

AGENDA

of the General Body Meeting of
NAGPUR UNIVERSITY TEACHERS' ASSOCIATION
to be held at 12.00 noon on **SUNDAY, the**
29th April, 2018 at
Sardar Patel Mahavidyalaya,
Chandrapur

Agenda of the General Body Meeting of Nagpur University Teachers' Association to be held at 12.00 noon on Sunday, 29th April, 2018 at Sardar Patel Mahavidyalaya, Chandrapur is as follows :-

ITEM NO. 719 : 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 26th November, 2017 at R.A. Arts, M.K. Commerce & S.R. Rathi Science College, Washim.

Notes :- 1) Copy of the minutes was Circulated on pages 209 to 212 of 2017 NUTA Bulletin.

2) Corrections, 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 26th November, 2017 at R.A. Arts, M.K. Commerce & S.R. Rathi Science College, Washim. vide No.CIM/43 Dated 15th December, 2017 published on page 212 of 2017 NUTA Bulletin. No correction is received.

ITEM NO. 720: APPROVAL TO THE ANNUAL REPORT :

TO CONSIDER AND APPROVE the Annual Report regarding the working of the Association for the calendar year ending on 31st December, 2017.

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 2018) and is now placed for the approval of the General Body.

(ii) The Copy of the Annual Report is circulated in this NUTA Bulletin on page 24 to 27.

(iii) Dr. Vilas Dhone, Secretary will present the Annual Report on behalf of the Executive Committee.

ITEM NO. 721 : APPROVAL TO THE ANNUAL BUDGET :

TO APPROVE the Annual Budget of the Association for the Financial year commencing on 1st April, 2018.

Notes : (i) Dr. Prakash Tayde, Treasurer, NUTA, will present the Budget on behalf of the Executive Committee. (ii) The copy of the Budget is circulated on page No.23 of 2018 NUTA Bulletin. (iii) If any honourable member has a query, regarding the Annual Budget, he should make it, within a week from the date of posting of this Bulletin, to Dr. Prakash Tayde, Treasurer, NUTA, 55, "Aai" Dr. Punjabrao Deshmukh Colony, Near V.M.V. Campus, Amravati 444 604 specifying the exact point on which he seeks information/ clarification. A copy of the query also be sent to Prof. P.B. Raghuvanshi, President NUTA, Buty Plot, Near Mahajan wadi, Rajapeth, Amravati 444 601 .

ITEM NO. 722 : APPOINTMENT OF THE AUDITORS :

TO CONSIDER AND APPROVE the following resolution for the appointment of Auditors for the Financial year ending on 31st March, 2018 namely :-

"C.R.Sagdeo & Co. Chartered Accountant "Prabha Niwas" Nagpur be appointed as auditor for the Financial year ending on the 31st March 2018"

Notes : (i) As per Article VII of the Constitution of NUTA the "General Body shall appoint auditors annually in the Annual Meeting of the Association."

(ii) The Executive Committee resolved to recommend the above resolution, (Vide item No. 4 of 2018) which is now placed before the General Body for its approval.

(iii) Dr. Prakash Tayde, Treasurer, on behalf of the Executive Committee, will move the resolution.

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION MEETING NOTICE : 2 Date : 01.04.2018

From :

Dr. Vilas Dhone
Secretary, NUTA
14, Samruddhi Nagar, Sewagram Road,
Wardha-442 001

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 **12.00 Noon** 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. P.B. Raghuvanshi, President NUTA, Buty Plot, Near Mahajan wadi, Rajapeth, Amravati 444 601

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/- **Dr. Vilas Dhone,**
Secretary, NUTA

**Date and Place of the
meeting**

**at 12.00 Noon on, Sunday, the
29th April, 2018 at**

**Sardar Patel Mahavidyalaya,
Chandrapur**

ITEM NO. 723 :
SUBMISSION OF STATEMENTS OF AUDITED ACCOUNTS FOR THE YEAR ENDING ON 31ST MARCH 2017

TO NOTE the submission of statements of Audited Accounts of Nagpur University Teachers' Association for the year ending on 31st March, 2017 to The Deputy Charity Commissioner Nagpur region, Nagpur by The Secretary NUTA, **DR. VILAS DHONE** vide his letter No. NUTA/CC/01/2018 Dated 12/01/2018.

Notes : (1) Copy of the letter No. NUTA/CC/01/2018, Dated 12/01/2018 regarding Submission of Audited Accounts is circulated on page 28 of 2018 NUTA Bulletin.

(2) Statement of Audited Accounts of Nagpur University Teachers' Association for the year ending on 31st March, 2017 were approved by the Executive Committee in its meeting held on 22nd October, 2017 vide item no. 45, Agenda on page 81, Minutes on page 92, Enclosures on pages 78 to 80 of 2017 Ex-file.

(3) Statements of Audited Accounts of Nagpur University Teachers' Association for the year ending on 31st March, 2017 were approved by General Body in its meeting held on 26th November, 2017 vide item no.709, Agenda on page 165, Minutes on page 210, Enclosures on pages 166 & 167 of 2017 NUTA Bulletin.

(4) After the approvals mentioned at notes 2 & 3 above the Statements of Audited Accounts of Nagpur University Teachers' Association for the year ending on 31st March, 2017 were submitted to the Deputy Charity Commissioner, Nagpur region, Nagpur by the secretary as mentioned at note 1 above.

ITEM NO. 724 :
ANNOUNCEMENT IN RESPECT OF CHANGE OF ADDRESS :

TO NOTE the announcement in respect of Change

of address : Acknowledgment No. 34.

Notes : Announcement in respect of Change of address : Acknowledgment No. 34 is circulated on page 23 of 2018 NUTA Bulletin.

ITEM NO. 725 :
HIGH COURT JUDGEMENT IN W.P.NO. 4908/2016.

TO NOTE the High Court judgement dated 16th March 2018 IN W.P.NO. 4908/2016

NOTE :- High Court judgement dated 16th March 2018 IN W.P.NO. 4908/2016 is circulated on page 24 of this Bulletin.

विषय क्रमांक ७२६ :
सेवानिवृत्त प्राध्यापकांच्या संघटनात्मक सहभागाबाबत धोरणात्मक निर्णय

कार्यकारी मंडळाच्या वतीने प्रा. अनिल ढगे हे पुढील प्रस्ताव मांडतील :-

“सेवानिवृत्त प्राध्यापकांच्या संघटनात्मक सहभागाबाबत धोरणात्मक निर्णय” या विषयावर महाराष्ट्र प्राध्यापक महासंघाच्या कार्यकारी मंडळाच्या रविवार, दिनांक २८ जानेवारी २०१८ रोजीच्या बैठकीत मंजूर झालेला ठराव विचारात घेणे व संमत करणे

नोट्स :- (१) “सेवानिवृत्त प्राध्यापकांच्या संघटनात्मक सहभागाबाबत धोरणात्मक निर्णय” या विषयावर महाराष्ट्र प्राध्यापक महासंघाच्या कार्यकारी मंडळाच्या रविवार, दिनांक २८ जानेवारी २०१८ रोजीच्या बैठकीत संमत झालेला ठराव हा सन २०१८ च्या नुटा बुलेटीनच्या पृष्ठ ९ वर प्रसृत करण्यात आलेला आहे.

(2) Further this Resolution was Considered and Approved by the General Body Meeting of MFUCTO held on Sunday, the 18th February 2018.

संघटनेचे ज्येष्ठ नेते व माजी कुलगुरु डॉ. अरुण सातपुतळे यांचे दुःखद निधन

संघटनेचे ज्येष्ठ नेते व राष्ट्रसंत तुकडोजी महाराज नागपूर विद्यापीठाचे माजी कुलगुरु डॉ. अरुण शंकरराव सातपुतळे यांचे दिनांक १८ फेब्रुवारी, २०१८ रोजी दुःखद निधन झाले. मृत्यूसमयी त्यांचे वय ७४ वर्षे होते. संघटनेच्या सुरुवातीच्या कालखंडामध्ये, एखाद्या दुसऱ्या वर्षाचा अपवाद वगळता १९७७ ते २००० इतक्या प्रदीर्घ काळपर्यंत डॉ.अरुण सातपुतळे नुटाच्या कार्यकारी मंडळाचे सदस्य होते. त्यापैकी फार मोठा काळ ते नुटाचे कोषाध्यक्ष होते व त्यानंतर त्यांनी संघटनेचे उपाध्यक्षपदही भूषविले होते. कोषाध्यक्ष या नात्याने कार्य करित असतांना त्यांनी संघटनेच्या आर्थिक कामकाजाला उत्तम शिस्त लावली. “नुटा बुलेटीनवर होणारा खर्च” हा “शैक्षणिक कामावरील खर्च समजला जाईल” अशा प्रकारचा जो निर्णय कोषाध्यक्ष या नात्याने, नागपूर धर्मदाय उपायुक्तांच्या कार्यालयात अपयश आल्यानंतर, अत्यंत चिकाटीने राज्याच्या धर्मदाय सहआयुक्तांकडे अपिल करून दिनांक १० नोव्हेंबर १९८० रोजी (CRA No. 9 of 1980 मध्ये) त्यांनी मिळविला, त्या निर्णयाने या संघटनेला कायमस्वरूपी लाभान्वित केले. नुटा बुलेटीनच्या सुरुवातीच्या ‘लेटर प्रेस’च्या तंत्रज्ञानावर आधारित प्रकाशनकाळात नागपूरहून बुलेटीन प्रकाशित होत असतांना त्यांनी एकहाती ती जबाबदारी समर्थपणे पार पाडली होती. महाराष्ट्र प्राध्यापक महासंघाच्या (MFUCTO) कार्यकारिणीवरही ते अनेक वर्षे सदस्य होते व काही काळ महाराष्ट्र प्राध्यापक महासंघाच्या उपाध्यक्ष पदावर देखील त्यांनी कार्य केले होते.

डॉ. सातपुतळे यांचा जन्म बुलढाणा जिल्ह्यातील खामगाव येथे दिनांक २८ जून, १९४३ रोजी झाला. नागपूर विद्यापीठाच्या भूगर्भशास्त्र विभागातून १९६७ मध्ये पदव्युत्तर शिक्षण पूर्ण केल्यानंतर ते त्याच विभागात अधिव्याख्याता या पदावर रुजू झाले व नंतर तीन दशकांपेक्षा अधिक काळ ते त्या विभागात कार्यरत होते. तिथे प्रपाठक पदावर असतांना व नुटाचे उपाध्यक्ष म्हणून कार्यरत असतांना राष्ट्रसंत तुकडोजी महाराज नागपूर विद्यापीठाचे ३४ वे कुलगुरु म्हणून त्यांची नियुक्ती झाली. १४ जानेवारी २००० ते १४ जानेवारी २००५ या काळात त्यांनी कुलगुरु म्हणून कार्य केले व आपल्या कार्याची छाप पाडली. विशेषतः विद्यापीठाच्या ज्या परिस्थितीच्या पार्श्वभूमीवर त्यांनी कुलगुरुपदाची सूत्रे स्वीकारली ती लक्षात घेता त्यांनी यशस्वी नेतृत्व करून परिस्थिती हाताळली व आपल्या कामाने विद्यापीठाला पुनःप्रतिष्ठा प्राप्त करून दिली आणि त्यामुळे त्यांचा कार्यकाळ संस्मरणीय ठरला.

१९६९ मध्ये नागपूर विद्यापीठाच्या त्यावेळच्या कोर्टावर (सिनेट) ते सदस्य म्हणून निवडून आले होते. त्यानंतर ३०-३२ वर्षे विद्यापीठाची अधिसभा, व्यवस्थापन परिषद, विद्यापरिषद आणि इतर अनेक महत्वाच्या प्राधिकरणावर व समित्यांवर काम करण्याचा अनुभव त्यांना मिळाला होता. ते काही काळ विद्यापीठाच्या शिक्षकेतर कर्मचारी संघटनेचेही अध्यक्ष होते. डॉ. सातपुतळे यांच्या निधनामुळे संघटना, शिक्षण क्षेत्र व त्यांचे कुटुंबीय यांची फार मोठी हानी झाली आहे. - संपादक

CHANGE OF ADDRESS ACKNOWLEDGEMENT NO.34

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 President.

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 List No. 40 of Changed Addresses of Life Members of NUTA. Details of the said list are as follows :-

LIST NO. 40 :- Serialized Nos. of the changed Addresses from 1702 to 1719 (Notified in 2018 Ex. File on Page 06). The Life membership Numbers of those requesting members are as follows :-

217, 579, 1771, 2335, 2432, 2656, 3353, 3503, 3663, 3667, 3669, 4040, 4067, 4227, 5009, 5129, 5168, 5240
= Total 18

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

4. Hereafter requests for change in address shall be sent only to the president NUTA on his e-mail address which is as follows :-

pbraghuwanshi@gmail.com

Every such e-mail communication must contain (1) Life Member No. and (2) New (changed) address of the requesting member.

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

6. Acknowledgement No. 33 was published on page No 36 of 2017 NUTA Bulletin, containing address changes from 1681 to 1701 in List No. 39 of changed addresses.

01.03.2018

Dr.Pravin Raghuwanshi
President, NUTA

BUDGET FOR THE FINANCIAL YEAR - 2018-2019

OFFICIAL ACCOUNTING YEAR OF THE TRUST : 2017-2018 (AS PER SCHEDULE VII-A OF THE B.P.T.A. 1950)

Name of the Trust : NAGPUR UNIVERSITY TEACHERS' ASSOCIATION.

Regn. of the Trust : B.P.T.A. Regn. No. F-1564 & Soc. Regn. Act. Regn. No. MAH-15-73(NGP)

ESTIMATED RECEIPTS	RS. P.	ESTIMATED DISBURSEMENTS	Rs. P
I. OPENING BALANCE :		A)NON-RECURRING :	
i) Cash in hand ... ..	... ..	i) Major Repairs or rebuilding of the assets etc. ... ..	... ..
ii) Cash in Bank	40,000.00	ii) Net purchase of immovable property ... ..	... ..
II. ESTIMATED RECEIPTS :		B) RECURRING :	
(A) NON RECURRING		i) Rents, rates taxes etc.	10,000.00
i) Ordinary Donations to be received for specific earmarked objects (permanent subscription to NUTA Bulletin) ... ..	... ..	ii) Administrative Expenses ... ..	... ..
ii) Ordinary Donations ... ..	... ..	a) Stationery, Typing , Cyclostyling & Printing	5,00,000.00
(B) RECURRING :		b) Travelling Expenses	20,000.00
i) Rent etc. on immovable property ... ..	... ..	c) Postage and Telephone.	15,000.00
ii) Interest on Fixed Deposits	7,00,000.00	d) Misc. expenses	15,000.00
iii) Dividend shares etc ... ..	... ..	e) Bank commission	2,000.00
..		f) Meeting Expenses	10,000.00
iv) Income from Agri. land ... ..	... ..	g) Audit fees	8550.00
v) Other revenue Receipt ... ..	... ..	h) Affiliation fees ... ..	... ..
vi) Legal Aid Fund ... ..	... ..	i) MFUCTO	40,000.00
III. REALISATION FROM DISPOSAL OF ASSETS :	... ..	ii) AIFUCTO	7,000.00
IV EXCESS OF EXPENDITURE OVER INCOME :	... ..	iii) Contribution to public trust\ admn. Fund ... ..	... ..
		vi) Books Library ... ..	... ..
TOTAL Rs.	7,40,000.00	iii) Payment of Salaries	96,000.00
		iv) Transfer of Depreciation Fund	10,000.00
		v) Special & Current repairs of building Furniture etc	5,000.00
		vi) Excess of income over expenditure	1,450.00
		TOTAL Rs.	7,40,000.00

NOTE : Estimated enrolment of members during the year is expected to be 10. On this account the Association will receive an estimated amount of Rs. 1,00,010/- However this amount cannot be included in the estimated receipts because this amount is to be invested in fixed deposit receipts or any other Govt. Securities as per Article III of the Constitution . - Sd. **P. M. Tayde**, Treasurer, NUTA

**SECRETARY'S REPORT ON THE WORKING OF THE ASSOCIATION
FOR THE YEAR ENDING ON
31 ST DECEMBER, 2017**

*Prepared by the Executive Committee of NUTA under article (VI)(b)(ii) of the
Constitution of NUTA and presented by Secretary on
behalf of the NUTA Executive Committee*

Dear Friends

(1) It gives me immense pleasure to extend warm welcome to you on behalf of the Executive Committee of NUTA and on my personal behalf. It is indeed a proud privilege to place before this august body a brief account of the activities and achievements during the year 2017.

(2) Right from its inception, NUTA has been committed to the welfare of teachers and their professional betterment. In keeping with the commitment, the association took up several issues concerning teaching community during the period of this report which witnessed significant developments and had major achievements.

(3) The year 2017 witnessed the submission of 7th PRC committee report but as the report was not made public, there have been hectic activities on behalf of AIFUCTO throughout the year. The association was compelled to knock the doors of the court of law for resolving certain issues.

ISSUE OF NET-SET AFFECTED TEACHERS :

(4) With the dismissal of petitions at the special Bench constituted at the High Court of Judicature at Bombay, the scene once again had shifted to the Supreme Court of India. MFUCTO went on to file the first petition on the basis of W.P.no. 2082 of 2013. On behalf of NUTA 4 Special Leave petitions were filed on 28-03-2016. The General body has already been informed that there are in total 742 petitioners in 55 Writ petitions in which order has been challenged (P85NB2016). MFUCTO and NUTA are contesting the matter in right earnest at the Supreme Court.

Senior Counsellors and other able lawyers have been engaged to fight the case with all the might. The NUTA has hired the services of Senior Counsel Shri. Shekhar Nafade while PUCTO has hired the services of Shri. Kapil Sibbal and BUCTU has hired the services of Shri. Krishna Kumar Guru to deal in the matter. Though the case has been listed on several occasions, it has still not come for the hearing. NUTA in all its earnest is set to fight the case with all its might leaving no stone unturned. District wise meetings were organised to apprise the Teachers regarding the developments of NET/SET issue at the Supreme Court level.

MFUCTO's case regarding non payment of 71 days of salary:

(5) MFUCTO had filed WP1913/2013 in Bombay High Court with the prayer to release 71 days salary that was held up by the State Government. BUCTU also had filed a case WP2290/2015 requesting the Hon'ble High Court to issue directions to the State Government to pay 18% interest of the 71 days unpaid salary. Both the cases have been clubbed together and are coming for hearing. The Government of Maharashtra has submitted its affidavit in reply on 1st April, 2016 through the Joint Director, Higher Education Mumbai. The affidavit submitted by the Joint Director is incomplete and misleading regarding several aspects. Hence, the General Council of MFUCTO adopted a resolution on 5th March, 2017 and decided to submit rejoinder to brief the Hon'ble High Court in this regard. WP1913/2013 is being looked after by Adv. Dr.Sadashivan.

**IN THE HIGH COURT OF JUDICATURE AT BOMBAY : NAGPUR BENCH, NAGPUR.
WRIT PETITION NO. 4908/2016.**

Nagpur University Teachers Association and others. -VERSUS The Union of India and others.

**CORAM : B. P. DHARMADHIKARI AND A.D. UPADHYE, JJ.
DATE : MARCH 16, 2018.**

Heard Shri A.Sheikh h/f. Shri F.T.Mirza, learned Counsel for petitioners and Ms. T. Khan, learned Counsel for respondent Nos. 2 to 5.

2. Petitioners all Senior Citizens who have retired from various private colleges receiving grant in aid, seek a direction to respondents to **extend to them the benefit of revised pension, by ignoring cut off date prescribed as 27.02.2009**. It is not in dispute that by Government Resolution dated 27.02.2009, revised pension has been made applicable only to those who retired after 27.02.2009.

3. **Only defence by respondents was of pending Special Leave Petition before the Hon'ble Supreme Court.** The Special Leave Petition was preferred against the judgment of Division Bench of this Court reported at 2014 [6] Mh.L.J. 438 (Savitribai Narasya Guddapa .vrs. State of Maharashtra and others). Division Bench at Aurangabad held the cut off date to be arbitrary and directed respondents to extend benefit of pension even to those who have retired between 01.01.2006 to 27.02.2009. This was questioned in Special Leave Petition before the Hon'ble Supreme Court and said Special Leave Petition (Civil) Nos.13140-13151 of 2015 came to be **rejected** on

11.10.2017. Even Review against it preferred vide Review Petition (Civil) Nos. 460-471 of 2018 has been **dismissed** on 22.02.2018.

4. In view of these developments, **it is apparent that petitioners need to be given benefit of government resolution dated 27.02.2009**, if they are otherwise eligible for the same.

5. In Annexure-A with the Writ Petition, petitioners have given name of their college, date of appointment and date of superannuation. The respective Colleges accordingly have to process the papers and submit the same to respondent nos. 4 and

5. After receipt of those papers, respondent nos.4 and 5 have to verify the correctness thereof and then ignoring the cut off date, if petitioners are otherwise eligible, extend to them benefit of revised pension.

6. Accordingly, we direct respondent nos. 4 and 5 to complete this process of verification **within a period of three months**, after necessary papers are received by their respective office.

7. Writ Petition is, thus, partly allowed and disposed of. No costs.

JUDGE

JUDGE

(6) MFUCTO in its Executive Council decided to engage the services of a Senior Counsel Adv. Smt. Gayatri Singh to look in the matter. WP2290/2015 filed by BUCTU is being looked after by Senior Counsel Mihir Desai. The organisation is working in earnest to see that 71 days salary of teachers is released and deposited to their bank accounts.

Other Court Matters:

Landmark Judgment regarding Non-Grant-in-Aid College :

(7) Landmark Judgment regarding Non-Grant-in-Aid Colleges and schools and colleges in regard to CIVIL APPEAL No. 117- 118 of 2017 (Arising out of SLP (c) Nos.26525-26526 of 2012) CIVIL APPEAL No. 119-120 of 2017 (Arising out of SLP (c) Nos.26519-26520 of 2012).

(8) The year 2017 began with a landmark judgment regarding non-grant-in-aid colleges and schools. The case was regarding two administration of engineering colleges one at Nanded and another at Aurangabad, declining to grant relief with respect to fifth pay commission. The prayer was to direct the management to implement fourth, fifth and sixth pay commission.

(9) At the time of the Judgement the Hon'ble Supreme Court reiterated that as per the 42nd Amendment of the constitution, education was under Entry 25 List III to the Seventh Schedule of the constitution. The court stated that there should be no artificial discrimination between aided and unaided educational institutions. The court also stated that the managements have already agreed to revise the pay scales from time to time in tune with the employees of the State. Hence the submission of the management is rejected on that ground alone. Moreover, the Hon'ble court says that the applicants are obliged under law to workout remedies and find out the ways and means to meet the financial liabilities arising out of the obligation to pay the revised pay scales. Thus, the judgement has come as a relief in favour of teaching and non-teaching staff of unaided engineering colleges.

Taluka Unit Elections :

(10) The Taluka Unit Elections of NUTA were held on 24/04/2017 to elect office bearers of each Taluka unit as per para 5 of Byelaws. The elections at all the Taluka units falling under the jurisdiction of Rashtrasant Tukdoji Maharaj Nagpur University, Sant Gadge Baba Amravati University and Gondwana University were conducted smoothly in a peaceful manner. The elected office bearers shall have tenure of 5 years.

The Maharashtra Public Universities Act 2016:

(11) The Maharashtra Public Universities Act 2016 was published on 11th January, 2017 in Maharashtra Government Gazette after having received the assent from the Hon'ble Governor. The Act came in to force w.e.f. 1st March, 2017. The 4th volume of NUTA bulletin from Page no.45 to 100 contains the complete Act. This Act will repeal Maharashtra University Act 1994. The Act was based on the recommendation made by Dr. Arun Nigavekar. As the Act had received lot of criticism from different sections of the society, the Government had set up a five member committee under the chairmanship of Deputy Secretary Shri. S.V. Chindhade in February, 2015.

(12) It is explicit from the new Act that the Government wants to reduce the proportion of the elective representatives on various bodies of the University. The Government also wants to completely dismantle the Grant-in-aid system and wishes to convert universities into a corporate body with highly centralized authority. It has also set up Maharashtra State Commission for Higher Education and Development (MAHED) as the vehicle for erosion of universities' autonomy, eventually leading to disintegration of the system. The more thrust of the Maharashtra University Act has been on the nominations of members. Though the Bill was amended three times, it was amended in a non-transparent manner. The stakeholders of the Higher Education are raising doubts regarding the credibility and the integrity of the Act and are of the view that the decisions in the university will be taken in an arbitrary manner.

(13) The new University Act has also suggested a seven member advisory council (including VC, Pro-VC) and five nominations to be made by the Chancellor. Apart

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE

TEACHERS' ORGANISATIONS

(Regd. Under Act XXI of 1860)

AN IMPORTANT APPEAL

Friends!

It is fully understood now that education system in India is moving through very critical times. The central government is steadily trying to destroy Education as whole at all Stages from secondary to postgraduate and beyond.

The Niti Aayog is decided on doing away with the popular, secular and scientific temper of education. Almost every single day the government is bringing out new rules to rid itself of it's constitutional duty to provide affordable, free education to all by making education market oriented.

There is continuous attempt to bring down the number of educational institutions. There is heavy cut in budget allocation for education as well.

The restructuring of syllabus from school to university level is threatening the unity and integrity of the nation. Education is now sought to be the domain of the corporates and thus the government responsibilities could do warded off. Permanent appointments have stopped.

Appointments made on ad hoc and temporary base has created a mirage of quality higher education. Keeping

such a situation in mind all organisations working on behalf of educational institutions have decided to hold

A HISTORIC RALLY meeting in front of the Parliament House IN DELHI on April 3, 2018.

Various Organisations associated with education in different parts of the country at state and national level have agreed to attend the gathering in Delhi in large numbers.

AIFUCTO, FEDCUTA, DUTA, AISTF, BSTA, AIFETO, FISE, AIFRUCTO etc have given their consent. Each group will assemble with its own posters and banners at the Mandi House Circle at 10.30 am and will start the March towards Parliament House from around 12.30. We request all student organisations, non teaching staffs and others related NGOs to ensure their participation in this programme by exerting their pressure and influence to save education from imminent collapse and become part of the great attempt towards saving the country.

Prof Arun Kumar

G- Sec, AIFUCTO

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from other duties, the advisory council will keep a track of various reforms and policies as advised by MAHED.

AIFUCTO Activities (01-01-2017 to 31-12-2017):

(14) The month of January witnessed several developments regarding the Seventh Pay Review Committee. On 11th January 2017, the AIFUCTO office bearers met the committee and requested them to expedite the publication of the recommendations. AIFUCTO office bearers also met the MHRD officials and made them aware of the most relevant issues affecting the teaching community such as delay in the Seventh UGC PRC report, extension of the date for completing OC / RC, anomalies of the Sixth Pay Commission, exploitation of contractual staff, extremely uneven pattern of implementation of the Sixth Pay Commission in different states, etc.

(15) Though, the Seventh Pay Review Committee submitted its report to MHRD on February 22, 2017 for its approval, unfortunately the report and recommendations have not been made public even till date. A letter campaign to the MHRD was started in the 1st week of April demanding MHRD to publish 7th PRC report.

(16) 19th April 2017 was observed as a 'Demand Day' demanding MHRD ministry to publish the 7th UGC PRC report immediately. 6 Lakh university and college teachers wore black badges and expressed their protest against the anti-education and anti-teacher attitude of the Government.

(17) 12th July 2017 was observed as 'NYAYA DIWAS' (Justice Day) throughout the country. Several demonstrations and conferences were held at the university head-quarters to sensitise teachers and the public at large.

(18) 24th July 2017 witnessed a massive rally and march to Parliament. Thousands of teachers across the country showed their solidarity by participating in the rally. The rally was also addressed by the members of the Parliament of different political parties who expressed their severe concern regarding the fate of Higher Education in the country.

(19) 22nd August 2017 and 5th September 2017 were observed as 'Black Day'. The teachers decided to boycott the Teachers' Day programme against the apathetic attitude of the Central Government towards the Higher Education. Several teachers participated in a massive Jail Bharo agitation at New Delhi Parliament Police Station.

(20) In September 2017, letters were written to the Chief Ministers of all the States to intervene and exercise influence of their office to impress the Central Government to make public the Seventh PRC report.

(21) 11th October 2017 witnessed the press release issued by Press Information Bureau, Ministry of Human Resource Development regarding the revised pay scales of teachers and equivalent Academic staff in Universities / Colleges as approved by the Central Cabinet. The declaration was the result of unity and integrity shown by the teaching faculty. The reaction of the organizations was kept in abeyance until they were acquainted with the entire content of the Prof. Chouhan Committee recommendations and Cabinet decisions.

(22) The 7th UGC Pay Revision Scheme released on 2nd November, 2017 was received with utmost shock and dismay as it had belied the hopes and aspirations of lakhs of teachers. The hidden agenda was clearly exposed when the Central Governments financial assistance was reduced to 50% by the way of reimbursement and that too for a period of 39 months i.e. 01-01-2016 to 31-03-2019. The shifting of the financial burden to the states is a well calculated design and conspiracy to deny the revised UGC pay scales to the majority of teachers. AIFUCTO strongly criticised the denial of incentives for M.Phil. and Ph.D. teachers and abolition of Professor's post in colleges.

(23) On 16th November 2017 AIFUCTO wrote a letter

to the Hon'ble Prime Minister requesting him to intervene in the matter for removal of anomalies in the Notification of the 7th UGC Pay scale.

(24) 30 November 2017 was observed in the Country as 'Save Higher Education Day'. Lakhs of teachers protested wearing black badges against the Central Governments apathy towards Higher Education.

Participation in Action Programmes:

(25) In response to a call of AIFUCTO, NUTA members observed 19th April 2017 as 'Demand Day' and demanded PRC report to be published. 12th July 2017 was observed as 'NYAYA DIWAS' to sensitise teachers and public at large regarding the issues of teachers. AIFUCTO had given a call for a massive rally at Jantar-Mantar and march to parliament on 24th July 2017. 22nd August 2017 and 5th September 2017 and were observed as Black Day wherein the teachers decided to boycott the celebration of Teacher's Day as a protest against apathetic attitude of the Government. 30th November 2017 was observed as 'Save Higher Education Day'.

(26) MFUCTO decided to hold a Protest rally at Azad Maidan Mumbai on 12th December 2017 from 12 noon to 3 p.m. against the non publication of 7th PRC report. Thousands of teachers from all over Maharashtra participated in the rally and made it a success.

(27) I am happy to inform this august body that the teachers from Rashtrasant Tukdoji Maharaj Nagpur University, Sant Gadge Baba Amravati University and Gondwana University Gadchiroli participated in large numbers in all the programmes of agitation launched by NUTA, MFUCTO and AIFUCTO and made them successful. Nevertheless, the struggle has not ended. The Association is keeping a vigilant eye on the developments of all the levels leaving nothing to chance. I have absolutely no doubt that the days to come will witness more achievements since our demands are lawful and are based on strong legal footing.

Tasks ahead:

(28) Friends, it is true that some of our demands are nearing fulfillment because of the struggle of the NUTA under the able leadership of MFUCTO and AIFUCTO. However, some of the old issues are yet to be resolved while the new issues like 7th PRC report, the Maharashtra Public Universities Bill 2016 have been introduced at the cost of democratic functioning and practices. NUTA has always been committed to taking up problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA has therefore several tasks ahead, viz.

a. Implementation of 7th PRC report simultaneously throughout the country with 100% central assistance.

b. Full and faithful implementation of the decisions of the Supreme Court and different benches of the Bombay High Court in respect of several issues pertaining to working and retired teachers.

c. To ensure the release of unlawfully withheld of salary by the State Government for the period of 'Non-cooperation in exam related work' agitation in 2013.

d. To ensure immediate and faithful implementation of Government Resolution dated 17 January, 2015 extending the benefit of pension cum gratuity scheme to the teachers of Ayurved colleges and subsequent Court orders.

e. Issuance of GR implementing the Sixth Pay Revision for the teachers in unaided colleges of engineering in the State.

f. Stopping arbitrary functioning at the office of the Joint Director.

g. Compelling the Government to withdraw orders on contractual appointments and till such withdrawal to pay them the salary on par with their counterparts in Government colleges.

h. To take up the problems of engineering teachers including the issue of withdrawal of their arrears for 55 months from 01-01-1996 to 31-07-2000.

i. Fight against anti-teacher attitude of the Government.

j. Enactment of suitable legislation for providing penalties for non-compliance of the University Grievance Committee recommendations.

k. Oppose the move of the Central Government towards privatization of Pension and Gratuity, and demand extending old triple benefit scheme to those appointed after 01-01-2004 as recommended by the UGC.

l. Ensure that all the benefits which teachers are given under the central orders are extended to Librarians and Directors of Physical Education.

m. Faithful implementation of the Central Seventh Pay Revision 'package scheme'.

n. To take all the ongoing cases in the Courts to their logical end.

MEMBERSHIP OF NUTA:

(29) The NUTA membership of NUTA has reached 5683 by the end of the year. This year the increase in

membership is 177. I am glad to announce that NUTA Bulletin has completed 42nd year of purposeful existence. This year, we have circulated 216 pages of NUTA Bulletin. On going through the pages of the NUTA Bulletin one finds that the Executive Committee has made an attempt to include relevant developments and documents in the Bulletin and keep the members updated about the issues concerning their professional life.

(30) I am grateful to the media and their representatives from Nagpur, Amravati and Gadchiroli areas for wide coverage of various events, programmes and the press notes issued from time to time. This report shall not be complete unless I acknowledge the active co-operation and support of all the members of NUTA and other colleagues as well as other members of teaching profession at different levels to the activities of the Association and the response given by them to various calls given by NUTA from time to time.

Yours,
Dr. Vilas B. Dhone
Secretary, NUTA

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

(Regd. Under Act XXI of 1860)

PRESS RELEASE : New Delhi, 22th Jan, 2018

The full Report of the Chauhan Committee constituted for the 7th Pay Review Committee has finally reached AIFUCTO, FEDCUTA and other concerned parties. Ever since the government notification of the revision of pay scales for college and university teachers and prior to that AIFUCTO has been consistently asking MHRD to make public the recommendations and full draft of the Chauhan Committee Report. But due to some unknown reasons MHRD did not respond. This was an unprecedented action as the norm has been to share the Report with AIFUCTO and other stake others before Ministry worked on it. This was a very democratic and transparent procedure that kept all the parties satisfied and informed on the developments that were going to take place. As everybody knows, **the present MHRD maintained stoic silence on the recommendations; AIFUCTO and other stakeholders were not once taken into confidence in the entire period after submission of the Report on 22nd Feb ,2017.** Even now AIFUCTO and others got the full text of the Report not from the straight channel but after **RTI activist Naveen Gaur** demanded through a PIL that the Report be made public. AIFUCTO extends its gratitude to Naveen Gaur for his stewardship in making such an important document public and making it available to us for consideration.

AIFUCTO General Secretary Dr. Arun Kumar and President Prof. Kesab Bhattacharya in press release today said that the 139 page Report has made very important recommendations and unfortunately MHRD has bypassed all those suggestions. They have modified the recommendations as per its own whims and it is now clear why MHRD tried to keep the Report under covers. **The most important deviation from the Report is the financial support for the implementation of the PRC recommendations which the MHRD fixed at 50% for 39 months.** The Report strongly recommended the 80% financial support to states for entire five years. The other recommendations too have been completely ignored by MHRD. For example the recommendation says ;

80% financial assistance for state universities for five years.

Research grant for social science Rs4 lacs & for science upto 10 lacs.

Academic allowance for every teacher on monthly basis.

Health Insurance scheme for teachers on 50-50% basis.

ICT allowance and access to national and international libraries/journals for teachers.

No adhoc/contractual/part time appointment for more than six months.

Permanent appointment on vacant posts and sanction of extra posts according to the need.

Chouhan committee in its recommendation clearly says that to retain and attract the faculty members in university/colleges ,teachers must be provided above facilities immediately .

Prof. Bhattacharya & Dr Kumar said that the actual recommendations of the PRC reflect majority of the suggestions of PRC had with AIFUCTO and other stakeholders. MHRD and the Central Govt. Ignored the almost important recommendations of the PRC deliberately. Ignorance to recommendations for academic and research facility clearly indicates the anti-teachers & anti higher education attitude of this Government.

Now that the full text of the Report is available to us we demand an immediate meeting with the MHRD Minister and remove the anomalies that exist. **AIFUCTO requests for a meeting with both the Chairman UGC and the MHRD Minister immediately** for further discussion and consideration of all the positive points in Chouhan Committee Recommendation for better future building of higher education in India.

An important meeting of AIFUCTO office bearers is scheduled on 11th Feb, 2018 in Delhi to discuss all these issues and chalk out All India movement programmes during the budget session of Parliament.

(Prof. Kesab Bhattacharya) (Dr. Arun Kumar)
President General Secretary

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

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 (Regd. Under Act XXI of 1860)

26.02.2018

To

The Chairman,

University Grants Commission,

Bhahadur Shah Zafer Marg,

New Delhi - 110 002.

Sir,

Greetings from AIFUCTO.

All India Federation of University and College Teachers' Organizations (AIFUCTO) is thankful to the UGC for releasing Draft UGC Regulations (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) 2018, in its public notice No.F.1.2/2017 (EC/PS), dt.9th Feb. 2018, for seeking feedback / comments / suggestions from stake holders / General public. At the same time, we are extremely unhappy that the Prof.V.S. Chauhan Committee report on pay revisions to University and College Teachers has not been made public in spite of our repeated appeals. Anyhow, we are able to get the copy of the report through one of our RTI activists. After going through the 2nd Nov. 2017 pay revision notification, PRC report and the Draft Regulations, 2018, AIFUCTO summarises its views as follows:

(1) Central Assistance:

Despite a clear decision by the Central Cabinet that **"the Central Government will bear the additional burden of the states on account of revision of Pay scales"**, the teaching community is shocked that the financial assistance from the Central Government to State shall be limited, by way of reimbursement, to the extent of 50% of the additional expenditure. The detailed instructions issued by the MHRD make a mockery of the term **"Additional burden"** employed by the Cabinet by changing the dictionary meaning to mean "50% of the additional burden". The GOI willfully reduced the assistance from 80% for 51 months to 50% for only 39 months. The early period of assistance (01.01.2016 to 31.03.2019), reduction of percentage and the reduction of duration from 51 months to 39 months cumulatively reduce the central assistance to 1/3 when compared to the assistance extended by the GOI during the earlier pay revisions. This decision of the Central Government will certainly embolden the State Governments to delay / deny the UGC pay scales to teachers in many states. We, therefore, stick to our demand of **100% financial assistance for uniform and simultaneous implementation of Seventh Pay Scale**. For reference, the centre's role in the previous pay revisions are given below:

1974-	3rd pay scale	-	80% for 6 years
1986-	4th pay scale	-	80% for 51 months
1996-	5th pay scale	-	80% for 51 months
2006-	6th pay scale	-	80% for 51 months
2016-	7th pay scale	-	50% for 39 months.

(2) Mandatory Clause should be included:

The teaching community is gravely dissatisfied that the detailed instructions of the MHRD have no mention of implementation of the clause **"The decision will benefit 7.58 lakhs teachers and equivalent academic staff in the 106 Universities / Colleges which are funded by the UGC/MHRD and also 329 Universities which are funded by State Governments and 12,912 Govt. and private aided colleges affiliated to State Public Universities"** in para 2 of the Cabinet decision.

In this connection Clause (iv) in the detailed instructions, this scheme may be extended to universities, Colleges and other

higher educational institutions coming under the purview of State Legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions", is extremely unfortunate. By this the Central Government has completely shrugged off the obligation placed on it by the Constitution and the UGC Act 1956 to bring mandatory provisions. The Central Government cannot ignore its constitutional and legal responsibility to promulgate mandatory provisions.

We demand arrangement of Mandatory Provisions issued by UGC in accordance with the powers conferred on it by the Constitution of India and UGC Act.

It is to be noted that the detailed instructions issued by MHRD contradict crucial clauses on the cabinet decision. No functionary of MHRD has the authority to modify Cabinet decisions.

The subject **"Co-ordination and determination of standards in institutions for Higher Education or research and scientific and technical institutions"**, is the constitutional responsibility of the Central Government as it is in Entry 66 in the Union List

By Registered A/D

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

[B.P.T.A.Reg. No.F-1564 & Soc.Reg.-Act

Regn.No.MAH /15/73(NGP)]

DR. VILAS DHONESecretary 14, Sammrudhi Nagar Sevagram
Road, Wardha-442001

Ph.No. 07152-243946 : Mob.No.-8830010486

Ref.No. NUTA/CC/01/2018 :12 January, 2018

To,

The Deputy Charity Commissioner, Nagpur
Region, NagpurSub. : Submission of statement of Accounts of
Nagpur University Teachers' Association, Nagpur
for the year ending on 31st March, 2017

R/Sir

(1) Statement of Audited Accounts of Nagpur University Teachers' Association for the year ending on 31st March, 2017 were approved by the **Executive committee** in its meeting held on 22/10/2017 vide item No. 45, Agenda on page 81, Minutes on page 92, Enclosures on pages 78-80 of 2017 Ex-file.

(2) Statement of Audited Accounts of Nagpur University Teachers' Association for the year ending on 31st March, 2017 were approved by the **General Body** in its meeting held on 26th November, 2017 vide item No.709, Agenda on page 165, Minutes on page 210, Enclosures on pages 166-167 of 2017 NUTA Bulletin.

(3) Please find herewith enclosed original audited Statements of accounts of Nagpur University Teachers' Association Nagpur for the year ending on 31st March, 2017.

(4) Kindly do the needful at your end and oblige.

Yours faithfully
Dr.Vilas B.Dhone

Copy to (1) Dr.P.B.Raghuwanshi, President, NUTA, Amravati (2) Dr.P.M.Tayde, Treasurer, NUTA, Amravati (3) Prof.B.T.Deshmukh, Amravati for publication in NUTA Bulletin

(List I of Seventh Schedule of the Constitution of India). Similarly, in view of the fact, that the subject "Education, including technical education, medical education and universities", is included as Entry 25 in the Concurrent List (List III of Seventh Schedule of the Constitution of India), the powers regarding administration and procedure as well as implementation of mandatory system have been bestowed upon the Central Government. It is wholly inappropriate on the part of central government to beg before the State Governments for implementation of Central Scheme approved by the Cabinet. Moreover, it is also unconstitutional and illegal.

(3) Filling up of teaching posts:

While welcoming the provisions that the sanctioned / approved posts in the University system, shall be filled up on an urgent basis, and also the appointment on contract basis will be done only when it is absolutely necessary that too for only one academic session with the fully qualified candidates with due procedure as applicable to regular appointments with emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, **AIFUCTO strongly urges the UGC to enact a law to ensure the implementation of the above classes in Universities / Colleges / Institutions throughout the whole of India.** This is very essential in view of the poor service conditions of temporary teachers and meagre payment as salary to those teachers by almost all Universities / Colleges / Institutions.

In this part of the regulation, the very important recommendation of Prof. V.S.Chauhan Committee that the **teaching experience of the temporary teachers / contract Teachers / Ad-hoc teachers (by whatever nomenclature they may be called) be counted for future employment** should be included. This clause should be specifically mentioned as a part of the regulation.

(4) Recruitment Qualification:

(i) As per the draft regulation, Ph.D. is made mandatory for career advancement of Assistant Professor (Selection Grade / Academic Level 12) to Associate Professor. Also Ph.D. made mandatory for CAS promotion to the post of Assistant Professor (Selection Grade) / Level 12 in Colleges from 01.07.2021. These two retrograde clauses take away the right of teachers who entered the service with NET / SLET qualification and who do not acquire Ph.D. qualification during this period i.e. **the teachers without Ph.D. cannot go beyond Selection Grade Assistant Professor from 2018 itself and from 01.07.2021, one cannot go beyond Senior Assistant Professor level.** This is not acceptable to AIFUCTO. Acquiring Ph.D. does not mean everything in teaching. It is a fact that the art of teaching and art of doing research are two different things which may or may not go together. Hence, **AIFUCTO urges the UGC to restore the original clauses existing in the 2010 regulations in respect of qualifications for CAS.**

(ii) In Universities, Ph.D. is made essential at the entry point itself from 01.07.2021, meaning that NET / SLET candidates become ineligible to be appointed as Assistant Professor in Universities from 01.07.2021. This clause makes mockery of the mandatory requirement of NET / SLET / SET qualification for the appointment of Assistant Professors in Universities / Colleges. This clause not only makes the exemption clause as mandatory but also prescribes two different qualifications for universities and colleges. AIFUCTO of the strong view that the entry level qualification for both universities and colleges should be the same and does not require any change in the existing clause of qualification. **AIFUCTO urges the UGC to restore the 2010 regulation on this matter also.**

(iii) The draft regulation mandates that the Ph.D. degree should have been awarded in accordance with UGC (Minimum standards) and procedure for award of M.Phil., / Ph.D., degree / regulations 2009 or 2016 and their amendments from time to time without giving any time - lag necessary for the adoption of the same by the universities in different states. Moreover prescribing new conditions for Pre-2009 Ph.D. holders to become eligible for appointment is highly unreasonable and impracticable. Hence, **AIFUCTO urges the UGC to make necessary changes in the draft to the effect that all the Ph.D. holders who were registered / awarded Ph.D. degree prior to the adoption of 2009 regulation by the respective universities be made eligible to be appointed as Assistant Professor in Universities / Colleges.** Similarly with a view to giving sufficient

time to universities to adopt the 2009 / 2016 UGC regulations, the provisions of 2009 / 2016 UGC regulations should be made compulsory only for those candidates registered after the adoption of the above said regulations by the respective universities. Otherwise there will be a lot of confusions and create unnecessary fear among the Ph.D. holders in respect of their degrees eligibility to be appointed in Universities / Colleges.

(iv) Similar changes should be made in respective of Librarians and Director of Physical Education appointment qualifications.

(5) Pay scales of Teachers, DPE and Librarians

(i) Misleading information about the pay hike.

It is shocking that the Govt. has misled the nation about the actual quantum of increase in pay for teachers across the country. Instead of the 22% to 28% increase as touted by the Government in the PIB release, the actual increase for different levels of teachers is the following:

S. No.	Designation	Pre-revised AGP	Hike on 1.1.2016	Hike on 2.11.2017	Hike on 6th CPC
1	Assistant Professor	6000	18.72%	17.35%	45.16%
2	Assistant Professor	7000	18.92%	17.38%	38.65%
3	Assistant Professor	8000	11.21%	9.93%	42.87%
4	Associate Professor	9000	25.86%	24.41%	88.13%
5	Professor	10000	20.92%	19.53%	73.74%
6	Senior Professor	HAG 67000	20.86%	19.47%	60.81%
7	Vice-Chancellor	HAG+ 75000	24.44%	23.01%	61.29%

Lowest Hike for incumbent Teachers: The fitment formula for incumbent teachers on 01.01.2016 is retained at 2.57 which amounts to a measly 14.22% increase: the lowest in independent India. This is starkly in contrast to the last two pay revisions where the minimum increase across all categories of teachers was 40% in basic pay (refer to the table above).

(ii) Raw deal to Assistant Professor Cadre:

Even in the 2006 pay revision, the pay scales of Assistant Professors (AGP 6000, 7000 and 8000) were disproportionately lower when compared to other grades. This has been repeatedly represented to the UGC and MHRD by AIFUCTO. Adding fuel to the fire, MHRD notification dt.02.11.2017 prescribed very low pay scales for the above said categories. As per the notification when an Assistant Professor in the AGP 7000 (Level 11) moves to AGP 8000 (Level 12), adding (5+1) increments he / she reaches a level higher than the minimum pay of Rs.79,800/- fixed for AGP 8000 (Level 12). The teacher does not get any hike when he moves to level 12 after spending 9 years with Ph.D., 10 years with M.Phil., or 11 years with NET / SLET. Similar is the case when a teacher moves from AGP 6000 (Level 10) to AGP 7000 (Level 11). While fixing the entry pay, **in contrast to the scales of Central Government employees, where a minimum pay has been prescribed for each GP, no minimum pay has been prescribed for College / University Teachers. Worse, even the minimum pay Rs.31,890/- (Rs.23,890 for Reader / LSG + AGP 8,000) fixed for AGP 8000 Teachers in the last pay revision as per the notification of MHRD 1-36 / 2009 - U -II, dt.26.08.2010 has not been taken into account while fixing entry pay of AGP 8000 (Level 12) Teachers.** The decision of no separate minimum for AGP 7000 and AGP 8000 Teachers and the decision of ignoring the MHRD notification dt.26.08.2010 cumulatively minimized the pay of the Assistant Professors in all the three levels (10, 11, 12).

Adopting simply the pay matrices applicable for other Government employees goes against the policy decision of

Government of India to fix higher scales to teachers than the employees taken as early as in 1986 revision.

Moreover, comparing the pay scales of Colleges / Universities with IIT / IIM scales, discrimination is shown only in the AGP 8000 (Level 12) Teachers fixing Rs.1,01,500/- for IIT / IIM and Rs.79,800/- for College / University Teachers. This is a great injustice done to the teachers belonging to Level 12 considering their length of service and qualification.

Hence, AIFUCTO urges the UGC to hold discussion with AIFUCTO to address the above issues.

(6) Denial of Incentives for M.Phil., / Ph.D.:

Prof. Chadha Committee (PRC 2008) in its report rightly said "as a matter of principle, teachers in various categories should be given incentives by way of advance increments and higher grade pay to compensate them for higher qualifications at the entry point. Also, **it would be a significant incentive for more meritorious scholars to join the teaching profession, particularly at this juncture when both the corporate sector and foreign educational institutions are luring the young talented persons away with higher salaries and better pay packages**". The Chadha Committee also took into consideration the fact that acquiring higher qualifications also meant that the teachers would enter the profession at an age older than of those entering the civil services. The previous PRCs, on the basis of the above said principle not only granted incentive increments for M.Phil., / Ph.D., and other higher degrees but also increased it for Ph.D. from three in 1986 to four in 1996 to five in 2006 at the entry level. During service if one acquires Ph.D. he / she got two increments in 1996, three increments in 2006 pay revisions. This was done to attract talent and interested candidates to teaching with a view to improve the quality of education. But Prof.V.S. Chauhan Committee without assigning any reason and without application of its mind recommended that there shall be no incentive increments for M.Phil. / Ph.D degrees. MHRD and UGC failed to modify the recommendation even as many recommendations including the recommendation in respect of financial assistance are modified to the disadvantage of Teachers. **AIFUCTO takes strong exception to this decision and urges the UGC / MHRD to restore the incentive increments granted in the earlier pay revision both at the entry level and also during service.**

(7) Refresher / orientation courses

Prof.V.S. Chauhan Committee recommended one orientation course (21 days) and one refresher course of 5 days duration for the CAS from Assistant Professor to senior Assistant Professor (Level 10 to 11). But the draft regulation increased the refresher course from one to two apart from one orientation course. In effect, one has to undergo three courses within four years of his appointment.

Similarly for CAS from Sr. Assistant Professor to SG Assistant Professor (Level 11 to 12) the Committee recommended only one course of 5 days duration. But the draft regulation makes it to four courses of 5 days duration each (or) two courses of 10 days duration. For CAS from SG Assistant Professor to Associate Professor (Level 12 to 13A) as against the recommendation of one refresher course of 5 days duration, the draft modified it to two programmes of each 5 days or one programme of 10 days duration.

As a whole a teacher has to undergo one orientation course (21 days) and 8 one week courses (5 days each) during his / her promotion to Associate Professor level (or) one OC (21 days) and 4 two week courses (10 days each).

The completion of too many courses within the fixed period will be impracticable and also it is very difficult for the Universities to conduct required number of courses in different subjects. **The welcome change of reduction of number of days of each course has been nullified by the increase of number of courses making it difficult for teachers to complete the requirement within the specified period.** Hence, AIFUCTO urges the UGC to modify the draft and incorporate the recommendation of PRC in respect of RC/OC requirement to make it practicable.

AIFUCTO also urges the UGC to extend the time period for the completion of RC/OC courses till December 2019 so that the teachers can utilize the opportunity to fulfill the RC/OC requirements for getting CAS promotion.

(8) Career Advancement Scheme:

The Draft Regulation, 2018, has proposed a new scheme of performance assessment and evaluation system in the place of API based PBAS. As per the new assessment scheme, the activities are divided into teaching, involvement in the University / College student related activities / research activities. Emphasis is laid on research for university teachers. During CAS promotions, the teachers are to be classified as good, satisfactory and not satisfactory. The teachers with good or satisfactory performance are eligible for CAS with a specific recommendation by the relevant screening cum evaluation / selection committee. The scheme prescribed 80% and above classroom teaching for "Good" and 70% to 80% classroom teaching for "satisfactory" grading and three student - related activities. For University Teachers, the scheme prescribed research scores for research papers, books, research projects, etc. For Librarians and DPEs the scheme prescribed 90% and above class room teaching for "good" and 80 - 90% for "satisfactory" grading.

The most disturbing provision is that the CAS promotion from SG. Assistant Professor to Associate Professor will be done by "Selection Committees prescribed for Direct Recruitment" while CAS from Asst. Professor to Sr. Asst. Professor and from Sr. Asst. Professor to SG. Assistant Professor will be conducted by 'Screening cum Evaluation Committee'.

AIFUCTO of the strong view that "Selection" in respect of CAS promotion for SG. Asst. Professor to Associate Professor and Associate Professor to Professor will lead to a lot of discrimination in granting CAS to eligible Teachers. Particularly in aided /private institutions the degree of discrimination will be more leading to chaos in campuses of Higher Educational Institutions. During the course of his / her entire career, he/she has to appear before the screening cum evaluation / selection committees for 4 or more times. **After serving for many years as teacher in the particular discipline and appearing before the committees repeatedly as if he / she is new to the subject and the field is not acceptable to AIFUCTO.**

The selection of teachers with rigid procedure for CAS certainly will lead to a lot of heartburn among the teaching community and it is definitely not acceptable to AIFUCTO.

Hence, AIFUCTO urges to UGC to make suitable modification in the draft to the effect that the self-appraisal report submitted by the individual teacher on the basis of broad assessment criteria with an appropriate screening mechanism in every stage is the only viable and reasonable mode for CAS promotions. This will certainly pave way for smooth CAS promotion without much discrimination.

(9) Left out categories:

AIFUCTO in its representation dated 21.09.2016 to the Professor Chauhan Committee specifically demanded recommendation of pay scales of Tutors / Demonstrators, coaches, accompanists etc., But to our dismay, the notification is silent and leave out these categories. AIFUCTO urges the UGC to fix the pay scale for above said categories and include in the regulation itself.

A significant omission is the complete absence of the pay scale and other issues related to Ad-hoc, Part time and Contractual teachers. AIFUCTO has been highlighting the plight of fully qualified and experienced teachers working in self-financed / unaided institutions and guest lecturers. **Though they are in possession of the required qualification as per UGC norms and doing the job of UGC governed teachers not only their position is ad-hoc but also they are paid very meagre salary.** AIFUCTO launched struggles to protect these categories of teachers, and has been vociferously demanding reasonable service conditions and pay. The unwillingness of the Central Government to address their issues is an indicator of irresponsible, insensitive and callous attitude of the government towards unhindered progress of higher education of the country. The land mark judgement of the Hon'ble SC/ Allahabad HC/Patna HC is also in favour of justice to them.

Our analysis regarding Constitutional obligation of the Central Government as stated in Para above is strengthened further by the following clauses of the landmark Order dated 05.01.2017 of the Hon'ble Supreme Court in Civil Appeal Nos.115-116 of 2017, in the matter of regulation of salary disbursal system for teaching and non-teaching staff of unaided professional

colleges:-

“51. The expression ‘education’ occurring under Entry 25 of List III to the Seventh Schedule of the Constitution takes within its sweep the authority to legislate with respect to every aspect of education including establishment and administration of educational institutions such as schools, colleges etc. Administration of an educational institution has mainly two facets (i) imparting of knowledge, and (ii) maintaining the necessary infrastructure for providing the venue and other facilities for imparting of knowledge. To perform the twin functions, man power is required. Such manpower consists of two classes of persons, teaching staff and non-teaching staff”.

12.2 The Hon’ble SC has ruled in para 89 of this Judgement that the management (of the unaided college) will bear the financial obligation to pay the revised pay scales of the staff. At the same time, the power to regulate the said mechanism will be that of the Government (Union / State).

“52. Therefore Entry 25 must necessarily take within its sweep inter alia the power to regulate the activity of employment by educational institutions, whether they are established by the State, or its instrumentalities or non-State actors.

53. In view of the fact that Entry 25 occurs in the Concurrent List of the Seventh Schedule, both the Parliament and State legislatures are competent to make laws regulating inter alia the establishment and administration of colleges either by the governments (Union or State) or their instrumentalities or by non-State actors (private sector)”.

In view of the above SC Order, we demand

(i) Issuance of a clear declaration that the 7th UGC Pay revision scheme is also applicable to unaided institutions.

(ii) Well - regulated Salary scheme for disbursement of salaries through managements of unaided institutions as per para 89 of Hon’ble SC Order in CA 115 - 116 of 2017.

(10) Anomalies not rectified:

The rectification of anomalies consequent to the pay revision is equally important as pay revision. Many anomalies arose during 1996 and 2006 pay revisions have not been rectified so far leading to differentiation of pay between individual teachers. AIFUCTO in its representation to PRC elaborately explained the anomalies with many illustrations so that the PRC can easily understand the intrinsic of this issue. In fact the committee specifically appreciated AIFUCTO for this particular elaboration during our discussion on 21.09.2016. But the notification has not addressed this issue. AIFUCTO urges the UGC to address this issue and include it in the regulation itself.

(11) Stagnation

The proposed pay matrix, at all levels from Associate Professors and above, end abruptly in a manner that amounts to stagnation at these levels very soon, may be as early as 2020. As per the notification, Associate Professors and Professors stagnate at 18th and 15th stage respectively. There is every possibility that Associate Professors and Professors stagnate within 4 or 5 years.

(12) Financial Assistance to Universities:

Point 18 of the MHRD Notification, dt.02.11.2017,

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.

categorically suggests that the revised pay of teachers in the colleges and the Universities is subject to the guidelines issued by the Ministry of Finance (Dept. of Expenditure) vide OM No.1/1/2016-E.III (A), dated 13.01.2017. The said Office Memorandum underlines the fact that the Central Universities are ‘autonomous institutions’ and hence are supposed to get only 70% of the enhanced financial burden on account of the Pay Revision, the rest to be met by the Universities through self-generation of resources. **This is a frontal attack on the character of the public - funded institutions as it threatens to reduce funds to institutions of higher learning.**

This issue of reduction of funds is further underlined in Point 16, Clause (iv) where the State Universities have been allocated only 50% of Central assistance, and that too for a reduced period of 39 months, i.e. till 31.03.2019, as opposed to the Central Assistance of 80% for 51 months in the last pay revision. This is part of a policy assault launched by successive Governments to withdraw funding from Higher Education and also to starve Universities into penury and extinction.

AIFUCTO is alarmed by both point 18 pertaining to Central Universities and point 16 pertaining to the State Universities since both suggest the destruction of higher education in the country. **The denial of funds to the States will inevitably lead to the collapse of their Universities and will eventually put more pressure on the Central universities to accommodate students from the states.**

(13) Counting of past services:

Prof. V.S. Chauhan Committee recommended to count the qualified services of the Temporary / Contract / Ad-hoc Teachers (by whatever nomenclature they may be called) for future employment. Hence, all the services of qualified teachers irrespective of the nomenclature should be counted for CAS or for Direct Recruitment. Also the unreasonable pre-requisites like the **service of more than one year duration and in continuation of the ad-hoc or temporary service in the existing / previous organisation** for counting of past services should be waived.

AIFUCTO urges the UGC to make suitable modification incorporating AIFUCTO’s views in respect of counting of past services so that a large number of teachers who have served with meagre salary and rigorous service conditions in different institutions will be benefited.

(14) Counting of total length of service for CAS:

The scheme of CAS from Sr. Asst. Professor (Level 11) to SG. Asst. Professor (Level 12) requires uniformly 5 years. This clause denies the service benefits of teachers who acquire Ph.D. / M.Phil., during this period. Also it prevents the teachers from counting total number of years for their CAS.

Hence, AIFUCTO urges the UGC to include a provision similar to one existing in 1986 and 1996 pay revisions. The relevant provision reads as follows:

“If the number of years required in a feeder cadre are less than those proposed above, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre should be placed in the next higher cadre after adjusting the total number of years”.

(15) Pensioner’s issue:

The college teachers all over the country were in different state pay scales until 31.12.1972. Only on the advent of the 3rd Pay Commission scales implemented with effect from 01.01.1973,

नुटाच्या आमसभेच्या वेळी करावयाच्या व्यवस्थेसंबंधी सूचना

आमसभा ठरलेल्या वेळी म्हणजे बरोबर दुपारी १२.०० वाजता सुरु होत असते, हे लक्षात ठेऊनच एकूण व्यवस्था असावी. सभा सुरु होण्याच्या पूर्वीच्या एक तासात सर्व सदस्य आपापल्या सोबत आणलेल्या जेवणाच्या डब्यांचा एकमेकासोबत आस्वाद घेत असतांना त्यांच्या बसण्यासाठी बगीच्यात, झाडाखाली, सावलीत किंवा उन असल्यास खोल्यातून स्वच्छतायुक्त व्यवस्था व सोबत पिण्याच्या पाण्याची निट व्यवस्था ही आमसभेच्या आयोजकांनी करावी एवढीच याबाबत अपेक्षा असते. - डॉ.विलास ढोणे, सचिव, नुटा

there was a sense of uniformity in a broad way in the pay scales of college Teachers. But there was no automatic promotional avenue for the college Teachers and only a very few had the fortune of moving to higher scales during the period 01.01.1973 to 31.12.1985.

With effect from 01.01.1986, based on persistent demand from AIFUCTO for three automatic time bound promotions in one's career, College Teachers were granted only two to senior scale and selection grade. Even during the implementation of 5th Pay Commission w.e.f. 01.01.96, the 3rd promotion was denied to the college teachers and instead a diluted higher fixation of Rs.14,940/- was offered which benefited only very few and created more anomalies than the solutions to issues.

Only in the 6th Pay Commission implemented with effect from 01.01.2006, the 3rd promotion to Associate Professor in Pay Band 4 was implemented, fulfilling the long pending demand of college Teachers. But, this third promotion has not been given effect properly to the pensioners, **due to the absence of Lecturer, Lecturer (SS), Lecturer (SG) designations prior to 1986 (prior to 1986 the designation was Asst. Professor) negating the very essence of the Nakara case judgement.**

Hence, AIFUCTO urges that all teachers irrespective of their designation with 19 years of completed service (16 years for LSG + 3 years for Associate Professor grade) with 3 years reduction for Ph.D. and 1 year reduction for M.Phil., or Rs.4,075/- (Rs.3700 +3 increments) whichever is earlier be given the minimum of the pay band 4 in 2006 pay revision. The pension should be fixed accordingly.

Similarly those who got Rs.820 (Rs.700 + 3 increments) in the 3rd pay commission or required number of years as above should be given the minimum of the PB - 4.

The pension for those who retired during 5th Pay Revision be fixed at the minimum of PB - 4 if they got Rs.13,260/- (12000 + 3 increments) or completed 14 years of service (11 years for LSG + 3 years for Asst. Professors) with a reduction of 2 years for Ph.D., and one year for M.Phil.,

The above clarifications are very much necessary to clear the confusions in fixing the pension for those teachers who retired during the time of different pay revisions.

Hence, AIFUCTO urges UGC to seriously consider the above said points while issuing order on pension for college Teachers.

(16) Academic and other allowances

The PRC has recommended seed money for research related activities, professional development grant, etc., to teachers to pursue their research. AIFUCTO urges the UGC to include these provisions in the regulations.

(17) Group insurance scheme

The PRC has recommended a group medical insurance scheme for University / College teachers. It should be incorporated in the regulations.

(18) Affirmation action for teachers from socially challenged section

The PRC condemned the **non-compliance of the roster system or attempts to circumvent it by the educational institutions / universities and recommended that the UGC makes proper and timely intervention in case rules are being floated.** AIFUCTO urges the UGC to include this provision as a part of regulation and ensures the adherence of rules relating to

the appointment of teachers from socially challenged sections by the Universities / Educational Institutions.

(19) Education Tribunal

The PRC has recommended Education Tribunal with retired judges, eminent academics, administrators and legal experts exclusively to deal with the matters of conflict and grievances in the Higher Educational Institutions and their quick delivery of decisions. AIFUCTO urges the UGC to include this provision in the final version of Regulations, 2018.

(20) Librarians and Physical Education Directors issue

AIFUCTO of the strong view that total parity should be maintained between Teachers, Librarians and Physical Education Directors in all respects.

- College and University Librarians and Physical Education Directors be covered under the common nomenclature of Assistant Professor, Associate Professor, Professor and Senior Professor designations.

- Parity be maintained in age of superannuation.

- Qualification requirement for the appointment of Librarians and Physical Education Directors should be similar to the teachers.

- 8 years experience for Associate Professor and 10 years experience for Professor and 10 years as Professor for Senior Professor should be maintained for Librarians and Physical Education Directors also.

- Librarians and Physical Education Directors be made eligible for Principalship and for Vice - Principal.

- University Librarians and DPES be included in the Selection Committee.

- Refresher course requirements and other CAS conditions should be at par with teachers.

- Academic level should be at par with teachers. College Librarian / DPE should be allowed to go up to academic level 14 (instead of 13A) and University Librarian and DPE up to level 15 (instead of 14).

- Eligibility criteria for pro-VC and VC should include Librarians and DPES.

- All kinds of leave and grant facilities be provided for Librarians and DPES at par with teachers.

- Assessment Grading criteria be at par with teachers. The discrepancies should be removed.

We hope UGC will appreciate our presentation and invite us for full-fledged discussion on various provisions of UGC Regulations 2018, as it relates to pay revision, appointments, promotion, other service conditions in respect of University and College Teachers, Librarians and Physical Education Directors.

We expect your early invitation to AIFUCTO for further deliberations and resolution of issues before finalizing the Regulations, 2018.

Thank you,
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NUTA BULLETIN (Official Journal of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION) **EDITOR** : Prof. Vivek S. Deshmukh, Balaji Society, Yavatmal 445 001. **PUBLISHER** : Prin. S. T. Sangle, Bajoriya Nagar, Yavatmal 445 001. Published at NUTA Bulletin Office, Shikshak Bhavan, Sant Gadge Baba Amravati University Campus, **Amravati- 444 602. PRINTED AT** Bokey Printers, Gandhi Nagar, Amravati. (M.S) **REGD NO. MAHBIL/2001/4448** Postal Registration No. ATI/RNP/078/2018-20 (Uploaded on www.nuta.in on 21.03.2018) Price : Rs. Five / Name of the Posting office : **R.M.S. Amravati.** Date of Posting : **01.04.2018**

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