

Chapter V

RECOMMENDATIONS OF THE SIXTH PAY REVIEW COMMITTEE

5.1 Introduction

The Pay Review Committee considered a whole gamut of issues relating to teaching in universities and colleges. As stated in the previous chapter, these issues were considered on the basis of the terms of reference of the Committee, after holding wide ranging consultations with various stakeholders in 12 carefully chosen locations in different regions of the country, written representations received from individuals, institutions, associations and federations of teachers, Librarians, D.P.Es and other academic staff. The Committee makes the following recommendations pertaining to all relevant issues such as pay and allowances, promotions avenues, leave and retirement benefits on one hand and improvement in quality research and teaching, as also academic accountability of teachers on the other. Pay scales, promotional avenues and other related issues pertaining to Librarians, DPEs and other academic staff were also considered.

A major question that the Pay Review committee had to contend with was the nomenclature of various categories of teaching positions. At present there are varied practices, namely, Lecturer, Reader and Professor in some institutions and Assistant Professor, Associate Professor and Professor are used in others. Moreover, the nomenclature 'Reader' was not so easily comprehended by a large section of the society.

The Committee therefore recommends that the new nomenclatures for various teaching positions in universities and colleges should be as under:

Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade), Associate Professor, Senior Associate Professor, Professor, Senior Professor and Professor of Eminence.

Accordingly, the new nomenclatures figure in the revised pay structure as well as in other sections of this report.

This report has been structured in the following four sections:

- I. Structure of Pay and Allowances
- II. Service and Working Conditions
- III. Anomalies and Non-implemented Recommendations of the Last Pay Review Committee
- IV. Other Academic Categories

I. STRUCTURE OF PAY AND ALLOWANCES

5.2.1 The PRC was fully cognizant of the need for pay revisions not only because of inflation but because the scales of pay of teachers needed to be looked afresh in the context of salary structures of other sections of the society-corporate sector, private educational institutions and civil service etc. The scales of pay and allowances of central government employees that have been revised recently, provided the point of reference for many a discussion and recommendations of the PRC in this regard.

5.2.2 Pay Bands and Grade Pay

The PRC had to contend with two points of view. One view was that since the existing scales of pay of the teacher were not fully compatible with any of the existing scales of central government employees, and also since the scales of pay of teachers were not as much varied in number as those of central government employees, there was no necessity of adopting the policy of pay bands and grade pay and it would be better to continue with the existing policy.

The other point of view was that it would be both preferable and convenient to adopt the concept of pay bands and grade pay as has been done by Central Government. The Committee chose to adopt the later viewpoint.

Based on this, the scales of pay of various categories of teachers in universities and colleges are given below in the table 5.1.

Table- 5.1

EXISTING AND PROPOSED SCALES OF PAY FOR UNIVERSITY AND COLLEGE TEACHERS AND OTHER ACADEMICS

A. POSTS SPECIFIC TO UNIVERSITIES				
	CATEGORY	EXISTING PAY SCALE	NEW PAY BAND	GRADE PAY
1	Assistant Professor	8000- 275-13500	15600 – 39100	6600
2	Assistant Professor (Senior Scale)	10000 – 325 – 15200	15600 – 39100	7200
3	Assistant Professor (Selection Grade)/ Associate Professor	12000 -420 – 18300	15600 - 39100	8000
4	Professor	16400-450-20900-500-22400	37400 - 67000	11000
5	Senior Professor	New Post Proposed	37400 - 67000	12000
6	Pro-VC	18400--500-22400.	37400-67000 Plus 4 Adv increments	12000
7	Professor of Eminence	New Post Proposed	80000 (fixed)	Nil
8	Vice – Chancellor	25000 (Fixed)	80000 (Fixed)	Nil
9	Librarian/Director of PE	16400-450-20900-500-22400	37400-67000	11000

10	Deputy Librarian/Deputy Director of PE	12000-420-18300	15600-39100	8000
11	Asstt Librarian (Sr. Scale)/ Asstt Director of PE (Sr. Scale)	10000-15200	15600-39100	7200
12	Asstt Librarian/ Asstt Director PE/Sports Officer/Physical Instructor	8000-275-13500	15600-39100	6600
B. POSTS SPECIFIC TO COLLEGES				
1	Assistant Professor	8000- 275-13500	15600 – 39100	6600
2	Assistant Professor (Senior Scale)	10000 – 325 – 15200	15600 – 39100	7200
3	Assistant Professor (Selection Grade)/ Associate Professor	12000 -420 – 18300	15600 - 39100	8000
4	Senior Associate Professor	New Post Proposed	37400 – 67000	8700
5	Professor in PG Colleges	New Post Proposed	37400 - 67000	11000
6	a. Principal of UG College	12000-18300	37400-67000 Plus 2 Adv increments.	8700
	b. Principal of PG College	16400-450-20900-500-22400	37400-67000 Plus 2 Adv increments	11000
7	College Librarian / Director of PE/ Sports Officer/ PI	8000-13500	15600-39100	6600
8	College Librarian/ Director PE (Senior Scale)	10000-15200	15600-39100	7200
9	College Librarian(S.G)/ Director of Physical Education (SG)	12000-18300	15600-39100	8000
10	*Senior College Librarian (Selection Grade)Senior College DPE (Selection Grade)	New Post Proposed	37400-67000	8700
* The eligibility condition for promotion for this position may better be decided by the UGC in consultation with the special committees headed by a Senior Professor of Library Science / Senior Professor of Physical Education.				

5.2.3 Higher Pay at Entry Level

The second major question that the committee considered in respect of scales of pay was that since the minimum qualifications laid down for teachers at the point of entry to the profession i.e. consistently good academic record, at least a very good Master's degree (with 55% and above marks in the subject concerned plus NET/SET examination) were considerably higher than those prescribed for entering the civil services, they should be given due incentives. The Committee also had to take into

consideration the fact that acquiring higher qualifications also meant that the teachers would enter the profession at an age older than of those entering the civil services.

The committee therefore recommends that as a matter of principle, teachers in various categories should be given incentives by way of advance increments and higher grade pay to compensate them for higher qualifications at the entry point. Also, it would be a significant incentive for more meritorious scholars to join the teaching profession, particularly at this juncture when both the corporate sector and foreign educational institutions are luring the young talented persons away with higher salaries and better pay packages. The quantum of advance increments for various qualifications are given in a separate section elsewhere in the report.

5.2.4 Annual Increment

Most teachers had demanded an annual increment of 3 to 5 percent of the basic pay. After due deliberations, the Committee recommends that the annual rate of increment should be 3% of the basic salary of a teacher with compounding effect.

However, taking a cue from the VI Central Pay Commission, the committee suggests that a higher rate of increment of 4 percent may be offered to a maximum of twenty five percent of those in the pay band 15600-39100 based on better performance. The higher increment would be available to an incumbent for a period of two years after which fresh recommendations would be made. The outgoing incumbent may be recommended again depending on her/his academic performance.

The recommendation for higher rate of increment would begin with the faculty/department and would be considered at various higher levels before the decision is taken at the level of the institution.

Taking note of a common complaint by teachers that the annual increment of a large number of teachers was not released on time, the **Committee recommends that annual increments may be allowed to the teachers in the similar way as applicable to the central government employees.**

5.2.5 Pay Fixation Formula

The Pay Review Committee recommends that the pay fixation formula evolved by the VI Central Pay Commission may be adopted without any change.

5.2.6 Removal of Stagnation

A large number of teachers, particularly Readers and Professors had complained that the spread of their present scales was such that the top of the scale was reached quite early and that they stagnated at the same salary for years together in the absence of any more annual increments.

The Committee observes that in view of the adoption of the concept of pay bands for salary scales of various categories of teachers, the problem of stagnation was not

likely to occur since an incumbent after reaching the top of the scale in a particular pay band would move into the next pay band while continuing to draw the same grade pay.

5.2.7 Increment for Higher Qualification

At present those who are recruited as Lecturers with Ph. D and M. Phil degrees are given four and two advance increments respectively. These are granted as compensation to those who instead of entering the profession immediately after their Master's degree and clearing the NET/SET examination spend additional time working for their respective research degrees.

Teachers have been demanding three and five advance increments for those possessing M. Phil and Ph. D degrees respectively at the time of recruitment as Lecturer since, they argue, the efforts and time spent in acquiring these degrees were more than could be compensated by two and four advance increments respectively.

The Committee, after due deliberations, recommends that the number of advance increments granted to Ph.D. holders at the time of recruitment should be increased to five while those with M.Phil. degrees should get three advance increments instead of present two. The increase has been recommended in order to make entry into the teaching profession more attractive.

The Committee also recommends that those teachers who join as Lecturers with M.Tech, LLM, MD and MS degrees should also be given three advance increments as is the case with those who join with M. Phil degrees. This is being recommended taking into consideration the nature and level of these degrees and also the additional time spent in acquiring them.

Those incumbents who enter as lecturers with a MA/MSc/M.Com and NET/SET qualifications shall be given two advance increments at the time of appointment.

Two advance increments should be awarded to those who are directly appointed / promoted as associate professor, notwithstanding another provision being recommended in this report that an appointee with outstanding merit may be granted upto seven advance increments.

The Committee, however, does not find merit in another demand made by a number of teachers and teachers' organizations that the benefits of advance increments be given to teachers at every stage of promotion. This, the Committee feels, would tantamount to giving them a repeated benefits for the same qualifications.

Teachers who complete their Ph. D degree while in service would get three advance increments instead of the present two. This is being recommended to encourage more and more college teachers to undertake doctoral research and upgrade their qualifications and professional competence.

Those teachers who acquire M.Phil./M.Tech/M.S./M.D/L.L.M. degrees while in service should now get the benefit of two advance increment instead of one at present.

As for those teachers who enter the profession as Readers and Professors with higher merit, better publications and experience at the level, the Committee recommends that the selection committee at its discretion may award such an appointee up to seven advance increments instead of the present provision of five.

All advance increments wherever allowed, either earlier or now, may be given on non-compounding basis.

5.3 Allowances

Besides the scales of pay, the Pay Review Committee also recommends the revision of various existing allowances admissible to teachers. Some new allowances have also been recommended to be granted to the teachers, once again, to make the pay and allowances more attractive for both bringing fresh talent into the profession and also for retaining those who are already in the University and College structure.

5.3.1 House Rent Allowance

The Pay Review Committee recommends that teachers working in different parts of the country shall be entitled to House Rent Allowance according to the following three categories of cities:

**Category X with population of 50 lakhs and above
(A-1 cities earlier) = 30% of (Basic Pay + Grade Pay)**

**Category Y with having population of between 5 lakhs and 50 lakhs
(A, B-1 and B-2 cities earlier) = 20% of (Basic Pay + Grade Pay)**

**Category Z with population below 5 lakhs
(C and unclassified cities) = 10% of (Basic Pay + Grade Pay)**

5.3.2 Dearness Allowance and City Compensatory Allowance

Dearness Allowance may be allowed to the teaching faculty as admissible to the central government employees from time to time.

The VI Central Pay Commission has abolished City Compensatory Allowance and the Pay Review Committee agrees with that recommendation in respect of teachers also.

5.3.3 Transport Allowance

The VI Central Pay Commission has raised the Transport Allowance from Rs. 800 upto Rs. 3200. The Pay Review Committee recommends that teachers should be

paid the allowance in the following graded manner, according to the size of the cities wherein the institutions are located:

A-1/ A Class cities (13 notified cities¹) Rs. 3200+ DA thereon

Other Cities Rs. 1600+ DA thereon

This allowance shall be admissible to all college and university teachers, irrespective of the distance between the place of residence and the place of work, whether or not they are residing in an accommodation provided by the employer on the premises of the institution.

5.3.4 Children's Education Allowance (CEA)

The Pay Review Committee recommends that a teacher shall be entitled CEA for the school going children up to Class XII at the following rates per month on reimbursement basis in line with the provision for central government employees.

Up to Rs. 1000/- per month, per child up to a maximum of two children

Up to Rs. 3000/- per month, per child who is residing in a school hostel, up to a maximum of two children.

However, both hostel subsidy and child education allowance cannot be availed of concurrently.

The above limits would be automatically raised by 25% every time the dearness allowance on the revised pay structure goes up by 50%.

5.3.5 Academic Allowance

There has been a persistent demand from all sections of the teaching community for some regular, monthly academic allowance to meet the expenses for internet rentals, computer peripherals and for buying books and journals all of which have become very expensive. Finding the demand justified, the Committee recommends that an academic allowance of Rs.1500 Per month should be paid to an Assistant Professor, Assistant Professor (Senior Scale) and Assistant Professor (Selection Grade) and Rs. 1200 per month to Associate Professor, Senior Associate Professor, Professor and Senior Professor towards meeting the expenses. It will also make the pay packages more attractive for the new entrants since teachers in Assistant Professor category will get more academic allowance in comparison with Associate Professor, Senior Associate Professor, Professor and Senior Professor.

The Committee has consciously made the recommendation of paying higher Academic Allowance to teachers in various categories of Assistant Professor since in its view their needs at the initial stages of their academic career are

¹ Notified 13 Cities:: Hyderabad (UA), Delhi (UA), Bangalore (UA), Greater Mumbai(UA), Chennai(UA), Kolkata(UA), Ahmedabad(UA), Surat(UA), Nagpur(UA), Pune(UA), Jaipur(UA), Lucknow(UA), Kanpur(UA)

more than those of senior teachers in the categories of Associate Professors and Professors.

5.3.6 Research Promotion Grant (RPG)

Apart from several representations received by the PRC, several teachers' have voiced the demand for seed money to encourage research work in universities and colleges. The Committee is aware of the fact that potential researchers need to be encouraged to match the global competition. It is of the opinion that research works should be treated as national investment and that substantial measures should be taken in this regard.

The PRC recommends that new entrants to the profession should be given one time start up seed money of Rs. 2.00 lakhs and Rs. 5.00 lakhs for humanities/social sciences and sciences respectively as financial support for carrying out research against duly approved projects.

The process for granting approval to such projects should be developed by colleges in consultation with departments/discipline in the university and in the university through faculty committee of advanced study of research and board of study.

5.3.6 Special Compensatory (Hill Area) Allowance

The Committee has taken note of the problems in filling the posts in the hill districts and therefore **recommends that a Special Compensatory (Hill Area) Allowance of Rs.600 per month may be allowed to teachers posted in these areas as notified by the Central/ State Governments.**

5.3.7 Special Compensatory (Remote Locality) Allowance

The Committee has taken note of the large number of vacancies of teachers in the remote areas and feels some special compensation is called for to attract teachers to work in the remote areas. The Committee therefore **recommends Special Compensatory (Remote Locality) Allowance to the teachers as admissible to the Central Government employees on the terms and conditions governing the grant of Special Compensatory (Remote Locality) Allowance.**

Provided that in places where more than one Special Compensatory Allowance is admissible, the teachers in such stations will have the option to choose between the allowances (mentioned at 5.2.13 and 5.2.14 above) whichever benefits them the most.

5.3.8 Special (Duty) Allowance for Teachers Serving in North Eastern Region including Sikkim and Ladakh

The Committee recommends a Special (Duty) Allowance at the rate of 12.5% on pay plus grade pay to teachers serving in these areas as applicable to Central Government employees.

5.3.9 Deputation Allowance

Deputation duty allowance for local or outstation postings may be allowed at the rate of 5% and 10% respectively on pay plus grade pay subject to a maximum of Rs. 2000 and Rs.4000 respectively.

5.3.10 Leave Travel Concessions

The Teachers Associations have suggested the following pattern of LTC.

A Block of 2 years should be followed in place of 4 years

Home Travel: Every Year

Entitlement: By Air from the beginning of the service

To begin with the Asian countries should be included in the scheme of LTC

In case of non-availing of LTC it should be en-cashable.

The Sixth CPC has made certain changes in the travel entitlement and definition of family. The Committee endorses these modifications and recommends the same may be applied to the teaching faculty also as and when notified by the Government of India.

Recommended Pattern of LTC: As regards the pattern of LTC, the PRC feels every teacher must get a break at least once in a year. It therefore **recommends the following pattern of LTC for teaching faculty.**

LTC for travel to Home Town may be allowed on any three occasions not exceeding one in a year in a block of 4 years.

For any one year of the block of four years, LTC may be allowed for any place in India. It would thus mean total of 4 LTC in a block of 4 years but not exceeding one in any one year. The PRC however does not recommend encashing of LTC if not availed during a block year.

The LTC for family members may be allowed to be combined with seminars/workshops and other academic assignments being attended by the teacher.

5.3.11 Traveling Allowances

Traveling Allowances on tour or transfer has been revised by the Government of India for the Central Government employees. Air Travel has been allowed to incumbents of posts with grade pay of Rs. 5400 and above. **The Committee recommends that teaching faculty may also be allowed TA/DA as admissible to Central/State Government employees, as the case may be, from time to time.**

5.3.12 Medical Allowance / Medical Insurance

Teachers from various parts of the country had also demanded that they be paid some monthly allowance to meet their day to day medical expenses, since medical facilities and medicines had become very expensive.

The Committee, however, was not in favour of recommending a fixed monthly medical allowance. Instead, the **Committee recommends that a better purpose towards this end would be served by recommending a medical insurance for all teachers wherein a teacher would pay 30% of the premium and the rest would be contributed by the University/College.**

The Pay Review Committee further **recommends that the University Grants Commission negotiate with leading medical insurance companies to get the teachers across the country the best possible deal.**

5.3.13 Group Insurance

The VI Central Pay Commission has recommended that the subscription of Group A officers for group insurance scheme should be raised to Rs. 720 per month from the present Rs.120 per month.

The Committee recommends that a similar group insurance scheme should be made applicable to all university and college teachers throughout the country to ensure adequate social security for them. The University Grants Commission may also negotiate with various group insurance agencies to get the best possible deal for teachers.

5.3.14 Consultancy Assignments

The Pay Review committee is of the considered opinion that teachers both in universities and colleges should be encouraged to accept consultancies, direct projects, register patents, R&D Products and technology transfers as a part of their academic duties. This would help the society at large to benefit from the professional inputs by the academic community and contribute directly to societal development. Besides it would help the individual teacher to augment his/her personal and institution resources. The Committee therefore recommends that the resources earned by a teacher through consultancy should be divided between the teacher and the institution in the manner give below. The University Grants Commission should also lay down detailed guidelines for carrying out consultancy work since this would help transparency and uniformity in such work.

- (i) Amount received up to 30% of the gross salary (basic salary+ grade pay+ DA+ Academic Allowance) – No sharing, entire amount to go the teacher concerned.**
- (ii) Amount received beyond 30% and up to the gross Salary - Sharing of the money beyond 30% in the ratio of 70:30 between the teacher and the institution respectively.**
- (iii) Amount received beyond the gross salary – To be shared in the ratio of 50:50 of the amount of the money received beyond the gross salary between the teacher and institution.**

The Committee recommends that the proposed arrangement should work for five years where after the scheme should be reviewed in view of future developments.

5.4 Superannuation, Re-employment, Pension, Provident Fund and Gratuity

5.4.1 Existing Scenario: Once a teacher, always a teacher is a very popular saying. However, issues relating to the age of superannuation of teachers, post-retirement benefit of Pension and terminal benefits like Provident Fund and Gratuity have always been matters of concern for them since these relate to social security available to them once they have finished their teaching careers.

The Pay Review Committee during its interaction with teachers and also after scrutinizing the data made available to it through responses to its questionnaires and also through the written representations made to it noted with grave concern that there was no uniformity in the availability of such benefits to university and college teachers across the country. Even with respect to a significant issue like the age of superannuation, the span is from fifty five to sixty five with fifty eight, sixty, sixty two as terminal stages in between. Similarly, there are teachers who enjoy the benefits of post-retirement pension while others have no such support. In some institutions the provision of general provident fund is available for a section of in-service teachers while others even in the same institution are governed by the Contributory Provident Fund Scheme.

Keeping all this in mind and being aware of the fact that issues of social security will go a long way in attracting fresh talent to teaching in colleges and universities, the **Pay Review Committee makes the following recommendations.**

5.4.2 The age of Superannuation

Keeping in mind the fact that the field of higher education is currently facing an acute shortage of teachers at all levels and also being aware of the decision of the central government to expand the base of college and university education significantly throughout the country during the XI Five Year Plan which has been declared as the Plan for Education, **The Pay Review Committee recommends that the age of superannuation of teachers should be 65 years throughout the country whether working in a State or Central University as also whether in a college or in a university.**

The Pay Review Committee also believes that the fears expressed by certain quarters that raising the age of superannuation to sixty five years would have an adverse impact on the recruitment of young teachers at the entry level is both misconstrued and misplaced. According to the understanding of the Pay Review Committee, the demand and supply situation of teachers for higher education is such that even after this provision of sixty five years as the age of superannuation of teachers is put in place, there would still be a significant shortfall in the availability of qualified teachers. Moreover, the academic institutions will continue to derive the benefits of availability of senior academics both in teaching and research. This would indeed be a big factor towards the improvement in quality of teaching and research.

The Pay Review Committee is of the considered opinion that while allowing the institutions to continue to derive the benefits of participation by senior academics in

both teaching and research; it will also attract talented young academics to the profession.

The Committee also recommends that to safeguard the interests of the students, a teacher should however be engaged on contract basis on terms as discussed elsewhere in this report for a period up to the completion of the academic session.

5.4.3 Reemployment of Teachers

As stated above, the shortage of teachers is likely to continue even after the age of superannuation is raised to 65 years and mass drives of recruitment are undertaken.

The Pay Review Committee, therefore, recommends that teachers may be reemployed selectively after superannuation on contract basis, up to the age of 70, in two slots of 3 years in the first instance and then further for 2 years on the basis of their merit, experience, area of specialization and peer group review.

5.4.4 Pension

Pension too has become a major issue among university and college teachers, particularly since 2004 when the government decided to introduce the Contributory Pension Scheme in place of the earlier under which pension was the responsibility of the state.

In service teachers who are still governed by the old pension scheme, raised the question of revising the length of service one needs to put in for becoming eligible for full pension.

The forceful plea made by teachers both in their oral and written representations while discussing the question of pension underlines the gravity of the issue.

The PRC recommends that the VI Central Pay Commission recommendations in respect of pension may be adopted in toto for teachers that includes eligibility for full pension (50% of average pay or last pay drawn whichever is higher) after 20 years of qualifying service.

As regards New Pension Scheme effective from 1.1.2004, the Committee shares the concern of the teachers and suggests that the UGC may take up the matter with Government of India to restore the old triple benefit scheme (GPF, Pension and Gratuity).

5.4.5 Family Pension

The Government of India has revised the rate of Family Pension admissible to the family of the deceased government employees with a minimum of Rs.3500 per month and a maximum of 30% of the highest pay in the Government of India. **The Committee recommends that same benefits may be extended to the families of the deceased member of the teaching faculty.**

5.4.6 Additional Quantum of Pension to Senior Pensioners Including Family Pensioners

As a special consideration towards senior pensioners, the Government of India has approved additional pension in a graded manner to the pensioners/ family pensioners who have completed 80 years' age. **The PRC endorses this recommendation, in that similar benefit including dearness relief as admissible from time to time may also be allowed to retired teachers and family pensioners.**

Table- 5.2
Additional Quantum of Pension to Senior Pensioners and Family Pensioners

Sr. No	Age of Pensioners	Additional Quantum of Pension Admissible
1	From 80 years to less than 85 years	20% of Basic Pension
2	From 85years to less than 90 years	30% of Basic Pension
3	From 90 years to less than 95 years	40% of Basic Pension
4	From 95 years to less than 100 years	50% of Basic Pension
5	From 100 years and more	100% of Basic Pension

5.4.7 Encashment of Leave

No change has been recommended by the Sixth CPC in the maximum number of days the EL can be accumulated or en-cashed at the time of retirement. However, the Sixth CPC has recommended that EL en-cashed during LTC (up to a maximum of 60) while in service will not be adjusted from 300 days of accumulated EL, which can be en-cashed at the time of retirement. **The PRC recommends that same provisions may be allowed to the teaching faculty also.**

5.4.8 Gratuity

The Pay Review Committee recommends that the upper limit of gratuity to be paid to teachers should be revised to Rs. Ten Lakhs from the present 3.5 lakhs as has already been notified by the Government of India.

5.4.9 Ex-Gratia Lump Sum Compensation

The Committee has taken note of the professional hazards faced by teachers while on duty. The frequency of violence against teachers is on the increase. The Government of India have approved ex gratia lump sum compensation to the families of the employees who die in performance of their bonafide official duties under various circumstances as given in the table below. **The Committee recommends that similar compensation may be allowed to teachers' families also.**

Table 5.3
Ex Gratia Lump Sum Compensation

Sr. No.	Circumstances Justifying Compensation	Amount of Compensation
1	Death occurring due to accidents in the course of performance of duties.	Rs. 10 Lakhs
2	Death occurring due to accidents in the course of performance of duties attributable to acts of violence by terrorists/ anti social elements etc.	Rs. 10 Lakhs

5.4.10 Provident Fund

At present there are two practices in respect of the Provident Fund facilities for teachers. Some are covered by the General Provident Fund Scheme while others are covered under the Contributory Provident Fund scheme. Since the option for General Provident Fund gives the incumbent the benefits of pension, also, more and more teachers have been asking for another option to be given to shift from the Contributory Provident Fund scheme to the General Provident Fund Scheme. The last time such an option was made available to teachers, many could not avail themselves of the opportunity because for various reasons. The teachers have therefore been demanding that they may be given another chance to opt for the General Provident Fund Scheme.

Since the demand is legitimate, the **Pay Review Committee recommends that teachers covered by the Contributory Provident Fund Scheme should be given another chance to switch from the Contributory Provident Fund Scheme to the General Provident Fund Scheme from a future date.**

5.5 Financial Support for the Implementation of the Pay Review Committee Recommendations

5.5.1 Existing Practice

The central government has been supporting the implementation of the recommendations of the Pay Review Committees in past by providing them with assistance to the extent of eighty percent of the additional expenditure involved in the implementation for a period of five years.

However, it was brought to the notice of the Pay Review Committee that the recommendations of not only the last Pay Review Committee but also of the earlier ones were not implemented fully and uniformly throughout the country because a number of states expressed their inability to contribute their share of remaining twenty percent of the additional financial burden, citing serious resource crunch as the reason. As a result, a large number of teachers in universities and colleges across the country were deprived of the benefits of the complete package of recommendations made by the Pay Review Committees. Teachers in many states are still awaiting the payment of arrears due to them as per the recommendations of the previous Pay Review Committee even after ten years. This has led to large scale frustration and even anger among the teaching community, impacting negatively their academic performance.

The Pay Review Committee notes with satisfaction that there is a sea change in the financial situation of the states in 2008 from what it was in 1998 when the scales of pay of teachers in universities and colleges were last revised. This fact has been brought to the notice of the State Education Ministers by the Chairman of the Pay Review Committee in an exclusive meeting with them.

However, keeping in mind the importance of uniform implementation of its recommendations and the past experience about such recommendations, The Pay Review Committee recommends the following:

5.5.2 Full Funding for Five Years

The Pay Review Committee Recommends that the central government provide hundred per cent assistance to the state governments towards the additional expenditure involved in implementing the recommendations of the Pay Review Committee in toto as a package uniformly throughout the country. Such assistance should be made available to states for a period of five years.

5.5.3 Additional Assistance on Successful Implementation of the Recommendations Package

The Pay Review Committee recommends further that those states that implement its recommendations fully as a package in toto within a reasonable time frame, may be given additional assistance to the extent of fifty percent of the additional expenditure for a further period of five years. For this, the Pay Review Committee recommends that the University Grants Commission monitor and review the progress of implementation in the fifth year and make a recommendation in this regard to the central government.

5.5.4 Implementation from a Single Date

The Pay Review Committee reiterates that its recommendation be implemented by all universities and colleges in all states fully as a package and not partially. Further, these recommendations should be implemented with effect from a single date, namely, 1.1.2006 and not from any date later than this. However, various allowances except Dearness Allowance shall be admissible with effect from 1.9.2008.

II SERVICE AND WORKING CONDITIONS

5.7 Existing Scenario

One of the important terms of reference of the present Pay Review Committee is, among others, to revisit the service and working condition of teachers both in universities and colleges with a view to suggesting changes for providing better recruitment and career advancement opportunities to teachers, improved facilities for upgradation of their teaching and research skills, providing a better academic environment for teaching and research in colleges and universities and suggesting

transparent, uniform and more effective modes of evaluating teachers academic accountability.

Towards this end, the Committee makes specific recommendations about the following issues:

5.7.1 Recruitment of Teachers

A large number of issues relating to recruitment of teachers, eligibility conditions for recruitment, selection procedures and even compositions of selection committees came up for discussion time and again during the interaction of teachers with the members of the Pay Review Committee. **The Pay Review Committee has made recommendations about some of these which are given below:**

5.7.2 Affirmative action for Teachers from Socially Challenged Sections

The Pay Review Committee urges the University Grants Commission to take affirmative action and make special efforts for attracting to the profession candidates from socially challenged sections of the society, namely, SC/ST, Minorities, Physically Challenged persons, de-notified and semi-nomadic tribes as well as women.

5.7.3 Posts lying Vacant

The attention of the Pay Review Committee was drawn, both through university / college responses (refer Chapter-III and IV) to the fact that a large number of posts in universities and colleges throughout the country had been lying vacant for long periods of time and this was impacting the teaching /learning process negatively. Members of the Pay Review Committee were told that a number of states had put a ban either formally or informally on recruitment and there are states where no appointments had been made in the pay scales as recommended by the UGC for the last fifteen or even twenty years.

Taking a very serious note of this fact, the Pay Review Committee recommends that all institutions fill the vacant positions on an urgent basis. The Committee urges the University Grants Commission to monitor the situation.

5.7.4 Contract Teachers

One of negative fall outs of the non-filling of regularly sanctioned posts has been the appointment of a large number of teachers on contract basis for long periods of time (refer Chapter-III). These teachers are appointed on a fixed amount of emoluments that are at times abysmally low although they were carrying the full teaching load of a regular teacher.

The Pay Review Committee recommends that teachers should be appointed on contract basis only when absolutely necessary and when the student teacher ratio goes far above the laid down norms. However, the qualifications and selection procedure for appointing them should be the same as for a regularly appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed lecturer. Such appointments should, however, not be made for more than a year and the performance of the teacher should be reviewed before reappointing her/him on contract.

Those contract teachers who get selected against regular posts in continuation of their assignment before selection, their vacation break should be condoned and they should get the benefit of their past service without arrears.

The Committee recommends further that retired teachers may also be considered for appointment on contract basis.

5.7.5 Guest Teachers and Part Time Teachers

Another wide spread practice relating to recruitment of teachers has been to appoint teachers as Guest/ Part Time teachers and pay them a fixed amount on the basis of per lecture (refer Chapter-IV). The University Grants Commission has laid down the payment to such teachers as Rs. 250/- per lecture with a limit of five thousand per month. The Pay Review Committee found both the payment per lecture and the monthly limit to extremely low especially when most of the teachers had minimum qualifications required for the position of a lecturer and they had also qualified the NET/SET examination.

The Committee recommends that Guest or Part Time Teachers who possess the minimum qualifications for the post of a Assistant Professor should be paid Rs. 1000/- per lecture to a maximum of Rs. 25000/- per month.

The Committee recommends that retired teachers could also be involved in teaching as Guest Teachers.

5.7.6 Deviations from Recommended Scales of Pay

It has been brought to the notice of the Pay Review Committee that some states are appointing teachers in colleges and universities on scales of pay that are lower than those recommended by the University Grants Commission.

Taking a very serious note of this practice wherever being followed, the Committee **recommends that no teacher be appointed in colleges and universities who do not possess the minimum qualifications laid down by the University Grants Commission and that all of them should be paid the same scales of pay as have been recommended by the University Grants Commission. This fact should be taken into account while monitoring the performance of Institutions**

in implementing the PRC recommendations in the fifth year as mentioned elsewhere in the report.

5.7.7 Eligibility Conditions for Appointment

The PRC reviewed the existing practice of granting exemption from NET/SET examination to M. Phil / Ph. D degree holders on the basis of wider consultation.

The PRC is of the considered view that the M.Phil degree holders cannot be recommended for exemption from NET/SET examination. The Ph.D. degree holder may however, be recommended for exemption but for that, the Ph.D. research programmes need to be considerably strengthened at universities /colleges/another research institutes along the lines set out in the communication sent already by the Chairman, PRC to the UGC (refer Annexure-IX).

All other essential qualification as laid down by the University Grants Commission for various positions shall remain the same.

5.7.8 Selection Process / Selection Committee

Although, detailed guidelines have been laid down by the University Grants Commission in respect of selection processes and compositions of selection committees the Pay Review Committee was urged to review these.

A suggestion was made that the University Grants Commission should draw up a fairly exhaustive list of experts in each subject and colleges and universities should be asked to appoint experts on selection committees from this list. It was argued that this would lead to some kind of uniformity in the competence of selected candidates across institutions.

The Pay Review Committee finding much merit in the above suggestion, makes the following recommendation in this respect:

The University Grants Commission should draw up, in consultation with renowned academicians/subject experts, exhaustive lists of experts in each subject and put them up on its website. It should be incumbent on institutions to include at least one of the subject experts on the selection committee from this list. The University Grants Commission should monitor this for compliance.

As for the selection process itself, the Pay Review Committee believes that it should be made more transparent and strict in order to ensure that the very best are selected. The selection process needs to move beyond the routinish question-answer pattern.

The Committee recommends that all university selections to various teaching posts should be made in two stages. At the first stage an interview should be held to shortlist candidates—4 to 5 against each post. These shortlisted candidates could then be asked to give a seminar or a demonstration lecture on a given subject before the selection committee and a few other senior

members of the faculty. The final selection should be based on the demonstration lecturer or seminar.

5.8 New Positions

There have been demands for creation of new positions both in universities and colleges to meet with the requirements of greater mobility between academic institutions and industry/corporate world on one hand and between one academic institution and another on the other. This would also enrich the academic environment in universities and colleges.

The Pay Review Committee recommends that the following positions be created:

5.8.1 Position of Professor in Colleges

All colleges with post graduate teaching should be sanctioned posts of Professor for those disciplines in which there is post graduate teaching. There should be at least one post of Professor in each of these disciplines.

These posts shall be filled through direct recruitment, the basic qualifications and selection procedure as well the composition of the selection committee shall be the same as for a post in the university department, chaired by the VC or his nominee.

5.8.2 Mobility of Senior Teachers - Positions of Adjunct Professor and Concurrent Professor in Universities

The data provided by the universities and colleges in response to the questionnaire sent by the Committee reveals that the mobility of teachers between institutions within the state and across the states is disturbingly low. The primary reason appears to be disparity between gross salaries drawn by teachers in different institutions due to non-granting of certain allowances, disallowance of transfer to benefits like pension, provident fund and gratuity, refusal to protect the last pay drawn, absence of support facilities like housing, medical facilities and absence of infrastructure like good libraries and laboratories.

The Committee Recommends that universities should be encouraged to create positions of Adjunct Professor and Concurrent Professor in order to facilitate greater mobility between industry/corporate sector and academic institutions on one hand and universities and National Research Institutions on the other, such as the Institute of Economic Growth, National Institute of Public, Finance and Policy, Indian Institute of Science.

Hiring in exceptional cases can take place even if a vacancy were not to exit in a given department through the operation of Floating Positions that can constitute 15% of the total strength of the teaching faculty in a university.

The Committee recommends further that university should amend their rules to accommodate the transfer of benefits of teachers who move from one institution to another and also protect their salaries.

In order to encourage senior faculty to move from Institution of national mainstream to State institutions for enriching their academics profile, the PRC recommends that those teachers who move after earning pension benefits elsewhere, their pension amount should not be deducted from their pay in the new post.

The PRC recommends that the University Grants Commission should also create the position of National Professor in different disciplines.

The University Grants Commission should also lay down detailed guidelines and procedures for appointments to these positions.

5.9 Career Advancement Scheme (CAS)

The question of promotional avenues for teachers under Career Advancements Scheme (CAS) elicited animated responses from teachers as well as Eminent Educationists. The teachers observed that many of the rules of CAS were vague and needed to be defined more precisely. They also complained that there was generally inordinate delay in holding selection committees under CAS and many institutions refused to give them the benefit of promotion not from the date of eligibility but from the date their promotions were approved by the authorities.

This had led to not only financial loss to affected teachers but had unjustly delayed their eligibility for next promotion. While college teachers observed that there was no third avenue of promotion for them after the position of Lecturer (Selection Grade)/Reader, university teachers felt that the selection process for promotion to the post of Professor under CAS was far more strict than the one for direct recruitment.

Interaction with Eminent Educationists brought out their perception of the Career Advancement Scheme. Most of them observed that CAS had led to undeserved promotions without a serious evaluation of an incumbent's merit.

For a long time, college teachers have been demanding a third promotional avenue to overcome the problem of stagnation after reaching the position of Lecturer (Selection Grade)/Reader. Similarly, university teachers too have been demanding the creation of a position of Senior Professor in order to overcome the problem of stagnation faced by Professors.

The Pay Review Committee was, therefore, obliged to review various aspects of the CAS ranging from delays in holding of selection committees to providing additional avenues for promotion.

The Pay Review Committee makes the following recommendations in respect of CAS.

5.9.1 Senior Associate Professor in Colleges

The position of Senior Associate Professor may be made available to teachers in colleges under CAS. Associate Professors / Assistant Professors (SG) who possess Ph.D. degrees and who have completed six years in the grade may apply for promotion as Senior Associate Professors. The selection process for the post of Senior Associate Professors is given below and the scale of pay has been given in Table 5.1.

5.9.2 Senior Professor in Universities

The position of Senior Professor may be made available to teachers in universities under CAS. Professors who have completed 10 years of service may become eligible for promotion as senior professor. The selection criteria are as follows:

An applicant, after becoming professor should have (1) at least five publications in reputed / refereed national/international journals to be evaluated by a peer group constituted by the Vice-Chancellor (2) successfully supervised at least two Ph. D dissertations. The scale of pay of senior professor has been given in Table 5.1

5.9.3 Position of Professor of Eminence

The title of Professor of Eminence may be conferred on not more than 10% of the existing strength of Professors /Senior Professor in a university. Only a Professor with at least twelve years' experience who has acquired national/international stature on the basis of her/his academic contribution to the philosophy of the subject shall be appointed to the position after a recommendation by a panel of Professors specially appointed to review her/his work and life time achievements.

5.9.4 Starting the Process of Promotion under CAS

In order to avoid delay in promotion to various positions under CAS, it is recommended that the institution should start the process at least three months before a teacher becomes eligible for promotion.

5.9.5 Selection Process

Since opportunities for research work in most colleges are practically non-existent and teachers have heavy classroom teaching workload, it is recommended that for college teachers, greater emphasis may be laid on actual class room teaching, holding tutorials, conducting examinations and evaluating answer scripts and lesser emphasis on research work while considering them for promotion under CAS.

5.9.6 Selection Committee under CAS

In order to make selection under CAS to be more uniform, the University Grants Commission should draw up an exhaustive list of experts in various subjects and put them on its website. While holding selections under CAS, institutions must include at least one subject expert from the list of experts made available by the University Grants Commission on its website.

5.9.7 For the Post of Professor in a University

For promotion to the post of Professor in universities, it was brought to the notice of the Pay Review Committee that since two separate groups of three Professors were required for the selection process—one group for evaluating the published work of the candidate and a different one for holding the interview, it became extremely difficult at times to find six Professors for completing the process of selection.

The Committee, therefore, recommends that while an expert who has evaluated the published work of the candidate may be included in the selection committee, the number of such experts on the selection committee shall not be more than one. Also, at least one of the experts on the selection committee shall be from the University Grants Commission list of subject experts put up on its website.

The other conditions of selection procedure remain the same. However, the present practice of sending the UGC Observer for promotion to the post of professor under CAS may continue with the modification that the Observer may submit his report to the Vice-Chancellor on the day of the interview itself for placing it before the EC/Board of Management.

5.9.8 For the Post of Senior Associate Professor in College

The selection procedure for the newly created post of Senior Reader in colleges shall be as under:

Two Professors to be nominated by the concerned VC shall evaluate the published work- at least three publications, one of which may be a book—submitted by a candidate. On the receipt of their unanimous recommendation a candidate may be called for an interview. One of experts who has evaluated the published work of the candidate may be included in the selection committee. Also, one of the three subject experts should be from among the University Grants Commission approved list of subject experts put on its website.

The process of selection and eligibility for Senior Associate Professor shall be handled by the college concerned.

5.10 Promotion as Senior Associate Professor

5.10.1 Eligibility Conditions

- (1) At least six years as Associate Professor
- (2) At least five publications during the teaching tenure as Associate Professor in refereed Journals/ Books recognised by the University.
- (3) The equivalence of single authored books to research papers to be decided by the University.

Other desirable criteria to be considered by the Selection Committee

- (1) Research work, in the form of projects undertaken, research reports and independent research.
- (2) Contribution to teaching including updating of curriculum and other innovations authorship of standard text books.
- (3) Participation in other academic activities including conferences, workshops, lectures.
- (4) Membership of Committees, Advisory Committees, Editorial Committees and others.

Those Assistant Professors (SG) who do not possess a Ph. D /or are not eligible for promotion as Senior Associate Professor shall move into the Pay Band of the Senior Reader after reaching the top of their Pay Band, carrying their own grade pay.

5.10. 2 Disciplines where no Refresher Course are Conducted

Relaxation from the condition of participation in Refresher Courses shall be to given to candidates in such disciplines and they may be considered eligible for promotion after they have fulfilled all other requirements. However, they shall have to produce evidence before the selection Committee of having upgraded their skills and knowledge through other means such as participation in Seminars, Conferences and Workshops and in view of latest literature in the concerned subject.

5.11 Up-gradation of Teachers' Skills and Participation in Refresher Courses and Orientation Programmes

A number of suggestions were received from teachers and other stakeholders in respect of upgradation of teachers' skills and knowledge of the subject. These ranged from reducing the duration of Refresher Courses to considering training with National Research Institutions, Central University Laboratories and even Industry to be considered in lieu of participation in Refresher Courses. Suggestions were also made that participation in Refresher Courses should be delinked from eligibility for promotion and should be made a career-long activity.

The Pay Review Committee after considering all the suggestions made in this regard, recommends that the matter may be referred to the University Grants Commission Standing Committee on Academic Staff Colleges for a review.

5.12 Various Kinds of Leave Admissible to Teachers

The attention of the Pay Review Committee was drawn to differentiation in various kinds of leave like Study Leave, Sabbatical Leave admissible to university and college teachers. Teachers also wanted the leave admissible under the University Grants Commission sponsored Faculty Improvement Programme to be reviewed and made more liberal in order to encourage research, particularly among college lecturers. Similarly, teachers wanted other kinds of leave like duty leave, compensatory leave, medical leave, half pay leave and maternity leave to reviewed for making them more teacher-friendly.

After a thorough review, the Pay Review Committee makes the following recommendations in respect of various kinds of leave admissible to teachers:

5.12.1 Leave under Faculty Improvement Programme

The duration of leave under Faculty Improvement Programme for pursuing Ph.D. programme of study should be increased from three to four years—three years extendable by one year—instead of the present three years—two years extendable by one year.

Also, the eligibility restriction of leave under this programme to be available to teachers up to the age of 45 years may be removed and a teacher may be able to avail herself/himself of this facility any time in the career till five years before superannuation.

5.12.2 Study Leave

This kind of leave which at present is available only to teachers in universities should also be made available to teachers in colleges. A teacher may be able to avail herself/himself of this leave only once for a total span of 2 years.

The Committee recommends that the present restriction of a teacher being eligible for either Study Leave or Sabbatical Leave should be scrapped.

5.12.3 Sabbatical Leave

This leave which at present is available to only university teachers should also be made available to college teachers.

A teacher after completing six years of service may be able to get a years' sabbatical leave to pursue a specific project approved in advance by the institution. Alternatively, a teacher after teaching three years may get sabbatical leave for one semester.

Sabbatical leave shall be available to a teacher only twice in her/his career for a total period of two years or four semesters.

5.12.4 Maternity / Paternity Leave

Maternity leave may now be granted to a female teacher for 180 days instead of present 135 days and only twice in one's career. Likewise a paternity leave of 15 days may be granted to a teacher father.

It has also been suggested that women teachers having minor children may be allowed leave up to two years for taking care of their children. In yet another suggestion, the women teachers have demanded leave for 2 to 3 years for bringing up children or joining their husbands.

The Committee recommends that child care leave for a maximum period of 2 years (730 days) may be allowed to the women teachers during entire service period in line with central government women employees.

5.12.5 Other Kinds of Leave

Existing rules in respect of all other types of leave may continue to operate without any change.

5.13 Teaching Workload

The Pay Review Committee recommends that the present norms of workload for various categories of teachers may continue with the following two provisions:

5.13.1 Minimum Working Hours Everyday

A teacher must spend at least 5 hours in the institution for at least five days a week for conducting classes, holding tutorials, guiding research or carrying out any other academic and co-curricular activities assigned to her/him by the institution. The institution should devise means to formalize this and the University Grants Commission should monitor this in order to satisfy the society at large that teachers in institutions were available to students for a minimum period of time every working day of the week.

5.13.2 Same Workload for all Teachers in a Category

It has been brought to the notice of the Pay Review committee that teachers promoted under CAS have to carry the teaching workload of their previous category while their counterparts who have been appointed through open completion carry the workload prescribed for their current category.

The Pay Review Committee, finding this discriminatory and unjustified, recommends that all teachers in a particular category, irrespective of being promoted or appointed directly, should carry the same teaching workload prescribed for their category.

The Pay Review Committee makes a general recommendation that the University Grants Commission should make large scale inputs towards improving the infrastructure like class rooms with LCD projection facilities, libraries with adequate internet facilities, laboratory with better equipment facilities and campuses with Wi-Fi facilities to make the general atmosphere in institutions, particularly in post graduate colleges, more teaching/learning friendly and conducive for carrying out research activities.

5.14 Academic Accountability

The question of evaluating teachers' work and their academic accountability came up for discussion during almost all interactions between the Pay Review Committee and various stakeholders. Teachers observed that only a small percent of black

sheep among them were getting them an adverse image in the eyes of the society at large about their academic accountability. They observed further that they had no objection to their performance being evaluated publicly including by students but they wanted the modes of evaluation and accountability to be transparent, unbiased, uniform and to be applied across the board to all categories of teachers— Assistant Professors, Associate Professors, Senior Associate Professors and Professors—and even Vice Chancellors.

After deliberating over the issue at length, the Pay Review Committee recommends that the evaluation of a teacher's work should have inputs from multiple sources— self assessment, assessment by students who have been taught a course/s by the teacher and assessment by the academic head/s and should be based on multiple parameters like class room teaching, holding of tutorials, availability to students, participating in faculty meetings, guiding and carrying out research and participation in other academic and co-curricular activities of the department. The needed formal structure, based upon parameters relevant to universities and colleges respectively may be defined by the University Grants Commission for carrying out such evaluation uniformly throughout the country.

Such evaluation should be made once a year and it should be communicated to the teacher concerned. It should also be made available to the selection committee at the time of promotion of the teacher.

5.15 Librarians and Directors of Physical Education

5.15.1 Existing Conditions: In their interaction with members of the Pay Review Committee Librarians and Directors of Physical Education as well as representatives of their Associations expressed satisfaction over the fact that their cadres had been recognized equivalent to those of teachers. However, they raised certain points regarding lack of promotion opportunities under CAS for Deputy Librarians and Deputy Directors of Physical Education and also lack of opportunities for upgradation of their skills and knowledge as were available to teachers. They also wanted certain leave facilities like Study Leave, Sabbatical and Vacations to extended to them as well. Directors of Physical Education raised question of Sports Officers and Physical Instructors not being given the scales of Pay recommended for Lecturers while Librarians wanted these scales to be extended to Professional Assistants and Semi Professional Assistants.

The Pay Review Committee discussed some of these questions in details and have made the following recommendations:

5.15.2 Promotion under CAS for Deputy Librarians and Deputy Directors Physical Education

Deputy Librarians and Deputy Directors of Physical Education may be considered for promotion to Librarian and Director of Physical Education respectively under CAS on lines similar to and under conditions of eligibility similar to those of Readers seeking promotion to the post of Professor.

Senior most Librarian and senior most Director of Physical Education may be redesignated as Chief Librarian and Chief Director of Physical Education respectively.

College Librarian(Selection Grade) with six years' experience should be eligible for promotion to the post of Senior College Librarian(Selection Grade) under CAS on the same lines as Readers/Lecturers(Selection Grade) are proposed to be considered for promotion to the post of Senior Reader.

5.16 Promotion of College Librarian (Selection Grade)/College DPE to Senior College Librarian (SG)/Senior College DPE (SG)

5.16.1 The Committee recommends that the UGC may frame appropriate eligibility conditions including minimal qualification and selection procedure for the promotion for college librarian (selection grade)/college DPE (selection Grade) to senior college librarian (selection grade)/senior college DPE (selection grade) in consultation with senior professor (S) in library science and physical education.

5.16.2 Up-gradation of skills and knowledge of Librarians and Directors of Physical Education in Colleges

Considering the significance and role of new technologies in management of libraries and sports facilities and the challenges posed to library and sports staff by new expectations in these disciplines, the Pay Review Committee recommends that the University Grants Commission in consultation with senior professor(s) in library science and physical education devise programmes for the upgradation of skills of Librarians and Directors of Physical Education, particularly in colleges.

5.16.3 Study Leave, Sabbatical Leave and Vacations for Librarians and Directors of Physical Education.

After due deliberations, the Pay Review Committee observes that the while Librarians and Directors of Physical Education may be recognized equivalent to teachers for matters of pay and allowances and for purposes of promotion, the nature of work of the two is quite dissimilar from that of the teaching faculty. The Committee therefore cannot recommend that Librarians and Directors of Physical Education should be eligible to get Study Leave, Sabbatical Leave or Vacations like the teaching staff in a university or a college.

The Committee, however, recommends that Librarians and Directors of Physical Education should be eligible for getting minor and major research projects from the University Grants Commission or other organization.

5.16.4 Professional Assistants, Semi Professional Assistants, Cataloguers, etc.

The Pay Review Committee is of the considered opinion that both the qualifications required for and the nature of work being done by these category of staff are very different from those required for the position of teachers in universities and colleges. The Committee cannot, therefore, recommend that these category of staff be treated equal to that of teachers.

5.16.5 Sports Officers/Physical Instructors and Coaches

It has been brought to the notice of the Pay Review Committee that in many universities and colleges Directors of Physical Education have been designated either as Sports Officers or Physical Instructors although they possess the same qualifications as Directors of Physical Education and have been selected by the same selection process as has been laid down for Directors of Physical Education.

The Committee, therefore, recommends that those Sports Officers and Physical Instructors who possess the same qualifications as have been laid down by the University Grants Commission for the post of College Director of Physical Education and have been selected according to the procedure laid down by the University Grants Commission should be recognized at par with Lecturers.

Since the minimum qualifications required for the position of Coach is different from that of Director of Physical Education and also because the procedure for their selection is different from the one required for the post of Director of Physical Education, the Committee cannot recommend that Coaches be treated at par with teachers.

5.17 Principals of Colleges

While participating in interaction with members of the Pay Review Committee, most Principals observed that there was no regular scale of pay for Principals— either of an Undergraduate college or of a Postgraduate college. At present Principals of postgraduate colleges were placed in the scale of a Professor while that of an undergraduate college was placed in the scale of a Reader.

It was therefore demanded on their behalf that there should be a single scale of pay for all Principals of colleges— whether undergraduate or postgraduate. And it should preferably be higher than that of a Professor since the job of a Principal of a college was much more challenging than that of a Professor.

After due deliberations the Pay Review Committee does not find itself in agreement with the demand that there should be only one scale of pay for all college Principals.

5.17.1 Scales of Pay of College Principals

The Committee therefore recommends that the scale of pay of a Principal of an undergraduate college should be equivalent to that of the scale of pay of a Reader. However, her/his initial salary should be fixed after granting him two advance increments.

The scale of pay of a Principal in a postgraduate college should be equivalent to that of a Professor and her/his salary should also be fixed after granting him two advance increments.

5.17.2 Eligibility Qualifications for the Post of a Principal

The Committee recommends that Ph. D should be an essential qualification for the post of a Principal. The other essential qualifications should be 10 years' and 15 years' teaching or research experience for the post of a Principal in an undergraduate and Postgraduate college respectively

5.18 Appointment and Scale of Pay of Vice Chancellor

During the various meetings between stakeholders and members of the Pay Review Committee, teachers as well as Vice Chancellor including some former Vice Chancellors made significant observations about the qualifications, procedure of appointment and the scale of pay of Vice Chancellor. A couple of them also made written representations to the Committee.

Deliberating over these, the Committee makes the following recommendations:

5.18.1 Qualifications of Vice Chancellor

A vice Chancellor should preferably be from the field of academics and should have the standing of a leading academic.

5.18.2 Procedure for Appointment of Vice Chancellor

Appointment of a Vice Chancellor should be made through a search-cum-selection committee nominated specifically for making the recommendation.

The Committee should, among others, consult with senior faculty of the university concerned.

5.18.3 Tenure of Vice Chancellor

The Committee noted that at present Vice Chancellors are appointed for a term of either three or five years and there are uniform restrictions on the number of times one can hold the office either in the same university or across universities.

The Committee recommends that the term of appointment of a Vice-Chancellor should uniformly be for five years and no person should hold the office of Vice Chancellor for more than two terms altogether, subject to the maximum age of 70 years.

5.18.4 Scale of Pay of Vice Chancellor

On the basis of cross section of views gathered by the PRC, and based on its assessment, it is clear that the universities in India will have to carry out challenging educational improvement programmes, specially in the context of increasing globalization of education.

The Committee, therefore, feels that a token appreciation and recognition may be built into the pay of the Vice-Chancellor. Accordingly, the Committee recommends that the Scale of pay of Vice Chancellor should be Rs. 80000/-.

The Committee also recommends that Vice-Chancellors may be allowed lump-sum terminal benefit on pro-rata basis of Rs. one lakh for every completed year of service as VC.

III. ANOMALIES AND UN-IMPLEMENTED RECOMMENDATIONS OF THE LAST PAY REVIEW COMMITTEE

One of the important terms of reference of the present Pay Review Committee is to address the anomalies arising out the implementation as well as the non-implemented parts of the previous Pay Review Committee and suggest redressals, if any.

The attention of the Committee was drawn to a large number of anomalies as well as the non-implemented recommendations of the previous Pay Review Committee. Written memoranda were also submitted in this regard. The anomalies and non-implemented recommendations range from, for example, non-payment of arrears to non-implementation of scales of pay.

The Committee examined closely the submissions made in this regard, either orally or in writing, and makes the following recommendations in respect of the most glaring ones:

5.19 Scales of Pay w.e.f from 1.1.1996

That all regularly appointed teachers in universities and colleges who were selected as per the University Grants Commission guidelines and were in service on 1.1.1996 should be given the scales of pay and allowances as well as other benefits recommended by the last Pay Review Committee.

5.20 Arrears w.e.f from 1.1.1996

Arrears of salary in respect of the recommendations of the last Pay Review Committee not paid as yet or not fully paid, should be paid to all those teachers who have not received the same as yet.

5.21 Lower Scales of Pay for Readers promoted under Merit Promotion Scheme

Those teachers who had opted for an earlier promotion scheme called Merit Promotion Scheme had been given lower scales of Pay for the post of Professor and Reader. The last Pay Review Committee had abolished the dual scales of pay in respect of Professor but had not done so in the case of Readers. This is clearly anomalous.

The Pay Review Committee, therefore, recommends that dual scales of pay in respect of the position of Reader should be abolished and all those who are

Readers—whether promoted under MPS or CAS—should be given the same revised scales of pay recommended by this Committee.

5.21.1 Granting of two Advance Increments at the time of Promotion as Associate Professor

The last Pay Review Committee had recommended that all those who are promoted to the post of Reader would be granted two advance increments at the time of fixing their salaries in the new post. However, a large number of teachers from across the country have represented that they have been denied this benefit on various grounds including that they had already received the benefit earlier on completion of the Ph.d. degree.

Since the last Pay Review committee had placed no restrictions of any kind on granting of these advance increments, the Committee recommends that all those teachers who have been denied the benefit of these two increments should be given the same.

5.21.2 Promotions under Career Advancement Scheme

The last Pay Review Committee had recommended that all those teachers who are promoted under CAS should be given the scales of pay and arrears of the new post with effect from the date of their eligibility and not from any later date. However, a large no of teachers promoted to various posts under CAS have been denied this.

The Committee, therefore, recommends that all those who have been promoted to various positions after the implementation of the last Pay Review Committee recommendations should be given the benefits of promotion, including arrears with effect from the date of their eligibility for promotion.

5.21.3 Eligibility of Promotees under MPS for Promotion under Career Advancement Scheme

A number of teachers who had been promoted under the earlier scheme of Merit Promotion Scheme have been denied a second promotion under Career Advancement Scheme although there is no such restriction as per the recommendations of the last Pay Review Committee recommendations.

The Committee recommends that all those who had been promoted previously under the Merit Promotion Scheme should be considered eligible for a second promotion under CAS.

It has been brought to the notice of the Committee that some institutions are denying promotion opportunities to teachers under CAS because they are also applicants for positions advertised for direct recruitment. No such restrictions were put in place in this regard by the last Pay Review Committee.

The Pay Review Committee recommends that all those teachers who have applied for direct recruitment against openly advertised positions should not be debarred from being considered for promotion under the Career Advancement Scheme.

IV. OTHER ACADEMIC CATEGORIES

The Pay Review Committee has received numerous representations from various categories of staff working in universities and colleges for inclusion in its purview and to be considered at par with teachers at various levels. Some of these categories of staff are those that were under the purview of earlier Pay Review Committees. These include Registrars, Deputy Registrars, Assistant Registrars, Finance officers, Deputy Finance Officers, Assistant Finance Officers, etc. Some other categories of staff are who have been demanding parity with the teaching staff and whose cases were not recommended by the previous Pay Review Committees. These include Accompanyists in Music Faculties, Coaches in Sports Departments, Profession Assistants in Libraries, etc. A third category of Staff that has made representation to the Committee for inclusion under its purview is the Category of Tutors and Demonstrators working in various colleges and universities. Finally, a fourth category of those who have sought parity with lecturers is that of Computer professionals like Senior System Analysts, System Analysts who have been inducted in college and university service in large numbers since the last Pay Review Committee.

The Pay Review Committee has considered representations from all these various categories and makes the following recommendations/observations.

5.22 Registrars and Finance Officers, etc.

As for the Category of Registrars, Finance Officers, etc., the Committee has sought and has been given clarifications that their cases do not fall under its purview and therefore the present PRC is not in a position to make any recommendation in respect of these functionaries.

5.23 Accompanists, Coaches, etc.

As for the categories like Accompanists, Coaches, etc., who have been seeking parity with teachers and hence the inclusion under the purview of various Pay Review Committees, the Committee cannot find enough justification for granting them parity with lecturers since the minimum qualifications required for these posts are far lower than those required for the post of teacher.

5.24 Tutors and Demonstrators

The Committee cannot recommend parity for Tutors and Demonstrators with lecturers since recruitment to these two categories was abolished by the University Grants Commission a long time ago in 1974 and those possessing equivalent

qualifications were recommended to be absorbed into the cadre of lecturers through the regular process of selection.

However, the Committee recommends that if there are still Tutors and Demonstrators working in universities and colleges, they may be governed by the old policy enunciated for them.

5.25 System Analysts and Senior Analysts.

The Committee notes that this is a relatively new category of professional staff who have been recruited to universities and colleges for providing significant support to research and teaching activities, as also for conducting teaching and training programmes.

The Committee recommends that those System Analysts who possess qualifications equivalent to those required for the post of lecturers or MCA/M.Tech(Computer Science) or Information Technology) should be considered only for the grades of lecturer and be considered for promotion under CAS as has been recommended by the PRC in respect of Librarians and DPEs.

5.26 Anomalies Settlement and Monitoring Committee

The Pay review committee recommends that the UGC should set up a standing committee for resolving all issues relating to the implementation of its recommendations and monitoring the performances of the State Governments in this regard.

5.27 And Finally:

The Pay Review Committee believes that the anticipated supply gaps would be bridged to a considerable extent if the recommendations made in this report, specially relating to attractive pay packages at the entry point, providing better service and working conditions, faster promotional avenues, providing augmented welfare measures, ensuring post retirement social security and suggested new initiatives and provisions to promote research on a wide scale, etc. are implemented both in letter and spirit.