

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

New Delhi,  
22nd July 1988

To  
Education Secretaries of  
All the States/U.T.s

*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 vide this Department's letter of even number dated June 17, 1987, the decisions of the Government of India on the revision of pay scales of teachers in universities and colleges with effect from January 1, 1986 and provision of financial assistance to the State Governments to adopt and implement the scheme, were communicated to all State Governments and Union Territories. Subsequently, this Department had vide Education Secretary's D.O. letter of even number dated September 7, 1987, addressed to Education Secretaries of all the State Governments, communicated certain modifications/clarifications relating to some of the provisions of the scheme announced on June 17, 1987. However, in the letter of September 7, 1987 there was no mention of the selection grade for Lecturers: it was mentioned that the revision of pay scales of Librarians and Physical Education Personnel was under consideration.

2. The Government have since considered all these matters. It has been decided to make the following amendments to the scheme appended to this Ministry's letter of even number dated June 17, 1987:

***Scales of Pay***

- I. The two scales of pay of Readers mentioned in Annexure I to the Scheme are combined into a single scale of Rs. 3700-125-4950-150-5700. Consequently all existing Readers and Selection Grade Lecturers in Colleges in the scale of Rs. 1200-1900 will be placed in the revised scale of Rs. 3700-5700. The revised Selection Grade for Lecturers will also be Rs. 3700-5700.
- II. The revised pay of the vice-chancellor will be Rs. 7600 (fixed). This revised pay is applicable to central Universities. The State Governments 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.

- III. The Scheme of Professor of Eminence is being further examined and a decision in this regard will be communicated in due course.

### ***Recruitment and Qualifications***

- IV. Para 10 of the Scheme together with its explanation is deleted. Instead the following provision is added.

"In order to encourage research in continuation of postgraduate studies, candidates who, at the time of recruitment as lecturers, Possess Ph.D. or M.Phil. degree (hereinafter called jointly as the "research degree"), will be sanctioned three and one advance increments respectively in the scale of Rs. 2200-4000 along with benefit of the corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees and those similarly situated 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.

- V. Consequently, explanations (I) and (ii) below para 8 of the Scheme are also deleted.

### ***Career Advancement***

- VI. Sub clause (b) of para 11 of the Scheme which provides for possession of M.Phil. or Ph.D. degree to become eligible for placement in the Senior Scale is deleted. Participation in two refresher courses/summer institutes should each be of approximately four weeks duration, and other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission may also be accepted for this purpose.
- VII. Every Lecturer in the Senior Scale will be eligible for promotion to the post of Reader in the scale 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.

- VIII. 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.
- IX. 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, but fulfill the other criteria prescribed for promotion to the post of Reader 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 Selection Committee 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 Readers, and if found suitable, could be given the designation of Reader.
- X. For placement of Lecturers in the Senior Scale and Selection Grade as well as for promotion to the post of Reader, the required number of positions would be created by upgrading the posts held by the incumbents concerned.
- XI. Promotions made under the Merit Promotion Scheme of the UGC, or any other similar schemes before the announcement of the revised scales on 17.6.1987 will not be re-opened. However, in such cases the benefit of revision will be available to teachers only from the date of their promotion.

3. For facility of reference, the scheme incorporating all the amendments and also such changes as are consequential or incidental to the amendments is attached to this letter as Appendix I.

4. The revised pay scales of Librarians and Physical Education Personnel are the same as are approved for teachers. The revised scales will be admissible only to those Librarians and Physical Education Personnel who have been sanctioned the scales of pay Lecturers, Readers and Professors under the 1973 revision namely Rs. 700-1600, Rs. 1200-1900 and Rs. 1500-2500. The cases of existing Librarians and Physical Education Personnel who are on scales of pay lower than Rs. 700-1600 will be considered separately after making an assessment of their existing scales of pay, the qualifications and other relevant factors obtaining in various states. The revised scales of pay now approved are not therefore, admissible on the basis of designations alone; they have to be sanctioned keeping also in

view the existing scales of pay. Since the qualifications method of recruitment and criteria for career advancement are slightly different in the case of Librarians and Physical Education Personnel, in the light of the requirements of their profession, the relevant provisions of the scheme as far as they relate to these matters are marginally different from those applicable to teachers. The revised pay scales and the relevant conditions relating to recruitment, qualifications and career advancement approved by the Government for Librarians and Physical Education Personnel are given in Appendix II to this letter.

5. All other terms and conditions for revision of pay scales of Librarians and Physical Education personnel are the same as indicated in Appendix I to this letter. The terms and conditions for payment of Central assistance to the State Governments for the revision of pay scales of Librarians and Physical Education Personnel in the Universities and Colleges will be the same as those mentioned in this Departments letter of even number dated June 17,1987.

6. Several State Governments have already issued orders regarding the implementation of the revision of pay scales of teachers. They are requested kindly to review the orders already issued by them in the light of the amendments now made and incorporate appropriate changes in the orders issued by them. Such amendments may kindly be sent for consideration in this Department so that Central Assistance to the extent admissible can be sanctioned.

7. The receipt of this letter may kindly be acknowledged

Yours faithfully,

(C.R.PILLAI)

Deputy Secretary to the Government of India

## 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.

## 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 6<sup>th</sup> upto the 10<sup>th</sup> stage in the existing scale by one increment.

- (b) For teachers drawing pay from the 11<sup>th</sup> upto the 15<sup>th</sup> stage in the existing scale, if there is bunching beyond the 10<sup>th</sup> stage-by two increments.
- (c) For teachers drawing pay from the 16<sup>th</sup> upto 20<sup>th</sup> stage in the existing scale, if there is bunching beyond the 15<sup>th</sup> 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.

## APPENDIX II

**Appendix II to Ministry of Human Resource Development  
(Department of Education)  
Letter No F. 1-21/87-U.I Dated the 22<sup>nd</sup> 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.