

[Extract from the Punjab Government Gazette (Extra), dated the 9th
March, 1989]

**[To be substituted for the Notification bearing the same number and
same date]**

DEPARTMENT OF EDUCATION

(EDUCATION I BRANCH)

Notification

The 12th January, 1988

No- 10/14/87-ED I/542.- Having regard to the decisions 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 teaching personnel of the Universities and Colleges with effect from the 1st January, 1986, as per details given below-

Designation	Existing scale of pay	Revised scale of pay
(A) UNIVERSITIES:	Rs.	Rs.
Lecturer	.. 700-1,600	2,200-75-2,800-100-4,000
Lecturer (Senior Scale)	...Not existing	3,000-100-3,500-125-5,000
Lecturer (Selection Grade)	...Not existing	3,700-125-4,950-150-5,700
Reader	...1200-1,900	3,700-125-4,950-150-5,700
Professor	..1,500-2,500	4,500-150-5,700-200-7,300
Vice-Chancellor	...3,000 (fixed)	7,300-100-7,600
(B)GOVERNMENT COLLEGES:		
Lecturer/Assistant Director	..700-1,600	2,200-75-2,800-100-4,000
Lecturer/Assistant Director (Senior Scale)	.. Not existing	3,000-100-3,500-125-5,000
Lecturer/Assistant Director (Selection Grade)	..1,200-1,840	3,700-125-4,950-150-5,700

Principals of Government Arts and Training Colleges	(i) 1,200-1,900	(i) 3,700-125-4,950-150-5,700
Directors, Government College of Science Education and Research, Jagraon and Deputy Directors in the Directorate of Colleges	(ii) 1,500-2,500	(ii) 4,500-150-5,700-200-7,300
Tutors/Demonstrators in Universities and Colleges (Existing incumbents only)	500-900	1,740-60-2,700-EB-75-3,000

(C) NON-GOVERNMENT AFFILIATED COLLEGES:

The tutors/Demonstrators/Lecturer and Principal 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 U.G.C's pay scales are appended to this communications 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 communications as Annexure 'B'.....

4. The amount of arrears of account of revision of pay scales under this scheme with effect from the 1st January, 1986 up to the 31st August, 1987 shall be credited to the General Provident Fund accounts of the Government employees and 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 National Savings Certificates from Post Offices in the State of Punjab. In the case of employees working in Universities and Non-Government Colleges, the amount of arrears shall be invested in the purchase of National Saving Certificates from Post Offices in the State of Punjab. The National Savings Certificates shall be purchased by the Disbursing Officers in the name of the employees concerned and shall be handed over to the latter. However, arrears below Rs. 100 in particular case, if any may be paid in cash. Where these are above rupees one hundred these may be invested in the National Savings Certificates after rounding them of downwards to the nearest multiple of rupees fifty:-

Illustration:- (i) In case where arrears are Rs. 73 the entire amount may be paid in cash, (ii) in case the arrears amounting to Rs. 473, National Savings 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 teaching/academic staff (other than D.P.Es. and Librarians) of the Universities (including Panjab University, Chandigarh), Government and Non-Government affiliated colleges in the State and the Directorate of Colleges.

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

6. Necessary amendments in the statues rules and regulation etc. of the concerned Universities and amendments in the Punjab Educational Service (College Cadre) Class I and Class II Rules, 1976 and 95 per cent 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 Fiancé,-
vide their I.D. No. 2.87/87-5FPI, dated 17th February, 1989.

RAJINDER SINGH

Secretary to Government, Punjab

Department of Education.

No. 10/14/87-5EDI/543, dated, Chandigarh, the 13th January, 1988,
24th February, 1989.

A copy is forwarded to the Accountant General, Punjab (A&E) and Accountant General (Audit), Punjab, Chandigarh, for information and necessary action.

Deputy Secretary, Education

A copy is forwarded for information and necessary action to:-

- (i) The Financial Commissioners, Punjab;
- (ii) All the Administrative Secretaries to Government Punjab;
- (iii) Commissioner of Divisions Punjab;
- (iv) All the Deputy Commissioner in Punjab;
- (v) **ANNEXURE 'A'**

(Set of conditions)

1. 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 fulfil the criteria prescribed in this scheme will be eligible for promotion to the posts of Readers.

2. The minimum qualifications required for appointment to the posts of Lecturers, Readers and Professors will be those prescribed by the U.G.C. from time to time. Generally, the minimum qualifications for appointment to the post of Lecturer in the scale of pay of Rs. 2,200—4,000 shall be Master's degree in the relevant subject with at least 55 % marks or its equivalent grade, and good academic record.

3. In order to encourage research, in continuation of post-graduate studies, candidates who, at the time of their recruitment as Lecturers, possess Ph.D. or M. Phil degree (hereinafter called jointly as the 'research degrees'), will be sanctioned three and one 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 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 with in 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.

4. 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 this India of instruction followed by the different States/Universities/Colleges', *and> other relevant considerations.

5. Every Lecturer will be eligible for placement in a senior scale" of Rs. 3,000—5,000 if he/she has

- (a) completed 8 years of service after regular appointment, with relaxation as provided in para (3) above;
- (b) 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 ;
- (c) consistently-satisfactory performance appraisal reports.

Explanation

All Lecturers in the existing scale of Rs. 700—1,693, who have completed 8 years of service on 1st January 1986 will be eligible for placement through a process of screening/selection in accordance with the provision of paragraph 15 below, in the scale of Rs. 3,000-5,000. The benefit of service provided in para (3) will be available for the initial placement also.

6. Every Lecturer in the Senior Scale will be eligible for promotion to the post of Reader in the scale of pay of Rs. 3,700-5,700 if he/she has:
 - (a) completed 8 years 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 scholarships 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 programme', 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 Reader will be through a process 'of selection by 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 U.G.C. Posts of Readers will be created for this purpose by upgrading a corresponding number of posts of Lecturers in the Universities and Colleges.

8. 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 fulfil the other criteria mentioned in para 6, and have a good record in teaching and/or participation in extension activities, 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 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.
9. Lecturers in the existing Selection Grade of Rs. 1,200—1,840 in the Colleges will be placed at the appropriate stage in the revised Selection Grade of Rs. 3,700—5,700 in accordance with the pay fixation formula under this scheme. Existing Lecturers, who have completed or will complete, a total period of sixteen years of service on 1st January, 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 paras 6, 7 and 8. 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 3.
10. More posts 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 U.G.C. 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.

11. The existing teacher, 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 these 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. 2,200—4,000

(ii) Reader/Lecturer (Selection Grade)... Rs. 3,000—5,000

(iii) Professor .. Rs. 4,500—5,700

12. The promotions made before the announcement by the Government of India of the revised scales on 17th June, 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.
13. In the case of Universities, appointment to the posts of Readers will also continue to be made on the basis of open selection.
14. All teachers will participate at regular interval inappropriately designed refresher courses/summer institutes envisaged as an integral part of the professional development of teachers.

15. 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. Till the State Government formulates the guidelines for evaluation of performance of teachers, as per policy to be framed ...by the, U.G.C and become 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.
16. All teachers shall observe the code of professional ethics to be laid down by the State Government on the recommendations of the U.G.C.
17. The above conditions will apply to all teachers appointed on or after the date of issue of this notification. These conditions will also apply to all the existing incumbents along with modifications specified above.
18. All other service conditions of University and College teachers will continue to be governed by the existing rules/instructions of the State Government.
19. The State Government may change any of the above conditions of its own or on recommendations of the U.G.C./Government of India.