

(6) The Universities will draw up and prescribe a working calendar for a maximum of 200 days of college work of which 180 shall be for teaching.

(7) There should be academic committee in each University consisting of Senior Professors of University Departments nominated by the Vice-Chancellor. The Vice-Chancellor will constitute the committee and the same should report to the University and the Government on the inspection conducted by them.

(8) It is also decided to introduce semester system in the Colleges at UG and PG levels, whereby most of the problems which led to the present issue, may be automatically get redressed.

(9) Regarding examination related work and valuation of answer books, in accordance with the recommendation of the UGC scheme, teachers shall value the answer scripts of regular students as part of the duty. No separate remuneration will be paid for the same. Regarding private candidates, the valuation of answer scripts may be remunerated and it can be given to serving as well as retired teachers.

4. The Government Orders read as first and 2nd papers above will stand modified to this extent.

By order of the Governor,

N. CHANDRASEKHARAN NAIR,
Principal Secretary (Higher Education).

To

The Director of Collegiate Education, Thiruvananthapuram.
The Finance Department.
All Universities.
The Director of Public Relations.
The Director of Technical Education.
The Agriculture Department.
The Health & Family Welfare Department.
The General Education Department.
All Sections of Higher Education Department.
The General Administration (SC) Department
All Managements & Principals of Aided Colleges.
The Accountant General, Kerala, Thiruvananthapuram.



GOVERNMENT OF KERALA

Abstract

UGC SCHEME—REVISION OF SCALE OF PAY OF TEACHERS ETC.—ACADEMIC ASPECTS OF WORKLOAD AND TEACHING DAYS IN COLLEGES IN KERALA CONSEQUENT ON THE IMPLEMENTATION OF UGC SCHEME—
MODIFIED ORDERS ISSUED

HIGHER EDUCATION (C) DEPARTMENT

G.O. (P) No. 5/2001/H. Edn. Dated, Thiruvananthapuram, 3rd January, 2001.

- Read:—1. G.O. (P) No. 171/99/H. Edn. dated 21-12-1999.
2. G.O. (P) No. 21/2000/H. Edn. dated 18-2-2000.
3. G.O. (Ms.) No. 100/2000/H. Edn. dated 23-6-2000.

ORDER

In the G.O. read as 1st paper above orders were issued implementing revised scale of pay to the University/College teachers at par with the revised UGC scales of pay with effect from 1-1-1996. The Government also issued orders read as 2nd paper above prescribing hours of work, number of working days etc.

2. There was protest from teachers, organisations against some of the stipulations in the G.Os. and Circulars on the number of teaching days prescribed, hours of work etc.

3. A Committee was appointed by Government as per the orders read as 3rd paper to examine the academic aspects of workload and teaching days in Colleges in Kerala. The Committee has submitted their report. After having examined the recommendation Government are pleased to issue the following orders:

(1) Five day week will be followed in the State instead of six day week ordered in G.O. dated 21-12-1999. Apart from scheduled public holiday if teaching days are lost in a College due to declaration of holiday or due to any other reasons specified below, the ensuing Saturdays will be declared working days for the College to compensate the number of days lost. The time-table for

the days lost would be followed during Saturdays. The Principal should inform the concerned University and the Deputy Director of Collegiate Education about the arrangements ordered by him.

The loss of teaching days for the following reasons would be compensated by working on Saturdays:

- (i) Local holidays declared by District Collector/Government.
- (ii) Holidays declared by the College authorities in exceptional circumstances.
- (iii) Bandh/Harthal or Strike causing disruption of teaching for more than two hours in a day.

(2) Out of 40 hours of total weekly workload prescribed by UGC, 10 hours are meant for preparation. The teachers will be given freedom to decide whether preparation has to be done at the College itself or elsewhere where better facilities are available. The Colleges may be directed to insist on a minimum physical presence of teachers for five hours in the College excluding one hour lunch recess. Depending upon the local conditions the Colleges will have a working hour pattern of 9.00 a.m. to 4.00 p.m., 9.30 a.m. to 4.30 p.m. or 10.00 a.m. to 5.00 p.m. Each College should intimate the timing chosen by it to the concerned University and the Government. The Principals may be directed to take appropriate measures to ensure the above timings.

(3) Forty hours of work per week envisaged in the UGC scheme can have 10 hours of preparation work and the same will be done either at College premises or at home, freedom being given to the teachers concerned. The maximum teaching work for any teacher shall not exceed 16 hours per week as envisaged in the UGC scheme and one teaching hour for PG class may be equated as 1½ hours of UG work. There should be a well defined time table of 25 hours per week and the same should be made available to competent authorities.

1. (a) Lecturers in Non-laboratory subjects

Activity	Average number of hours per week
1. Teaching	16
2. Test papers	2
3. Tutorials	4
4. Preparation of teaching	10
5. Supervision of Academic work	4
6. Administration work	4
Total	40 hours

(b) Science subjects involving laboratory work

Activity	Average number of hours per week
1. Teaching	16
2. Laboratory and laboratory preparations	4
3. Test papers	2
4. Teaching preparation	10
5. Tutorials	4
6. Supervision of academic works	4
Total	40 hours

2. COLLEGES WITH POST GRADUATE DEPARTMENT

(a) Non-laboratory subjects

Activity	Average number of hours per week
1. Teaching	10
2. Test papers/Assignments	5
3. Tutorials	5
4. Preparation for teaching	10
5. Research/Research Assignments	10
Total	40 hours

(b) Lecturers in Science subjects

Activity	Average number of hours per week
1. Teaching including laboratory work	10
2. Test papers Assignments	5
3. Tutorials	5
4. Preparation for teaching	10
5. Research/Research Assignments	10
Total	40 hours

(4) The teaching community has to become role models for future generation and to interact with the students and the society in a manner befitting such role. The teachers should try to spend maximum time in the College so that informal interaction with students can be done.

(5) The teachers should keep a work diary to document their day to day activities in the academic field. Universities will prescribe the pro forma for the purpose and the work diary should be made available to the Academic Inspection Committee.