



GOVERNMENT OF KERALA

Department of Higher Education

G.O.

**ORDERS OF GOVERNMENT OF KERALA
ON
REVISION OF PAY SCALES OF TEACHERS
IN
UNIVERSITIES AND COLLEGES
AND
OTHER MEASURES FOR MAINTENANCE OF STANDARDS
IN
HIGHER EDUCATION**

MARCH, 1990



GOVERNMENT OF KERALA

Abstract

U.G.C. SCHEME—IMPLEMENTATION FOR TEACHERS IN UNIVERSITIES, AFFILIATED COLLEGES, TEACHERS IN LAW COLLEGES AND ENGINEERING COLLEGES AND KERALA AGRICULTURAL UNIVERSITY AND QUALIFIED TEACHERS IN PHYSICAL EDUCATION AND QUALIFIED LIBRARIANS—ORDERS ISSUED

HIGHER EDUCATION (B) DEPARTMENT

G.O. Ms. No. 66/90/H. Edn.

Dated, Thiruvananthapuram, 13th March, 1990.

Read:—Letter No. F1-21/87—U1 dated 22-7-1988 from Government of India, Ministry of Human Resources and Development (Department of Education).

ORDER

Government are pleased to order that the University Grants Commission Scheme including revision of Scale of Pay will be implemented for teachers in Universities including Kerala Agricultural University, affiliated Colleges, Law Colleges, Engineering Colleges and qualified Librarians and qualified Physical Education Teachers with effect from 1-1-1986.

2. The University Grants Commission Scale of Pay will be extended to other College teachers who have completed 10 years service.
3. The retirement age will continue as at present.
4. Detailed orders in this matter will be issued separately.

By order of the Governor,
O. MOHAMMED MEERAN,
Joint Secretary to Government.

To

The Registrar
All Universities
Director of Collegiate Education
Director of Technical Education
Director of Public Relations
The Accountant General
The Principals of Law Colleges
Higher Education (F) & (D) Section
Private Secretary to Chief Minister
Private Secretary to Minister (Education & Law)
General Administration (SC) Department *vide* item No. D/8-6 dated 7-3-1990.

GOVERNMENT OF KERALA

Abstract**U.G.C. SCHEME—EXTENSION OF BENEFITS FOR TEACHERS IN AFFILIATED COLLEGES NOT COVERED BY THE SCHEME—FURTHER ORDERS ISSUED****HIGHER EDUCATION (B) DEPARTMENT**

G.O. Ms. No. 76/90/H.Edn.

Dated, Thiruvananthapuram, 23rd March, 1990.

Read:—G.O. Ms. 66/90/H. Edn. dated 13-03-1990.

ORDER

In the G.O. read above, Government have issued orders implementing U.G.C. Scheme including revision of scales of pay to teachers in affiliated Colleges and U.G.C. Scale of Pay to the other category of teachers not covered by the Scheme.

2. Government are now pleased to issue the following orders extending benefits to those College teachers at pre-degree level who are not covered by the U.G.C. Scheme:

(i) The College teachers in service will be bifurcated as 52% as coming under the U.G.C. Scheme and 48% as not coming under the Scheme.

(ii) In respect of the second category coming under 48%, those College teachers who have completed 8 years of service will be given the U.G.C. Scale of Pay and those who have more than 8 years of Service will be eligible for increments in the U.G.C. Scale of Pay. Those who are eligible to be considered for higher posts in accordance with their service will be getting the benefits envisaged in the U.G.C. Scheme.

(iii) The vacancies occurring in future in the U.G.C. Pool will be filled up as indicated below:

- (a) 25% of the vacancies will be filled up by direct recruitment.
- (b) 75% of the vacancies will be filled up from those who come under 48% referred to above.
- (c) All the above vacancies will be assessed on the basis of departments.

3. While assessing the number of vacancies, the total number of department-wise vacancies occurring in all Colleges under a Corporate Management will be taken together.

4. The following rotation will be followed in filling up the above vacancies:

- (a) The first vacancy will be filled up from among the College teachers who come under the category of 48%.
- (b) The second vacancy will be filled up by direct recruitment.
- (c) The third and fourth vacancies will be filled up from among the College teachers coming under the category of 48%.
- (d) The above rotation will be repeated.

5. Those who will be appointed in vacancies relating to pre-degree classes after the issue of this order will be eligible to take classes for pre-degree course only in future and they will not be eligible for taking class in degree courses. Their qualifications, method of appointment and service conditions will be decided by Government.

6. The above benefits will be available only to those who are appointed on a regular basis against permanent vacancies.

7. Government will take necessary steps to reorganise Secondary and Collegiate Education in accordance with the National Education Policy.

By order of the Governor,

T. N. JAYACHANDRAN,
Commissioner and Secretary to Government.

To

The Director of Collegiate Education, Thiruvananthapuram

The Accountant General

The Finance Department (This issues with the concurrence of Commissioner and Secretary, Finance Department)

All Sections in the Higher Education Department

All Corporate Managements/Managements

The Director of Public Relations

The Private Secretary to the Chief Secretary

The Commissioner & Secretary (General Education)

All Universities (with C.L.)

G.A.D. (SC) vide item No. O/A-1 dated 21-3-1990.

GOVERNMENT OF KERALA

Abstract

UNIVERSITIES AND COLLEGES—SCHEME OF REVISION OF PAY SCALES OF TEACHERS IN UNIVERSITIES AND COLLEGES INCLUDING ENGINEERING COLLEGES IN KERALA AND OTHER MEASURES FOR MAINTENANCE OF STANDARDS IN HIGHER EDUCATION ON THE BASIS OF THE RECOMMENDATIONS OF THE UNIVERSITY GRANTS COMMISSION AND THE ALL INDIA COUNCIL FOR TECHNICAL EDUCATION AND ORDERS OF GOVERNMENT OF INDIA—ORDERS ISSUED.

HIGHER EDUCATION (B) DEPARTMENT**G. O. (P) No. 79/90/H.Edn.****Dated, Thiruvananthapuram, 27th March, 1990.**

Read:—

1. Letter No. F1-21/87/UI dated 22-7-1988 from Government of India, Ministry of Human Resource Development (Department of Education).
2. Letter No. F-6-1/88-T.5 dated 28-2-1989 from Government of India, Ministry of Human Resource Development (Department of Education).
3. G.O. (MS) 66/90/Higher Education dated 13-3-1990.
4. G.O. (MS) 76/90/H.Edn. dated 23-3-1990.

ORDER

In recognition of the importance of University and College Education in developing the nation's human and material resources, Government of India appointed the Mehrotra Committee for reviewing the status of higher education in the country. The Committee suggested various measures for improving the quality of higher education in the country and also recommended revision of pay scales of College and University teachers. The University Grants Commission accepted the scheme and commended it for implementation. The scheme is known as the U.G.C. Scheme, 1986. The Government of India decided to implement the scheme including the revision of scales of pay with effect from 1st January 1986 and have also offered financial assistance to the State Government for adopting the revised scheme under the following terms and conditions:—

- (i) The Central Government will provide assistance to the State Government to the extent of 80% of the additional expenditure involved in giving effect to the revision of scales of pay.
- (ii) The Central assistance to the extent indicated above will be available for the period from 1-1-1986 to 31-3-1990.
- (iii) The State Government will meet the remaining 20% of the expenditure from their own resources and will not pass on the liability or any portion thereof to the Universities or the managements of Private Colleges.
- (iv) The State Government will take over the entire responsibility for maintaining the revised scales of pay with effect from 1-4-1990.
- (v) The assistance from Government of India will be restricted to the revision of pay scales of the posts which were in existence as on 1-1-1986.

2. In the letter read as second paper, Government of India have decided to implement, on similar terms and conditions as mentioned above, the scheme of revision of pay scales of teachers and other related measures pertaining to Engineering Colleges on the basis of the recommendations of the All India Council for Technical Education.

3. Government of Kerala, after examining the said U.G.C. Scheme as approved by the Government of India in the letter read as first paper above have ordered in the G.O. read as third paper above that the U.G.C. Scheme, including revision of scales of pay, will be implemented in the State, and that detailed orders will be issued separately.

4. Government are now pleased to approve the scheme appended as Annexure I, and order that the same will be implemented in the State with effect from 1-1-1986 for teachers in Universities and Colleges. The scheme will not apply to teachers who are required for teaching Pre-degree classes except to the extent of the benefits specifically mentioned in the G.O. read as fourth paper above in affiliated Colleges.

5. The number of teachers required for teaching Degree/Post-Graduate courses in affiliated colleges on 1-1-1986 is worked out on the basis of workload in accordance with the norms prevailing at that time. On the basis of the workload of Degree courses, it has been estimated that nearly 52% of the total number of college teachers will be for Degree courses. The Director of Collegiate Education will examine this further and identify the teachers

necessary for the Degree courses. Further details will be furnished by the Director of Collegiate Education in due course. For the present, for the purpose of computing 80% of the grant payable by the Government of India, 52% of the total number of teachers in affiliated Colleges is adopted. As the number of College teachers as on 1-1-1986 is estimated at 19600 the number of teachers including University teachers coming under U.G.C. Scheme as on that date will be around 8200. The teachers who will be coming under the U.G.C. Scheme will be broadly identified on the basis of seniority.

6. The Pre-degree course will continue for the present to be controlled by the Universities and the Pre-degree examination conducted by the Universities. Posts which have been created after 1-1-1986 for Degree courses will also come under the U.G.C. Scheme.

7. Government have also examined the scheme of the All India Council for Technical Education as approved by Government of India in the letter read as second paper above, and decide to implement the scheme for the teachers in Engineering Colleges. Detailed orders on this are issued separately.

8. In the case of teachers of the Kerala Agricultural University, the scheme of Indian Council of Agricultural Research, as approved by Government of India, will be implemented. Orders on this are issued separately.

9. The U.G.C. Scheme will be made applicable to teachers in Training Colleges and Law Colleges and to the qualified teachers in Physical Education and qualified Librarians working in Universities, Professional Colleges and Degree Colleges from 1-1-1986 as specified in the letter cited as first reference (Annexure II).

10. Teachers coming under the U.G.C. Scheme will not be entitled to benefits of Pay Revision by the State Government.

11. Retirement age and retirement benefits will continue to be as per the existing rules in the State.

12. The arrears of salary due for the period from 1-1-1986 to 31-3-1990 will be deposited in the P.F. accounts of the employee concerned as per the provisions of Kerala State Government Pay Revision orders G.O. (P) 480/89/Fin. dated 1-11-1989.

13. Administrative posts under the Directorate of Collegiate Education, borne on the teaching cadre viz; the Additional Director of Collegiate Education, Deputy Director of Collegiate Education, Assistant Director of Collegiate Education and the Special Officer for U.G.C. Schemes, are brought under the purview of the U.G.C. Pay revision scheme. Accordingly, the posts will be treated as additions to the corresponding cadres available under the U.G.C. Scheme, and the pay scales as admissible thereto will be allowed. (Vide Appendix VIII of Annexure I).

14. Orders on the creation of Pay Fixation Cell, with appropriate staff, for the speedy implementation of the scheme will be issued separately.

By order of the Governor,

T. N. JAYACHANDRAN,

Commissioner and Secretary to Government.

To

The Director of Collegiate Education
All Universities
Director of Technical Education
Agriculture Department
Health and Family Welfare Department
General Education Department
All sections of Higher Education Department
P.S. to Chief Secretary
All Managements
The Accountant General (this issues with the concurrence of Finance Department)
The Finance Department, (Vide No. 3548/Edn.B1/90/Fin. dated 27-3-1990)
P. S. to Minister for Education and Law
P. S. to Chief Minister
Director of Public Relations.

ANNEXURE I

SCHEME OF REVISION OF PAY SCALES OF TEACHERS

IN

UNIVERSITIES AND AFFILIATED COLLEGES IN KERALA

AND

OTHER MEASURES FOR MAINTENANCE OF STANDARDS

IN

HIGHER EDUCATION

**SCHEME OF REVISION OF PAY SCALES OF TEACHERS IN UNIVERSITIES AND
AFFILIATED COLLEGES IN KERALA AND OTHER MEASURES FOR MAINTENANCE
OF STANDARDS IN HIGHER EDUCATION**

I. Coverage

1.0. The Scheme applies to all the teachers in Universities in Kerala excluding the Agricultural University and Colleges excluding Medical and Engineering Colleges admitted to the privileges of the Universities in Kerala unless they specifically exercise option in writing to remain out of the scheme. However the scheme will not be applicable to those posts intended for teaching at the Pre-degree level.

II. Date of effect

2.01. The revised scales of pay will be effective from the first of January, 1986.

III. Pay Scales

3.01. The revised pay scales (Appendix I) are inclusive of basic pay (as on 1-1-1986 in the 1973 U.G.C. scale), dearness pay, the dearness allowance, additional dearness allowance and interim relief, if any, admissible to teachers as on 1-1-1986. The existing scales of pay of the teachers in the Universities and Colleges to whom the Scheme is applicable and the corresponding U.G.C. scales of pay for which they will be entitled as on 1-1-1986 are furnished in Appendix IIA, IIB and IIC.

3.02. The Principals of Colleges may be placed in the scale of pay of Reader or Professor on the basis of posts of Lecturer (Selection Grade) Reader in Colleges. The Principals of Colleges with at least 5 Post Graduate Courses and a student strength of more than 2000 in degree courses shall be placed in the scale of Rs. 4500-7300 on par with the Professors of Universities. Principals of all other Colleges shall be placed in the scale of pay of Rs. 3700-5700. Special pay now sanctioned will be discontinued.

3.03. The revised pay of Vice Chancellors shall be Rs. 7600 (fixed) (See Appendix I).

IV. Recruitment and Qualifications

4.01. Recruitment to the posts of Lecturer, Reader and Professor in Universities and Colleges shall be on the basis of merit through all India advertisement and selection provided that lecturers who fulfil the criteria prescribed in this Scheme will be eligible for further promotion.

Explanation:—The selection of candidates will be done by the Kerala Public Service Commission in the case of Government Colleges and by the Educational Agencies as prescribed in the statutes of the Universities in the case of Private Colleges. Other things being equal, preference may be given to candidates who possess adequate knowledge of Malayalam.

4.02. The minimum qualifications required for appointment to the posts of Lecturer, Reader and Professor will be those prescribed by the University Grants Commission from time to time. Generally the minimum qualifications for appointment to the post of Lecturer in the pay scale of Rs. 2200-4000 shall be Master's degree in the concerned subject with at least 55% marks or its equivalent grade and good academic record.

4.03. Only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the post of Lecturer, have qualified in a comprehensive test, to be specially conducted for the purpose will be eligible for appointment as Lecturers. The detailed Scheme for conducting the test including its design, the agencies to be employed in the conduct of tests, content, administration etc., as worked out by the U.G.C. keeping in view the requirements of the media of instruction followed by the different States/Universities/Colleges and other relevant considerations from time to time, will be adopted.

4.04. In order to encourage research, in continuation of Post Graduate Studies, Candidates who, at the time of their recruitment as Lecturers possess Ph.D or M.Phil degree will be sanctioned three and one advance increments respectively along with the benefit of corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees, and those similarly situated, recruited in future will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible for advance increments. Existing Lecturers with research degrees will also be eligible for a similar benefit.

V. Career Advancement

5.01. Every Lecturer will be placed in a Senior Scale of Rs. 3000-5000 if he/she has—

(a) Completed 8 years of service after regular appointment with relaxation as provided in para 4.04 above.

(b) Participated in two refresher courses/summer institutes each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U.G.C., and

(c) Consistently satisfactory performance appraisal reports.

Explanation: All Lecturers who have completed 8 years of service on 1-1-1986 will be placed through a process of screening/selection in the scale of Rs. 3000-5000.

5.02. Regular and systematic appraisal of performance of teachers is to be an essential element in the management of education and this has been taken into account in the design for career development of teachers. The U.G.C. has prepared a Pro forma for performance appraisal of teachers. This is given in Appendix III. Such a system should become operational from the next academic year onwards.

5.03. Every Lecturer in the Senior Scale will be eligible for promotion to the post of Reader in the scale of pay of Rs. 3700-5700 if he/she has—

(a) Completed 8 years of service in the senior scale provided that the requirement of 8 years will be relaxed if the total service of the Lecturer is not less than 16 years.

(b) Obtained a Ph.D. degree or an equivalent published work.

(c) Made some mark in the areas of scholarship and research as evidenced by self-assessment, report of referees, quality of publications, contribution to educational renovation, design of new courses and curricula etc.

(d) Participated in two refresher courses/summer institutes each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U.G.C. after placement in the Senior Scale and

(e) Consistently good performance appraisal reports.

5.04. Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up under the statutes/ordinances of the University concerned or other similar committees set up by the appointing authorities in accordance with the guidelines laid down by the U.G.C. from time to time. Posts of Readers will be created for this purpose wherever necessary by upgrading a corresponding number of posts of Lecturers in the Universities and Colleges by the Universities and the Director of Collegiate Education respectively.

5.05. Those Lecturers in the senior scale who do not have Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards of a Reader, but fulfil the other criteria mentioned in Para 5.03 and have a good record in teaching and/or participated in extension activities, will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Committee mentioned in Para 5.04. They will be designated as Lecturer in the Selection Grade. Posts in the selection grade will be created for this purpose by upgrading the posts held by them by the University or the Director of Collegiate Education. They could offer themselves for a fresh assessment after obtaining Ph.D. and/or fulfilling other requirements for promotion as Reader, and, if found suitable, would be given the designation of Reader.

5.06. Teachers in Universities and affiliated Colleges will be placed at the appropriate stage in the revised U.G.C. scales in accordance with the pay fixation formula under this scheme. Existing Lecturers who have completed or will complete a total period of sixteen years of service on 1-1-1986 or thereafter will be eligible for promotion to the post of Reader in the selection grade as per the provisions contained in Para 5.03 to 5.05. They will also be entitled to the relaxation in the years of service by 3 years and one year respectively if they hold Ph.D. or M.Phil. degree.

5.07. More posts of Professors and Readers will be created in the Universities and Colleges as and when necessary to broaden the channel of open selection. The U.G.C. would evolve suitable criteria for this purpose. The requirement of qualifications and experience for the posts to be filled up through open selection will be decided by the U.G.C. from time to time. Universities will have the freedom to seek out brilliant people independent of their seniority from within the Universities or outside and provide them opportunities for joining the teaching profession at appropriate levels.

5.08. The existing teachers in Universities where the merit promotion scheme formulated by the U.G.C. in 198 or any other similar schemes are in operation will have an option to continue to be governed by the provisions of the scheme provided that they exercise that option in writing prior to their pay fixation under this scheme (See Appendix IV). They will also be entitled to the designations envisaged for various categories of teachers in those schemes, but the scale of pay will be as follows:

(i) Lecturer	Rs. 2200-4000
(ii) Reader/Lecturer (Selection Grade)	Rs. 3000-5000
(iii) Professor	Rs. 4500-5700

They will also have an option to come to the revised scale on a later date other than 1-1-1986.

5.09. Promotions made before the announcement of the revised scales of pay on 17-6-1987 by the U.G.C. will not be reopened. However, in such cases the benefit of revision will be available to teachers only from the date of promotion.

VI Probation

6.01. The period of probation of a teacher shall not exceed a period of 24 months. A Lecturer appointed on probation should ordinarily be confirmed only after he/she has completed an appropriate short term orientation programme and his/her performance appraisal reports are satisfactory. Necessary schemes for the same will be prepared by the U.G.C. to cover all Lecturers appointed in and after 1988-89.

VII Superannuation and re-employment

7.01. The age of superannuation of University teachers shall be 60 years and that of teachers in affiliated colleges 55 years and thereafter no extension in service should be given.

VIII .Grievance Redressal Mechanism

8.01. Appropriate mechanism for the redressal of teachers' grievances will be established in all Universities and by the Director of Collegiate Education. Guidelines for the same will be issued separately.

IX Teaching days, examination reforms and work-load of teachers

9.01. The minimum number of actual teaching days in an academic year in Universities and Colleges, the minimum programme for examination reform in Universities and work-load of teachers in Universities and Colleges shall be in accordance with the guidelines of the U.G.C. (Appendix V).

X Code of Professional Ethics

10.01. Teachers should observe the Code of professional ethics prepared by U.G.C. from time to time. (vide Appendix VI).

XI Pay fixation formula

11.01. The pay of teachers in the revised scale on 1-1-1986 will be fixed in accordance with the formula recommended by the Fourth Pay Commission while revising pay scales of Central Government Employees. The details of pay fixation formula are given in Appendix VII.

XII Dearness Allowance and other benefits

12.01. The revised scales of pay on 1-1-1986 is inclusive of the Dearness Pay and Dearness Allowance admissible on that date. Any dearness allowance that might become due after that date may be sanctioned by the Government of Kerala.

XIII Nomenclature and Pay Scales

13.01. The College teachers may be categorised as Junior Lecturers, Lecturers, Lecturers' (Senior Grade), Lecturers (Selection Grade)/Readers and Principals. To facilitate this categorisation the present designation will be changed as follows:

<i>Present designation</i>	<i>New Designation</i>
Junior Lecturer	Junior Lecturer
Lecturer	Lecturer
Professor Grade II	Lecturer (Senior Scale)
Professor Grade I	Lecturer (Selection Scale)/Reader
Principal	Principal

13.02. The Director of Collegiate Education will forward proposals to Government for changing the nomenclature of teachers so that the service rules can be amended suitably.

13.03. The Director of Collegiate Education will issue suitable instructions to the respective Deputy Directors to fix the pay of College teachers as per the fitment formula given in Appendix VII.

13.04. Administrative posts under the Directorate of Collegiate Education borne on the teaching cadre viz., the Additional Director of Collegiate Education, Deputy Director of Collegiate Education, Assistant Director of Collegiate Education and the U.G.C. Special Officer are brought under the purview of U.G.C. pay scales. Accordingly the posts will be treated as additions to the corresponding posts available under the U.G.C. Scheme and the pay scales as admissible thereto will be allowed (See Appendix VIII).

XIV Anomalies

14.01. Anomalies, if any, in the implementation of the scheme should be brought to the notice of the Government for clarification. Pending clearance of anomalies, no new post will be created without prior concurrence of Government.

APPENDIX I

U.G.C. Scales of Pay of Teachers in Universities and Colleges

<i>Sl. No.</i>	<i>Designation</i>	<i>Existing U.G.C. scale of Pay</i>	<i>Revised scales of Pay</i>
1.	Lecturer	700-1600	2200-75-2800-100-4000
2.	Lecturer (Senior Scale)	Not existing	3000-100-3500-125-5000
3.	Lecturer (Selection Grade)	1200-1900	3700-125-4950-150-5700
4.	Reader	1200-1900	3700-125-4950-150-5700
5.	Professor	1500-2500	4500-150-5700-200-7300
6.	Principals of Colleges	(i) 1200-1900 (ii) 1500-2500	(i) 3700-125-4950-150-5700 (ii) 4500-150-5700-200-7300
7.	Vice Chancellor	Rs. 3000 fixed	Rs. 7600 fixed
8.	Tutors/Demonstrators (existing incumbents only)	500-900	1740-60-2700-EB-75-3000

APPENDIX IIA
Scales of Pay of Teachers in Universities in Kerala

Sl. No.	Designation	Existing scale of Pay as on 1-1-1986	Revised scale of pay (U.G.C. Scheme)
1.	Lecturer	1300-75-2725	2200-75-2500-100-4000
2.	Reader	1950-75-2100-85-2950	3700-125-4950-150-5700
3.	Professor	2450-100-2850-125-3600	4500-150-5700-200-7300

APPENDIX IIB
Scales of pay of College Teachers in Kerala

Sl. No.	Existing Designation (as on 1-1-1986)	Scale of pay as on 1-1-1986	Revised Designation (U.G.C.)	Revised scale of pay (U.G.C.)
1.	Junior Lecturer	975-25-1100-30-1400-40-1720	Junior Lecturer	1740-60-2700-EB-75-3000
2.	Lecturer	1150-40-1470-50-2270	Lecturer	2200-75-3800-100-4000
3.	Professor Grade II Principal (Jr. Colleges)/Lecturer with 8 years of service	1500-60-1560-75-2685 with Spl. Pay of Rs. 150 for Principals of Junior Colleges 1150-40-1470-50-2270	Lecturer (Senior Scale)	3000-100-3500-125-5000
4.	Professor Grade I Grade II with 16 years of service	1950-75-2100-85-2950 1500-60-1560-75-2685	Lecturer (Selection Grade/Reader)	3700-125-4950-150-5700
5.	Principal Grade I	2100-85-2440-100-3040	Principal	3700-125-4950-150-5700
6.	Principal Grade I of Colleges with a mini- mum of 5 P.G. courses and more than 2000 students in degree courses	2100-85-2440-100-3040	Principal (Spl. Grade)	4500-150-5700-200-7300

APPENDIX IIC
Revised pay scales of Teachers in Law Colleges

Existing designation and scale of pay	Revised designation and scale of pay
Lecturer 1250-2500	Lecturer 2200-75-2500-100-4000
Assistant Professor 1500-2685	Lecturer (Senior Scale) 3000-100-3500-125-5000
Professor 2100-3040	Lecturer (Selection grade/Reader) 3700-125-4950-150-5700
Principal 2250-3350	Principal 4500-150-5700-200-7300

APPENDIX III
PERFORMANCE APPRAISAL REPORT—I*
SELF APPRAISAL

A. General Information

(a) Name Ph. No.
(b) Address (Residential)
(c) Designation
(d) Department
(e) Date of Birth
(f) Area of Specialization

B. Academic qualifications

Exam. Passed	Board/University	Subjects	Year	Division for Merit etc.
High School				
Higher Secondary or Pre-degree				
Bachelors degree(s)				
Master's degree(s)				
Research degree(s)				
Others (Diplomas/Certificates etc.)				

* For teachers already in employment at the time of introduction of the scheme and for new entrants at the time of joining of the institution.

C. Research Experience & Training

Research Stage	Title of work/Theses	University where the work was carried out
M.Phil. or equivalent		
Ph.D.		
Post-Doctoral		
Publications (give a list separately)		
Research Guidance (give names of students guides successfully)		
Training (please specify)		

D. Research Projects carried out

<i>Project</i>	<i>Name of the Funding Agency</i>	<i>Duration</i>	<i>Remarks</i>	(D)
				<i>Any</i>

E. Teaching Experience

<i>Courses Taught</i>	<i>Name of the University/ College/Institution</i>	<i>Duration</i>
(i) U.G. (B.A./B.Sc., etc. Pass) (B.A./B.Sc. etc., Hons.)		
(ii) P.G. (M.A./M.Sc., etc.)		
(iii) M.Phil.		
(iv) Any other		

Total Teaching Experience ..

- (a) Under-graduate (Pass) ..
- (b) Under-graduate (Hons.) ..
- (c) Post-graduate ..

Innovations/Contributions in Teaching

- (a) Design of Curriculum : ..
- (b) Teaching methods : ..
- (c) Laboratory experiments : ..
- (d) Evaluation methods : ..
- (e) Preparation of resource material including books, reading materials, laboratory manuals etc. : ..
- (f) Remedial Teaching/Student Counselling (academic) : ..
- (g) Any other : ..

Extension Work/Community Service

- (a) Please give a short account of your contribution to:
 - (i) Community work such as values of National integration, secularism, democracy, socialism, humanism, peace, scientific, temper, flood or, drought relief, small family norms etc.
 - (ii) National Literacy Mission
- (b) Positions held/Leadership role played in Organizations linked with Extension Work and National Service Scheme (NSS), or NCC or any other similar activity.

Participation in Corporate Life

Please give a short account of your contribution to:

- (a) College/University/Institution
- (b) Co-curricular Activities
- (c) Enrichment of Campus Life (hostels, sports, games, cultural activities)
- (d) Students Welfare and Discipline
- (e) Membership/Participation in Bodies/Committees on Education and National Development
- (f) Professional Organisation of Teachers
- (a) Membership of Professional Bodies, Societies etc.
- (b) Editorship of Journals

Any other information

(Signature of the Teacher)

APPENDIX IV

Form for exercising Option under the U. G. C. Scales of Pay

(Approved in G.O.....dated.....)

I,.....holding the post of.....*B.P.A., B.P.*
 in the scale of Rs.....1500/-.....2485.....in.....University/College do
 elect to come under the revised scales of pay of Rs.....3600/-.....5779.....with effect from 1-1-1
 continue in the existing scale of pay of Rs.....till.....

I shall abide by the rules of the

U.P. Govt. Compt.

Signature

Name:

Designation:

College/University:

Station:

Date:

APPENDIX V

*Guidelines regarding minimum number of actual Teaching days in an academic year in Universities/Colleges, minimum programme of Examination Reform in Universities and Workload of teachers in universities and colleges

(A) **Working Days**

The number of actual teaching days in an academic year in a university/deemed to be university/constituent/affiliated colleges of the university should not go below 180 days excluding the preparation days and examination days. These are days on which classes such as lectures, tutorials, seminars laboratories are or may be conducted. Holidays cannot be counted although students may be studying in their homes or hostels or may even be informally consulting teachers. The time taken up for admissions i.e., when the classes are not formed, to start work; time meant for examinations or for preparing for examinations cannot be counted. It would be desirable for universities to make an effort to raise the number to 200 or more. The Universities should budget their time in regard to work and holidays. For example, admissions should be completed by the last day of the long vacation. Examination results should also be compiled and announced during the vacations to enable admissions to take place. In a semester pattern, examinations should not be so prolonged as to take away more working days—there could be more reliance on internal assessment, examiners of first semester could be internal, so that the short vacation can be utilised for evaluation. The universities should also see that a working day in a department or faculty does not become just a few hours of the forenoon. The time table should be spread to accommodate the various academic activities over at least eight hours working day.

The University should also insist that the manner of conducting a course is also spelled out. The number of lectures, tutorials, seminars, lab-sessions etc., normally adequate for each course should be worked out and preferably made known in a handbook of courses. If students cut classes, or if working days are otherwise disrupted, it should be made clear that only when the norm is reached will there be examinations. This also involves disciplined regular work on part of the teachers—which should be ensured. Every item in a given syllabus may not have to be taught in the class as a Pre-requisite for the examination, but on the other hand it would be counter productive to hold examinations on reduced courses because the number of working days has been curtailed in a particular situation. If this happens, examinations will lose their credibility, students will perform poorly in competitions and interviews, and if they are admitted to the next class its standards will also suffer.

(B) **Minimum Programme of Examination Reform**

Every university/deemed to be university shall have to adopt the following minimum examination reform.

Syllabus/Question paper:

- (a) The syllabus in each paper should be demarcated into well defined units areas of content along with a topic-wise breakdown. The units may be numbered.
- (b) Examiners should be free to repeat questions set in a previous examination. This is necessary in order to ensure that students do not leave out important portions of the syllabus. Instructions to paper setters should be amended accordingly.
- (c) There is often a very wide choice given to students for answering questions, say 5 out of 10. Such overall choice restricts the area of knowledge with which a student can pass an examination and is therefore undesirable. If there is choice, it may be provided by alternate questions in each unit of the syllabus.
- (d) No examination should be held without fulfilling the requirement of a minimum number of lectures/tutorials/laboratory sessions, etc., which should be clearly laid down by the university.
- (e) Examinations should be conducted in fair and impartial manner. Cheating in examinations is a cognizable offence. Universities must take all steps for the proper conduct of examinations such as effective security measures, proper supervision and invigilation, cordoning off the examination centres from the range of loudspeakers and other interference, flying squads and stern action in all cases involving copying and use of unfair means.

(C) **Work Load of Teachers**

The workload of various activities should be not less than 40 hours a week for a teacher who is in full-time employment. (Any good teacher, particularly one who is involved in creative activity and who has a spirit of challenge towards giving his best to the students, would certainly spend much more than 40 hours a week in academic pursuits.)

* First circulated by the UGC vide D. O. Letter No. FI-117/83(CP) dated 17/18th January 1984.

These guidelines now form part of regulations under notification No. FI-117/83(CP) dated 25-11-1985.

The break up of work load shown below is for the sake of example. It is not a rigid breakup. But, every teacher could be given duties according to some such general pattern and no one should have a significantly reduced load:

1. Under graduate College:

(a) Lecturers in Non-laboratory/Field work subjects:

Activity	Average number of hours per week
(i) Teaching	16
(ii) Testing/Exams.	2
(iii) Tutorials	4
(iv) Preparation of Teaching	10
(v) Supervision of extra-curricular work	4
(vi) Administratives Work	4
Total	40

Where extra-curricular work or administrative work is not assigned or unfortunately tutorials do not place, teaching work may be slightly increased, but as far as possible a teacher should not have to teach or lecture more than three hours per day.

(b) Lecturers in Science Subjects or where Field work is necessary:

Activity	Average number of hours per week
(i) Teaching	16
(ii) Lab. work	4
(iii) Testing/Examinations	2
(iv) Teaching preparation and lab-setting	12
(v) Administrative Activities	4
(vi) Extra-curricular activities	2
Total	40

2. Lecturers in P. G. Colleges/Universities

(a) Lecturers in non-laboratory/Field work subjects:

Activity	Average number of hours per week
(i) Teaching	10
(ii) Testing/Exams.	1
(iii) Tutorials	4
(iv) Preparation for Teaching	10
(v) Research	10
(vi) Own Reading/Studies	5
Total	40

(b) Lecturers in Science Subjects or where Field work is involved:

Activity	Average number of hours per week
(i) Teaching	10
(ii) Testing	1
(iii) Laboratory work	4
(iv) Teaching preparation and lab-setting	10
(v) Research	10
(vi) Own Reading/Administrative work	5
Total	40

above. Teaching combining Undergraduate and Postgraduate teaching will have a position in between (1) and (2)

(c) Senior teachers like Readers and Professors, in addition to their own research work guide and supervise a fairly large number of students for M. Phil., Ph.D. Degrees. They have also to attend consultative meetings of various organisations, sometimes related to teaching and sometimes to research. Therefore, it is felt that their direct teaching responsibilities may be slightly curtailed allowing them a greater portion of time for guiding and supervising research work. However, to the 10 hours of research per week on the average, it should be possible to add not more than 4 hours, bringing the total of research to 14 hours per week. This again implies that the number of students to be supervised should be limited to perhaps 4 to 6, and that senior teachers should be able to assign specific time to each scholar whose work they are supervising.

It is also felt that with 14 hours for research and 5 or 6 hours for reading and study and perhaps another 5 hours for extra-curricular or administrative work, senior teachers should be able to put in about 8 hours of teaching and laboratory work including testing and about 8 hours for preparation of teaching work. Teachers not having such extensive research responsibilities should put in more teaching work. Ordinarily a teacher may not have more than two postgraduate theory courses to teach with some laboratory or tutorial responsibility.

It is further observed:

- (i) That young people are given enough time to help in their professional growth and achievement of academic excellence particularly in the initial years of their service;
- (ii) that teachers guiding research students have adequate time to look after them; and
- (iii) that 'Pleasant' as well as 'unpleasant' work is shared by all teachers. In case a certain teacher likes to have an extra load at a particular time in the year, and comparatively less teaching work at some other time during the total academic year, this should be accommodated, if it does not cause any serious difficulty in the teaching programme of the department. Where teaching is organised in semesters and terms such adjustment could be made in the corresponding period, provided the teacher has given adequate notice to the university.

The underlying principle being that the maximum work-load should be the same in all departments and for all teachers. In postgraduate centres where considerable research activity is envisaged it is obvious that the direct teaching of the staff will be reduced and the staff will accordingly devote the remaining time for active research.

Teachers should spend a certain amount of time every day in the department/college whether or not they have direct teaching duties on certain days. If facilities are provided, preparation for teaching can mostly be done in the department college. This is so as to ensure that a teacher is available for his students if they need his help, and that a teacher is also available when he is needed for consultation or discussion on various matters that come up in institutions.

APPENDIX VI

CODE OF PROFESSIONAL ETHICS FOR UNIVERSITY AND COLLEGE TEACHERS

Preamble**I. GOAL OF HIGHER EDUCATION IN OUR COUNTRY:**

The basis purpose of education is to create still and knowledge and awareness of our glorious national heritage and the achievements of human civilization, possessing a basic scientific outlook and commitment to the ideals of patriotism, democracy, secularism, socialism and peace, and the principles enunciated in the Preamble to the constitution.

Higher education has to produce leaders of society and economy in all areas of manifold activities with a commitment to the aforesaid ideals.

Higher education should strive for academic excellence, and progress of arts and science. Education, research and extension should be conducted in conformity with our national needs and priorities and ensure that our talents make befitting contributions to international endeavour on social needs.

II TEACHERS AND THEIR RIGHTS:

Teachers should enjoy full civic rights of our democratic community. Teachers have a right to adequate emoluments, social position, just conditions of service professional independence and adequate social insurance.

The Code of Professional Ethics**I TEACHERS AND THEIR RESPONSIBILITIES**

Whoever adopts teaching as a profession assumes the obligation to conduct himself in accordance with the ideals of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- (ii) manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) seek to make professional growth continuous through study and research;
- (iv) express free and frank opinion by participation at professional meetings, seminars, conferences, etc. towards the contribution of knowledge;
- (v) maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) perform their duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication;
- (vii) co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and co-selling students as well as assisting in the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) participate in extension, co-curricular and extra-curricular activities including community service.

H. TEACHERS AND THE STUDENTS**Teachers should**

- (i) respect the right and dignity of the student in expressing his/her opinion;
- (ii) deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) encourage students to improve their attainments, develop their personalities and at the same contribute to community welfare;
- (v) inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;

- (vi) be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) pay attention to only the attainment of the student in the assessment of merit;
- (viii) make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) aid students to develop an understanding of our national heritage and national goals; and
- (x) refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should

- (i) treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) speak respectfully of other teachers and render assistance for professional betterment;
- (iii) refrain from lodging unsubstantiated allegations against colleagues to higher authorities;
- (iv) refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHERS AND AUTHORITIES

Teachers should

- (i) discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organisations for change of any such rule detrimental to the professional interest;
- (ii) refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) co-operate through their organisations in the formulation of policies of the other institutions and accept offices;
- (v) co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- (vi) should adhere to the conditions of contract;
- (vii) give and expect due notice before a change of position is made; and
- (viii) refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF

- (i) teachers should treat the non-teaching staff as colleagues and equal partners in a co-operative undertaking, within every educational institution;
- (ii) teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers should

try to see through teachers' bodies and organisations that institutions maintain contact with the guardians of their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers should

- (i) recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (ii) work to improve education in the community and strengthen the community's moral and intellectual life;
- (iii) be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

APPENDIX VII

FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

1. Pay in the revised scales should be fixed under this scheme only after—
 - (a) every teacher has had an opportunity to decide whether he/she will opt for the earlier scale. The option shall be exercised in the form set out in Appendix III;
 - (b) the University/Government have made necessary changes in their statutes, ordinances, regulations, etc., to incorporate the provisions of this scheme.
2. The pay of teachers in Universities and Colleges may be fixed in the revised scales of pay in the following manner:
 - (i) An amount representing 20% of basic pay in the existing scale shall be added to the "existing emoluments";
 - (ii) After the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the next stage above the amount so computed; provided that—
 - (a) if the minimum of the revised scale is more than the amount so arrived at the pay shall be fixed at the minimum of the revised scales;
 - (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Explanation:

- (i) The existing emoluments of a teacher as on 1-1-1986 shall include:
 - (a) basic pay;
 - (b) dearness pay, additional dearness allowance and adhoc dearness allowance, if any;
 - (c) interim relief, if any;
- (ii) For the purpose of adding 20% to the existing emoluments:
 - (a) the basic pay shall be the pay on 1-1-1986 in the 1973 U.G.C. scales;
 - (b) when a portion of the total emoluments has been merged with the 1973 U.G.C. scale prior to 1-1-1986, the basic pay may be reckoned notionally in the 1973 U.G.C. scales for the purpose of fixation of pay; and
 - (c) where, the 1973 U.G.C. scales have not been implemented, the actual basic pay, provided that the basic pay in this case does not exceed the notionally arrived at basic pay if 1973 U.G.C. scale has been given.

Note:— Wherein the fixation of pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of the teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under by the grant of increments in the revised scale in the following manner, namely:—

- (a) for teachers drawing pay from the 6th to the 10th stage in the existing scale by one increment;
- (b) for teachers drawing pay from the 11th to 15th stage, in the existing scale, if there is bunching beyond the 10th stage—by two increments;
- (c) for teachers drawing pay from 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—by three increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stages in the revised scale at which the pay of the teacher who was drawing pay at the next 1 stage or stages in the same existing scale is fixed, the pay of the latter shall be stepped up only to the extent by which it falls short of that of the former.

3. The next increment of a teacher whose pay has been fixed in the revised scale in accordance with rule 2 shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of the note under rule 2, the increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of pay in the revised scale;

Provided further that in the case of persons who had been drawing maximum of the existing scale for less than a year as on 1-1-1986, the next increment in the revised scale shall be allowed on 1-1-1986.

4. From the rules for fixation, the teachers in Kerala come under the third category as the U.G.C. scales were not implemented in 1973. Other factors in the fixation remain the same. It may be added to the basic pay as shown below:

- (i) in the case of Lecturer ... Rs. 140 to Rs. 320
- (ii) in the case of Reader ... Rs. 240 to Rs. 380
- (iii) in the case of Professors ... Rs. 300 to Rs. 500

This may be seen from the 20 per cent of the minimum and the maximum of the 1973 U.G.C. scales. Since the teachers of Kerala are enjoying scales that are revised twice, the basic pay to be reckoned notionally in the 1973 scales may be arrived at by deducting the amount merged in the scale at 488 points and 272 points of cost of living index respectively in the reverse directions. This is due to the fact that the two revisions took place by merging the D.A. at 272 and 488 points respectively. As an illustration, consider three stages in the scale of a University Professor.

2450	3100	3500	July 1986
757	978	1159	deduct
1693	2122	2441	July 1987
243	243	243	deduct
1450	1879	2198	July 1973

It may be seen that the resulting scale is comparable to the 1973 U.G.C. scale.

After arriving at the comparable scale as shown above, 20% of this amount may be taken for the purpose of adding 20% of the basic pay. Hence to the basic pay, the 20% obtained as above, and the D.A. at 1986 are added to obtain the pay to be used for fixation and the fixation is effected as per the fixation rules laid down by U.G.C. This exercise is carried out for each stage in each scale and given in Appendix VI.

APPENDIX VII

TABLE 1

University Professor

Existing Scale .. Rs. 2450-3600
 U.G.C. Scale .. Rs. 4500-7300

Pay as on 1-1-1986	Basic pay equivalent 1973	20% of Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Additional Commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2450	1450	290	450	..	3190	4500	1600
2550	1537	307	450	..	3307	4500	1500
2650	1600	320	450	..	3420	4500	1400
2750	1662	332	459	..	3541	4500	1291
2850	1725	345	479	..	3674	4500	1171
2975	1803	361	505	150	3841	4650	1170
3100	1879	376	526	150	4002	4650	1024
3225	1954	391	547	150	4163	4650	878
3350	2030	406	568	150	4324	4650	732
3475	2106	421	590	150	4486	4650	585
3600	2198	440	604	300	4644	4800	596

TABLE 2

Reader in University

Existing Scale .. Rs. 1950-2950
 U.G.C. Scale .. Rs. 3700-5700

Pay as on 1-1-1986	Basic pay equivalent 1973	20% of Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Additional Commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1950	969	194	436	..	2580	3700	1314
2025	1025	205	450	..	2680	3700	1225
2100	1100	220	450	..	2770	3700	1150
2185	1185	237	450	..	2872	3700	1065
2270	1270	254	450	..	2974	3700	980
2355	1355	271	450	125	3076	3825	1020
2440	1440	288	450	125	3178	3825	935
2525	1522	305	450	125	3280	3825	850
2610	1575	315	450	125	3375	3825	765
2695	1628	326	450	125	3471	3825	680
2780	1681	337	464	250	3581	3950	700
2865	1735	347	483	250	3695	3950	600
2950	1787	358	500	250	3808	3950	500

TABLE 3

Lecturer in Universities

Existing Scale
Rs. 1300-2725
U.G.C. Scale
Rs. 2200-4000

Pay as on 1-1-1986	Basic pay equivalent 1973	20% of Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Additional Commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1300	632	126	285	..	1701	2200	615
1375	669	134	301	..	1810	2200	524
1450	706	141	318	..	1909	2200	432
1525	742	148	333	..	2006	2200	342
1600	778	156	350	..	2106	2200	250
1675	816	163	367	..	2205	2275	233
1750	854	171	385	..	2306	2350	215
1825	894	179	402	..	2406	2425	198
1900	938	188	422	..	2510	2575	253
1975	984	197	433	..	2615	2650	232
2050	1050	210	450	..	2710	2725	225
2125	1125	225	450	..	2800	2800	225
2200	1200	240	450	..	2890	2900	250
2275	1275	255	450	..	2980	3000	275
2350	1350	270	450	..	3070	3100	300
2425	1425	285	450	..	3160	3200	325
2500	1500	300	450	..	3250	3300	350
2575	1553	311	450	..	3336	3400	375
2650	1600	320	450	..	3420	3500	400
2725	1647	320*	454	..	3499	3500	321

*Restricted to Rs. 320.

TABLE 4

Principal Grade I

Existing Scale
Rs. 2100-3040
U.G.C. Scale
Rs. 3700-5700

Pay as on 1-1-1986	Basic Pay equivalent 1973	20% of Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Additional Commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2100	1100	220	450	..	2770	3700	1150
2185	1185	237	450	..	2872	3700	1065
2270	1270	254	450	..	2974	3700	980
2355	1355	271	450	..	3076	3700	895
2440	1440	288	450	..	3178	3700	810
2540	1531	306	450	..	3296	3825	835
2640	1594	319	450	..	3409	3825	735
2740	1656	331	456	..	3527	3825	629
2840	1719	344	478	..	3662	3825	507
2940	1781	356	497	..	3793	3825	388
3040	1842	368	516	..	3924	3950	394

TABLE 5

Principal Grade II/Professor Grade I

Existing Scale .. Rs. 1950-2950
 U.G.C. Scale .. Rs. 3700-5700

Pay as on 1-1-1986	Basic Pay equivalent 1973	20 % of Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Addition committm
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1950	969	194	436	..	2580	3700	1314
2025	1025	205	450	..	2680	3700	1225
2100	1100	220	450	..	2770	3700	1150
2185	1185	237	450	..	2872	3700	1065
2270	1270	254	450	..	2974	3700	980
2355	1355	271	450	125	3076	3825	1020
2440	1440	288	450	125	3178	3825	935
2525	1522	305	450	125	3280	3825	850
2610	1575	315	450	125	3375	3825	765
2695	1628	326	450	125	3471	3825	680
2780	1681	337	464	250	3581	3950	706
2865	1735	347	483	250	3695	3950	602
2950	1787	358	500	250	3808	3950	500

TABLE 6

Professor Grade II

Existing Scale .. Rs. 1500-2685
 U.G.C. Scale .. Rs. 3000-5000

Pay as on 1-1-1986	Basic pay equivalent 1973	20% of column 2	DA+ADA	Bunching	Column 1+3+4	Pay in the U.G.C. scale	Addition committm
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1500	730	146	329	..	1975	3000	1171
1635	795	159	358	..	2152	3000	1007
1710	834	167	376	..	2253	3000	914
1785	873	175	393	..	2353	3000	822
1860	914	183	411	100	2454	3100	829
1935	960	190	432	100	2557	3100	733
2010	1010	202	450	100	2662	3100	620
2085	1085	217	450	100	2752	3100	561
2160	1160	232	450	100	2842	3100	491
2235	1235	247	450	200	2932	3200	511
2310	1310	262	450	100	3022	3200	441
2385	1385	277	450	..	3172	3200	361
2460	1460	292	450	..	3202	3300	391
2535	1528	306	450	..	3291	3300	311
2610	1575	315	450	..	3375	3400	341
2685	1622	324	450	..	3459	3500	361

TABLE 7
College Lecturers

Existing Scale .. Rs. 1150-2270
U.G.C. Scale .. Rs. 2200-4000

Pay as on 1-1-1986	Basic pay equivalent 1973	20% of column 2	DA+ADA	Bunching	Column 2+3+4	Pay in the U.G.C. scale	Additional commitment (7-6+3)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1150	559	112	251	..	1513	2200	799
1190	579	116	260	..	1566	2200	750
1230	598	120	270	..	1620	2200	700
1270	618	124	278	..	1672	2200	652
1310	637	127	287	..	1724	2200	603
1350	657	131	295	75	1776	2275	630
1390	676	135	304	75	1829	2275	581
1430	696	139	314	75	1883	2275	531
1470	715	143	322	75	1935	2275	483
1520	739	148	333	75	2001	2275	422
1570	764	153	344	150	2067	2350	436
1620	788	158	354	150	2132	2350	436
1670	813	163	365	150	2198	2350	315
1720	839	168	377	75	2265	2350	253
1770	865	173	389	..	2332	2350	191
1820	891	178	401	..	2399	2425	204
1870	920	184	414	..	2468	2500	216
1920	951	190	428	..	2538	2575	227
1970	981	196	442	..	2608	2650	238
2020	1020	204	450	..	2674	2725	255
2070	1070	214	450	..	2734	2800	280
2120	1120	224	450	..	2794	2800	230
2170	1170	234	450	..	2854	2900	280
2220	1220	244	450	..	2914	3000	330
2270	1270	254	450	..	2974	3000	280

TABLE 8
Junior Lecturers

Existing Scale .. Rs. 975-1720
U.G.C. Scale (Tutor/Demonstrator) .. Rs. 1740-3000

Pay on 1-1-1986	Basic Pay equivalent 1973	20% of Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C. scale	Additional commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
975	488	90	240	..	1305	1740	525
1000	466	93	240	..	1333	1740	500
1025	487	97	240	..	1362	1740	475
1050	501	100	240	..	1390	1740	450
1075	519	104	240	..	1419	1740	425
..
..

APPENDIX VIII

**Revised University Grants Commission scale of pay of the administrative posts under the
Directorate of Collegiate Education**

<i>Designation and existing scale of pay as on 1-1-1986</i>	<i>Designation and scale of Pay under U.G.C.</i>
Assistant Director of Collegiate Education 1950-75-2100-85-2950	Assistant Director/Reader 3700-125-4950-150-5700
Special Officer U. G. C. 1950-75-2100-85-2950	Special Officer U. G. C./Reader 3700-125-4950-150-5700
Deputy Director of Collegiate Education 2100-85-2440-100-3040	Deputy Director/Principal (Special Grade 4500-150-5700-200-7300 (with a minimum 4800 in the scale)
Additional Director of Collegiate Education 2600-100-2800-125-3800	Additional Director/Principal (Special Gr. 4500-150-5700-200-7300 (with a minimum of 5700 in the scale.) The special pay attached to these posts will be discontinued.

ANNEXURE II

Scheme of revision of pay scales of Librarians and Physical Education teachers in Universities and Colleges in Kerala and other measures for maintenance of standards in higher education

I Coverage

1.01. The scheme applies to all qualified Librarians and qualified Physical Education teachers in the Universities in Kerala and degree Colleges including professional colleges unless they specifically exercise option in writing to remain out of this scheme.

II Date of effect

2.01. The revised scales of pay will be effective from the first of January 1986.

III Pay Scales

3.01. The revised scales of pay of Librarians and Physical Education Teachers effective from 1-1-1986 are given in appendices to this annexure.

IV Recruitment and qualifications

4.01. Recruitment to the posts of Assistant Librarian, Deputy Librarian and Librarian as well as Assistant Director, Deputy Director and Director of Physical Education in Universities shall be on the basis of merit through all India advertisement and selection provided that Assistant Librarian/Assistant Director of Physical Education who fulfills the criteria prescribed hereinafter will be eligible for promotion to the posts of Deputy Librarian/Deputy Director of Physical Education respectively. Recruitment to the posts of Librarian/Director of Physical Education in Degree Colleges including professional Colleges shall be on the basis of merit through all India advertisement and selection.

Explanation: The selection of candidates will be done by the Kerala Public Service Commission in the case of Government Colleges and by the Educational Agencies as prescribed in the Statutes of the Universities in the case of private Colleges. Other things being equal, preference will be given to candidates who possess adequate knowledge of Malayalam.

4.02. The minimum qualifications required for appointment to the posts above will be those prescribed by the U.G.C. from time to time.

4.03 Only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the posts mentioned in para 4.02 have qualified in a comprehensive test, to be specially conducted for the purpose will be eligible for appointment.

4.04. Candidates who, at the time of their recruitment as Assistant Librarians and Assistant Director of Physical Education in Universities and Librarians and Director of Physical Education in Colleges, possesses M. Phil. or Ph.D degree in Library Science or Physical Education as the case may be will be sanctioned one and three advance increments respectively in the scale of Rs. 2200-4000 along with the benefit of corresponding years of service for the purpose of promotion. The existing incumbents without research degree and those similarly situated recruited in future, will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible for advance increments. Existing incumbents with research degrees will also be eligible for a similar benefit.

V Career advancement

5.01. Every Assistant Librarian/Assistant/Deputy Director of Physical Education in a University and Librarian/Director of Physical Education in a College who is in the scale of pay Rs. 2200-4000 will be placed in the scale of Rs. 3000-5000 if he/she has

- (a) Completed 8 years of service after regular appointment with relaxation as provided in 4.04.
- (b) Participated in two refresher courses/summer institutes each of approximately four weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U.G.C. and
- (c) Consistently satisfactory performance appraisal reports.

Explanation: All existing incumbents of these posts in the Universities and Colleges who are in the pre-revision U.G.C. scale of pay of Rs. 700-1600 and who have completed 8 years of service on 1-1-1986 will be placed through a process of screening selection as indicated by the U.G.C. guidelines in the scale of Rs. 3000-5000. The benefit of service provided in paras 4.04 will be available for initial placement also.

5.02. Every Assistant Librarian/Assistant Director of Physical Education in the Universities who have been placed in the senior scale will be eligible for promotion to the posts of Deputy Librarian/Deputy Director of Physical Education in the scale of pay of Rs. 3700-5700 if he/she has

- (a) Completed 8 years of service in the senior scale provided that the requirement of 8 years will be relaxed if his/her total service is not less than 16 years;
- (b) Obtained a Ph.D degree or an equivalent published work;
- (c) Made significant contributions to the development of Library Service/Physical Education in the University as evidenced by self-assessment, reports of references, professional improvement in the Library Services/Physical Education activities, as the case may be;
- (d) Participated in two refresher courses/summer institutes each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U.G.C. after placement in the senior scale; and
- (e) Consistently good performance appraisal reports.

5.03. Promotion to the post of Deputy Librarian/Deputy Director of Physical Education will be through process of selection by a Selection Committee as in the case of promotion to the post of Readers. Post of Deputy Librarian/Deputy Director of Physical Education will be created for this purpose by upgrading the post of Assistant Librarian/Assistant Director of Physical Education (senior scale).

5.04. Those Assistant Librarians/Assistant Director of Physical Education in the Universities in the senior scale who do not have Ph.D. degree or equivalent published work, but fulfil the other criteria mentioned in para 5.02 above will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Committee mentioned in para 5.03. They will be designated as Assistant Librarian/Assistant Director of Physical Education in the selected grade.

5.05. The College Librarians and Directors of Physical Education in Colleges who have been placed in the senior scale will also be eligible for placement in the selection grade of Rs. 3700-5700 if they fulfil the criteria prescribed in 5.04.

VI Other matters

6.01. As regards other matters which have not been specifically spelt out in this scheme, they will be the same as elaborated in the scheme of revision of pay scales of teachers in Universities and affiliated Colleges appended to the Government order.

VII Anomalies

7.01. Anomalies if any, in the implementation of the scheme may be brought to the notice of the Government for clarification. Pending clearance of anomalies, no new post will be created without prior concurrence of Government.

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APPENDIX I TO ANNEXURE II

REVISED PAY SCALE OF PHYSICAL EDUCATION PERSONNEL IN UNIVERSITIES AND COLLEGES FROM 1-1-1986

<i>Existing designation and scale of pay</i>	<i>Revised designation and scale of pay</i>
A—Universities	
Assistant Director of Physical Education Higher Grade 1950-2950	2200-75-2800-100-4000
Assistant Director of Physical Education (Senior Scale)	3000-100-3500-125-5000
Assistant Director of Physical Education (Selection Grade)	3700-125-4950-150-5700
Deputy Director of Physical Education	3700-125-4950-150-5700
Director of Physical Education 200-100-2850-125-5800	4500-150-5700-200-7800
B—Colleges	
Lecturer in Physical Education 1150-2270	2200-75-2800-100-4000
Professor Grade II in Physical Education 1500-2685	3000-100-3500-125-5000
Professor Grade I in Physical Education 1950-2950	3700-125-4950-150-5700

APPENDIX II TO ANNEXURE II

REVISED PAY SCALE OF LIBRARIANS IN THE UNIVERSITIES AND COLLEGES FROM 1-1-1986

<i>Existing designation and scale of pay</i>	<i>Revised designation and scale of pay</i>
A—Universities	
Assistant Librarian Grade II 1150-2270	Assistant Librarian/Documentation Officer 2200-75-2800-100-4000
Assistant Librarian Grade I 1500-2685	Assistant Librarian/Documentation Officer (Senior Scale) 3000-100-3500-125-5000
Deputy Librarian 1950-2950	Assistant Librarian/Documentation Officer (Selection Grade) 3700-125-4950-150-5700
Librarian 2450-3600/2250-3350	Deputy Librarian 3700-125-4950-150-5700 Librarian 4500-150-5700-200-7800
B—Colleges	
Librarian Grade I 1250-2500	College Librarian 2200-75-2800-100-4000
	College Librarian (Senior Scale) 3000-100-3500-125-5000
	College Librarian (Selection Grade) 3700-125-4950-150-5700

GOVERNMENT OF KERALA

Abstract

UNIVERSITIES AND COLLEGES—U.G.C. SCHEME OF REVISION OF PAY SCALES OF TEACHERS IN UNIVERSITIES AND AFFILIATED COLLEGES—COMMITTEE FOR REDRESSEL OF GRIEVANCE AND ANOMALIES AND PREPARATION OF READY RECKONER AND CREATION OF PAY FIXATION CELL—ORDERS ISSUED

HIGHER EDUCATION (B) DEPARTMENT

G. O. Ms. 80/90/H. Edn.

Dated, Thiruvananthapuram, 27th March, 1990.

Read:—G.O. MS. 66/90/HE(B) dated 13-3-1990.
 G.O. MS. 76/90/HE(B) dated 23-3-1990.
 G.O. (P)79/90/HE(B) dated 27-3-1990.

ORDER

In the orders read above, Government have decided to implement the U.G.C. Scheme to the teachers in Universities and Colleges and qualified librarians and qualified Physical Education teachers in the State with effect from 1-1-1986.

2. As ordered in the Government Order read as third paper above Government hereby constitute a committee with the following members for the redressel of teachers grievances and to rectify anomalies if any on the implementation of the scheme. This committee will also prepare within 30 days a ready reckoner for the guidance of this pay fixation cell:

- (i) Additional Secretary, Finance Department to be nominated by the Commissioner and Secretary, Finance.
- (ii) Additional Director of Collegiate Education.
- (iii) Joint Secretary IV, Higher Education (Member).
- (iv) Under Secretary I, Higher Education (Member).
- (v) Finance Officer, Directorate of Collegiate Education (Member).
- (vi) Deputy Director of Collegiate Education (Headquarters), Office of the Directorate of Collegiate Education, Trivandrum, (Convenor).

3. They will be paid 20% of their basic pay as special pay in consideration of the special nature of work in addition to their normal duties.

4. Considering the time-bound nature of work, Government also order the creation of Cell for pay fixation and for attending to grievance redressel in the Directorate of Collegiate Education with the following posts:

(1) Accounts Officer on Rs. 1590-3050	(3)
(2) Senior Superintendent on Rs. 1370-2640	(3)
(3) Junior Superintendent on Rs. 1220-2150 (1 each Office of the Regional Deputy Directorate of Collegiate Education).	(5)
(4) U.D. Clerks on Rs. 950-1590 (5 in the Office of the Director of Collegiate Education and 2 each in the Office of the Regional Deputy Directors)	(15)
(5) Confidential Assistant Gr. II on Rs. 865-1450	(1)
(6) U.D. Typist on Rs. 950-1590	(2)
(7) Peons on Rs. 750-1025	(3)

5. The pay fixation cell will work under the direct supervision of Additional Director of Collegiate Education.

6. The Committee constituted and the pay fixation cell will start functioning with effect from 1-4-1990 and will be for a period of six months.

7. The expenditure for the cell will be debited to the heads of account 2202-03-001-01-Salaries and 2202-03-001-02-Deputy Directorates (non-plan).

8. All communications regarding grievances and anomalies will be addressed to the Convener of the Committee and all matters relating to pay fixation will be addressed to Additional Director of Collegiate Education, Trivandrum.

By order of the Governor,

T. N. JAYACHANDRAN,
Commissioner and Secretary to Government.

To

The Director of Collegiate Education.

All Officers concerned.

F.D. (*Vide* No. 3548/Edn.B1/90/Fin. dated 27-3-1990).

Accountant General (this issues with the concurrence of Finance Department).

Deputy Directors of the Collegiate Education.

Director of Public Relation.

