

GOVERNMENT OF TAMIL NADU**ABSTRACT**

COLLEGES - Government and aided colleges-Revision of pay scales to the Teaching staff in government Colleges / Aided Colleges on the basis of recommendation of University Grants Commission - Orders - Issued.

HIGHER EDUCATION (H1) DEPARTMENT

G.O.Ms.No:111

Dated:24-03-1999.

Read:-

1. From the Director, Government of India, Ministry of Human Resources Development, Department of Education, New Delhi, letter No.F.1.22/97-U.I, dated 27.07.1998.
2. From the Director, Government of India, Ministry of Human Resources Development, Department of Education, New Delhi, letter No.F.1.22/97-U.II, dated 27.07.1998.
3. From the secretary to Government Higher Education Department, Fax letter No. 21673/A/H1/97, dated 13.08.1998.
4. From the Director, Government of India, Ministry of Human Resources Development, Department of Education, New Delhi, letter No.F.1.22/97-U.I, dated 22.09.1998.
5. From the Director, Government of India, Ministry of Human Resources Development, Department of Education, New Delhi, letter No.F.1.22/97-U.I, dated 06.11.1998.
6. From the Secretary to Government, Higher Education Department, D.O letter No.21673/A/H1/98-7, dated 27.11.1998.
7. From the Director of Collegiate Education letter No. Rc.75664/E1/98, dated 10.12.1998.
8. From the Deputy Secretary, University Grants Commission, New Delhi, D.O. Letter No.F3.I/94 (PS), dated 14.01.1999.

ORDER:

The Rasthogi Committee appointed by the Government of India recommended revision of pay scales of College and University Teachers and other officers of Colleges and Universities which was accepted by the University Grants Commission. The Government of India decided to accept the recommendations of the University Grants Commission and implement the revision of scales of pay with effect from 1st January, 1996. The Government of India have agreed to provide financial assistance to the state Governments for implementing the revised scales subject to the following conditions:-

- (i) The Central Government will provide assistance to the state Government to the extent of 80 percent 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 January 1, 1996 to March 31, 2000.
- (iii) The State Government will meet the remaining 20 percent of the expenditure from its own resources.
- (iv) The State Government will take over the entire responsibility for maintaining the revised scales of pay with effect from April 1st, 2000.

- (v) Central assistance towards revision of pay scales will be restricted to the posts which were in existence and filled up on 01.01.1996.

2. The Government after careful consideration of the scheme have decided to implement the revised scales of pay as recommended by the Government of India with effect from 1st January 1996 and pass the following orders:-

COVERAGE:

- (i) This scheme applies to all the teachers in Government / Aided Colleges, **unless they specially exercise an option in writing to remain out of the scheme.** All teachers appointed after the date from which the scheme has been given effect to will invariably be governed by the provisions of the scheme.
- (ii) This scheme will not apply to the Teachers in Agricultural, Veterinary and **Animal Science Colleges and Medical Colleges.**
- (iii) It will also not apply to the University Teachers in Tamilnadu and Librarian / Physical Directors in Colleges / Universities for whom separate orders have been issued.
- (iv) This scheme will apply to teachers in all Arts and Science Colleges (including those who are on deputation borne on Collegiate Education Service, etc.) law Colleges, Oriental Colleges, Colleges of Education, Colleges of Physical Education, the Madras Institute of Development Studies and the School of Social Work.

DATE OF EFFECT:

The revised scales of pay will be effective from January 1, 1996

PAY SCALES:

- (i) The revised scales of pay effective from 1st January 1996 are given in Annexure (I) to this order.
- (ii) While arriving at the revised scales of pay as on 1st January 1996, the Basic pay, Dearness Allowances, Additional Dearness Allowances and Interim Relief, if any, admissible to the teachers as on January 1, 1996 will be taken into account in the manner prescribed.
- (iii) Separate orders will be issued on fixation procedure with fitment table.
- (iv) The revised scales of pay of tutors and demonstrators is for the existing incumbents only. There shall be no fresh recruitment to this category in future.
- (v) The fixation of pay of Lecturers (Selection Grade) / Readers in the pre-revised scale of Rs.3700-125-4950-150-5700 who were selected strictly in accordance with the rules and regulation framed by the University Grants Commission and who were in position on Lecturers (Selection Grade) / Readers as on 01.01.1996, will be made in a manner that they get their pay fixed at the minimum of Rs.14940/- in the revised scales of Rs.12000-420-18300 as and when they complete five years of service in the grade.
- (vi) These principals in the pre-revised scale of Rs.4500-7300 will be given the replacement scale of Rs.16400-450-20900-500-22400 with effect from 01.01.1996 and the minimum basic pay will be fixed at Rs.17,300/- from that date. In the case of Principals in the pre-revised scale of Rs.3700-5700/-, the revised scale of Rs.12000-420-18300 will be given with effect from 01.01.1996 starting with the basic pay of Rs.12,840/-. The Principals will be allowed to get

their revised pay fixed in the pay scales for Lecturer (Selection Grade) / Reader, if it is advantageous to them, provided they fulfill the conditions mentioned in para (v) above.

DEARNESS ALLOWANCE AND OTHER BENEFITS

The teachers are entitled to receive revised Dearness Allowances in the revised scales of pay at the rates admissible to the State Government employees from time to time. The teachers are also entitled to receive the revised rates of House Rent Allowance and City Compensatory Allowance with effect from 01.04.1998.

COUNTING OF PAST SERVICE

The UGC has given detailed guide lines regarding counting of past services put by a teacher, code of professional ethics, accountability and model leave rules for college teachers. They will be examined in detail and separate orders will be issued by the Government.

PAYMENT OF ARREARS

Arrears will be paid from 01.01.1996. Out of the arrears due from 1.1.96 to 31.3.99, 40% of arrears will be paid in cash and the balance 60% will be credited to the Provident Fund Account of the individual. The payment of arrears will be made soon after the State Government receives the 80% grant from the Central Government.

RECRUITMENT AND QUALIFICATION:-

Direct recruitment to the posts of Lecturers in Government Colleges shall be on the basis of merit through All India Advertisement and Selection by the duly constituted Selection Committee to be set up under statutes.

Explanation:-

For the above purpose, the duly constituted State Teachers Recruitment Board will be the agency to undertake the selection of candidates through prescribed procedures and to prepare a panel of candidates. At the time of recruitment, other things being equal, preference will be given to candidates who possess adequate knowledge in Tamil.

- (i) The minimum qualification required for appointment to the posts of Lecturers will be those prescribed by the University Grants Commission from time to time. The educational qualification for the posts of Lecturers, Readers and Principals in colleges are given in Annexure- II.
- (ii) In respect of recruitment to the posts of Principals of Government Colleges, the existing system of recruiting from among the Selection Grade Lecturers and Readers based on merit and seniority will continue, provided the candidates fulfill the other prescribed qualifications.
- (iii) So far as aided colleges are concerned, the direct recruitment for the posts of Lecturers / Principals shall be in accordance with the University Grants Commission's guidelines given in Annexure-II.

PROBATION AND CONFIRMATION

The minimum period of probation of a Lecturer shall continue to be two years, extendable by a maximum period of one more year in case of unsatisfactory performance. The confirmation of the teacher need not be linked to the completion of orientation courses. However, efforts should be made to send the teacher either before joining or thereafter, but in any case, the orientation course should be completed within the first two years. Extension may be provided till 31.12.2000 to all candidates for completing refresher courses.

INCENTIVES FOR Ph.D. / M.Phil.:-

- (i) Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil Degree, respectively at the time of recruitment as Lecturers. Candidates with D.Litt / D.Sc. will also be given benefit on par with Ph.D. and M.Litt. on par with M.Phil.
- (ii) One increment will be admissible to those teachers with M.Phil who acquired Ph.D. within 2 years of recruitment.
- (iii) A Lecturer with Ph.D. will be eligible for 2 advance increments when he/she moves into Selection Grade / Reader.
- (iv) A teacher will be eligible for 2 advance increments as and when he/she acquires a Ph.D. degree in his / her service career.

Explanation:-

All the incentives mentioned above will be effective only from 24.12.1998, the date of notification by the University Grants Commission. These incentives are, therefore, available to those who become eligible on or after 24.12.1998. Teachers who availed either service benefit or the advance increment benefit as per the existing incentive scheme prior to 24.12.1998, are not eligible to get **additional benefit of the new incentive scheme mentioned above.**

CAREER ADVANCEMENT SCHEME:-

- (a) The minimum length of service for eligibility to move into the grade of lecturer (Senior Scale) would be four years for those with Ph.D. five years for those with M.Phil. and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade) / Reader, **the minimum length of service as Lecturer (Senior Scale) shall be** uniformly five years.
- (b) For movement into grade of Reader, the minimum of eligibility criteria would be Ph.D. Those teachers without Ph.D. can go up to the level of Lecturer(Selection Grade)
- (c) For every upward movement, a selection process as given in the Annexure-II to this Government Order shall be followed.
- (d) If the number of years required in a feeder cadre are less than those stipulated in this Government Order, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years.

AGE OF SUPERANNUATION:-

The Government have considered the recommendations of the University Grants Commission with regard to raising of the retirement age of Colleges and University teachers to 62 years. In tune with their policy in the case of the State Government employees, the State Government have decided not to raise the retirement age of University and college teachers. The Government accordingly have decided to retain the present retirement age of 58 years in the case of College Teachers and 60 years in the case of University Teachers.

3. Anomalies if any, in the implementation of the scheme should be brought to the notice of the Government for clarification.

4. The expenditure should be debited to the appropriate heads of accounts.

5. This order issues with the concurrence of the Finance Department vide its U.O.No.125/SS (TP)/99-1, Dated:19-03-99.

(By order of the Governor)

P.SELVAM,
SECRETARY TO GOVERNMENT.

To

The Director of Collegiate Education, Chennai-6.

The Director of Legal Studies, Chennai

The Regional Joint Directors of Collegiate Education through the Director of Collegiate Education.

The Principals of all Colleges (Government / Aided) in Tamilnadu through the Director of Collegiate Education.

The Member Secretary, Tamilnadu State Council for Higher Education, Chennai-5.

The Accountant-General (CAS), Chennai-9.

The Pay and Accounts Officer, Chennai-35.

The Pay and Accounts Officer, Chennai-5.

The Pay and Accounts Officer, Chennai-79.

The Director of Treasuries and Accounts, Chennai-35.

The Director of Local Fund Accounts, Chennai-108.

The Director of Madras Institute of Development Studies, Chennai

The Secretary, School of Social work, Chennai

The Secretary, Ministry of Human Resources Development,

Department of Education, Government of India, New Delhi.

All the Treasury Officers in Districts.

The Finance Department, Chennai-9.

The Law Department, Chennai-9.

Copy to:

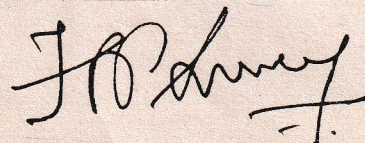
The Secretary to Chief Minister's Office, Chennai-9.

The Under Secretary to Hon'ble Minister for Education, Chennai-9.

The Private Secretary to Chief Secretary to Government of Tamilnadu, Chennai-9.

The Higher Education (K, F, G, E, D & C Sections), Chennai-9.

// FORWARDED BY ORDER //



SECTION OFFICER.

ANNEXURE - I

**SCALE OF PAY OF TEACHERS AND OTHER ACADEMIC STAFF IN
GOVERNMENT / AIDED COLLEGES**

| S.No. | Category | Existing Scales of Pay | Revised Scales of Pay |
|-------|---------------------------|-----------------------------|---|
| 1. | Lecturer | 2200-75-2800-100-4000 | 8000-275-13500 |
| 2. | Lecturer(Sr. Scale) | 3000-100-3500-125-5000 | 10000-325-15200 |
| 3. | Lecturer (Sl. Grade) | 3700-125-4950-150-5700 | 12000-420-18300 |
| 4. | Principals of Colleges | (i) 3700-125-4950-150-5700 | (i) 12000-420-18300 (Minimum to be fixed at 12840) |
| | | (ii) 4500-150-5700-200-7300 | (ii) 16400-450-20900- 500-22400 (Minimum to be fixed at 17300) |
| 5. | Demonstrator / Tutors | 1740-60-2700-EB-75-3000 | 5500-175-9000 |

ANNEXURE II**EDUCATIONAL QUALIFICATIONS FOR THE POSTS OF LECTURER,
SENIOR LECTURER AND PRINCIPAL IN COLLEGES:****1. LECTURER:**

i). The minimum requirements of a good academic record, 55% of the marks at the Masters Level and qualifying in the National Eligibility Test (NET) or an accredited test, shall remain for the appointment of Lecturers. Government / University may exempt Ph.D. holders from NET or to require NET, in their case, either as a desirable or essential qualification for appointment as Lecturers in Colleges., The minimum requirement of 55% need not be insisted upon for the existing incumbents who are already in the Colleges. However, these marks should be insisted upon for the new entrants.

ii). A relaxation of 5% may be provided, from 55% to 50% of the marks, at the Masters Level for the SC/ST categories.

iii). A relaxation of 5% may be provided from 55% to 50% of the marks to the Ph.D., degree holders who have passed their masters degree prior to 19th September, 1991.

iv). "B" in the seven point scale with letter grades 'O', 'A', 'B', 'C', 'D', 'E', & 'F' shall be regarded as equivalent of 55% wherever the grading system is followed.

Seven point scale

| Grade | Grade Point | Percentage Equivalent |
|-------------------|-------------|-----------------------|
| 'O' Outstanding | 5.50--6.00 | 75--100 |
| 'A' Very good | 4.50--5.49 | 65--74 |
| 'B' Good | 3.50--4.49 | 55--64 |
| 'C' Average | 2.50--3.49 | 45--54 |
| 'D' Below Average | 1.50--2.49 | 35--44 |
| 'E' Poor | 0.50--1.49 | 25--34 |
| 'F' Fail | 0--0.49 | 0--24 |

2. PRINCIPALS (Grade-I)

i). A Masters degree with at least 55% of marks of its equivalent grade "B" in the seven point scale.

ii). Ph.D., or equivalent qualification.

iii). A minimum total experience of 15 years of teaching / research in Universities / Colleges and other institutions of Higher Education.

PRINCIPALS (Grade- II)

- i). A master's degree with atleast 55% of marks of its equivalent grade "B" in the seven point scale
- ii). Ph.D., or equivalent qualification.
- iii). A Minimum total experience of 10 years of teaching / research in Universities / Colleges and other institutions of Higher Education.

Explanation

However, the Principals of Government colleges are presently being placed in two grades on the basis of the following criteria. Professor grade Principals are posted to colleges with at least two P.G courses and a student strength of not less than 1000. Reader grade Principals are posted to other colleges.

Appointment to the post of Principals is being made from among the holders of posts of Lecturers (Selection grade / Reader) in colleges. The Seniority as Selection grade Lecturer is the criteria, for promotion. This system which is vogue since 1989 will continue in Government colleges.

3. READER

- i). A Master degree with atleast 55% of marks or its equivalent grade 'B' in the seven point scale.
- ii). Good academic record with a Ph.D. degree or equivalent published books.
- iii). 5 years of experience of teaching and / or research excluding the period spent for obtaining the research degrees and has made some measure in the arrears of scholarship as evidenced by quality of publication / contribution to educational innovation, design of new courses and curriculum.

4. LECTURER (Senior scale)

A lecturer will be eligible for placement in a senior scale through a procedure of selection if she / he has:

- i. Completed 6 years of service after regular appointment with relaxation of one year and two years, respectively, for those with M.Phil, and Ph.D.,
- ii. Participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. (Those with Ph.D degree would be exempted from one refresher course)
- iii. Consistently satisfactory performance appraisal reports.

5. LECTURER (Selection grade)

Lecturers in the Senior Scale who do not have a Ph.D degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfil the other criteria given above for the post of Reader and have a good record in teaching and preferably have contributed in various ways such as to the corporate life of the institution, examination work, or through extension activities, will be placed in the selection grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Reader. They will be designated as Lecturers in the selection grade. They could offer themselves for 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.

READER (Promotion)

A lecturer in the Senior scale will be eligible for promotion to the post of Reader if she/he has:

- i. Completed 5 years of service in the senior scale.
- ii. Obtained a Ph.D., degree or has equivalent published work;
- iii. Made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities.
- iv. After placement in the senior scale participated in two refresher courses / summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC; and
- v. Possesses consistently good performance appraisal reports.

Promotion to the post of Reader will be through a process of selection by a **selection committee to be set up by the appointing authorities.**

Explanation

The requirement of participation in orientation / refresher courses summer institutes each of at least 3 or 4 weeks duration and consistently satisfactory performance appraisal reports shall be the mandatory requirement for carrier advancement from lecturer to lecturer (Senior Scale) and from lecturer (Senior scale) to Lecturer (Selection grade). Wherever the requirement of orientation / refresher courses has remained incomplete the promotions would not be held up but these must be completed by the year 2000.

The requirement for completing these courses would be as follows:

- i. for lecturer to lecturer(senior scale) one orientation course would be compulsory for college teachers,. Those without Ph.D., would be required to do one refresher course in addition.
- ii. Two refresher courses for Lecturer (senior scale) to Lecturer (selection grade).
- iii. The senior teachers like Readers (selection grade) may opt to attend two seminars / conferences in their subject area and present papers one aspect of their promotion/selection to higher level or attend refresher courses to be offered by ASCs for this level.

8. SELECTION COMMITTEE IN AIDED COLLEGES

Lecturer

1. Chairperson of the Governing Body of the college or his/her nominee to be the Chairperson of the Selection Committee.
2. The Principal of the concerned college.
3. One Senior teacher / Head of the Department (of the concerned subject) preferably having not less than 10 years of services as a teacher.
4. Two nominees of the Vice-Chancellor of the affiliating University of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body out of a panel of names approved by the Vice-Chancellor.

The quorum for the meeting should be five of which at least two must be from out of the three subject-experts.

Principal

1. Chairperson of the Governing Board as Chairperson.
2. One member of the Governing Board to be nominated by the Chairperson.
3. Two Vice-Chancellor's nominees, out of whom one should be an expert.
4. Three experts consisting of the Principal of a college a Professor and an accomplished education not below the rank of a Professor (to be nominated by the Governing Board) out of panel experts approved by the Vice-Chancellor.

At least four members, including two experts, should constitute the quorum.

The process of selection should involve the following:

- a. Assessment of aptitude for teaching and research.
- b. Ability to communicate clearly and effectively.
- c. Ability to analyse and discuss.
- d. **Optional:** Ability to communicate may be assessed by requiring the candidate to participate in group discussion or by exposure to a class room situation / lecture, wherever it is possible.

9. TEACHING DAYS:

The Colleges must observe atleast 180 actual teaching days, i.e., there should be a minimum 30 weeks of actual teaching in a 6 day week. Of the remaining period 12 weeks may be devoted to admission and examination activities. and non-instructional days (e.g. for sports, college day, etc) 8 weeks for vacation and 2 weeks may be attributed to various public holidays. If the college adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 week with a 6 day week. The above is summarised as follows:

| | No. of Weeks |
|--|---------------------|
| Teaching | College |
| | 30 (180 days) |
| Admission/examinations preparation for examinations | 10 |
| Vacation | 10 |
| Public holidays (to increase and adjust teaching days) | 2 |
| Total | 52 |

10. WORK LOAD

The work load of the teacher in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. The direct teaching hours should be as follows:

Lecturer / sr.lecturer / lecturer (sl. Grade) 16 hours
 //***//