

विश्वविद्यालय अनुदान आयोग

UNIVERSITY GRANTS COMMISSION

बहादुरशाह जफर मार्ग, नई दिल्ली-२ Bahadurshah Zafar Marg, New Delhi-2

Dated August, 24, 1994 Office Memorandum D.O.No. F.3-1/94(p.s)

The University Grants Commission hereby appoint a committee to review the scales of pay of the teachers in the Universities and Colleges. The Commission, in consultation, with the Ministry of Human Resource Development, has finalised the terms of reference of the Committee, which are as follows :-

(i) To review the implementation of the previous decisions of the Government/UGC under the scheme of Revision of pay scales approved for university and College Teachers, Librarians Director of Physical Education and Registrars of Universities and in the process, to evaluate the extent to which the earlier recommendations in relation to qualifications, service conditions, pay scales etc. have been implemented.

(ii) To examine the present structure of emoluments and conditions of service of university and College Teachers, Librarians, Directors of Physical Education and Registrars of Universities taking into account the total packet of benefits available to them (such as superannuation benefits, medical, housing facilities etc.)

(iii) To make recommendations on the above having regard to the need for improving the quality of education the necessity of attracting and retaining talented persons in the teaching profession and advancement opportunities to the above categories of persons.

The Committee may initiate necessary studies and analysis in regard to the terms of reference but should make its final recommendations in the light of 5th Pay Commission recommendation and its advice should be harmoniously constructed in relation to the recommendation of the Pay Commission

The Committee would consist of the following members : 1. Prof. R.P.Rastogi, Former Vice-Chancellor, Banaras Hindu University, Varanasi. Chairman 2. Prof. V.C.Kulandaiswamy Former Vice-

Chancellor, IGNOU, Member 3. Prof. D.P.Barooah Former Vice-Chancellor, Guwhati University. Member 4. Prof. (Mrs.) Kanta Ahuja, Vice-Chancellor, Ajmer University. Member 5. Representative of Deptt. of Education, Ministry of Human Resource Development, New Delhi (Not Below the Rank of Joint Secretary) Member 6. Representative of Ministry of Finance, New Delhi. (not below the rank of Joint Secretary) Member 7. Sh. Inderjit Khanna, Secretary UGC, Member Secretary.

The Commission will make necessary payment towards TA/DA and all other expenses. The terms of the Committee will be for one year w.e.f. Ist September, 1994 and which may be extended with the approval of the Commission.

(A.K.Dogra)

Deputy Secretary

विश्वविद्यालय अनुदान आयोग

UNIVERSITY GRANTS COMMISSION

बहादुरशाह जफर मार्ग, नई दिल्ली-२ Bahadurshah Zafar Marg, New Delhi-2

Dated August, 30, 1994 Office Memorandum D.O.No. F.3-1/94(p.s)

In Continuation of office Memorandum No. F.3-1/94(p.s) dated 24.8.94 regarding appointment of a Committee to review the scales of pay of the Teachers, the Following three additional members are added :

1. Sister Romona Fernandez Principal, St. Francis College for Women, Hyderabad, Begumpet-500 016. Member 2. Dr. Prithi Pal Singh Kapoor, Principal, Khalsa College, Ludhiana, Punjab. Member 3. Dr. S.K. Saeed, Principal, Burhani College of Commerce and Arts, Nisbit Road, Mazagaon, Bombay -400 010. Member. The other terms and conditions remain unchanged.

(A.K.Dogra)

Deputy Secretary.

- "आपल्या पक्षाचे उमेदवार बहुतेक सर्वच जागांवर विजयी होतील याचे अत्यंत आकर्षक आणि फसवे चित्र ही पत्रे आपल्या पक्षाच्या कार्यकर्त्यांत व स्नेहीजनांत निर्माण करित असतात. प्रत्यक्ष निकालाच्या वेळी त्या चित्राचे फसवेपण उघड झाले तरी त्याचे या वृत्तपत्रांना आणि त्यांच्या वाचकांना काही एक वाटत नाही एवढे त्यांचे प्रचारी रूप साऱ्यांनी गृहीत धरले असते."

- "आपण आपल्या ग्राहकांची विशाभूल करित असल्याचे दुःख जाणवू न देण्याइतपत आपल्या संवेदना बधिर करून घेणे एवढीच एक संपादकीय गरज या प्रकाराला आवश्यक आहे." - "आपल्या प्रतिष्ठित वृत्तपत्रातून रकानेच्या रकाने असा परस्परविरोधी मजकूर कसा प्रकाशित होतो याचे उत्तर त्यांच्या संपादकांनाही देता येऊ नये अशी ही दुर्दैवी परिस्थिती आहे."

- "विश्वासार्हता ही एकाएकी मिळविता येणारी, गोष्ट नव्हे. प्रदीर्घ काळापर्यंत निष्ठेने केलेल्या परिश्रमातून ती उभी होत असते. दीर्घ परिश्रमाने मिळविलेली ही विश्वसनीयताच वृत्तपत्रांची खरी ताकद असते."

- "व्यवसाय म्हणून यशस्वी होण्यासाठीही वृत्तपत्रांना आपल्या वाचकांचीही विश्वासार्हता संपादन करणे आवश्यक आहे. परवाच्या निवडणुकीत या निकषांवर आपण व आपला व्यवसाय नीट उतरलो की नाही याचा विचार या क्षेत्रातील प्रत्येकाने अंतर्मुख होऊन करण्याची गरज आहे."

- " विकाऊ वृत्तपत्रे " दैनिक "लोकसत्ता" अग्रलेख बुधवार, दिनांक १५ फेब्रुवारी १९९५

ORDER**Higher & Technical Education & Employment
Department,****Mantralaya Annexe, Bombay-400 032**

Dated the 20th December 1994

NO. UPG 204 (260/94)/UNI-3

Whereas the Maharashtra Universities Act (Maharashtra Act xxxv) has come into force with effect from 22nd July, 1994 and whereas doubts certain/difficulties in implementing the provisions of this Act have been brought to the notice of the Government from various quarters.

Now therefore, in exercise of the powers vested under section 116 of the Maharashtra Universities Act, 1994 the Government is pleased to issue necessary clarifications and directions in respect of various points raised as under :-

Sr.No. Points raised, Clarification

1. Point : Under section 2 (31), the **concept of school** is defined briefly. It should mean either a school of interdisciplinary studies or a group of Departments covering a number of disciplines in a particular area of study as life science, Physical Science Mathematical Sciences, Chemical Sciences, Behavioural Sciences etc.

Clarification : The Universities may frame appropriate statutes.

2. Point : The Provisions under Sections (2) read with Section 102 (1) (d) refer to development fund, This fund is termed under section 8 (2) (e) as '**development fund**' whereas under section 102, it is termed as development and programme fund. Hence, the fund under section 8(2)(e) should also be termed as **development and programme fund**.

Clarification : The term "if any" in section 8(2)(e) includes the term development &

programme fund' under section 102(i)(d).

3. Point : Section 14(14)(a) read with section 90(2) is likely to create confusion. The composition of the committee under section 14(14)(a) should be the same as the composition of the committee prescribed under section 90(2)

Clarification : The **Committee** under section 90(2) is for **periodical/routine inspection of college/department/institute** etc. whereas the committee under section 14(14) (a) is for particular/specific enquiries on receipt of complaints/information.

4. Point : In section 15(a), title "**Deans of Faculties**" should be indicated in the margin.

Clarification : It is printing error The words 'Deans of Faculties' should be read as indicated in the margin.

5. Point : Under the provision of section 16(1) it is noted that the **Director of the Board of College and University Development** shall be nominated by the Vice-Chancellor, However, it is not clearly indicated whether the Director shall be a full-time salaried officer or not, It was also noted that under provisions of section 51(8), the terms and conditions of the officer have to be prescribed by the statutes, Hence, the Statutes for the post of Director of College Development Council is already made, the same should be adopted, and where such statute is not made necessary directions be issued by the Vice-Chancellor under provision of section 14(a)

Clarification : Where there is a post of Director for the College Development Council, the same post shall be designated as the Director of Board of College and University Development. Where there is no such post, the Vice-Chancellor shall nominate a person from amongst the categories mentioned in section 16(1). He shall be a full time salaried officer for a specific period,

**शारीरिक शिक्षण शिक्षकांसाठी कनिष्ठ महाविद्यालयीन शिक्षकांना पदवी स्तरावर
द्वितीय श्रेणीची भेदभावपूर्ण अर्हता**

महाराष्ट्र विधानपरिषद

सोमवार, दिनांक २१ नोव्हेंबर १९९४

तिसरे अधिवेशन, १९९४

*४०८८० सर्वश्री बी.टी.देशमुख, व्ही.यु.डायगव्हाणे, पी.जी.दस्तुरकर, सुरेश पाटील, जयवंत ठाकरे : सन्माननीय शालेय शिक्षण मंत्री पुढील गोष्टीचा खुलासा करतील काय :-

(१) सामान्य विषयाच्या कनिष्ठ महाविद्यालयीन शिक्षकांसाठी पदवी परीक्षेला द्वितीय श्रेणीची अट नाही, परंतु या स्तरावरील कनिष्ठ महाविद्यालयीन शारीरिक शिक्षण शिक्षकांना मात्र अशी अर्हता लागू केल्यामुळे होणारा भेदभाव संपुष्टात आणण्यासाठी शारीरिक शिक्षण शिक्षकांसाठी लागू करण्यात आलेली पदवीस्तरावरील द्वितीय श्रेणीची अट काढून टाकण्याबाबतच्या शिक्षण संचालकांनी शासनाकडे पाठविलेल्या विचाराधीन प्रस्तावावर शासनाचा विचार पूर्ण झालेला आहे काय,

(२) झालेला असल्यास, याबाबत शासनाने घेतलेल्या निर्णयाचे स्वरूप काय आहे,

(३) निर्णय झालेला नसल्यास, याबाबत होणाऱ्या विलंबाची कारणे काय आहेत?

श्री सलीम झकेरीया : शालेय शिक्षण मंत्री. : (१) नाही

(२) व (३) प्रश्न शासनाच्या विचाराधीन आहे.

श्री.बी.टी.देशमुख : अध्यक्ष महाराज. या ठिकाणी मंत्री महोदयांनी जे उत्तर दिले आहे त्याला अनुलक्षून मी असे विचारू इच्छितो की, ह्या भेदभावाचे स्वरूप काय आहे आणि त्याबाबतीत आपल्या संचालकांच्या शिफारसी काय आहेत?

श्री विलास शृंगारपवार : अध्यक्ष महाराज, या संदर्भात संचालकांची शिफारस १७.१.१९९४ प्रमाणे या दोन्हीमधील तफावत काढून

टाकण्याबद्दलची आहे.

श्री.बी.टी.देशमुख : अध्यक्ष महाराज या दोन्हीमध्ये असलेल्या तफावतीचे स्वरूप काय आहे याची शासनाला जाणीव आहे काय ?

श्री विलास शृंगारपवार : अध्यक्ष महाराज. त्याची शासनाला जाणीव आहे आणि त्याबाबतचा प्रस्तावही शासनाच्या विचाराधीन आहे केवळ तांत्रिक कारणामुळेच ते अडलेले आहे.

श्री.बी.टी.देशमुख : अध्यक्ष महाराज इंग्रजीच्या, अर्थशास्त्राच्या किंवा सामान्य शिक्षकाला असलेल्या पात्रतेपेक्षा जास्त पात्रता या शारीरिक शिक्षकांसाठी लावली. त्यावर संचालकांचा प्रस्ताव येवून १२ महिने झाले हा प्रश्न यांच्या विचाराधीन आहे. सामान्य शिक्षकालासुद्धा जी अर्हता नाही ती पदवी स्तरावरील पात्रता शारीरिक शिक्षकांना लावली आपल्या संचालकांनीसुद्धा आपल्याला कळविले की, हे बरोबर नाही, हे दुरुस्त करा. तरीही १२ महिने प्रश्न पडून आहे व आता विचाराधीन आहे. म्हणजे शिक्षण विभागामध्ये १२-१२ महिने कामच चालत नाही काय? तेव्हा आता तरी किमान १ महिन्यात हे मान्य केले जाईल का?

श्री विलास शृंगारपवार : अध्यक्ष महाराज, शासनाने ही बाब मान्य केलेलीच आहे, पण विविध खात्यांशी संबंधित हा प्रश्न असल्यामुळे

सभापती : मी मंत्री महोदयांना एकच प्रश्न विचारू इच्छितो की, आपण त्याबाबतचा निर्णय किती दिवसात कराल ?

श्री. विलास शृंगारपवार : अध्यक्ष महाराज, एक महिन्याचे आत करू.

say, for 5 years and shall go back to his original post/institution on expiry of his term. The terms and conditions of the incumbent of this post shall not be altered to his disadvantage during his tenure as the Director of the said Board. The Universities shall make uniform statutes to regulate the terms and conditions of service of this post with the approval of the Government.

6. Point : Section 18(a) provides for the appointment of **Controller of Examinations**, the qualifications and experience for the post of controller of Examinations shall be such as may be prescribed by the statute in this regard under section 51(8). It is possible for the Vice- Chancellor to regulate the matter by issuing directions under the provisions of section 14(8)

अधिक दोन स्तरावरील व्यावसायीक शिक्षकांना इतर शिक्षकांशी समकक्ष विस्तरीय वेतनश्रेणी लागू करतांना करण्यात आलेला भेदभाव
महाराष्ट्र विधानपरिषद तिसरे अधिवेशन, १९९४
सोमवार, दिनांक २१ नोव्हेंबर १९९४

*४०८८१ सर्वश्री व्ही.यू.डायगवाणे, बी.टी.देशमुख, पी.जी.दस्तुरकर, सुरेश पाटील, जयवंत ठाकरे प्रकाश जावडेकर, अण्णा डांगे, जयसींग गायकवाड : ता.प्र.क्र. ३५५४७ ला दिनांक ५ एप्रिल १९९४ रोजी दिलेल्या उत्तराच्या संदर्भात सन्माननीय उच्च व तंत्रशिक्षण मंत्री पुढील गोष्टीचा खुलासा करतील काय :-

(१) अधिक दोन स्तरावरील व्यावसायीक अभ्यासक्रम शिक्षकांना इतर शिक्षकांशी समकक्ष विस्तरीय वेतनश्रेणी लागू करतांना तंत्रशिक्षण विभागाने २५ मार्च १९९४ रोजी काढलेला शासन निर्णय हा शालेय शिक्षण विभागाच्या १६ ऑक्टोबर १९९२ च्या मूळ शासन निर्णयाप्रमाणे काढला पण शालेय शिक्षण विभागाने त्यानंतर वेळोवेळी मूळ निर्णयात केलेल्या दुरुस्त्या लक्षात न घेतल्यामुळे निरनिराळ्या चार मुद्यांबाबत व्यावसायीक अभ्यासक्रम शिक्षकांना भेदभावपूर्ण वागणूक दिली जात आहे, अशी तक्रार करणारे एक निवेदन विदर्भ ज्युनियर कॉलेज टिचर्स असोसिएशन या संघटनेच्या अध्यक्षांनी दिनांक ७ जुलै १९९४ रोजी किंवा त्यादरम्यान मा. उच्च व तंत्रशिक्षण मंत्री यांचेकडे पाठविले आहे, हे खरे आहे काय,

(२) असल्यास. शालेय शिक्षण विभागाने मागावून केलेल्या दुरुस्त्या तंत्रशिक्षण विभागाने लक्षात न घेतल्यामुळे ज्या बाबतीत भेदभावपूर्ण वागणूक दिली जाते असे हे चार मुद्दे कोणते व हा भेदभाव दूर करण्यासाठी शासनाने काय उपाययोजना केलेली आहे,

(३) अद्याप कारवाई केली नसल्यास, याबाबत होणाऱ्या विलंबाची कारणे काय आहेत?

श्री पतंगराव कदम : (१) होय

(२) शालेय शिक्षण विभागाने मागाहून केलेल्या दुरुस्त्या चार प्रकारच्या आहेत व तशाच प्रकारच्या दुरुस्त्या या विभागाने करावयाची कार्यवाही सुरू आहे. त्या दुरुस्त्या पुढीलप्रमाणे आहेत :-

१. उच्च माध्यमिक स्तरावरील १२ वर्षांच्या अर्हताकारी सेवेऐवजी नेमणुकीच्या दिनांकापासून १२ वर्षांची सेवा,

२. विस्तरीय वेतनश्रेणीचा आदेश निर्गमित करण्यापूर्वी ज्या शिक्षकांची उच्च माध्यमिक स्तरावरील सेवेची १२ वर्षे पूर्ण झालेली आहेत, अशा शिक्षकांची रु. २,५००-४,००० वेतनश्रेणीत वेतननिश्चिती,

३. अशा शिक्षकांची सलग १२ वर्षे सेवा मोजतांना सेवाखंडाचा कालावधी पदावनी / प्रतिनियुक्ती / सेवाखंड या कारणास्तव झालेला सेवाखंड वगळून नेमणुकीच्या दिनांकापासून उच्च माध्यमिक स्तरावर १२ वर्षे सेवा झाल्यानंतर त्या शिक्षकास वरिष्ठ वेतनश्रेणीसाठी पात्र ठरविणे,

४. तीन आठवड्यांचे सेवांतर्गत प्रशिक्षण पूर्ण करणे, या अटीतून वयाची ५५ वर्षे पूर्ण करणारे शिक्षक विहित मुदतीत प्रशिक्षण पूर्ण करण्याचे हमीपत्र देणारे शिक्षक व भविष्य काळात स्वेच्छा सेवानिवृत्ती स्वीकारणारे शिक्षक अशांना प्रशिक्षणाच्या अटीतून वगळणे.

(३) कार्यवाही चालू असल्यामुळे प्रश्न उद्भवत नाही.

Clarification : The existing post of Controller/Deputy Registrar, In charge of Examinations, shall be redesignated as the Controller of Examinations and the post shall be of the rank of the Non-Academic Registrar.

7. Point : Under clause (1)(b) of section 20 the words 'Finance Officer' should be substituted by the words "**Finance & Accounts Officer**".

Clarification : The present post of Finance Officer shall be redesignated as Finance & Accounts Officer, It is obvious that he will be the Head of Accounts as well. The post shall be of the rank of Non-Academic Registrar.

8. Point : In Section 29(2)(1) words "**Joint Director of Education** (Higher Education) be inserted before the words Maharashtra state" and in section 29 (2) (m) words 'Divisional Chairman of the concerned Divisional Board of Maharashtra State Board of Secondary Education' & Higher Secondary Education be added at the end.

Clarification : Wherever the word Director (Higher Education) appears in the Act it should be taken to include as Joint Director (Higher Education) similarly in section 29 (2) (m) words 'Chairman of the Maharashtra State Board of Secondary and Higher Secondary Education' should be taken to include the Divisional Chairman.

9. Point : The provisions of sections 30(2)(p) indicate that the **autonomous status** is to be conferred in accordance with the provisions of ordinances. However, under section 51(11) there is a provision for making of Statutes for laying down the norms for grant of autonomous status to colleges, etc. It is, therefore necessary that the provisions for autonomous status should be covered under the statutes Hence the word 'ordinances' should be replaced by the word "statutes". in the provisions of section 30(2)(p)

Clarification : Since statutes rank

निषेधार्ह "अत्यावश्यक सेवा"

दडपशाहीच्या माध्यमातून न्याय्य मागण्यांच्या आंदोलनास पराभूत करता येत नाही याची माहिती असूनसुद्धा माध्यमिक शिक्षकांच्या सेवा अत्यावश्यक सेवा ठरविण्याचा जो मार्ग महाराष्ट्र शासनाने स्विकारला आहे त्याचा तिव्र निषेध करण्यात येत आहे.

माध्यमिक शिक्षकांच्या संघटनांनी गेल्या चार वर्षांपासून सतत शासनाचे लक्ष या मागण्यांकडे वेधले आहे, पण शासनाने त्याबाबतीत सातत्याने दुर्लक्ष केले.

माध्यमिक शिक्षकांच्या या न्याय्य लढ्यामध्ये जेष्ठ व कनिष्ठ महाविद्यालयातील सर्व प्राध्यापकांनी खंबीरपणे त्यांना पाठींबा द्यावा व संपामुळे प्रभावित झालेले परिक्षेच्या संचालनाशी संबंधित कोणतेही काम स्विकारू नये अशी विनंती आहे.

- व्ही.टी.देशमुख, अध्यक्ष "नुटा"

higher than Ordinances, the Universities should follow the provisions of section 51(11). Such action will not be adversely effected in law because of the word ordinances' in section 30(2)(p)

10. Point : Under the provisions of section 31(3)(c), the **Dean of the Faculty** concerned with the Examinations is mentioned. However, it is noted that since every Dean is concerned with the examinations with respect to his Faculty, it is necessary that all the **Deans of Faculties should be the members of the Board of Examinations** otherwise, there will be a separate Board of Examinations for each Faculty. To remove this difficulty it is necessary that the provision of section 31(3)(c) should be substituted by the words the "Deans of Faculties."

Clarification : The provision in section 31(3)(c) should be read as "the Deans of Faculties". In law singular and plural are interchangeable.

11. Point : In section 35(2)(d), in line two the 'comma' after the words University should be deleted.

Clarification : It is a printing error, Hence in section 35(2)(d) in line 2 the 'comma' after the word "University" should be deleted.

12. Point : In section 35(2)(e) in line one the word 'institution' be replaced by the word "Instruction".

Clarification : It is a printing error and hence in section 35(2) (e) in line one, the word "institution" should be read as instruction.

आदिवासी उपयोजना क्षेत्रातील कर्मचाऱ्यांना प्रोत्साहन भत्ता देण्याबाबत.

महाराष्ट्र विधानपरिषद तिसरे अधिवेशन, १९९४
शुक्रवार, दिनांक २५ नोव्हेंबर १९९४

*४०८७९ सर्वश्री पी.जी.दस्तुरकर, व्ही.यू.डायगव्हाणे,
बी.टी.देशमुख, सुरेश पाटील, जयवंत ठाकरे ता.प्र. क्रमांक ३८३४४
ला दिनांक १३ जुलै १९९४ रोजी दिलेल्या उत्तराच्या संदर्भात सन्माननीय
आदिवासी विकास मंत्री पुढील गोष्टीचा खुलासा करतील काय :-

(१) आदिवासी उपयोजना क्षेत्रात काम करणाऱ्या
अधिकारी व कर्मचारी तसेच माध्यमिक शिक्षकांना २९ डिसेंबर १९९३
च्या शासन निर्णयाने लागू केलेला प्रोत्साहन भत्ता २८ एप्रिल १९९४
रोजीच्या शासन निर्णयाने महाविद्यालयीन शिक्षकांना सुद्धा लागू करण्यात
आलेला असला तरी माध्यमिक शाळांना व महाविद्यालयांना जोडून
असलेल्या कनिष्ठ महाविद्यालयीन शिक्षकांना तो अजूनही लागू करण्यात
आलेला नाही, हे खरे आहे काय,

(२) हा भेदभाव संपुष्टात आणावा अशी मागणी करणारे
एक निवेदन विदर्भ ज्युनिअर कॉलेज टिचर्स असोसिएशन या संघटनेच्या
अध्यक्षांनी दिनांक ३ जून १९९४ रोजी किंवा त्यादरम्यान मा. शिक्षण
मंत्री यांना पाठविले हे खरे आहे काय,

(३) खरे असल्यास असा भेदभाव करण्याची कारणे
काय व तो दूर करण्यासाठी शासनाने काय उपाययोजना केलेली आहे,

श्री. मधूकरराव पिचड : (१) हे खरे नाही.

(२) शिक्षण विभागाकडे उक्त निवेदन प्राप्त झाले आहे,

(३) दिनांक २९ डिसेंबर १९९३ च्या शासन निर्णयान्वये
आदिवासी उप-योजना क्षेत्रातील अनुदान प्राप्त शैक्षणिक संस्थांच्या प्रार्थमिक
व माध्यमिक शाळातील शिक्षक व शिक्षकेतर कर्मचाऱ्यांना प्रोत्साहन
भत्ता लागू करण्यात आला आहे. या आदेशामधील माध्यमिक शाळा या
संज्ञेत उच्च माध्यमिक शाळांचाही समावेश होतो. म्हणून उच्च माध्यमिक
शाळातील शिक्षक व शिक्षकेतर कर्मचाऱ्यांना २९.१२.९३ च्या आदेशानुसार
प्रोत्साहन भत्ता देय आहे.

13. Point : In section 40(2), the word 'Department' should be replaced by 'Departments' This is required to clarify that, there will be only **one University Departments Students Council**.

Clarification : In law singular & plural are interchangeable.

14. Point : In Section 77, the last word 'Statute' at the end of first paragraph should be replaced by the word "section" Further, the last word "statute" in the third paragraph should also be replaced by the word "section"

Clarification : It is a printing error the word 'Statute' should be read as 'Section'

15. Point : In Section 85(1)(a) add the words "or his nominee other than the Secretary of the Management" after the word after the word 'Management' and before the word "Chairman" In section 85(1)(f) insert between the word "**Principal**" and the word "**Member-Secretary**"

Clarification : The Section stipulates that the President/**Chairman of the Mahagement shall**

Treatment of a portion of Dearness Allowance as Dearness pay for purpose of Death Gratuity and Retirement Gratuity.

GOVT. OF MAHARASHTRA: FINANCE DEPARTMENT,
RESOLUTION NO. PEN-1094/71/SER-4
Mantralaya, Bombay 400 032,
Dated the 3rd August 1994.

Resolution

The Question of treatment of a portion of dearness allowance as "dearness pay" has been under consideration of Government. Government is now pleased to decide that for State Government employees who retire or die on or after 16th September 1993 a portion of the dearness allowance as linked to average CPI 729.91 obtaining as on 1 March 1988 i.e.20% of basic pay shall be treated as "dearness pay" This dearness pay (i.e. 20% of basic pay) will count only for reckoning pay for the purpose of retirement gratuity Rules, 1982 and for no other purpose. However, there will be no change in the existing upper ceiling of maximum amount of gratuity i.e.16.5 times of pay or Rs. one lakh, whichever is less.

2. These orders come into effect from 16th September 1993 and the Death/Retirement Gratuity of persons who have already died/retired on or after 16th September 1993 shall be recalculated on the basis of these orders and arrears, if any, shall be paid.

3. Government is also pleased to direct that above decisions should mutatis mutandis, apply to those full time teaching and non-teaching employees of recognized and aided educational institutions, non-agricultural Universities and affiliated non-Government Colleges to whom the pension Scheme is made applicable.

4. In exercise of the powers conferred by the proviso to section 248 of the Maharashtra Zilla Parishads and panchayat Samities Act. 1961 (Mah.V of 1992) and of all other powers enabling it in that behalf, Government is further pleased to decide that the above decision should also be extended to the employees of zilla parishads.

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

(V.W.Chaudhari)

Under Secretary of Government.

be the Chairman of the Local Managing Committee. It does not follow that he attend each and every meeting personally. He is **free to nominate his representative** for such meeting. Hyphen the words 'Principal and Member Secretary'. It is printing error.

16. Point : In section 87, in line three the words "as prescribed in section 82,83 and 84" should be replaced by "as prescribed in Section 81,82,83 and 84.

Clarification : This is a correct interpretation. The figure 82 is an omission through oversight. Section 82 is also applicable for extension of affiliation.

17. Point : In section 81(1)(g) in line

ORDER

Higher & Technical Education & Employment Department,

Mantralaya Annexe, Bombay-400 032

Dated the 31st December 1994

No. UPG 2094 (260/94)/UNI-3

Whereas the Maharashtra Universities Act (Maharashtra Act xxxv) has come into force with effect from 22nd July, 1994 and whereas doubts certain/difficulties in implementing the provisions of this Act have been brought to the notice of the Government from various quarters.

Now therefore, in exercise of the powers vested under section 116 of the Maharashtra Universities Act, 1994 the Government is pleased to issue necessary clarifications and directions in respect of various points raised as under :-

Sr.No. Points raised, Clarification

1. Under Section 2(34) the term "teacher" means full-time approved professor, associate Professor, assistant Professor, reader, lecturer, Librarian Director or Instructor of physical education in any University department, conducted affiliated or autonomous College/ autonomous institution or department or recognised institution in the University.

(i) A Point has been raised as to whether the **part-time teachers** could discharge the functions of teaching, research, paper setting in the examinations evaluation of answer books, research guides, examiners and other functions of teachers assigned by the universities and colleges as hitherto.

Clarification : As permitted under the various acts of the universities, prior to coming into force of the Maharashtra Universities Act, 1994, the part-time and honorary teachers can discharge all such functions as hitherto.

(ii) Whether the part-time teachers and honorary teachers can take part in the elections to the various authorities and bodies of the University as contestants or voters.

Clarification : **Part-time and honorary teachers** cannot now take part in the elections to the authorities and bodies of the Universities either as contestants or as voters.

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

(T.B.Sen)

Deputy Secretary to Government.

three add the words "and evaluation" between the words 'conducting examinations' and for promoting'.

Clarification : In section 81(1)(g) the words used 'conducting examinations' include 'conducting evaluation.'

18. Point : The clause 2(b) of section 37 states "the candidates who stand for election should have **ten years teaching experience**" but the clause does not specify anything about voters.

Clarification : All heads of departments of affiliated and conducted colleges can be voters.

19. Point : In section 32(7) the words "Finance & Accounts Officer" should be replaced by the words "**Finance & Accounts Committee**"

Clarification : It seems to be a printing error. Hence in section 32 (7) the words 'Finance & Accounts Officer' should be read as 'Finance & Accounts Committee'

20. Point : In Section 79(i)(a) the spelling of words "Regisrar" is not correct.

Clarification : It is a printing error. "Regisrar" should be read as "**Registrar**".

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

(N.L.Lakhanpal)

Secretary to Government.

CHANGE OF ADDRESS ACKNOWLEDGEMENT NO. 11

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

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

SIXTEENTH LIST :- Serialized Nos : of the changed Addresses from 542 to 606 (Notified on page 121 and 122 of 1994 Ex-File) The Life membership Numbers of those requesting members are as follows :

344, 372, 517, 536, 541, 736, 855, 926, 992, 1037, 1084, 1131, 1240, 1287, 1303, 1455, 1483, 1510, 1527, 1537, 1538, 1540, 1541, 1549, 1550, 1551, 1553, 1555, 1651, 1702, 1822, 1829, 1869, 1960, 2086, 2426, 2430, 2458, 2657, 2659, 2665, 2667, 2669, 2819, 2854, 2915, 2923, 2960, 2966, 2968, 2985, 2994, 3041, 3104, 3118, 3148, 3168, 3177, 3191, 3240, 3237, 3305, 3306, 3311, 3371.

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

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

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

6. List No. 15 containing address changes from 521 to 541 was published as Acknowledgement No. 10 on page No. 71 of 1994 NUTA Bulletin.

S.A.Tiwari Treasurer NUTA

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See file b1995-2b

MEMORANDUM TO THE MINISTER OF HRD, GOVT. OF INDIA ON 24TH JANUARY, 1994

Sub : Mass deputation of University and College teachers to parliament.

Dear Sir,

Hundreds of University and college teachers from all over India will hold a mass deputation to parliament on 8th March, 1994 to press for acceptance of the most urgent and pressing demands of our profession.

Since the formation of the Fifth Central Pay Commission and an award of interim relief to all the employees under the Central Government including the staff of the Central Universities since 17.9.93, the most urgent issue for the remaining university and college teachers has been the setting up of appropriate pay-Review Committee by the U.G.C. and receipt of interim relief (I.R.) at the same rate and from the same date. While some state governments have agreed to pay I.R. at par with the Central Government, most of the state Governments unfortunately have not done anything in this matter. Besides neither the UGC nor the government of India have done anything in the matter. The least that the UGC should have done is to make recommendation for payment of I.R. to all state governments and universities at par with Central universities as they had done in the past.

We strongly demand that the government of India ask the UGC to take effective measures for payment of I.R. and set up a pay Review Committee immediately. Besides, the Govt. of India must take adequate

measures to guarantee that the state governments do pay the I.R. at a uniform rate and that no discrepancy arises in terms of emoluments between central and state universities.

On 13th August 1993 our federation organised a mass dharna in front of Shastri Bhavan and placed a 24 point Charter of Demand in our meeting with Shri. Arjun Singh, Union Minister of H.R.D. and Ms. Selja, Minister of state in Charge of Union Education Department. Unfortunately none of the issues mentioned in the Charter has been solved. The said Charter is given below.

However the most urgent and important in this Charter.

1. Recognition of past services rendered as Demonstrators/Tutors for the purpose of Career Advancement of promotee teacher lecturers

2. Recognition of past service rendered in other states.

3. Minimum qualifications for Lecturership

4. Promotional avenues for University Readers

We demand that these long-pending issues be resolved without any further delay.

With kind regards,

Yours Sincerely
(Mrinmoy Bhattacharyya)

D.O.NO.F. 1-4/94-U,1

September 26, 1994.

Dear Shri Bhattacharaya,

Kindly refer to your letter No. G-014/94 dated 24th January 1994 addressed to the Minister of Human Resource Development regarding certain demands pertaining to the university and college teachers.

2. The Various demands listed in the above-mentioned letter have been under consideration of this Department. Meanwhile, the University Grants Commission has appointed a Committee under the chairmanship of Prof. R.P.Rastogi, former Vice Chancellor (BHU) to review the scales of pay of the teachers in the universities and colleges. This Committee would also examine the present structure of the emoluments and conditions of service of the university and College teachers. Librarians, Directors of Physical Education and Registrars of the Universities. taking into account the total package of benefits available to them, such as superannuation benefits, medical, housing facilities etc. In view of this it would be desirable if the various demands listed in your above letter are presented before the UGC Pay Committee for appropriate consideration. You are, therefore requested to kindly approach the UGC committee for presenting your case before it.

with regards.

Yours sincerely.

(Priyadarshi Thakur)

Shri. Mrinmoy Bhattacharya,
General Secretary,
All India Federation of University and College
Teachers' Organisations,
6/6, Kalicharan Ghosh Road,
Calcutta-700 050.

(Courtesy : Teachers' Movement)

CHARTER OF DEMANDS :-

1. Revision of pay scales of university & college Teachers.

2. Enhanced allocation of resources for education raising it to 6% of GNP.

3. Democratic structure of governance of universities & protecting university autonomy.

4. Restoration of parity of teachers in the university system with those in I.I.T. I.I.M. and I.I.S. regarding the pay scales and allowances.

5. Creation of career advancement opportunities for University Readers.

6. Creation of new posts of Readers and Professors in university and colleges.

7. Solution of pending problems of Demonstrators, tutors and cartographers.

8. Introduction of Readers designation in colleges.

9. Promotional avenue for plus two teachers.

10 Age of retirement not below 60 years

11. Immediate implementation of revised scales of pay of librarians, D.P.E. in all states including career advancement.

12. For the sake of career advancement following types of past service should be recognised

(a) Service in the capacity of demonstrators/tutors.

(b) Service rendered in other institutions of higher education including those located in other states.

(c) Service rendered in research institutions.

(d) Temporary service, contract service and service with discontinuity.

13. Promotion of P.G. Demonstrators and

UNIVERSITY GRANTS COMMISSION**Minutes of the Second meeting of the Committee held on 8th July 1994 in the office of the UGC to consider and give recommendations to the Commission regarding the re-employment of superannuated teachers**

The Commission appointed a committee to consider the matter regarding re-employment of University and College teachers. The Committee had its second meeting on 8th July 1994 in the UGC Office. The following were present :

1. Professor G.Ram Reddy, Chairman, UGC.
2. Dr. Bashiruddin Ahmed, Vice Chancellor, Jamia Mallias Islamia, New Delhi.
3. Prof. S.D.Karnik, Vice Chancellor, Bombay University.
4. Dr. (Ms) A.S. Desai, Director, Tata Institute of Social Sciences, Sio-Trombay, Deonar Bombay.
5. Dr. Meenakshi Gopinath, Principal, Lady Sri Ram College, New Delhi.
6. Professor S.K.Agarwala, Formar Secretary, Association of Indian Universities, New Delhi.
7. Dr. Anand Swaroop, Hon'y Editor, University Grants Commission New Delhi.
8. Dr. Mrinmoy Bhattacharya, General Secretary, AIFUCTO Calcutta.
9. Shri. R.P.Gangurde, Additional Secretary, University Grants Commission, New Delhi.
10. Shri. A.K.Dogra, Deputy Secretary, University Grants Commission, New Delhi.
11. Shri. Dilbagh Singh, Under Secretary, University Grants Commission, New Delhi.

Tutors to Lectureship and extension of benefit of career advancement.

14. Promotion of other Demonstrators/Tutors to senior Demonstrators/tutors in lecturers grade on completion of 18 years

15. Govt. of India should revise its order in compliance with the judgement of Rajasthan High Court allowing same scales to Readers and Professors promoted in accordance with Merit Promotion Scheme.

16. Additional increment for Ph.D/MPhil degree holders including those who joined before 1.1.86 and who attained them during service.

17. Senior scale for those reaching basic pay of Rs. 2800/- irrespective of the number of years of service rendered.

18. D.Sc., D.Lit, M.L. M.D. should be considered for additional increments and service with D.Phil/M.Phil.

19. Bunching benefit should be extended to all teachers irrespective of their grades.

20. Dy/Asstt., D.P.Es and Dy/ Asstt. Librarians with comparable qualification and responsibility should get the benefit of scales available to Librarians and DPEs.

21. Cartographers should be given the same scales as those enjoyed by Demonstrators and Tutors.

22. Relaxation of condition of 55% for teachers who are already in service in degree or plus two level.

23. Counting of service at plus two level and Junior Colleges for career advancement.

24. Solution of problems of plus two college teachers on the basis of common scales for plus two and degree college teachers.

In his opening remarks, the Chairman, UGC informed the members that the issue of reemployment of superannuated teachers in the College as well as Universities is not in a satisfactory state. There are difficulties as well as criticism with regard to modalities being adopted for re-employment of teachers. After deliberations the following emerged as consensus.

1. The Committee agreed that there is no uniformity among the various universities and Colleges in different states all over the India regarding age of superannuation. It was observed that in some states even 55 years is the age of retirement, as such it was strongly recommended that UGC may vigorously try to implement the recommendations of Mehrotra Committee. as regards the uniform age of retirement (60 years) in all states in the country.

2. It was informed that in some States. benefit of pension is not available for university as well as college teachers. The UGC must ensure that at least all the States adopt the provision of pension scheme to all university/College teachers.

3. It was suggested that the mobility of teachers from one state to another and from one institution to other institution be encouraged.

It was pointed out that the services rendered by the teachers in one state or institution is not counted for the purposes of superannuation benefit. The Commission may issue guidelines in this regard. The Chairman informed the members that the Commission at its last meeting held on 28th June 1994 has approved guidelines on the subject and the same will be issued to universities/Colleges shortly.

4. The Committee agreed that the age of superannuation of teachers in all the states be made 60 years and adequate waiver be provided upto 5 years so that the teachers get full retirement benefit which is available for serving 33 years.

5. The Committee was of the view that in no case teachers will be re-employed after 60 years of age but with an exception to this be, part-time teachers/guests lecturers etc.

6. The Committee suggested to create a pool of retired teachers administered centrally by the UGC. The teachers who wish to offer themselves for re-employment may apply and there will be a mechanism, developed for selection. Then the colleges/universities who required the services of such teachers will be provided the same from this pool.

7. A suggestion was made that the service rendered prior to taking up teaching post in university/College as pre-requisite for the post be counted for retirement benefits.

The Chairman, informed the members that the recommendations of the committee will be placed before the pay committee of teachers, which Commission is going to announce shortly. This will be one of the term of reference of the proposed pay committee. The meeting ended with vote of thanks to the Chair.

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