

Government of India Notification On Revision of Pay Scale of Teachers in Universities and Colleges and Other Measures for Maintenance of Standards of Higher Education w.e.f January 01, 1986

No. F-1-21/87 U.I

GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCES DEVELOPMENT
DEPARTMENT OF EDUCATION

New Delhi, the 17th June 1987

To

The Secretary
University Grants Commission
Bahadur Shah Zafar Marg,
New Delhi 110001

Subject : *Revision of Pay scales of Teachers in Universities and colleges and other measures for maintenance of standards in Higher Education.*

Sir,

I am directed to say that the Government of India Have, after taking into consideration the recommendations of the University Grants Commission, decided to revise the pay scales of teachers in the Central Universities. The revision of salary scales of teachers will be effective from January 1, 1986 and will be subject to the various provisions of the scheme of revision of salary scales, a copy of which is attached. A copy of the covering letter sent to Education Secretaries of all States is also attached.

2. The scheme will be applicable to the teachers in all the Central Universities, the Colleges in Delhi and the institutions deemed to be Universities whose maintenance expenditure is met by the University Grants Commission. The implementation of the scheme will be subject to acceptance of all the conditions attached to the scheme, and

the Universities may be advised to amend the statutes and ordinances before the revised scales become operational.

3. The provision required for the revision of pay scales was included in the Non-Plan budget for the year 1987-88 of all the Central Universities and other institutions whose maintenance expenditure is provided by the University Grants Commission. It is, therefore, presumed that the expenditure on the implementation of the scheme would be met from the approved Non-plan budget of these institutions

4. It is requested that necessary action may please be taken to revise the scales of pay of teachers in the Central Universities and other institutions as per provisions of the attached scheme. The revision of scales of pay of Librarians and Directors of Physical Education is under consideration and a separate communication on the subject will follow.

5. Anomalies, if any, in the implementation of the scheme may be brought to the notice of Department of Education, in the Ministry of Human Resource Development for clarification.

6. The receipt of this letter may kindly be acknowledged.

Encl: As above

Yours faithfully

(C.R.PILLAI)

Deputy Secretary to the Government of India

No. F-1-21/87 U.I
GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCES DEVELOPMENT
DEPARTMENT OF EDUCATION

New Delhi, the 17th June 1987

To

The Education Secretaries of all the States/U.Ts.

Subject: *Revision of Pay scales of Teachers in Universities and colleges and other measures for maintenance of standards in Higher Education.*

Sir,

I am directed to day that in fulfillment of the constitutional responsibility for coordination, determination and maintenance of standards in higher education, the Central Government and the University Grants Commission have taken from time to time several measures. As a part of these efforts the Central Government have revised the pay scales of teachers in Universities and colleges in order o attract and retain talent in the teaching profession. The National Policy on Education-1986 envisages efforts to reach the desirable objective of uniform emoluments, service condition and grievance removal mechanism for teachers throughout the country. The policy also visualizes the creation of an open, participative and data-based system of teacher evaluation. It also suggests reorganization of methods of recruitment, introduction of programme of teacher orientation and continuing education, filling up of posts in Universities and colleges on the basis of merit etc.

2. Following the appointment of the Fourth Pay Commission for Central Government employees, the University Grants Commission had appointed a Committee under the Chairmanship of Professor. R.C.Mehrotra, Professor Emeritus, University of Rajasthan, to examine the present structure of emoluments and conditions of service of University and College teachers, taking into account the total pocket of benefits such as

superannuation, medical and housing facilities etc. and to make recommendations on them having regard to the necessity of attracting and retaining talented persons in the teaching profession and providing professional advancement opportunities to them. The Committee had submitted its report to the University Grants Commission in May 1986. The UGC considered the recommendation contained in the report, made certain observations on them and requested the Government of India to consider implementation of the report. A copy of the report was forwarded to the State Governments vide this Ministry's letter No. F.1-19/86-U-I dated February 10, 1987.

3. The Government of India have carefully examined the various recommendations contained in the report and the observations of the UGC and have decided to implement a scheme of revision of pay scales of teachers in Universities and Colleges w.e.f. January 1, 1986. A copy of the scheme is attached (Appendix).

4. The scheme is being implemented in the Central Universities and other institutions fully financed by the Central Government. The Government of India have also decided to assist the State Governments, who wish to adopt the scheme of revision of pay scales, subject to the following terms and conditions:

1. 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.

2. The Central Assistance to the extent indicated above will be available for the period January 1, 1986 to March 31, 1990.

3. The State Governments 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.

4. The State Governments will take over the entire responsibility for maintaining the revised scales of pay w.e.f. April 1, 1990.

5. Central Assistance will be restricted to the revision of pay scales of the posts which were in existence on January 1, 1986.

5. The State Governments, after taking local conditions into consideration, may also decide in their discretion to introduce scales of pay different from these mentioned in the scheme, and may give effect to the revised scales of pay from January 1, 1986 or a later date. In such cases, the details of the modifications proposed either to the scales of pay, or the date from which the scheme is to be implemented, should be furnished to the Government of India for its approval and, subject to the approval being accorded to the modifications, Central assistance on the same terms and conditions as indicated above will be available to the State Governments for implementation of the scheme with such modifications, provided that the modified scales of pay are not higher than those approved under the scheme.

6. The payment of Central assistance for implementation of the scheme is also subject to the condition that the entire scheme of revision of pay scales, together with all the conditions attached to it is implemented by the state Governments as a composite schemes without any modification except to the date of implementation and the scales of pay as indicated above. In addition, it shall be necessary for the Universities and management of colleges to make necessary changes in their statutes, ordinance4s rules, regulations. etc. to incorporate the provisions of this scheme.

7. The detailed proposal for implementation of the scheme on the lines indicated above may kindly be formulated immediately and sent to the Department of Education in the Ministry of Human Resource Development for examination so that Central assistance to the extent indicated above can be sanctioned for its implementation.

8. The proposal for revision of pay scales of Librarians and Directors of Physical Educations still under consideration and a separate communication will follow.

9. Anomalies, if any, in the implementation of the scheme may be brought to the notice of Department of Education in the Ministry of Human Resources Development for clarification.

10. The receipt of this letter may kindly be acknowledged.

Yours faithfully,

(C.R.PILLAI)

Deputy Secretary to the Government of India

APPENDIX

To the letter No. F. I-21/87-U-I dt. 17.6.87 regarding the Scheme of Revision of Pay Scales of Teachers in Universities and Colleges – 1986 and other Measures for Maintenance of Standards in Higher Education.

Coverage

1. This scheme applies to teachers in all Universities (excluding Agricultural Universities), and Colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities unless they specifically exercise an option in writing to remain out of this scheme as provided in para 19 hereafter.

Explanation

- (i) This Scheme will apply to teachers in the Faculties of Agriculture, Medicine and Veterinary Science in the Central Universities.
- (ii) The Scheme of revision of pay scales of teachers in technical institutions (including Engineering Colleges and other Institutions offering courses only in Technical Education) Will be communicated separately.

Date of Effect

2. The revised scales of pay will be effective from January 1, 1986.

Pay Scales:

3. The revised scales of pay effective from 1-1-1986 are given in Annexure I
4. The revised scales of pay are inclusive of the basic pay, the dearness pay, the dearness allowance, additional dearness allowance, and the interim relief, if any, admissible to teachers as on 1-1-1986.
5. The revised scale of pay of Tutors and Demonstrators is for the existing incumbents of these positions in the Universities and Colleges. There shall be no fresh recruitment to this category.
6. The Principals of Colleges may be placed in the scales of pay of Readers or Professor on the basis of criteria to be laid down by the State Governments.
7. Recruitment to the posts of lecturers, Readers and Professors in Universities and Colleges shall be on the basis of merit through all India advertisement and selection.
8. The minimum qualification required for appointment to the posts of lecturers, Readers and Professors will be those prescribed by the U.G.C.

from time to time. Generally, the minimum qualifications for appointment to the post of lecturer shall be Master's degree in the relevant subject with at least 55% marks or its equivalent grade, and good academic record.

Explanation

- (i) M. Phil and Ph.d in the relevant subject may be prescribed in appropriate case, as described qualification for recruitment to the posts of Lecturer in College and Universities respectively.
- (ii) The minimum qualifications should not be relaxed even in respect of candidates who have research degrees like M.Phil/Ph.D.

9. 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 schemes for conducting the test including its design, content and administration will be worked out and communicated by the U.G.C.

10. A Lecturer in a college or a University who does not obtain an M.Phil/Ph.D degree as the case may be, or does not have to his/her credit research work or equivalent standard shall not be entitled to draw the annual increments beyond the stage of Rs. 3400 in the scale of pay of Rs. 2200-4000.

Explanation

The U.G.C. will review the facilities available for M.Phil/Ph.D in each discipline and will grant appropriate relaxation, either permanently or for specified period, from the fulfillment of this requirement. The operation of this para will remain suspended until such notifications are issued by the U.G.C.

11. Every Lecturer will be eligible for placement in senior scale of Rs. 3000-5000 if he/she has:

- (a) Completed 8 years of service after regular appointment or has reached a basic pay of Rs. 2800/-, whichever is earlier:
- (b) Obtained a M.Phil or Ph.D degree as the case may be, or has to his/her credit research work of equivalent standard:
- (c) Attended two refresher courses/summer institution each of at least four week's duration and
- (d) Consistently satisfactory performance reports.

12. The requirement of participation in two refresher courses/summer institutes would be suitably relaxed till arrangements for Courses/Institutions are made. The requirement of M.Phil./Ph.D will not apply in the case of Lecturers who were appointed prior to the implementation of the 1973 revision

Explanation

(i) All Lecturers in the existing scale of Rs. 7---1600 who have completed 5 year of service on 1-1-1986, will be eligible for placement in the scale of Rs. 3000-5000 in accordance with the provision in paras 11 and 12. The benefit of the relaxation mention in the explanation under para 10 will also be available to them.

(ii) A regular and systematic appraisal of the performance of teachers should become operation from the academic year 1988-89. Till then, the existing screening mechanisms/selection procedure will apply for placement in the Senior Scales. There will be no relaxation in any case from the requirement of consistently satisfactory performance appraisal for placement in the senior Scale beyond 1989-90.

13. Every lecturer in the senior scale will be eligible for placement in a Selection Grade of Rs. 3700-5300 if he/she has;

(a) Completed 12 years of service in the senior scale or has reached a basic pay of Rs. 4375/- whichever is earlier;

(b) Attended two refresher courses summer institutes after placement in the senior scale; and

(c) Consistently satisfactory performance appraisal reports.

14. Placement in the Selection Grade will be through a process of selection by a Selection Committee to be setup under the Statues of the University concerned or other similar Committees set up by the appointing authorities with the guidelines to be laid down by the UGC.

15. Lecturers in the existing Selection Grade of Rs. 1200-1900 in Colleges will be eligible for placement at the appropriate stage in the revised Selection Grade of Rs. 3700-5300 in accordance with the pay fixation formula under this scheme. The relaxation envisaged in the scale of lecturer for placement in the Senior Scale in respect of participation in refresher course/summer institutes as well as performance appraisal will also apply to placement in the Selection Grade.

16. Readers who have completed 8 years of service, and have given good account of themselves in teaching/research extension, will be eligible for placement in the Senior Scale of Rs. 4500-5700. Placement in this grade will be on the basis of selection by Selection Committee constituted under the relevant Statutes of the Universities or other similar Committees set up by the appointing authorities, in accordance with the guidelines to be laid own by the UGC.

17. The senior scale for Readers will be restricted to one-third of the total strength of Readers in a University, or College where such posts are sanctioned. In the case of

State Government College, one-third of the strength of Readers is to be determined on the basis of the total number of posts sanctioned for all such colleges.

18. The scheme of career advancement mentioned in para 11 to 17 above will apply to all teachers appointed on or after the date of implementation of this scheme. It will also apply to all existing incumbents except these who specifically opt in favour of the Merit promotion Scheme introduced by the University Grants Commission in 1983.
19. The existing teachers in Universities and Colleges where the Merit Promotion Schemes formulated by the UGC in 1983 or any other similar scheme are in operation will have an option to continue to be governed by the provisions of these schemes provided that they exercise that option in writing prior to their pay fixation under this scheme, they will also be entitled to the designations envisaged for various categories of teachers in these schemes, but the scales of pay will be as follows:

(i)	Lecturer	- Rs. 2200-4000
(ii)	Readers/Lecturer (Selection Grade)	- Rs. 3000-5000
(iii)	Professor	- Rs. 4500-5700
20. In order to provide an incentive for high quality and original work by teachers, the number of positions of Professors and Readers in the Universities and Colleges will be revised from time to time by the agencies who sanction their maintenance expenditure.
21. Posts of Readers and Professors will be instituted in suitable and deserving colleges. The UGC would evolve suitable criterion for identifying colleges where such posts could be instituted and communicate them in due course.
22. The criteria and mechanism for selection and appointment to the positions of professor of Eminence will be worked out in consultation with the University Grants Commission and communicated later.

Continuing education appraisal of performance

23. Participation at regular intervals in appropriately designed refresher courses/summer institutes envisaged as an integral part of the professional development of teachers. The University Grants Commission, the Indira Gandhi National Open University, the State Governments and other appropriate agencies will be advised to take steps to introduce programmes of continuing education for this purpose. As explained above, pending the organisation of such programmes on the quality and scale required for giving effect to the implementation of the measures envisaged in this scheme relaxation from the requirement of participation in such programmes for specific period, and for specific categories of posts, will be granted.
24. 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 the career development of teachers. The UGC has been requested to formulate the guidelines for the evaluation of performance of teachers, taken into

account the statements contained in the National Policy on Education – 1986 and the programme of Action for its implementation so that a regular system of evaluation – open, participative and data- based becomes operational from 1988-89.

Other Conditions of Service

Probation

25. The period of probation of teacher shall not normally exceed a period of 24 months. A lecturer appointed on probation should be confirmed only after he/she has completed an appropriate short-term orientation programme and his/her performance appraisal reports are satisfactory. The UGC should make arrangements to ensure that facilities are available for organising orientation programmes to cover all Lecturers appointed in and after 1988-89

Superannuation and re-employment

26. The age of superannuation for teachers should be 60 years and there after no extension in service should be given. However, it will be open to a University or College to re-employ a superannuated teacher according to the existing guidelines framed by the UGC upto the age of 65 years.

Grievance Redressal Mechanism

27. Appropriate mechanism for the redressal of teachers' grievance will be established in all Universities and Colleges, in respect of which guidelines will be issued separately.

Code of Professional Ethics

28. National level associations of teachers should prepare a Code of Professional Ethics for teachers in consultation with the UGC all concerned should see to the observance of the code.

Allowance

29. The revised scale 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 will have to be sanctioned by the agencies which are meeting the maintenance expenditure of the concerned Universities and Colleges.

Pay fixation formula

30. 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 the Central Government employees. The details of the pay fixation formula are given in Annexure II.

Dearness Allowance and other benefits.

31. Teachers in the Central Universities and institutions financed by the Central Government are sanctioned dearness allowance at the rates applicable to Central Government employees drawing corresponding pay. They are also sanctioned other benefits like House Rent Allowance, House Building Advance, medical facilities, retirement benefits, leave travel concession, group insurance, etc., on the pattern of similar benefits available to corresponding categories of Central Government employees. The State Governments may consider providing comparable benefits in the light of the statement made in the National Policy on Education-1986.

APPENDIX I

Appendix I to Ministry of Human Resource Development (Department of Education) letter No. F.1-21/87, U.I dated July 22, 1988 regarding the Scheme of Revision of Pay Scales of Teachers in Universities and Colleges, and other Measures for Maintenance of Standards in Higher Education.

Coverage

1. This Scheme applies to teachers in all Universities (excluding Agricultural Universities), and Colleges (excluding Agricultural , Medical and Veterinary Science Colleges) admitted to the privileges of the Universities unless they specifically exercise an option in writing to remain out of this Scheme as provided in para 19 hereafter. All teachers appointed after the date from which the scheme has been given effect will be governed by the provisions of the scheme.

Explanation

- (i) The Scheme will apply to teachers in the Faculties of Agriculture, Medicine and Veterinary Sciences in the Central Universities.
- (ii) The Scheme of revision of pay scales of teachers in technical institutions (including Engineering Colleges and other Institutions offering courses only in Technical Education) will be communicated separately.

Date of Effect

2. The revised scales of pay will be effective from January 1, 1986.

Pay Scales

3. The revised scales of pay effective from 1-1-1986 are given in Annexure I.
4. The revised scales of pay are inclusive of the basic pay, the dearness pay, the dearness allowances, additional dearness allowance, and the interim relief, if any , admissible to teachers as on 1.1.1986.
5. The revised scales of pay of Tutors and Demonstrators is for the existing incumbents of these positions in the Universities and Colleges. There shall be no fresh recruitment to this category.
6. The Principals of Colleges may be placed in the scale of pay of Reader or Professor on the basis of criteria to be laid down by the State Governments.
7. The revised pay for vice-chancellors indicated in Annexure I is applicable to Central Universities. The State Government may, if they so wish, adopt this pay for State Universities also. But, no financial assistance will be available from the Central Government for this purpose.
8. The Scheme of Professors of Eminence is being further examined and a decision in this regard will be communicated in due course.

Recruitment and Qualifications

9. Recruitment to the posts of Lecturers, Readers and Professors in Universities and Colleges shall be on the basis of merit through all India advertisement and Selection, provided that Lecturers who fulfill the criteria prescribed in this scheme will be eligible for promotion to the posts of Readers.

10. The minimum qualifications required for appointment to the posts of Lecturers, Readers and Professors will be those prescribed by the UGC from time to time. Generally, the minimum qualifications for appointment to the post of Lecturer in the scale of pay of Rs. 2200-4000 shall be Master's degree in the relevant subject with at least 55% marks or its equivalent grade, and good academic record.

11. 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., will be worked out by the UGC, keeping in view the requirements of the media of instruction followed by the different States/Universities/Colleges, and other relevant considerations.

12. In order to encourage research, in continuation of Postgraduate studies candidates who, at the time of their recruitment as Lecturers, possess Ph.D. or M.Phil. degree will be sanctioned three and on 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 Lecturers without research degrees, and those similarly situate, 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.

Career Advancement

13. 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 12 above;
- (b) Participated in two refresher course/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 UGC;
- (c) Consistently satisfactory performance appraisal reports.

Explanation

All Lecturers in the existing scale of Rs. 700-1600 who have completed 8 years of service on 1.1.1986 will be placed through a process of screenings/selection as indicated in para 22 below, in the scale of Rs. 3000-

5000. The benefit of service provided in para 12 will be available for the initial placement also.

14. 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 reports 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 UGC, after placement in the Senior Scale and
- (e) consistently good performance appraisal reports.

15. 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 to be laid down by the UGC posts of Readers will be created for this purpose by upgrading a corresponding number of posts of lecturers in the Universities and Colleges.

16. 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 fulfill the other criteria mentioned in para 14 and have a good record in teaching and / or participation in extension activities, will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Committee mentioned in para 15 above. 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. 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 could be given the designation of Reader.

17. Lecturers in the existing Selection grade of Rs. 1200-1900 in the Colleges will be placed at the appropriate stage in the revised Selection Grade of Rs. 3700-5700 in accordance with 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 or placement in the Selection Grade in accordance with the provisions in para 14, 15 and 16. They will also be entitled to the relaxation in the years of service by 3 years and 1 year respectively if they hold Ph.D. or M.Phil. degrees as mentioned in para 12.

18. More poses of Professors and Readers will be created in the Universities and Colleges to broaden the channel of open selection. The UGC would evolve suitable criteria for this purpose. The requirements of qualifications

and experience for posts to be filled up through open selection will be prescribed by the UGC from time to time, Universities will have the freedom to seek out brilliant people, independent of their seniority, from within the Universities and Colleges, or outside and provide them Opportunities for joining the teaching profession at appropriate levels.

19. The existing teachers in Universities and Colleges where the Merit Promotion Scheme formulated by the UGC in 1983, or any other similar schemes are in operation will have an option to continue to be governed by the provisions of those schemes provided that they exercise that option in writing prior to their pay fixation under this scheme. They will also be entitled to the designations envisaged for various categories of teachers in those schemes, but the scales of pay will be as follows:

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

20. The promotion made before the announcement of the revised scale on 17.6.1987 will not be reopened. However, in such cases, the benefit of revision will be available to teachers only from the date of their promotion.

Continuing education and appraisal of performance

21. Participation of teachers at regular intervals in appropriate continuing education programmes is envisaged as an integral part of the professional development of teachers. The University Grants Commission, the Indira Gandhi National Open University, the State Governments and other appropriate agencies will be advised to take steps to introduce programmes of continuing education for this purpose through a variety of means. While there cannot and need not be any rigid requirement of participation in formal programmes, evidence of commitment to continuing education of any recognised means, as may be specified by the UGC will be an essential requirement for career advancement. Pending the organisation of such programmes on the quality and scale required for giving effect to the implementation of the measures envisaged in para 13 to 17 of this scheme, relaxation from the requirement of participation in such programmes for specific period and for specific categories of posts will be granted by the University concerned in accordance with guidelines to be laid down by the UGC.

22. 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 the career development of teachers. The UGC has been requested to formulate the guidelines for the evaluation of performance of teachers. Taken into account the statement contained in the National Policy of education 1986. Such a system should become operational with effect from academic year 1988-89. Till it becomes operational the existing screening mechanism/selection procedures or those prescribed on a provisional basis by the University/State Government concerned will apply to all placements/promotions referred to in paras 13 – 17.

Other conditions of Services

Probation

23. 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 programmes and his/her performance appraisal reports are satisfactory. The UGC has been requested to make arrangements to ensure that facilities are available for organising orientation programmes to cover all lecturers appointed in and after 1988-89.

Superannuation and re-employment

24. The age of superannuation for teachers should be 60 years and thereafter no extension in service should be given. However, it will be open to a University or College to re-employ a superannuated teacher according to the existing guidelines framed by the UGC upto the age of 65 years.

Grievance Redressal Mechanism

25. Appropriate mechanism for the redressal of teachers' grievances will be established in all Universities and Colleges in respect of which guidelines will be issued separately.

Code of Professional Ethics

26. The UGC will prepare a Code of professional Ethics for teachers in consultation with the representatives of National level associations of teachers : all concerned should see to the observance of the code.

Pay fixation formula

27. 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 the Central Government employees. The details of the pay fixation formula are given in Annexure II.

Dearness Allowance and other benefits

28. (a) The revised scale 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 will have to be sanctioned by the agencies which are meeting the maintenance expenditure of the concerned Universities and Colleges.

- (a) Teachers in the Central Universities and institutions financed by the Central Government are sanctioned dearness allowance at the rate applicable to Central Government employees drawing

corresponding pay. They are also sanctioned other benefits like House Rent Allowance, House Building Advance, Medical facilities, Pension and other retirement benefits, leave travel concession, group insurance, etc. on the pattern of similar benefits available to corresponding categories of Central Government employees. The State Governments may consider providing comparable benefits in the light of the statement made in the National Policy on Education 1936.

Anomalies

29. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for clarification.

APPENDIX II

**Appendix II to Ministry of Human Resource Development
(Department of Education)
Letter No F. 1-21/87-U.I Dated the 22nd July 1988 Regarding Revision of pay
Scales of Librarians and Physical Education Personnel in Universities and
Colleges.**

Coverage

1. The revised pay scales mentioned hereinafter apply to all Universities and colleges which are covered by the scheme of revision of pay scales of teachers mentioned in the Appendix to the Ministry of Human Resource Development (Deptt. Of Education) Letter No. F.1-21/87 UI. Dated June 17, 1987.

Terms and Conditions

2. All the terms and conditions for revision of pay scales mentioned in the Appendix referred to in para I above shall apply to the revision of pay scales of Librarians and Physical Education Personnel in Universities and Colleges except to the extent indicated in the following paragraphs.

Pay Scales

3. The revised scales of pay effective from 1.1.1986 for Librarians and Physical Education Personnel are those mentioned in Annexures I and II respectively.

Recruitment and Qualifications

4. Recruitment to the posts of Assistant Librarian, Deputy Librarian and Librarian as well as Assistant Director, Deputy Director and Director of Physical Education in the Universities shall be on the basis of merit through all-India advertisement and Selection provided that Assistant Librarians and Assistant Directors of Physical Education who fulfill the criteria prescribed hereinafter will be eligible for promotion to the posts of Deputy Librarian and Deputy Director of Physical Education respectively. Recruitment to the posts of Librarians and Director/Instructor of Physical Education in Colleges shall be on the basis of merit through all-India advertisement and selection.

5. The minimum qualifications required for appointment to the posts mentioned in para 4 above will be those prescribed by the UGC from time to time.

6. As in the case of recruitment of Lecturers in Universities and Colleges only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the post of Assistant Librarian/Assistant Director of Physical Education in Universities and Librarian and Director/Instructor of Physical Education in Colleges, have qualified in a comprehensive test will be eligible for appointment to these posts. The detailed scheme for conducting the test including its design, the agencies to be employed for conducting the tests etc. will be worked out and communicated by the University Grants Commission.

7. Candidates who, at the time of their recruitment as Assistant Librarians and Assistant Directors of Physical Education in Universities and Librarians and Directors/Instructors of Physical Education in Colleges Possess M.Phil. or Ph.D. degrees in Library Science or Physical Education as the case may be will be sanctioned on 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 degrees and those similarly situate 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.

Career Advancement

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

- (a) completed 8 years service after regular appointment, with relaxation as provided in para 7 above;
- (b) participated in two refresher courses/summer institutes, each of approximately four weeks; duration or engaged in other appropriate continuing education programme of comparable quality as may be specified by the UGC and
- (c) consistently satisfactory performance appraisal reports

Explanation

All existing incumbents of these posts in the Universities/College, who are in the 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 in para 22 of Appendix I to this letter, in the scale of Rs. 3000-5000 . The benefit of service provided in para 7 will be available for the initial placement also.

9. Every Assistant Librarian and Assistant Director of Physical Education in the Universities who has been placed in the Senior will be eligible for promotion to the post of Deputy Librarian and Deputy Director of Physical Education respectively 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 referees, professional improvement in the Library services/Physical Education activities, etc. 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 UGC after placement in the senior scale; and
- (e) Consistently good performance appraisal reports.

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

11. Those Assistant Librarians and Assistant Directors of Physical Education in the Universities in the Senior Scale who do not have Ph.D. degree or equivalent published work, but fulfill the other criteria, mentioned in para 9 above will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Committee mentioned in para 10 above. They will be designated as Assistant Librarian and Assistant Director of Physical Education in the Selection Grade.

12. The College Librarians and Directors/Instructors 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 fulfill the criteria prescribed in para II above.

Anomalies

13. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for clarification.

ANNEXURE I

SCALES OF PAY

<i>Designation</i>	<i>Existing scale of pay</i>	<i>Revised Scale of pay</i>
UNIVERSITY		
Lecturer	700-1600	2200-75-2800-100-4000
Lecturer (Sr. Scale)	Not existing	3000-100-3500-125-5000
Lecturer (Selection Grade)	1200-1900	3700-125-4700-150-5300
Reader	1200-1900	3700-125-4700-160-5300
Reader (Sr. Scale)	Not existing	4500-150-5700
Professor	1500-2500	14500-150-5700-200-7300
Professor of Eminence	3000(fixed)	8000 (fixed)
Vice Chancellor	3000	7300-100-7600

COLLEGE

Lecturer	700-1600	2200-75-2800-100-4000
Lecturer(Sr. Scale)	Not existing	3000-100-3500-125-5000
Lecturer (Selection Grade)	1200-1900	3700-125-4700-150-5300
Principal	(I) 1200-1900 (II) 1500-2500	Revised scale of Reader or Professor
Tutors/Demonstrators	500-900	1740-3000

**In universities and Colleges.
(existing incumbents only)**

ANNEXURE II

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 scheme (para 1...19) and
 - (b) the University or College concerned has made necessary changes in their statutes, Ordinances, rules, 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 stage next above the amount thus 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 scale;
 - (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 on 1.1.1986 shall include:
 - (a) basic pay
 - (b) dearness pay, additional dearness allowance and ad-hoc dearness allowances, 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 UGC Scales
 - (b) when a portion of the total emoluments has been merged with the 1973 UGC scales prior to 1.1.1986, the basic pay may be reckoned notionally in the 1973 UGC Scales for the purpose of fixation of pay and
 - (c) where the 1973 UGC 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 UGC scales had been given.

Note: Where in the fixation of pay under clause (II), the pay of a teacher drawing pay at more than five consecutive stages in 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 upto the stage where such bunching occurs as under, by the grant of increment(s) in the revised scale in the following manner namely:-

- (a) for teachers drawing pay from the 6th upto the 10th stage in the existing scale by one increment.

- (b) For teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage-by two increments.
- (c) For teachers drawing pay from the 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 stage in the revised scale at which the pay of a the teacher who was drawing pay at the next higher stage or stage in the same existing scale is fixed, the pay of the latter shall also 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 II 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 II, the next increment shall be granted on the completion of qualifying Service of 12 months from the date of stepping up of the pay in the revised scale. Provided further that in the case of persons who had been drawing maximum of the existing scale for more than a year as on 1.1.1986, the next increment in the revised scale shall be allowed on 1.1.1986.

4. A few illustrations indicating the manner in which the pay of teachers should be fixed under Rule I are given below:-

Illustration-1

1. Existing scale of pay	-	Rs. 700-40-1100-50-1600
2. Proposed scale of pay	-	Rs. 2200-75-2800-EB-100-4000
3. Existing basic pay	-	Rs. 700
4. DA/ADA on 1.1.1986	-	Rs. 1053
5. Two installments of interim relief	-	Rs. 140
6. Existing emoluments	-	Rs. 1893
7. Add 20% of basic pay	-	Rs. 140
Pay to be fixed in revised scale=Rs. 2200		

Illustration-2

1. Existing scale of pay	-	Rs.700-1600
2. Proposed scale of pay	-	Rs. 2200-4000
3. Existing basic pay	-	Rs. 980
4. DA/ADA on 1.1.1986	-	Rs. 1428
5. Two installments of interim relief	-	Rs. 168
6. Existing emoluments	-	Rs. 2576
7. Add 20% of basic pay	-	Rs. 188
Pay to be fixed in revised scale=Rs. 2800		

Illustration- 3

1. Existing scale of pay	-	Rs.1200-1900
2. Proposed scale of pay	-	Rs. 3700-125-4700-150-5300
3. Existing basic pay	-	Rs. 1480
4. DA/ADA on 1.1.1986	-	Rs. 1450

5. Two installments of interim relief	-	Rs. 218
6. Existing emoluments	-	Rs. 3148
7. Add 20% of basic pay	-	Rs. 296
Pay to be fixed in revised scale=Rs. 3700		

Illustration-4

1. Existing scale of pay	-	Rs.1500-2500
2. Proposed scale of pay	-	Rs. 4500-150-5700-200-7300
3. Existing basic pay	-	Rs. 2500
4. DA/ADA on 1.1.1986	-	Rs. 2325
5. Two installments of interim relief	-	Rs. 350
6. Existing emoluments	-	Rs. 5175
7. Add 20% of basic pay	-	Rs. 500
Pay to be fixed in revised scale=Rs. 5700		

Note: The amounts of DA/ADA and interim relief mentioned in the above illustrations are those applicable to Central Government Employees. The corresponding actual amount admissible in each State on this account will have to be taken into account in computing the total existing emoluments and fixing the pay in the revised scale at the appropriate stage.