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DEPARTMENT OF EDUCATION

(EDUCATION I BRANCH)

Notification

The 6th April, 1989

No. 10 93 88-5Edu. I 3977. - Having regard to the decision of the Government of India in pursuance of the recommendations of the University Grants Commission, the President of India is pleased to revise the scales of pay of the Pay Band Education Personnel and Librarians of the Universities and College Centre Librarians with effect from the 1st January, 1986, as per details given below —

Designation	Existing scale of Pay	Revised scales of Pay
1	2	3
(A) UNIVERSITIES		
(i) Librarians :		
1. Assistant Librarian/Documentation Officer	Rs. 700—1,600	Rs. 2,200—75—2,500—100—4,000
2. Assistant Librarian/Documentation Officer (Senior Scale)	Not Existing	Rs. 3,000—100—3,500—125—5,000
3. Assistant Librarian/Documentation Officer (Selection Grade)	Not existing	Rs. 3,700—125—4,950—150—5,700
4. Deputy Librarian	Rs. 1,200—1,900	Rs. 3,700—125—4,950—150—5,700
5. Librarian	Rs. 1,500—2,500	Rs. 4,500—150—5,700—200—7,300

Price 90 Paise

(611)

(ii) Physical Education Personnel :

1. Assistant Director of Physical Education	.. Rs. 700—1,600	Rs. 2,200—75—2,800—100—4,000
2. Assistant Director of Physical Education (Senior Scale)	.. Not existing	Rs. 3,000—100—3,500—125—5,000
3. Assistant Director of Physical Education (Selection Grade)	.. Not existing	Rs. 3,700—125—4,950—150—5,700
4. Deputy Director of Physical Education	.. Rs. 1,200—1,900	Rs. 3,700—125—4,950—150—5,700
5. Director of Physical Education	.. Rs. 1,500—2,500	Rs. 4,500—150—5,700—200—7,300

(B) (i) College Cadre Librarians :

1. Librarians	.. Rs. 700—1,600	Rs. 2,200—75—2,800—100—4,000
2. Librarians (Senior Scale)	.. Not existing	Rs. 3,000—100—3,500—125—5,000
3. Librarians (Selection Grade)	.. Not existing	Rs. 3,700—125—4,950—150—5,700

(ii) Physical Education Personnel :

1. Director of Physical Education	.. Rs. 700—1,600	Rs. 2,200—75—2,800—100—4,000
2. Director of Physical Education (Senior Scale)	Not existing	Rs. 3,000—100—3,500—125—5,000
3. Director of Physical Education (Selection Grade)	Not existing	Rs. 3,700—125—4,950—150—5,700

The term "College Cadre Librarians" shall include all the Librarians posted in the Government College Libraries and all existing librarians posted in the District Public Libraries and recruited as per the qualifications prescribed by the University Grants Commission on or before the date of issue of this notification.

(C) NON-GOVERNMENT AFFILIATED COLLEGES:

Librarians/Director Physical Education working in affiliated Non-Government Colleges are also to be given the scales of pay as approved for the corresponding categories of the Government Colleges.

2. The terms and conditions prescribed for the grant of new University Grants Commission Scales of pay are appended to this communication as Annexure 'A'.

3. The pay fixation formula as approved by the Government of India, Ministry of Human Resource Development, Department of Education, New Delhi, is appended to this communication as Annexure 'B'.

4. The amount of the arrears on account of revision of scales of pay on the pattern of University Grants Commission scales with effect from the 1st January, 1986 upto the 31st August, 1987, shall be credited to the General Provident Fund Account of the Government employees such credits being deemed to have been made on the 1st September, 1987. Where an employee is not eligible to subscribe to the General Provident Fund, the amount of arrears shall be invested in the purchase of the National Savings Certificates from posts offices in the State of Punjab or invested in the National Savings Scheme in the State of Punjab at the option of the employee concerned. The National Savings Certificates shall be purchased by the Disbursing Officers in the name of the employee concerned and shall be handed over to the latter. However, the arrears below Rs. 100 in a particular case, if any, may be paid in cash and where these are above rupees one hundred these may be invested in the National Savings Certificates after rounding them off downwards to the nearest multiple of rupees fifty.

[Illustration.—(i) in a case where arrears are Rs. 73 the entire amount may be paid in cash (ii) In case the arrears amount to Rs. 473, National Saving Certificates worth Rs. 450 only are required to be purchased, the balance of Rs. 23 shall be paid in cash.]

5. The revised scales of pay are applicable to the Physical Education Personnel/Librarians of Universities (including Panjab University, Chandigarh), Government and Non-Government Affiliated Colleges in the State.

The revised scale of pay are not applicable in the case of Punjab Agricultural University, Ludhiana and Medical Veterinary Science, Technical and Engineering Colleges, in the State.

These scales of pay will also not apply to the Librarians recruited to the posts of the librarians in the District/Public Libraries after the date of issue of this notification.

6. Necessary amendments in the statutes, rules and regulations etc. of the concerned Universities and amendments in the Service Rules and 95% deficit grant-in-aid scheme for Non-Government Affiliated Colleges will be made by the concerned University/State Government where called for.

7. This issues with the concurrence of the Department of Finance.—vide its I.D. No. 2/153/88-5FPI/977, dated 31st March, 1989.

RAJINDER SINGH.

Secretary to Government, Punjab,
Department of Education.

ANNEXURE 'A'

Recruitment and Qualifications:

1. 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 made on the basis of merit through all India advertisement and Selection provided that Assistant Librarians and Assistant Directors of Physical Education who fulfil the criteria prescribed hereinafter will be eligible for promotion to the posts of Deputy Librarians 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.

2. The minimum qualifications required for appointment to the posts mentioned in para 1 above will be those prescribed by the UGC from time to time.

3. 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.

4. Candidates who, at the time of their recruitment as Assistant Librarians and Assistant Directors of Physical Education in Universities, and Librarians and Director/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 one and three advance increments respectively in the scale of Rs. 2,200—4,000 along with the benefit of corresponding years of service for the purpose of promotion. The existing incumbents without research degrees and those similarly situated recruited in future, will be eligible for a similar benefit in service for the purpose of promotions 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.

5. 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. 2,200—4,000 will be placed in a senior scale of Rs. 3,000—5,000 if he/she has:—

(a) completed 8 years service after regular appointment with relaxation as provided in para 4 above;

✓ (b) participated in two refresher courses/summer institutes, each of approximately four weeks' duration or engaged in other appropriate continuing education programmes 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 and College Cadre Librarians, who are in the scale of Rs. 700—1,600 and who have completed 8 years of service on 1st January, 1986 will be placed, through a process of screening/selection as indicated in para 10 below of this annexure in the scale of Rs 3,000—5,000. The benefit of service provided in para 4 above will be available for the initial placement also.

6. Every Assistant Librarian and Assistant Director of Physical Education in the Universities who have been placed in the senior scale 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. 3,700—5,700 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 Services/Physical Education in the University as evidenced by self-assessment, reports of references, 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.

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

8. Those Assistant Librarians and Assistant Directors of Physical Education in Universities in the Senior Scale who do not have Ph. D. degree or equivalent published work, but fulfil the other criteria mentioned in para 6 above will be placed in the grade of Rs. 3,700—5,700 subject to the recommendations of the Committee mentioned in para 7 above. They will be designated as Assistant Librarian and Assistant Director of Physical Education in the Selection Grade.

✓ 9. The College Cadre Librarians and Director/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 3,700—5,700 if they fulfil the criteria prescribed in para 8 above.

10. Regular and systematic appraisal of performance of Librarians/Director of Physical Education 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 Librarians/Director of Physical Education. Till the State Government formulates the guidelines for evaluation of performance of Librarians/Director of Physical Education as per policy to be framed by the UGC and becomes operative with effect from academic year 1988-89 the existing screening mechanism/selection procedures or those prescribed on a provisional basis by the Universities concerned/State Government, will apply to all the placements/promotions referred to in paras 5 to 9 above.

ANNEXURE 'B'

Formula for fixation of pay in the Revised scales of pay

1. The pay of Librarian/Physical Education Personnel in Universities and Colleges will 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 emolument" on 1st January, 1986 shall include:

- (a) Basic pay;
- (b) Dearness Pay, additional dearness allowance and *ad hoc* dearness allowance, if any;