

CONFEDERATION OF LIBRARIANS' ASSOCIATIONS OF NORTHERN INDIA (COLNI)

BARJINDER PAL DHIMAN
General Secretary
E-mail : dhimanbp1977@gmail.com

Govt. Bikram College of Commerce
Patiala - 147001 (Punjab)
Mob. 09779761939

Members :

1. Punjab College Librarians' Association (PCLA)
2. Chandigarh Librarians' Association (CLA)
3. Punjab Library Association (PLA)
4. Haryana Library Association (HLA)
5. Himachal Pradesh Librarians' Association (HPLA)
6. Punjab University Library Staff Association (PULSA)

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To

Hon'ble Prof. V.S. Chauhan, Chairman,
U.G.C. Pay Review Committee,

Subject: Draft proposals for consideration before the U.G.C Pay-Review Committee regarding pay scales & other service conditions of College and University Librarians.

Esteemed Sir,

It is submitted that the eligibility conditions for entry into service as Assistant Professor/Assistant University Librarian/ College Librarian are one and the same i.e. National Eligibility Test (N.E.T) of UGC or Ph.D. in the concerned subject. MHRD Notification of 31-12-2008 on the revision of pay of teachers and equivalent **Cadres (College Librarian/Assistant University Librarian, Deputy University Librarian & University Librarian)** in university and colleges has categorized the posts of Librarians in the College and University streams as 'Academic'. Similarly, the eligibility conditions for promotion (Participation in Orientation/ Refresher Courses, Academic Performance Indicators (API) Score and Research publications) of College/ University Librarians and teachers are also similar in each and every respect, which maintains a parity between Librarians and the teachers. In the 1986 pay-revision, like Lecturers they were given three pay-scales of Rs. 2200-4000, Rs. 3000-5000 and Rs. 3700-5700 alongwith incentive increments & service benefits for possessing research degrees of M.Phil. & Ph.D. in Library & Information Science. In the 1996 pay-revision they were given three pay scales of Rs. 8000-13500, Rs. 10000-15200 and Rs. 12000-18300 alongwith higher fixation of Rs. 14940 at par with the Lecturers. In the 2006 pay-revision, MHRD/U.G.C. granted them pay scales and 'Academic Grade Pay' of Rs. 15600-39100+AGP of Rs.6000, 7000 and 8000 respectively at par with university and college teachers. Again, Librarians in universities and colleges were also granted Pay Band 4 (Rs. 37400-67000+9000 AGP) after three years service in the Selection-Grade at par with post of Associate Professor.

(1)

On December 16, 2008, while speaking on Revision of pay scales of teachers in university and colleges in Lok Sabha, Smt. D. Purandeswari, the then Minister of Human Resource Development has made the following statement: "(X) **Parity between teachers and the Librarians/ Directors of Physical Education shall be maintained**". However, there are instances, when the 'parity/Equivalence clause is not followed in MHRD/ UGC orders and the left out anomalies needs to be rectified at the earliest. The 'Confederation' strongly urge the U.G.C. Pay- Review Committee to take into consideration the following draft-proposals relating to the pay-scales and other service conditions of Librarians in universities and colleges:

1. Re-designating Librarians in the College and University Streams as Assistant Professor, Associate Professor and Professor; As per MHRD Notification of 31-12-2008, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels, whereas Lecturers in Universities and Colleges have been re-designated as Assistant Professor and Associate Professor respectively. Regarding re-designation of Librarians, it is stated that most of the 'Calendars' of Indian Universities fully recognize the fact that 'Librarians are Teachers' and many state Governments like Punjab, Haryana, Himachal Pradesh, U.P., Andhra Pradesh, Maharashtra and Kerala had already designated the 'College Director of Physical Education' (DPE) as 'Lecturer in Physical Education'. The Govt. of Andhra Pradesh has redesignated Physical Directors and Librarians in Degree Colleges as Lecturers in Physical Education and Library Science respectively vide order dated 20-04-1987 (Copy enclosed: ANNEXURE-I) and has also adopted uniform designation of Librarian, Deputy Librarians and Assistant Librarians in Universities by re-designating the posts to that of Professor, Associate Professor and Assistant Professor vide order dated 16-6-2003 (Copy enclosed: ANNEXURE-II). Recently, the Govt. of Uttar Pradesh has re-designated Librarians in the state universities, Govt. and aided affiliated colleges under the category of (Academic Non-Vacational Staff) as 'Lecturer-Library' (Parvakta - Library) vide order, dated 11th March, 2015 (Copy enclosed: ANNEXURE-III). On the analogy of Andhra Pradesh and Uttar Pradesh, the MHRD/UGC is strongly urged to redesignate the Librarians in College and University streams as Assistant Professor, Associate Professor and Professor respectively.

2. Provision of Professors' posts and Rs 10,000/- Academic Grade pay through CAS for all Associate Professors and Librarians in Colleges; As per MHRD Notification of 31-12-2008, no provision has been made for the creation of Professors' posts for Librarians in colleges, whereas as per MHRD orders, there shall be as many posts of Professors in each Post Graduate (PG) College as the number of Departments in the College and the number of posts of Professors in a Under-Graduate (UG) College

shall be equivalent to 10 percent of the number of Associate Professors in that College. Similarly, after placement in the Pay Band of Rs. 37400-67000 alongwith Academic Grade Pay of Rs.9000/-, no provision of promotion has been made in the U.G.C. Regulations, 2010 and U.G.C Regulations(3rd Amendment) 2016 to the Academic Grade Pay of Rs. 10,000/- from Stage 4 to Stage 5 through CAS for Librarians in Colleges.

This is a Strong departure from the "Principle of Parity", as Deputy University Librarian and Deputy Director of Sports in universities are eligible for Academic Grade pay of Rs. 10000 from Stage 4 to Stage 5 through CAS at par with Associate Professors. For the maintenance of 'Parity' among teachers and Librarians, MHRD is strongly urged to ensure :

- I. There should be provision of Professors' posts through CAS for all Associate professors and Librarians in colleges. Professors' posts for Librarians alongwith Associate Professors may be created in the Under- Graduate (UG) and Post-Graduate (PG) Colleges and there should be no cap of 10% of the number of Associate Professors to be eligible for the posts of Professors.
- II. Promotional avenues to the Academic Grade Pay of Rs. 10,000/- from Stage 4 to Stage 5 (Appendix-III, Table-IX) in the UGC Regulations (3rd Amendment) 2016 through CAS may also be extended to Librarians in colleges, as already admissible to Deputy University Librarians, Deputy Directors of Sports & Associate Professors in universities.

3. Enhancement In the Age of Superannuation From 62 to 65 Years for Librarians: As per MHRD Notifications of 31-12-2008, there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education, whereas the MHRD Notification enhances the age of superannuation of University and College teachers from 62 to 65 years with provision of re-employment beyond the age of sixty five years upto the age of seventy years.

Regarding abundance of Librarians and DPEs, it is submitted that as per U.G.C. Pay Review Committee Report (October ,2008), 50% posts of Librarians and 52% posts of Directors of Physical Education in Universities are lying vacant based on the survey it conducted. In the past pay revisions, the MHRD always treated Librarians and DPEs at par with teachers regarding the age of superannuation. In the 1986 pay - revision, the MHRD notification dated July 22, 1988 allows 60 years as uniform age

of superannuation for teachers, Librarians and DPEs in Colleges and universities. Similarly, in the 1996 pay-revision, the MHRD Notification dated September 22, 2006 and March 22, 2007 had also approved the age of superannuation of Library and Physical education personnel in colleges and Universities to 62 years at par with teachers. On the basis of past practice of maintaining 'parity' in the age of superannuation, the MHRD/UGC is strongly urged to remove disparity among teachers and Librarians and enhance the age of superannuation of Librarians from 62 to 65 years throughout the country at par with teachers.

4. Study Leave for College Librarians: Amendment of Para 3.1.8 of UGC Guidelines for Faculty Development Programme during 12th Plan: Regarding granting 'Study Leave with pay to College Librarians for acquiring Ph.D. While in Service', the U.G.C vide letter dated 9th May, 2014 (Copy enclosed : ANNEXURE IV) has clarified that "Assistant Librarians in Universities also include the designation of college Librarians and granting of study leave with pay to College Librarians for acquiring Ph.D. while in service would also apply". But Librarians have been declared ineligible from availing Teacher Fellowship for doing M.Phil/ Ph.D. during service under the UGC guidelines recently issued for the special Scheme of ' Faculty Development Programme' for the Twelfth Plan (2012-2017).

"Para 3.1.8: Librarians not having teaching experience are not eligible"

Keeping in view the above mentioned Clarification of UGC dated 9th May, 2014, MHRD/ UGC is requested to rectify the above mentioned anomaly by amending **Para 3.1.8 of the UGC guidelines for the special scheme of Faculty Development Programme for the Twelfth Plan (2012-2017) for the award of Teacher Fellowship for doing M.Phil/Ph.D. during service and College Librarian may be declared eligible to participate in the Faculty Development Programme of U.G.C. during 12th Plan for doing M.Phil/ Ph.D. during Service.**

5. Re-inclusion of Librarians in the U.G.C XII Plan Guidelines for Minor and Major Research Project for Teachers: As per UGC XI Plan (2007-2012) Guidelines for Minor and Major Research Project: **Para 3.1: "Vice-Chancellor, Librarian and Physical Education teachers will also be eligible to participate in the Scheme"** But it is regretted that in the XII Plan (2012-2017) guidelines as available on the U.G.C. website: **Para 2 : " Only the teaching faculty of Library Science, Physical Education will also be eligible to participate in the Scheme".**

The exclusion of Librarians is a clear cut violation of 'Principle of Parity' as announced by the Hon'ble MOS, MHRD in the Lok Sabha. MHRD/UGC is requested to

intervene immediately and maintain the parity, as already existed in the XI Plan between the teachers and the Librarians by re-including the Librarians in UGC XII Plan guidelines for Minor and Major Research Projects.

6. Placement of Deputy University Librarians in PB-4 (Rs. 37400-67000 + 9000 AGP), instead of PB-3, (Rs. 15,600-39,100+ 8,000 AGP) : To remove stagnation in career among Readers in colleges, 6th U.G.C Pay Review committee had recommended the creation of new post of Senior Associate Professor in PB-4, whereas Associate Professor (Reader) of University /College alongwith equivalent cadres of Deputy Librarians and Deputy Directors of Physical Education in Universities were placed in PB-3. But the MHRD Notification of 31-12-2008 and U.G.C Regulations, 2010 completely ignored the recommendations of UGC Pay Review Committee and placed only Associate Professors in PB-4 (Rs. 37400-67000+9000 AGP), whereas equivalent cadres of Deputy Librarians and Deputy Directors of Physical Education were placed in PB-3 (Rs. 15600-39100+8000 A.G.P.). Thus, by keeping them in PB-3 and not elevating the equivalent cadres of Librarians and Physical Education to PB-4, the parity enjoyed by the Deputy Librarians and Deputy Directors of Physical Education with teachers since long had been broken. In MHRD Notification of 31-12-2008, discriminatory treatment has been meted out to newly appointed Deputy Librarians and Deputy Directors of Physical Education by placing them in PB-3 vis-a-vis Associate Professors, who were placed in PB-4. As a consequence, unlike Associate Professors every Deputy Librarian and Deputy Director of Physical Education directly recruited has to spend 3 years in PB-3 before moving to PB-4.

It is requested that MHRD/ UGC may restore the parity of Deputy Librarians and Deputy Directors of Physical Education in universities with Associate Professors and undo the harm done to equivalent cadres of Librarians and Physical Education by immediately elevating these posts from PB-3 (Rs. 15600-39100+8000 AGP) to PB-4 (Rs. 37400-67000+9000 AGP) like the Associate Professor.

7. University Librarians:

• (i) Senior Professor's Scale:- To remove stagnation among University Librarians, a provision of Senior Professor's scale in the Academic Grade Pay of Rs. 12000 may be made after putting 3 years of service as University Librarian at par with the post of University Professor.

(ii) Experience for the post of University Librarian:- The clause pertaining to the experience required for the post of University Librarian "At least thirteen years as

Deputy Librarian in a University library or eighteen years experience as a college Librarian" as provided in the U.G.C. Regulations, 2010 may be amended as follows "At least 10 years experience as Deputy Librarian in a university Library or 15 years as a College Librarian/ Assistant University Librarian" at par with the experience required for the post of University Director of Sports/ College Principal.

8. Fixation of Entry Pay of College Librarians at the minimum of Rs. 23,890/- and University Librarians at the minimum of Rs. 43,000/- :Government of India, Ministry of Human Resource Development, Department of Higher Education vide letter dated August 26,2010 (Copy Enclosed: ANNEXURE V) has allowed Rs.23,890 as entry level pay in PB-3 with an academic grade pay of Rs. 8000 to Lecturers (Selection Grade) promoted during the period 1-1-2006 to 30-6-2010, who after 3 years will move to minimum of PB-4 with academic Grade pay of Rs. 9000/- .It is requested that College Librarians (Selection Grade) / College Directors of Physical Education (Selection Grade) and Assistant Librarians (Selection Grade) / Assistant Directions of Physical Education (Selection Grade) in Universities promoted during the period 1-1-2006 to 30-6-2010 may also be fixed at entry level of Rs. 23,890 in PB-3 with an academic grade pay of Rs.8000, who after 3 years will move to minimum of PB-4 with academic grade pay of Rs.9000 like Lecturers (Selection Grade).

Similarly,the aforesaid letter has also allowed Rs. 43,000 as entry level pay in the pay Band of Rs. 37400-67000 (PB-4) plus an academic grade pay of Rs. 10,000/- to directly recruited Principals of Under-Graduate and Post-Graduate colleges appointed on or after 1-1-2006, as in the case of directly recruited Professors. It is requested that all directly recruited University Librarians and Directors of Physical Education may also be fixed at entry level pay of Rs. 43000 in the Pay Band of Rs. 37400-67000(PB-4) plus an academic grade pay of Rs. 10,000 like directly recruited Professors and Principals of U.G. and P.G. Colleges.

9. Provision of Promotion from the post of College Librarians to the College Principal:- At present, there is no provision of promotion throughout the career of College Librarians. A college Librarian begins his/her service as Librarian and after rendering about 35 years of service superannuates on the same post without any promotion. U.G.C. Mehrotra Committee Report, Part-B (Aug., 1986) vide para 3.2.2 has recommended that "the emoluments of the duly qualified Librarians should match those of the teachers and they should have the same promotional opportunities as have been recommended for the teachers". It is requested that Librarians in colleges in the AGP of Rs. 9000 with a Ph.D Degree and 15 years experience may be declared

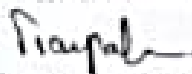
eligible for the post of College Principal at par with the post of Associate Professor.


- The Confederation humbly requests that U.G.C. Pay-Review Committee under your stewardship may kindly go through the facts mentioned above and maintain complete parity in pay-scales and other service conditions of Librarians with teachers in the colleges and universities in the proposed pay-revision w.e.f. 01-01-2016.

With regards,

Yours Sincerely,

Enclosures : 7 Pages (ANNEXURE I to V)


(DR. JASPAL KAUR)
CHAIRPERSON - COLNI


(BARJINDER PAL DHIMAN)
GENERAL SECRETARY, CONFEDERATION OF LIBRARIANS'
ASSOCIATIONS OF NORTHERN INDIA (COLNI)