

GOVERNMENT OF TAMIL NADU

ABSTRACT

UNIVERSITIES --- Chennai, Annamalai, Madurai-Kamaraj, Bharathiar, Bharathidasan, Alagappa, Mother Teresa, Manonmaniam Sundaranar, Periyar, Avinashilingam (Deemed University), Ambedkar Law and Thanjavur Tamil Universities - Revision of pay scales to the Teaching staff in Universities on the basis of recommendation of University Grants Commission - Orders - Issued.

HIGHER EDUCATION (H1) DEPARTMENT

G.O.Ms.No:112

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 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.L/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 1, 2000.**
 - (v) Central assistance will be restricted to the revision of pay scales of the posts which were in existence and filled up on 01.01.1996.
2. The Government after careful consideration of the Government of India's 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, Registrars and Controllers of Examination and Vice Chancellors in Universities, unless they specially exercise an option in writing, to remain out of the scheme. All teachers and other officers mentioned above, appointed after the date from which the scheme has been given effect to will invariably be governed by the provision of the scheme.
- (ii) This scheme will not apply to the Teachers in Agricultural, Veterinary and Animal Science and Medical Universities.
- (iii) This order will not apply to the College Teachers in Tamilnadu and Librarians / Physical Directors in Colleges / Universities for whom separate orders will be issued.

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 Allowance, Additional Dearness Allowance, and Interim Relief, if any admissible to the Teachers as on 1st January 1996 will be taken into account in the manner prescribed.
- (iii) Separate orders will be issued on fixation procedure with fitment tables.

DEARNESS ALLOWANCE AND OTHER BENEFITS

The teachers are entitled to receive revised Dearness Allowance in the revised scales of pay at the rate 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:

Recruitment to the post of Lecturers, Readers and Professors in Universities shall be on the basis of merit through Advertisement and selection by the duly constituted Selection Committee set up under statutes. Lecturers who fulfil the criteria prescribed under this scheme will alone be eligible for further promotions.

Explanation:

- (i) The selection of candidates will be done by the University from among the candidates who have passed the SLET or any other test namely, CSIR, NET, conducted by any other education agency identified by the Government of India. At the time of recruitment, other things being equal, preference will be given to candidates who possess adequate knowledge in Tamil.
- (ii) The minimum qualification required for appointment to the posts of Lecturers, Readers and Professors will be those prescribed by the University Grants Commission from time to time. Generally, the minimum qualifications for appointment to the post of Lecturers in the scale of pay of Rs.8000-275-13500 shall be Master's Degree in the relevant subject with at least 55 percent marks or its equivalent grade with good academic record. The education qualification for the posts of Lecturers, Readers and Professors in Universities are given in Annexure-II.

PROBATION AND CONFIRMATION

The minimum period of probation of a Lecturer shall continue to be one year, 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., HOLDERS.

- (i) Four and two advance increments will be admissible to those who hold Ph.D and M.Phil Degrees, respectively at the time of recruitment as Lecturers. Candidates with D.Litt/D.Sc. should be given benefit on par with Ph.D. and M.Lit.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.
- (ii) A Lecturer with Ph.D. will be eligible for 2 advance increments when he/she moves into Selection Grade/Reader.
- (iii) 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:-

The Career Development Scheme envisaged in G.O.Ms.No.129, Education Science and Technology Department, dated 11.3.1997 stands abolished and the Government accept the Career Advancement Scheme formulated by the University Grants Commission as detailed below:-

- (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 grades of Reader and above, the minimum of eligibility criterion would be Ph.D. Those teachers without Ph.D. can go upto the level of Lecturer (Selection Grade).
- (c) A Reader with a minimum of eight years of service will be **eligible** for consideration for appointment as a Professor.
- (d) For every upward movement, a selection process would be evolved for which appropriate guidelines would be laid down by the U.G.C. in consultation with the Government.
- (e) If the number of years required in a feeder cadre are less than those stipulated in this notification, 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.

Explanation

Past promotions given to teachers in Universities strictly in accordance with the guidelines of the University Grants Commission / State Government will alone be considered for purpose of fixing in the revised scales.

MERIT PROMOTION SCHEME:

The Merit Promotion scheme of 1983 by the University Grants Commission which was terminated in 1987 for those who did not opt for it, stands abolished. However, Professors who are governed by the old merit promotion scheme of 1987 would be eligible for full scale of Professor with effect from 1.1.1996. The University can discuss in its academic body and decide inter-seniority between the merit promotees and direct recruits, based on the date of selection / amended Acts and Statutes of the University.

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 Government have decided not to raise the retirement age of University and college teachers. The Government have accordingly 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

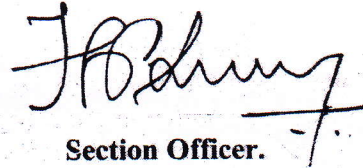
The Registrars of All Universities including Tamil, Ambedkar Law Universities.
The Director of Collegiate Education, Chennai-6.
The Member Secretary, Tamilnadu State Council for Higher Education, Chennai.
The Accountant-General, Chennai-18.
The Accountant General, Chennai-35.
The Pay and Accounts Officer, 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 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.

Copy to:

The Higher Education (K, F, G, E, D & C Sections), Chennai-9.
The Under Secretary to Hon'ble Minister for Education, Chennai-9.
The Secretary to Chief Minister's Office, Chennai-9.

/ forwarded by order /


Section Officer.

ANNEXURE - I**SCALE OF A PAY OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES**

Sl. 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)/ Reader	3700-125-4950-150-5700	12000-420-18300
4.	Professor	4500-150-5700-200-7300	16400-450-20900- 500-22400
5.	Pro-Vice Chancellor	5900-200-7300	18400-500-22400
6.	Vice Chancellor	7600 (fixed)	25000 (fixed)
7.	Registrar	4500-150-5700-200-7300	16400-450-20900-500- 22400
9.	Controller of Examinations	4500-150-5700-200-7300	16400-450-20900-500- 22400

ANNEXURE - II

EDUCATIONAL QUALIFICATIONS FOR THE POSTS OF LECTURER, SENIOR LECTURER, SELECTION GRADE LECTURER / READER AND PROFESSOR IN UNIVERSITIES

LECTURER (Direct recruitment)

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 University / 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.

v). The Ph.D. should continue to be a compulsory requirement for the designation of Reader. However for other categories, like Registrars, Librarians and Physical Education Directors, the Ph.D. should be desirable and not an essential qualification.

2. HUMANITIES, SOCIAL SCIENCE, SCIENCE, COMMERCE, EDUCATION, PHYSICAL EDUCATION

Good academic record with at least 55% of the marks or an equivalent grade of B in the 7point scale with letter grades O, A,B, C, D, E, and F at the Master's degree level in the relevant subject from an Indian University, or an equivalent degree from foreign University. Besides, fulfilling the above qualifications, candidates should have cleared the **eligibility** test (NET) for lecturers conducted by the University Grants Commission (U.G.C.), Council of Scientific and Industrial Research (C.S.I.R.) or similar test accredited by the U.G.C.

3. JOURNALISM AND MASS COMMUNICATION

Good academic record with at least 55% of the marks or an equivalent grade of B in the 7 point scale with letter grades O, A,B, C, D, E, and F at the Master's degree level in communication / Mass Communication, Journalism from an Indian University or an equivalent degree from a foreign University.

Besides, fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the University Grants Commission.

OR

At least 55% of the marks or an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D, E, and F at the Master's degree level in the Humanities, Social Science / Science with at least a second class Bachelor's degree or Post Graduate in Diploma in Communication / Mass Communication or Journalism from a recognised Indian University / National Institute. Besides, fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the University Grants Commission (U.G.C.), Council of Scientific and Industrial Research (C.S.I.R.) or similar test accredited by the U.G.C.

MUSIC

Good academic record with at least 55% of the marks or an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D, E, and F at the Master's degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University. Besides, fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the University Grants Commission (U.G.C.), Council of Scientific and Industrial Research (C.S.I.R.) or similar test accredited by the U.G.C.

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

OR

A traditional or a professional artist with a highly commendable professional achievement in the concerned subject.

III. READER (Direct recruitment)

- i) Good academic record with a doctoral degree or equivalent published work. In addition to these, candidates who join from outside the University system, shall also possess atleast 55% of the marks or an equivalent grade of B in the 7 point scale, with letter grades O, A, B, C, D, E and F at the Master's degree level.
- ii) A Master degree with atleast 55% of marks or its equivalent grade 'B' in the seven point scale.

- iii) Good academic record with a Ph.D. degree or equivalent published books.
- iv) 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 areas of scholarship as evidenced by quality of publication / contribution to educational innovation, design of new courses and curricula.

iv. PROFESSOR (Direct recruitment):

An eminent scholar with published work of high quality, actively engaged in research, with 10 years of experience in postgraduate teaching and / or experience in research at the University / National Level institutions, including experience of guiding research at doctoral level.

OR

An outstanding scholar with established reputation who has made significant contribution to knowledge.

In exceptional cases, the teachers with 15 years of UG teaching / research experience could also be considered.

EXPLANATION:

The above qualification for Lecturers / Readers / Professors will be strictly applicable to new entrants / promotions to these posts.

V. 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.

VI. 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.

VII. 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.

PROFESSOR (Promotion)

In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisement, promotions may be made from the post of Reader to that of Professor after 8 years of service as Reader.

The Selection Committee for promotion to the post of Professor should be the same as that for direct recruitment. For the promotion from Reader to Professor, the following method of promotion may be followed.

The candidate should present herself/himself before the Selection Committee with some of the following:

- a. Self-appraisal reports (required)
- b. Research contribution / books / articles published
- c. Any other academic contributions.
The best three written contribution of the teacher (as defined by her/him) may be sent in advance to the experts to review before coming for the selection. The candidate should be asked to submit these in 3 sets with the application.
- d. Seminars / Conferences attended
- e. Contribution to teaching/academic environment/ institutional corporate life.
- f. Extension and field outreach activities.

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.

TEACHING DAYS:

The University 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, University day, etc) 8 weeks for vacation and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks with a 6 day week. The above is summarised as follows:

	NO. OF WEEKS
	University
Teaching	30 (180 days)
Admission/examinations preparation for examinations	12
Vacation	8
Public holidays (to increase and adjust teaching days)	2
Total	52

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. It should be necessary for the teacher to be available for at least 5 hours daily in the University. The direct teaching hours should be as follows:

Lecturer / sr.lecturer / lecturer (sl. Grade)	16 hours
Readers	14 hours

I. SELECTION COMMITTEES IN THE UNIVERSITY:

LECTURER:-

At the University level all selections must be done within the system with the Vice-Chancellors as the Head of the Selection Committee.

1. The Vice-Chancellor to be the Chairperson of the Selection Committee.
2. Three experts in the concerned subject to be invited on the basis of the list recommended by the Vice-Chancellor and approved by the Executive Council / Syndicate.
3. Dean of the concerned Faculty / Head / Chairperson of the Department.
4. The academician nominated by the Visitor / Chancellor.

The quorum should be four out of which at least two out side subject-experts must be present.

READER:-

The process of selection should involve inviting the bio-data and reprints of three major publications of the candidate before interview and getting them assessed by the same three external experts, who are to be invited to interview the candidate. The Selection Committee should have the following composition.

1. Vice-Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor / Chancellor.
3. Three experts in the concerned subject to be invited on the basis of the list recommended by the Vice-Chancellor and approved by the Executive Council / Syndicate.
4. Dean of the Faculty.
5. Head / Chairperson of the Department.

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

PROFESSOR:-

The process of selection should involve inviting the bio-data and reprints of three major publications of which one could be a book or research report, before interview and getting them assessed by the same three external experts, who are to be invited for the interview. The assessment report must be placed before Selection Committee. The composition of the Selection Committee for the post of a Professor will be the same as proposed for the post of Reader. It may be ensured that the process of selection in every case is transparent and credible.

SERVICE AGREEMENT

At the time of recruitment in Universities, service agreement should be signed between the University and the teacher which should be lodged with the Registrar with a copy to the concerned teacher. The self-appraisal of performance should be part of the service agreement.
