

**AGENDA**

of the General Body Meeting of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION  
to be held at 9.00 A.M. on **SUNDAY, the 18th May, 1997** at  
**Bharatiya Mahavidyalaya, Amravati.**

**ITEM NO. 203 :****CONFIRMATION OF MINUTES :**

To Confirm the Minutes of the General Body Meeting of Nagpur University Teachers' Association held at 12.00 noon on Sunday, the 24th November, 1996 at S. S. N. J. Mahavidyalaya, Deoli Dist. Wardha. (copy of the minutes is circulated on pages no.144 to 147 of 1996 NUTA Bulletin).

Note :- Corections, if any, were invited in the copy of the Minutes of the General Body Meeting of Nagpur University Teachers' Association held at 12.00 noon on Sunday, the 24th November, 1996 at S. S. N. J. Mahavidyalaya, Deoli Dist. Wardha, vide No. CIM/1 Dated 1.12.1996 published on page 145 of 1996 Nuta Bulletin. No correction is received.

**ITEM NO. 204 :****APPROVAL TO THE ANNUAL REPORT :**

**TO CONSIDER AND TO APPROVE** the Annual Report regarding the working of the Association for the

calendar year ending on 31st December, 1996.

**Notes :** (i) As per Article VI (b) (iii) of the Constitution of NUTA, the Annual Report of the working of the Association is prepared by the Executive Committee (vide item No. 2 of 1997) and is to be placed for the approval of the General Body. (ii) The Copy of the Annual Report is circulated on pages no.10 & 11 of 1997 NUTA Bulletin. (iii) Prof. E.H.Kathale, Secretary will present the Annual Report on behalf of the Executive Committee.

**ITEM NO. 205 :****APPROVAL TO THE ANNUAL BUDGET :**

**TO APPROVE** the Annual Budget of the Association for the Financial year commencing on 1st April, 1997.

**Notes :** (i) Prof. S.A.Tiwari, Treasurer, NUTA, will present the Budget on behalf of the Executive Committee. (ii) The copy of the Budget is circulated on page No.15 of 1997 NUTA Bulletin.

**AGENDA continued on page 34**

**NAGPUR UNIVERSITY TEACHERS' ASSOCIATION****निमंत्रण पत्रिका**

राष्ट्रकुल संसदीय मंडळाच्या वतीने नुटाचे अध्यक्ष व विधानपरिषद सदस्य प्रा.बी.टी.देशमुख यांना

**“उत्कृष्ट संसदपट्ट”**

म्हणून गौरवान्वित करण्यात आले आहे. त्यांना प्राप्त झालेल्या या सन्मानाच्या निमित्ताने

**‘नुटा बुलेटीन’चा****“प्रा.बी.टी.देशमुख अभिनंदन विशेषांक”**

प्रकाशित करण्याचे ठरविले असून सदर प्रकाशन समारंभ

**रविवार, दिनांक १८ मे १९९७ रोजी**

**सकाळी १०.३० वाजता**

**भारतीय महाविद्यालय, अमरावती**

येथे आयोजित केला आहे. विद्यापीठीय, वरिष्ठ महाविद्यालयीन, कनिष्ठ महाविद्यालयीन, माध्यमिक आणि प्राथमिक शिक्षक,

सर्व स्तरावरील पदविधर व विदर्भाच्या अनुशेष निर्मुलनाच्या चळवळीमध्ये रस असलेल्या

सर्व नागरिकांनी या प्रकाशन समारंभामध्ये सहभागी व्हावे अशी विनंती आहे.

- प्रा. एकनाथ कठाळे, सचिव ‘नुटा’

# Summary of Fifth Pay Commission's Recommendations

The Fifth Central Pay Commission was set up by a Government notification dated 9th April, 1994. Justice S. Ratnavel Pandian, a former judge of the Supreme Court headed the Commission while Prof. Suresh Tendulkar, a noted economist and Mr. M.K. Kaw, IAS, were Member and Member-secretary respectively.

The Commission called for memoranda from associations and individuals and received more than 18,000 of these. It issued a general questionnaire to 6,000 important individuals and experts, out of whom 1,200 responded. It collected information, heard 553 associations, interacted with Governors, Chief Ministers, judges, bureaucrats, military officers and specialists in different fields and paid visits both inside the country and abroad. It set up 14 Interdepartmental Committees and commissioned 20 studies from reputed institutions.

The work of the Commission was done entirely on computers. It was thus able to complete its task with just 130 employees in a record time of 2 years and 9 months. This may be compared to the total time of 3 years and 11 months taken by the Fourth Pay Commission, with a staff complement of 209.

## Public Services Management

The Commission started off by looking at the task of governance in the 21st Century. Certainly, there are many challenges ahead of us - economic, political and social. While diplomatic initiatives have to be launched so as to defuse tensions with our neighbours, population growth has to be held in check. The rate of economic growth has to be accelerated in an atmosphere of liberalisation and globalisation, where the State reduces its role as a manufacturer of goods and services. It has instead to ensure that there is a level playing field for both domestic and international players. At the same time, it would have to play a major part in promoting infrastructural and social services, as also in combating poverty and unemployment.

Public services have to subserve the new goals of the State. From mere controllers and regulators, they have to get converted into catalysts, promoters and facilitators. Their numbers need to be right-sized and an officer-orientation brought about. Government itself needs to be restructured by closing down departments or amalgamating them, by transferring subjects and institutions to the State Governments and panchayati raj bodies, by converting departmental undertakings into public sector undertakings, by encouraging cooperatives, autonomous bodies and non-government organisations to take over some of the functions of the State,

Simultaneously, the Government office needs to be reinvested. There has to be delayering in order to reduce levels and level-jumping in order to reduce delays. Large, unwieldy sections have to give way to small, business-like desks, the vast number of ministerial staff may be gradually replaced by executive assistants, with the Group 'D' personnel being trained as multi-skilled functionaries. Automation and computerisation should be brought in wholesale, so as to cut down on paper-work. Employees could be seated in large ergonomically designed halls in furniture of modular design in an aesthetically pleasing environment. Their productivity can be increased remarkably by cutting down on holidays, keeping a cheek on punctuality by adopting a time clock system and asking the canteens to serve tea right on their tables.

In this country, the work of the Government is shrouded in mystery and the Official Secrets Act gives the furtiveness a legal sanction. What is required is a Right to Information Act, under which citizens have a right to find out exactly what is going on. at least

immediately after a decision is taken, Transparency also means that all decisions are reasoned ones and contain an innate justifying logic.

We need a new kind of public servant to fit this *new* role. For the present, there is no alternative to the competitive examinations held by, the UPSC, the Staff Selection Commission, the Railway Recruitment Board etc. to get at the best talent. But these august bodies need not be bothered if recruitment to less than 15 per cent jobs is involved. Employment on, contract basis should be encouraged. Government employees should have the right to retain their lien for two years in case they wish to migrate to the private sector.

Several steps have been suggested in order to make performance appraisal more effective. The Annual Confidential Report (ACR) has been restored for the group A cadres. The ACR format should follow the rating system based on a 10-point scale as in the armed forces. Any performance below the benchmark laid down for promotion should be treated as adverse. The final grading should be communicated to the employee.

An important suggestion is that of a quinquennial appraisal of Group A officers, so that a full picture of the personality emerges after every five years. Remarks about integrity would be allowed in such periodical reviews and could lead to compulsory premature retirement of the officer in a manner that would be upheld by the courts.

Many solutions have been tried out in the past to remedy stagnation. The Commission has suggested an Assured Career Progression Scheme (ACP), under which two guaranteed financial upgradations would be given to Group B, C and D officials after 8 and 16, 10 and 20, and 12 and 24 Years respectively. For Group A cadres, there would be three such upgradations after completion of 4, 9 and 13 years of service. The benefit of higher Pay scale, Including pay fixation, would be available but not a functional promotion to the higher post. In some cases of isolated categories, it would be known as the dynamic ACP scheme for financial upgradation to higher posts which do not exist.

There is also a Flexible Complementing Scheme which had been initially designed for the Group A scientists involved in research. A number of functional promotions were made under this scheme in scientific departments notified as such by the Department of Science and Technology. The Commission has widened the scope of the scheme so as to cover all Research and Development Professionals, whether they are scientists, technologists or medical and computer professionals, at the same time taking out of the scheme certain non-entitled categories which had managed to get the benefit undeservedly.

In order to build the spinal cord of the bureaucracy, the Commission has advocated the constitution of high-powered Civil Services Board both at the Centre and the States. Minimum tenures would have to be notified for each post. Appointments, even in the States, have been suggested through the mechanism of the Civil Services Board and Appointments Committee of the Cabinet. No premature transfer would be allowed except after a proper case, giving detailed reasons for such transfer, has been moved to the Civil Services Board. The findings of the Civil Services Board are to be accepted invariably and in case of disagreement, the entire proceedings have to be laid on the Table of the House. Government employees who bring extraneous pressures to bear for their postings and transfers would have to be proceeded against departmentally.

Coming to the employment under the Central Government, the Commission has first analysed the

rate of growth in the size of the Government machinery. Contrary to the popular belief, the annual compound rate of growth in number of civilian employees during 1984-94 has been 1%, while the armed forces personnel have increased by an annual rate of 1.4%. Among the civilians, the central police organisation have multiplied very fast, showing the growth rate of 5.6%.

The Commission has advocated a multi-pronged strategy to cut down numbers. First, there is a backlog of 3.5 lakh vacant posts. These could be abolished straightway. Secondly, there could be a freeze on further employment of junior staff while a sharp cut-back in intake has been advocated for the executives. Thirdly, there is need for a perspective manpower plan under which there would be a downsizing of numbers by 30% in a ten-year period. This could be achieved by the usual wastage through deaths and retirements, assisted by a greater number of retirements under the voluntary Retirement Scheme with the golden handshake and compulsory retirement of those who are found to be incompetent or corrupt.

Detailed strategies have been worked out for the optimization of the All India and Central Services, scientific, engineering and medical services, and employment in the departments of railways, posts, telecommunications, central police organisations and the defence services. In each of these a minimum cut of 30% in the next 10 years has been recommended.

### General principles for pay determination

Coming to the principles of pay determination, the Commission has examined the concepts of inclusiveness, comprehensibility and adequacy, and the parameters of job evaluation, fair comparison, equal pay for equal work and model employer. The concepts have been applied. Among the parameters, that of job evaluation cannot be applied in such a short period: it can possibly be relevant if a permanent pay body is set up. Comparisons with the public and private sector have many limitations, but these have to be necessarily made not with a view to granting parties but in order to establish some broad relationships. The Central Government can no longer pre-

tend to be a model or even a good employer in the context of other sectors of the economy having forged ahead of it in the matter of compensation packages to employees.

What this Commission has done is to apply a number of parameters simultaneously. One of the principles is the intrinsic value of a job, as shown by the skill, the drudgery, the work environment, the qualification required, the power, the prestige, the perquisites - all quantifiable and non-quantifiable characteristics which make a job what it is. Then there is the delinking of pay from rank in the hierarchy, which has been introduced through the Assured Career Progression Scheme. A broad framework of qualification-based pay scales has also been hinted at by trying to bring about a broad uniformity between jobs requiring a minimum qualification of middle, matric, 10+2, 10+2 with 2-year diploma, 10+2 with 3-year diploma, graduate in arts, Agriculture, law, science, postgraduate degree in arts/ science/ commerce, degree in medicine, engineering, technology, etc. An attempt has been made to link small entities to larger ones; isolated posts have been placed in cadres and disjointed cadres combined into Services. Thus, for example, a Subordinate Economic Service has been suggested to combine all the posts of Junior and Senior Economic Investigators in different Ministries and so has the commission mooted the idea of new All India Services in the field of medicine and engineering and Central Services for agriculture, veterinary science, in formatics, libraries, archives, archaeology and the like.

In order to arrive at the new, pay scales, the Commission has first tried to fix the two cardinal points of minimum and maximum salary. For minimum salary, the Commission had requested the National Productivity Council for advice. Based on one of the criteria, which adds dearness allowance to pay and then gives a weightage based on the percentage increase in the per capita net national product between 1-1-86 and 1-1-96, the Commission has arrived at a figure of Rs. 2,440 as the minimum salary. For the maximum salary, a study was entrusted to the Indian Institute of Public Administration. This was conducted as an opinion survey to ascertain what the present consumption level of senior functionaries (joint Secretaries and above) in Government was and what additionality they expected in order to meet their legitimate expenses. Although the IIPA had sug-

## शासकीय कर्मचारी आणि इतर कर्मचारी यांना दिनांक १ जुलै १९९६ पासून सुधारित दराने महागाई भत्ता देणे

महाराष्ट्र शासन : वित्त विभाग

शासन निर्णय क्रमांक मभवा-१९९६/२६/सेवा-१०, : मंत्रालय, मुंबई ४०० ०३२, दिनांक ३ ऑक्टोबर १९९६.

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

(दोन) शासन निर्णय, वित्त विभाग क्रमांक मभवा-१९९६/१३/सेवा-१०, दिनांक १३ मे १९९६.

शासन निर्णय : केंद्र शासनाच्या धर्तीवर राज्य शासकीय कर्मचाऱ्यांना दिनांक १ जुलै १९९६ 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 जुलै १९९६ 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 जुलै १९९६.	(एक) रु. ३,५०० पर्यंत (दोन) रु. ३,५०१ ते रु. ६,००० पर्यंत (तीन) रु. ६,००० हून अधिक.	१५९ टक्के १९९ टक्के परंतु दरमहा कमीत कमी रु. ५,५६५ १०३ टक्के परंतु दरमहा कमीत कमी रु. ७,९४०.

२. शासन असाही आदेश देत आहे की, महागाई भत्त्याच्या थकवाकीची रक्कम ऑक्टोबर १९९६ किंवा त्यानंतरच्या मासिक वेतन देयकामध्येच काढण्यात यावी. महागाई भत्त्याच्या अतिरिक्त वाढीच्या थकवाकीची रक्कम रोखीने प्रदान करण्यासंदर्भातील तरतुदी व कार्यपद्धती वर नमुद केलेल्या वित्त विभागाच्या दिनांक १३ मे १९९६ च्या शासन निर्णयामध्ये नमूद केल्याप्रमाणे यथास्थिती लागू राहतील.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

श. वि. लागवणकर,  
शासनाचे उप सचिव.



gested a pre-tax amount of Rs. 36,000 for the Secretaries to Government of India, the Commission has been more modest and has suggested a figure of Rs. 26,000. This incidentally keeps the minimum maximum ratio stable at 1: 10. 7. which was the ratio determined by the Fourth Pay Commission.

The Services are currently classified into Groups A, B, C and D. The Commission had engaged the Tata Consultancy Services for a study of the restructuring of the Government. One of the suggestions made in the study was to change the present statusbased classification to a function-based one, Modifying the recommendations slightly, the Commission has suggested a classification into Top Executives (Secretaries, Special Secretaries. Additional Secretaries and equivalent), Senior Executives (Joint Secretaries, DIGs and equivalent). Executives (all others in Group A), Supervisory Personnel, Supporting Personnel and Auxiliary Personnel. The Commission has also recommended that the distinction between gazetted and non-gazetted offices in Government should be abolished. These two suggestions are intended to take the bureaucracy out of its feudal past into a modern present.

### Civilian employees : Payscale

The Commission has suggested a merger of some pay scales, with the result that the total of 51

pay scales which exist today are likely to be reduced to 34. Reduction of the pay scales beyond this number was not found practicable. Annexe gives details of unrevised and proposed scales of pay.

Currently, Group D Scales had been reduced to two. The Commission has given a four-grade structure to auxiliary staff under the new dispensation. The new scales have a wider span in terms of years so that they run for longer periods. The pejorative appellations of "Khalasi" or "Unskilled worker" have been done away with and replaced by the more graceful designation of "Shramik"

In the Group C scales a deliberate attempt has been made to give a better deal to the artisan category by amalgamating the scales of pay of Highly Skilled I and II. Many of the categories have been upgraded, partly due to the higher education qualifications prescribed as essential for them.

In Group B scales, three patterns have emerged. In some services like the Central Secretariat Service and its sister services like the Railways and Armed Forces categories, it would be known as the dynamic ACP Headquarters, an intermediate grade of Rs, 2,500-4,000 has been introduced with the rank of Desk Officer and 2 5% posts of Section Officer upgraded to this rank. In the technical services of the railways, Rs. 2,500-4,000 has emerged as the Group B pay scale. In replacement of Rs. 2,375-3,750. Some Group

## राज्य शासकीय कर्मचारी व इतरांना तिसरी अंतरिम वाढ देणे

महाराष्ट्र शासन वित्त विभाग शासन निर्णय, क्रमांक वेपुर-१२९६/प्र. क्र. २९/सेवा-१०

मंत्रालय, मुंबई ४०० ०३२, दिनांक ४ ऑक्टोबर १९९६.

- पहा - (१) शासन अधिसूचना, वित्त विभाग क्रमांक वेपुर-१२८८/१५४/सेवा-१० दिनांक १ ऑक्टोबर १९८८.  
 (२) शासन निर्णय, वित्त विभाग क्रमांक वेपुर-१२९३/प्र.क्र. ५०/सेवा-१०, दिनांक ११ जानेवारी १९९४.  
 (३) शासन परिपत्रक, वित्त विभाग क्रमांक वेपुर-१२९३/प्र. क्र. ५०/सेवा-१०, दिनांक १६ फेब्रुवारी १९९५.  
 (४) शासन निर्णय, वित्त विभाग क्रमांक वेपुर-१२९५/प्र.क्र.२०/सेवा-१०, दिनांक १९ सप्टेंबर १९९५.

### शासन निर्णय

केंद्र शासकीय कर्मचाऱ्यांना दिनांक १ एप्रिल १९९६ पासून तिसरी अंतरिम वाढ मंजूर करण्यात आलेली आहे. ही तिसरी अंतरिम वाढ राज्य शासकीय कर्मचारी व इतरांना दिनांक १ एप्रिल १९९६ पासून मंजूर करण्याचा प्रश्न शासनाच्या विचाराधीन होता. शासन आता असा आदेश देत आहे की, राज्य शासकीय कर्मचारी व इतरांना दिनांक १ एप्रिल १९९६ पासून मूळ वेतनाच्या १० टक्के परंतु कमीत कमी दरमहा रु. १०० या दराने तिसरी अंतरिम वाढ मंजूर करण्यात यावी व याबाबतची थकबाकी सर्व संबंधितांना रोखीने प्रदान करण्यात यावी.

२. अंतरिम वाढीची ही रक्कम एक वेगळीच स्वतंत्र रक्कम असेल. ती वेतन, भत्ता अथवा मजुरी म्हणून संबोधता येणार नाही. त्यामुळे त्यावर महागाई भत्ता, घरभाडे भत्ता व स्थानिक पूरक भत्ता इत्यादी कोणत्याही प्रकारचे भत्ते अनुज्ञेय असणार नाहीत. तसेच रजेचे रोखीकरण, वेतन निश्चिती व निवृत्ती वेतन तथा उपदान इत्यादी सेवानिवृत्ती विषयक लाभांकरिताही ही रक्कम हिशोबात धरता येणार नाही.

३. महाराष्ट्र कोषागार नियम, १९६८ मधील नियम २७० शिथिल करून शासन असा आदेश देत आहे की, अंतरिम वाढीची रक्कम ऑक्टोबर १९९६ किंवा त्यानंतरच्या मासिक वेतन देयकामध्येच काढण्यात यावी. आहरण व संवितरण अधिकाऱ्यांनी नियमित वेतन देयकांत थकबाकीच्या रकमेची एक वेगळी बाब म्हणून राजपत्रित अधिकारी आणि अराजपत्रित कर्मचारी या सर्वांसाठी वेतन देयकांच्या आतील बाजूस स्तंभ ३ मध्ये व बाहेरील बाजूस बाब क्रमांक १ मध्ये मागणी करावी. दिनांक १ एप्रिल १९९६ नंतर शासकीय कर्मचाऱ्यांची एका कार्यालयातून/विभागातून दुसऱ्या कार्यालयात/विभागात बदली झाली असल्यास दिनांक १ एप्रिल १९९६ पासून नवीन कार्यालयात बदली होण्याच्या तारखेपर्यंतची थकबाकीची रक्कमसुद्धा नवीन कार्यालयानेच काढावी. यासाठी संबंधित कार्यालयाने, जुन्या कार्यालयाकडून रक्कम काढली नसल्याचे प्रमाणपत्र मागवून घ्यावे व नंतरच संपूर्ण कालावधीसाठीची मागणी करावी. कोणत्याही परिस्थितीत थकबाकीसाठी पुरवणी देयक सादर करण्यात येऊ नये.

४. शासन असाही आदेश देत आहे की, विद्यापीठ अनुदान आयोगाच्या वेतनमानुसार वेतन घेणाऱ्या शिक्षकांना, अनुदानप्राप्त आयुर्वेद/युनानी महाविद्यालये व संलग्न रुग्णालयातील शिक्षकेतर कर्मचाऱ्यांना तसेच शासन निर्णय, वित्त विभाग क्रमांक पीसीआर-१०८३/सीआर-१०८४/एसईआर-७ दिनांक ११ सप्टेंबर १९८४ च्या परिच्छेद ५ मध्ये नमूद केलेल्या विविध शैक्षणिक संस्थांमधील व विद्यापीठांमधील कर्मचाऱ्यांनाही हे आदेश योग्य त्या फेरफारांसह लागू करण्यात यावेत. संबंधित विभाग प्रमुखांना विनंती करण्यात येते की, त्यांनी सदरहू आदेश स्थानिक संस्थांच्या आणि सर्व संबंधित संस्थांच्या व्यवस्थापनांच्या निदर्शनास आणून द्यावेत आणि या आदेशानुसार कर्मचाऱ्यांना अंतरिम वाढ दिली जाईल याची खात्री करून घ्यावी. या कारणास्तव देय होणारे सहाय्यक अनुदान विद्यमान विहित दरानुसार दिले जाईल असेही त्यांनी व्यवस्थापनांना कळवावे.

५. महाराष्ट्र जिल्हा परिषदा व पंचायत समित्या अधिनियम, १९६१ (सन १९६२ चा महाराष्ट्र अधिनियम क्रमांक पाच) कलम २४८ च्या परंतुकान्वये प्रदान केलेले अधिकार व त्या संबंधातील इतर सर्व अधिकार यांचा वापर करून शासन असाही आदेश देत आहे की, जिल्हा परिषदांच्या पूर्णकालीक कर्मचाऱ्यांनासुद्धा उपरोक्त आदेश योग्य त्या फेरफारांसह लागू करण्यात यावेत.

६. राज्य शासकीय कर्मचाऱ्यांना अंतरिम वाढ मंजूर केल्यामुळे होणारा अतिरिक्त खर्च हा त्याचे वेतन व भत्ते यासंबंधीचा खर्च ज्या लेखा शीर्षाखाली खर्ची घालण्यात येतो त्याच लेखा शीर्षाखाली खर्ची घालण्यात यावा व मंजूर करण्यात आलेल्या अनुदानातून भागवावा. अनुदान प्राप्त संस्था आणि जिल्हा परिषदा यांच्या कर्मचाऱ्यांच्या बाबतीत होणारा खर्च, हा त्यांचे सहाय्यक अनुदान ज्या प्रधानशीर्षाच्या उपशीर्षाखाली खर्ची पडते त्याच उपशीर्षाखाली खर्ची घालण्यात यावा.

७. सर्व विभाग प्रमुख, सर्व जिल्हा परिषदांचे मुख्य कार्यकारी अधिकारी आणि कृषि विद्यापीठांचे व कृषि विद्यापीठांचे कुलसचिव यांनी आपले आठमाही/नउमाही सुधारित अंदाज तयार करताना या निमित्ताने येणारा अतिरिक्त खर्च विचारात घ्यावा.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

श. वि. लागवणकर,  
शासनाचे उप सचिव.

B Services like the Delhi, Andaman & Nicobar Islands Civil Service have been upgraded to Rs, 2,200-4,000, like State Civil Services elsewhere.

Coming to All India Services (AIS), the Commission has suggested several steps to improve their all India character. For direct recruits, the allotment of cadre has been recommended on the basis of meritcum-option, while for promotees, it has been suggested that 5 0% of them should be allotted to contiguous States in the same region. The Commission has also recommended that each AIS Officer should mandatorily have to do at least one stint in the Government of India.

In order to stiffen the backbone of the AIS Officers, the Commission has made several suggestions. The State Governments should have only the power to recommend their suspension, giving full reasons, and the Central Government should decide the matter one way or the other within 5 days of the reference. The Central Government should have the power to change the cadre of an AIS Officer if he is found to have developed too close a nexus with local elements. State Governments should also follow the

procedure of posting officers on the recommendations of a Civil Services Board and through the Appointments Committee of the Cabinet. There should be prescribed minimum tenures for each post and no premature transfer should be allowed, except according to the prescribed procedure after a reference to the Civil Services Board,

With regard to the edge in pay scales that is currently enjoyed in respect of three-scales of pay by the officers of the Indian Administrative Service and Indian Foreign Service, the Commission has not found any persuasive reason to disturb the same and as such the replacement pay scales have been suggested. In order to set the controversy of a single examination at rest, the restoration of the old system of examination which used to prevail before 1979 has been suggested.

For the IAS, it has been recommended that the Secretaries incharge of Home and Forests in the States should be placed in the scale of Rs. 7600-8000 (pre-revised) in order to improve their interaction with their Heads of Departments. It has also been suggested that no IAS Officer should be posted as a District Collector unless he has completed nine Years of service.

In the IPS, the post of Commissioner, Civil Aviation Security, which is currently in the scale of Rs. 7 300-7600 has been recommended for upgradation as Director General in the pre-revised scale of Rs. 8000 (fixed). All posts of Directors General of Police in the States have been uniformly fixed in the pre-revised scale of Rs. 7600-8000. Currently, there is no cadre post of Additional, DGP in the States, In fact, the Ministry of Home Affairs had made an abortive attempt to abolish these posts but had to retrace its steps in view of the strong reaction from the State Governments. The Commission has recommended that the rank of Additional DGP be recognised for creation of cadre posts in the pre-revised scale of Rs. 7300-7600. The demand of IPS association for abolition of the rank of DIG has not been accepted, as it is functionally required at the level of the Range and there was no desire to disturb the established relationships with the Armed Forces. However, the condition that an officer should ordinarily put in four years of service in the grade of DIG for promotion to the scale of IG has been removed.

There has been a long-standing demand that the Indian Forest Services should be at par with the IPS. This has been accepted, Accordingly, the pay scale of Principal CCF has been raised to Rs. 7600-8000. post of Additional PCCF allowed in Rs. 7300-7600 and Conservators of Forests moved upto Rs. 5100-6150. The post of IG Forests in the Central Government has been redesignated as Director General, while Additional IGs have been upgraded to Additional DGs in the scale of Rs. 7600-8000.

The Commission has taken special steps to ameliorate the conditions of all Group A Central Services. Uniform career prospects in all services being a distant objective, the best option is to go for a model cadre structure. The distribution of posts at different levels has been laid down as under:

Scale	Percentage of Senior Duty	Mandatory eligibility period Posts
Senior time scale	30	5th year
junior Administrative grade	30	9th year
Selection grade	20	14th year
Sr. Administrative grade	17	17th year
Higher administrative grade	3	25th year

Cadre reviews have now to be part of the Cadre Rules and they are mandatorily to be held every five

**IN THE HIGH COURT OF JUDICATURE,  
APPELLATE SIDE BOMBAY  
WRITE PETITION NO. 5686 OF 1996**

1. Gangadhar Baburao Mithal and ors .. **Petitioners**  
Represented by Shri. R.D. Soni, Adv.

**Versus**

1. The State of Maharashtra and ors.. **Respondents**

To,

1. The State of Maharashtra, to be served on the additional Govt. pleader, High Court, A.S.Bombay. 2. The Director of Education, Higher Education Central Offices Pune. 4. The Principal, C.P.K.s Science, R.V. Commerce and D.J. Arts College Akkalkot, Dist. Solapur. 5. The Principal Hirachand Hemchand College Balivas, Solapur. 6. Solapur social College of Arts and commerce, Begam Peth Solapur

Whereas the above named petitioners have persented a petition to this High Court of judicature at Bombay praying that (d) pending the hearing and final disposal of this petition, the respondent Nos. 1,2,4,5 and 6 be restrained by the an order and injunction of this Hon'ble court from giving any effect to the impugned order dt. 4th July, 1994 and / or the impugned letter dated 22nd November, 1996 and the said respondents be further restrained from either effecting any deduction in the petitioners' salaries or effecting any recovery from the petitioners salaries as stated in the accompanying copy of petition, which is already served upon you.

and whereas upon hearing Shri R.D.Soni adv. for the petitioners and shri V.V. Pail AGP for the R.Nos 1 and 2 the court

**(Coram : A.V.Savant and D.K.Deshmukh JJ)  
passes the following order**

"Heard both side Rule. Expeditis. Interim relief in terms of prayer (d) To be heard with a writ petition No. 4656 of 1994."

It is hereby accordingly ordered that you, Your servants and your agents be and are hereby restrained from giving any effect to the impugned order dated 4th July 1994 passed by the under secretary Govt. of Maharashtra Higher Education, Technical and Employment Deptt, Mantralaya, Mumbai, bearing No. ACC-1294/(2759) / vashi-4 and or the impugned letter dated 21/22-11-1996/ issued by the director of education, Kolhapur Division, Kolhapur, bearing out ward No. ssan/uni/kovi/vali/3/96/97 and further restrained from either effecting any deduction in the petitioners' (i.e.1 Gangadhar Baburao Mithal, 2. Puranchaudra pandurang Plynjal 3. abdul Razak mahamed Husain) salaries of effcting any recovery from the said petitioners salaries, pending the hearing and final disposal of this writ petition or until further orders.

witness Shri H.D.Shah Chief Justice at Bombay, aforesaid this 2nd day of December 1996.

by the court,

Sd/- B.D.Kardikar  
Assistant Registrar(Civil)

The 12th day of December 1996

True Copy, Assistant Registrar, (Civil)

years. The holding of a cadre review itself is being declared as a justiciable matter.

Optimisation of numbers has also been advocated, by reducing the numbers in each service by 30%. The obvious solution is to target an overall cut of 30% in total numbers, but their distribution over the different pay scales has to be adjusted so as to bring it closer to the model cadre structure,

While the cadre control may continue to be vested in the present cadre controlling authorities it has been suggested that an officer of the particular Central Service in the rank of JS/Director/Deputy Secretary should be posted in the office of the Cadre Controlling Authority, to keep an eye on the interests of the Service.

The Commission has approved either the encadrement or the upgradation of at least one post in the rank of Special Secretary in the pre-revised scale of Rs. 8,000 (fixed) for every Central Service of reasonable size. A limited number of posts at senior levels have also been recommended for upgradation pending a final cadre review.

The provisions of the Assured Career Progression Scheme for Group A Services would ensure that on the completion of the 5th, 9th and 13th year financial upgradation to STS. JAG and NFSG would take place almost automatically and everyone would reach the pre-revised scale of Rs. 4 500-5 700. One of the aims of the model cadre structure is to ensure that the functional promotion to these scales also takes place in the same periods of time.

With regard to engineering services, it may be mentioned that they would benefit from all the general recommendations made for all services. In particular, a few additional advantages have been suggested for them.

a) Diploma-holders in engineering generally entered service in the pay scale of Rs. 1400-2300 or below. All of them have been brought up to the pre-revised scale of Rs.1600-2660.

b) Degree-holders in engineering were being recruited in different pay scales. Most of them (if not all) have been upgraded to the pre-revised pay scale of Rs.2000-3500.

c) For Junior Engineers in CPWD and similar organisations, the normal residency period for 1st ACP which is 10 years for all the other services, has been kept at 5 years.

d) Flexible Complementing Scheme which used to be confined to scientists has been extended to R & D Professionals in the field of engineering also.

e) Superintending Engineers who used to be promoted to Rs.3700-5000 initially and then move to an NFSG of Rs. 4500-5700 have now been provided with the initial promotion itself to a financial scale of Rs.4500-5700.

The Commission has also accepted a suggestion for registration of government engineers in order to promote a high degree of professionalism among them. A Design and Planning Allowance has been recommended for engineering officers posted at Headquarters. It has been suggested that engineering services should be included for the Foundational Course conducted for all Civil Service probationers. In order to upgrade the status of their training institutions, the posts of heads of all institutions imparting training to Group A engineering services have been upgraded. It has been suggested that the head of the Military Engineering Service should be a civilian. The idea being that the process of progressive civilianisation of the military engineering organisations should commence.

With regard to scientific services, apart from their benefiting from all the recommendations meant for other Group A Services, there are certain special features for them in the Report

a) Scientists have been divided into R&D Professionals and Scientist Administrators. While the former would retain the advantages of FCS, the latter would be covered by ACP.

b) Wherever the number of posts in a

particular area is large, an organised scientific service has been suggested. For example, Central Agriculture Service, Central Geoscientific Service and Central Veterinary Service have been mooted.

c.) Group A scientists can become members of one national and one international professional body at government expense.

d) Measures have been recommended to permit scientists to participate in a national conference every two years and an international conference every four years.

e) Sabbatical will be allowed to scientists for a maximum of two years in their career.

f) Institutional consultancy has been permitted for R&D Professionals on a fee-sharing basis.

g) Standard designations have been suggested for the operative, advisory and programme management fields.

For the medical services, the Commission has recommended an All India Health and Medical Service as a long-term objective. A high-powered panel should open a dialogue with States in order to form such a service within five years. Meanwhile it has been suggested that existing Central health and medical posts be unified into a single Central Health Service with common seniority. Entry into the service should be at graduate, specialist and super-specialist levels, but seniority should be integrated at each level. In case superspecialists are not available on normal terms, they could be taken on contract on negotiated terms and conditions. Non-practicing Allowance has been changed to 25% of basic pay, subject to pay plus NPA not exceeding Rs. 29,500. Total parity has been suggested between GDMOS. Dental surgeons and Physicians of the Indian Systems of Medicine and Homeopathy.

For the workshop staff, the Commission has recommended a minimum educational qualification of 8th standard in all Government departments. This is meant to achieve higher educational and skill levels among industrial workers. Unskilled workers have been redesignated as 'Shramiks'. Highly skilled Grades II and I have been merged into the higher grade to improve their chances of promotion.

### **Pay-scales for officers and employees of Supreme Court of India and High Court of Delhi**

On a thorough consideration of the constitutional position and the historical background, the Commission has taken a conscious view that no recommendations be made on this subject. The matter should be decided in accordance with the provisions made in the Constitution and the various judgments pronounced by the highest court in the land.

### **Civilian employees allowances and facilities**

As far as allowances are concerned, the Commission has noted that the existing formula of differential rates of neutralisation of cost of living through the dearness allowance has operated unjustly against the middle and senior management in Governments. While the peon's real wages increased by 53 per cent between 1949 and 1996 the Secretary's real income was eroded to the extent of 72 per cent during the same period. The Commission has, therefore, recommended that inflation neutralisation be made uniform 100 per cent at all levels. While the AICPI(IW) may continue to be used for calculating Dearness Allowance, the series using 1982 as the base should now be used. It has been further suggested that every time the CPI increases by 50 per cent over the base index used by the last Pay Commission, the DA should be converted into Dearness Pay and be counted as Pay for all purposes,



including retirement benefits.

With regard to City Compensatory Allowance, the Commission has added one category of cities (called A-1 cities). The existing and proposed rates of CCA are as under:-

#### Existing CCA

pay Range (Basic Pay in Rs.)	Class of City		
	A	B-1	B-2
750-940	30	25	20
950-1.500	45	35	20
1500-2000	75	50	20
2000 & above	100	75	20

#### Proposed CCA

Pay Range (unrevised) (Basic Pay in Rs.)	Class of City			
	A-1	A	B-1	B-2
750-1000	90	65	45	25
1001-1500	125	95	65	35
1501-2000	200	150	100	65
2001 & above	300	240	180	120

Special Compensatory Allowances are granted to employees for exceptionally difficult local conditions in different places. The Commission has suggested that the Government should appoint a committee to prepare a detailed scheme for the evolution of a Composite Index of Difficulty/Hardness of an area. Meanwhile, the Composite Hill Compensatory Allowance, Bad Climate Allowance and Tribal Area Allowance should be subsumed under the head of Special Compensatory Allowance,

The following rates of Special Compensatory Allowance have been recommended.

Rate per month in Rs. for Pay + NPA + Stagnation Increment  
Areas listed in 750-1000 1001-1500 1501-2000 2001-3000 3000 & above

Part A	300	500	700	1000	1300
Part B	250	400	550	800	1050
Part C	150	300	450	600	750
Part D	40	50	120	160	200

Project Allowance is granted when employees work on major projects in undeveloped/underdeveloped areas to compensate them for lack of basic amenities and facilities. The Commission has doubled their rates as under:

Basic Pay Range (revised)	Rate of Project Allowance
below Rs. 3000	180
Rs. 3000-4499	300
Rs. 4500-5999	450
Rs. 6000-8999	600
Rs. 9000 and above	750

Training Allowance is currently given 15% of basic pay. The Commission has recommended that the percentage should remain unchanged, and the allowance be made admissible to all faculty members, including trainers on deputation from Universities and other academic institutions.

The Commission has concluded that employees are subjected to two kinds of risks: contingent risks, and continuous risks. The former are one-time events which would be covered by the scheme of Ex-gratia payment. Continuous risks cover situations where the risk is inherent and continuous in the occupation itself. Payment of Risk Allowance has been recommended only in the second type of case. The rates

have been doubled and range between Rs.40 and Rs. 300 p.m.

On Night Duty Allowance, status quo has been recommended.

The Commission has suggested that all executives of and above the rank of Deputy Secretary and equivalent should be provided with a Telephone Attendant at their residence. The attendant would be recruited directly by the Officer and would not enjoy the status of a government employee, but the fixed salary of Rs. 1, 500 p.m. for such attendants would be borne by the Government. This facility will not be additionally available to officers who are already entitled to personal attendants by whatever name they may be called.

In the Armed Forces, entertainment allowance is admissible to certain officers who are required to entertain high-ranking guests or reciprocate such gestures. The Commission has recommended that for certain specified officers on the civilian side, both in the Centre and the States, entertainment allowance ranging from Rs. 900 to Rs. 1,000 p.m. be paid.

There are certain allowances and facilities already available to officers of AIS and Central Government posted in the North-East. These have been liberalised. The Special Duty Allowance has been retained at 12.5% of the new basic pay, with no upper ceiling. Officers can retain accommodation at the place where their family is staying on payment of normal licence fee and also retain a residential phone at Government expense. The amount of Children's Education Allowance has been doubled and the families made eligible for CGHS facilities. The Officers have also been allowed to come twice in their entire service on an emergency passage by entitled class to their home town. All the above facilities have also been extended to officers posted in Sikkim.

Travelling and daily allowance rates have been liberalised. Executives are now permitted to stay in private hotels of appropriate status. Air travel is also being permitted for all official journeys by executives.

A transport allowance ranging between Rs. 75 and Rs. 800 is being permitted to all employees to enable them to meet part of the expenditure on commutation between office and residence. However, staff cars are being restricted to Top Executives and field officers only, all others being served by a pool of hired taxis.

Leave Travel Concession is being allowed by air for some selected senior categories. Employees can opt for three Home Town LTCs instead of having one all India and one Home Town LTC in a bloc of four years. An extra period of 60 days is being allowed to accumulation of earned leave. This can be encashed either at the time of superannuation or in batches up to ten days each along with the LTC.

Deputation Allowance has been retained at .5% and 10% of basic pay for same station and out-station deputationists, without any ceiling. This allowance would now also be available to officers of the rank of joint Secretary and above coming on deputation to the Central Government.

With regard to bonus, the Commission has shown its inability to devise individual departmental schemes within the short time at its disposal, especially in view of the reluctance of the major Federations to let the issue be decided by the Pay Commission. Broad parameters for working out bonus schemes have been enunciated. It has been stated that bonus should be linked to productivity and not to production. When changes in technology take place, norms should also undergo revision. An eligibility ceiling of Rs. 4,500 p.m. has been suggested and the calculation ceiling has been retained at Rs. 2500 p.m. The maximum bonus has been suggested as 30 days in case of ad hoc bonus and 55 days in case of Productivity-linked bonus. It has been suggested that ad hoc bonus schemes should be converted into PLB

schemes within a period of nine months.

The Commission has taken up housing as an important priority issue. A multi-pronged strategy has been suggested as under:

(a) Government housing to have a target of 70% housing satisfaction in Delhi and 50% satisfaction in other cities within a period of 20 years.

(b) Government to augment its resources by taking housing loans from ADB. World Bank and housing finance companies. Employees to contribute to a compulsory housing fund.

(c) Provision of leased accommodation and allowing self-lease of accommodation.

(d) Govt. to evolve a suitable hire-purchase scheme to provide one dwelling unit to each employee at the time of his retirement.

(e) House Building advance raised from Rs.2.5 lakhs to Rs.7.5 lakhs. The cost ceiling range also increased from Rs.2.5-6 lakhs to Rs.7.5-18 lakhs. Rate of interest suggested at lower rates of 6-11% instead of 7.5-12% as at present.

(f) House rent Allowance has been recommended @ 30 % of the maximum of the pay scale in A-1 cities and from 5% to 15% of the maximum in other cities.

Rates of assistance under various schemes of education assistance have been doubled.

The Commission has suggested that the network of CGHS dispensaries should be expanded to cover more cities and at least one private hospital recognised for in patient treatment in every town having a CGHS dispensary. All Authorised Medical Attendants in a single station should be organised into CGHS Agencies and identified for priority expansion of the scheme. Contributions of employees to the scheme have been recommended to be increased and it has been suggested that individual departments should also make contribution for expansion of the CGHS network. It has been suggested that timings of CGHS dispensaries be divided into two shifts either by paying a split duty allowance or by dividing the existing staff into two shifts. For outpatient treatment in areas presently covered by medical reimbursement, a medical allowance of Rs. 100 P.M. has been recommended. There are also suggestions for compulsory

medical checkup of employees at Govt. cost after they attain the age of 40 years, introduction of health credit cards on a pilot basis and for medical insurance to cover the hospitalisation needs of employees.

With regard to General Provident Fund, a higher rate of interest (13%) on deposits has been suggested. The Limit under the deposit-linked insurance scheme has been raised to Rupees One lakh.

The Commission has recommended the doubling of rate of contribution to the group Insurance Scheme, as also the amount of insurance cover. It has been suggested that the deposits be kept in a trust fund outside the Public Account, and be managed by committee which also has employees representatives on it. The benefits under the scheme should be at par with those offered by the Army Group Insurance Scheme.

No major changes have been suggested in the leave rules. Some of the minor changes are:

## उच्च न्यायालयाने याचिका क्रमांक १५१८/८३ मध्ये निर्णय दिल्यानंतर सुद्धा बी.एस.सी.भाग १ ते ३ या वर्षाकरिता प्रात्यक्षिकांसाठी १६ ते २० विद्यार्थ्यांची बॅच ठेवण्याचा प्रकार

महाराष्ट्र विधानपरिषद :

शुक्रवार, दिनांक २० डिसेंबर १९९६

: तिसरे अधिवेशन १९९६

मान्य झालेल्या लक्षवेधी सूचनेबाबतच्या जोडपत्रामध्ये क्रमांक ४६ वरील लक्षवेधी सूचना

सर्वश्री बी.टी.देशमुख, व्ही.यु.झायगव्हाणे, पी.जी.दस्तुरकर, सुरेश पाटील, जयवंत ठाकरे, महाराष्ट्र विधानपरिषद सदस्य यांनी नियम १०१ अनुसार दिलेली लक्षवेधी सूचना

“उच्च न्यायालयाने याचिका क्रमांक १५१८/८३ मध्ये दिलेल्या निर्णयाच्या आधारे बी.एस.सी.भाग १ ते ३ या वर्षाकरिता असणाऱ्या प्रात्यक्षिकांसाठी १६ ते २० विद्यार्थ्यांची बॅच ठेवण्यात यावी असा शासन निर्णय काढणे, १६ ते २० विद्यार्थ्यांची बॅच ठेवावी असा उल्लेख उच्च न्यायालयाच्या १५१८/८३ या प्रकरणातील निवाड्यात कोठेही नसणे, सहसंचालक, उच्च शिक्षण, अमरावती विभाग यांच्या प्रतिनिधींनी या शासन निर्णयाच्या आधारावर गावोगाव फिरून शिक्षकांना अतिरिक्त ठरविण्याचा लावलेला सपाटा, २१ सप्टेंबर १९९६ च्या त्यांच्या एका पत्रान्वये श्री. शिवाजी विज्ञान महाविद्यालयाला त्यांनी दिलेल्या आदेशान्वये विद्यापीठ न्यायाधिकरणाने ए ७/१९९६ या प्रकरणात शिक्षकांच्या बाजूने निर्णय देवूनही त्यांना रुजू करून घेण्यात निर्माण झालेली बाधा, अशा अनेक शिक्षकांवर विनाकारण अतिरिक्त घोषित होण्याची वेळ येणे, त्यामुळे या शिक्षकात निर्माण झालेला तीव्र असंतोष व याबाबत शासनाने तातडीने चौकशी करून केलेली वा करावयाची कारवाई.”

### निवेदन

मुंबई उच्च न्यायालयाच्या नागपूर खंडपीठाने याचिका क्रमांक १५१८/८३ च्या संदर्भात दिनांक १०.१.१९९५ रोजी निर्णय देताना नागपूर विद्यापीठाच्या कार्यकारी परिषदेच्या दिनांक २७-२८, एप्रिल १९७९ च्या ठरावान्वये प्रात्यक्षिकांच्या १६ विद्यार्थ्यांचा गट निर्धारित करण्याची कार्यवाही वैध मानली आहे व या निर्णयाची कार्यवाही करणे बंधनकारक ठरविले आहे. शासन पत्र शिक्षण व सेवायोजन विभाग क्रमांक युएसजी ११७८/२५१७१/३२/सेल, दिनांक १९ जून १९७८ अन्वये असे आदेश देण्यात आले होते की, विज्ञान विषयाच्या प्रात्यक्षिकांसाठी स्नातक वर्गासाठी साधारणतः २०-२५ विद्यार्थ्यांची एक बॅच असावी. तथापि सन्माननीय उच्च न्यायालयाचे

वरील आदेश लक्षात घेता व याप्रमाणे सर्व विद्यापीठांच्या संदर्भात एकसूत्रीपणा ठेवण्याच्या उद्देशाने शासन निर्णय दिनांक १२.५.१९९६ अन्वये विज्ञान विषयाच्या प्रात्यक्षिकाकरिता १६-२० विद्यार्थ्यांची बॅच ठेवावी असे आदेश देण्यात आले आहेत. अमरावती विद्यापीठामध्ये वरील आदेशाप्रमाणे बी.एस.सी. भाग-१-३ या वर्गाच्या विज्ञान विषयाचा कार्यभार तपासताना प्रात्यक्षिकाकरिता १६ विद्यार्थ्यांचा एक गट मानून शिक्षकांची पदे निश्चित केली आहेत. २० विद्यार्थ्यांचा गट धरलेला नाही एकाही शिक्षकाला अतिरिक्त ठरविलेले नाही.

शिक्षकांच्या पदांची निश्चिती तातडीने करून देण्याची आवश्यकता असल्यामुळे ठिकठिकाणी शिबिरे घेऊन कार्यभार तपासण्यात आला. अतिरिक्त शिक्षकांचे रिक्त पदावर तातडीने समायोजन करण्याची आवश्यकता असल्यामुळे शिबिरे घेऊन पदे निश्चित करणे क्रमप्राप्त होते. यामध्ये गावोगाव फिरून शिक्षकांना अतिरिक्त ठरविण्याचा अजिबात उद्देश नव्हता.

श्री. शिवाजी विज्ञान महाविद्यालय, अमरावती यांना दिनांक २१.९.९६ च्या पत्रान्वये जी पदे निश्चित करून देण्यात आली आहेत त्यामध्ये एकाही शिक्षकाला अतिरिक्त ठरविण्यात आलेले नाही.

विद्यापीठ न्यायाधिकरण ए-७/१९९६ या प्रकरणात दिलेल्या निर्णयाप्रमाणे संबंधित शिक्षकाला संबंधित महाविद्यालयाच्या सेवेत रुजू करून घेतले आहे.

शासनाने आदेशाप्रमाणे शिक्षकांचा कार्यभार तपासणे व त्यानुसार पदांना मान्यता देणे ही कार्यवाही नियमित स्वरूपाची असल्याने कार्यभार उपलब्ध नसताना जर कुठलाही शिक्षक अतिरिक्त ठरविला असेल तर त्याला इतर कुठल्याही रिक्त पदावर सामावून घेतले जाते. त्यामुळे शिक्षकात कोणताही असंतोष निर्माण होण्याची शक्यता नाही.

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(a) Accumulation of earned leave for encashment at the time of superannuation increased by 60 days to 300 days.

(b) Rules for encashment of half-pay leave changed to the extent that commuted half-day leave can be utilised to complete the period of 300 days in case there is a deficiency.

Some quite drastic suggestions have been made under this head, in order to increase the time available for work in Government offices. These are :

(a) Shift from 5-day to 6-day week, with second Saturday being an off-day. This would mean an increase of 40 working days in a year.

(b) Gazetted holidays have been reduced from 17 to 3 - viz. Republic Day, Independence Day and Mahatma Gandhi's birthday. The reduction of 14 days here has been made up by increasing the number of restricted holidays.

(c) No holidays to be declared on the demise of any leader, except the incumbent President and Prime Minister.

(d) Overtime Allowance has been abolished.

The commission has recommended a series of measures to benefit women employees in Government. Some of these are enumerated below:

(a) The quantum of maternity leave has been enhanced from 90 to 135 days'

(b) Paternity leave of 15 days been recommended for male employees during the confinement of their wives.

(c) Flexi-time and flexi place has been suggested for introduction on a pilot basis.

(d) Age of initial recruitment for women has been enhanced to 35 years.

(e) Part-time employment on optional basis has been introduced with the proviso that they can work half-time for 6 years connected with two child-rearing periods at half the salaries, with the period of service counting for all purposes.

In view of the importance of canteens for providing clean and wholesome food at reasonable rates to the Government employees, the Commission has re-introduced grants-in aid at rates varying between Rs. 2,500 to 40,000 for departmental canteens.

The Commission has concluded that a large number of employees who are entitled to uniforms do not actually wear them. It has therefore been suggested that in cases other than uniformed services and security staff, uniforms should be replaced by an attire allowance of Rs. 100 p.m.,

Amount of various advances currently available to Government employees have been raised and made more realistic. Car Advance has been raised to Rs.1.8 lakhs, motorcycle advance to Rs. 30,000, scooter advance to Rs. 20,000, bicycle advance to Rs. 1,500 and advance for purchase of personal computers fixed at Rs. 1.0 lakh. Eligibility criteria have also been suitably revised. Festival Advance has been replaced by a General purpose advance equal to one month's basic pay-dearness allowance. In order to mitigate hardships to the families of Government employees dying in harness, the Commission has, for the first time recommended a provision for waiving off outstanding loans in case of employees dying in harness whose next of kin has not been given a Government job on compassionate grounds, to the extent of Rs. 50,000 for auxiliary staff, Rs. 1.0 lakh for supporting and supervisory personnel and Rs.2.0 lakhs in the case of executives.

The Commission has observed that in some cases Government takes inordinate time in taking a final decision on the Award of a Board of Arbitration. Accordingly, a time limit has been fixed for accepting or rejecting the Award of the Board of Arbitration. The Commission has also recommended that in cases where a question of general nature is concerned, the decision taken in one specific case either by the judiciary or the Government should be applied to all other identical cases.

#### **Civilian employees.. Pension and other retirement benefits**

The age of superannuation has been increased to 60 years for all employees, except for personnel CPOS and armed forces. This will be applicable from a prospective date to be notified by the Government, and shall not apply to those who are on extension. Voluntary retirement has been recommended under two different schemes. One is the normal scheme of voluntary retirement after a service of 20 years, which has been retained. A special scheme of VRS with golden handshake is being proposed for departments having identified surplus staff. Apart from the normal weightage of 5 years, this Scheme envisages cent per cent commutation of pension and a special ex-gratia payment. @ 1.5 times pay plus DA for each year of service put in or service left, whichever is less.

The Commission visualizes a pension of 67% of pay drawn as being sufficient to meet the post retirement needs of an employee This would be met to the extent of 50% through the normal scheme of pension to be funded by Government, with the balance 17% being made up by contributions from the employees to a Pension Fund. Additional pension has been recommended 1 % for each additional year of service beyond 33 years. Ceilings on pensions and gratuities have been removed. Gratuity would now be paid on the basis of pay and D.A. on the date of retirement. Terminal gratuity would be admissible to those resigning from Government service also.

Family pension has been recommended at a

#### **NAGPUR UNIVERSITY TEACHERS' ASSOCIATION MEETING NOTICE : 2 Date : 25. 03. 1997**

From  
**Prof. E.H. Kathale,**  
Secretary, NUTA,  
N-162 Reshim Bagh, Nagpur-440 009.

To,  
**All the members**  
of the Nagpur University Teachers' Association

Dear members,

I have the honour to inform you that in exercise of the powers conferred on it by Article VIII of the Constitution of NUTA, the Executive Committee has decided to have the meeting of General Body at **9.00 A.M.** on the date and at the place mentioned below.

2. Agenda of the General Body meeting is printed in this NUTA Bulletin. If you propose to suggest any amendments to any of the proposals/Resolutions included in the Agenda, you may send it to me within a period of one week from the date of the posting of this Bulletin. It will not be possible for the amendments received after the due date to be included in the additional agenda. Please send one copy of your amendment to Prof. B. T. Deshmukh, President NUTA, 3 Subodh Colony, Near Vidarbha Mahavidyalaya, Amravati-444 604.

3. Rules for proposing amendments to the proposals/resolutions are printed on page 97 of 1977 NUTA Bulletin. You are requested to kindly make it convenient to attend the meeting.

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

#### **Date and Place of the meeting**

**Sunday, the 18th May 1997  
at 9.00 A.M.  
at Bharatiya Mahavidyalaya, Amravati.**

uniform rate of 30% of pay I 00o/o neutralisation of cost of living through dearness relief has been suggested. Such relief would be now available to employed family pensioners also.

The Commission has rationalised the various schemes of ex-gratia award on the death and disability of a Government employee, with the result that uniform amounts of pension and ex-gratia awards would be available to civilian and military employees for death met in similar circumstances.

The limit of commutation of pension for civilian employees has been raised from 33 1/3% to 40%. The commuted portion would be restored after 12 years, instead of 15 years as at present.

There has been a long-pending demand for absolute parity between past and present pensioners. The Commission has accepted such total parity between pre-and post 1.1.1986 pensioners, but a modified parity-formula has been evolved for pre-and post-1-1-1996 pensioners. The overall formula assures a minimum pension of 50% of the minimum pay of the post held at the time of retirement as revised from time to time. This applies to family pensioners also.

For SRPF/CPF retirees, an ex-gratia of Rs. 600 p.m. along with dearness relief has been proposed.

The concept of interim relief for pensioners, has been introduced for the first time by the Fifth CPC. It has expressed the hope that the linkage of pensioners with employees for purposes of interim relief would continue in the future. A fixed medical allowance of Rs. 100 p.m. has been recommended for pensioners residing in areas not covered by CGHS.

The ignorable part of pension for purposes of re-employment has been raised from Rs. 500 to Rs.1,500 p.m. All restrictions on re-employment of pensioners in commercial employment have been removed.

### Armed forces personnel

Looking at the role of the armed forces, the Commission has concluded that its participation in counter insurgency operations should be minimised. Accordingly, Rashtriya Rifles should be disbanded and the Assam Rifles handed over to the ministry of Home Affairs for being amalgamated with the CRPF.

The Commission felt that a clear-cut role for the armed forces should be delineated and a National Security Council formed in order to advise the Cabinet on Security issues. A Perspective Manpower plan should be drawn up in order to optimise the manpower and increase investment in equipment and armaments.

The Commission has surveyed the scenario of employment in the armed forces and concluded that the shortages are mainly in the short-service commissions. A number of steps to make a career in the armed forces more attractive have been initiated.

a) Cadets during training at Service Training institutes will now be paid Rs.8,000 p.m. as against Rs.1,500 p.m. at present.

b) The rank of 2nd lieutenant has been abolished.

c) The starting basic salary for commissioned officers has been kept at Rs. 8,250/- as against Rs.8,000 p.m. for civilian officers.

d) The Qualifying service for substantive promotion upto the rank of Lt. Col. (TS) has been reduced by one year.

e) The ACP Scheme has been extended to the armed forces.

f) Integrated pay scales of the commissioned officers have been replaced by regular pay scale.

The following revised pay scales have been recommended for service officers:

Lieutenant: Rs. 8250-300-10050

Captain: Rs. 9600-300-11400+Rs. 400 rank

pay

Major: Rs. 11600-325-14850+Rs. 1200 rank pay  
Lt. Colonel: Rs. 13500-400-17100+Rs. 1600 rank

pay

Colonel: Rs. 15100-450-17350+Rs. 2000 rank

pay

Brigadier: Rs. 15350-450-17600+Rs. 2400 rank pay

The pay scales of higher ranks are equated to the corresponding civilian pay scales.

As regards the pay structure of personnel Below Officer Rank, the following changes have been suggested.

a) Group D of PBOR have been brought at par with Group C.

b) ACP Scheme has been introduced on par with civilians.

c) Starting pay of infantry soldier has been increased to Rs. 3000 p.m.

d) Classification and appointment pay rates have been enhanced.

Most of their specific allowances have been doubled. However keeping in mind the additional hazards involved in fighter flying and service in submarines they have been granted a 2.5 times increase. Personal Maintenance Allowance has been rationalised. Travel entitlements have been brought at par with civilians. Gallantry Awards have been substantially increased. In the case of the Param Vir Chakra, there is a major increase to Rs. 1500/- p.m.

The Commission has not changed the present scale of rations being granted to the armed forces Personnel. However, in order to afford greater flexibility in purchase of items to officers posted in peace areas, they have been allowed a cash ration allowance in lieu of rations in kind.

House Building Advance has been raised to Rs 7.5 lakhs as in the case of civilians. Rates of compensation in lieu of quarters have been enhanced. ;

Leave encashment has been raised from 240 days to 300 days and proportionately for lower Categories. Encashment of leave authorised at par with civilian employees.

The weightage in Qualifying service for pension has been increased by two years. Family pension has been rationalised. Provisions on remarriage of widows have been liberalised. Disability pensions have been thoroughly restructured as under:

a) Broadbanding of degree of disability has been carried out, with those boarded out being treated as having 50% disability, those between 50 and 75% as having 75% disability and those between 75 and 100% treated as having 100% disability

b) The attributability of disability to service is now to be judged by the officer higher in rank to the Commanding Officer.

c) The extent of disability once determined continues for life, unless review is demanded by the individual himself. The scheme of granting near parity in pensions for past pensioners, as in the case of civilians has been extended to armed forces personnel.

Percentage of reservation of ex-servicemen has been proposed to be increased from 10 to 25% in CP0s. There is also a suggestion for recruitment of CPO personnel for short service commissions in the armed forces, followed by a lateral transfer to the CP0s after seven years of service. Two committees, one under the Raksha Rajya Mantri and the other under the Additional Secretary Ministry of Defence have been recommended for monitoring resettlement of ex-servicemen.

Medical Allowance Rs, 100 p.m. has also been suggested for armed forces pensioners, living in remote areas where normal health facilities are not available.

**स्थानापन्न निवडश्रेणी अधिव्याख्यात्यांना उजळणी अभ्यासक्रम कार्यक्रम उत्तीर्ण होण्यापासून सूट देण्याबाबत.**

**महाराष्ट्र शासन  
उच्च व तंत्रशिक्षण आणि सेवायोजन विभाग  
शासन निर्णय क्रमांक - एनजीसी-१२९५/५१३७१/(३०७८)/विशी-४  
मंत्रालय विस्तार भवन, मुंबई-४०० ०३२.**

दिनांक १३ फेब्रुवारी, १९९७.

वाचा :- १) केंद्र शासनाच्या मानव संसाधन विभागाचे पत्र क्रमांक एफ-१/२१/८७, युआय, दिनांक १७ जून १९८७, व समक्रमांकीत पत्र दिनांक २२ जुलै, ८८

२) शासन निर्णय, शिक्षण व सेवायोजन विभाग क्र. एनजीसी-१२८६/१२२४/विशी-४, दिनांक २७.२.८९.

३) विद्यापीठ अनुदान आयोगाचे अर्धशासकीय पत्र क्र. एफ-१/६/९० पी.एस.सेल, दिनांक २९ जानेवारी १९९०. व समक्रमांकीत अर्धशासकीय पत्र, दिनांक २७ नोव्हेंबर ९०.

४) शासन शुद्धिपत्र उच्च व तंत्रशिक्षण आणि सेवायोजन विभाग क्र. एनजीसी- १२८९/(१६०५)/विशी-४, दिनांक २० जुलै १९९३.

५) विद्यापीठ अनुदान आयोगाचे पत्र क्र. एफ-१/६/९०(पी.एस.सेल) पी.टी.४ दिनांक ३१ डिसेंबर, १९९६.

**शासन निर्णय :-** प्रस्तावनेतील अनुक्रमांक १ मधील पत्रानुसार केंद्र शासनाने विद्यापीठे व महाविद्यालयीन शिक्षकांच्या वेतनश्रेणीत सुधारणा करणे तसेच उच्च शिक्षणाचा दर्जा राखण्याकरिता आवश्यक उपाययोजना करण्याबाबतचे आदेश निर्गमित केले आहेत. या आदेशाच्या अनुषंगाने अनुक्रमांक २ मधील शासन निर्णयानुसार राज्यातील विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या वेतनश्रेणीत सुधारणा करणे व उच्च शिक्षणाचा दर्जा राखण्यासाठी आवश्यक उपाययोजना करणे याबाबतचे आदेश निर्गमित करण्यांत आले आहेत.

केंद्र शासनाने दिनांक २९ जानेवारी १९९० च्या पत्रानुसार अधिव्याख्यात्यांकरिता करिअर अॅडव्हान्समेंटची योजना मंजूर केली असून ती राज्यांतील अधिव्याख्यात्यांना शासन निर्णय शिक्षण व सेवायोजन विभाग क्रमांक एनजीसी-१२८६/१२२४/विशी-४, दिनांक २७.२.८९ अन्वये लागू करण्यांत आली.

वरील आदेशानुसार दिनांक १.१.८६ रोजी जे

अधिव्याख्याते ७००-१६०० या वेतनश्रेणीत होते व ज्यांची ८ वर्षे सेवा झाली आहे. त्यांना वरिष्ठ श्रेणी देणे व ज्यांची १६ वर्षे सेवा झाली आहे त्यांना त्यानुसार निवडश्रेणी देण्याबाबतचे आदेश निर्गमित करण्यात आले आहेत. रु. २२००-४००० या सुधारित वेतनश्रेणीतील अधिव्याख्यात्यांना नियमित सेवेची ८ वर्षे सेवा पूर्ण झाल्यावर वरिष्ठ श्रेणी व १६ वर्षे पूर्ण झाल्यावर निवडश्रेणी द्यावयाची आहे. अशा अधिव्याख्यात्यांना ४ आठवड्याचे प्रत्येक टप्प्यावर प्रत्येकी २ अशा प्रकारे उजळणी अभ्यासक्रम पूर्ण करणे बंधनकारक ठरविण्यांत आले आहे. त्यानुसार अधिव्याख्यात्यांना वरिष्ठ व निवडश्रेणी देतांना वरील आदेशानुसार कार्यवाही केली आहे.

ज्या अधिव्याख्यात्यांना पूर्वी निवडश्रेणी देण्यांत आली आहे. अशांना ४ आठवड्याचे २ उजळणी प्रशिक्षण अभ्यासक्रम पूर्ण करणे आवश्यक आहे काय? अशी विचारणा शिक्षक संघटनेकडून करण्यांत आली आहे. याबाबतीत विद्यापीठ अनुदान आयोगाकडून खुलासा केला आहे की जे अधिव्याख्याते निवडश्रेणीत कार्यरत आहेत त्यांना अस्तित्वांत असणाऱ्या मार्गदर्शक सूचनांनुसार उजळणी प्रशिक्षण कार्यक्रम पूर्ण करण्याची आवश्यकता नाही.

शिक्षण संचालक (उच्च शिक्षण) महाराष्ट्र राज्य, पुणे यांना विनंती की, ही बाब सर्व संबंधीतांच्या निदर्शनास कृपया आणून द्यावी.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नांवाने,

(त्रि.ब.सेन)

उपसचिव, महाराष्ट्र शासन

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**PAY SCALES PROPOSED BY FIFTH PAY COMMISSION**  
have been already published on page 1 of 1997 - NUTA Bulletin



## नागपूर विद्यापीठ व महाविद्यालयीन न्यायाधिकरणाच्या मा. पिठासिन अधिकाऱ्यांना पुरेशा सुविधा उपलब्ध न होणे

महाराष्ट्र विधानपरिषद :

: तिसरे अधिवेशन १९९६

शुक्रवार, दिनांक १३ डिसेंबर १९९६

नागपूर विद्यापीठ व महाविद्यालयीन न्यायाधिकरणाच्या मा. पिठासिन अधिकाऱ्यांना पुरेशा सुविधा उपलब्ध न होणे यासंबंधी श्री.बी.टी.देशमुख यांनी दिलेली लक्षवेधी सूचना.

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

“महाराष्ट्र विद्यापीठ कायद्याच्या कलम ५८ नुसार नेमण्यात आलेल्या नागपूर विद्यापीठ व महाविद्यालयीन न्यायाधिकरणाच्या मा. पिठासिन अधिकाऱ्यांना पुरेशा सुविधा उपलब्ध न होणे, परिणामी डिसेंबर १९९६ च्या पहिल्या आठवड्यापासून मा. पिठासिन अधिकाऱ्यांना न्यायाधिकरणाचे काम थांबविण्याशिवाय गत्यंतर न उरणे, न्यायाधिकरणाचे काम थांबल्यामुळे अनेक शिक्षक व विद्यार्थ्यांची होणारी ससेहोलपट, त्यामुळे पसरलेला तीव्र असंतोष याबाबत तात्काळ चौकशी करून शासनाने केलेली वा करावयाची कारवाई.”

**श्री. दत्ता राणे (उच्च व तंत्रशिक्षण मंत्री) :** सभापती महोदय, लक्षवेधी सूचनेसंबंधीच्या निवेदनाच्या प्रती माननीय सदस्यांना आधीच वितरीत केल्या असल्यामुळे मी ते निवेदन आपल्या अनुमतीने सभागृहाच्या पटलावर ठेवतो.

सभापती : निवेदन सभागृहाच्या पटलावर ठेवण्यात आले आहे.

### निवेदन

महाराष्ट्र विद्यापीठ कायदा १९९४ च्या कलम ५८ अन्वये प्रत्येक विद्यापीठामध्ये विद्यापीठ व त्यातील कर्मचारी, महाविद्यालयीन प्रशासन व त्यांचे कर्मचारी यामधील तंटे सोडविण्याकरिता तसेच विद्यार्थ्यांच्या प्रवेशातील तंटे सोडविण्याकरिता न्यायाधिरण नेमण्याची तरतूद आहे. शासन निर्णय, उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग दिनांक १९.८.१९९५ अन्वये प्रत्येक विद्यापीठाकरिता न्यायाधिकरणाची स्थापना करण्याचे आदेश निर्गमित करण्यात आले आहेत. शासन निर्णय उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग दिनांक १२ जानेवारी १९९६ व शासन अधिसूचना उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग दिनांक १५ जानेवारी १९९६ अन्वये या विद्यापीठाच्या न्यायाधिकरणाकरिता पिठासिन अधिकाऱ्यांची नियुक्ती करण्याचे आदेश निर्गमित करण्यात आले आहेत.

या पिठासिन अधिकाऱ्यांना उच्च न्यायालयाच्या न्यायाधिशांना लागू असलेले (सेवाशर्ती नियम कायदा १९५४) (१९५४ चा कायदा क्रमांक २८) व उच्च न्यायालयाचे न्यायाधीश प्रवास भत्ते नियम १९५६ नुसार सेवा सवलती देण्याबाबतचे आदेश निर्गमित करण्यात आले आहेत. तथापि या न्यायाधिकरणाची स्थापना नव्याने करण्यात आल्याने न्यायाधिकरणाचे कार्यालय व पिठासिन अधिकाऱ्यांचे निवासस्थान, याकरिता आवश्यक त्या परिपूर्ण अशा सोई उपलब्ध करून द्यावयास काही कालावधी लागण्याची शक्यता असल्याने संबंधित विद्यापीठांनी त्यांच्याकडे उपलब्ध असलेल्या जागांमधून कार्यालयाकरिता तसेच निवासस्थानाकरिता सोयी उपलब्ध करून द्यावयाच्या आहेत.

नागपूर विद्यापीठाने विद्यापीठ परिसरातील पदव्युत्तर शिक्षण विभागाची जागा रिक्त करून ती पिठासिन अधिकारी यांच्या कार्यालयास उपलब्ध करून दिली व आवश्यक ते फर्निचर व इतर सोयीदेखील उपलब्ध करून दिलेल्या आहेत.

पिठासिन अधिकाऱ्यांच्या निवासस्थानासाठी नागपूर विद्यापीठाकडे उपलब्ध असलेल्या प्राध्यापक/प्रपाठकांच्या निवासस्थानापैकी जवळ जवळ ११०० चौ.फु. बांधकाम असलेले निवासस्थान उपलब्ध करून देण्याची तयारी दर्शविली व ते फर्निचरसह सुसज्ज करून देण्यासही मान्यता दिली. परंतु विद्यापीठाच्या न्यायाधिकरणाच्या पिठासिन अधिकाऱ्यांना ते निवासस्थान योग्य वाटले नाही. व यामुळे त्यांनी ते निवासस्थान स्वीकारले नाही. पिठासिन अधिकाऱ्यांना इतर सोयी सवलतीपैकी वाहन चालकासह एक वाहन व कार्यालयाकरिता दुरध्वनीची सोय उपलब्ध करून दिली आहे. पिठासिन अधिकाऱ्यांनी विद्यापीठाने देऊ केलेले निवासस्थान मान्य न केल्याने त्यांना निवासस्थानी दूरध्वनीची सोय उपलब्ध करून देता आलेली नाही.

दरम्यानच्या काळात पिठासिन अधिकाऱ्यांना शासकीय निवासस्थान रविभवन येथील परिसरात उपलब्ध करून देण्यात आले होते. तेथील निवासस्थान

संपूर्ण वर्षाकरिता देता येत नसल्याने ते त्यांना रिक्त करावे लागले. विद्यापीठाने देऊ केलेले निवासस्थान निदान तात्पुरती व्यवस्था म्हणून स्वीकारण्यास हरकत नव्हती असे शासनाचे मत आहे. परंतु तसे न करता त्यांनी संपूर्णपणे काम बंद केल्यामुळे ही परिस्थिती निर्माण झालेली आहे. उर्वरित तीन पिठासिन अधिकारी (मुंबई, पुणे व औरंगाबाद) यांच्या बाबतीत देखील संबंधित विद्यापीठे परिपूर्ण सोयी उपलब्ध करून देवू शकलेली नसतानाही संबंधित पिठासिन अधिकाऱ्यांनी उपलब्ध असलेल्या सोयी सवलतीत सुरळीतपणे न्यायाधिकरणाचे काम चालविले आहे.

पिठासिन अधिकाऱ्यांना निवासस्थान, उपलब्ध करून देण्याकरिता मुंबई उच्च न्यायालयाच्या नागपूर खंडपीठात याचिका क्रमांक २८७२/९६ दाखल करण्यात आली आहे.

पिठासिन अधिकाऱ्यांकडे प्रलंबीत असणारे दावे निकाली काढण्याकरिता पर्यायी व्यवस्था लवकरात लवकर उपलब्ध करून देण्याच्या दृष्टीने शासन प्रयत्नशील आहे.

**श्री.बी.टी.देशमुख :** सभापती महोदय, निवेदनात असे म्हटले आहे की, या पिठासिन अधिकाऱ्यांना उच्च न्यायालयाच्या न्यायाधिशांना लागू असलेले (सेवाशर्ती नियम कायदा १९५४) (१९५४ चा कायदा क्र. २८) व उच्च न्यायालयाचे न्यायाधीश प्रवास भत्ते नियम १९५६ नुसार सेवा सवलती देण्याबाबतचे आदेश निर्गमित करण्यात आले आहेत. “सभापती महोदय या ठिकाणी जो प्रश्न आहे तो या न्यायाधिकरणाच्या पिठासिन अधिकाऱ्यांशी होत असलेल्या वागणुकीबाबतचा आहे या ठिकाणी विद्यापीठ त्यांच्याबरोबर उध्वटपणाची भाषा करीत आहे. याबाबतचे स्पष्ट नियम असतांना तसेच खुद्द उच्च व तंत्र शिक्षण सचिवांनी तसे पत्र दिले असताना त्या पिठासिन अधिकाऱ्यांना शासनाच्या निर्णयाप्रमाणे सुविधा मिळत नाही. उच्च व तंत्र शिक्षण सचिवांना कुलगुरुंनी पत्र लिहिले आहे त्यामध्ये त्यांनी असे म्हटले आहे की,

"The University, however, cannot provide any vehical to Presiding Officer, It is also not possible to provide him staff unless provided by the Government. It appears to me that presiding Officer expects us to make arrangement for tribunal on the pattern of MAT." पिठासिन अधिकाऱ्यांनी अशी अपेक्षा करण्यात काय चूक आहे.? मॅटसारख्या सुविधा त्यांना दिल्याच पाहिजेत असे असतांना या ठिकाणी विद्यापीठाने त्यांच्याशी उध्वटपणाची भाषा केली आहे. त्याचा परिणाम असा झाला आहे की, या पिठासिन अधिकाऱ्यांनी काम सध्यापुरते सोडून दिले आहे ते निघून गेलेले आहेत. इतक्यावर ही बाब थांबली नाही. त्यांना रजिस्ट्रारने जे पत्र दिले आहे त्यामध्ये असे म्हटले आहे की,

"I am directed by the Hon. Vice-Chancellor to inform you that the Reader's quarter at the University campus is allotted."

ही गोष्ट बरोबर नाही. विद्यापीठाने ज्या सुविधा द्यावयाला पाहिजे होत्या, त्या सुविधा दिलेल्या नाहीत. कर्मचारी वर्ग त्यांना विद्यापीठाने द्यावा. असा शासन निर्णय आहे. असे असतांना ती सुविधा त्यांना देण्यात आली नाही. ही गोष्ट बरोबर नाही. म्हणून या बाबत आता शासनाने ताबडतोबीने कारवाई केली पाहिजे.त्यांना ज्या सवलती आणि सुविधा दिलेल्या आहेत, त्या ताबडतोबीने उपलब्ध करून दिल्या पाहिजेत. त्याप्रमाणे हे शासन कारवाई करील काय?

**श्री.दत्ता राणे :** सभापती महोदय, या पिठासिन अधिकाऱ्यांना सर्व सोयी आणि सुविधा पुरविण्याच्या बाबतीत शासन लक्ष देणार आहे. नागपूर विद्यापीठ तसेच अमरावती विद्यापीठाच्या अंतर्गत ११०० चौ फूटाची जागा त्या पिठासिन अधिकाऱ्यांना दाखविली होती. त्यांना ती जागा पसंत नसल्याने त्यांनी दुसऱ्या जागेची मागणी केली आहे. मुंबई, पुणे, औरंगाबाद या ठिकाणी जे पिठासिन अधिकारी आहेत, त्यांच्या घरातच ही सोय आहे. म्हणून या बाबत शासन लवकरात लवकर विद्यापीठाशी संपर्क करून त्यांना जी जागा हवी असेल ती नियमाप्रमाणे उपलब्ध करून देण्याचा शासनाचा मानस आहे.

**श्री.बी.टी.देशमुख :** सभापती महोदय, निवेदनात असे म्हटले

आहे की या पिठासिन अधिकाऱ्यांना उच्च न्यायालयाच्या न्यायाधिशांना लागू असलेले (सेवाशर्ती नियम कायदा १९५४) (१९५४ या कायदा क्रमांक २८) व उच्च न्यायालयाचे न्यायाधीश प्रवास भत्ते नियम १९५६ नुसार सेवा सवलती देण्याबाबतचे आदेश निर्गमित करण्यात आले आहेत. या ठिकाणी त्यांच्या क्वॉटर्सचा प्रश्न आहे. आता या ठिकाणी प्रश्न निर्माण झाल्यानंतर शासनाने हस्तक्षेप केल्यानंतर या पिठासिन अधिकाऱ्यांना काही सुविधा दिलेल्या आहेत. या ठिकाणी जे पिठासिन अधिकारी आहेत त्यांना प्राधान्याने अकॉमोडेशन दिले पाहिजे. तेव्हा ताबडतोब त्यांना अकॉमोडेशन दिले पाहिजे. दुसरे असे की, विद्यापीठाने सरळ त्यांना लिहून असे कळविले आहे की,

"The University, however, can not provide any vehicle to presiding Officer. It is also not possible to provide him staff."

माझे म्हणणे असे आहे की, ही गोष्ट बरोबर नाही. या पिठासिन अधिकाऱ्यांना त्यांच्या कामात अडथळे आणून काम न करू देण्याची ही जी वृत्ती आहे तो निषेधार्ह आहे. तिला आपण खतपाणी घालता कामा नये. तेव्हा पहिला प्रश्न असा की, त्यांच्याबरोबर ताबडतोब चर्चा करून त्यांना हायकोर्ट जज्जेसच्या रिक्वायरमेंटप्रमाणे त्यांनी मागितलेले निवासासाठी व कार्यालयासाठी अकॉमोडेशन प्रोव्हाईड करण्याबद्दल आदेश दिले जातील काय?

**श्री.दत्ता राणे** : त्यांच्यासाठी ऑफिसची व्यवस्था करून दिली आहे परंतु त्यांनी एक अपेक्षा व्यक्त केली आहे की, त्यांना मॅटसारखी व्यवस्था पाहिजे ती व्यवस्था करण्याचे मान्य केले आहे परंतु ती ताबडतोबीने झालेली नाही. ती व्यवस्था करण्याच्या दृष्टीने शासन लक्ष देईल. त्याचप्रमाणे त्यांच्या रहाण्याच्या ठिकाणी फर्निचर वगैरे सर्व व्यवस्था देण्यासंबंधी शासन लक्ष घालील.

**प्रा.बी.टी.देशमुख** : तुम्ही हायकोर्ट जज्जेच्या लेव्हलचे प्रिंसायडिंग ऑफिसर नेमले आणि त्यांना डेप्युटी रजिस्टारच्या बाजूला बसायला जागा देता हे बरोबर आहे काय? त्यांच्याकडे दोन-तीन विद्यापीठांचे काम आहे. विद्यापीठाचे कामही कायद्याने त्यांच्याकडे सोपविले. तेव्हा माझे दुसरे म्हणणे असे आहे की, कमीत कमी ही जी पत्रे दिली आहेत ती तरी निदान मागे घेतली पाहिजेत. ती विथड्रॉ करण्याचे आदेश आपण विद्यापीठाना देणार काय?

**श्री. दत्ता राणे** : काय- काय उत्तर दिले आहे हे तपासून पहावे लागेल व त्यानंतर कारवाई करण्यात येईल.

**श्रीमती निला देसाई** : सभापती महोदय, जर लक्षवेधी सूचनेमध्ये विद्यार्थ्यांची होणारी ससेहोलपट, त्यामुळे पसरलेला तीव्र असंतोष असे म्हटले आहे. हा असंतोष किती प्रकरणांमध्ये पसरला आहे व किती प्रकरणांमध्ये निर्णय लागला आहे?

**श्री. दत्ता राणे** : एकूण १९७ प्रकरणे होती त्यापैकी ७९ प्रकरणे निकाली लागली व ६ प्रकरणे निकाली काढावयाची आहेत. न्यायाधिकरणाकडे ११२ प्रकरणे प्रलंबीत आहेत.

**प्रा.बी.टी.देशमुख** : हे सारे वृत्तपत्रात छापून आले आहे एका इंग्रजी वृत्तपत्रातील हा मथळा पहा :-

"Adamant Vice Chancellor and the Registrar bring the college tribunal to a grinding half."

आमच्या भागातील सर्व वर्तमानपत्रांमध्ये मोठमोठे मथळे देवून ते वृत्त छापले गेले आहे. ती पत्रे नियमाच्याविरुद्ध लिहिले आहे. तेव्हा ती पत्रे रद्द करण्याचे आदेश आपण कां देत नाही?

**सभापती** : पाठविण्यात आलेले पत्र योग्य नाही ते परत घेण्यात यावे असा तुमचा प्रश्न आहे काय?

**प्रा.बी.टी.देशमुख** : होय, अध्यक्ष महाराज!

**श्री.दत्ता राणे** : सभापती महोदय, त्यासंबंधी विद्यापीठाच्या कुलगुरुंबरोबरबोलणी करण्यात येतील.

**श्रीमती संजीवनी रायकर** : हा प्रश्न नागपूर विद्यापीठाशी संबंधित असला तरी पिठासिन अधिकारी, शालेय न्यायाधिकरण व विद्यापीठ या सर्वांच्याच बाबतीत गंभीरपणे विचार करण्याची आवश्यकता निर्माण झाली आहे. त्यासंबंधी मी अल्पसूचना प्रश्न दिला आहे. मी यासंबंधी सचिवांना पत्र दिले आहे की, सर्व पिठासिन अधिकाऱ्यांची बैठक घेवून त्यांच्या ज्या काही अडचणी आहेत त्याबाबत तीन महिन्यांच्या आत निकाल दिला पाहिजे. तीन तीन महिने शिक्षकांच्या प्रकरणात निर्णय लागत नाही. त्याकरिता पिठासिन अधिकारी, संबंधित मंत्री आणि सचिवांची बैठक घेणार काय?

**श्री. अनिल देशमुख** : शालेय शिक्षणाच्या बाबतीत मा. सदस्यांनी प्रश्न विचारला आहे. सध्याच्या परिस्थितीत सात ट्रॅब्युनल आहेत त्याठिकाणी सात पिठासिन अधिकारी आहेत. आणि अॅडिशनल ट्रॅब्युनल सुद्धा उघडला

असून मा. सदस्यांनी केलेल्या सूचनेला जरूर विचार करण्यात येईल.

**श्री. बी.टी. देशमुख** : अध्यक्ष महोदय, प्रत्येक विद्यापीठाच्या ठिकाणी कॉलेज ट्रिब्युनल सुरू झालेले नाही. अमरावती येथे देखील नाही. विद्यापीठाच्या अधिकाऱ्यांनी पिठासिन अधिकाऱ्यांना लिहिलेले पत्रे विथड्रॉ करण्यास सांगावे. कुलगुरू आपल्या पत्रात म्हणतात

"It appears to me that the presiding officer expects us to make arrangement for tribunal on the pattern of Mat."

हे त्यांना काय लिहिलेले आहे ते मी वाचून दाखविले आहे मा. पिठासिन अधिकाऱ्यांच्या मागणीत काय चूक आहे. ही कायद्यातील व्यवस्था आहे ती त्यांना दिली पाहिजे. असा प्रकार करणे बरोबर नाही. त्यांना हे आपण सांगितले पाहिजे.

**श्री.दत्ता राणे** : अध्यक्ष महोदय, सगळी व्यवस्था झालेली आहे. त्यांच्यामुळे हा वादातीत विषय आहे. त्यांना जागा पसंत पडली नसेल तर दुसऱ्या जागेसंबंधी विचार करू या बाबतीत विद्यापीठाच्या कुलगुरुशी बोलू.

**श्री.बी.टी.देशमुख** : अध्यक्ष महोदय, आहे ही व्यवस्था बरोबर नाही.

**सभापती** : आपल्या पुष्कळ गोष्टी मान्य झाल्या आहेत. आता ते काय करतात ते आपण पहावे. केले नाही तर पुढे पहाता येईल.

**श्री.बी.टी.देशमुख** : अध्यक्ष महोदय, जागेबाबत निर्णय आपण फायनल करणार आहात काय?

**श्री.दत्ता राणे** : अध्यक्ष महोदय, जागा दिलेली नाही. त्या जागेबद्दल काही वाद नाही. त्यांनी मॅटच्या धर्तीवर ऑफिस करावे अशी सूचना केली आहे.

**सभापती** : आपण करण्याचा प्रयत्न करावा.

**श्री.बी.टी.देशमुख** : त्यांना रहाण्याच्या जागेसंबंधी काही सांगितले नाही.

**सभापती** : त्यांना त्याप्रमाणे जागा देण्यात यावी.

**श्री.दत्ता राणे** : अध्यक्ष महोदय त्यांची तात्पुरती व्यवस्था करण्यात आली आहे. मॅटच्या धर्तीवर अकॉमोडेशन करण्यास वेळ लागेल म्हणून तात्पुरती व्यवस्था केली आहे.

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### CHANGE OF ADDRESS ACKNOWLEDGEMENT NO. 13

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

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

**EIGHTEENTH LIST** :- Serialized Nos : of the changed Addresses from 647 to 696 (Notified in 1997 Ex-File) The Life membership Numbers of those requesting members are as follows :-

049, 259, 409, 503, 639, 675, 678, 816, 908, 942, 950, 1032, 1073, 1148, 1265, 1310, 1401, 1402, 1433, 1455, 1749, 1784, 1954, 2100, 2149, 2176, 2238, 2271, 2282, 2401, 2474, 2425, 2496, 2596, 2599, 2673, 2758, 2803, 2809, 2860, 2887, 2895, 2951, 2962, 2987, 2998, 3138, 3140, 3274, 3339.

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. 17 containing address changes from 607 to 646 was published as Acknowledgement No. 12 on page No. 03 of 1996 NUTA Bulletin.

**S.A.Tiwari** Treasurer NUTA

AGENDA continued from page 01

**ITEM NO.206 :**  
**APPOINTMENT OF THE AUDITORS :**

**TO CONSIDER AND TO APPROVE** the following resolution for the appointment of auditors for the Financial year ending on 31st March, 1997 namely :-

" **C.R.Sagdeo & Co. Chartered Accountant**  
**"Prabha Niwas" Nagpur be appointed as auditor for the Financial year ending on the 31st March 1997"**

**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. 2 of 1997) which is now placed before the General Body for its approval. (iii) Prof. S.A. Tiwari Treasurer, on behalf of the Executive Committee, will move the resolution.

**विषय क्रमांक : २०७**

**सेवाशर्तीत नसलेली कामे लादणे**

श्री.प्र.पा.सोहनी हे पुढील प्रस्ताव मांडतील :-

महाराष्ट्र शासनाने अध्यादेश जारी करून महाराष्ट्रातील प्राध्यापकांना त्यांच्या सेवाशर्तीत नसलेल्या कामासाठी जुंपले तसेच मुंबई उच्च न्यायालयाचा निर्णय धाव्यावर बसविला त्यासाठी ही सभा महाराष्ट्र शासनाचा तीव्र निषेध करते. पुन्हा महाराष्ट्र शासनाने अशी हडेलहप्पी करू नये अशी विनंती करण्यात येत आहे.

**नोट :** मा. उच्च न्यायालयाच्या निर्णयाची प्रत व शासन अध्यादेशाची प्रत प्रस्तावकांनी सभा सुरु होण्यापूर्वी अध्यक्ष वा सचिवांकडे सुपूर्त करावी अशी त्यांना विनंती आहे.

**विषय क्रमांक २०८**

**निवडणूकीचे काम लादणे**

प्रा. डॉ.उमाकान्त शुक्ला हे पुढील प्रस्ताव मांडतील :-

महाविद्यालयीन प्राध्यापकांना त्यांच्या सेवाशर्ती मध्ये नसलेल्या कामासाठी राज्य शासनाने अद्यादेश काढून जबरदस्तीने गुंतविले आहे. वास्तविकता मुंबई उच्च न्यायालयाच्या आदेशानुसार शासन निवडणूकीचे काम खाजगी महाविद्यालयातील प्राध्यापकांना देवू शकत नाही परंतु हा निर्णय प्रभावहीन करण्यासाठी महाराष्ट्र शासनाने दि. २७.११.९६ रोजी अध्यादेश काढला आहे त्याची आवश्यकता होती असे या सभेला वाटत नाही. या अध्यादेशामुळे सर्व सामान्य प्राध्यापकांच्या भावना दुखावल्या गेल्या आहेत याचा शासनाने सहानुभूतिने अवश्य विचार करावा.

**नोट :** मा. उच्च न्यायालयाच्या निर्णयाची प्रत व २७.११.९६ च्या अध्यादेशाची प्रत प्रस्तावकांनी सभा सुरु होण्यापूर्वी अध्यक्ष वा सचिवांकडे सुपूर्त करावी अशी त्यांना विनंती आहे.

**विषय क्रमांक २०९**

**रजा प्रवास सवलतीचा लाभ**

श्री. सुनील कुळकर्णी हे पुढील प्रस्ताव मांडतील :-

महाराष्ट्र शासनाच्या उच्च व तंत्रशिक्षण आणि सेवायोजन विभागाच्या दि. २८ नोव्हेंबर १९९६ च्या शासननिर्णय क्रमांक एनजीसी-१२९५/५७८१७/ प्रकरण क्र. ३१०९ विशि-४ प्रमाणे, अन्य महाविद्यालयांना मिळणाऱ्या रजा प्रवास सवलतीचा लाभ, अनुदानित आयुर्वेद महाविद्यालयातील सर्व कर्मचाऱ्यांना मिळावा, म्हणून महाराष्ट्र शासनाच्या वै.शि. व औषध द्रव्ये विभागाने त्वरीत तसा शासन निर्णय (जी.आर.) काढावा.

**विषय क्रमांक २१०**

**नियमित वेतन**

श्री. सुनील कुळकर्णी हे पुढील प्रस्ताव मांडतील :-

अनुदानित आयुर्वेद महाविद्यालयातील सर्व कर्मचाऱ्यांना अन्य अनुदानित महाविद्यालयांप्रमाणेच नियमित वेतन व अन्य सर्व सवलती मिळाव्या.

**ITEM NO. 211**

**TEACHERS RENDERED SURPLUS**

Prof. H.M.Daga will move the following resolution

:-

Be it resolved to request the government of

Maharashtra to give an option to all the teachers of a particular department of a college in case of some teachers being rendered surplus in the department for transfer to the college where a vacancy in that department is created and the junior most teacher in the department be compulsorily transferred only when no other teacher opts for such a transfer.

**विषय क्रमांक २१२**

**रोटेशन पद्धतीने विभाग प्रमुख**

प्रा. एम.सी.सावळे हे पुढील प्रस्ताव मांडतील :-

महाराष्ट्रातील सर्व विद्यापीठातील विभाग प्रमुख पदी बदल (ड्यूट्युट्यूद) पद्धतीने प्रपाठक व प्राध्यापक श्रेणीतील शिक्षकांची निवड होते, व विद्यापीठ अभ्यास मंडळांवर प्रतिनिधित्व करण्याची संधी मिळते. परंतु विद्यापीठ संलग्नित महाविद्यालये सुद्धा विद्यापीठ अनुदान आयोगाच्या तत्त्वानुसार चालत असून सुद्धा, विद्यापीठ संलग्नित महाविद्यालयातील शिक्षकांसाठी ही संधी नाकारली जाते. तरी हे सभागृह महाराष्ट्र शासनास व. मा. कुलगुरू, अमरावती विद्यापीठ यांना विनंती करते की, विद्यापीठ संलग्नित महाविद्यालयात सुद्धा (ड्यूट्युट्यूद) पद्धतीने विभाग प्रमुख निवडला जावा व विद्यापीठ अभ्यास मंडळावर प्रतिनिधित्व करण्याची संधी मिळावी.

**टिप :-** या संदर्भातील विद्यापीठ अनुदान आयोगाच्या मार्गदर्शक तत्वांची प्रत प्रस्तावकांनी सभा सुरु होण्यापूर्वी अध्यक्ष वा सचिवांकडे सुपूर्त करावी अशी त्यांना विनंती आहे.

**विषय क्रमांक २१३**

**रिफ्रेशर कोर्स पासून वंचित राहिलेल्या**

**अधिव्याख्यात्यांची वरिष्ठ श्रेणीमध्ये**

**स्थान निश्चिती**

प्रा.ए.आर.मळसने हे पुढील प्रस्ताव मांडतील :-

महाराष्ट्र शासन व अमरावती विद्यापीठाचे आदेशानुसार महाविद्यालयीन अधिव्याख्यात्यांची वरिष्ठ श्रेणीत स्थान निश्चिती होण्याकरिता किमान दोन रिफ्रेशर कोर्स पूर्ण करणे बंधनकारक आहे. या रिफ्रेशर कोर्सचे आयोजन अमरावती विद्यापीठातर्फे करण्यात येते. परंतु काही विषयांच्या (उदा. इतिहास, ग्रंथालय शास्त्र) एकाही रिफ्रेशर कोर्सचे आयोजन अमरावती विद्यापीठातर्फे करण्यात आलेले नाही. तसेच इतर विद्यापीठांमध्ये रिफ्रेशर कोर्सकरिता विनंती अर्ज करूनही संबंधीत अधिव्याख्यात्यांना संधी मिळालेली नाही असे अनेक अधिव्याख्याते आहेत अमरावती विद्यापीठाने अश्या विषयांच्या रिफ्रेशर कोर्सचे तातडीने आयोजन करावे व रिफ्रेशर कोर्स करण्याची इच्छा असूनही केवळ संधी न मिळाल्यामुळे रिफ्रेशर कोर्स करण्यापासून वंचित राहिलेल्या अधिव्याख्यात्यांचे वरिष्ठ श्रेणीमध्ये स्थान निश्चिती करावी अशी विनंती नुटाची ही आमसभा करित आहे.

**ITEM NO. 214 :**

**TEACHER SHOULD BE DECLARED SURPLUS**

Prof. K. T. Joshi will move the following resolution

:-

Be it resolved that due to lack of workload, a Juniormost teacher should be declared surplus without any distinction between reserved category or open category.

\*\*\*\*\*

**Rules For Proposing Amendments**  
(Reproduced from page 97 of 1977 NUTA Bulletin)

1. Any proposal before the meeting may be amended (a) by leaving out a word or words or (b) by leaving out a word or words in order to add or insert a word or words or (c) by adding or inserting a word or words.

2. An amendment to be in order shall : (a) not constitute a direct negative to the original resolution : (b) be relevant to and within the scope of the resolution to which it is moved.



**ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE  
TEACHERS' ORGANISATIONS  
GENERAL SECRETARY'S REPORT 1995-96**

Adopted at the Annual Conference of AIFUCTO, held at Hubli (Karnataka) 26-28 October, 1996

After eleven years AIFUCTO conference is again being held in the state of Karnataka. Apart from holding the conference in 1985, we organised many meetings for our National Executive Committee in Karnataka, but always in the city of Bangalore and only in Chikkaballapur. It is for the first time we are meeting in the north western part of this state, an area which has been a centre of learning and state power over many centuries, even millennium, We would like to thank our colleagues of FUCTAK but more particularly KUCTA for enthusiastically coming forward to host this historic conference.

The period since the last statutory conference at Baroda has witnessed momentous developments both at the national and international fields. However, for our organisation, it has been a placid period without any major breakthrough or any side back from its steady course. Before going into our own activities it will be in order to discuss the development of the wider background.

**International Scene :**

In the international area, the most important event has been international conference in the comprehensive Test Ban Treaty (CTBT), CTBT could not be adopted because of resolute and principled opposition from India. India virtually vetoed against CTBT at this conference. Indian public opinion and, faithfully representing it, all the political parties showed a rare unanimity in opposing CTBT as it has been drawn up since it virtually endorses perpetual ownership and control, including further development, of nuclear weapons by the **five** declared nuclear states. CTBT, in reality is sought to sanctify this exclusive membership of nuclear club condemning all other states as **unfit** to deploy nuclear weapons. Hypocrisy of the five nuclear powers becomes crystal clear in their common rejection of the Indian suggestion to include dismantling of all nuclear weapons even as a distant objective. So much for their love for peace. Even when CTBT was voted in the general assembly its implementation, becomes impossible unless India as a threshold state becomes a signatory.

An important international development has been the shifting of the headquarters of World Federation of Teachers Union (FISE) from France to India. The meeting of its Administrative Committee held in New Delhi took this decision. Simultaneously the Administrative committee elected four new office bearers, pending next world conference. They are Dr. Daniel Monteux (France), Prof. Pablote Avila (Chile), Dr. Sudhir Roy (India)

all Secretaries and Mrinmoy Bhattacharyya. General Secretary. This is both a great opportunity and a tough challenge before Indian teachers movement but particularly AIFUCTO. Never before in the past has any international teachers organisation had its headquarters located in a developing country like India. To run an international organisation requires substantial resources, material as well as intellectual. While we may not be lacking in intellectual sources provided we can judiciously deploy our activities in teachers movement, it is more difficult to mobilise adequate financial resources. It will be necessary for AIFUCTO in future to always keep this aspect in its future programme of activities.

Fall of Kabul in the hands of Taliban forces, introduction of strict shariyat rules, closure- of all girls schools and practically banning working life of all women, barbaric killing of functionaries and officials of the ousted government and continued civil war among different political and ethnic functions- all put Afganistan at the centre of world attention. Progressive forces all over the world including UN, UNESCO and World Federation of Teachers Union (FISE) have expressed grave concern at the anti-feminist and anti-education reactionary steps taken by the Talibans. It is obvious that the strifes in Afghanistan is far from over and we can only hope that peace and democracy would be restored in this ancient land and long suffering Afghan people will be able to move towards progress and prosperity. Another threat to peace has come in the form of U. S. aggression against Iraq. A grave danger to the sovereignty & security of third world countries is posed by the U.S. which acts as an international gendarme with the tacit approval of advanced capitalist countries.

In two other Asian countries, two valiant ladies, both daughters of legendary national heroes, are fighting against the military rules in their respective countries. Ms Aung Sun Kyi in Myanmar and Meghwati Suckarnapurti in Indonesia. Defying World public opinion the ruling Junta in both the countries have so far refused to respond to the democratic aspirations of their peoples. It is however heartening to know that the response from grassroot workers both of AIFUCTO and of other fraternal national organisations of teachers and educational workers has been positive. Observance of 5th October 96 - the UN declared Teachers Day jointly in different centres under the auspices of WFTUFISE has been encouraging.

**National Scene :**

At the national level, the most significant development has been the installation of the U. F. Government at the centre. (1) For the first time since independence, the left and almost all the regional parties have joined the treasury benches and many of them have joined the government also. Perhaps it is too early to evaluate the performance of this government. But there is no doubt that there has been a radical change in the structure of political power.

Some regional parties which have been strong advocates of devolution of more power to the states have for the first time joined the central government. The UF government which functions with the support of Congress (1) includes parties which fought against each other in previous election. Naturally, this is the outcome of the fractured mandate of people with no party coming out as the clear winner. The latest political situation of U.P. where Presidents rule had to be imposed quickly after the state election is a pointer of things which though unprecedented to-day may recur in future.

(2) Another noteworthy development of this period is growing judicial activism. With widespread failure of the executive to discharge its constitutional responsibilities, judiciary, specially the higher judiciary, has been compelled to take a number of unprecedented decisions curtailing the authority of the executive to a significant extent. The manner in which the Supreme Court has freed the CBI from the control of the central government in its pursuit of cases which involved several heavy weights in both congress (1) and opposition is unprecedented. So far

as it presents the executive from interfering with the judicial process to punish the guilty, it is welcome.

(3) Exposure of corruption and scams involving hundreds of crores of public money whether at the centre or in states and unearthings of tons of unaccounted money and several ministers and top bureaucrats having been already sent to jail or under threat of being sent there have jolted the national conscience. The fact that twelve years after the organised anti-Sikh riot in Delhi following the assassination of Indira Gandhi, some prominent culprits have been sent to prison has, to a great extent, restored faith in the so-called long band of law. Impartial and upright conduct of the Election Commission has to a great extent restored credibility of our electoral process. Insistence on ideal code of conduct by political parties and candidates has also put some reasonable constraints on the possible misuse of money and political authority.

Election in J & K and installation of an elected state government after numerous renewals of President's rule is also a significant positive development.

(4) Stark neglect towards public health by local, State and Central Govts has made the outbreak of killer diseases like dengue and malaria an annual feature in many places. Health, like education, is suffering from the present policy of less public funding.

(5) Recently there have been alarming incidents recently of attacks by communal forces on writers, artists, journalists and media-persons :-Such incident should be condemned by all and resisted in

## NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

### “प्रा.बी.टी.देशमुख अभिनंदन विशेषांक”

उपरोक्त संदर्भात संघटनेच्या पदाधिकाऱ्यांचा ९ जिल्ह्यांचा दौरा पूर्ण झालेला आहे. नुटा बुलेटीनचा सदर विशेषांक काढण्यासाठी अर्थबळ उभे करण्याबाबतची पद्धती सभामध्ये पुढीलप्रमाणे सांगण्यात आलेली आहे. त्याबाबतच्या सूचनांचे काटेकोरपणे पालन केले जावे अशी विनंती आहे.

(१) प्रा.बी.टी.देशमुख अभिनंदन विशेषांकासाठीचे अर्थबळ उभारण्यामधील स्वेच्छाधिन सहभाग प्रत्येकी रु. ५००/- बुलेटीनमध्ये यापूर्वी नमुद केला तेवढाच असावा.

(२) प्रत्येक महाविद्यालयातील नुटाच्या पदाधिकाऱ्यांनी/संघटकांनी/सहकाऱ्यांनी प्राप्त स्वेच्छानिधीचा धनादेश किंवा बँक ड्राफ्ट “कोषाध्यक्ष नुटा” या नावे एकत्रित काढावयाचा असून तो “प्रा.एस.ए.तिवारी, ४२, शंकर नगर, अमरावती-४४४ ६०६” या पत्त्यावर पाठवावयाचा आहे.

(३) धनाकर्ष किंवा धनादेश पाठविताना त्यामध्ये सहभागी असलेल्या सर्वांची नावे (महाविद्यालयाच्या नावासह) टंकलीखित करून पाठवावी.

(४) असा सहभाग असलेल्या सर्व व्यक्तींची नावे, एकदा विशेषांक प्रकाशित झाल्यानंतरच्या बुलेटीनमध्ये साभार प्रकाशित करण्याचे ठरविण्यात आले आहे.

एकनाथ कठाळे  
सचिव 'नुटा'

order to preserve national unity and democratic freedom of expression. -

### Education Scene :

There has been no perceptible change in the direction of the education policy of our country except what has already been pointed out : the realisation by the Govt. of India of the need to do much more for universalisation of primary education. This is reflected in the increased outlay on primary education in the union budget for this year. Proliferation of unaided and commercially run schools and colleges continues unabated, Private schools conducting KG and other pre-elementary classes not being under Govt. control, continue to exploit students, parents and teachers unrestrictedly. The Private University Bill moved by the previous Central govt. has not been withdrawn. Hundreds of teaching posts are lying vacant all over the country, specially in the field of higher education. There has been not only no increase in allocation for higher education by the Central Govt., but decline. In the changed environment, hardly anybody has seriously talked about common school system. Class differentiation in education begins now from day one and the law of market prevails over all other considerations. The idea of the Bretton Wood system that higher education is already over subsidised has been silently accepted by our public authorities. It is an uphill task to effect an attitudinal change, but AIFUCTO must take up the challenge to stem the rot with a militant programme of action,

### Organisational Activities :

During this period we held three meetings of the National Executive Committee at Shillong, Jodhpur and Cuttack. Along with the meeting of the NEC we held a convention of representatives of university Teachers Organisations at Jodhpur, and at Cuttack, we held a convention of representatives of Govt. College teachers associations. The meeting of the NEC at Shillong hosted by our colleagues of Meghalaya College Teachers Association was the first initiative of AIFUCTO in the North East. Our Federation has profited organisationally through this initiative and participation of relatively small units of AIFUCTO located in this part of our country has been more enthusiastic since then. The units of the North-Eastern states also met at Agartala in December, 1995. Report of decisions adopted in the two conventions held at Jodhpur and Cuttack renewed our trust in the united character of AIFUCTO. During this period we held a mass Dharana near Jantar Mantar on 21-8-95 on the following demands:

1. Expedite pay revision of university and college teachers including plus two teachers.
2. Interim relief for all university and college teachers including plus two teachers at par with teachers of Central Universities. -

3. Settle immediately problems pending since last pay revision, including promotion of Readers.
4. Stop privatisation in higher education.
5. Increase allocation of fund for higher education.
6. Democratise governance of universities and colleges.
7. Uphold university autonomy.

The dharna was well attended. The issues of dharna were raised by our member parliamentarians in Lok Sabha on 22.8.95. Members of the secretariat met the then union Minister of H.R.D. Sri Madhav Rao Scindia and explained the main points of the memorandum.

On 22-8-95 a convention of representatives of organisations of teachers and the educational workers of educational institutions at all levels was held at MMH College, Ghaziabad. Reviewing the conditions of education and public policy towards education the convention highlighted the need for united movement of teachers and educational workers and resolved to organise a massive demonstration before parliament sometime during next winter session highlighting the basic and principled issues of education. It was also decided to hold joint conventions on common issues and to approach political parties seeking their support to those issues.

Following were the issues highlighted for joint movement :

1. Stop privatisation and commercialisation of education.
2. Increase allocation of funds on education-at least 6 p.c. of GNP.
3. Strengthen and improve our state funded educational institutions.
4. Enact central legislation to provide free and compulsory primary education with provisions for (a) midday meals and dresses for needy children and (b) penal measures against employers of child labour as well as non-cooperating parents/guardians.
5. Democratise structure of governance of educational institutions.
6. Increase investment in research and development.
7. Improve and modernise our courses and curricula. On 27-2-96 a massive demonstration was organised jointly with All India Federation of Elementary Teachers Organisations (AIFETO), All India Secondary Teachers Federation (AISIF), All India College and University Employees Federation (AICUEF) before Parliament. Numerically participants from primary education sector were the first contingent. However, in all other matters? m initiation to organisation and publicity, our federation did everything for the successful holding of the programme. It was a successful programme. Our issues were raised in parliament by friendly MPs and we had discussion with Shri Shivraj Patil, the then speaker of Lok-Sabha.



We also wrote to almost all political parties, national as well as regional just before general election and requested them to include these issues in their election manifesto/statement. Encouraging response from several political parties was received, joint demonstrations/conventions on these common principal educational demands were also held in different parts of the country. Some political parties included some of those issues in their election manifestos. Finally, the new UP government at the centre has increased budgetary allocation on education, this year by 85 p.c. and earmarked the entire increase for primary education. The government has also expressed its intention to include compulsory free and universal education upto the age of 14 years in the section on Fundamental Rights of Indian constitution thus making it adjudicable. United teachers movement in which AIFUCTO has played a leading role can reasonably claim some credit for this.

During this period we held two formal meetings with the UGC one of which was at the invitation of the UGC - At this meeting the UGC Chairperson requested us to hold a national seminar in Tamilnadu. Unfortunately this programme could not be held because of certain problems raised by UGC itself. It was suggested that some functionaries of AIFUCTO should take part in some local programmes in autonomous colleges. However this did not materialise, perhaps due to some misunderstanding. The result is that this proposed initiative remains uncertain.

During this period we also held a formal tripartite meeting with the Union Education Secre-

tary and the UGC and discussed some of the pending issues, for example counting of past services of demonstrators/ tutors for the purpose of career advancement and lowering of percentage of marks for appearance in NET/SLET. The response of the Govt. officials on both issues was positive. After this tripartite meeting with the ministry officials which was also attended by officials of the UGC, we represented these issues before the UGC Chairperson. The commission formally requested the Govt. of India endorsing this point of AIFUCTO, Unfortunately there has been no progress on both the issues since then and the proposals of UGC lie pending with the Union Education Department. This intransigence of the HRD ministry made teachers restive all over the country.

We could not have any other meeting with Rastogi Committee. It has now been suggested that there shall be a meeting with Rastogi Committee for sometime in November, the dates are yet to be finalised. However, delay in submission of the report on the Fifth Central Pay Commission has automatically delayed functioning of Rastogi Committee as well.

During this period substantial progress has been achieved in several states in terms of gaining interim relief. Unfortunately, there are several states where state governments have refused to extend benefit of Interim Relief to the teachers of state universities and colleges affiliated to them. Procrastination by both the Fifth Central Pay Commission and Rastogi Committee have made the condition more complicated. The Govt. of India has now declared the third instalment of interim relief for its employees. We have not been able to make any progress in this respect.

## NATIONAL NEWS

### MEGHALAYA

Meghalaya College Teachers' Association (MCTA) has launched on "Examination boycott movement" to secure their long pending legitimate demands including all the three instalments of interim relief and full pensionary benefit.

MCTA earlier observed "Protest Day" on the 26th September '96.

### BIHAR

Rajendra Agricultural University Teachers' Association (RAUTA) held its 7th conference on the 1st December, 1996 at PUSA.

A Seminar on "Role of Agricultural Research & Extension in development of Bihar's economy" was held on this occasion. Mr. Chaturanan Mishra,

Union minister of agriculture inaugurated the conference.

Prof. Mrinmoy Bhattacharyya, General Secretary AIFUCTO & Prof. P. S. Madan, ex secretary AIFUCTO attended & addressed the conference.

Bihar University Teacher's Association (BUTA) held its biennial conference on 16th December, 1996 at Raxaul.

### UTTAR PRADESH

Some of the deemed universities in our country continued to be governed in an undemocratic and authoritarian style. One such Institution is Dayalbag Educational Institute, Dayalbag, Agra. In spite of the representation by the office - bearers of AIFUCTO, the management of the Institute continues to pursue the policy of harassment and victimisation of

members & functionaries of DEITA even on flimsiest ground. The latest instance is the case against Dr. Pankaj, Lecturer in Chemistry & Vice-President of DEITA.

In the first half of this year, the Association was refused permission to hold conference of the Association inside the Institute. Dr. Sudhir Roy, the then President of AIFUCTO and Prof. Mrinmoy Bhattacharyya, General Secretary, AIFUCTO participated in that conference literally in the street.

The 27th annual academic conference of AIFUCTO held at Hubli considered all these and adopted unanimously a resolution urging the authorities concerned to abjure the path of confrontation and restore peace in the campus.

In many states, refresher courses for teachers have not been arranged, and yet, attendance at such courses is demanded as a prerequisite for promotion/higher placement. Teachers should be exempted from this requirement until arrangements are made. In Madhya Pradesh the requirement of attending two refresher courses has been changed to that of One Orientation Course and one refresher Course,

We have also not been able to meet either Sri S.R. Bommai, the present minister of H.R.D. or Sri Muhiram Saikia, minister of state in charge of the union Dept. of Education. None of them seems to be devoting sufficient time and interest to their portfolio. Both of them are away from Shastri Bhavan, most of the time.

Apart from old pending problems most of which remain unresolved some new problems are also emerging. I would like to mention here two such problems which require our close attention.

AIFUCTO and all its constituent units have been primarily concerned with problems of full time teachers. Part-time teachers were taken as existing only temporarily and most of them used to have other full time jobs. The work atmosphere in colleges and universities has been gradually changing. Mainly because of the new policy of the Govt. which favours maximum economisation, now there are hundreds of part-time teachers who do not have any other full-time job and have hardly any prospect of even becoming full-time teachers. They are permanently part-time teachers. But these teachers have no right, hardly, any tenure, no increment, no retirement benefit and in general unfavourable service condition. Besides their emoluments generally are much below what they should be getting pro-rata in terms of their workload. UGC in the past has not concerned itself with their scales of pay and on service conditions. We feel that the teachers' movement should pay closer attention to the problems of part-time teachers, including teachers on daily wage or period-based wage.

2. In October 1994 we organised a national seminar on "Problems of vocationalisation of degree courses" at Ponda, Goa. Since then many more colleges have introduced vocational subjects and taken advantage of the offer of the UGC. We have not made any further study of the progress of this scheme, While the courses generally seemed to have been well received by students, the course and their future remain uncertain. Almost all the states are beset with serious financial problems and after a couple of years financial support of the UGC will come to an end. It is not clear whether all the state Governments will be in a position to continue these courses in all the colleges. The teachers of these courses are receiving piece-rate emoluments and work in almost complete separation from the general stream. Their tenure and/or continuance in service remain uncertain. All these need to be gone into in

depth by our federation.

#### **FINANCE:**

As will be clear from the statement of accounts the condition of our finance is neither alarming nor satisfactory. What is however worrying is low receipt of subscription. AIFUCTO can reasonably claim indirect membership of over two lakh teachers in colleges and universities. However in an election year our receipt on subscription account is Rs. 51,531=00 only. We are able to somehow manage our organizational activities for several cost-saving measures.

(i) We do not pay T.A. to most of our office bearers.

(ii) Some members of the secretariat also do not claim T.A.

(iii) We pay unusually low salary to our part-time staff who work in our office.

(iv) Thanks to Dr. Sudhir Roy, Ex-M.P. our ex president a lot of travel cost of the General Secretary is saved.

Besides, this year we have received Rs. 49,366- as struggle fund. However, these do not make a stable financial situation. I think in the coming year we have to raise our rate of subscription. But more important is to rectify our organizational condition so that we can receive what is our minimum statutory due regularly from all our members.

#### **TASKS AHEAD:**

Before going into details of our charter of demands and pending issues it is clear that in the coming days our attention has to be primarily focused on Rastogi Committee and the release of its recommendations and securing all the instalments of interim relief for all college and university teachers all over the country. The AIFUCTO will organise a protest day on 10th. December, 1996. to press these demands. At the same time we have to continue what we began as united movement of teachers and educational workers on principled educational demands. It has already been mentioned that there has been some positive response to the united movement of teachers and educational workers from the govt. of India. It is necessary to chalk out its follow-up programme either in Delhi or at state and local levels to continue pressure of democratic movement so that education gets its due.

At the international level, UNESCO has drawn up a Charter on status of teachers in higher education. WFTU(FISE) has played a prominent role in its formulation. We should be able to host international seminar to consider this document which is going to be finalised in 1998 by the general conference of UNESCO.

**Mrinmoy Bhattacharyya**  
General Secretary

## ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

### RESOLUTION ON MOVEMENT

( Adopted at the conference of AIFUCTO, Hubli 26-28 Oct. 1996 )

The 27th academic conference of AIFUCTO notes with concern that in spite of a change of govt. at the centre there has been no change in the national education policy with its thrust in favour of privatisation and commercialisation. Private universities Bill moved in Rajya Sabha during the regime of previous government at the centre has not been withdrawn. On the other hand, a statement of Sri S.R.. Bommai, union minister of HRD has come out in the press to the effect that the governments were in no position to continue the support to higher education so far extended to it. The government of Madhya Pradesh has recently issued an ordinance intending to hand over all government colleges in the state to private trusts which will be constituted primarily with the politicians and bureaucrats.

In Bihar no university and college teacher receives his full salary now for years and sometimes even this part salary remains unpaid for months. Even in Karnataka, where this conference is being held, which is the fastest emerging industrialised state of our country and where our Prime-Minister and union Minister of H.R.D. hail from, there are college teachers serving in aided colleges whose salaries remain in arrear for two years. In Orissa the condition of teachers specially in non-govt colleges is pathetic and discrimination and deprivation are rampant. Proliferation of unaided colleges not only has continued but reached new stages. New courses and shifts are also being opened in old colleges without creation of any additional post and differentiated fees being charges from students. Hundreds of permanent full time posts are being kept vacant, while part-time teachers on contractual tenures and on piece rate basis are being appointed. The conference calls upon all university and college teachers of the country to launch determined struggle against the aforesaid negative developments and trends in the field of higher education.

The conference notes that in view of the popular urge for basic and primary education, international pressure for ending illiteracy and united democratic movement of teachers and educational workers, the government of India has, in this year's **budget**, raised allocation on primary education and expressed its desire to make right to free education upto the age of 14 years fundamental and adjudicable. While welcoming these measures, the conference resolve to organise further united programs of movement jointly with national and state level organisations of secondary and primary teachers and educational workers to secure the principled demands in the

field of education which have already been popularised through the joint march to parliament held on 27.2.96.

The conference also notes with concern the policy of procrastination followed by the govt. of India, the Fifth Central Pay Commission and the UGC Pay review committee. Declaration of successive instalments of interim relief instead of introducing revised scales of pay has created serious problems including severe disparity among states and different sections of teachers. Teachers in some states have already received all the three instalments of Interim relief along with teachers in central universities. However in some states teachers have only received two instalments, in some only the first instalment and in some no I.R. whatsoever has been received. The conference squarely condemns this policy of procrastination and demands immediate publication of reports of the Fifth Central Pay Commission and the UGC Pay Review Committee. The conference also demands of all those state governments which have not yet paid all the three instalments of I.R. to the college and university teachers of their own states, to do so immediately and save their teachers from perpetual discrimination and deprivation.

In view of the above the conference resolves to observe 10th December 1996 as all India Demand day all over the country. On this day demonstrations should be organised in all state capitals followed by six hour mass dharna in a prominent public place. Memoranda highlighting the above among other demands will be submitted to the Rajyapals and

Chief Ministers. Other complementary forms of action may be devised by state and university level organisations. AIFUCTO functionaries from the neighbouring states may be invited to attend and address such programs to highlight the all-India character of this movement.

The conference warns the governments in the states as well as at the centre, that the united movement of colleges and university teachers will adopt further necessary programs of militant action including cease work and strike if the response from the powers that be is not positive and commensurate.

The conference authorises the secretariat of AIFUCTO to take appropriate further course of action after reviewing the then existing situation.

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