



of the General Body Meeting of
NAGPUR UNIVERSITY TEACHERS' ASSOCIATION
held at 12.00 noon on
SUNDAY, the 7th May, 1995 at
Shri Shivaji College of Education, Amravati.

The General Body of NUTA met in the hall of Shri Shivaji College of Education, Amravati, at 12 noon on SUNDAY, the 7th May, 1995. Prof. B. T. Deshmukh, President was in the chair. The membership numbers of the **members present** at the meeting are as follows :-

17, 44, 45, 48, 58, 60, 65, 72, 76, 89, 90, 99, 102, 111, 129, 136, 137, 153, 154, 172, 181, 183, 190, 198, 220, 222, 254, 259, 269, 276, 331, 340, 388, 389, 413, 427, 464, 497, 525, 622, 678, 719, 738, 762, 807, 871, 893, 895, 1006, 1011, 1052, 1113, 1122, 1161, 1382, 1424, 1442, 1448, 1485, 1492, 1527, 1631, 1651, 1781, 1857, 2009, 2035, 2036, 2120, 2138, 2148, 2154, 2400, 2401, 2406, 2503, 2557, 2603, 2612, 2629, 2743, 2769, 2845, 2886, 2887, 2890, 2933, 3087, 3111, 3140, 3191, 3231, 3235, 3277, 3298, 3299, 3300, 3321, 3329, 3375, 3381.

ITEM NO. 170 : CONFIRMATION OF MINUTES :

CONFIRMED the minutes of the General Body meeting of Nagpur University Teachers' Association held at 12.00 noon on Sunday, the 16th October 1994 at C.P. AND BERAR COLLEGE, Tulsibag Mahal, NAGPUR. (copy of the minutes was circulated on page no.61 of 1994 NUTA Bulletin).

विषय क्रमांक : १७१

प्रा. बलदेव प्रसाद मिश्रा यांचे दुःखद निधन :

प्रा. एकनाथ कठाळे यांनी प्रा. बलदेवप्रसाद मिश्रा यांचे दुःखद निधनावद्दल मांडलेला पुढील शोक प्रस्ताव **सम्मत करण्यात आला** :-

“जनता महाविद्यालय, चंद्रपूरचे प्रा. बलदेवप्रसाद मिश्रा यांचे दि. ३१ डिसेंबर १९९४ रोजी दुःखद अपघाती निधन झाले. प्रा. मिश्रा हे नुटाचे सक्रिय कार्यकर्ते होते, तसेच नागपूर विद्यापीठाच्या विद्वत परिषदेचे सदस्य व वाणिज्य शाखेच्या अभ्यास मंडळाचे सतत दोन वेळा अध्यक्ष होते. याही वेळेस ते अभ्यास मंडळावर निवडून आले होते. त्यांच्या दुःखद निधनावद्दल ही सभा आपले दुःख व संवेदना व्यक्त करीत असून विनम्र श्रद्धांजली अर्पण करीत आहे. ईश्वर त्यांच्या आत्म्यास शांती देवो.”

विषय क्रमांक : १७१ (A)

प्रा. हरिभाऊ चौधरी यांचे दुःखद निधन :

प्रा. बी.एस. पाटील यांनी मांडलेला पुढील शोक प्रस्ताव **सम्मत करण्यात आला** :-

जनता कला-वाणिज्य महाविद्यालय मलकापूर येथील मराठी विषयाचे ज्येष्ठ प्राध्यापक हरिभाऊ चौधरी यांचे दि. १६ डिसेंबर १९९४ रोजी हृदयविकाराने दुःखद निधन झाले. ते नुटा संघटनेचे सक्रिय कार्यकर्ते होते. जनता कला-वाणिज्य महाविद्यालयात त्यांनी राष्ट्रीय सेवा योजनेच्या सहाय्याने अनेक सामाजिक कार्ये केली. अतिशय मनमिळाऊ सौजन्यशिल व आदरणीय असे त्यांचे व्यक्तिमत्व होते. त्यांच्या निधनाने नुटा संघटनेची फार मोठी हानी झाली आहे. त्यांच्या निधनावद्दल ही सभा दुःख व्यक्त करून श्रद्धांजली अर्पण करीत आहे. ईश्वर त्यांच्या आत्म्यास शांती देवो व त्यांच्या कुटूंबीयांना दुःख सहन करण्याची शक्ती देवो”.

विषय क्रमांक : १७१ (B)

प्रा. बाबासाहेब सोमवंशी यांचे दुःखद निधन :

प्रा. श्री.व. चिंचमलातपूरे यांनी मांडलेला पुढील शोक प्रस्ताव **सम्मत करण्यात आला** :-

“अकोट येथील श्री शिवाजी महाविद्यालयातील वाणिज्य शाखेतील ज्येष्ठ प्राध्यापक श्री. बाबासाहेब सोमवंशी यांच्या दुःखद निधनावद्दल ही सभा तिव्र शोक व्यक्त करीत आहे”

शोक प्रस्ताव मांडणाऱ्या सदस्यांनी आपल्या भावना व्यक्त केल्या. अध्यक्षानी सुध्दा आपल्या भावना व्यक्त केल्या. सभेने दोन मिनीटे स्तब्ध उभे राहून दिवंगत सदस्यांना आपली आदरांजली वाहिली. सम्मत केलेल्या शोकप्रस्तावाची प्रत संघटनेच्या वतीने सचिव शोकाकूल कूटूंबियांकडे पाठवतील असे अध्यक्षानी सांगितले.

ITEM NO. 172 : APPROVAL TO THE ANNUAL REPORT :

CONSIDERED AND APPROVED the Annual Report regarding the working of the Association for the calendar year ending on 31st December, 1994.

Notes : (i) As per Article VI (b) (iii) of the Constitution of NUTA, the Annual Report of the working of the Association was prepared by the Executive Committee (vide item No. 2 of 1995) and was placed for the approval of the

Nagpur University Teachers' Association MEETING NOTICE : 1

Dated : 1st September 1995

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 along with 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
15 th October, 1995**

General Body. (ii) The Copy of the Annual Report was circulated on page 27 of 1995 NUTA Bulletin. (iii) Prof. E.H.Kathale, Secretary presented the Annual Report, on behalf of the Executive Committee. (iv) During the discussion on the Annual Report detailed information regarding computerisation was given by the President. Two Executive Committee resolutions were read out by the President in the house. Arising out of discussion. House passed a policy Resolution which is recorded at item No. 180.

**ITEM NO. 173 :
APPROVAL TO THE ANNUAL BUDGET :**

APPROVED the Annual Budget of the Association for the Financial year commencing on 1st April, 1995.

Notes : (i) Prof. S.A.Tiwari Treasurer, NUTA, presented the Budget on behalf of the Executive Committee. (ii) The copy of the Budget was circulated on page No.22 of 1995 NUTA Bulletin.

**अतिरिक्त शिक्षकांना सामावून घेण्याबाबत
स्पष्टीकरण**

क्रमांक : एनजीसी /१९९३/१८०२९३/नेमणूक/९अ/
शिक्षण संचालनालय, (उच्च शिक्षण) महाराष्ट्र राज्य, पुणे-४११ ००१.
दिनांक : १८ जानेवारी, १९९५.

विषय : वाणिज्य विषयातील अतिरिक्त शिक्षकांना इतरत्र सामावून घेणेबाबत.

कुलसचिव नागपूर विद्यापीठ, नागपूर यांनी त्यांच्या पत्र क्र. विद्या/माव/२२७५, दिनांक २२.११.९४ मध्ये उपस्थित केलेल्या वरील विषयाबाबतच्या मुद्यांबाबत त्यासमोर दर्शविलेल्याप्रमाणे खुलासा करण्यात येत आहे.

मुद्दा, अभिप्राय

मुद्दा १. अतिरिक्त शिक्षकांना सामावून घेतांना आरक्षणाचे धोरण लागू होते किंवा नाही?

अभिप्राय : ज्या महाविद्यालयात अतिरिक्त शिक्षकांना सामावून घ्यावयाचे असेल त्या महाविद्यालयात आरक्षणांती जागा रिक्त असेल व प्राप्त झालेल्या यादीमध्ये मागासवर्गीय उमेदवार उपलब्ध असेल तर त्या मागासवर्गीय उमेदवाराला अग्रक्रमाने सामावून घ्यावे. मागासवर्गीय शिक्षक अतिरिक्त नसतील तर त्या जागी अमागास अतिरिक्त शिक्षकास सामावून घ्यावे.

मुद्दा २ : विनाअनुदान महाविद्यालयात अनुदानित शिक्षकांना सामावून घेता येईल काय?

अभिप्राय : अनुदानित शिक्षकांना विनाअनुदानित महाविद्यालयात सामावून घेण्यास हरकत नाही तथापि संबंधित शिक्षकांचा पगार मूळ अनुदानित महाविद्यालयातून अदा करावा.

मुद्दा ३ : इंग्रजी माध्यमातून शिकविणाऱ्या शिक्षकांची जागा रिक्त असल्यास व महाविद्यालयात तसा उमेदवार नसल्यास काय करावे?

अभिप्राय : प्राप्त झालेल्या अतिरिक्त शिक्षकांच्या यादीतून जो शिक्षक इंग्रजी शिकवू शकेल अशा शिक्षकांचा विचार करणे योग्य ठरेल.

मुद्दा ४ : यादीतील शिक्षकांना सामावून घेतांना नेमकी कोणती पद्धत अवलंबावी?

अभिप्राय : अतिरिक्त शिक्षकांची सलग नियुक्तीची तारीख विचारात घेऊन सेवाज्येष्ठता यादी तयार करावी ज्या वेळेला अशा अतिरिक्त शिक्षकांची गरज भासेल त्या वेळेला सेवेने ज्येष्ठ शिक्षकाला प्रथम सामावून घेतले जाईपर्यंत संबंधित विषयाची नवीन रिक्त पदे भरण्यास परवानगी देऊ नये.

सही/-
शिक्षण संचालक
(उच्च शिक्षण) यांच्याकरिता

**ITEM NO.174 :
APPOINTMENT OF THE AUDITORS :**

CONSIDERED AND APPROVED the following resolution for the appointment of auditors for the Financial year ending on 31st March, 1995 namely :-

“ C.R.Sagdeo & Co. Chartered Accountant “Prabha Niwas” Nagpur be appointed as auditor for the Financial year ending on the 31st March 1995”

Note : (i) As per Article VII of the Constitution the "General Body shall appoint auditors annually in the Annual Meeting of the Association." (ii) The Executive Committee resolved to recommend the above resolution (Vide item No. 4 of 1995) which was placed before the General Body for its approval. (iii) Prof. S.A.Tiwari Treasurer, on behalf of the Executive Committee, moved the resolution.

**ITEM NO. 175 :
AMENDMENTS TO THE CONSTITUTION
OF NUTA :**

CONSIDERED AND APPROVED the following proposal for the amendment to the Constitution of NUTA :-

(PROPOSAL)

(1) In sub para (b) of Article II the word “University” be substituted by the words “University and College.”

(2) In sub para (e) of Article II the word “University” be substituted by the words “University and college.”

(3) In sub para (d) of Article IV in the beginning before the word “Association” the words “District Unit” be inserted as title.

(4) In sub para (d) of the Article V the words “Nagpur University” in the 2nd line be substituted by the words “Nagpur and Amravati University”

**ITEM NO. 176 :
TO INCREASE LIFE MEMBERSHIP FEE :**

On behalf of the Executive Committee Prof. E.H.Kathale moved the following resolution. :-

“That the life membership Fee of NUTA be increased from Rs. 2001 to Rs. 4001/-”

Resolved that the Resolution be referred back to the Executive Committee with a request that it be placed before the General Body at an appropriate time.

विषय क्रमांक : १७७

वरिष्ठ श्रेणी देतांना सेवाखंड कालावधी वगळणे:

प्रा. एस. वी. चिंचमलातपुरे यांनी कार्यकारी मंडळाच्या वतीने मांडलेला पुढील प्रस्ताव संमत करण्यात आला :-

वरिष्ठ श्रेणी व निवड श्रेणी म्हणून स्थान निश्चिती करतेवेळी सेवाखंड क्षमापीत झाला असेल तर ती सेवा गृहीत धरून व एकूण कालखंड विचारात घेऊन वरिष्ठ व निवडश्रेणीमध्ये स्थान निश्चिती केली जात असे परंतु दि. ११.२.९४ शासन निर्णय क्र. एन.जी.सी. १८९२/२२२४/दि. ११.२.९४ मधील परिच्छेद एक मध्ये “विदाऊट एनी ब्रेक” हा शब्द प्रयोग घातल्यामुळे महाविद्यालयीन शिक्षकांच्या वरिष्ठ व निवडश्रेणीची स्थान निश्चिती करतांना पूर्वीची सेवा गृहीत धरली जात नाही म्हणून नुटाची ही आमसभा शासनास अशी विनंती करते की, शासन निर्णय क्र. एन.जी.सी./१८९२/२२२४/दिनांक ११.२.९४ मधील “विदाऊट एनी ब्रेक” हे शब्द वगळावे आणि जर शिक्षकांच्या सेवेतील खंड क्षमापीत झाला असेल तर खंडाच्या पूर्वीची सेवा वरिष्ठ श्रेणी व निवड श्रेणीच्या स्थान निश्चिती करते वेळी विचारात घेण्यात यावी.

विषय क्रमांक : १७८

वरिष्ठ श्रेणी देतांना सेवाखंड कालावधी वगळणे:

प्रा. ए.एम गारोडे यांनी आपला प्रस्ताव सभागृहाच्या परवानगीने मागे घेतला.

विषय क्रमांक : १७९

आयुर्वेद महाविद्यालयातून पेन्शनयोजना :

प्रा.एल.पी. ठाकूर यांनी मांडलेला पुढील प्रस्ताव **सम्मत करण्यात आला :-**

“महाराष्ट्र शासनाच्या शिक्षण खात्याने विद्यापीठ संलग्नीत सर्व महाविद्यालयांना पेन्शन कम ग्रॅज्युइटी स्कीम दिनांक १.१०.१९८२ पासून लागू केलेली आहे. परंतु संलग्नीत आयुर्वेद महाविद्यालये वैद्यकीय शिक्षण व औषधी द्रव्ये या खात्याचे अखत्यारीत येत असल्याने ही योजना आयुर्वेद महाविद्यालयातील शिक्षक व शिक्षकेत्तर कर्मचाऱ्यांना लागू झालेली नाही. म्हणून महाराष्ट्र शासनाने पेन्शन कम ग्रॅज्युइटी स्कीम शिक्षण खात्याप्रमाणे अनुदान प्राप्त आयुर्वेद महाविद्यालयातील शिक्षकांना देखील लागू करावी अशी विनंती नुटाची आमसभा करित आहे”

ITEM NO. 180 : NUTA BULLETIN SERVICES POLICY RESOLUTION

(१) विषय क्रमांक १७२ अंतर्गत वार्षिक अहवालावर चर्चा चालू असतांना उपस्थित झालेल्या मुद्यांच्या अनुषंगाने अध्यक्षानी संगणकावर आधारित मुद्रणपूर्व प्रकाशन यंत्रणेबाबतची तपशीलवार माहिती दिली.

(२) नुटाच्या कार्यकारी मंडळाने सन १९९१ व १९९२ मध्ये मंजूर केलेले दोन प्रस्ताव या चर्चेच्या वेळी अध्यक्षानी सभागृहामध्ये उधृत केले ते पुढील प्रमाणे :-

(एक) १९९१ च्या इएक्स फाईलच्या पृष्ठ क्रमांक ९१ वर नमुद असलेला व विषय क्रमांक ३० वर कार्यकारी मंडळाने मंजूर केलेला ठराव पुढील प्रमाणे :- “१९९१ च्या नुटा बुलेटीनच्या पृष्ठ १ ते २० वर अमरावती महानगरपालिकेच्या अनुदान सूत्राबाबत जो नुटा बुलेटीनचा विशेषांक काढण्यात आला त्याची नोंद घेण्यात आली.अशा प्रकारच्या विशेषांकासाठी येणारा खर्च संघटनेच्या खर्चातून करणे शक्य नसल्यामुळे तो खर्च जाहिरातीच्या माध्यमातून उभा करण्याचा धोरणात्मक निर्णय कार्यकारी मंडळाने यापूर्वीच घेतला होता. याबाबतचा आवश्यक निधी जाहिरातीच्या माध्यमातून उभा करण्यासाठी व हा विशेष अंक यशस्वीरित्या काढण्यासाठी जी मेहनत कार्यकारी संपादक प्रा. आर. चित्तरंजन, अमरावती जिल्हा युनिटचे अध्यक्ष प्रा. एस.वी. चिंचमलातपूर सचिव श्री. इ. के. ठोंबरे, कोषाध्यक्ष एस.ए.तिवारी, प्रा. अरुण एल.गुंवे, प्रा. वी.वी.हेडा व प्रा. अनिल सोमवंशी यांनी घेतलेली आहे त्याबद्दल ही सभा समाधान व्यक्त करित आहे.या निमित्ताने या विशेषांकासाठी आलेला खर्च वजा जाता जाहिरातीमुळे आलेल्यातून उरलेले उत्पन्न हे “नुटा बुलेटीन विशेषांक निधी” असे जे स्वतंत्र खाते काढण्यात आले त्यामध्ये जमा करण्यात यावे. व त्या निधीचा वापर अशा प्रकारच्या विकास विषयक प्रश्नांच्या बाबतीत किंवा कार्यकारी मंडळाने ठरविलेल्या विषयांच्या बाबतीत तसेच विधानपरिषदेत करण्यात आलेल्या कामाविषयी माहिती देणारे विशेषांक काढण्याच्या कामीच करण्यात यावा किंवा डी.टी.पी.ची यंत्रणा नुटा बुलेटीनच्या कार्यालयात बसविण्यासाठी किंवा तत्सम कामासाठी करण्यात यावा असेही ठरविण्यात येत आहे.”

(दोन) १९९२ च्या इएक्स फाईलच्या पृष्ठ क्रमांक २५ वर नमुद असलेला व विषय क्रमांक २१ वर कार्यकारी मंडळाने मंजूर केलेला ठराव पुढील प्रमाणे :- “ १९९२ च्या नुटा बुलेटीनच्या पृष्ठ १ ते ३२ वर विदर्भाच्या जलसिंचनाच्या अनुषोषाबाबत जो नुटा बुलेटीनचा विशेषांक काढण्यात आला त्याची नोंद घेण्यात आली.अशा प्रकारच्या विशेषांकासाठी येणारा खर्च संघटनेच्या खर्चातून करणे शक्य नसल्यामुळे तो खर्च जाहिरातीच्या माध्यमातून उभा करण्याचा धोरणात्मक निर्णय कार्यकारी मंडळाने यापूर्वीच घेतला होता. याबाबतचा आवश्यक निधी जाहिरातीच्या माध्यमातून उभा करण्यासाठी जी मेहनत कार्यकारी संपादक प्रा. आर. चित्तरंजन, नुटाचे उपाध्यक्ष डॉ. शरद कळणावत, प्राचार्य डॅडी देशमुख, प्रा.एस.वी. चिंचमलातपूर, कोषाध्यक्ष एस.ए.तिवारी, प्राचार्य विष्णू पाटील, प्रा. एम.एम.थारकर, प्रा. आर.के.बीजवे, प्रा. अनिल सोमवंशी प्रा. एस.टी.सांगळे, प्रा. पी.ए. सहस्त्रबुध्दे, प्रा. हरिभाऊ हिवरे व प्रा. व्ही.टी.हजारें यांनी घेतली आहे त्याबद्दल ही सभा समाधान व्यक्त करित आहे. या निमित्ताने या विशेषांकासाठी आलेला खर्च वजा जाता जाहिरातीमुळे आलेल्यातून उरलेले उत्पन्न हे “नुटा बुलेटीन विशेषांक निधी” असे जे स्वतंत्र खाते काढण्यात आले त्यामध्ये जमा करण्यात यावे. व त्या निधीचा वापर अशा प्रकारच्या विकास विषयक प्रश्नांच्या बाबतीत किंवा कार्यकारी मंडळाने ठरविलेल्या विषयांच्या बाबतीत तसेच विधानपरिषदेत करण्यात आलेल्या कामाविषयी माहिती देणारे विशेषांक काढण्याच्या कामीच करण्यात यावा किंवा डी.टी.पी.ची यंत्रणा नुटा बुलेटीनच्या कार्यालयात बसविण्यासाठी किंवा तत्सम कामासाठी करण्यात यावा असेही ठरविण्यात येत आहे.”

(३) कार्यकारी मंडळाने मान्य केलेल्या व उपरोक्त दोन ठरावामध्ये नमुद असलेल्या धोरणाशी ही सभा सहमती व्यक्त करीत

आहे.

करण्यात आला.

(४) चर्चेनंतर पुढील धोरणात्मक ठराव मंजूर

“शिक्षकांच्या समस्यांना अग्रक्रम व शिक्षक हिताच्या कार्यक्रमांना प्राधान्य देत असतांनाच व्यापक सामाजिक हिताचे प्रश्न विशेषतः प्रदेशाच्या विकासाचे, अनुशोषाचे – मग तो रस्त्याचा असेल जलसिंचनाचा असेल, किंवा अन्य विकासक्षेत्रातील असेल – जे प्रश्न वेळोवेळी निर्माण होतील त्यांचे निराकरण करण्यासाठी संघटनेच्या नुटाबुलेटीन या मुखपत्राचा प्रभावशाली वापर होऊ शकतो. नुटा बुलेटीनच्या माध्यमातून हे प्रश्न हाताळतांना त्यासाठीचा आर्थिक बोजा संघटनेवर येणार नाही याची दक्षता घेऊन विकासविषयक प्रश्नांची सोडवणूक करण्यासाठी त्यावर विधानपरिषदेत झालेल्या चर्चा व शासनाची भूमिका लोकांसमोर आणण्यासाठी नुटा बुलेटीन या मुखपत्राचा वापर करण्याबाबतच्या कार्यकारी मंडळाच्या धोरणाला ही सभा भक्कम पाठिंबा व्यक्त करित आहे.”

विषय क्रमांक : १८१

सभा व्यवस्थेबद्दल आभार :

सचिवांनी महाविद्यालयाचे प्राचार्य व स्थानिक शाखेच्या इतर प्राध्यापकांनी, जिल्हा नुटाचे अध्यक्ष, सचिव व सदस्य यांनी, ही सभा यशस्वी करण्यासाठी घेतलेल्या परिश्रमांबद्दल आणि दिलेल्या सहकार्याबद्दल त्यांचे मनःपूर्वक आभार मानले. शेवटी सर्व उपस्थित सदस्यांचे आभार मानून सभा संपली असे अध्यक्षांनी जाहीर केले.

स्वा / बी.टी.देशमुख
अध्यक्ष

स्वा / एकनाथ कठाळे
सचिव

निवडश्रेणीमध्ये यापूर्वीच स्थाननिश्चिती झालेल्या अधिव्याख्यात्यांना रिफ्रेशर कोर्सेसची अट लागू नसल्याचा विद्यापीठ अनुदान आयोगाचा निर्णय महाराष्ट्र विधानपरिषद : : दुसरे अधिवेशन १९९५ बुधवार, दिनांक ५ जुलै १९९५.

(१२) १३२४ सर्वश्री बी.टी.देशमुख, व्ही.यु.डायगव्हाणे, पी.जी.दस्तुरकर, जयवंत ठाकरे, सुरेश पाटील सुरेश पाटील सन्माननीय उच्च व तंत्र शिक्षण मंत्री पुढील गोष्टीचा खुलासा करतील काय :-

१) रिफ्रेशर कोर्सेस पूर्ण करण्याची अट नवीन अधिव्याख्यात्यांना किंवा ज्यांची निवडश्रेणीमध्ये स्थाननिश्चिती अजून झालेली नाही अशा अधिव्याख्यात्यांना लागू असून निवडश्रेणीमध्ये किंवा प्रपाठक या श्रेणीमध्ये यापूर्वीच ज्यांची स्थाननिश्चिती झाली आहे अशा अधिव्याख्यात्यांना रिफ्रेशर कोर्सेस करण्याची आवश्यकता नसल्याचा विद्यापीठ अनुदान आयोगाने घेतलेला धोरणात्मक निर्णय १७ नोव्हेंबर १९९३ च्या पत्रान्वये त्यांनी प्रसृत केलेला आहे हे खरे आहे काय,

२) असल्यास, नागपूर युनिव्हर्सिटी टिचर्स असोसिएशनच्या उपाध्यक्षांनी दिनांक १४ जानेवारी १९९५ रोजी किंवा त्या दरम्यान माननीय सचिव, उच्च शिक्षण यांचेकडे एक निवेदन पाठवून ही बाब लक्षात आणून दिली असून सोबत विद्यापीठ अनुदान आयोगाच्या उक्त निर्णयाची प्रतही जोडली आहे, हे खरे आहे काय,

३) असल्यास, याबाबत शासनाने घेतलेल्या निर्णयाचे स्वरूप काय आहे,

४) सदर प्रकरणी अद्याप निर्णय झालेला नसल्यास, होणाऱ्या विलंबाची कारणे काय आहेत?

श्री.एकनाथ खडसे : (१) विद्यापीठ अनुदान आयोगाने दिनांक १७ नोव्हेंबर १९९३ च्या डॉ.आर.एम.अम्बुलकर यांना पाठविलेल्या पत्रात असे कळविले आहे की, श्री. अम्बुलकर यांना विद्यापीठाने प्रपाठक या पदावर रुपये ३७००-५७०० या वेतनश्रेणीत बढती दिली असल्याने त्यांना दोन रिफ्रेशर कोर्सेस पूर्ण करण्याची आवश्यकता नाही.

२) होय.

३) याबाबतीत अद्याप अंतिम निर्णय घ्यावयाचा आहे.

४) सदर बाब विद्यापीठ अनुदान आयोगाच्या कार्यक्षेत्रातील असल्याने विद्यापीठ अनुदान आयोगाने या संदर्भात काही धोरणात्मक निर्णय घेतला आहे काय याची विचारणा त्यांच्याकडे करण्यात आली आहे.

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATION

(Regd under Act XXI of 1860)
19/C Nilmani Mitra Street, Calcutta-700006
Ref No 0-22 : Date 18.1.95

Memorandum to Rastogi Commission

DR. R.P.RASTOGI,
Chairman, U.G.C. Committee on revision of payscales of uni & College Teachers

Subject - Representation of AIFUCTO on principles of pay-revision.

Dear Sir,

At the outset we would like to express our happiness at the formation of the U.G.C. Committee on Revision of payscales of university and college teachers under your chairmanship with some other senior academics as its members. We offer our sincere co-operation for the successful accomplishment of the onerous task entrusted to you since we believe that all the issues under the terms of reference of your committee are such that these are matters of common concern both to the U.G.C. and AIFUCTO.

In keeping with our past experience with similar U.G.C. Committees e.g. Mehrotra Committee and Sen Committee, we believe that we shall have more than one occasion to meet and submit our representation before your committee.

We have received a communication from the Union Ministry of H.R.D. in which we have been advised to represent all the pending problems concerning implementation of the 1986- Revised scales of pay. Most of the problems have been discussed in detail with the U.G.C. and the Union Ministry of H.R.D. both separately and jointly. Some of them were near solution. anyway we shall apprise you of all these problems and seek your assistance for their solution.

However in this first submission, we have decided to restrict ourselves only to some important principles which, in our opinion, the Committee should adhere to. We are mentioning them below in brief...

1. PayScale, allowances and promotional avenues should be such that fair share of talents coming out of the universities can be attracted to the teaching profession and retained therein hence the payscales of university and college teachers should be at par with class I officers of the Central Government.

2. Revision of payscales should provide cent per cent neutralisation of rise in cost of living index since 1.1.86.

3. Since 1.1.86 the increase on G.N.P. in our country justifies a reasonable increase in payscales of University and College teachers.

4. The existing disparity between universities on the one hand and some deemed universities viz I.I.T.s, I.I.M.s. and the I.I.S. in terms of payscale and designations of teachers must be done away with. We would like to emphasize that ever since the creation of these deemed universities the teachers there enjoyed pay and allowances at par with their counterparts in other universities. The departure from this time - tested principle has already caused irreparable damage. None the less sooner parity is restored better it is.

5. Existing disparity between State and Central Universities with respect to allowances and perquisites should be abolished.

6. Age of retirement should not be below 60 years and adequate waiver should be provided upto 5 years so that teachers get full retirement benefit which is available for serving 33 years. Service in Central and other state universities or colleges affiliated to them should be recognised.

7. Stagnation of University Readers must be redressed with provision for promotion to professorship.

8. Special provision should be made for women teachers to condone break in service and to provide longer maternity leave.

9. In the fixation formula adequate weightage should be given to past service of senior teachers.

10. Demonstrators, Tutors, Cartographers, Instructors, Librarians and D.P.E.s should be explicitly brought under purview of the Committee.

11. Number of categories and designations in teaching profession should not be too many, we already have five categories. Efforts should be made to reduce them.

12. The committee should submit an interim report to provide (i) some interim relief to serving teachers and (ii) additional retirement benefit to retiring teachers.

13. Interim Relief since 16.9.93 which is already being paid by the Central Government and some state Governments unfortunately is not available to the majority of university and college teachers. U.G.C. and Central Government should persuade concerned state Governments to extend this benefit to all teachers.

14. It has been our sad experience in the past that even after the Govt. of India accepts revised scales of pay the teachers in different states have to go for agitation and movement before the concerned state govts accept them. such actions cause avoidable academic loss. Necessary measures, if necessary central legislation should be taken recourse to, to obviate repetition of similar situation in future.

we have already stated that this is our first representation. We shall submit shortly a separate representation on the problems pending since the last pay-revision-1.1.86.

We shall request you to kindly invite a delegation of our federation for an effective dialogue with the committee on a convenient date.

With kind regards

Yours sincerely,
(Mrinmoy Bhattacharyya)
General Secretary.

कनिष्ठ महाविद्यालय पातळीवरील व्दिलक्षी व्यवसाय

अभ्यासक्रमात मुदतवाढ मिळण्याबाबत

महाराष्ट्र विधानपरिषद : दुसरे अधिवेशन १९९५
बुधवार, दिनांक ५ जुलै १९९५.

(१२) १३२५ सर्वश्री व्ही.यु.डायगव्हाणे,
पी.जी.दस्तुरकर, जयवंत ठाकरे, सुरेश पाटील सुरेश पाटील, विजय सावंत : तारांकित प्रश्न क्रमांक ९३ ला दिनांक २५ मार्च १९९५ रोजी दिलेल्या उत्तराच्या संदर्भात सन्माननीय उच्च व तंत्र शिक्षण मंत्री पुढील गोष्टीचा खुलासा करतील काय :-

१) १९७८-७९ पासून राज्यात कनिष्ठ महाविद्यालयातून सुरु असलेला व यशस्वी ठरलेला व्दिलक्षी व्यवसाय अभ्यासक्रम बंद न करता त्याला कायमस्वरूपी मुदतवाढ मिळावी यासाठी विदर्भ व्हीकेशनल कोर्स टिचर्स असोसिएशन द्वारा दिनांक २५ ऑक्टोबर १९९४ रोजी उच्च व तंत्रशिक्षण मंत्री यांचेकडे पाठविण्यात आलेल्या व शासनाच्या विचाराधीन असलेल्या मागणीबाबत शासनाचा विचार पूर्ण झालेला आहे काय;

२) विचार पूर्ण झालेला असल्यास, शासनाने घेतलेल्या निर्णयाचे स्वरूप काय?

३) अद्यापही विचार पूर्ण झालेला नसल्यास, या प्रकरणी होणाऱ्या विलंबाची कारणे काय?

श्री. एकनाथ खडसे : १) होय.

२) १९९४-९५ पर्यंत ज्या संस्था + २ स्तरावर व्दिलक्षी अभ्यासक्रम शिकवित होत्या त्या संस्थांना हे व्यवसाय अभ्यासक्रम शिकविण्याबाबत कायमस्वरूपी मुदतवाढ देण्याचा शासनाने निर्णय घेतला आहे.

३) प्रश्न उद्भवत नाही.

शासकीय कर्मचारी आणि इतर कर्मचारी यांना दिनांक १ जानेवारी १९९५ पासून सुधारित दराने महागाई भत्ता देणे

महाराष्ट्र शासन : वित्त विभाग

शासन निर्णय क्रमांक मभवा-१९९५/१४/सेवा-१०, : मंत्रालय, मुंबई ४०० ०३२, दिनांक २६ एप्रिल १९९५.

पहा - (एक) शासन निर्णय, वित्त विभाग क्रमांक मभवा-१९८६/३९४/सेवा-१०, दिनांक १८ ऑगस्ट १९८६.

(दोन) शासन निर्णय, वित्त विभाग क्रमांक मभवा-१९९४/७८/सेवा-१०, दिनांक ३ ऑक्टोबर १९९४.

शासन निर्णय : केंद्र शासनाच्या धर्तीवर राज्य शासकीय कर्मचाऱ्यांना दिनांक १ जानेवारी १९९५ पासून सुधारित दराने महागाई भत्ता देण्याचा प्रश्न शासनाच्या विचाराधीन होता. शासन आता असा आदेश देत आहे की, ज्या राज्य शासकीय कर्मचाऱ्यांना महागाई भत्ता अनुज्ञेय आहे, अशा सर्व पूर्णकालिन शासकीय कर्मचाऱ्यांना दिनांक १ जानेवारी १९९५ पासून खालील तक्त्यामध्ये दर्शविलेल्या सुधारित दराने महागाई भत्ता रोखीने मंजूर करण्यात यावा. -

ज्या दिनांकापासून अनुज्ञेय आहे तो दिनांक	सुधारित वेतनश्रेणीमधील मूळ वेतन	दरमहा महागाई भत्त्याचा दर
१ जानेवारी १९९५.	(एक) रु. ३,५०० पर्यंत (दोन) रु. ३,५०१ ते रु. ६,००० पर्यंत (तीन) रु. ६,००० हून अधिक.	१२५ टक्के ९४ टक्के परंतु दरमहा कमीत कमी रु. ४,३७५ ८९ टक्के परंतु दरमहा कमीत कमी रु. ५,६४०.

टीप : (१) वरील दराने महागाई भत्त्याची रक्कम परिगणित करताना सुधारित वेतनश्रेणीमधील मूळ वेतन विचारात घेण्यात यावे. विशेष वेतन, प्रतिनियुक्ती वेतन, विशेष भत्ता किंवा इतर कोणत्याही नावाने वेतनात समाविष्ट होणारी कोणतीही जास्तीची रक्कम विचारात घेण्यात येऊ नये. परंतु महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९८८ नुसार अनुज्ञेय असलेली तदर्थ वेतनवाढ, तसेच शासन निर्णय, वित्त विभाग, क्रमांक वेपुर- १२८८/५७९/सेवा-१० दिनांक १४ ऑक्टोबर १९८८ नुसार अनुज्ञेय असलेली कमाल वेतनोत्तर वेतनवाढ यांच्या रकमा शासन परिपत्रक, वित्त विभाग क्रमांक वेपुर- १२९०/प्र.क३.१३/सेवा-१०, दिनांक १२ फेब्रुवारी १९९० मध्ये खुलासा केल्याप्रमाणे मूळ वेतनाचा भाग समजून महागाई भत्त्याची परिगणना करण्यासाठी विचारात घेण्यात याव्यात.

(२) महागाई भत्त्याची रक्कम परिगणित करताना ५० पैसे किंवा त्याहून अधिक पैशांत येणारी रक्कम पुढच्या रुपयाशी पूर्णांकित करण्यात यावी व ५० पैशांहून कमी असलेली रक्कम दुर्लक्षित करण्यात यावी.



२. महाराष्ट्र कोषागार नियम १९६८ मधील नियम २७० शिथिल करून शासन असा आदेश देत आहे की, महागाई भत्त्याची थकबाकीची रक्कम मे १९९५ किंवा त्यानंतरच्या मासिक वेतन देयकामध्येच काढण्यात यावी. आहरण व संवितरण अधिकाऱ्यांनी नियमित वेतन देयकात थकबाकीच्या रकमेची एक वेगळी बाब म्हणून राजपत्रित अधिकारी आणि अराजपत्रित कर्मचारी या सर्वांसाठी वेतन देयकाच्या आतील बाजूस स्तंभ ३ मध्ये व बाहेरील बाजूस बाब क्रमांक ४ मध्ये मागणी करावी. दिनांक १ जानेवारी १९९५ नंतर शासकीय कर्मचाऱ्यांची एका कार्यालयातून/विभागातून दुसऱ्या कार्यालयात/विभागात बदली झाली असल्यास दिनांक १ जानेवारी १९९५ पासून नवीन कार्यालयात बदली होण्याच्या तारखेपर्यंतची थकबाकी रक्कमसुद्धा नवीन कार्यालयाचे काढावी. यासाठी संबंधित कार्यालयाचे, जुन्या कार्यालयाकडून रक्कम काढली नसल्याचे प्रमाणपत्र मागवून घ्यावे व नंतरच संपूर्ण कालावधीसाठीची मागणी करावी. कोणत्याही परिस्थितीत थकबाकीसाठी पुरवणी देयक सादर करण्यात येऊ नये.

३. शासन असाही आदेश देत आहे की, परिच्छेद १ अन्वये मंजूर करण्यात आलेला महागाई भत्ता अनुदानप्राप्त शैक्षणिक संस्थांच्या प्राथमिक, माध्यमिक शाळांमधील पूर्णकालीक शिक्षक व शिक्षकेतर कर्मचारी तसेच कृषी विद्यापीठे व कृषितर विद्यापीठे व त्यांना संलग्न असलेली महाविद्यालये यांमधील शिक्षक व शिक्षकेतर कर्मचारी तसेच वर अनुक्रमांक १ मध्ये नमूद केलेल्या शासन निर्णयाच्या परिच्छेद ६ मधील इतर कर्मचारी यांनाही अनुज्ञेय राहिल. तसेच महात्मा गांधी स्मृती रुग्णालय, मुंबई यांच्या कर्मचाऱ्यांनाही सदरहू आदेश लागू होतील.

४. महाराष्ट्र जिल्हा परिषदा व पंचायत समित्या अधिनियम, १९६१ (सन १९६२ चा महाराष्ट्र अधिनियम क्रमांक ५) मधील कलम २४८ च्या परंतुकांमध्ये प्रदान केलेले अधिकार व त्यासंबंधीतील इतर सर्व अधिकार यांचा वापर करून शासन असा आदेश देत आहे की, ज्यांना संबंधित विद्यमान आदेशानुसार महागाई भत्ता अनुज्ञेय आहे अशा जिल्हा परिषदांच्या पूर्णकालीक कर्मचाऱ्यांना वरील आदेश योग्य त्या फेरफारांसह लागू करण्यात यावेत.

५. शासन असाही आदेश देत आहे की, विद्यापीठ अनुदान आयोगाच्या वेतनमानानुसार सुधारित वेतनश्रेणीमध्ये वेतन घेणारे शिक्षक व शिक्षकेतर कर्मचारी यांनादेखील वरील आदेश लागू करण्यात यावेत.

६. शासन असाही आदेश देत आहे की, हा महागाई भत्ता अंशकालिक कर्मचारी व नैमित्तिक कामगार यांना अनुज्ञेय असणार नाही.

७. शासन असाही आदेश देत आहे की, जर नगरपालिकांनी त्यांच्या सुधारित वेतनश्रेणीमधील वेतन घेणाऱ्या कर्मचाऱ्यांना वरील महागाई भत्ता देण्याचे ठरविले तर शासकीय आदेशान्वये विहित केलेल्या किंवा करण्यात येणाऱ्या तत्त्वानुसार व शर्तीनुसार असलेल्या दरांप्रमाणे सदर नगरपालिका अनुदानास पात्र ठरतील.

८. ज्या कर्मचाऱ्यांना असुधारित वेतनश्रेणीमध्ये वेतन घेण्याचा विकल्प दिला आहे त्यांचे बाबतीत सुधारित दराने महागाई भत्त्याची रक्कम परिगणित करताना त्यांचे दिनांक १ जानेवारी १९८६ चे असुधारित वेतनश्रेणीमधील मूळ वेतन व त्यावर दिनांक १ जानेवारी १९८६ रोजी अनुज्ञेय असलेला महागाई भत्ता व तदर्थ महागाई भत्ता (मिळत असल्यास) आणि अंतरिम वाढ १ आणि

२ च्या रकमा मिळून होणारी एकूण रक्कम विचारात घेण्यात यावी.

९. ज्या शासकीय कर्मचाऱ्यांच्या वेतनश्रेणी महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९८८ अन्वये अद्याप सुधारण्यात आलेल्या नाहीत किंवा वेतनश्रेणी सुधारण्यात आल्या असल्या तरी ज्यांच्या बाबतीत सुधारित वेतनश्रेणीमध्ये येण्याचा विकल्प देण्याची मुदत अजून संपलेली नाही असे कर्मचारी जर असुधारित वेतनश्रेणीमध्ये वेतन घेत असतील तर त्यांच्या बाबतीत महागाई भत्त्याची रक्कम सुधारित दराने दिनांक १ जानेवारी १९९५ पासून परिगणित करताना त्यांचे दिनांक १ जानेवारी १९८६ चे सुधारित वेतनश्रेणीतील मूळ वेतन व त्यावर १ जानेवारी १९८६ रोजी अनुज्ञेय असलेला महागाई भत्ता व तदर्थ महागाई भत्ता (मिळत असल्यास) आणि अंतरिम वाढ १ व २ आणि २० टक्के तदर्थ वाढ (किमान रु. ७५) (जर ते आजतागायत घेत असतील तर) मिळून होणारी एकूण रक्कम विचारात घेण्यात यावी. मात्र ह्याप्रमाणे परिगणित केलेल्या महागाई भत्त्याच्या रकमेपैकी, असा कर्मचारी सुधारित वेतनश्रेणीत वेतन घेऊ लागल्यावर शासन निर्णय, वित्त विभाग, क्रमांक वेपुर- १२८८/५८९/सेवा-१०, दिनांक २१ ऑक्टोबर १९८८ च्या परिच्छेद ८ प्रमाणे करावयाच्या वसुलीवरोबर २० टक्के तदर्थ वाढीवर घेतलेल्या महागाई भत्त्याचीही वसुली करण्यात यावी. मात्र २० टक्के तदर्थ वाढीच्या वरीलप्रमाणे निघणाऱ्या वसुलीस मुंबई उच्च न्यायालयाच्या नागपूर खंडपीठाने रिट पिटीशन क्रमांक २९२४/१९८८ मध्ये स्थगिती दिली असल्याने पुढील आदेशापर्यंत अशी वसुली करण्यात येऊ नये.

१०. वरील आदेश, अनुदानप्राप्त स्थानिक संस्थांच्या तसेच सर्व संबंधित संस्थांच्या व्यवस्थापनाच्या निदर्शनास संबंधित विभाग प्रमुखांनी आणून घ्यावेत आणि या आदेशानुसार कर्मचाऱ्यांना हा महागाई भत्ता दिला जाईल याची खात्री करून घ्यावी. महागाई भत्त्यापोटी देय होणारे सहायक अनुदान शासनाने वेळोवेळी मंजूर कलेल्या सहायक अनुदानाच्या नियमानुसार असेल असेही त्यांनी व्यवस्थापनांना कळवावे.

११. शासकीय कर्मचाऱ्यांना अनुज्ञेय असलेल्या महागाई भत्त्यामुळे येणारा खर्च, हा त्यांचे वेतन व भत्ते यासंबंधीचा खर्च ज्या लेखा शीर्षखाली खर्ची घालण्यात येतो, त्याच शीर्षखाली खर्ची घालण्यात यावा. अनुदानप्राप्त संस्था, नगरपरिषदा व जिल्हा परिषदा यांच्या कर्मचाऱ्यांच्या बाबतीत, संबंधित प्रमुख लेखा शीर्षखालील ज्या उप लेखा शीर्षखाली त्यांच्या सहायक अनुदानाबाबतचा खर्च खर्ची घालण्यात येतो, त्या उप लेखा शीर्षखाली हा खर्च खर्ची घालण्यात यावा.

१२. सर्व विभाग प्रमुख, सर्व जिल्हा परिषदांचे मुख्य कार्यकारी अधिकारी आणि कृषी विद्यापीठांचे व कृषितर विद्यापीठांचे कुलसचिव यांनी याबाबत होणारा जादा खर्च आठमाही/नऊमाही सुधारित अंदाजपत्रक तयार करताना विचारात घ्यावा.

१३. या आदेशाची इंग्रजी प्रत सोबत जोडली आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

पां.शां. घाडी,
शासनाचे अवर सचिव.

**NOTE submitted by the
Maharashtra Federation of University & College Teachers Organisation
to the U.G.C. PAY REVIEW COMMITTEE**

on Friday 28th April 1995 in Bombay

1. NEW PAY SCALE :

1.1 New pay-scales are likely to be truly and effectively implemented ten years after the date on which the preceding revised payscales took effect (1-1-1986) During the intervening period tremendous inflation and rise in prices of essential commodities have taken place.

1.2 Revised pay scale should at least be so recommended that the difference in the price as on 1.1.1986 and the current prices is fully neutralised. If good talent is to be attracted to the teaching profession the new pay scales should be a little higher than those arrived at after neutralizing the difference in prices between 1.1.1986 and now. In any case they should be on par with those prescribed for the staffs of IIT, IIM, IIS and the IAS.

1.3 New pay-scales along with advancement in the scale and promotions prescribed under it should be available to (a) teachers appointed on temporary basis; (b) adhoc appointees, (c) teachers appointed in unaided colleges/institutions. For various reasons, like non availability of reserved category candidates teachers covered under the fellowship scheme of UGC, Faculty improvement programme late appointments on adhoc basis, teachers remain temporary for long period of time and teacher-appointees in unaided colleges/institutions are not paid the revised pay scales on the ground of paucity of funds though such paucity does not exist now in view of the Supreme Court judgement and Central government directives. Therefore it should be stipulated in the recommendations of the UGC Pay Review Committee that teachers in these categories and similar others shall be paid salaries as per new pay scales.

1.4 In the new structure of pay-scales the number of categories and designations should be reduced.

2. PLACEMENT, FIXATION OF SALARIES IN THE REVISED PAY SCALES :

2.1 pay-scales should be so structured and fixation rules should be so framed that at no stage should a teacher senior in service is clubbed with a teacher substantially junior to him. We suggest that in such a situation, one additional increment be given for every three years of seniority.

2.2 Because of bunching effect very senior teachers often remain on par with their juniors in the fixation of salaries in the revised payscales. This spells frustration in the minds of these senior teachers which is academically unsound. We therefore advocate point to point fixation in revised pay-scales for senior teachers falling in this category.

2.3 Fixation rules should be so framed that no teacher at the highest point in the scale gets stagnated. At the point, he should be granted one to three additional increments depending on the length of service he has put in.

2.4 Those who possess M.Phil or Ph.D. Degree should be given one and three increments respectively as additional increments from the date on which they obtained or they have already obtained those degrees.

2.5 Whatever the date finally fixed for the introduction of the revised scales of pay those who retire between 1.1.1993 and the date from which the new pay scales are to be effective should be granted some additional increments in their present pay scales so that they do not miss entirely the benefits of new pay-scales.

2.6 Specially while placing women teachers in the new pay-scales and fixing their salaries, continuous service must not be insisted upon. Breaks in service of whatever length should be condoned; for

women teachers are forced to have breaks in service following their marriage when some of them are required to accompany their husband to his place of service or after they have a child to nurse child following the delivery.

2.7 For pay fixation and career advancement entire past service of a teacher as lecturer should be considered irrespective of whether it was continuous or in the same college, university area or state.

3. QUALIFICATION FOR ELIGIBILITY FOR REVISED PAY-SCALES :

3.1 Unrealistic qualifications such as (i) too high percentage at post graduate degree; (ii) M.Phil. Ph.D should not be prescribed for being eligible for appointment. If it is done their net effect is that either the quality of degree is diluted intentionally or for want of the required qualifications, unqualified candidates are required to be appointed and they remain temporary over a long period and consequently remain insecure which helps managements to be corrupt and authoritarian in their administration. All this adversely affects academic interests and standards.

3.2 National Eligibility Test (NET)/ State Eligibility Test (SET) should, in the present form be replaced forthwith, they are unrealistic and so hard that the passing percentage at these tests is around 5 per cent, As for the present incumbents NET/SET should not be insisted upon for their continuation/confirmation in service.

4. ELIGIBILITY FOR PLACEMENT AT HIGHER GRADE AND OR PROMOTION :

4.1 Requirement of having attended two Refresher Courses/Orientation Courses for placement in a higher grade or promotion must be abolished because the number of refresher courses held is very inadequate for most of the subjects and nil for certain other subjects. With the result that either deadline for completing refresher courses/orientation courses is extended from time to time and the condition remains only on paper or increments

**MFUCTO NOTE TO RUSTOGI
COMMITTEE**

A pre-intimated meeting was held in Bombay University campus, on 28th April 1995 between the Rostogi Committee and the MFUCTO delegation to have discussions on the New Revision of Payscales and to make suggestions, if any. In this meeting Dr. Rastogi Chairman, U.G.C. Pay Review Committee, Shri Khanna Secretary U.G.C, Shri. Parthasarathy Secretary Finance Ministry Govt. of India, Addl. Secretary Finance Ministry, Dr. Gangurde Shri. Barua. Prin. Shri. Sayeed, Shri. Kapoor members of the Committee were present, while MFUCTO was represented by Prof. Sambhaji Jadhao President and Shri Sadasivan Gen.Secretary.

The note submitted by MFUCTO is printed in this issue But it must be added that this memorandum is not final, and any other useful suggestions can still be added in it. If the members wish to send such suggestions, they may be sent to Prof. E.H.Kathale, Secretary NUTA or to Prof. R.Chittaranjan Acting Editor NUTA Bulletin.

R.Chittaranjan, Acting Editor.

are stopped for no fault of teachers who really desire to attend refresher course/orientation course. Inability of a teacher to attend these courses is also caused by the refusal by the government/management to release the concerned teachers for these courses with leave with full pay.

4.2 The best way out would be to arrange these courses in the best possible manner and to encourage teachers to attend them.

5. REVISED PAY-SCALES BE MADE MANDATORY :

5.1 In the past, the implementation of new pay-scales was made optional for the States. In case of reluctant States, teachers had to launch bitter struggle to force the recalcitrant States to accept and introduced the new payscales. In some cases, states diluted payscales and even introduce unpleasant conditions. Often it took up as much as four years for teachers actually to get their salaries in the revised pay-scales in their pockets thus nullifying the basic aim and the benefits of new pay-scales in conditions of continuous price-rise.

5.2 it is therefore urged that the UGC payreview committee recommends to the Central Government to make the Revised pay- Scales mandatory in order that the State Government automatically implement them, if necessary by amending the central legislation in their regard, or by making sufficient funds available to the state in some ways.

6. SERVICE CONDITIONS SHOULD BE DELINKED FROM PAY SCALE REVISION :

6.1 In the Past it has been the experience of college and university teachers, Librarians and Directors of Physical Education that revised pay-scales are invariably linked up with higher service conditions especially stringent qualifications. Unrealistic academic qualifications force colleges to appoint under-qualified teachers who remain temporary for long spells and therefore, insecure. This factor affects adversely academic standards in universities and College. We, therefore suggest that service conditions be delinked from Revision of pay-scales.

7. RELAXATION OF QUALIFICATIONS IN RESPECT OF PLUS 2 TEACHERS APPOINTED IN DEGREE COLLEGE.

8. DEMONSTRATOR, TUTORS, MASTERS OF METHOD ETC.

8.1 These three categories of teachers i.e. demonstrators tutors and masters of method, are withering categories of teachers as these posts have already been abolished since long. Whithin the next about five years most of these teachers belonging to the three categories will be retiring. They have suffered too long as to Pay scales. In the new structure of pay-scales they should be so placed that for the remainder of their teaching career they are able to live a comfortable life and after they finally retire they receive retirement benefits by way of pension gratuity, etc. which are enough to live a life without much financial problems in these days of rising inflation and continuous back-breaking price rise.

8.2 Past service of demonstrators tutors and masters of method should be considered for career advancement and they should be given lecturer's grade after completion of 16 years from the date of their initial appointment.

9. AGE OF SUPERANNUATION :

9.1 Age of superannuation for all teachers librarians and other categories to whom pay-scales are applicable should not be less than 60 years.

10. MATERNITY LEAVE FOR WOMEN TEACHERS :

10.1 At present maternity leave of 3 months with full pay is available for a female teacher who does not have three or more living children. This period of leave needs to be increased to Six months.

11. INTERIM RELIEF :

11.1 Pending the submission of the Report of Pay Review Committee the committee should immediately recommend to the UGC and Central Government that teachers librarians etc. covered by the new pay- scles be paid interim Relief w.e.f. 16th September 1993 and also the second instalment of interim Relief which is under condideration.

12. COMPENSATORY LOCAL ALLOWANCE IN CITY BORDER COLLEGES :

12.1 In metropolitan cities like Bombay often teachers suffer in the matter of Compensatory Local Allowance (CLA) because though they reside in urban areas (Metropolitan cities) and bear higher cost of living, they are paid lower CLA just because their college is situated in rural area. This happens in case of teachers of colleges which are situated in 'border-area' to which teacher can commute daily by convenient transport. The financial loss which these teachers are compelled to suffer because of lower CLA paid to them needs to be compensated for by paying them CLA which is available for teachers working in urban area.

12.2 The minimum CLA should not be less than Rs. 300/- per month

13. EXISTING DISPARITIES TO BE REMOVED :

13.1 Existing desparities between state Central/Deemed Universities in respect of allowances and perquisites should be removed.

13.2 Greater emphasis on perquisites including on social securities and higher standards of living in keeping with the status and dignity of the teacher is the need of the hour such perquisites as medical facilities group insurance computer and book allowance, house building allowance, leave travel facilities to cover all India encashment of leaves, conveyance allowance educational allowance vehical allowance and the like have to be made an important part of the report of the Pay Review Committee.

14. TIME SCALE FOR READERS :

14.1 Promotional avenues should be more easily open to Readers in Universities & Colleges their promotion to higher post as Asstt. Professorship and Professorship should be made automatic in a prescribed time-scale.

14.2 There must also be a quota free advancement to professorship.

15 PART TIME TEACHERS- THEIR SCALE AND CAREER ADVANCEMENT :

15.1 Pay-sclaes for part-time Teachers should be as per the supreme Court judgement. Their service as part time teachers should be suitably counted for placement fixation promotion and retirement benefits. All the benefits which are available to full time teachers should be extended to part time teachers.

15.2 Clock-Hour Basis appointments should be abolished forthwith as this system has brought into existence tremendous exploitation of teachers at the hands of managements.

16. SANCTION PLAN POSTS :

16.1 Sanction plan posts by UGC should be introduced only after ensuring fool proof concurrence of the state governments.

17. NON-DISPARATE RECOMMENDATIONS :

17.1 In order to avoid disparity and disparate recommendations on identical issues the UGC and the AICTE must act in unity.

(SambhajiJadhav)

President, MFUCTO

(C.R.Sadasivan)

General Secretary MFUCTO

Bombay 28th April 1995.

MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANIZATIONS GENERAL SECRETARY'S REPORT - 1994

Adopted by the MFUCTO E.C. in its meeting held on 8th July 1995 at Nashik vide item No. 5 and approved by the General Council of MFUCTO in its meeting held at Nashik on 9th July 1995.

1. INTRODUCTORY :

1.1 On behalf of the Executive Committee of the MFUCTO, it is my proud privilege as its General Secretary to present this Report of the activities of the Union for the Union year 1994. The year 1994 was MFUCTO's statutory biennial election year and new office bearers were elected into the office at the last General Council Meeting in Aurangabad in July 1994. The report of the activities of the MFUCTO being presented by me therefore falls under two periods- one, when the old office bearers with Prof. B.T.Deshmukh as President and Prof. Dr. K.K.Theckedath as General Secretary were in office, and the other, thereafter when the new office bearers and Executive Committee headed by Prof. Sambhaji Jadhav as president assumed office.

1.2 The process of consolidation of the gains of our All India struggle of 1987 and of the Maharashtra struggle in 1988-89, has continued, stage by stage, with implementation of the new scales of pay in 1989, payment of arrears, placements in the scales of pay in 1989, payment of arrears, placement of the senior and readers' scales and recently conferments of the designation of reader to those teachers who were entitled to the same on the basis of our agreement in 1987

with the central government. In spite of the fact that some of the earlier issues have remained unsolved by the government such as counting of service of demonstrators, method masters, directors of physical education, part time teachers, proper fixation of salaries of librarians, etc. the year 1994 was not one of turbulence for the MFUCTO. Not many state level or even District- level struggles had to be launched by the MFUCTO. The year 1994 was not also one of lull, however, as continuous action had to be taken by the various units of the MFUCTO on one or the other issue that were thrown up at the teaching community, by the colleges, University and/or the Government.

1.3 The members of the General Council will agree with the Executive Committee that not withstanding the comparative lull in 1994, the next two three years to come are going to be years of bitter struggle for teachers in Maharashtra in particular and in the rest of the country in general. The MFUCTO Executive Committee is aware that various issues and events have been dialectically combining over the years to compel us to launch newer struggles for solving some of the erstwhile issues awaiting solution and for gaining new grounds in pay-revision. The policies of the central and state governments and a near collapse of the political system all over with possible uncertainty, are indicative pointers to the fact that the struggles of teachers have to be more intensive and bitter than what we had anticipated earlier.

2. THE MAHARASHTRA UNIVERSITIES ACT, 1994 :

2.1 The Central and State governments all over the country with few exceptions embarked on new legislation for Universities, compelled by the fact that the governments and the bureaucracy were not able to get their way, arraigned as they were against the democratic forces such as teachers, students and others, in the various bodies of the Universities. The new legislation was also aimed at reducing the autonomy of the University and tighten the hold of the State on the University functioning and on higher education itself more particularly on affiliations of new colleges. The Bill which was originally presented to the two Houses of the Legislature in Maharashtra to replace the 1974 University Act, naturally faced strong protests from several sections of the University community more particularly from the units of the MFUCTO. The units not only organised themselves against the Bill but studied the bill in all its ramifications and proposed alternative provisions with the aim of making the Universities and colleges more democratic and accountable. The struggle had to be multi-pronged, and the success of this was in the appointment of the Joint Select Committee of the Legislature. The role played by Prof. B.T.Deshmukh, our President then, as a member of the Joint Select Committee in bringing about a complete transformation of the black bill into a more acceptable act, is too well known to all the members of the General Council. The MFUCTO is proud to place on record its appreciation of the tremendous work done by Prof. B.T.Deshmukh at the level of the Legislature and by the other Units outside, which has helped in giving a new shape to the legislation. Even though the present Maharashtra Universities Act, 1994, has some serious deficiencies and also negative features, by and large, the democratic content that is required in such legislation has been won over.

2.2 The MFUCTO and its units are determined to fight for getting over the various

ORDER

Higher & Technical Education & Employment Department

Mantralaya Annexe Bombay- 400 032.

Dated the 13th January 1995.

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

Whereas the Maharashtra Universities Act. (Mah. 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 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 the points as under :

Sr.No., Points Raised, Clarification

1. Points : The clause 2 (p) of section 25 states the candidates who stand for election should have five years teaching experience' but the clause does not specify anything about the voters.

Clarification : The teachers of colleges, university departments university institutions or recognised institutions can be voters.

2. Points : Section 25 (2) (m) does not mention whether the representative of the management should be a member of the respective management and persons who are not members of management will not stand eligible for being voter or to contest the election to the senate.

Clarification : The representatives of the managements of affiliated colleges or recognised institutions may not necessarily be the members of the respective managements.

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

Sd/-

(T.B.Sen)

Deputy Secretary of Government

anamolies and deficiencies in the Act which have a serious effect on the teaching community such as non-inclusion of demonstrators, method masters and part time teachers in the definition of the term Teachers in the Act, non-inclusion of the power of affiliation for colleges in the duties and powers of the senate, at the earliest opportunity that will present itself to the MFUCTO.

3. ELECTION TO VARIOUS UNIVERSITY BODIES :

3.1 Not only did the Units of the MFUCTO organised bitter struggle against the black bill of 1992 to convert it into a more acceptable Act of 1994, but some of the units organised meetings, conferences and workshops to study the new Act in depth and bring to the notice of the teaching community both at the college and university levels the important provisions of the Act as also some of its negative features. The Process of educating the teaching community on the new Act and the importance of democratisation of the University and College administration in the best interest of excellence in higher education, has had its impact when elections to various bodies of the Universities were taken in Maharashtra. In Bombay, in the senate elections, out of the 18 elections for which BUCTU candidates were validly nominated, 15 candidates were elected. In the Shivaji University area also, not only the SUTA candidates won 20 out of the 20 seats in the Senate but swept over the elections to other bodies as well. In Amravati University area, NUTA fielded an official panel for the Senate elections, both for teachers and graduates, and 14 out of 19 elected teachers and 8 out of 10 elected graduates are from the official panel. Even though in Nagpur University Senate election there was no official panel, 13 out of 18 elected teachers and 4 out of 10 elected graduates are from the panel fielded by teachers and other like-minded comrades supporting NUTA. In N-MFUCTO all 18 official candidates were elected to the Senate from the Teachers' Constituency. In

the SNTD Women's University, 17 out of 20 candidates were elected who were official candidates of the SNTD-WUCTA." In some Universities like Pune, elections are not yet held but the MFUCTO is confident that the teachers will give a big mandate to candidates put up by the units of the MFUCTO, while this is a tremendous achievement of great significance, the fact cannot be forgotten that this has placed on the MFUCTO units tremendous responsibility for working inside the Universities to see that the ORDINANCES Directives, Rules, Regulations etc, that will come out of the Universities are equally democratic and in the best interest of excellence in higher education. The MFUCTO Executive Committee is confident that our representatives will be able to discharge this onerous task equally successfully.

4. U.G.C PAY REVIEW COMMITTEE

4.1 After the last revision of pay-scales with effect from 1-1-1986, there has been continuous inflation bordering on double-digit with the consequent erosion of value of money and purchasing power of all sections of the working class including the teaching community. Due to struggle launched by the central trade Unions in the country, the central government was compelled to not only announce the appointment of the Fifth Pay Commission but also to agree release interim relief with effect from 16th September 1993. Though the appointment of the commission and the announcement of interim relief constituted an important movement forward in pay revision, the teaching community was left high and dry. The AIFUCTO at the insistence of its units including the MFUCTO had to take up the question with the Minister for Human Resources Development from time to time. Inspite of assurance that the government would appoint the UGC committee for Pay revision for University and College teachers nothing was done. It is in this context that the AIFUCTO gave a call to all University and College Teachers through out the country to

जुन्या तुकड्या अनुदानावर आणण्याबाबत शासनाचे परिपत्रक

महाराष्ट्र शासन - क्रमांक : एनजीसी - १०९४ / ७६३८ / मशि-३ उच्च व तंत्रशिक्षण आणि सेवायोजन विभाग
मंत्रालय विस्तार भवन, मुंबई - ४०० ०३२ दिनांक २१ डिसेंबर १९९४.

प्रति,

शिक्षण संचालक (उच्च शिक्षण)

महाराष्ट्र राज्य पुणे.

विषय : अशासकीय मान्यताप्राप्त कला वाणिज्य व विज्ञान महाविद्यालयात सुरु असलेल्या तुकड्यांना अनुदान मिळण्याबाबत.

संदर्भ : (१) शासन पत्र क्र. एनजीसी /३५८८/१२९४/विशि-२ दिनांक ३१.१०.१९८८ (२) शासन पत्र क्र. एनजीसी /३५८८/१२९४/विशि-२ दिनांक १४.७.१९९२

शासन पत्र क्र. एनजीसी /३५८८/(११६३/८८)/विशि-२ दिनांक २४.५.१९८८ अन्वये शासनाच्या पूर्व परवानगीशिवाय अशासकीय मान्यताप्राप्त कला वाणिज्य व विज्ञान महाविद्यालयामध्ये नवीन अतिरिक्त तुकड्या सुरु करण्यात येऊ नयेत. असे सर्व विद्यापीठांना आदेश देण्यात आले होते. पुनर्विचारांती या बाबतीत शासन स्तरावर शासन पत्र क्र. एनजीसी /३५८८/१२९४/विशि-२ दिनांक ३१.१०.१९८८ अनुसार विहित विद्यार्थीसंख्येचे निकष पूर्ण करणाऱ्या महाविद्यालयांना आवश्यकतेनुसार विद्यापीठाने परस्पर विनाअनुदान तत्वावर नवीन अतिरिक्त तुकड्या मंजूर करण्यास परवानगी दिली होती दि. ३१.१०.८८ पासून दि. १४.७.९२ पर्यंत विद्यापीठांनी परस्पर परवानगी दिलेल्या विनाअनुदान तत्वावरील पदवी स्तरावरील नवीन अतिरिक्त तुकड्यांना अनुदान मिळावे, अशी विनंती शासनाकडे वारंवार करण्यात येत होती. त्यामुळे त्या कालावधीत मंजूर केलेल्या तुकड्यांना कोणत्या अनुदान सूत्रानुसार अनुदान द्यावे. याबाबत प्रस्ताव शासनाच्या विचाराधीन होता. याबाबत शासन स्तरावर विचार करून खालील अटीच्या आधीन राहून शासन निर्णय क्रमांक-एनजीसी-२०९१/(३५६७) विशि-२अ दिनांक ८ ऑगस्ट १९९१ च्या आदेशातील तरतुदीनुसार कला वाणिज्य विज्ञान महाविद्यालयातील पदवी स्तरावरील तुकड्या टप्प्याटप्प्याने अनुदानावर आणण्यात याव्यात व या तुकड्या पुढे सुरु ठेवण्यास शासनाची हरकत राहणार नाही.

१) दिनांक ३१.१०.१९८८ पासून दि. १४.७.१९९२ या कालावधीत विद्यापीठांनी मान्य केलेल्या नवीन अतिरिक्त तुकड्या (पदवी स्तरावरील)

२) शासनमान्यतेचे पूर्वी सुरु असलेल्या (पदवी स्तरावरील) तुकड्या व विद्यापीठांनी मंजूर केलेल्या प्रत्येक अतिरिक्त तुकडीमध्ये संलग्नीकरणासाठी व अनुदानासाठी आवश्यक असलेले विद्यार्थीसंख्येचे निकष पाळले पाहिजेत.

३) अशा वाढीव तुकड्यामध्ये नवीन शिक्षक वर्ग नेमण्यास शासनाची हरकत असणार नाही व हा शिक्षक वर्ग दि. ८.८.१९९१ च्या आदेशाप्रमाणे टप्प्याटप्प्याने अनुदानावर येईल.

अनुदान निर्धारणाच्या अनुषंगाने आपण कृपया उचित कार्यवाही करावी.

सही/-

(वि. ला. भोई)

कक्ष अधिकारी, महाराष्ट्र शासन

go on one day strike on 30th August 1994. The MFUCTO also gave a call for cease work for one day. 30th August 1994. When it appeared to the government that the strike would be total, the government yielded to our request and announced the pay review committee headed by Dr. Rastogi. The MFUCTO is totally dissatisfied with the slow pace at which the UGC pay review committee is going about its work, as also by the Terms of Reference that the government has given to the said committee.

4.2 The government has while framing the terms of reference has provided as under :

"(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 Registrar of Universities and in the process, to evaluate the extent to which the earlier recommendations with 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 Registrar of Universities taking into account the total packet of benefits available to them such as superannuation benefits, medical, housing facilities;

(iii) To make recommendations on the above having regard

1. to the need for improving the quality of education;

2. The necessity of attracting and retaining talented persons in the teaching profession; and

3. Advancement opportunities to the above categories of persons.

The terms of reference make it clear that while reviewing the pay revision proposals put up by various parties before the UGC committee, the committee will in all probability, touch the question of qualifications, service conditions, etc. Our experience in Maharashtra and elsewhere has been that governments have used the pay revision committee recommendations in earlier years to confront teaching community with adverse conditions of work. Service conditions have been attempted to be tampered with by governments including in our State in the past eventhough the committees of the UGC had not recommended any such thing.

4.3 The MFUCTO Executive Committee has studied the terms of reference of the Pay Review Committee and after long deliberations, decided to emphasise on the following in particular among others :

a) Parity with the IAS/IIT/IIM teachers should be re-established and maintained;

b) All India leave travel;

c) Demand must be not merely monetary but oriented towards more and more perquisites;

d) Scales should be made compulsory for all State Governments and not made merely recommendatory keeping in mind the fact that education was on the concurrent list;

e) Three tier scales must be maintained;

f) New pay scales and proposals for career advancement and promotions should be available for all categories of teachers, in both aided and unaided institutions irrespective of the nature of the appointment;

g) Structuring the pay scales should be so done that at no stage a teacher senior in service is clubbed with a teacher substantially junior to him/her;

h) Bunching should be provided;

i) Fixation should be so framed that no teacher at the highest point in the scale gets stagnated. Fixation and placement of Librarians be made by taking into account the total service from the initial appointment."

j) Increments of one and three respectively for M.Phil and Ph.D holders;

k) Implementation of revised scales of pay not later than 1.1.1993;

l) For women teachers continuous service should not be insisted upon in view of their peculiar status; and their total service should be counted for all purposes.

m) Consideration of entire past service whether continuous or with breaks, in the same college/university area or otherwise;

n) Unrealistic qualification conditions should not be laid down;

o) NET/SET in the present form should be immediately replaced;

p) Eligibility of Refresher/Orientation courses for placement in higher scales should be abolished.

q) Delinking pay revisions from qualification revisions or service condition revisions

r) Relaxation of qualifications "of 55%" in respect of plus-2 (Junior College) teachers appointed or to be appointed in Degree Colleges; "pay protection be ensured on appointment to degree College."

s) Benefits of scales to be given to existing Demonstrators, Tutors, Masters of Method Field work supervisors in social work.

t) Past service of demonstrators should be considered for career advancement; Tutors, method masters and Field work supervisors in social Work.

u) Age of superannuation should be 60 years of age for all teachers, Librarians and other categories to whom pay scales are made applicable;

v) Six months maternity leave for female teachers;

w) Second interim relief should be immediately declared with retrospective effect;

x) CLA should be minimum Rs. 300/-

-

y) Perquisites such as medical facilities, group insurance, computer and book allowance, house building allowance, leave travel facilities to cover all-India, encashment of leaves conveyance allowance, educational allowance, vehical allowance and the like to become an important part of the Report;

z) Promotional avenues for Readers/selection Grade Teachers in Universities and in affiliated colleges and they must be quota-free;

aa) Part time teachers service to be counted suitably and all benefits of full time lecturers to be extended to them;

bb) Clock Hour Basis teacher-appointment should be abolished forthwith.

4.4 It is in the light of the various demands that we are putting up as above on the one side on behalf of MFUCTO and AIFUCTO and the terms of reference of the UGC Pay Review committee on the other, that the MFUCTO Executive Committee is convinced that more intense and bitter struggle may have to be launched in the years to come to protect our workload service conditions from being tampered with or eroded by arbitrary acts of the State Government in the name of pay revision.

5. NON-GRANT INSTITUTIONS AND TECHNOLOGY AND MEDICAL FACULTIES :

5.1 The Government's policy of bringing into existence colleges on no-grant basis was opposed by the MFUCTO in the very formative years of such proposal. However, government went ahead with such proposal and today, we see such institutions in technology, medicine, Education and other professional fields of study becoming the most exploitative of teaching and non-teaching employees with hardly any real contribution to higher education. The non-grant idea which started for creation of new institution has now percolated down to grant institutions also where new streams are becoming non-grant, new non-grant divisions, subjects, appointments, etc., are taking place. The vicious effect of granting non-grant status to institutions and courses is now clear for all to see, and the MFUCTO will have to struggle against not only non-grant institutions but also against the very idea

of non-grant.

5.2 The exploitative methods of non-grant institutions are so intolerable that teachers and non-teachers are coming out against the institutions and managements in the open. Recently in the PUCTO area covering several Engineering and medical Colleges including polytechnics, bitter struggles have been waged under the banner of the PUCTO. The struggles have been successful because of the proper direction given by the PUCTO leadership under the guidance of the MFUCTO as also due to the near total participation of the employees including teaching staff. 1994 marks out as an important year for the struggle against non-grant institutions in the Shivaji University area as also in Pune University area. The victory at Pune University area in 1994 of Amrit Vahini Engineering College, Ahmednagar and Pravaranagar Engineering College and Polytechniques against such educational sharks of Maharashtra such as Vikhe Patil, must be considered as the beginning of a bitter struggle because there are numerous such colleges which even today continue to exploit their teaching and non teaching staff. In the BUCTU and other University areas also such struggles are beginning.

5.3 The exploitative methods

अकृषी विद्यापीठे तसेच संलग्नित अशासकीय महाविद्यालयांमध्ये संवर्गवार व विषयवार आरक्षण ठेवण्याबाबत

महाराष्ट्र शासन

उच्च व तंत्रशिक्षण आणि सेवायोजन विभाग
शासन निर्णय क्रमांक : एनजीसी-१४९४/(१२९१) विशी-४
मंत्रालय विस्तार भवन, मुंबई-४०० ०३२
दिनांक २४ एप्रिल १९९५

वाचावे : शिक्षण संचालक (उच्च शिक्षण)
महाराष्ट्र राज्य पुणे यांचे पत्र क्र. एनजीसी १०९३/आरक्षण/१६८१०/
७अ. दिनांक २.७.९४.

प्रस्तावना : मुंबई उच्च न्यायालय, नागपूर खंडपीठाकडे शासकीय महाविद्यालयांत काम करणाऱ्या महाराष्ट्र शिक्षण सेवा वर्ग-१ मधील अधिव्याख्यात्यांना महाविद्यालयातून नियुक्त केल्या जाणाऱ्या अधिव्याख्यात्यांसाठी विषयनिहाय आरक्षण ठेवण्याबाबत याचिका १००४/८९ दाखल केली होती. प्रस्तुत प्रकरणांत उच्च न्यायालयाने दि. २४.९.९० रोजी विषयनिहाय आरक्षण ठेवण्याबाबतचे आदेश दिले असून. प्रस्तुत प्रकरणांत राज्य शासनाने सर्वोच्च न्यायालयात दाखल केलेल्या अपिलावर सर्वोच्च न्यायालयाने मुंबई उच्च न्यायालयाच्या नागपूर खंडपीठाचा निर्णय कायम केला आहे.

शासन निर्णय : अकृषी विद्यापीठे व संलग्नित अशासकीय कला, वाणिज्य, विज्ञान व शिक्षणशास्त्र इत्यादी महाविद्यालयांना वरील आदेश लागू करण्याची बाब काही काळ शासनाच्या विचाराधीन होती. याबाबत शासन आता असे आदेश देत आहे की, शासकीय महाविद्यालयाप्रमाणे अकृषी विद्यापीठे व संलग्नित अशासकीय कला, वाणिज्य, विज्ञान व शिक्षणशास्त्र इत्यादी महाविद्यालयातदेखील संवर्ग व विषयनिहाय आरक्षण ठेवण्यात यावे व त्या अनुषंगाने २०० बिंदू नामावली तयार करून त्यानुसार मागासवर्गीयांकरिता पदे आरक्षित ठेवून ती भरावीत. भरतीवर्षात मागासवर्गीयांसाठी असणाऱ्या राखीव जागांचे प्रमाण ५० टक्क्यांच्या वर जाणार नाही याची खातरजमा नियुक्ती अधिकाऱ्यांनी करून घ्यावी.

हे आदेश सामान्य प्रशासन विभागाच्या (मागासवर्गीय कक्ष) सहमतीने निर्गमित करण्यात येत आहेत
महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसारच
व नावाने

अ.भा.भट्टलवार
अवर सचिव, महाराष्ट्र शासन

adopted in non-grant institutions have had the effect of bringing larger sections of teachers into the units of the MFUCTO and thereby more broad basing of the movement is likely to take place in the future. The MFUCTO welcomes this trend and is confident that this will lead to the betterment of the conditions of teaching community.

6. NATIONAL AND STATE ELIGIBILITY TESTS :

6.1 In the 1987 All India agreement for revision of pay scales, the condition of clearing eligibility test by candidates was provided. The AIFUCTO and MFUCTO are party to this and therefore, we welcome introduction of Eligibility test for candidates, However, its introduction to teachers retrospectively as one by our Government from 1-4-1990 is not acceptable to MFUCTO. The MFUCTO has made it clear that eligibility tests are for candidates who want to become teachers, while Refresher courses are for teachers. In view of the poor percentage of passing NET/SET all over the country including in Maharashtra arising strictly due to arbitrary choice of syllabus and mode of examination, the MFUCTO has already rejected the said TESTS in the present form in which they are being conducted. The MFUCTO demands that the NET/SET in their present form be forthwith abolished and calls upon the government to replace it by new eligibility test keeping in mind the fact that these Tests are for candidates who are to become teachers and not research assistants. A total modification of the mode of examination, fee structure from Rs. 600/- to Rs. 100/- for SET, syllabi content, etc. is necessary.

6.2 The MFUCTO is committed to the protection of each and every teacher who may be affected by the arbitrary decisions of the government in respect of NET/SET and if called for, a State-wide agitation against the government's arbitrariness will have to be organised in this respect.

7. JUNIOR COLLEGE TEACHERS :

7.1 In spite of the fact that the junior college teachers perform almost identical work as degree college teachers and are required to possess almost identical qualifications, they have been treated discriminatorily. The MFUCTO has become a party to the writ petition filed in Aurangabad bench of the Bombay High Court and in its Affidavit has brought out all the relevant facts. The MFUCTO has been supporting the cause of the Junior College teachers including for proper promotional avenues on a time-bound basis. The MFUCTO has also called upon the government from time to time to

(i) Protect the salaries of the teachers who are taken up in the degree college from the junior College;

(ii) Give relaxation in qualifications by considering the service rendered at junior College level inasmuch as experience gained by teaching at the +2 stage would be more important than mere insistence on 55 per cent of marks;

(iii) pay the Junior College teachers examination remuneration for various work that they do in connection with Std. XI examinations including assessment of papers;

(iv) Count the service rendered by Junior College teachers for all purposes including for placements in higher scales of pay and selection grades at the degree college;

(v) pay the vacation salaries to Junior College teachers appointed on temporary basis;

(vi) Reduce class strength to 60 students per division in junior colleges.

8. PROBLEMS FOR DISCUSSION WITH THE GOVERNMENT :

8.1 There are several problems that have been raised from time to time by the Executive

Committee of the MFUCTO for a discussion with the government. These are very urgent problems that need quick decisions through discussion with the Government. Unfortunately, meetings with the government have not taken place. The MFUCTO Executive Committee did have a meeting on 27th October 1994 but the meeting was very short and another immediate meeting was assured. However, due to one reason or the other, the Secretary to the government, Education department has not given us another meeting so far. The matter being vigorously pursued and it is hoped that in the second week of June 1995, a full day meeting with the Secretary, Education Department will be fixed to discuss the many issues which are long-pending, such as, implementation of decision on rest category teachers, counting part time service for pension cases, granting family pension to college teachers who retired before 1.1.1973, condonation of break in service of more than one year for pension purposes, counting of service of Librarians and Directors of Physical Education from the date of their initial appointments, decide the authority for condonation of breaks between two Universities, De-reservation cases and procedures; pay-fixation after placements in higher scale; problems of engineering college teachers such as consideration of the service rendered at diploma level for placements in higher scale; problems of engineering college teachers such as consideration of the service rendered at diploma level for placements in degree college scales; problems arising out of the implementation of the new Universities Act, 1994; protection of service as per GR dt. 24.3.1994 and University directive under 79(4) of the Universities Act, 1994; Refresher courses in respect of teachers appointed prior to 1.1.1989; extension of pension, gratuity etc. to non-grant vocational colleges; representation to teachers at the college tribunals; reducing class strength and fixing it at 50-60 in Commerce stream due to reduction in strength at degree college levels : NET/SET examinations; absorption of teachers displaced from reserved posts in new vacancies without selection committee procedures, protection of pay of junior college teachers working in two colleges; consideration of M.Litt/ M.Phil/PG diploma for career advancement; placement of part time teachers in senior and readers scales of pay; proper scales of pay to librarians placed in lower scales of pay than UGC Scales of pay, treating DHE as equivalent to two refresher courses as per UGC letter to the General Secretary of the MFUCTO.

9. ACHIEVEMENTS & TASKS AHEAD FOR IMMEDIATE ACTION :

9.1 The MFUCTO is happy to record that it has been able to successfully consolidate the gains of the long struggles of 1987 and 1988-89. The MFUCTO has been able to hold its general Council and Executive Committee meetings regularly and has strictly followed the traditions established over the years including in the matter of election of new office bearers. The organization has been able to generate democratic fervour among its members and get the units to immediate action on issues that needed such action. The organization is poised to face up to the

new challenges that may be thrown up in the wake of the report of the fifth pay commission and UGC pay review committee, knowing full well that the struggle in the years to come may have to be more intense, long drawn out and bitter.

9.2 The MFUCTO has many onerous tasks ahead of it some of which are as under :

i) Ensure proper revision of pay scales without any modifications in qualifications, conditions of service including workload;

ii) Ensure a decent package of perquisites keeping in mind the standard to living and status that the teacher must enjoy in the modern society, to lead an honourable value-based life;

iii) Organize the teaching community towards achievement of excellence in higher education;

iv) Organise the teaching community in Maharashtra to fight against the evil and exploitative methods adopted by the non-grant institutions;

v) Restore the confidence of the society in the teachers by eliminating the corrupt and evil practices that are associated with admission, coaching and examination system;

vi) Ensure proper eligibility tests being introduced for candidates who wish to become teachers and protect existing teachers from arbitrariness of the government in respect of the NET/SET;

vii) work towards improvement of the new Universities Act to overcome some of its negative features that affect the teaching community;

viii) work towards the democratisation of the University administration and ensure appropriate statutes directives, rules, regulations and ordinances being framed by the Universities as will further the cause of higher education consistent with the new Universities Act, 1994.

(ix) Immediate stoppage of non-grant system. Sanctioning of grants to all existing non-grant units and the development of a joint movement of teachers, parents and students for immediate sanctioning of grants to all existing non-grant college;

(x) Getting extension of Free Education facility to the children of college and university teachers, implemented;

(xi) Getting the improved leave Travel facility as introduced by government recently, for travel anywhere in India once in four years, implemented immediately to all university and college teachers.

I end the report of the activities of the year 1994 with Greetings of the Executive Committee of the MFUCTO.
Bombay.

(C.R.Sadasivan)
General Secretary

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