOR THE TEACHERS AND OTHER ACADEMIC STAFF IN TECHNICAL INSTITUTIONS (DEGREE) REGULATIONS 2010

NOTIFICATION, S.O. -----**F.No:37-3/Legal/2010****New Delhi, the January 22, 2010**

In exercise of its powers conferred under sub-section (1) of section 23 read with section 10 (i) and (v) of the All India Council for Technical Education Act, 1987 (52 of 1987) the All India Council for Technical Education makes the following Regulations:-

1. Short Title, Application and Commencement:

1.1 These Regulations may be called the All India Council for Technical Education (Pay Scales, Service Conditions and Qualifications for the Teachers and other Academic Staff In Technical Institutions (Degree) Regulations, 2010.

1.2 They shall apply to technical institutions and Universities including deemed Universities imparting technical education and such other courses / Programs and areas as notified by the Council from time to time.

They shall come into force with effect from the date of their publication in the Official Gazette

General

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

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

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

(iv) Posts of Professors shall be created in under-graduate (UG) institutions as well as in post-graduate (PG) institutions. The ratio of Professors to Associate Professors to Assistant Professors in a UG College shall be in the ratio, ordinarily of 1:2:6. The ratio of Professors to Associate Professors and or Assistant Professor in a PG College shall be in the ratio ordinarily of 1:2

(v) Up to 10% of the posts of Professors in Technical Institutions shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the AICTE as applicable.

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

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

(a) Assistant Professor/Associate Professors/Professors In Technical institutions

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

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

(iii) Assistant Professors possessing Master's degree in the relevant branch / discipline as defined for technical education shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

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

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

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the pre-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

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

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

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

(x) Incumbent 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), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

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

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

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

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

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

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

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the

competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(xviii) All advancements to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs.

Pay Scales of Principals/Directors in Colleges:

Appointments to the posts of Principal in Technical Institutions shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by AICTE from time to time, The posts of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000 plus a Special Allowance of Rs. 3000 per month.

Pay Scales and Career Advancement Scheme for Librarians etc:

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.

विद्यापीठ अनदान आयोगाची दि. २३ सप्टेंबर, २००९ ची अधिसूचना
राज्यातील सर्व अकृषि विद्यापीठे व संलग्नीत
महाविद्यालयांना लागू करणेबाबत.

महाराष्ट्र शासन : उच्च व तंत्र शिक्षण विभाग,

शासन निर्णय क्र. विअआ-२००९/(४३८/०८)/विशि-३

मंत्रालय विस्तार भवन, मुंबई - ४०० ०३२.

दिनांक :- ३० जानेवारी, २०१०

वाचा:- (१) विद्यापीठ अनुदान आयोगाचे सर्व विद्यापीठांच्या कुलगुरुंना पाठविलेले पत्र क्र. F.NO. 1-1/2002 (PS) Pt file-III दि. २७ ऑगस्ट २००९ (२) विद्यापीठ अनुदान आयोगाची अधिसूचना क्रमांक F.3-1/2009 (PS) दि. २३ सप्टेंबर, २००९.

प्रस्तावना : देशातील उच्च शिक्षणाचा दर्जा उंचावण्यासाठी विद्यापीठातील तसेच महाविद्यालयातील शिक्षकांसाठी विद्यापीठ अनुदान आयोगाने यापूर्वी वेळोवेळी प्रसिध्द केलेल्या अधिसूचनांनुसार तसेच दि. १ जून, २००९ च्या अधिसूचनेनुसार किमान शैक्षणिक अर्हता निश्चित केली आहे. सदर अधिसूचनेनुसार विद्यापीठ तसेच संलग्नित महाविद्यालये / संस्था यामधील अधिव्याख्याता / सहाय्यक प्राध्यापक यांना नेट / सेट परीक्षा उत्तीर्ण असणे अनिवार्य करण्यात आले आहे.

२. सध्या जे विगर नेट / सेट अध्यापक तदर्थ स्वरूपात कार्यरत आहेत त्यांनी दोनवर्षात चार संधीत नेट / सेट परीक्षा उत्तीर्ण होणे अनिवार्य असल्याचे विद्यापीठ अनुदान आयोगाने सर्व विद्यापीठांच्या कुलगुरुंना संदर्भाधीन अनुक्रमांक १ येथील दि. २७/०८/२००९ च्या पत्राच्चये कळविले आहे. त्याचा पुनरुच्चार विद्यापीठ अनुदान आयोगाच्या दि. २३/०९/२००९ च्या अधिसूचनेमध्ये करण्यात आलेला आहे. त्यानुसार आवश्यक ते आदेश निर्गमित करण्याची बाब शासनाच्या विचाराधीन होती.

शासन निर्णय : राज्यातील विद्यापीठे तसेच संलग्नित महाविद्यालये / संस्था यामधील विगर नेट / सेट अधिव्याख्यात्यांच्या / सहाय्यक प्राध्यापकांच्या बाबतीत शासन खालीलप्रमाणे आदेश देत आहेत.

(i) विद्यापीठे तसेच संलग्नित महाविद्यालये / संस्था यामधील शिक्षकांना नेट / सेट परीक्षा उत्तीर्ण असणे अनिवार्य आहे.

(ii) सध्या जे विगर नेट / सेट अधिव्याख्याते तदर्थ, इ. स्वरूपात कार्यरत आहेत त्यांनी दि. ३१/१२/२०११ पर्यंत या दोन वर्षांच्या कालावधीतील प्राप्त होणाऱ्या चार संधीत नेट / सेट परीक्षा उत्तीर्ण होणे अनिवार्य आहे.

(iii) सदर विहीत मुदतीत तदर्थ, इ. स्वरूपात कार्यरत असलेल्या अध्यापकांची पदे नियमित स्वरूपात भरण्यात येऊ नयेत.

सदर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.govt.in या संकेत स्थळावर उपलब्ध करून देण्यात आला असून त्यांचा संकेतांक क्रमांक २०१००९३०१४१४१४००९ असा आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने

(रा.गो. जाधव)

उपसचिव, महाराष्ट्र शासन

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

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

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

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

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

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

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

(i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs. 15600-32100 with AGP of Rs. 8000 initially at the time of recruitment.

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

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

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

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

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

(vii) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-57000, 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. 15500-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years

of service in the AGP of Rs. 8000.

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

Pay Scales and Career Advancement Scheme for Physical Education Personnel:

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

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

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

(iii) All existing conditions of eligibility and academic

qualifications laid down by the AICTE shall continue to be applicable for direct recruitment of Assistant Director of Physical Education / College DPE.

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

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

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

Faculty Norms

Programme	Cadre	Qualifications	Experience
Engineering/ Technology	Asstt. Professor	BE/BTech and ME/MTech in relevant branch with First Class or equivalent either in BE/BTech or ME/MTech	
MCA	Asstt. Professor	BE / BTech and ME / M. Tech in relevant branch with First Class or equivalent either in BE/ BTech or ME/MTech OR BE/ BTech and MCA with First class or equivalent in either BE / BTech or MCA OR MCA with first class or equivalent with two years relevant experience.	
Management	Asstt. Professor	First Class or equivalent in Masters Degree in Business Administration or equivalent and 2 years relevant Experience is desirable	
Pharmacy	Asstt. Professor	Bachelors and Masters Degree in Pharmacy with First Class or equivalent either in Bachelors or Masters Degree	
HMCT	Asstt. Professor	First class at Bachelors (3 year degree or Diploma after 10+2 in HMCT) or equivalent and Masters Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 8 years relevant experience OR First class at Bachelors 4 year degree or equivalent and Masters Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 7 years relevant experience	
Architecture	Asstt. Professor	Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree	
Town Planning	Asstt. Professor	Bachelors and Masters Degree in Town Planning with First Class or equivalent either in Bachelors or Masters Degree.	
Fine Art	Asstt. Professor	Bachelors and Masters Degree in appropriate branch of Fine Art (Applied Art, Painting, and Sculpture) or equivalent with First Class or equivalent either in Bachelors or Masters Degree	

1. Equivalence for Ph.D is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.
2. PhD shall be from a recognized University.
3. For an incumbent Assistant Professor, experience at the level of Assistant Professor will be considered equivalent to experience at the level of Associate Professor, provided the incumbent Assistant Professor has acquired or acquires Ph. D Degree in the relevant discipline.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.

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

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

(c) Deputy Director of Physical Education / Assistant

Director of Physical Education (Selection Grade) / College Director of Physical Education (Selection Grade)

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

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the AICTE, 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

Programme	Cadre	Qualifications	Experience
	Associate Professor	Qualification as above that is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline Post PhD publications and guiding PhD student is highly desirable.	Minimum of 5 years experience in teaching / research / industry of which 2 years post PhD experience is desirable. In case of Architecture, Professional Practice of 5 years as certified by the Council of Architecture shall also be considered valid.
	Professor	Qualifications as above that is for the post of Associate Professor, applicable Post PhD publications and guiding PhD students is highly desirable	Minimum of 10 years teaching desirable / research / industrial experience of which at least 5 years should be at the level of Associate Professor. or Minimum of 13 years experience in teaching and/or Research and/or Industry. In case of research experience, good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection committee. If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising /designing,planning, executing, analyzing, quality control, innovating, training, technical books / research paper publications / IPR / patents, etc. as deemed fit by the expert members of the Selection committee. In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.
	Principal / Director	Qualifications as above that is for the post of Professor, as applicable Post PhD publications and guiding PhD students is highly desirable	Minimum of 10 years experience in teaching / Research / Industry out of which at least 3 years shall be at the level of Professor. or Minimum of 13 years experience in teaching and/or Research and/or Industry. In case of research experience, good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection committee. If the experience in industry is considered, the same shall be at managerial level equivalent to Professor level \with active participation record in devising / designing, developing, planning, executing, analyzing, quality control, innovating, training, technical books / research paper publications / IPR / patents, etc. as deemed fit by the expert members of the Selection committee. Flair for Management and Leadership is essential. In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.

4. Experience at Diploma Institutions is also considered equivalent to experience in degree level Institutions at appropriate level and as applicable. However, qualifications as above shall be mandatory.

5. If a class/ division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/ division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below.

Grade Point	Equivalent Percentage
6.25	55 %
6.75	60 %
7.25	65 %
7.75	70 %

DPE (Selection Grade)/ College DPE (Selection Grade)

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

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

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

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

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by UGC.

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

(iii) Those possessing Post Graduate degree in a professional course such as M.Tech. in relevant branch / discipline recognised by a statutory University shall also be entitled to 2 non-compounded advance increments at the entry level.

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

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

(vi) 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 recognised by UGC.

(vii) Teachers who acquire M.Phil. degree or a M.Tech degree in a relevant Branch / discipline recognised by a Statutory University while in service, shall be entitled to one advance increment.

(viii) 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.

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

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

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

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

(xiii) 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.

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

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

Other terms and conditions:

Increments:

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

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

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme

CIVIL (C-I) NO. 10265/09
IN THE HIGH COURT OF JUDICATURE AT
BOMBAY: NAGPUR BENCH: NAGPUR

WRIT PETITION NO. 5341 / 2009

Syad Quaiyum Yusuf & Others Petitioners
- Versus -
 The Directorate of Education (Higher), Maharashtra
 State, Pune 1 Others ... Respondents

To,

(R-1) The Directorate of Education (Higher), Maharashtra State, Pune 1 **(R-2)** The Joint Director, Higher Education, Amravati Division, Amravati. **(R-3)** The Secretary, University Grants Commission, Bahadurshah Zafar Marg. New Delhi 110002. **(R-4)** The Vice Chancellor, S.G.B. Amravati University, Amravati. **(R-5)** The Principal, G.s. Science, Arts & Commerce College, Khamgaon. District Buldhana.

Whereas the above matter was listed before this Court on 10-12-2009 and upon hearing : Mr. A.S. Mardkiar, Adv. For the petitioner, the Court passes the following order:

CORAM : D.D. SINHA & F.M. REIS.JJ.
DATED : 10-12-2009

"Heard Mr. Mardkar, learned Counsel for petitioner. Notice, returnable on 6-1-2010. **In the mean time coercive recovery need not be done.** Stand over to 6-1-2010"

The above Court's order to be carried out.

Witness shri. Swatanter Kumar, Chief Justice at Bombay, aforesaid, this 10th day of December, 2009.

By the Court. ** FS:P 43 **

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.

Pay 'fixation formula':

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

Allowances:

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

(ii) For Technical teachers in AICTE approved Institutions and equivalent positions in Library as defined by AICTE, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Technical Teachers in AICTE approved Institutions and equivalent positions in Library as defined by AICTE, 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.

Study Leave:

AICTE shall revise its guidelines in respect of granting study leave with pay for acquiring M. Tech. and Ph.D. in the relevant branch / discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in Technical Institutions, so that a teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant

disciplines at the earliest rather than at a later stage of the career.

Sabbatical Leave for Teachers

To encourage interface between technical education and industry, the Committee recommends that a Faculty member in an Engineering College should be given a sabbatical leave for six months for working in an industry after the completion of six years of teaching. Such leave, however, shall be available to a teacher only twice in his/her teaching career.

Research Promotion Grant:

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

Age of Superannuation:

(i) In order to meet the situation arising out of shortage of teachers in Technical Institutions and the consequent vacant positions therein, the age of superannuation for teachers in Technical Institutions has been enhanced to sixty five years, vide the Department of Higher Education letter No.F.No.1-19/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period.

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

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

Pension:

(i) For teachers and other cadres in AICTE approved institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable.

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

Family Pension:

Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers in Technical Institutions who are eligible for such Pension at present.

(i) Additional Quantum of Pension to senior pensioners:

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

(ii) **Gratuity and Encashment of Leave:** Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government employees shall be extended to teachers and other cadres in AICTE approved Technical institutions.

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

Provident Fund:

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

Consultancy Assignments:

AICTE shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-

University Grants Commission

Bahadur Shah Zafar marg

New Delhi-110 002

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No.F.1-2/2009(EC/PS) 22 Feb. 2010

The Registrar,
Sant Gadge Baba Amravati University,
Amravati - 444 602.
Sir/Madam,

I am directed to refer to the UGC Regulation 2000 as amended from time to time on minimum qualification for appointment of teachers and equivalent cadres in the Universities and colleges and to say that **the process of finalization of Regulation based on Sixth Central pay Commission for teachers is on and likely to be finalized shortly.**

In the interim period, the Universities and colleges may go ahead with the recruitment and promotion of teachers under CAS as per UGC Regulation of 2000 as amended from time to time and instructions, guidelines and amendments issued by the Commission from time to time.

As soon as the new Regulations are notified in the Gazette of India, the same would supersede the existing Regulation and Universities would be required to follow the same. **It is further clarified that the designation of Associate Professor in AGP of Rs. 9000 would not be admissible as per the Regulation, 2000 as amended from time to time.**

The contents of the letter may be brought to the notice of all the affiliated Colleges/Institutions.

Yours faithfully,

Sd/-

(B.K.Singh)

Deputy Secretary

teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

Anomalies of the last PRC:

Anomalies and unimplemented recommendations of the last Pay Review Committee, If any, shall be examined by the AICTE in consultation with the Ministry of Human Resource Development.

Other recommendations of PRC and AICTE;

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

Grant for Professional Development

(i) New faculty entrants may be given a one-time start up grant of Rs. 2 lakh for purchase of computers, teaching material including books, research aids and office furnishings, etc. Existing teachers may also be provided incentive grants up to Rs.2 Lakh for purchase of computer including grants for up gradation of or purchase of a new computer (especially for those who have availed such facilities on earlier occasions) teaching material including books and research aid.

(ii) All teachers may be given a grant up to Rs.2 lakh on reimbursement basis for a period of three years towards acquiring the membership of Professional Societies and for participating in national / international conferences / workshops etc.

Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers in Technical Institutions and other equivalent cadres of Library in ail the AICTE approved institutions. 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 AICTE in this behalf.

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

(iii) This Scheme may be extended to all technical Institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

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

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

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

The entire liability on account of revision of pay scales etc. of teachers of AICTE approved Institutions shall be taken over

by the State Government opting for revision of pay scales with effect from 1.04.2010.

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

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

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

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

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.03.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2009-10, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance {Department of Expenditure) O.M.NO.F.1-1/2CQ8-IC dated 30.8.2008.

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

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

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

(Dr. D. K. Paliwal)
Member- Secretary (Acting)

** FS:P 07 **

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