



KERALA PRIVATE COLLEGE TEACHERS' ASSOCIATION

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Website: www.kpcta.in Govt. Regn.No. G.O.[MS] NO. 2/06 H Edn dt 4/1/06

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July 4, 2022

Thiruvananthapuram

To

**The Chairman
University Grants Commission
Bahadur Shah Zafar Marg
New Delhi**

Sir

Sub: - Exemption from the requirement of course work, refresher course and short term course for stage promotions of teachers

Ref: UGC Notification No. F.1-2/2017(EC/PS) dated 18/07/2018

The paper referred to above and other regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education issued by the University Grants Commission (UGC) from time to time have stipulated the requirement of course work, refresher courses, short term courses and other Faculty Development Programmes (FDPs) for various stage promotions in the Career Advancement Scheme (CAS) of teachers.

Though FDPs are central to the progress of education in general and the teachers in particular, teachers normally take every opportunity to go for FDPs, But currently teachers are often not able to undergo these programmes within the stipulated time of the due date of the promotion due to the institutional level teacher retentions to perform duties related to accreditation, rankings and other areas of institutional quality on the one hand and the unavailability of FDPs and berths in the FDPs as and when teachers could be relieved from the institution.

Consequently, teachers are very often denied their eligible advancement in career solely citing the non-completion of FDPs within the assessment period.

The pressure of work in their own institutions often forces teachers to postpone their participation of these mandatory FDPs. At other times, the home institutions of the teachers deny them permission and opportunity to attend such programmes. Very often, teachers are also not granted admission to such FDPs by the authorised intuitions due to the unavailability of seats. There are more that 10000 teachers in the colleges under the Department of Collegiate Education in the state. But only three Universities in the state maintain HRDCs. This shows the state of unavailability of opportunities for FDPs in the state. The plain fact is that teachers are denied their eligible CAS promotions owing to circumstances beyond their control.

The UGC regulation in reference above has made FDPs non-mandatory till December 31, 2018. This move has been beneficial to teachers and, to some extent, has contained the difficulty faced by teachers in this regard.

However, with the onset of the COVID-19 pandemic, things have come full circle. With special reference to Kerala, the state was among the worst affected by the pandemic. The first COVID-19 case in India was reported in May 2019 in the Thrissur district of Kerala. Even as the state successfully defended the first wave of the pandemic, the second wave had disastrous effects. By May 2020 Covid spread was substantial. In September 2021, the densely populated state accounted for nearly 70 percent of the 47,092 new daily count of infections from across India. The COVID-19 pandemic has been traumatic for the people of Kerala and the college teachers, who formed part of state team for defending the spread of Covid, were no exemption. Sustenance became the priority of the people rather than ensuring career advancement. Hence, teachers were not in a position to attend FDPs on time.

When the institutions reopened after the pandemic, there was a huge backlog of routine work. The excessive pressure of academic work on teachers prevented them from attending FDPs. Now, teachers are facing a denial of their eligible promotions citing insufficiency of FDPs.

In this context, the Kerala Private College Teachers' Association requests you to extend the relaxation in the mandatory requisition of Orientation courses/ Refresher Courses/ other FDP programmes for CAS promotions of teachers till 31st December 2022.

Thanking you

Yours sincerely



Dr. T. Muhammedali
President



Dr. Premachandran Keezhoth
General Secretary



Dr Abraham A.
Treasurer