

Revision of Pay Scales of Medical Education Drugs Department Teachers in Government Medical/Dental and Ayurvedic Colleges

GOVERNMENT OF MAHARASHTRA

Medical Education & Drugs Department : Resolution No. Pay - 1699/CR(39/99)/MS-2

Mantralaya, Mumbai-400 032 : Dated : 27th January, 2000

Read :- (i) Government Resolution, Medical Education & Drugs Deptt. No. MED-2488/21/CR-155/88/MED-4-A, dated 27th March 1989. and Corrigendum dated 29th June 1989.

(ii) Government Resolution, Medical Education & Drugs Deptt.No. MED-2488/21/CR-155/88/MED-4-A, dated 19th October 1989.

(iii) Letter No.F,1-22/97-U,I, dated 27th July 1998 from Government of India, Ministry of Human Resource Development, (Department of Education), New Delhi, and subsequent letter of even number, dated 22nd September, 1998 and 6th November, 1998.

(iv) University Grants Commission's letter No.F.3-1/94(P.S.), dated 24th December, 1998.

(v) D.O.Letter No.1-32/98-U 1 dated the 6th October, 1999 from Shri. Nirmal Singh, Deputy Secretary to Govt. of India Deptt. of Education Ministry Human Resources Department, New Delhi.

(vi) Letter No.F1-40/89(PS) dated the 15th October, 1999 from the University Grants Commission New Delhi.

(vii) Letter No. F1-22/99/U-1, dated 15th December, 1999 from Shri. Nirmal Singh, Dy. Secrtary to Government of India, Ministry of Human Resource Development (Dept. of Secondary Education & Higher education), New Delhi.

RESOLUTION

Government of Maharashtra had approved the implementation of revised pay scales for Government Medical Dental & Ayurvedic College teachers with effect from 1st January, 1986 vide Government Resolution, Medical Education & Drugs Department No. MED-2488/21/CR-155/88/MED 4-A, dated 27th March 1989. After appointment of the Fifth Pay Commission for Central Government employees, the University Grants. Commission had appointed a Committee under Chairmanship of Prof.Rastogi to examine the present structure of emoluments and conditions of services of University and College teachers. After considering the Rastogi Committee's Report, the University Grants Commission submitted its recommendations to the Government of India. After examination of this report, Government of India evolved a scheme of pay revision for the University and College Teachers and other measures for improvement of standards in higher education. By their letter dated 27th July, 1998, and subsequent letters dated 22nd September, 1998 and 6th November, 1998, the Government of India accepted and approved the recommendations of UGC to Central Universities and Colleges thereunder. Similarly, the Government of India recommended to the State Government to implement this scheme in the State University and affiliated Colleges. The question of implementing Government of India's scheme of revision of pay scales of University and College teachers and other relevant guidelines and notifications issued by U.G.C. from time to time was under consideration of the State Government. After careful consideration of the Government of India's Package Scheme, 1996 for maintenance of standards in Higher Education, the State Government has now decided to implement the revised pay scales and the terms and conditions of service as detailed below for Medical Education.

2. Coverage.- The revised pay scales and other measures for improvement of standards in medical education are applicable to all categories of full-time teachers and librarians in Medical Dental, Ayurved Colleges in the State and also full time teachers in PT/OT School and Centre, Nagpur. Privately run Medical/Dental/Ayurvedic Colleges will not be entitled for any financial assistance from the State Government on account of revision of pay scale of full time teachers and librarians. The revised scales are not applicable to teachers and librarians who retired on or before 31.12.1995 and who were on re-employment was extended after that date.

The revised scales of pay will be implemented with effect from 1.1.1996.

3. Pay scales .- The revised scales of pay effective from 1st January 1996 are given in **Appendix-I**.

4. Manner of Fixation of Pay .- The formula and principles of fixation of pay of teachers in the revised scale shall be as indicated in **Appendix II**. The pay of the individual teacher and the date of increment should be fixed in accordance with the formula and Principles.

5. Option of the revised scale of pay.- Within a period of one month from the date of the issue of this Government Resolution, the full time teachers/Librarians will have to opt in the prescribed form (**Appendix III**) for the revised pay scale. Option once exercised shall be final. Those who do not exercise the option within the period of one month from the date of issue of Government Resolution shall be deemed to have opted for the revised scale, with effect from 1.1.1996.

Note :- The Full time teachers and librarians under the Director of Medical Education & Research and Director of Ayurved who are in service on 1st January, 1996 and who were not in service on or after 1.1.1996 on account of termination, death, discharges on the expiry on the sanctioned posts, resignation, dismissed or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for the revised scale of pay with effect from 1.1.1996 and should be held entitled to the benefit of these rules.

6. Recruitment and qualification : Recruitment to the post of Lecturers /Associated professors/Professors/Deans shall be as per rules framed from time to time. Minimum qualifications required for appointment to these posts in Medical/Dental Colleges will be those prescribed in the recruitment rules as per the guidelines given by the Medical Council of India/Dental Council of India from time to time. Recruitment of the post of Lecturers/ Associate Professors/Professors/Deans in Ayurvedic Colleges would be as per recruitment rules framed by the State Government under the guidelines of Central Council of India Medicine System. As regards Assistant Lecturers in Medical/Dental Colleges the minimum qualifications and recruitment rules would be separately issued.

Minimum qualification required for appointment to the post of librarian will be those prescribed by the University Grant Commission from time to time.

7. Workload of the teachers of the Medical, Dental, Ayurvedic Colleges would be separately issued.

8. The arrears of pay to which any full time teachers, librarians may be entitled in respect of the period from 1st January 1996 to 30th September 1998 (both days inclusive) shall be credited to the provident fund account of the full time teachers, librarians and shall not be permitted to be withdrawn for three years upto 31st December 2001 except in the case of full time teachers, librarians who have retired or ceased to be in Government services during this period. The arrears from dated 1st October 1998 will be paid in cash.

9. The above mentioned new pay scales dues, and arrears shall not be paid, until budgetary provision is made for payment of that amount and orders are being issued by the Government to that effect.

10. These orders issued with the concurrence of the Finance Department vide their unofficial reference No. 49/SER-10 dated 27.1.2000.

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

(V.G.Zode)

Deputy Secretary to Government

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Accompaniment to Govt. Resolution Medical Education & Drugs Department No. Pay-1699/CR-39/99/MS-2,

dated 27th January, 2000.

APPENDIX-II

1. Rules for Fixation of pay in the revised scale :- (1)

The initial pay of a teacher who elects, or is deemed to have elected the revised scale of pay from 1st day of January 1996, shall, be fixed in the following manner, namely :-

(A) in the case of all teachers -

(i) an amount representing 40 per cent of the basic pay in the existing scale, shall be added to the "existing emoluments" of a teacher ;

(ii) after the existing emolument have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed : Provided that -

(a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;

(b) If the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

NOTE:1: Basic pay means the pay which has been sanctioned for the post held by a teacher substantively or in an officiating capacity or to which he is entitled to by the reason of his position in a cadre.

NOTE 2: Existing emoluments shall include -

(a) The basic pay in the existing scale;

(b) Dearness allowance admissible as on 1st January 1996 on the basic pay; and

Accompaniment to Govt. Resolution Medical Education & Drugs Department No. Pay-1699/CR-39/99/MS-2, dated 27th January, 2000.

APPENDIX-I

Pay Scales : The Existing and revised pay scales sanctioned for different categories of Medical, Dental, Ayurvedic College & OT/PT School and Centre, Nagpur and Librarians in Medical, Dental, Ayurvedic Colleges shall be shown as follows :-

Sr. No.	Designation Of the Post	Existing Scale of Pay	Revised Scale of pay
i.	Medical & Dental Colleges :		
	A) Assistant Lecturer	2200-75-2800-100-4000	8000-275-13500
	B) (i) Lecturer (Normal Scale)	2200-75-2800-100-4000	8000-275-13500
	(ii) Lecturer (having Ph.D. Qualification)	2200-75-2800-100-4000	Higher Start at Rs 9100 in the pay scale of Rs 8000-275-13500
	(iii) Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
	(iv) Lecturer (Selection Grade)	3700-125-4950-150-5700	12000-420-18300
	C) Associate Professor	3700-125-4950-150-5700	12000-420-18300*
	D) Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
	E) Dean	4500-150-5700-200-7300	16400-450-20900-500-22400
		Plus Rs.200/- Special Pay	Plus Rs.1000/- Special Pay
ii.	Ayurvedic Colleges		
	A) (i) Lecturer	2200-75-2800-100-4000	8000-275-13500
	(ii) Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
	(iv) Lecturer (Selection Grade)	3700-125-4950-150-5700	12000-420-18300
	B) Associate Professor	3700-125-4950-150-5700	12000-420-18300*
	C) Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
	D) Dean	4500-150-5700-200-7300	16400-450-20900-500-22400
		Plus Rs.200/- Special Pay	Plus Rs.1000/- Special Pay
iii.	O.T./P.T. (School & Centre)		
	A) (i) Lecturer	2200-75-2800-100-4000	8000-275-13500
	(ii) Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
	(iv) Lecturer (Selection Grade)	3700-125-4950-150-5700	12000-420-18300
	B) Director	3700-125-4950-150-5700	12000-420-18300
iv.	Librarian (Medical, Dental & Ayurvedic :		
	(i) Librarian (Normal Scale)	2200-75-2800-100-4000	8000-275-13500
	(ii) Librarian (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
	(iii) Librarian (Selection Grade)	3700-125-4950-150-5700	12000-420-18300

* The Fixation of pay of Associate Professor in pre-revised scale of Rs. 3700-125-4950-150-5700 who were selected strictly in accordance with rules and regulations framed by Medical Council of India and who were in position on Associated professor made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade.

(c) The amounts of the first and second installments of the interim relief admissible on the basic pay in the existing scale;

The various stages in the existing pay scales, DA, IR I, IR II of the basic pay admissible thereon is given in **Tables I to IV**.

(B) in the case of a teachers who are in receipt of special pay in addition to pay in the existing scale and where the existing scale with special pay has been replaced by a scale of pay after merging the special pay, the pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases "existing emoluments" shall include -

(a) the basic pay in the existing scale;

(b) existing amount of special pay,

(c) dearness allowance admissible as on 1st January 1996 on the basic pay, and

(d) the amounts of the first and second installment of interim relief admissible on basic pay in the existing scale and special pay;

(C) in the case of teachers who are in receipt of special pay in addition to pay in the existing scale and in whose case special pay continues with the revised scale of pay either at the rate or at a different rate, the pay in the revised scale

shall be fixed in accordance with the provisions of clause (A) above with reference to existing emoluments calculated in accordance with the Explanation thereto, after excluding the existing special pay. In such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1 - Where a teacher is holding a permanent post and is officiating a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only and the pay so fixed shall be treated as substantive pay. The provisions of this Note shall apply mutandis mutandis, to teachers holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note 2 - Where the existing emoluments as calculated in accordance with clause (A), Clause (B), or Clause (C) as the case may be, exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay, except in the cases covered by proviso (b) of sub-rule (1) (A) above.

Note 3- Where in the fixation of pay under sub-rule (1) the pay of a teacher drawing pay at more than three consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these employees who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs as under, by the grant of increment(s) in the revised scale in the following manner, namely :-

(a) teachers drawing pay from the 5 th upto the 8 th stage in the existing scale - By **one** increment;

(b) teachers drawing pay from the 9 th upto the 12 th stage in the existing scale, if there is bunching beyond the 8 th stage - By **two** increments.

TABLE I

Old Pay Scale : Rs.2200-75-2800-100-4000
New Pay Scale : Rs.8000-275-13500

Basic Pay as on 1.1.96	DA as on 1.1.96*	1st I.R. Rs 100	2nd I.R. 10% of basic Pay	Pay+DA +I.R.on 1.1.96	40% of basic pay	Total (Col.5+ Col.6)	Next Stage in New scale	New Pay on 1.1.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
2200	3256	100	220	5776	880	6656	8000	8000
2275	3367	100	228	5970	910	6880	8000	8000
2350	3478	100	235	6163	940	7103	8000	8000
2425	3589	100	243	6357	970	7327	8000	8000
2500	3700	100	250	6550	1000	7550	8000	8000
2575	3811	100	258	6744	1030	7774	8000	8000
2650	3922	100	265	6937	1060	7997	8000	8000
2725	4033	100	273	7131	1090	8221	8275	8275
2800	4144	100	280	7324	1120	8444	8550	8550
2900	4292	100	290	7582	1160	8742	8825	8825
3000	4440	100	300	7840	1200	9040	9100	9100
3100	4588	100	310	8098	1240	9338	9375	9375
3200	4736	100	320	8356	1280	9636	9650	9650 \$
3300	4884	100	330	8614	1320	9934	10200	10200 \$
3400	5032	100	340	8872	1360	10232	10475	10475
3500	5180	100	350	9130	1400	10530	10750	10750
3600	5180	100	360	9240	1440	10680	10750	10750
3700	5180	100	370	9350	1480	10830	11025	11025
3800	5180	100	380	9460	1520	10980	11025	11025
3900	5180	100	390	9570	1560	11130	11300	11300
4000	5180	100	400	9680	1600	11280	11300	11300
4100	5180	100	410	9790	1640	11430	11575	11575
4200	5180	100	420	9900	1680	11580	11850	11850

* For Basic pay Upto Rs. 3500-DA @ 148 of basic pay/ For Basic Pay 3501 to 6000-DA @ 111% Subject to a minimum of Rs. 5180

+ The last two lines of the table take into account The first and Second stagnation increments respectively.

Suggestions :

\$ A Person with basic pay Rs. 3200 on 01.01.96, may better not have his pay fixation on 01.01.96, it may be better for him to opt for pay fixation after 01.01.96 on his usual increment date (falling after 01.01.96), after availing the increment in the old scale, increasing his pay in the old scale to Rs.3300. All other persons may opt for pay fixation on 1.1.96.

TABLE II

Old Pay Scale : Rs.3000-100-3500-125-5000
New Pay Scale : Rs.10000-325-15200

Basic Pay as on 1.1.96	DA as on 1.1.96*	1st I.R. Rs 100	2nd I.R. 10% of basic Pay	Pay+DA +I.R.on 1.1.96	40% of basic pay	Total (Col.5+ Col.6)	Next Stage in New scale	New Pay on 1.1.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
3000	4440	100	300	7840	1200	9040	10000	10000
3100	4588	100	310	8098	1240	9338	10000	10000
3200	4736	100	320	8356	1280	9636	10000	10000
3300	4884	100	330	8614	1320	9934	10000	10000
3400	5032	100	340	8872	1360	10232	10325	10325
3500	5180	100	350	9130	1400	10530	10650	10650
3625	5180	100	363	9268	1450	10718	10975	10975
3750	5180	100	375	9405	1500	10905	10975	10975
3875	5180	100	388	9543	1550	11093	11300	11300
4000	5180	100	400	9680	1600	11280	11300	11300
4125	5180	100	413	9818	1650	11468	11625	11625
4250	5180	100	425	9955	1700	11655	11950	11950
4375	5180	100	438	10093	1750	11843	11950	11950
4500	5180	100	450	10230	1800	12030	12275	12275
4625	5180	100	463	10368	1850	12218	12275	12275
4750	5273	100	475	10598	1900	12498	12600	12600
4875	5411	100	488	10874	1950	12824	12925	12925
5000	5550	100	500	11150	2000	13150	13250	13250
5125	5639	100	513	11427	2050	13477	13575	13575
5250	5828	100	525	11703	2100	13803	13900	13900

* For Basic pay Upto Rs. 3500-DA @ 148 of basic pay/ For Basic Pay 3501 to 6000-DA @ 111% Subject to a minimum of Rs. 5180

+ The last two lines of the table take into account The first and Second stagnation increments respectively.

(c) teachers drawing pay from the 13 th upto the 16 th stage in the existing scale, if there is bunching beyond the 12 th stage - By **three** increments.

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

Note 4 - The fixation thus made shall ensure that every teacher will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the existing scale of pay.

Note 5 - Where in the fixation of pay under sub-rule (1) pay of a teacher, who, in the existing scale was drawing immediately before the 1st day of January 1996 more pay than another employee junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note 6 - Where a teacher is in receipt of personal pay on the 1st day of January 1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such an employee as personal pay to be

absorbed in future increases in pay.

Note 7 - In cases, where a senior teacher promoted to a higher post before the 1st day of January 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day January 1996, the pay of the senior teacher should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher, subject to the fulfillment of the following conditions, namely :-

(a) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and

(c) the anomaly should be directly as a result of the application of the provisions of these rules or any other rules or order regulating pay fixation on such promotion in the revised scale.

The orders relating to refixation of the pay of the senior teacher in accordance with the above provisions should be issued and the senior teacher will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

Note 8 - In the case of a teacher promoted to a higher post on or after 1st January 1996, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay fixed in the revised scale of the higher post under normal rules.

Note 9 - In the case of a teacher who is drawing reduced pay as on 1st January 1996 in the existing scale on account of imposition of penalty under the provisions of the respective Statutes in the concerned Colleges the pay in such cases should be fixed as under :-

(a) on the basis of pay actually drawn on 1st January 1996, and on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 1st January 1996 to the date of expiry of penalty and the revised pay fixed at (b) above, from the date following the date of expiry of the penalty after allowing increments, if any, that might have notionally fallen due in the revised scale during the period from 1st January 1996 to the date of expiry of the penalty. The next increment in the revised scale will be regulated in accordance with rule 2 of these rules.

Note 10 - Where a teacher is on leave on the 1st day of January 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of a teacher under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on a pending disciplinary proceedings.

Subject to provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post the former shall be fixed at the stage next above the substantive pay.

2. Date of next increment in the revised scale :

The next increment of a teacher whose pay has been fixed in the revised scale in accordance with sub-rule (1) of rule 1, shall be granted on the date he would have drawn his increment had he continued in the existing scale :

Provided that in cases where the pay of a teacher is stepped up in terms of Note 3 or Note 5 or Note 7 to sub-rule (1) of rule 1, the next increment shall be granted on the completion of the qualifying service of twelve months from the date of stepping up of the pay in the revised scale :

Provided further that in cases other than those covered by the preceding proviso, the next increment of a teacher whose pay is fixed on the 1st day of January 1996 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date admissible to his junior, if the date of increment of the junior happens to be earlier.

Provided also that in the case of teacher who had been drawing maximum of the existing scale for more than a year

TABLE III

Old Pay Scale : Rs.3700-125-4950-150-5700
New Pay Scale : Rs.12000-420-18300

Basic Pay as on 1.1.96	DA as on 1.1.96*	1st I.R. Rs 100	2nd I.R. 10% of basic Pay	Pay+DA +I.R.on 1.1.96	40% of basic pay	Total (Col.5+ Col.6)	Next Stage in New scale	New Pay on 1.1.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
3700	5180	100	370	9350	1480	10830	12000	12000
3825	5180	100	383	9488	1530	11018	12000	12000
3950	5180	100	395	9625	1580	11205	12000	12000
4075	5180	100	408	9763	1630	11393	12000	12420
4200	5180	100	420	9900	1680	11580	12000	12420
4325	5180	100	433	10038	1730	11768	12000	14940 \$
4450	5180	100	445	10175	1780	11955	12000	14940 \$
4575	5180	100	458	10313	1830	12143	12375	14940 \$
4700	5217	100	470	10487	1880	12367	12375	14940
4825	5356	100	483	10764	1930	12694	12750	15360 #
4950	5495	100	495	11040	1980	13020	13125	15360 #
5100	5661	100	510	11371	2040	13411	13500	15360 #
5250	5828	100	525	11703	2100	13803	13875	15360 #
5400	5994	100	540	12034	2160	14194	14250	15780 #
5550	6161	100	555	12366	2220	14586	14625	15780 #
5700	6327	100	570	12697	2280	14977	15000	15780
5850	6494	100	585	13029	2340	15369	15375	15780
6000	6660	100	600	13360	2400	15760	16125	16200

*For Basic pay Upto Rs. 3500-DA @ 148 of basic pay/ For Basic Pay 3501 to 6000-DA @ 111% Subject to a minimum of Rs. 5180

+ The last two lines of the table take into account The first and Second stagnation increments respectively.

\$ Pay to be fixed at Rs. 14940 for those teachers who have rendered 5 years of service in the grade as on 1.1.1996 as per Govt.'s letter dated 6.11.98.

The teachers drawing pay at 10th, 11th, 12th and 13th stage in pre-revised scale will get their pay fixed at Rs. 15360/- in the revised scale w.e.f.1.1.96 and the teachers drawing pay at 14th and 15th stage of pre-revised scale will get their pay fixed at Rs. 15780/- in the revised scale on 1.1.96 as clarified vide Govt.'s letter dated 20.8.99

as on the 1st day of January 1996 the next increment in the revised scale shall be allowed on the 1st day of January 1996.

Provided that in cases where a teacher reached the maximum of the pre-revised scale after 1st January 1995, the next increment in the revised scale shall be granted on the completion of service for the full incremental period counting from the date on which he reached the maximum of the existing scale.

Provided also that where the increment of a Government servant falls on 1st day of January 1996, he shall have option to draw the increment in the existing scale or the revised scale.

Note 1 - Where a teacher who is held up at the efficiency bar in the existing scale elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under these rules and he should be granted the next increment on the date on which it is due in the revised scale provided that if the authority competent to allow a teacher to cross the bar certifies that a teacher would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

Note 2 - Where by grant of one additional increment in terms of the third proviso in the revised scale applicable to the substantive post, the substantive post of a teacher exceeds his officiating pay at any time, a teacher may be allowed, in addition to officiating pay and the substantive pay as personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the officiating pay.

Note 3 - In case where two existing scales, one being a promotional scale for other, are merged, and the junior teacher, now drawing his pay in the lower scale happens to draw more pay in the revised scale due to grant of additional

increment under third proviso above than the pay of the senior teacher in the existing higher scale, the pay of the senior teacher in the revised scale shall be stepped up to that of his junior from the same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

3. Fixation of pay in the revised scale subsequent to the 1st day of January 1996.

Where a teacher continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 1st day of January 1996, his pay in the revised scale from such date shall be fixed as under :-

(a) In respect of a teacher who draws his increment annually and who opts to switch over to the revised scale of pay from the date of his increment following after 1st January 1996 but not later than 31st December, 1997 in respect of the post held by him on 1st January 1996, his pay shall be fixed in accordance with the provisions of rule 1. However, such a teacher shall not be eligible for 40 per cent of basic pay per month for the period from the 1st January 1996 till the date on which he switches over to the revised scale.

(b) in the case of a teacher who elects to come over to the revised scale later than 31st December 1997, his pay from that date shall be fixed under the normal pay fixation rules and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, of sub-rule (a) of rule 1 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where a teacher is in receipt of special pay, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay. Such employee shall not, however, be eligible for 40 per cent of basic pay in the existing scale per month for fixation of pay in the revised scale.

TABLE IV

Old Pay Scale : Rs.4500-150-5700-200-7300
New Pay Scale : Rs.16400-450-20900-500-22400

Basic Pay as on 1.1.96	DA as on 1.1.96*	1st I.R. Rs 100	2nd I.R. 10% of basic Pay	Pay+DA +I.R.on 1.1.96	40% of basic pay	Total (Col.5+ Col.6)	Next Stage in New scale	New Pay on 1.1.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
4500	5180	100	450	10230	1800	12030	16400	16400
4650	5180	100	465	10395	1860	12255	16400	16400
4800	5328	100	480	10708	1920	12628	16400	16400
4950	5495	100	495	11040	1980	13020	16400	16850
5100	5661	100	510	11371	2040	13411	16400	16850
5250	5828	100	525	11703	2100	13803	16400	16850
5400	5994	100	540	12034	2160	14194	16400	17300
5550	6161	100	555	12366	2220	14586	16400	17300
5700	6327	100	570	12697	2280	14977	16400	17300
5900	6549	100	590	13139	2360	15499	16400	17750
6100	6660	100	610	13470	2440	15910	16400	17750
6300	6660	100	630	13690	2520	16210	16400	17750
6500	6660	100	650	13910	2600	16510	16850	18200
6700	6660	100	670	14130	2680	16810	16850	18200
6900	6660	100	690	14350	2760	17110	17300	18200
7100	6816	100	710	14726	2840	17566	17750	18650
7300	7008	100	730	15138	2920	18058	18200	18650
7500	7200	100	750	15550	3000	18550	18650	18850
7700	7392	100	770	15962	3080	19042	19100	19100

* For Basic pay Upto Rs. 3500-DA @ 148 of basic pay/ For Basic Pay 3501 to 6000-DA @ 111% Subject to a minimum of Rs. 5180

+ The last two lines of the table take into account The first and Second stagnation increments respectively.

भविष्य निर्वाह निधीत वेतन व भत्ते यांच्या थकवाकीच्या रकमा जमा करण्यापूर्वी त्यावरील आयकराची रक्कम कापून घेणेबाबत

महाराष्ट्र शासन : वित्त विभाग

शासन परिपत्रक क्रमांक : संकीर्ण - १०९९/प्र.क्र.१५३/कोषा-४
मंत्रालय, मुंबई - ४०० ०३२ : दिनांक २७ ऑक्टोबर, १९९९

परिपत्रक

वेतन व भत्ते यांच्या थकवाकीच्या ज्या रकमा कर्मचाऱ्यांच्या भविष्य निर्वाह निधी खात्यात जमा करण्याचा शासनाने निर्णय घेतलेला असतो, अशा रकमांवरील आयकर कापून उर्वरित रक्कम भविष्य निर्वाह निधी खात्यात जमा करता येईल का, याबाबत संभ्रम होता.

या संदर्भात असा खुलासा करण्यात येत आहे की, भविष्य निर्वाह निधी मध्ये जमा होणारी वेतन व भत्त्यांच्या थकवाकीची रक्कम ही त्या ठराविक आयकर वर्षातील कर्मचाऱ्यांच्या वेतनापासून मिळणाऱ्या उत्पन्नाचाच भाग असल्याने थकवाकीच्या रकमेवरील आयकर कापून उर्वरित थकवाकीची रक्कम त्यांच्या भ.नि.नि.खात्यात जमा करण्यात यावी. तथापि, कर्मचाऱ्याने जर अशी विनंती केली असेल की, त्यांच्या भ.नि.नि. खात्यात जमा होणाऱ्या वेतन व भत्त्यांच्या थकवाकीतून आयकर न कापता थकवाकीच्या रकमेवरील आयकर देखील नियमित मासिक वेतनातून कापून घ्यावा. तर आहरण व संवितरण अधिकाऱ्याने त्यानुसार कार्यवाही करावी.

या परिपत्रकाच्या दिनांकापूर्वी ज्या वेतन व भत्त्यांच्या थकवाकीच्या रकमा कर्मचाऱ्यांच्या भ.नि.नि. खात्यात जमा करण्यात आल्या असतील त्यांचे बाबतीत आता वरील प्रमाणे कार्यवाही करण्यात येऊ नये कारण त्यामुळे लेखांकनाच्या दृष्टीने गैरसोय होण्याची शक्यता संभवते.

महाराष्ट्राचे राज्यपाल यांचे आदेशानुसार व नावाने,

बा.व.सावंत
शासनाचे उपसचिव

FIXATION OF PAY IN THE REVISED UGC SCALE OF PAY

ILLUSTRATION-1

A Lecturer is drawing a basic pay of Rs.2275/- as on 1.10.95 in the existing scale of pay Rs.2200-75-2800-100-4000. Revised scale of pay applicable to the post of Lecturer is Rs.8000-275-13500. His date of increment is on 1st October every year. His pay in the revised scale shall be fixed as follows :-

	Rs.
Basic Pay	2275/-
D.A.at 1510 points i.e.148% of basic pay	3367/-
Interim Relief-I	100/-
Interim Relief-II	228/-
Emoluments	5970/-
Add 40% of Basic Pay	910/-
Total	6880/-

Pay to be fixed in the new scale of pay at Rs.8000/-

The next date of annual increment in the revised scale shall be effect from 1.10.96.

ILLUSTRATION-2

A Lecturer is drawing a basic pay of Rs.2800/- as on 1.1.96 in existing scale of pay of Rs.2200-75-2800-100-4000. Revised scale of pay applicable to the post of Lecturer is Rs.8000-275-13500/-. His date of increment is on 1st April every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	2800/-
D.A.at 1510 points i.e.148% of basic pay	4144/-
Interim Relief-I	100/-
Interim Relief-II	280/-
Emoluments	7324/-
Add 40% of Basic Pay	1120/-
Total	8444/-

Pay to be fixed in the new scale of pay at Rs.8550/-

The next date of annaul increment in the revised scale shall be effect from 1.4.96.

ILLUSTRATION-3

A Lecturer (Senior-Scale) is drawing a basic pay of Rs.3300/- as on 1.10.95 in existing scale of pay of Rs.3000-100-3500-125-5000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs.10000-325-15200. His date if increment is on 1st October every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	3300/-
D.A.at 1510 points i.e.148% of basic pay	4884/-
Interim Relief-I	100/-
Interim Relief-II	330/-
Emoluments	8614/-
Add 40% of Basic Pay	1320/-
Total	9934/-

Next stage in the revised scale of pay at Rs.10000/-.

Add one increment for three increments in the existing scale of pay Rs. 325/-

Therefore pay to be fixed in the new scale of pay at Rs.10325/-

The next date of annual increment in the revised scale shall be effect from 1.1.97.

ILLUSTRATION-4

A Lecturer (Senior-Scale) is drawing a basic pay of Rs.3750/- as on 1.7.95 in existing scale of pay of Rs.3000-100-3500-125-5000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs.10000-325-15200. His date of increment is on 1st July every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	3750/-
D.A.at 1510 points i.e.148% of basic pay subject to minimum of Rs. 5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	375/-

Emoluments 9405/-

Add 40% of Basic Pay 1500/-

Total 10905/-

Pay to be fixed in the new scale of pay at Rs.10975/-

The next date of annaul increment in the revised scale shall be effect from 1-7-96.

ILLUSTRATION-5

A Associate Professor is drawing a basic pay of Rs.3825/- as on 1.4.95 in existing scale of pay of Rs.3700-125-4950-150-5700. Revised scale of pay applicable to the post of Lecturer (selection Scale) is Rs.12000-420-18300. His date if increment is on 1st April every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	3825/-
D.A.at 1510 points i.e.111% of basic pay	5180/-
Interim Relief-I	100/-
Interim Relief-II	383/-
Emoluments	9488/-
Add 40% of Basic Pay	1530/-
Total	11018/-

APPENDIX III : FORM OF OPTION

**Accompaniment to Govt. Resolution
Medical Education & Drugs
Department
No. Pay-1699/CR-39/99/MS-2, dt.
the 27th January, 2000.**

APPENDIX III : FORM OF OPTION

1. (A) Name of the Employee :
- Dr. (MR./MRS./KUM)
- (B) Post held
- (*Substantive/ Officiating)
- (C) Existing Pay Scale Rs. :
- (D) Revised Pay Scale Rs. :
- (E) Name of the office
- in which employed :

2. I, *Dr./Mr./Mrs./Kum.
- hereby :-

*(I) elect the revised scale of the post
With effect from 1st day of
January,1996.

*(II) elect to retain the existing scale of
pay of the post until

*the date of my next increment.

*the date of my subsequent
increment.raising my pay to

- Rs.....
- * I vacate the post or cease to draw pay
in the existing scale.

3. The option hereby exercised is final and
will not be modified at any
subsequent date.

Place :..... Signature.

Date :

Name.....

(To be filled by office only)

This is to certify that *Dr./Mr./Mrs./Kum. .
.....
holder of the post of
.....
in *Substantive / officiating capacity, has
submitted this option form duly signed and
within prescribed date, to me.

Place :..... Signature.

Date :

Name.....

Head of the office :

.....
* To be scored out if not applicable

Pay to be fixed in the new scale of pay at Rs.12000/-

The next date of annual increment in the revised scale shall be with effect from 1.4.96

ILLUSTRATION-6

A Associate Professor is drawing a basic pay of Rs.4450/- as on 1.1.96 in existing scale of pay of Rs.3700-125-4950-150-5700. He has completed 5 years of service as Associate Professor on 1.1.96 Revised scale of pay applicable to the post of Associate Professor is Rs.12000-420-18300. With service of 5 years and more in the post of Associate Professor is eligible for a minimum pay of Rs.14,950/- His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	4450/-
D.A.at 1510 points i.e.111% of basic pay	5180/-
Interim Relief-I	100/-
Interim Relief-II	445/-
Emoluments	10175/-
Add 40% of Basic Pay	1780/-
Total	11955/-

Next stage in the revised scale of pay at Rs.12000/-.

Pay to be fixed in the revised scale of pay taking into account the service of more than 5 years at Rs.14,950/-.

The next date of annual increment in the revised scale shall be with effect from 1.1.97.

Note : The above minimum pay of Rs. 14950/- may be allowed after declaration by the concerned Principal / Regional Joint Director that the individual Associate Professor has completed 5 years of service on / after 1.1.96.

ILLUSTRATION-7

A Professor is drawing a basic pay of Rs.4500/- as on 1.4.95 in existing scale of pay of Rs.4500-150-5700-200-7300. Revised scale of pay applicable to the post of Professor is Rs.16400-450-20900-500-22400. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	4500/-
D.A.at 1510 points i.e.111% of basic pay	5180/-
Interim Relief-I	100/-
Interim Relief-II	450/-
Emoluments	10230/-
Add 40% of Basic Pay	1800/-
Total	12030/-

Next stage in the new scale of pay at Rs.16400/-.

The next date of annual increment in the revised scale shall be effect from 1.4.96.

ILLUSTRATION-8

A Professor is drawing a basic pay of Rs.5550/- as on 1.10.95 in the existing scale of pay of Rs.4500-150-5700-200-7300. Revised scale of pay applicable to the post of Professor is Rs.16400-450-20900-500-22400. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	5550/-
D.A.at 1510 points i.e.111% of basic pay	6161/-
Interim Relief-I	100/-
Interim Relief-II	555/-
Emoluments	12366/-
Add 40% of Basic Pay	2220/-
Total	14586/-

Next Stage in the revised scale of pay Rs.17300/-.

Add one increments in the existing scale of pay Rs. 450

Therefore pay to be fixed in the new scale of pay at Rs. 17750

The next date of annual increment in the revised scale shall be with effect from 1.1.97.

अधिक दोन स्तरावरील कनिष्ठ महाविद्यालयीन शिक्षकांना पाचव्या वेतन आयोगाच्या वेतनश्रेण्या लागू करणे

महाराष्ट्र विधानपरिषद : बुधवार, दिनांक २२ डिसेंबर १९९९ : चौथे अधिवेशन, १९९९

विदर्भ व्होकेशनल कोर्स असोसिएशनच्या अध्यक्षांनी सादर केलेले तक्रार निवेदन या संबंधी सर्वश्री बी.टी.देशमुख, व्ही.यु.डायगढाणे, सुरेश पाटील, जयवंत ठाकरे, प.म.पाटील यांनी दिलेली लक्षवेधी सूचना.

श्री बी.टी.देशमुख : (नागपूर विभाग पदवीधर) : अध्यक्ष महोदय, मी नियम १०१ अन्वये पुढील तातडीच्या व सार्वजनिक महत्त्वाच्या बाबीकडे आपल्या अनुमतीने सन्माननीय उच्च व तंत्रशिक्षण मंत्र्यांचे लक्ष वेधू इच्छितो आणि त्याबाबत त्यांनी निवेदन करावे अशी विनंती करतो. :-

“शालेय शिक्षण विभागाच्या दिनांक १३ मे, १९९९ च्या शासन निर्णयाने अधिक दोन स्तरावरील कनिष्ठ महाविद्यालयीन शिक्षकांना पाचव्या वेतन आयोगाच्या वेतनश्रेण्या लागू करण्यात आलेल्या असल्या तरी तंत्रशिक्षण विभागाने शासन निर्णय निर्गमित न केल्यामुळे अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम शिक्षकांना त्या वेतनश्रेण्यापासून वंचित राहण्याची वेळ येणे, हा भेदभाव संपुष्टात आणावा म्हणून विदर्भ व्होकेशनल कोर्स असोसिएशनच्या अध्यक्षांनी ३० सप्टेंबर, ९९ रोजी किंवा त्या दरम्यान मा. उच्च शिक्षण मंत्री यांना सादर केलेले तक्रारनिवेदन.

“इतर कनिष्ठ महाविद्यालयीन शिक्षक व व्यावसायिक शिक्षकांमध्ये असा भेदभाव करणे योग्य नाही.” अशी शिफारस मा. न्यायमूर्ती श्री एन.बी.नाईक यांच्या समानीकरण समितीने आपल्या अहवालात करणे, ह्या अहवालाची व सोबतच मुंबई उच्च न्यायालयाच्या नागपूर खंडपीठाने दिनांक ४ मार्च, १९९३ रोजी (रिट पिटीशन नं. १८८०/१९८७) असा भेदभाव संपुष्टात आणणारा जो निर्णय दिलेला आहे, त्याची प्रत तक्रारकर्त्यांनी आपल्या ३० सप्टेंबर, १९९९ च्या निवेदनासोबत सादर करूनही याबाबत कोणताही निर्णय न होणे, पाचव्या वेतन आयोगाच्या समकक्ष वेतनश्रेण्या या शिक्षकांना लागू करण्यामध्ये शासनाकडून होत असलेला अक्षम्य विलंब, त्यामुळे या शिक्षकांमध्ये निर्माण झालेले तीव्र असंतोषाचे वातावरण, याबाबत शासनाची भूमिका व प्रतिक्रिया.”

श्री अनिस अहमद (उच्च व तंत्रशिक्षण राज्यमंत्री) : अध्यक्ष महाराज, लक्षवेधी सूचनेसंबंधीच्या निवेदनाच्या प्रती माननीय सदस्यांना आधीच वितरीत केल्या असल्यामुळे मी ते निवेदन आपल्या अनुमतीने सभागृहाच्या पटलावर

ठेवतो.

उप सभापती : निवेदन सभागृहाच्या पटलावर ठेवण्यात आले आहे.

निवेदन

विदर्भ व्होकेशनल कोर्स टीचर्स असोसिएशनच्या अध्यक्षांनी दिनांक ३० सप्टेंबर, १९९९ रोजी मा. उच्च व तंत्र शिक्षण मंत्री यांना, शासनाने अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रमाच्या खाजगी अनुदानित कनिष्ठ महाविद्यालयातील शिक्षकांना पाचव्या वेतन आयोगाच्या वेतनश्रेण्या लागू करण्याच्या अनुषंगाने निवेदन दिलेले आहे. शालेय शिक्षण विभागांतर्गत येणाऱ्या अधिक दोन स्तरावरील कनिष्ठ महाविद्यालयीन शिक्षकांना शासन निर्णय दिनांक १३ मे, १९९९ अन्वये पाचव्या वेतन आयोगाने शिफारस केलेली वेतनश्रेणी लागू केलेली आहे, हे खरे आहे. त्याच धर्तीवर अधिक दोन स्तरावरील तंत्र शिक्षण, कनिष्ठ महाविद्यालयीन शिक्षकांना पाचव्या वेतन आयोगाच्या शिफारशीप्रमाणे वेतनश्रेणी लागू करण्याचा प्रश्न शासनाच्या विचाराधीन होता. शासनाने दिनांक १७ डिसेंबर, १९९९ रोजी ही सुधारित वेतनश्रेणी दिनांक १.१.९६ पासून लागू करण्याचा निर्णय घेतला आहे, त्यामुळे अधिक दोन स्तरावरील कनिष्ठ महाविद्यालयातील शिक्षक व अधिक दोन स्तरावरील कनिष्ठ महाविद्यालयातील तंत्र शिक्षणामधील शिक्षक यामध्ये कोणताही भेदभाव नाही.

२. मा. न्यायमूर्ती श्री एन.बी. नाईक यांच्या समानीकरण समितीच्या शिफारशीची व मुंबई उच्च न्यायालयाच्या नागपूर खंडपीठाच्या रिट याचिका क्र. १८८०/१९८७ मधील दिनांक ४ मार्च, ९३ च्या निर्णयाची अंमलबजावणी शासन निर्णय दिनांक ३ सप्टेंबर, १९९३ अन्वये केलेली आहे व तेच समानीकरणाचे तत्त्व इथेही पाळले आहे.

श्री बी.टी.देशमुख : या प्रश्नाबाबत या सभागृहाने आम्हाला अंशतः न्याय मिळवून दिलेला आहे. सोमवारी उच्च व तंत्र शिक्षण मंत्री महोदयांनी या बाबत निवेदन केले. मी त्याच दिवशी त्यांना म्हटले होते की, ४ मार्च १९९३ चा जो उच्चन्यायालयाचा निर्णय आहे, त्याप्रमाणे पॅरीटी ठेवली आहे काय? मा.मंत्री महोदयांनी त्यादिवशी असे सांगितले होते की, “यामध्ये समानता मॅटेन केलेली

अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम राबविणाऱ्या अशासकीय अनुदानित संस्था व अशासकीय अनुदानित तांत्रिक माध्यमिक शाळांतील शिक्षक-शिक्षकेतर कर्मचाऱ्यांना पाचव्या वेतन आयोगानुसार सुधारित वेतनश्रेणी मंजूर करणे

महाराष्ट्र विधानपरिषद : सोमवार, दिनांक २० डिसेंबर १९९९ : चौथे अधिवेशन, १९९९

अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम राबविणाऱ्या अशासकीय अनुदानित संस्था व अशासकीय अनुदानित तांत्रिक माध्यमिक शाळांतील शिक्षक-शिक्षकेतर कर्मचाऱ्यांना पाचव्या वेतन आयोगानुसार सुधारित वेतनश्रेणी मंजूर करणे यासंबंधी माननीय उच्च व तंत्र शिक्षण मंत्र्यांचे निवेदन.

श्री.दिलीप वळसे-पाटील (उच्च व तंत्र शिक्षण मंत्री) : अध्यक्ष महोदय, मी आपल्या अनुमतीने नियम ४६ अन्वये अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम राबविणाऱ्या अशासकीय अनुदानित संस्था व अशासकीय अनुदानित तांत्रिक माध्यमिक शाळांतील शिक्षक-शिक्षकेतर कर्मचाऱ्यांना पाचव्या वेतन आयोगानुसार सुधारित वेतनश्रेणी मंजूर करणे या विषयी पुढीलप्रमाणे निवेदन करतो :-

पाचव्या केंद्रीय वेतन आयोगानुसार शासनाने शासकीय तंत्र शाळा व उच्च माध्यमिक शाळांतील शिक्षक व शिक्षकेतर कर्मचाऱ्यांना दिनांक १० डिसेंबर, १९९८ नुसार सुधारित वेतनश्रेण्या लागू केलेल्या आहेत. व्यवसाय शिक्षण व प्रशिक्षण संचालनालयांतर्गत येणाऱ्या अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम राबविणाऱ्या अशासकीय अनुदानित संस्थातील व अशासकीय अनुदानित तांत्रिक माध्यमिक शाळांतील शिक्षक/शिक्षकेतर कर्मचाऱ्यांना सुधारित वेतनश्रेणी दिनांक १ जानेवारी, १९९६ पासून मंजूर करण्यात येत आहे. या निर्णयामुळे व्यवसाय शिक्षण व प्रशिक्षण संचालनालयातील अशासकीय अनुदानित संस्था, शाळांमधील एकूण १०,४८३ कर्मचाऱ्यांना पाचव्या वेतन आयोगानुसार सुधारित वेतनश्रेणीचा लाभ मिळणार आहे.

या निर्णयामुळे वेतनातील वाढ व त्यावरील वाढीव भत्ते मिळून अंदाजे रुपये १०.५१ कोटी प्रति वर्ष इतका खर्च शासनास येईल व एकूण थकबाकी रुपये ४४.६३ रु. अदा करण्यात येईल. दिनांक १.१.१९९६ ते ३०.९.९८ पर्यंतची थकबाकी रोखीने अदा करण्यात येईल. या संबंधीचा शासन निर्णय लवकरच निर्गमित करण्यात येत आहे.

श्री.बी.टी.देशमुख : अध्यक्ष महाराज, नामदार उच्च व तंत्रशिक्षण मंत्र्यांनी आता जे निवेदन येथे केलेले आहे, त्या संदर्भात मला दोन लहान लहान

क्लॅरिफिकेशन्स पाहिजेत. शासकीय शाळांतील शिक्षकांना पाचवा वेतन आयोग

लागू करणारा जी.आर.डिसेंबर, १९९८ मध्ये निघाला. अशासकीय विद्यालयातील शिक्षकांना पाचवा वेतन आयोग लागू करणारा शासन निर्णय १३ मे, १९९९ ला निघाला. मात्र एमसीव्हीसी व व्यावसायिक अभ्यासक्रमामध्ये काम करणाऱ्या ‘अधिक दोन’ स्तरावरील शिक्षकांच्या बाबतीत मात्र शासन निर्णय अजूनही निघालेला नाही. तो निर्णय आता झालेला आहे हे योग्य झाले. याबाबतीत मला नामदार मंत्र्यांकडून अशी माहिती पाहिजे की, जस्टिस नाईक यांच्या समानीकरण समितीने “व्यावसायिक अभ्यासक्रमातील अधिक दोन स्तरावरील शिक्षक व शालेय शिक्षण विभागातील अधिक दोन स्तरावरील शिक्षक यांच्यामध्ये समानता ठेवावी” असा अहवाल दिला होता. मुंबई उच्च न्यायालयाच्या नागपूर खंडपीठाने ४ मार्च १९९३ रोजी रिट पिटीशन नं.१८८०/८७ या प्रकरणांमध्ये “असा भेदभाव ठेवू नये” असा निर्णय दिलेला आहे. तेव्हा शालेय शिक्षण विभागातील अधिक दोन स्तरावरील शिक्षक व व्यावसायिक अभ्यासक्रमातील अधिक दोन स्तरावरील शिक्षक यांच्यामध्ये समानताच आपण ठेवली आहे ना? की त्यामध्ये काही बदल केलेला आहे?

श्री.दिलीप वळसे पाटील : सभापती महोदय, यामध्ये समानता मॅटेन्ड केलेली नाही. कोर्टाचा निर्णय असेल किंवा अन्य काही बाबी असतील तर त्या बाबत माननीय सदस्यांशी बोलून मी या बाबत पुनर्विचार करावयाला तयार आहे.

श्रीमती संजिवनी रायकर : सभापती महोदय, किमान कौशल्यावर आधारित शिक्षकांना वेतनश्रेणी दिली आहे काय? की अजून देणार आहात?

श्री.दिलीप वळसे पाटील : माझे निवेदन स्वयंस्पष्ट आहे.

श्री.अरुण मेहता : सभापती महोदय, सभागृहात ज्यावेळी निवेदन वाचले जाते. त्यावेळी ते आमच्या हातात मिळण्याची गरज आहे. आमच्या हातात हे निवेदन न आल्यामुळे आम्हाला काही क्लॅरिफिकेशन विचारता येत नाही.

श्री.दिलीप वळसे पाटील : सभागृहात निवेदन करण्यापूर्वी सभापती महोदय, मी या निवेदनाच्या प्रती आपणाला सादर केलेल्या आहेत.

अशासकीय अनुदानित तंत्रशिक्षण संस्थातील शिक्षक शिक्षकेतर पदांना पाचव्या वेतनआयोगानुसार सुधारित वेतनश्रेणी लागू करणे.

महाराष्ट्र शासन : उच्च व तंत्र शिक्षण विभाग

शासन निर्णय क्रमांक टिएएसए- १०९९/(१८८०)/व्याशि-२ : मंत्रालय विस्तार भवन. मुंबई - ४०० ०३२

दिनांक १ जानेवारी, २०००

वाचा : १) शासन निर्णय, शिक्षण व सेवायोजन विभाग, क्रमांक-चवेआ १०८९/१११/माशि., दिनांक २ सप्टेंबर, १९८९.

२) शासन निर्णय, वित्त विभाग, क्रमांक वेपूर १०९८/प्रक्र.२७/९८/सेवा-१० दिनांक ९ ऑक्टोबर १९९८

३) शासन अधिसूचना, वित्त विभाग, क्रमांक वेपूर १२९८/प्रक्र.१३/९८/सेवा-१० दिनांक १० डिसेंबर १९९८

४) शासन निर्णय, उच्च व तंत्र शिक्षण विभाग क्र. टिएएसए-१०९७/१११८/व्याशि-२, दिनांक ८ मार्च, १९९९.

शासन निर्णय

पाचव्या केंद्रीय वेतन आयोगाच्या शिफारशीवरील केंद्र शासनाचे निर्णय विचारात घेऊन राज्य शासकीय कर्मचारी व इतरांना सुधारित वेतनश्रेणीची शिफारस करण्याकरिता श्री. द.म. सुकथनकर, सेवानिवृत्त मुख्यसचिव यांच्या अध्यक्षतेखाली "राज्य वेतन सुधारणा समिती १९९७" नेमण्यात आली होती. सदर समितीच्या शिफारशीनुसार राज्यातील शासकीय व तंत्र माध्यमिक व उच्च माध्यमिक शाळांतील शिक्षक, शिक्षकेतर कर्मचाऱ्यांना दिनांक १ जानेवारी, १९९६ पासून शासन अधिसूचना वित्त विभाग, क्रमांक वेपूर १२९८/प्रक्र. १३/९८/सेवा-१०, दिनांक १० डिसेंबर १९९८ अनुसार मंजूर केलेल्या सर्व सुधारित वेतनश्रेण्या लक्षांत घेता राज्यातील अशासकीय अनुदानित शाळांतील अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम शिकविणाऱ्या तसेच अशासकीय अनुदानित तंत्र माध्यमिक शाळांतील शिक्षक व शिक्षकेतर कर्मचाऱ्यांना सुधारित वेतनश्रेणी मंजूर करण्याचा प्रश्न शासनाच्या विचाराधीन होता.

२. शासन असे आदेश देत आहे की, राज्यातील अशासकीय अनुदानित शाळांतील अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम शिकविणाऱ्या तसेच अशासकीय अनुदानित तंत्र माध्यमिक शाळांतील शिक्षक शिक्षकेतर कर्मचाऱ्यांना सुधारित वेतनश्रेणी या आदेशाला जोडलेल्या प्रपत्र "अ" "ब" व "क" प्रमाणे देय राहिल.

३. सुधारित वेतन श्रेणी दिनांक १ जानेवारी, १९९६ पासून अंमलात

नाही. कोर्टाचा निर्णय असेल किंवा अन्य काही बाबी असतील तर त्या बाबत माननीय सदस्यांशी बोलून मी याबाबत पुनर्विचार करायला तयार आहे." त्याप्रमाणे त्यांनी हायकोर्ट निर्णयाची प्रत मागून घेतली. "अधिक दोन स्तरावरील कनिष्ठ महाविद्यालयातील शिक्षक व अधिक दोन स्तरावरील कनिष्ठ महाविद्यालयातील तंत्र शिक्षणामधील शिक्षक यामध्ये कोणताही भेदभाव नाही" असे आता निवेदनामध्ये म्हटलेले आहे. "कोर्टाच्या निर्णयाप्रमाणे समानीकरणाचे तत्व इथेही पाळलेले आहे" असाही उल्लेख निवेदनामध्ये आहे. हे आता योग्य झालेले आहे. या बाबतचा शासन निर्णय अद्याप निर्गमित झालेला नाही. तो केव्हा निर्गमित होईल?

श्री.अनीस अहमद : सभापती महोदय, सरकार इसकी जल्दी से जल्दी कोशिश करेगी. हो सका तो १०-१२ दिन के अन्दर यह काम होगा.

श्री.बी.टी.देशमुख : हो सका तो १० दिवसात नको. निश्चितपणे १५ दिवसात होईल असे म्हणा. निश्चित कालावधी सांगा.

श्री.अनिस अहमद : सभापती महोदय, १५ दिन मे यह काम होगा.

उप सभापती : त्यांचा रमझान चालू आहे. ते खरे बोलत आहेत.

श्री.बी.टी.देशमुख : होय. निदान १० ते १५ दिवसात हा आदेश शासनाकडून काढला जाईल असे त्यांचे म्हणणे आहे. निदेशक आणि शिक्षक यांच्यामध्ये चौथ्या वेतन आयोगाच्या काळात पॅरीटी होती. १४००-२६०० ही माध्यमिक शिक्षकांची वेतनश्रेणी निदेशकांना देखील लागू होती. आता माध्यमिक शिक्षकांना ५५००-९००० ही वेतनश्रेणी दिलेली आहे. मात्र निदेशकांना ५०० रुपयांनी कमी वेतनश्रेणी दिलेली आहे की, पॅरीटी मॅटेन करण्यात आलेली आहे?

श्री.अनिस अहमद : सभापती महोदय, शिक्षको को पेरिटी मेनटेन की गई है. इन्स्ट्रक्टर और हाई स्कूल टिचर्स मे ५०० रुपए का अन्तर है.

श्री.बी.टी.देशमुख : या ठिकाणी पॅरीटी मॅटेन करण्यात आलेली नाही. महाराष्ट्र शासनाने ७७ साली निर्णय घेतलेला आहे. तो आजही बदललेला नाही. "राज्य शासकीय कर्मचारी व इतर कर्मचारी यांच्यासाठी महाराष्ट्राच्या स्तरावर वेतन आयोग नेमला जाणार नाही. केंद्रीय वेतन आयोगांच्या शिफारशीवर केंद्र शासनाच्या निर्णयाप्रमाणे समतुल्य वर्गाना वेतनश्रेण्या लागू केल्या जातील. वेतन निश्चितीचे सूत्र देखील केंद्र शासनाप्रमाणे राहिल." हा धोरणात्मक निर्णय आहे. त्या प्रमाणे जे २५ लाख कर्मचारी मागे राहिले होते, त्यांचे देखील डिसेंबर ९८

येईल. सुधारित वेतनश्रेणीमधील वेतन निश्चिती करण्याबाबतचे नियम या सोबत जोडलेल्या परिशिष्टाप्रमाणे राहतील.

४. या आदेशानुसार दिनांक १ जानेवारी १९९६ पासून ते ३० सप्टेंबर १९९८ (दोन्ही दिवस धरून) पर्यंतच्या कालावधीतील वेतनाची थकवाकी मिळण्यास पात्र असलेल्या खाजगी अनुदानित तंत्र शाळांतील व उच्च माध्यमिक तंत्र शाळांतील शिक्षक व शिक्षकेतर कर्मचाऱ्यांबाबत, अंतरिम वाढीच्या तिसऱ्या हप्त्याची रक्कम व शासन निर्णय, वित्त विभाग क्र. वेपूर १०९८/प्रक्र २७/९८/सेवा-१० दि. ९ ऑक्टोबर १९९८ अन्वये मंजूर करण्यांत आलेली रुपये २५००/- इतकी रक्कम त्यास देय असलेल्या थकवाकीच्या रकमेतून समायोजित करून उर्वरीत रक्कम त्यांच्या भविष्य निर्वाह निधीच्या खात्यामध्ये जमा करण्यांत येईल आणि दि. ३१ डिसेंबर २००१ पर्यंतच्या कालावधीत ती काढून घेण्याची त्याला परवानगी असणार नाही. परंतु या कालावधीत सेवेतून निवृत्त झालेले किंवा अशा सेवेत राहण्याचे बंद झालेले कर्मचारी यास अपवाद राहतील.

५. या सुधारित वेतनश्रेण्यांमुळे होणारा अतिरिक्त खर्च शिक्षक व शिक्षकेतर कर्मचाऱ्यांच्या वेतन व भत्ते या संबंधीचा खर्च ज्या लेखाशिर्षाखाली खर्ची घालण्यात येतो, त्याच लेखाशिर्षाखाली खर्ची घालण्यात यावा व त्या लेखाशिर्षाखालील मंजूर अनुदानातून भागविण्यात यावा. संचालक, व्यवसाय शिक्षण व प्रशिक्षण, मुंबई यांनी सुधारित अंदाज तयार करतांना सदर अतिरिक्त खर्च विचारात घ्यावा.

६. हे आदेश वित्त विभागाच्या सहमतीने व त्यांच्या अनौपचारिक संदर्भ क्रमांक -९१५/सेवा-१०, दिनांक ७.१२.९९ अनुसार निर्गमित करण्यात येत आहेत.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

(अरविंद चौधरी)

उपसचिव, महाराष्ट्र शासन

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मध्ये काम झाले. आता गव्हर्नमेंट ऑफ इंडियाचे ३ नोव्हेंबर ९९ चे हे पत्र आहे. नॅशनल कौन्सिल ऑफ व्होकेशनल ट्रेनिंग यांचा देखील निर्णय झालेला आहे. केंद्र शासनाने आपल्या ३ नोव्हेंबर १९९९ च्या या पत्रामध्ये असे म्हटलेले आहे की, :- "The Council agreed to enhance the pay scale of Vocational Instructor (VI) for Non-Engineering trades from existing Rs.1400-2600 to Rs.1640-2900. Now, revised to Rs.5500-9000 to have parity with the pay scale of vis-a-vis for Engineering trades." Sir, this letter has been sent to the secretaries of all the State Government. In the above said letter it is further stated that:- "Govt. of India accepted the above recommendation of Council for its implementation. You are, therefore, requested to take necessary action for its implementation."

२० वर्षांपूर्वी आपण निर्णय घेतला. केंद्राच्या श्रेण्या येथे लागू करण्याचा आणि केंद्र सरकारने स्पेसिफिक पत्रान्वये स्केल कळविले आहे. ते पत्र ३ नोव्हेंबर १९९९ चे आहे. केंद्र सरकारने पॅरीटी मॅटेन करावयाला सांगितले आहे. तरी याबाबतीत आपण पुनर्विचार करावा असे मी सांगू इच्छितो. तरी केंद्र सरकारच्या धोरणात्मक निर्णयानुसार पॅरीटी मॅटेन केली जाईल काय?

Shri Anis Ahmed : सभापती महोदय, पुनर्विचार क्रिया जाणू. Sir, it is a suggestion for action.

श्री.व्ही.यू.झायगव्हाणे : अध्यक्ष महोदय, १२ मार्च १९९९ रोजी अंडर सेक्रेटरी टू द गव्हर्नमेंट ऑफ इंडिया यांनी पे अॅन्ड अकौन्टस् ऑफिसर, मुंबई यांना "मद्रास हायकोर्टाने दिनांक १४.१०.१९९८ ला जो निर्णय निर्देशकांच्या संदर्भात दिला आहे तो केंद्र सरकारने मान्य केला आहे". असे कळविले आहे. या निर्णयास अधीन राहून महाराष्ट्रातील निदेशकांनासुद्धा १६४०-२९०० या वेतनश्रेणीला समतुल्य ५५००-९००० ही वेतनश्रेणी देण्यात येईल काय?

श्री.अनीस अहमद : सभापती महोदय, शरद काले कमेटी की सिफारश आने को है. वह रिपोर्ट मिलने पर टेबल के उपर रखी जाएगी.

शासन निर्णय, उच्च व तंत्रशिक्षण क्र. टीएसए १०९९/१८८०/व्यशि-२ दि. १ जानेवारी, २००० चे सहपत्र
प्रपत्र "अ"

अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम शिकविणाऱ्या अशासकीय अनुदानित संस्थेतील शिक्षक व इतर
यांची विद्यमान व सुधारित द्विस्तरीय व त्रिस्तरीय वेतनश्रेणी

अ.क्र.	पदनाम	विद्यमान वेतनश्रेणी (रुपये)	सुधारित वेतनश्रेणी (रुपये)
१	२	३	४
१.	पूर्ण वेळ शिक्षक (पूर्ण अर्हताधारक) तांत्रिक (स्थापत्य, मेकॅनिकल, इलेक्टॉनिक्स ऑटोमोबाईल, केमिकल प्लँट ऑपरेशन) कॉमर्स, अँग्रीकल्चर, फुडटेक्नॉलॉजी, फिशरी ग्रुप	२०००-३५०० मूळश्रेणी २५००-४००० (वरिष्ठ श्रेणी) १२ वर्षांनंतर	६५००-१०५०० मूळ ७५००-१२००० (वरिष्ठ श्रेणी) १२ वर्षांनंतर
२.	पूर्णवेळ शिक्षक (अपूर्ण अर्हताधारक)	१६४०-२९००	५५००-९०००
३.	पूर्णवेळ निदेशक, वरील गटातील पूर्णवेळ निदेशक आणि बहुउद्देशिय आरोग्य कर्मचारी अभ्यासक्रमाकडील पूर्णवेळ निदेशक	१४००-२६०० मूळश्रेणी १६४०-२९०० (वरिष्ठ श्रेणी) १२ वर्षांनंतर २०००-३२०० (निवडश्रेणी २० टक्के पदांना) २४ वर्षांनंतर	५०००-९००० मूळ श्रेणी ५५००-९००० (वरिष्ठ श्रेणी) १२ वर्षांनंतर ६५०० - १०५०० (निवडश्रेणी २० टक्के पदांना) २४ वर्षांनंतर
४.	कार्यशाळा सहाय्यक	१२००-१८००	४०००-६०००
५.	प्रयोगशाळा सहाय्यक (निम्न वैद्यकीय)	९७५-१५४०	३२००-४९००
निम्न वैद्यकीय गट बहुउद्देशिय आरोग्य कर्मचारी अभ्यासक्रम			
६.	अधिव्याख्याता (निम्न वैद्यकीय)	३२०० - ४०००	८००० -१३,५००
७.	प्रयोगशाळा तंत्रज्ञ (पूर्णवेळ)	१४०० - २३००	४५०० - ७०००

शासन निर्णय, उच्च व तंत्रशिक्षण क्र. टीएसए १०९९/१८८०/व्यशि-२ दि. १ जानेवारी, २००० चे सहपत्र
प्रपत्र "ब"

अधिक दोन स्तरावरील व्यवसाय अभ्यासक्रम शिकविणाऱ्या अशासकीय अनुदानित संस्थेतील व अशासकीय तंत्र
माध्यमिक शाळेतील शिक्षकेतर कर्मचाऱ्यांची विद्यमान व सुधारित वेतनश्रेणी.

अ.क्र.	पदनाम	विद्यमान वेतनश्रेणी (रुपये)	सुधारित वेतनश्रेणी (रुपये)
१	२	३	४
१.	वरिष्ठ लिपिक /भांडारपाल	१२००-२०४०	४०००-६०००
२.	कनिष्ठ लिपिक/भांडारपाल	९५०-१५००	३०५०-४५९०
३.	प्रयोगशाळा सहाय्यक	९७५-१५४०	३२००-४९००
४.	सफाईगार/चौकीदार/पहारेकरी/रात्रपहारेकरी/चौकीदार/परिचर/प्रयोगशाळा हमाल	७५०-९४०	२५५०-३२००
५.	प्रयोगशाळा परिचर	७५०-९४०	२५५०-३२००

शासन निर्णय, उच्च व तंत्रशिक्षण क्र. टीएसए १०९९/१८८०/व्यशि-२ दि. १ जानेवारी, २००० चे सहपत्र
प्रपत्र "क"

अशासकीय तंत्र माध्यमिक शाळेतील शिक्षक व तांत्रिक बहुउद्देशिय व व्यावसायिक माध्यमिक शाळेतील
शिक्षकांची विद्यमान व सुधारित वेतनश्रेणी व निदेशकांची विद्यमान व सुधारित द्विस्तरीय/त्रिस्तरीय वेतनश्रेणी

अ.क्र.	पदनाम	विद्यमान वेतनश्रेणी (रुपये)	सुधारित वेतनश्रेणी (रुपये)
१	२	३	४
१.	मुख्याध्यापक (वरिष्ठ)	२२०० - ३७००	७४५०-११५००
२.	मुख्याध्यापक (कनिष्ठ)	२०००-३५००	६५००-१०५००
३.	अभियांत्रिकी अधिक्षक	२०००-३५००	६५००-१०५००
४.	सहाय्यक अभियांत्रिकी अधिक्षक	१६४०-२९००	५५००-९०००
५.	सहाय्यक अधिव्याख्याता	१४००-२६००	५०००-८०००
६.	कनिष्ठ अधिव्याख्याता	१४००-२६००	५०००-८०००
७.	निदेशक (सुतारकाम/जोडारी/कातारी, /तारतंत्री/लोहार/साचेकार/संधाता/बांधकाम कारागिर/ नळकारगीर	१२००-२०४० मूळ श्रेणी १४००-२६०० (वरिष्ठ श्रेणी) १२ वर्षांनंतर १६४०-२९०० (निवडश्रेणी २० टक्के पदांना) २४ वर्षांनंतर	४०००-६००० मूळ श्रेणी ५०००-८००० (वरिष्ठ श्रेणी) १२ वर्षांनंतर ५५००-९००० (निवडश्रेणी २० टक्के पदांना) २४ वर्षांनंतर

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS
(Regd. Under Act. XXI of 1860)

H.No. 4-3-225/8, Gujarati Galli, Bank Street, Kothi, Hyderabad-500-195,
Phone No. 040-4756914, Fax No.040-4756914.
C/01/2000 : Dated: 27.01.2000

TO ALL THE MEMBERS OF NATIONAL EXECUTIVE COMMITTEE & ALL AFFILIATED UNITS
A.I.F.U.C.T.O. Meetings with U.G.C. and M.H.R.D.

Dear Friend

A.I.F.U.C.T.O. had a meeting with Dr. Ramesh P. Gangurde, Officiating Secretary, U.G.C. on 5.1.2000 and Shri. Chamkap Chatterjee I.A.S. Joint Secretary Higher Education, Department of Education Ministry of H.R.D. on 19.1.2000 A.I.F.U.C.T.O. enquired about the status of issues as discussed in the meeting with Education Secretary on 6.10.1999 pending with U.G.C. and M.H.R.D.

1. **Schemes to provide incentives to Lecturers for Professional Development:** M.H.R.D. has already issued instructions vide No. F1-18/99 UI dated 31.8.1999. U.G.C. informed the existing scheme of Teachers-fellowship shall be modified in the light of this letter and shall be placed before the full Commission meeting to take place in the first week of February, 2000.

2. **Creation of Free posts of professors in Colleges :** M.H.R.D. informed that a letter was sent to all the Educational Secretaries (D.O.No. FI-20/99 UI dated 16.11.1999) seeking the States Governments' views of creating such posts.

3. Scheme for rewarding meritorious teachers who do not have M.Phil/Ph.D. It was informed that the clearance of Minister of H.R.D. is awaited in this regard.

4. **Problems of Part-time Lecturers :** It was informed by the U.G.C. ensuing Commission meeting will discuss this

issue and suitable guidelines will be issued in this regard A.I.F.U.C.T.O. pleaded that the all existing Part-time Lecturers as on 1.1.1996 should be exempted to possess the new required qualifications (NET-SLET with 55% P.G.)

5. **Upgradation of M.P.S. Readers :** A.I.F.U.C.T.O. pleaded that all those M.P.S. Readers or Readers promoted under similar State schemes should be brought about into the new C.A.S. Scheme. It was suggested for those Readers who reached the stage of Rs.3,700/- in scale of Rs. 3,000 to 5,000 should be brought into the new scale of Readers i.e., Rs. 12,000 to 18,300. The matter is yet to be cleared by I.F.D.

6. **Increments for Ph.D. :** It was brought to the notice of M.H.R.D. that many State Governments are denying the two additional increments to the Teachers who were awarded their Ph.D. earlier to 1.1.1996. The Ministry clarified that the U.G.C. regulations are very clear to allow such increments from 1.1.1996 even for those people who were awarded their Ph.D. prior to 1.1.1996.

7. **Extension of suitable pensionary benefits to the Teachers who retired before 1.1.1996** as per the recommendation of the V Pay Commission. M.H.R.D. agreed to send suitable communication to the State Governments in this regard at the earliest.

8. **Scale of pay for Instructors/Coaches and Accompanists :** A.I.F.U.C.T.O. has brought to the notice that though U.G.C. has suggested way back in 1991 to suggest suitable scales to the Instructors similar to that the Tutor and Demonstrators and Government of India has not acted in this regard. It was agreed that the matter shall be examined.

Nagpur University Teachers' Association
MEETING NOTICE : 1

Dated : 22.2.2000

From :

Prof. 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/- **E. H. Kathale**
Secretary, NUTA.

Time, Day and Date of the Meeting:

**12.00 Noon on Sunday, the
14th May, 2000**

**सेवानिवृत्तीच्या उंबरठ्यावर असलेल्या
विद्यापीठीय व महाविद्यालयीन
शिक्षकांची सभा**

सत्र १९९९-२००० मध्ये जे सेवानिवृत्त झाले असते पण मा. उच्च न्यायालयाच्या नागपूर खंडपीठाने दिलेल्या स्थगनादेशान्वये १९९९-२००० या सत्र समाप्ती पर्यंत जे सेवेत कायम आहेत असे, व त्याच बरोबर दि. ११.१२.१९९९ च्या शासन निर्णयातील सेवानिवृत्ती वयाच्या तरतुदीनुसार ६० वर्ष पूर्ण करून पुढील दोन वर्षांमध्ये सेवानिवृत्त होणारे तसेच या विषयामध्ये रुची व उत्सुकता असलेल्या विद्यापीठीय व महाविद्यालयीन शिक्षकांची एक सभा खाली दर्शविलेल्या स्थळी, तारखेला व वेळी आयोजित करण्यात आली आहे.

सभेपुढील विषय

विद्यापीठ अनुदान आयोगाने शिफारस केल्याप्रमाणे व केंद्र सरकारने मान्य केल्यानुसार सेवानिवृत्तीच्या वयविषयक तरतुदीचा लाभ विद्यापीठीय व महाविद्यालयीन शिक्षकांना मिळावा याबाबत विचार विनिमय करून पुढील कारवाई करावी किंवा कसे? या संबंधी निर्णय घेणे.

सभेचे ठिकाण : भारतीय महाविद्यालय, अमरावती.

सभेची तारीख : रविवार, दिनांक ५ मार्च २०००

सभेची वेळ : दुपारी ४.०० वाजता

सर्व संबंधितांनी उपस्थित रहावे ही विनंती

२२.२.२०००

डॉ. एकनाथ कठाळे,
सचिव नुटा

9. **Qualification and experience for the post of Principals of the Colleges** : It was brought to the notice by A.I.F.U.C.T.O. that insistence of Ph. D. for in-service teachers is not justified U.G.C. agreed to re-examine this issue linking with their date of appointment, as Lecturers.

10. **Problems of Teachers where the Readership was not implemented in C.A.S.** : It was brought to the notice by A.I.F.U.C.T.O. that in the State like Punjab, Haryana and Himachal Pradesh the re-designation of Readership was not done to the eligible selection Grade Lectures. It was agreed that M.H.R.D. shall write suitable letters to the concerned State Governments.

11. **Problems of Women Teachers specially condonation of breaks** : It was agreed that A.I.F.U.C.T.O. shall submit a detailed notes concerning the subject which shall be examined by the Government of India.

12. **Recognition of past service of Tutors, Demonstrators for C.A.S.** It was requested by AIFUCTO that the past service of Tutors. Demonstrators to be recognised for C.A.S. as was done in the State of Gujarat and Tamilnadu.

13. **Recognition of past service of Plus 2 Teachers for C.A.S. in Maharashtra and Andhra Pradesh** : It was brought to the notice of MHRD that the Junior Lecturers were appointed in the States of Andhra Pradesh and Maharashtra having similar qualifications to that of Lecturers. As the Government of India has agreed in principle to count the service of Scientists and Research Officers having the similar qualifications to that of Lecturers it was requested that the similar benefits may be extended to the Junior Lecturers. M.H.R.D. agreed to examine this issue.

14. **Increments for M.Phil/M.Lit** : It was brought to the notice that at the entry level M.Phil. M.Lit. were treated as an additional qualification and additional increments were given. The same benefits was not given to those teachers who obtained their M.Phil/M.Lit. during the service or entry into the Selection Grade Scale. M.H.R.D./U.G.C. agreed to examine the issue.

15. **Exemption of NET/SLET for Ph.D. Holders** : A.I.F.U.C.T.O. brought to the notice of M.H.R.D./U.G.C.

that all the Ph.D. holders should be exempted from NET/SLET throughout the Country as a national policy. M.H.R.D. agreed in principle and the U.G.C. shall take-up the issue in the ensuing Commission meeting.

16. **Extension of Fixation benefits of Rs. 14940 for D.P.Es and Librarians** : It was agreed by the M.H.R.D. that in principle the Ministry do not differentiate D.P.Es and Librarians from teachers. Anyhow as the matter has to be cleared by Cabinet, suitable note shall be sent to the Cabinet at the earliest, after getting suitable Clearance by IFD.

17. **Retrospective benefit of C.A.S. from 1.1.1996** : It was agreed by M.H.R.D. that the C.A.S. shall be available from 1.1.1996 and suitable orders shall be issued after getting clearance from the Finance Department, Govt. of India.

18. **Refresher Courses** : It was brought to the notice of UGC that country-wide schedule of Refresher courses to be conducted by different Academic Staff Colleges was not published by the U.G.C. and Teachers all-over the country are not getting proper information of the conduct of these courses. U.G.C. agreed to publish the yearly schedule at the earliest. It was also agreed that insistence of two years gap in between the courses is also creating certain problems.

19. **Functioning of Regional Offices of U.G.C.** : It was brought to the notice that the Regional Offices of U.G.C. at different places are not sufficiently staffed and do not have proper information, regarding the conduct of NET/SLET exam, Refresher courses and Orientation Courses by different ASCs. UGC promised to improve the working of regional offices. AIFUCTO brought to the notice of UGC as well as the Education department that teachers all over the country are restive, for the delay in issuing orders.

AIFUCTO is also seeking, the intervention of min. of HRD to avoid the impending crises.

B. VIJAY KUMAR
General Secretary

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ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

DHARANA AT NEW DELHI

14 - 03 - 2000

NEC of AIFUCTO decided to hold a Dharna on 14.3.2000 from 11 A.M. to 3 P.M. at New Delhi highlighting the following demands.

- (1) More funds of Education in general and Elementary Education in particular. (2) No retreat of the Government from funding higher Education. (3) Protect secular values in Education and resist communalisation of Education. (4) Full implementation of agreement between AIFUCTO and the Govt. of India. (5) Issue of orders on revision of pay scales in the States of Bihar and Assam. (6) Immediate Payment of full arrears by the Central Govt. to the States.

All the Units are requested to participate in good number and make the programme a grand success.

- B. VIJAY KUMAR, General Secretary, AIFUCTO

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS
(Regd. Under Act XXI of 1860)

CHARTER OF DEMANDS

Recently published on page 9 of "Teachers Movement" (Volume 1 : November 1999) an official Journal of AIFUCTO.

1. Schemes which are to be notified by UGC after getting approval of the MHRD
 - a) Schemes to provide incentives to Lecturers for professional development.
 - b) Creation of free posts of Readers and professors in colleges.
 - c) Scheme for rewarding meritorious teachers who do not have M.Phil/Ph.D.
 - d) Supertime scale to professors.
2. Problems of part-time lecturers.
3. Replacement scale to Demonstrators/Tutors in Lecturer's scale.
4. C.A.S. for Demonstrators/Tutors
5. Upgradation of M.P.S. Readers.
6. Increments for Ph.D. degree holders.
7. Extension of suitable benefit to teachers who re-

tired before 1.1.96, as per recommendations of V pay Commission.

8. Scales of pay for Instructors, coaches and accompanists.
9. Composition of Selection Committee for lecturers in Private Colleges.
10. Problems relating to Leave rules and Vacations.
11. Qualifications and experience for the post of principals of colleges.
12. Benefit of total service in C.A.S.
13. Recognition of inter-state service for the sake of Retirement/Superannuation benefit.
14. Problems of teachers, where the Readership was not implemented in C.A.S.
15. Hours of stay and workload of the teachers.
16. Problems of Women teachers, specially condonation of breaks .
17. Recognition of past service of Demonstrators/Tutors for C.A.S .
18. Recognition of past service of plus two teachers for C.A.S. in states like AP and Maharashtra.
19. Recognition of past service of school teaching for teachers working in B.Ed. Colleges.
20. Increments for M.Phil./ M.Litt.
21. Scheme for medical reimbursement as proposed by Rastogi Committee.
22. Scheme for housing loans for teachers as proposed by Rastogi Committee.
23. Special problems of institutions governed by AICTE.
24. Special Problems of institutions governed by ICAR.
25. Conducting NET/SLET in regional languages.
26. Professors grade for all college principals.
27. Recognition of interstate service of Librarians and D.P.Es.
28. NET/SLET should be insisted at the entry level only.
29. Exemption form NET/SLET for Ph.D. holders.
30. Ready reckoner for pay fixation.
31. Extension of fixation benefit of Rs. 14940/- for Librarians /DPEs on par with lecturers.
32. FIP for Librarians and DPEs.
33. Retrospective benefit of C.A.S. Professorship to Readers from 1.1.96 or a later date from which the teacher is eligible.

**AMOUNTS RELEASED BY GOVERNMENT OF INDIA
READY-RECKNOR FOR PAY FIXATION**

The Govt. of India has issued a ready-recknor* for pay fixation formula for fixing the pay of Teachers in the revised pay scales of 1996 vide No. F1-22/99 UI dated 15.12.1999. which was circulated to different State Governments.

M.H.R.D. informed the AIFUCTO that the following amounts are released to the different State Government for the revision of the pay scales of University and Colleges Teachers.

Andhra Pradesh	Rs. 80 Crores
Karnataka	Rs. 80 Crores
Tamil Nadu	Rs.100 Crores
Utter Pradesh	Rs. 134 Crores
West Bengal	Rs. 100 Crores
Madhya Pradesh	Rs. 50 Crores
Panjab	Rs. 40 Crores
Rajasrhan	Rs. 50 Crores
Tripura	Rs. 8 Crores
Manipur	Rs. 5 Crores
Mizoram	Rs. 3 Crores
Maharashtra	Rs.160 Crores
Gujarath	Rs. 56 Crores
Kerala	Rs. 80 Crores
Total	Rs. 946 Crores.

No claim is settled for Haryana , Orissa, Jammu & Kashmir, Bihar and Assam. Government of India (M.H.R.D.) also asked the opinion of the State Governments on the creation of free posts of Professors and Readers in Colleges vide D.O.Lr. No. F1-20/99 UL date 16.11.1999.

**(Recknor will be published in the next Bulletin)*

NUTA BULLETIN (Fortnightly Journal of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION) **EDITOR** : Prof. A.G.Somvanshi, Shankar Nagar, AMRAVATI-444 606. **PUBLISHER** : Prof. V.K. Pande, 7, Yeshwant Apartments, Laxmi Nagar, WARDHA-442 001. Composed at NUTA Bulletin Office, Phundkar Bhavan, Behind Jain Hostel, Maltekadi Road, Amravati-444 601. **PRINTED AT** Bokey Offset, Gandhi Nagar, Amravati. (M.S) **REGD NO. ATI 263** Licenced to post without prepayment **LICENCE NO. ATI 10** Name of the Posting office : **R.M.S. Amravati.** Date of Posting : **22.02.2000**

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