

UNIVERSITY OF BOMBAY

No. CONCOL/VCD/ 34 of 1993.

Subject :- Minimum qualifications for the appointment to the post of lecturer.

- Ref. :- i) University Circular No. Aff/Recog./ 106 of 1979, dated 21.2.1979.
ii) University Circular No. CONCOL/VCD/ 192 of 1989, dated 22.5.1989.
iii) University Circular No. CONCOL/VCD/ 121 of 1991, dated 19.4.1991.

CIRCULAR:

WHEREAS the Government of Maharashtra in Higher & Technical Education and Employment Department has issued Government Resolution No. NGC-1892/(2224)/UNI-4, dated 23rd October, 1992, forwarding a copy of the regulations framed by the University Grants Commission under notification No.F-1-11/87/(CPP), dated 19th September, 1991 and directed that the regulations be made applicable for appointment of teachers in the non-agricultural Universities and the affiliated colleges;

AND WHEREAS the Government of Maharashtra in the Higher & Technical Education and Employment Department has issued Government resolution No. NGC-1792/(2224)/UNI-4, dated 27th November, 1992, in suppression of the aforesaid Government Resolution prescribing the minimum qualifications for posts of Professor, Reader and Lecturer in the Manner stated therein.

AND WHEREAS the Academic Council will consider and recommended to the Executive Council the draft Ordinances prescribing the minimum qualifications for appointment to the posts of Lecturer in the affiliated colleges in accordance with the aforesaid Government Resolution dated 27th November, 1992, in course of time and it will be quite some time before the Executive Council makes these ordinances ;

AND WHEREAS Section 24(1) (xxx - a) of the Bombay University Act, 1974, empowers the executive Council to ensure that appointments of teachers in all colleges are made in accordance with the qualifications and subject to the terms and conditions of service and discipline and duties prescribed by or under the statutes and ordinances ;

Now, THEREFORE, I, Dr. S.D. Karnik, Vice-Chancellor of the University of Bombay, in exercise of the powers conferred upon me under Section 11(6) (b) of the Bombay University Act, 1974, hereby direct, in partial modification of the directions issued vide Circulars No. Aff/Recog./106, dated 21st February, 1979, No. CONCOL/VCD/192, dated 22nd May, 1989 and No. CONCOL/VCD/121, dated 19th April, 1991, that the minimum qualifications for appointment to the posts of lecturer shall be as under :-

- (a) Arts, Sciences, Social Sciences, Commerce, Education, Physical Education, Foreign Languages and Law.

: 2 :

Good Academic record with at least 55% marks or an equivalent grade at Master's degree level in the relevant subject from an Indian University or an equivalent degree from a foreign University.

Candidates besides fulfilling the above qualifications should have cleared the eligibility test for lecturers conducted by UGC, CSIR or similar test accredited by the University Grants Commission.

(b) Journalism and Mass Communication

Good academic record with at least 55% marks or an equivalent grade at Master's degree level in communication/mass communication, journalism from an Indian University or an equivalent degree from a foreign University.

Candidates besides fulfilling the above qualifications should have cleared the eligibility test for Lecturers conducted by UGC, CSIR or similar test accredited by the University Grants Commission.

or

At least, 55% marks or an equivalent grade at Master's degree level in Social Sciences/Sciences/Humanities with at least second class bachelor's degree or post-graduate diploma in communication/mass communication or journalism from a recognised Indian University/ National Institute.

Candidates besides fulfilling the above qualifications should have cleared the eligibility test for Lecturers conducted by UGC, CSIR or similar test accredited by the University Grants Commission.

(c) Music

Good academic record with at least 55% marks or an equivalent grade at Master's degree level in relevant subject or an equivalent degree from an Indian/Foreign University.

Candidates besides fulfilling the above qualifications should have cleared the eligibility test for lecturers conducted by UGC, CSIR or similar test accredited by the University Grants Commission.

or

A traditional or a professional artist with a highly commendable professional achievement in the subject concerned.

These directions shall come into force with immediate effect and shall remain operative till such time as Ordinances are made in those respect.

Bombay - 400 032.
17th February, 1993.

Sd/-
(S. D. Karnik)
Vice-Chancellor

To,

The Principals of constituent and affiliated colleges of Arts, Science, Commerce, Education, Physical Education, Law and Fine Arts.

NO. CONCOL/VCD/34-A of 1993. Bombay-400 032, 17th February, 1993.

Copy forwarded with compliments for information to :-

1. The Secretaries of the Managements / Societies of the aforesaid Colleges.
2. The Secretary to the Government of Maharashtra, Higher & Technical Education and Employment Department, Mantralaya Annex, Madam Cama Road, Bombay - 400 032.
3. The Director of Education (Higher Education), Maharashtra State, Central Buildings, Pune- 411 001.
4. The Administrative Officer, (Higher Education Grants), Bombay, Pune and Kolhapur.
5. The Presiding Officer, College Tribunal for Bombay and S.N.D.T. Women's Universities, University Buildings, East Wing, 2nd Floor, Fort, Bombay - 400 032.
6. The Secretary, Association of Principals of non-Government Colleges, University of Bombay, C/o Shri Chinai College of Commerce & Economics, Andheri(East), Bombay - 400 069 (two copies).
7. The General Secretary, Bombay University and Colleges Teachers' Union, Vidyapeeth Vidyarthi Bhavan, 'B' Road, Churchgate Bombay- 400 020 (two copies).
8. The Executive President, Magas waregiya Shikshak Shikshaketar Karmachari Sansad, 3rd floor, Dutta Prasad, Karnik Road, Kalyan(Wesrt), Dist-Thane
9. The Deans of the Faculties of Arts, Science, Commerce, Law and Fine Arts.

Sd/-

(S.D. Karnik)
Vice-Chancellor

Copy to the Finance Officer, Director of Student's Welfare, Controller of Examinations, Deputy Registrars, Assistant Registrars, Personal Assistants to the Vice-Chancellor, Pro-Vice-Chancellor, Registrar and the persons in charge of the different sections/units in the Registrar's office.

Record Section (ten copies)

cl/vcd/circular.

... २ ...
मुंबई विद्यापीठ

क्रमांक: घ.म./४०६

/ १९९४, मुंबई-४०० ०३२.

३ सप्टेंबर, १९९४.

वरील शासनाच्या पत्रामध्ये नमूद केलेला मजकूर कला, वाणिज्य, विज्ञान, अध्यापक महाविद्यालयांच्या प्राचार्यांनी शिक्षकांच्या निदर्शनास आणून त्याप्रमाणे कार्यवाही करावी ही विनंती.

मुंबई-४०० ०३२,

ऑगस्ट, १९९४.

[डॉ. जयराम चव्हाण]
कुलसचिव

21/8/94

क्रमांक: घ.म./४०६-अ

/१९९४, मुंबई-४४० ०३२,

३ सप्टेंबर, १९९४.

प्रत अभिवादनपूर्वक अग्रेजित:

१. सचिव, वरील सर्व महाविद्यालयांच्या संस्थांचे व्यवस्थापनांचे
२. सचिव, महाराष्ट्र शासन, उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग, मंत्रालय विस्तार भवन, मादाम कामा रोड, मुंबई-४०० ०३२.
३. शिक्षण संचालक [उच्च शिक्षण] महाराष्ट्र राज्य, सेंट्रल बिल्डिंग, पुणे-४११ ००१.
४. प्रशासन अधिकारी, उच्च शिक्षण अनुदान, मुंबई, पुणे, कोल्हापूर
५. पिठारून अधिकारी, मुंबई विद्यापीठ व श्रीमती ना.दा. ठाकरसी महिला विद्यापीठ व महाविद्यालय लघाद न्यायाधिकरण, विद्यापीठ इमारत [पूर्व विभाग] २ रा मजला, फोर्ट, मुंबई-४०० ०३२.
६. सचिव, अशासकीय महाविद्यालयीन प्राचार्य संघटना, व्दारा-श्री चिनाय वाणिज्य व अर्थशास्त्र महाविद्यालय, अंधेरी[पूर्व], मुंबई-४०० ०६१ [दोन प्रती]
७. सरचिटणीस, मुंबई विद्यापीठ व महाविद्यालयीन शिक्षक संघटना, विद्यापीठ विद्यार्थी भवन, "बी" रोड, चर्चगेट, मुंबई-४०० ०२० [दोन प्रती]
८. कार्यकारी अध्यक्ष, मागासवर्गीय शिक्षक-शिक्षकेतर कर्मचारी संघ, दत्त प्रसाद, ३ रा मजला, कर्णिक रोड, कल्याण [पश्चिम], जिल्हा - ठाणे.
९. कला, वाणिज्य, विज्ञान व विधि शाखांचे अधिष्ठाते.

[डॉ. जयराम चव्हाण]
कुलसचिव

प्रत अग्रेजित:

- वित्त अधिकारी,
संचालक, विद्यार्थी कल्याण विभाग,
संचालक, दूरस्थ शिक्षण विभाग,
परीक्षानियंत्रक, परीक्षा विभाग,
सर्व उप कुलसचिव, सहाय्यक कुलसचिव,
कुलगुरु, प्र-कुलगुरु आणि कुलसचिव यांचे स्वीय सहाय्यक आणि
कुलसचिव यांच्या कार्यालयातील निरनिराळ्या विभागांचे प्रमुख
अभिलेखा विभाग [रेकॉर्ड सेक्शन] [१० प्रती]
सहाय्यक कुलसचिव, मुंबई विद्यापीठ प्रशासकीय उपकेंद्र, गोगटे-जोगेकर महावि-
द्यालय परिसर, मुलांचे वस्तीगृह, तळ मजला, रत्नागिरी-४१५ ६१२.

क्रमांक: मुएसजी-१०२३/[२६४९]/विशि-४,
उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग,
मंत्रालय, विस्तार भवन, मुंबई-४०० ०३२,

दिनांक: २८ एप्रिल, १९९४.

प्रति,

- १] कुलसचिव, मुंबई विद्यापीठ, मुंबई.
- २] कुलसचिव, एम. एन. डी. टी. महिला विद्यापीठ, मुंबई.
- ३] कुलसचिव, पुणे विद्यापीठ, पुणे.
- ४] कुलसचिव, अमरावती विद्यापीठ, अमरावती,
- ५] कुलसचिव, डॉ. बाबासाहेब आंबेडकर मराठवाडा
विद्यापीठ, औरंगाबाद.
- ६] कुलसचिव, नागपूर विद्यापीठ, नागपूर.
- ७] कुलसचिव, शिवाजी विद्यापीठ, कोल्हापूर.
- ८] कुलसचिव, यशवंतराव चव्हाण मुक्त विद्यापीठ, नाशिक.
- ९] कुलसचिव, उत्तर महाराष्ट्र विद्यापीठ, जळगांव.

विषय:- राष्ट्रीय पात्रता परीक्षा..

- तंदर्भ:- १] शासनाचे समक्रमांकाचे दि. २६ फेब्रुवारी ९४ चे पत्र
- २] शासनाचे समक्रमांकाचे दि. ७ मार्च ९४ चे पत्र.

महोदय,

उपरोक्त विषयाच्या दिनांक ७ मार्च १९९४ च्या शासन पत्रान्वये राष्ट्रीय पात्रता परीक्षा ज्यांनी अध्यापपर्यन्त दिली नसेल तर किंवा त्या परीक्षेत बसूनही जे शिक्षक अनुत्तीर्ण झाले असतील अशा विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या सेवा दि. ३१ मार्च १९९५ पर्यन्त चालू ठेवण्यास शासनाची मंजूरी देण्यात आली आहे. ही मुदत आता या पत्रान्वये दिनांक ३१ मार्च १९९६ पर्यन्त वाढविण्यात येत आहे. वरील मुदतीत संबंधित अधिव्याख्याते राष्ट्रीय पात्रता परीक्षा उत्तीर्ण होण्याची शक्यता आहे. जे शिक्षक ही परीक्षा वरील मुदतीत उत्तीर्ण होणार नाहीत त्यांच्या सेवा दि. ३१ मार्च १९९६ नंतर संपुष्टात येतील. तसेच या शिक्षकांना ही परीक्षा उत्तीर्ण होण्यासाठी कोणत्याही परिस्थितीत मुदतवाढ दिली जाणार नाही, कृपया याची संबंधितांनी नोंद घ्यावी.

२. वरील परीक्षेत बसण्यास दिनांक २७.२.८९ ते दि. ३१ मार्च ९० पर्यन्तच्या काळात ज्या अधिव्याख्यात्यांची विद्यापीठामध्ये किंवा महाविद्यालयामध्ये भरती केलेली असेल अशांनाच राष्ट्रीय पात्रता परीक्षेत बसण्यास सूट देण्यात येत आहे. तथापि त्यांनी या परीक्षेपूर्वी दिनांक २७.२.८९ पूर्वी अधिव्याख्याता भरतीसाठी जी पात्रता व शैक्षणिक अर्हता आवश्यक असेल ती पूर्ण करणे बंधनकारक राहिल.

तही/- मा. ना. कांबळे

[मा. ना. कांबळे]

अद सचिव, महाराष्ट्र शासन

[कृ. मा. प.]

Below copy of circular No.NGC 1794/6855/(2851)/UNI-4, dated 18th June, 1994, received from the Under Secretary to the Government of Maharashtra, Higher & Technical Education & Employment Department, Mantralaya, Bombay, in the matter of fulfilling the qualifications prescribed for appointment of lecturers prior to revision of pay scales.

- Read :-
- 1) Letter No.F-1.11/87(CPP), dated the 28th Oct. 1991, from the University Grants Commission, New Delhi.
 - 2) Government Resolution, Higher & Technical Education & Employment Department, No.NGC 1792/(2224)/UNI-4, dated the 27th Nov., 1992.
 - 3) Letter No.F.1-15/86 (PS), dated the 18th Feb., 1994, from the University Grants Commission, New Delhi.

CIRCULAR :- The University Grants Commission, vide its letter No.1-11/87(CPP/PS), dated 28th October, 1991, notified the revised minimum qualifications required for the recruitment of teachers in Universities & Colleges. The revised qualifications for appointment to the post of lecturer in University/College only is as follows if :-

- a) He possesses a Good Academic Record with at least 55% marks or a equivalent grade at Master's Degree Level in the relevant subject and,
- b) He should have cleared the eligibility test for lecturership conducted by the UGC/CSIR or a similar test accredited by the University Grant Commission.

It has been brought to the notice of the Commission that the teachers appointed prior to revision of pay scales are not considered eligible for a post of lecturer in other College or University as they do not fulfill the above revised prescribed qualifications. The commission has examined the matter and it has been decided that the revised qualifications are not applicable to the teachers who were in service as a Lecturer prior to the revision of pay scales. The lecturers who were in service prior to revision of pay scales and fulfilling the qualifications prescribed & were in permanent position may be considered eligible for applying to the post of lecturer in other college or University.

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-: 2 :-

3. Registrars of all Universities in the State are requested to bring the contents in para-2 to the notice of All affiliated/recognised colleges/institutions of their Universities for compliance.

By order and in the name of the Governor of Maharashtra.

UNIVERSITY OF BOMBAY

No.CONCOL/ 439 of 1994 5th September, 1994.

Copy forwarded with compliments for information to the Principals of Constituent and Affiliated colleges in Arts, Science, Commerce, Education and Law. The are requested to note the containts of the above Government circular and to bring the same to the notice of the concerned teachers.

Pharui
(Dr. Jairam Chavan)
REGISTRAR

To,

Copy forwarded with compliments for information to -

1. The Secretaries of the Managements/Societies of the aforesaid colleges.
2. The Secretary to the Government of Maharashtra, Higher & Technical Education and Employment Department, Mantralaya Anneke, Madame Cama Road, Bombay - 400 032.
3. The Director of Education (Higher Education), Maharashtra State, Central Building, Pune - 411 001.
4. The Administrative Officer (Higher Education Grants), Bombay, Pune, Kolhapur.
5. The Presiding Officer, College Tribunal for Bombay and S.N.D.T. Women's Universities, University Buildings, East Wing, 2nd Floor, Fort, Bombay - 400 032.
6. The Secretary, Association of Principals of non-Government College, University of Bombay, C/o. Shri Chinai College of Commerce & Economics, Andheri (East), Bombay - 400 069 (Two Copies).
7. The General Secretary, Bombay University and College Teachers' Union, Vidyapeeth Vidyarthi Bhavan, 'B' Road, Churchgate, Bombay - 400 020 (Two Copies).

....3/-

8. The Executive President, Mahaswargiya Shikshak-Shikshaketar Karmachari Sansad, 3rd Floor, Dutta Prasad, Karnik Road, Kalyan (West), Dist. Thane.
9. The Deans of the Faculties of Arts, Science, Commerce, Arts, Science, Commerce, Education and Law.


(Dr. Jairam Chavan)
REGISTRAR

.....

Copy to the Finance Officer, Director of Students' Welfare, Controller of Examinations, Deputy Registrars, Assistant Registrars, Personal Assistants to the Vice-Chancellor, Pro-Vice-Chancellor, Registrar and the persons in charge of the different Sections/Units in the Registrar's Office, and The Assistant Registrar, Administrative Sub-Centre, University of Bombay, C/o. Gogate-Joglekar College, Boy's Hostel, Ground Floor, Ratnagiri-415 612.

Record Section 10 copies.

4

UNIVERSITY OF BOMBAY

NO.CONCOL./VCD/ 459 of 1995.

Subject: Minimum qualifications for the appointment to the post of lecturer.

- Ref: i) University Circular No.Aff/Recog/ 106 of 1979, dated 21.2.1979.
- ii) University circular No.CONCOL/VCD/ 192 of 1989, dated 22.5.1989.
- iii) University circular No.CONCOL/VCD/ 121 of 1991, dated 19.4.1991.
- iv) University circular NO.CONCOL/VCD/ 34 of 1993, dated 17.2.1993.

C I R C U L A R :

WHEREAS the Government of Maharashtra in the Higher & Technical Education and Employment Department has issued Government Resolution No.NGC-1892/(2224) UNI-4, dated 23rd October,1992, forwarding a copy of the regulations framed by the University Grants Commission under notification No.F-1-11/87/(CP)P, dated 19th September,1991 and directed that the regulations be made applicable for appointment of teachers in the non-agricultural Universities and the affiliated colleges.

AND WHEREAS the Government of Maharashtra in the Higher & Technical Education and Employment Department has issued Government Resolution No.NGC-1792/(2224)UNI-4, dated 27th November, 1992, in supersession of the aforesaid Government Resolution prescribing the minimum qualifications for post of professor, Reader and Lecturer in the manner stated therein;

AND WHEREAS the Academic Council will consider and recommend to the Management Council the draft Statutes prescribing the minimum qualifications for appointment to the posts of Lecturer in the affiliated colleges in accordance with the aforesaid Government Resolution dated 27th November,1992 in course of time and it will be quite some time before the Management Council makes these Statutes;

AND WHEREAS Section 28 (u) of the Maharashtra Universities Act, 1994, empowers the Management Council to ensure that appointments of teachers in all colleges are made in accordance with the qualifications and subject to the terms and conditions of service and discipline and duties prescribed by or under the Statutes and Ordinances;

AND WHEREAS the Management Council by its resolutions NO.20, dated 18th October, 1994 and No.19, dated 17th November, 1994, resolved that Resolution No. USG 1994/7941/(2833)/UNI-4, dated 8.6.1994 and NO.UGC 1993/(2474)/UNI-4, dated 10.12.1993, respectively, issued by the Government of Maharashtra in Education and Employment Department be accepted;

NOW, THEREFORE, I, Dr. (Smt.) SNEHALATA S. DESHMUKH, Vice-Chancellor of the University of Bombay, in exercise of the powers conferred upon me under Section 14(8) of the Maharashtra Universities Act, 1994, hereby direct, in partial modification of the directions issued vide circular No. Aff/Recog./106, dated 21st February, 1979, No.CONCOL/VCD/192, dated 22nd May, 1989, No.CONCOL/VCD/121, dated 19th April, 1991 and No.CONCOL/VCD/34, dated 17th February, 1993, that all these candidates who have secured 55% marks at Master's degree level be exempted from appearing in the 'eligibility test for lecturership' for the recruitment of lecturers in the University and colleges provided :-

1. All candidates who have passed U.G.C./CSIR/J.R.F. Examination.
2. All candidates who have already been awarded Ph.D. degree upto 31.12.1993.
3. All candidates who have already been awarded M.Phil. degree upto 31st December, 1993.
4. All candidates who have submitted their Ph.D. Thesis upto 31.12.1993.

These directions shall come into force with immediate effect and shall remain operative till such time as Ordinances are made in this respect .

Bombay - 400 032,
13th December 1995.

(Dr. (SMT.) SNEHALATA S. DESHMUKH))
VICE-CHANCELLOR

To,

The Principals of constituent and affiliated colleges of Arts, Science, Commerce, Education, Physical Education, Law and Fine Art.


.....
No.CONCOL/VCD/ 459-A of 1995, 13th ~~December~~ 1995.

Copy forwarded with compliments for information to -

1. The Secretaries of the Managements/Societies of the aforesaid colleges.
2. The Secretary to the Government of Maharashtra, Higher & Technical Education and Employment Department, Mantralya Annex, Madam Cama Road, Bombay - 400 032.
3. The Director of Education (Higher Education), Maharashtra State, Central Buildings, Pune-411 001.
4. The Joint Director/(Higher Education), Bombay, Regional

of
Education

5. The Presiding Officer, College Tribunal for Bombay and S.N.D.T. Women's Universities, University Buildings, East wing, IInd Floor, Fort, Bombay - 400 032..
6. The Secretary, Association of Principals of Non-Government Colleges University of Bombay, C/o V.G.Vaze College of Arts, Science and Commerce, Mithagar Road, Mulund (E), Bombay - 400 081 (two copies).
7. The General Secretary, Bombay University and College Teachers' Union, Vidyapeeth Vidyarthi Bhavan, 'B' Road, Churchgate, Bombay - 400 020 (two copies).
8. The Executuve President, Magaswargiya Shikshak Shikshaketar Karmachari Sansad, IIInd Floor, Datt Prasad, Karnik Road, Kalyan (W), Dist. Thané.
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मुंबई विद्यापीठ

क्रमांक: घ.म./निदेश/११६/१९९६

विषय: शिक्षकांच्या वेतनश्रेणीत सुधारणा करणे
व उच्च शिक्षणाचा दर्जा राखण्यासाठी
करावयाच्या उपाययोजना

- संदर्भ: १. विद्यापीठ परिपत्रक क्र. अफी/रिकग/१०६, दिनांक २१.२.१९७२
२. विद्यापीठ परिपत्रक क्र. कॉनकॉल/व्हीसीडी/१९२, दिनांक २२.५.१९८२.
३. विद्यापीठ परिपत्रक क्र. कॉनकॉल/व्हीसीडी/२०१, दिनांक २०.७.१९९०.
४. विद्यापीठ परिपत्रक क्र. कॉनकॉल/व्हीसीडी/१२१, दिनांक १२.४.१९९१
५. विद्यापीठ परिपत्रक क्र. कॉनकॉल/व्हीसीडी/३४, दिनांक १७.२.१९९३
६. विद्यापीठ परिपत्रक क्र. घ.म./४०६, दिनांक ३.९.१९९४
७. विद्यापीठ परिपत्रक क्र. कॉनकॉल/व्हीसीडी/४५२, दिनांक १३.१२.९५

ज्याअर्थी शासन निर्णय शिक्षण व सेवायोजन विभाग क्रमांक सनजीसी १२८६/[१२२४]/विशि-४, दिनांक २७/२/१९८९ अन्वये अकृषी विद्यापीठे संलग्न महाविद्यालये, शासकीय विज्ञान, व्यवस्थापन अभ्यासक्रम, समाजशास्त्र संस्था, शिक्षण शास्त्र महाविद्यालये व विधी महाविद्यालयात काम करणा-या शिक्षक कर्मचा-यांच्या वेतनश्रेणीत सुधारणा करणे व शिक्षणाचा दर्जा उंचावणे यासाठी करावयाच्या उपाययोजना याबाबतचे आदेश निर्गमित करण्यात आले असून हे आदेश दिनांक १.१.१९८६ पासून शिक्षक, ग्रंथपाल, शारीरिक शिक्षण संचालक/निदेशक या पदावर काम करणा-या कर्मचा-यांना स्नातकोत्तर पदवी परीक्षा ५५ टक्के गुणांसह उत्तीर्ण असणे व याशिवाय याकरिता असणारी पात्रता परीक्षा पास झालेली असणे ही नियुक्तीच्या वेळी आवश्यक अट झाल्याचे आदेश आहेत,

आणि ज्या अर्थी शासननिर्णय शिक्षण व सेवायोजन विभाग क्रमांक सनजीसी १०८९/१६०५/विशि-४, दिनांक १५.१२.१९८९ अन्वये अधिव्याख्याता पदाकरिता असलेली शैक्षणिक अर्हता धारण करणारे [५५ टक्के गुणांसह पदव्युत्तर परीक्षा उत्तीर्ण] कर्मचारी अधिव्याख्याता पदावर दिनांक १.१.८६ ते २७.२.८९ या कालावधीत नियुक्त झाले आहेत व ज्यांनी एम्.फील. परीक्षा उत्तीर्ण केलेली नाही, त्यांच्या नियुक्त्या नियमित करण्याचे आदेश निर्गमित करण्यात आले आहेत,

आणि ज्याअर्थी शासन पत्र क्रमांक युरसजी १०९३/[२६४२] विशि-४ दिनांक २८.४.१९९४ अन्वये ज्या अधिव्याख्यातांच्या नियुक्त्या दिनांक २७.२.१९८९ ते ३१.३.१९९० या कालावधीत झाल्या आहेत व ज्यांनी दिनांक २७.२.१९८९ पूर्वी अधिव्याख्याता पदासाठी असणारी शैक्षणिक अर्हता व पात्रता धारण केली आहे त्यांना नेट/सेट परीक्षा उत्तीर्ण होण्याच्या अटीतून सूट देण्यात आली आहे.

आणि ज्याअर्थी जे अधिव्याख्याता पदव्युत्तर परीक्षेत ५५ टक्के किंवा त्यापेक्षा जास्त गुण मिळवून उत्तीर्ण झाले आहेत व ज्यांची नियुक्ती दिनांक १९.९.१९९१ पर्यंत झाली आहे. परंतु ज्यांनी एम्.फील. परीक्षा उत्तीर्ण केलेली नाही त्यांना एम्.फील. परीक्षेची अट शिथिल करण्यात आली असून त्यांच्या नियुक्त्या नियमित करण्यात येत आहेत,

आणि ज्याअर्थी शासन पत्र, उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग क्रमांक सुरस्त्री-१०९३/[२६४९]/विशि-४ दिनांक २८.४.१९९४ अन्वये विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या सेवा जरी ते राष्ट्रीय/राज्य पात्रता परीक्षा [नेट/सेट] उत्तीर्ण नसले तरी ३१.३.१९९६ पर्यंत वाढविण्याचे आदेश देण्यात आले आहेत व दिनांक ३१.३.९६ पर्यंत जे अधिव्याख्याता नेट/सेट परीक्षा उत्तीर्ण होणार नाहीत त्यांना सेवेतून कमी करण्याचे आदेश निर्गमित करण्यात आले होते,

आणि ज्याअर्थी शासनाने सर्व बाबींचा विचार करून शासननिर्णय उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग क्रमांक स्नजीसी १७९४/७९४५ विशि-४, दिनांक २२ डिसेंबर १९९५ अन्वये शिक्षकांच्या वेतनद्वेषीत सुधारणा करणे व उच्चशिक्षणाचा दर्जा राखण्यासाठी करावयाच्या उपाययोजना बाबत आदेश निर्गमित करण्यात आला आहे,

आणि त्याअर्थी मी. डॉ. [श्रीमती] स्नेहलता शा. देशमुख, कुलगुरु, मुंबई विद्यापीठ, महाराष्ट्र विद्यापीठ कायदा १९९४ कलम १४[७] नुसार मला प्रदाने करण्यात आलेल्या अधिकारांत कलम १४[८] अन्वये असे निदेश देत आहे की,

[अ] नेट/सेट परीक्षा उत्तीर्ण करण्याची दिनांक ३१.३.१९९६ ची मुदत या निदेशाद्वारे काढून टाकण्यात येत आहे.

[ब] जे अधिव्याख्याता दिनांक १९.९.१९९१ च्या त्यानंतर सेवेत आले आहेत परंतु ज्यांनी नेट/सेट परीक्षा उत्तीर्ण केली नाही किंवा एम्.फील. परीक्षा दिनांक ३१.१२.१९९३ पर्यंत उत्तीर्ण केली नाही किंवा पी.एच.डी. प्रबंध दिनांक ३१.१२.१९९३ पर्यंत सादर केलेले नाहीत अशा सर्व अधिव्याख्यात्यांना नेट/सेट परीक्षा उत्तीर्ण करणे अनिवार्य राहिल.

[क] विहित वैधानिक अर्हता धारक उमेदवार उपलब्ध नसल्यामुळे वरील अर्हताधारक उमेदवाराची नियुक्ती केलेली असेल अथवा करावी लागणार आहे अशा सर्व नियुक्त्या तदर्थ स्वस्माच्या अहल्यात याव्यात. अशा नियुक्त्या तदर्थ स्वस्माच्या अहल्या तरीही त्या

नेट/सेट परीक्षा उत्तीर्ण नाही या कारणास्तव अशा अधिव्याख्या- त्यांना सेवेतून कमी करण्यात येऊ नये. परंतु अशा अधिव्याख्या- त्यांना ते नेट/सेट परीक्षा उत्तीर्ण होईपर्यंत यापुढील वार्षिक

वेतनवाढ देण्यात येऊ नये. ते ज्यावर्षी नेट/सेट परीक्षा उत्तीर्ण होतील त्या तरखेपासून त्यांना रोखून ठेवण्यात आलेली वेतनवाढ देण्यात यावी. मात्र यामुळे देय होणारी थकबाकी त्यांना अनुक्रमे राहणार नाही. तसेच तदर्थ नेमणकीवर काम करणा-या अधिव्याख्या-

त्यांची सेवा बरीष्ठ श्रेणीसाठी किंवा निवडश्रेणीसाठी विचारात घेतली जाणार नाही. बरीष्ठ किंवा निवड श्रेणीसाठी त्यांची सेवा ते ज्या तारखेला नेट/सेट परीक्षा पास करतील त्या तारखे-

पासून गणली जाईल. तसेच जे अधिव्याख्याते नेट/सेट परीक्षा पास करतील ते इतरपेक्षा ज्येष्ठ मानले जातील.

[ड] जे अधिव्याख्याता ५५ टक्के पेक्षा जास्त गुण मिळवून पदव्यात्तर परीक्षा उत्तीर्ण झाले आहेत व ३१.१२.९३ पर्यंत एम्.फील. परीक्षा उत्तीर्ण झाले आहेत व ज्यांनी पी.एच.डी. या प्रबंध सादर केला आहे व ज्यांच्या नियुक्त्या विद्यापीठाच्या सक्षम समितीमार्फत

करण्यात आल्या आहेत त्यांना नेट/सेट परीक्षा उत्तीर्ण होण्यापासून

२ आधी

सूट देण्यात येत आहे. तसेच जे अधिव्याख्याता ५५ टक्केपेक्षा कमी गुण मिळवून पदव्युत्तर परीक्षा द्वितीय श्रेणीत उत्तीर्ण झाले आहेत व ज्यांनी ३१.१२.१९९३ पर्यंत स्म.फील. परीक्षा उत्तीर्ण केली आहे अथवा ज्यांनी ३१.१२.१९९३ पर्यंत पी.एच.डी. चा प्रबंध सादर केला आहे अशा अधिव्याख्यात्यांच्या विद्यापीठनिवड समितीमार्फत दिनांक ३१.१२.१९९३ पर्यंत झालेल्या नियुक्त्या या निदेशाद्वारे नियमित करण्यात येतील.

तसेच मागासवर्गीय उमेदवारांसाठी राखीव असलेल्या जागांसाठी त्या संशर्गातील उमेदवार उपलब्ध न झाल्यामुळे ब्यार मागासवर्गीय उमेदवार नियुक्त केला जातो. अशा नियुक्त्या विद्यापीठ निदेश जा.क्र. मावक/१२/३७९, दिनांक २५ सप्टेंबर १९९५ च्या आधीन राहतील.

हे निदेश तात्काळ लागू होतील व या संबंधीचे परिनियम जारी होईपर्यंत ते चालू राहतील.

सही/-

मुंबई - ४०० ०३२
१ मार्च १९९६

[डॉ. [श्रीमती] स्नेहलता शा. देशमुख]
कुलगुरु

प्रति,

संतान
प्राचार्य, सर्वशास्त्रीय व अशास्त्रीय कला, विज्ञान, वाणिज्य
अध्यापक व विधी महाविद्यालये व विज्ञान संस्था.

क्र. घ. म. /निदेश/११६-अ/१९९६, मुंबई-३२

दि. १ मार्च, १९९६

प्रत अभिवादनपूर्वक अर्पित :-

१. सचिव, वरील सर्व महाविद्यालयांच्या संस्थांचे/व्यवस्थापनांचे
२. सचिव, महाराष्ट्र शासन, उच्च व तंत्रशिक्षण आणि सेवायोजन विभाग
मंत्रालय विस्तार भवन, मादाम कामा रोड, मुंबई-४०० ०३२
३. शिक्षण संचालक [उच्च शिक्षण] महाराष्ट्र राज्य, सेंट्रल बिल्डिंग,
पुणे-४११ ००१
४. सहसंचालक [उच्च शिक्षण] महाराष्ट्र राज्य, महापालिका मार्ग
मुंबई-४०० ००१
५. पिठासन अधिकारी, मुंबई विद्यापीठ व श्रीमती ना. दा. ठाकरसी
महिला विद्यापीठ व महाविद्यालय लवाद न्यायाधिकरण, विद्यापीठ
इमारत, पूर्व विभाग, २रा मजला, फोर्ट, मुंबई-४०० ०३२
६. सचिव, अशास्त्रीय महाविद्यालयीन प्राचार्य संपत्तीना द्वारा, केंद्रक
शिक्षण संस्थेचे विनायक गणेश वझे कला, विज्ञान व वाणिज्य महाविद्यालय,
मिठागर रोड, मुलुंड [पूर्व], मुंबई-४०० ०८१ [२ प्रती]

७. सरचिटणीस, मुंबई विद्यापीठ व महाविद्यालयीन शिक्षक संघटना, विद्यापीठ विद्यार्थी भवन, "बी" रोड, चर्चगेट, मुंबई-४०० ०२० [२ प्रती]
८. कार्यकारी अध्यक्ष, मागासवर्गीय शिक्षकेतर कर्मचारी संसद, दत्त प्रसाद, उरा मजला, जर्णिक रोड, कल्याण [पश्चिम], जिल्हा-ठाणे
९. कला, वाणिज्य, विज्ञान आणि विधी शाखांचे अधिष्ठाते
१०. संचालक, तंत्रशिक्षण विभाग, महाराष्ट्र राज्य, महापालिका मार्ग, मुंबई-४०० ००१.

सही/-

[डॉ. [श्रीमती] स्नेहलता शा. देशमुख]
कुलगुरु

प्रत अग्रेषित :-

संचालक, महाविद्यालये व विद्यापीठ विकास मंडळ,
संचालक, विद्यार्थी कल्याण विभाग,
संचालक, दूरस्थ शिक्षण विभाग,
वित्त व लेखा अधिकारी,
परीक्षा नियंत्रक, परीक्षा विभाग,
सर्व उप-कुलसचिव, सहायक कुलसचिव,
कुलगुरुंचे कार्यकारी सचिव,
प्र-कुलगुरु आणि कुलसचिव यांचे स्वीय सहायक,
कुलसचिव यांच्या कार्यालयातील निरनिराळ्या विभागांचे प्रमुख,
अभिलेखा विभाग [रेकॉर्ड सेक्शन] [१० प्रती]
सहायक, कुलसचिव, मुंबई विद्यापीठ प्रशासकीय उपकेंद्र,
गोगटे-जोगळेकर महाविद्यालय परिसर, मुलांचे वसतीगृह,
तळ मजला, रत्नागिरी-४१५ ६१२.

UNIVERSITY OF MUMBAI

Uo. CONCOLTA/UCD/57 of 2000.

CIRCULAR:-

The Government of Maharashtra has approved the implementation of revised pay scales for University and College teachers with effect from 1st January, 1986 vide Government Resolution, Education and Employment Department No.NGC/1286/(1224)/UNI.4, dated 27th February, 1989. After appointment of the Fifth Pay Commission for Central government employees, the University Grants Commission had appointed a Committee under Chairmanship of Prof. Rastogi to examine the present structure of emoluments and conditions of service of University and College teachers. After considering the Rastogi committee's Report, the University Grants Commission submitted its recommendations to the Government of India. After examination of this report, Government of India evolved a scheme of pay revision for the University and College Teachers and other measures for improvement of standards in higher education. By their letter dated 27th July, 1998 and subsequent letters dated 22nd September, 1998 and 6th November, 1998, the Government of India accepted and approved the recommendations of U.G.C. to Central Universities and Colleges thereunder. Similarly, the Government of India recommended to the State government to implement this scheme in the State Universities and affiliated Colleges. The question of implementing Government of India's scheme of revision of pay scales of University and College teachers and other relevant guidelines and notifications issued by U.G.C. from time to time was under consideration of the State Government. After careful consideration of the Government of India's Package Scheme, 1996 for maintenance of standards in Higher Education, the State Government has now decided to implement the revised pay scales for the University and college teachers and the terms and conditions of service as detailed in the Government Resolution, Higher & Technical Education Department No.NGC-1298/(4619)/UNI.4 dated 11th December, 1999.

AND WHEREAS a copy of the Government Resolution, Higher & Technical Education Department No.NGC-1298/(4619)/UNI-4 dated 11th December, 1999 was received by the University on 17th December, 1999 from Shri M.A. Sarpotdar, Deputy Secretary to the Government, Government of Maharashtra, Higher & Technical Education Department, Mumbai;

AND WHEREAS the pay-scales and the terms and conditions of service of University and College teachers including Principals of the colleges are prescribed by the statutes made under Section 51 (B) of the Maharashtra Universities Act 1994 and their qualifications are prescribed by the directions issued by the Vice-Chancellor under Section 14 (B) of the Act;

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AND WHEREAS the Academic Council and the Management Council will consider and recommend to the Senate the revised draft statutes prescribing the pay scale, terms and conditions of service of University and College teachers including Principals of colleges in accordance with the aforesaid Government Resolution dated 11th December, 1999, and the Academic Council will consider and recommend to the Management Council the draft Ordinances prescribing qualifications for University and College teachers including Principals of colleges, having regard to the provisions of the said Government Resolution, dated 11th December, 1999, in course of time, and it will be quite some time before the Senate approve of these draft Statutes and the Chancellor's assent is received, and the Management Council makes these Ordinances;

AND WHEREAS Section 28 (r), (t), (u) & (y) of the Maharashtra Universities Act 1994, empowers the Management Council of the University to lay down by Statute, on the basis of qualifications and terms and conditions of service and other guidelines approved by the State Government from time to time, and the procedure for appointment of University teachers and non-vacation academic staff and fix their emoluments and norms of workload and conduct and discipline, to lay down by Statutes the procedures for appointment of officers and other employees of the University, qualifications, mode of recruitment, pay scales, terms and conditions of service including conduct, discipline and their duties, to prescribe by Statutes procedure for appointment of teachers, officers and other employees in all institutions and colleges affiliated to the University, term and conditions of their service and rules and procedures for their appointments and to prepare academic calendar of the University as per the Statutes, and guidelines from the University Grants Commission for next academic year before the expiry of the current academic year, respectively.

AND WHEREAS the pay-scales and other measures for improvement of standard in higher education recommended by the University Grants Commission as accepted by the Government of India and approved by the State government are to be made effective from 1st January, 2006, as laid down in the Government Resolution, dated 11th December, 1999, and can be implemented only after the statutes and ordinances are made with regard to the revised pay-scales, revised qualifications and other measures for improvement of standards in higher education for all categories of full time teachers employed by the University/affiliated aided, partially aided and unaided colleges of Arts, Science, Commerce, Education and Law other than those managed and maintained by the State Government,

NOW THEREFORE, I, Dr.(Smt) Snehalata S. Deshmukh, Vice-Chancellor of the University of Mumbai, in exercise of the powers conferred upon me under Section 14(8) of the Maharashtra Universities Act, 1994, hereby direct that -

2. Coverage - The revised pay scales and other measures for improvement of standards in higher education are applicable to all categories of full-time teachers employed by the University, Government and non-government Colleges in the faculties of Arts, Science, Commerce, Law and Education in the State, Government Institutes of Science/Government Institute of Management Studies/Social Sciences. The revised scales of pay are also applicable to the teachers/librarians/instructors of Physical Education in the affiliated but unaided colleges of Arts, Science, Commerce, Law and Education in the State. However, these unaided colleges will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes the Government assistance will only be limited to the posts approved by the Government from time to time. The revised scales are not applicable to teachers who retired on or before 31st December, 1995 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.
3. Date of effect - The revised scales of pay will be implemented with effect from 1st January, 1996.
4. Pay scales - The revised scales of pay effective from 1st January, 1996 are given in *Appendix I*.
5. Manner of Fixation of Pay - The formula and principles for fixation of pay of the teachers in the revised scale shall be as indicated in *Appendix II*. The pay of the individual teacher and the date of increment shall be fixed in accordance with such formula.
6. Option for the revised scales of pay - Within a period of one month from the date of the issue of the Government Resolution, the Teachers/Librarian/Physical Education staff will have to opt in the prescribed form (*Appendix III*) for the revised pay scales. The teachers opting for the new scales will have to enter into an agreement as mentioned in *Appendix IV* with the University/College Managements about their acceptance of terms and conditions mentioned in the Government Resolution. The option once exercised shall be final. Those who do not exercise the option within the period of one month from the date of issue of Government Resolution shall be deemed to have opted for the revised scale.

Note - (1) The teachers/librarians/Directors of Physical Education/Instructors of Physical Education who were in service on 1st January, 1996 and who were not in service after 1st January, 1996 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for the revised scale of pay with effect from 1st January, 1996 and shall be held entitled to the benefit of these rules.

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7. **Recruitment and Qualifications** - The direct recruitment to the post of Lecturers, Readers and Professors in the University and Lecturers in colleges shall be on the basis of merit through all-India advertisement and selections by the duly constituted Selection Committee which will be set up as prescribed in UGC's Notification, dated 24th December, 1993 under the Statutes/Ordinances of the University of Mumbai. Such Committee shall have a minimum of three experts, the Head of the University Department and the concerned Department and Principal of the concerned College. (In case of selection of college teachers).

Recruitment of Teachers in Government Colleges and Institutes of Sciences will be regulated by respective recruitment rules prescribed by the State Government in consultation with Maharashtra Public Service Commission.

The minimum qualifications required for the post of Lecturers, Readers, Professors, Assistant Directors of Physical Education, Deputy Director of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians and Registrar will be those as prescribed by the University Grants Commission & accepted by State Government from time to time.

The minimum requirement of a good academic record, 55% of the marks at the master's level and qualifying in the National Eligibility Test, or an accredited test, shall remain for the appointment of Lecturers.

Regarding exemption to the Ph.D. holders from NET/SET examinations, the decision in the matter will be communicated separately.

The minimum requirement of 55% shall not be insisted upon for Professors, Readers, Registrars, Librarians, Deputy Librarians, Director of Physical Education, Deputy Directors of Physical Education for the existing incumbents who are already in the University system. However, these marks shall be insisted upon for those entering the system from outside and those at the entry point of Lecturers, Assistant Librarians, Assistant Director of Physical Education.

Regarding relaxation of 5% from 55% to 50% of the Marks, at the Master's level for the SC/ST candidates, the decision in the matter will be communicated separately.

A relaxation of 5% from 55% to 50% of the marks to the Ph.D. degree holders who have passed their master's degree prior to 19th September, 1991, will be communicated separately.

B in the 7 point scale with letter grades O, A, B, C, D, E & F shall be regarded as equivalent of 55% wherever the grading system is followed.

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The Ph.D. shall continue to be a compulsory requirement for the designation of Reader. However, for other categories, like those of Registrars, Librarians and Physical Education Directors, the Ph.D. shall be desirable and not an essential qualification.

B. Direct Recruitment

The following qualifications are prescribed for the posts mentioned below-

Post : Professor

Qualification :

An eminent scholar with published work of high quality, actively engaged in research, with 10 years of experience in postgraduate teaching, and/or experience in research at the University/National Level institutions, including experience of guiding research at doctoral level.

OR

An outstanding scholar with established reputation who has made significant contribution to knowledge.

In exceptional cases, the teachers with 15 years of UG teaching/research experience will also be considered.

Post : Reader

Qualification :

Good academic record with a doctoral degree or equivalent published work. In addition to these, candidates who join from outside the University system, shall also possess at least 55% or an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D & F at the Master's degree level.

Five years of experience of teaching and/or research, excluding the period spent for obtaining the research degrees and has made some mark in the areas of scholarship as evidenced by quality of publications, contribution to educational innovation, design new courses and curricula.

Post : Lecturer

Humanities, Social Sciences, Sciences, Commerce, Education, Physical Education, Foreign Languages and Law.

Qualification :

Good academic record with at least 55% of the marks or, an equivalent grade of B in the 7 point scale with letter grades O,A,B,C,D,E & F at the Master's degree level in the relevant subject from an Indian University, or, an equivalent degree from a foreign University.

Beside fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

Journalism and mass communication

Qualification :

Good academic record with at least 55% of the marks, or, an equivalent grade of B in the 7 point scale with letter grades O,A,B,C,D,E & F at the Master's degree level in communication/mass communication, journalism, from an Indian University, or an equivalent degree from a foreign University.

Beside fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

At least 55% of the marks, or an equivalent grade of B in the 7 point scale with letter grades O,A,B,C,D,E & F at the Master's degree level in the Humanities, Social Sciences/Sciences with at least a second class Bachelor's degree, or Post-graduate Diploma in communication/ mass communication or journalism, from a recognised Indian University/National Institute.

Beside fulfilling the above qualification, candidates should have cleared the eligibility test (NET) for Lecturers conducted by the UGC, CSIR, or similar tests accredited by the UGC.

Misc:

Qualification :

Good academic record with at least 55% of the marks, or an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D, E & F at the Master's degree level in the relevant subject or an equivalent degree from an Indian/Foreign University.

Beside fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for Lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

A traditional or a professional artist with a highly commendable professional achievement in the concerned subject.

For professional subjects like education, social work and performing arts etc., a separate detailed regulation on qualification would be issued. Till then the Regulations, hitherto in force for direct recruitment to the post of Lecturer, Reader and Professor, will continue.

9. Seven point scale

GRADE	GRADE POINT	PERCENTAGE EQUIVALENT
O'=Outstanding	5.50-6.00	75-100
'A = Very good	4.50-5.49	65-74
'B' =Good	3.50-4.49	55-64
'C'=Average	2.50-3.49	45-54
'D'=Below Average	1.50-2.49	35-44
'E'=Poor	0.50-1.49	25-34
'F'=Fail	0-0.49	0-24

The minimum qualifications for the post of Librarians, Deputy Librarians, Assistant Librarians may be seen at *Appendix-V*

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The minimum qualifications for the post of Registrar may be seen at *Appendix-VI*

The minimum qualifications for the post of Director, Physical Education, Deputy director, Physical Education and Assistant Director, Physical Education may be seen at *Appendix-VII*

10. Selection committees

University Grants Commission has separate guidelines on constitution of Selection Committees which may be referred to by University/affiliated non-Government Colleges (copy enclosed as Appendix-VIII). A representative of the SC/ST, women and physically handicapped persons, shall be in the Selection Committee whenever a candidate from any of these categories appears for the interview.

It is optional for the University or College to utilise the Seminar or Colloquium as a method for the selection of Lecturer, Readers or Professors.

Selection Committees for the recruitment of Teachers in Government Colleges and Institutes of Science will be such as constituted by the Maharashtra Public Service Commission.

11. Incentives for Ph.D./M.Phil.

Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil. degrees, respectively, at the time of recruitment as Lecturers. Candidates with D.Litt./D.Sc shall be given benefit on par with Ph.D. and M.Litt on par with M.Phil. One increment will be admissible to those teachers with M.Phil who acquire Ph.D. within two years of recruitment.

A Lecturer with Ph.D. will be eligible for two advance increments when she/he moves into Selection Grade/Reader.

A teacher will be eligible for two advance increments as and when she/he acquires a Ph.D. degree in her/his service career.

12. Career advancement

Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) will be four years for those with Ph.D., five years for those with M.Phil, and six years for others at the level of Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

For movement into grades of Reader and above, the minimum eligibility criterion shall be Ph.D. Those without Ph.D can go up to the level of Lecturer (Selection Grade).

A Reader with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor

The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

The existing scheme of Career Advancement for Assistant Director of Physical Education, Assistant Librarian shall continue.

13. Lecturer (Senior Scale)

A Lecturer will be eligible for placement in a senior scale through a procedure of selection, if she/he has :

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years, respectively, for those with M.Phil and Ph.D.
- (ii) Participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grant Commission. (Those with Ph.D. degree shall be exempted from one refresher course).
- (iii) Consistently satisfactory performance appraisal reports.

14. Lecturer (Selection Grade)

Lecturers in the Senior Scale who do not have a Ph.D. degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfil the other criteria given above for the post of Reader, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Reader. They will be designated as Lecturers in the Selection Grade. They can offer themselves for fresh assessment after obtaining Ph.D. and/or fulfilling other requirements for promotion as Reader and, if found suitable can be given the designation of Reader.

15. Reader (Promotion)

A Lecturer in the Senior Scale will be eligible for promotion to the post of Reader if she/he has :

- (i) Completed 5 years of service in the Senior Scale;
- (ii) Obtained a Ph.D. degree or has equivalent published work ;
- (iii) Made some mark in the areas of scholarship and research as evidenced e.g. by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities;
- (iv) After placement in the Senior scale participated in two refresher courses/summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commissions, and
- (v) Possess consistently good performance appraisal reports.

Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the concerned University or other similar Committees set up by the appointing authorities.

16. Professor (Promotion)

In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisement, promotions will be made from the post of Reader to that of Professor after 8 years of service as Reader.

The Selection committee for promotion to the post of Professor shall be the same as that for direct recruitment. For the promotion from Reader to Professor, the following method of promotion will be followed.

- a) Self-appraisal reports (required)
- b) Research contribution/books/articles published
- c) Any other academic contributions.

The best three written contributions of the teacher (as defined by her/him) will be sent in advance to the Experts to review before coming for the selection. The candidate shall be asked to submit these in 3 sets with the application.

- d) Seminars/Conferences attended
- e) Contribution to teaching/academic environment/institutional corporate life.
- f) Extension and field outreach activities.

The requirement of participation in orientation/refresher courses/summer institutes, each of at least 3 to 4 weeks duration, and consistently satisfactory performance appraisal reports, shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior Scale) to Lecturer (Selection Grade). Wherever the requirement of orientation/refresher courses has remained incomplete, the promotions will not be held up but these must be completed by the year 2000.

The requirement for completing these courses will be as follows:

- i) For Lecturer to Lecturer (Senior Scale), one orientation course will be compulsory for University and College teachers. Those without Ph.D. will be required to do one refresher course in addition.
- ii) Two refresher courses for Lecturer (Senior Scale) to Lecturer (Selection Grade).
- iii) The senior teachers like Readers/Lecturers (Selection Grade) and Professors may opt to attend two Seminars/Conferences in their subject area and present papers as one aspect of their promotion/selection to higher level or attend refresher courses to be offered by ASCs for this level.

If the number of years required in a feeder cadre are less than those stipulated in this notification, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, will be placed in the next higher cadre after adjusting the total number of years.

Selection Committee for the purpose of promotion to be made from the post of Reader to that of Professor in case of Government Teachers will be such as prescribed by the State Government.

17. Part time teachers :

The minimum qualifications for appointment of part time teachers shall be the same as that of regular teachers and selected by regularly constituted Selection Committees. The part time teachers shall be appointed only in exceptional circumstances when it is appropriate to the requirements of the Institutions in terms of subjects to be taught or workload. They can be appointed on a contract appointment, if only for a short period or as permanent half time / proportionate time employees against half/proportionate salary of the scale (and should include proportionate increments, dearness allowance and other permissible benefits). Such permanent part time teachers will also be entitled to the scheme of career advancement from Lecturer to Senior Scale Lecturer, Selection Grade ---

Lecturer/Reader and Professor. However, they will be entitled to half/proportionate amount of the basic of the scale and proportionate increments, dearness allowance and any other permissible benefits.

18. Creation of posts :

UGC recognised autonomous colleges/institutions may create post of Professors on the basis of felt needs subject to provision contained in Sec.8(a) of Maharashtra Universities Act, 1994 (Maharashtra Act XXXV of 1994). In general, one post of Professor may be created, if there are already four Readers and twelve Lecturers and it is felt that the creation of a post of Professor is academically necessary. The procedure of selection of Professor will be through direct recruitment as in the university, other colleges of similar standard will be identified by the UGC as per the scheme of Government of India.

19. Teaching Days :

The University and Colleges must observe at least 180 actual teaching days i.e. there shall be a minimum 30 weeks of actual teaching in a 6 day week. Of the remaining period 12 weeks may be devoted to admission and examination activities and non-instructional days (e.g. for sports, College day, etc.) 8 weeks for vacation and 2 weeks may be attributed to various public holidays. If the University/Colleges adopt a 3 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks with a 6 day week. The above is summarised as follows

NO. OF WEEKS

	<u>University</u>	<u>College</u>
Teaching	30 (180 days)	30 (180 days)
Admissions/Examinations	12	10
Preparation for examinations		
Vacation	8	10
Public holidays	2	2
(to increase and adjust teaching days)		
Total	52	Total 52

20. Workload :

The workload of the teacher in full employment shall not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It shall be necessary to the teacher to be available for at least 5 hours daily in the University/College. The direct teaching hours shall be as follows :

Lecturer/Sr.Lecturer/Lecturer (Selection Grade)	16 hours
Readers and Professors	14 hours.

However, a relaxation of two hours in the workload will be given to the Professors who are actively involved in Research, Extension and Administration.

The workload of the teacher will be as prescribed by the University Grant Commission. However the exemption shall be granted to the teachers working in Undergraduate and Postgraduate teaching as well as to Principals and Vice Principal and Heads of the Departments, as given in Government Resolution dated 1st June, 1981 and 1st September, 1981.

The staffing pattern (workload pattern) for Colleges of Education prescribed vide Government letter No. STC 2279/104723/(407/79)/XXVII, dated 1st July, 1980 will continue to operate. As per this staffing pattern, one teacher is admissible for each 10 students duly permitted by the State Government in addition to the posts of Principal.

21. Protection to teachers -

The workload prescribed by the University Grant Commission shall be implemented without any additional staff. It shall also be ensured that the services of permanently approved full-time or part-time teachers or similar teachers who have been approved on hourly basis working in clearly approved vacancies, are not terminated merely on the ground that they have been rendered surplus as a result of workload. Such permanently approved surplus full-time or part-time or hourly basis teachers will be absorbed as per the existing procedure in force.

22. Superannuation and re-employment :

The age of superannuation of teachers shall be 60 years and thereafter no extension in service shall be given. However, it may be open to a College to re-employ a superannuated teacher according to the existing guidelines framed by the University Grants Commission, upto the age of 65 years. However, salary expenditure for such re-employed period beyond 60 years of age shall not be held admissible for purposes of grant-in-aid. The age of superannuation of teachers in Government Colleges and Institutes of Science

shall, however, continue to be 60 years subject to the conditions laid under Government Resolution No. SCT-1039/68588/(4672)/ADM-2, dated 20.12.90.

Age of superannuation of Registrar, Librarians, Physical Education personnel, who are being treated at par with the teachers will be 60 years. No re-employment facility is recommended for the Registrars, Librarians and Directors of Physical Education. The persons appointed to the post of Registrar other than teachers will be retired at the age of 58 years.

23. Grievance redressal mechanism :

As per Section 37 of the Maharashtra Universities Act, 1994, (Maharashtra Act No. XXXV of 1994), the Grievance Redressal mechanism is established at University level.

24. Period of probation and confirmation thereafter

A University/College teacher shall, subject to the procedure prescribed for selection and appointment, shall be appointed in the first instance on probation for a period not exceeding 24 months from the date on which she/he joins duties after the expiry of which she/he shall be confirmed and informed accordingly in writing; or his service shall be terminated provided that at least one month's notice is served on him prior to the expiry of the period of probation or one month's Pay, D.A., and C.L.A. in lieu thereof, is paid to him.

The confirmation shall not be linked to the completion of orientation course, but efforts should be made to send the teacher either before joining, or immediately thereafter, but, in any case, the orientation course shall be completed within a period of the first two years.

Since the time required for Career Advancement has now been reduced, an extension has been provided till 31.12.2000 to all candidates for completing refresher courses.

The University/College will devise a mechanism for ensuring that the Head of the University Department/College Principal sponsoring the teacher for the required orientation and refresher course, and such opportunity is not denied to the teacher, except on sufficient grounds to be specified in writing to the university. The University will also bring to the attention of the UGC any complaints received from University or College teachers that they did not get admission to the courses for which they applied with details (name of teacher, name of institution where employed, course applied for, ASC or Department where applied, dates of course and reasons given for refusal).

25. Superannuation benefits

The benefit in service, up to a maximum of 3 years, shall be provided for the teachers who have acquired Ph.D. degree at the time of entry, so that, almost all teachers get full retirement benefits which are available after 33 years of service, subject to the overall age of superannuation.

Other conditions with respect to Superannuation Benefits will be given as per Central/State Government Rules.

26. Service agreement

At the time of recruitment in University and Colleges, service agreement shall be signed between the University/College and the Teacher which shall be lodged with the Registrar/Principal with a copy to the concerned teacher. The self-appraisal of performance shall be a part of the service agreement.

27. Code of professional ethics

The University shall evolve its own professional ethics after full discussion in the academic bodies and associations and should incorporate it in its Act, Statutes and Ordinances and it shall be applicable to all teaching and non-teaching staff including administrators.

28. Accountability

The self-appraisal of performance shall be adopted as a mandatory part of the Career Advancement scheme and shall be implemented with the new pay scales within the time-frame of 1 year, if not already implemented. It will be optional for the institution to consider introducing student evaluation as a method of assessment of the teacher, particularly in small institutions, professional colleges and autonomous colleges.

29. M.C.S.R. applicable to Government Teachers

All service matters in case of teachers in Government Colleges and Institutes of Science will be governed by Maharashtra Civil Service Rules as prescribed from time to time.

30. Fixation of pay and preferring claim for payment of arrears

The University/College authority shall initiate action for fixing the pay of each individual teacher after completing the necessary formalities of obtaining an agreement and

an option for each teacher for coming over to the revised scale vide para 6 above. The pay of a teacher as well as the arrears that would be due to him should then be worked out in the forms to be prescribed by the Director of Education (Higher Education), Maharashtra State, Pune. This pay fixation including the amount of arrears payable to a teacher, should be got approved from the concerned Regional Joint Directors of Higher Education. Since the revised scales of pay will be implemented with effect from 1st January 1996, the arrears of pay to which the teacher may be entitled in respect of the period from 1st January, 1996 to 30th September, 1998 (both days inclusive) under these rules shall be credited to the provident fund account of the concerned teacher after adjusting the amount of third instalment of interim relief and shall not be permitted to be withdrawn for three years up to 31st December, 2001 except in case of teachers who have retired or have ceased to be in service during this period. The arrears of allowances like HRA, CLA, TA from 1st August, 1997 to 30th September, 1998 (both days inclusive) shall be credited to the provident fund account of the teacher and shall not be permitted to be withdrawn for the period ending 31st March, 2002. Also no interest on account of the aforesaid amount credited to the GPF account of the concerned teacher will be given for the period up to 31st March, 2002 except in case of teachers who have retired or ceased to be in service during this period. The concerned teacher would be allowed to withdraw this amount credited to General Provident Fund accounts, after a period of 3 years, except in cases of retirement, death and resignation.

The University/College shall submit a statement of expenditure every month on account of revision of scale of pay of University/College teachers to the Director of Education (Higher Education), Maharashtra State, Pune in the prescribed form.

The University will initiate action to frame statutes under the relevant provisions of the Maharashtra University Acts, (Act XXXV of 1994) 1994, and take immediately all appropriate steps which may be required to implement the package scheme and scheme of revision of pay scales for the maintenance of standards in Higher Education, for the University and the college teachers.

These directions shall remain operative till such time as statutes and ordinance are made in these respect.



{Dr. (Sant) Snehalata S. Deshmukh}
VICE-CHANCELLOR

MUMBAI - 400 032
21st January, 2000

To,

The Directors/Head of the University Departments, Professor-cum-Director, Institute of Distance Education, Director, Academic Staff College, Director Adult & Continuing Education & Extension, The Principal Sir. J.J. College of Architecture and the Principals of affiliated aided and unaided colleges of Arts, Science, Commerce, Education and Law other than those managed and maintained by the State Government and the University.

No. CONCOL/TAU/VCD/37-A of 2000. MUMBAI - 400 032 21st January, 2000

Copy forwarded with compliments for information to -

1. The Director, Board of College & University Development, University of Mumbai
2. The Secretaries of the Managements/Societies of aforesaid colleges.
3. The Secretary to the Government of Maharashtra, Education and Employment Department, Mantralaya Annex, Madam Cama Road, Mumbai - 400 032.
4. The Director of Education (Higher Education), Maharashtra State, Central Building Pune 411 001.
5. The Joint Director (Higher Education Grants), Mumbai, Pune and Kolhapur.
6. The Presiding Officer, College Tribunal for Mumbai and S.N.D.T. Women's Universities, University Buildings East Wing, Second floor, Fort, Mumbai - 400 032.
7. The Secretary, Association of Principals of non-Government colleges, University of Mumbai, C/o. Rannarain Ruia College, Matunga, Mumbai-400 019 (Two copies).

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8. The General Secretary, Mumbai University and college Teachers Union, Mumbai University Club House, 'B' Road, Churchgate, Mumbai - 400 020 (Two copies)
9. The Deans of Faculties of Arts, Science and Commerce.



{Dr. (Smt.) Snehalata S. Deshmukh}
VICE-CHANCELLOR

Copy to the I/c. Finance Officer, the Director of Students Welfare, the I/c. Controller of Examination, the Deputy Registrars, the Assistant Registrars, the Assistant Registrar, University Sub-Centre at Ratnagiri, Executive Secretary to the Vice-Chancellor, Personal Assistants to the Pro-Vice-Chancellor, the Director, B.C.U.D and the Registrar and the persons in charge of the different sections/units in the Registrar's office.

Record Section (Ten copies)

Accompaniment to Government Resolution, Higher & Technical Education Department No. NGC-1298A-4619/UNJ-4, dated the 1st December, 1999.

APPENDIX I

Pay Scales : The existing and revised Pay Scales sanctioned for different categories of University and College Teachers shall be as given below :

Sr.No	Designation	Pay Scale of Central Govt. as per Fourth pay Commission	Pay Scale of Central Govt. as per Fifth pay Commission	Proposed Pay Scale of State Government	Remarks
1.	2.	3.	4.	5.	6.
A. University					
1.	Lecturer	2200-4000	8000-275-13500	8000-275-13500	
2.	Lecturer (Senior scale)	3000-5000	10000-325-15200	10000-325-15200	
3.	Lecturer (Selection Grade) / Reader	3700-5700	12000-420-18300	12000-420-18300	The fixation of pay of Lecturers (Selection Grade) / Readers in the pre-revised scale of Rs. 3700-125-4950-150-5700/- who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade.
4.	Professor	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	
5.	Registrar/Director Physical Education/ University Librarian	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	
6.	University Dy. Librarian/ Dy. Director Physical Education	3700-5700	12000-420-18300	12000-420-18300	
7.	University Asstt. Librarian/Asstt. Director Physical Education/ Asstt. Documentation Officer	2200-4000	8000-275-13500	8000-275-13500	

8.	Asstt. Librarian (Senior Scale) / Asstt. Documentation Officer (Senior Scale) / Asstt. Director Physical Education (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200
9.	University Vice Chancellor	7600 (Senior)	25000 (Senior)	25000 (Senior)
10.	University Pro-V-C	5900-200-7300	18400-500-22400	18400-500-22400
2.	Colleges			
1.	Lecturer/ College Librarian / Director (Physical Education)	2200-4000	8000-275-13500	8000-275-13500
2.	Lecturer/College Librarian / Director Physical Education (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200
3.	Lecturer (Selection Grade)/Reader/College Librarian (Selection Grade)/ Director Physical Education (Selection Grade)	3700-5700	12000-420-18300	12000-420-18300
4.	Demonstrator Tutor Method Master	1740-60-2700-570-3000	5500-175-9000	5500-175-9000
5.	Principal*	3700-5700	12000-420-18300	12000-420-18300
6.	Principal*	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400
7.	Principal*	4500-6300	16400-450-20000	16400-450-20000

The fixation of pay of Lecturers (Selection Grade) / Readers in the pre-revised scale of Rs. 3700-125-4950-150-5700/- who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade.

Being dying cadre no fresh recruitment

Minimum pay as on 1.1.96 will be Rs. 12840/- (Students strength less than 1000)

Minimum pay as on 1.1.96 will be Rs. 17300/- (Students strength more than 4000 & above)

Minimum pay as on 1.1.96 will be Rs. 17,300/- (Students strength in between 1001 to 3999)

3. Government Institutes of
Science / Management
Studies / Social Sciences

01	Professors	4500-7300	16400-450-20900- 500-22400	16400-450-20900- 500-22400		
02	Reader / Lecturer (Selection Grade)	3700-5700	12000-420-18300	12000-420-18300		The fixation of pay of Lecturers (Selection Grade) / Readers in the pre-revised scale of Rs. 3700-125-4950-150-5700/- who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade.
03	Lecturer (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200		
04	Lecturer	2200-4000	8000-275-13500	8000-275-13500		

a. The experience for the post of Principals in Colleges is minimum experience of 10 years in teaching Under graduate / Post Graduate Classes)

b. The respective pay scales will be admissible to the concerned incumbent so long as, he holds particular post admissible as per stabilized strength of students as indicated in column no. 6

c. The strength of students as on i.1.1996 shall be treated as stabilized strength.

* The Principal must have minimum weekly workload of actual teaching as specified in these orders.

Directors/ Instructors of Physical Education & Librarians in Colleges, who were not fulfilling the qualifications as laid down for these posts in the scale of Rs. 700-1600 vide a Government Resolution dated 18th April, 1984 at the time of their appointments made on or after 1st January, 1973 shall be held eligible for the equivalent pay scale as shown below.

Sr. No.	Designation of the Post	Existing Scale of pay(Rs.)	Revised Scale of pay (Rs.)
01	02	03	04
01	Librarian / Director of Physical Education / Instructor of Physical Education	1400-40-1800-EB-50-2300 1640-60-2600-EB-75-2900 2000-60-2300-EB-75-3200-100-3500 2200-75-2800-EB-100-3700	4500-125-7000 5500-175-9000 6500-200-10500 7450-225-11500

Accompaniment to Govt. Resolution Higher & Technical Education Department No. NGC-1298/4619/UNI-4, dated the 11th December, 1999.

APPENDIX II

1. *Rules for Fixation of pay in the revised scale.* - (1) The initial pay of a teacher who elects, or is deemed to have elected the revised scale of pay from 1st day of January 1996, shall, be fixed in the following manner, namely:-

(A) in the case of all teachers-

(i) an amount representing 40 per cent of the basic pay in the existing scale, shall be added to the "existing emoluments" of a teacher ;

(ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed:

Provided that -

(a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;

(b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

NOTE : 1 : Basic pay means the pay which has been sanctioned for the post held by a teacher substantively or in an officiating capacity or to which he is entitled to by the reason of his position in a cadre.

NOTE 2 : existing emoluments shall include -

(a) The basic pay in the existing scale;

(b) Dearness allowance admissible as on 1st January 1996 on the basic pay; and

(c) the amounts of the first and second instalments of the interim reliefs admissible on the basic pay in the existing scale;

The table showing the various stages in the existing pay scales, DA, IR I, IR II of the basic pay admissible thereon is given in *Appendix II*.

(B) in the case of a teachers who are in receipt of special pay in addition to pay in the existing scale and where the existing scale with special pay has been replaced by a scale of pay after merging the special pay, the pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases "existing emoluments" shall include-

(a) the basic pay in the existing scale;

(b) existing amount of special pay;

(c) dearness allowance admissible as on 1st January 1996 on the basic pay, and

(d) the amounts of the first and second instalment of interim relief admissible on basic pay in the existing scale and special pay;

(C) in the case of teachers who are in receipt of special pay in addition to pay in the existing scale and in whose case special pay continues with the revised scale of pay either at the rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above with reference to existing emoluments calculated in accordance with the Explanation thereto, after excluding the existing special pay. In such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1.-Where a teacher is holding a permanent post and is officiating a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only and the pay so fixed shall be treated as substantive pay. The provisions of this Note shall apply mutatis mutandis, to teachers holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note 2.-Where the existing emoluments as calculated in accordance with clause (A), Clause (B) or clause (C) as the case may be, exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay, except in the cases covered by proviso (b) of sub-rule (1)(A) above.

Note 3.- Where in the fixation of pay under sub-rule (1) the pay of a teacher drawing pay at more than three consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these employees who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs as under, by the grant of increment(s) in the revised scale in the following manner, namely:-

(a) teachers drawing pay from the 4th upto the 6th stage in the existing scale – By one increment;

(b) teachers drawing pay from the 7th upto the 9th stage in the existing scale, if there is bunching beyond the 6th stage – By two increments;

(c) teachers drawing pay from the 10th upto the 12th stage in the existing scale, if there is bunching beyond the 9th stage – By three increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

Note 4.- The fixation thus made shall ensure that every teacher will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the existing scale of pay.

Note 5.- Where in the fixation of pay under sub-rule (1) pay of a teacher, who, in the existing scale was drawing immediately before the 1st day of January 1996 more pay than another employee junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note 6.- Where a teacher is in receipt of personal pay on the 1st day of January 1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such an employee as personal pay to be absorbed in future increases in pay.

Note 7.- In cases, where a senior teacher promoted to a higher post before the 1st day of January 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January 1996, the pay of the senior teacher should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher, subject to the fulfilment of the following conditions, namely:-

(a) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and

(c) the anomaly should be directly as a result of the application of the provisions of these rules or any other rules or order regulating pay fixation on such promotion in the revised scale .

The orders relating to refixation of the pay of the senior teacher in accordance with the above provisions should be issued and the senior teacher will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

Note 8.- In the case of a teacher promoted to a higher post on or after 1st January 1996, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay fixed in the revised scale of the higher post under normal rules.

Note 9.- In the case of a teacher who is drawing reduced pay as on 1st January 1996 in the existing scale on account of imposition of penalty under the provisions of the respective Statutes in the concerned Universities the pay in such cases should be fixed as under:-

(a) on the basis of pay actually drawn on 1st January 1996, and
on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 1st January 1996 to the date of expiry of penalty and the revised pay fixed at (b) above, from the date following the date of expiry of the penalty after allowing increments, if any, that might have notionally fallen due in the revised scale during the period from 1st January 1996 to the date of expiry of the penalty. The next increment in the revised scale will be regulated in accordance with rule 2 of these rules.

Note 10.- Where a teacher is on leave on the 1st day of January 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of a teacher under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on a pending disciplinary proceedings.

2. Date of next increment in the revised scale:

The next increment of a teacher whose pay has been fixed in the revised scale in accordance with sub-rule (1) of rule 1, shall be granted on the date he would have drawn his increment had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of Note 3 or Note 5 or Note 7 to sub-rule (1) of rule 1, the next increment shall be granted on the completion of the qualifying service of twelve months from the date of stepping up of the pay in the revised scale:

Provided further that in cases other than those covered by the preceding proviso, the next increment of a teacher whose pay is fixed on the 1st day of January 1996 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date admissible to his junior, if the date of increment of the junior happens to be earlier.

Provided also that in the case of teacher who had been drawing maximum of the existing scale for more than a year as on the 1st day of January 1996 the next increment in the revised scale shall be allowed on the 1st day of January 1996:

Provided that in cases where a teacher reached the maximum of the pre-revised scale after 1st January 1995, the next increment in the revised scale shall be granted on the completion of service for the full incremental period counting from the date on which he reached the maximum of the existing scale:

Note 1.- Where a teacher who is held up at the efficiency bar in the existing scale elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under these rules and he should be granted the next increment on the date on which it is due in the revised scale provided that if the authority competent to allow a teacher to cross the bar certifies that a teacher would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

Note 2.- Where by grant of one additional increment in terms of the third proviso in the revised scale applicable to the substantive post, the substantive post of a teacher exceeds his officiating pay at any time, a teacher may be allowed, in addition to officiating pay and the substantive pay as personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the officiating pay.

Note 3.- In cases where two existing scales, one being a promotional scale for other, are merged, and the junior teacher, now drawing his pay in the lower scale happens to draw more pay in the revised scale due to grant of additional increment under third proviso above than the pay of the senior teacher in the existing higher scale, the pay of the senior teacher in the revised scale shall be stepped up to that of his junior from the same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

3. Fixation of pay in the revised scale subsequent to the 1st day of January 1996.

Where a teacher continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 1st day of January 1996, his pay in the revised scale from such date shall be fixed as under:-

(a) in respect of a teacher who draws his increment annually and who opts to switch over to the revised scale of pay from the date of his increment following after 1st January 1996 but not later than 31st December 1997 in respect of the post held by him on 1st January 1996, his pay shall be fixed in accordance with the provisions of rule 1. However, such a teacher shall not be eligible for 40 per cent of basic pay per month for the period from the 1st January 1996 till the date on which he switches over to the revised scale.

(b) in the case of a teacher who elects to come over to the revised scale later than 31st December 1997, his pay from that date shall be fixed under the normal pay fixation rules and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, of sub-rule (a) of rule 1 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where a teacher is in receipt of special pay, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay. Such employee shall not, however, be eligible for 40 per cent of basic pay in the existing scale per month for fixation of pay in the revised scale.

Existing Pay Scale : Rs. 1400-40-1800-EB-50-2300

TABLE I

Revised Pay Scale : Rs. 4500-125-7000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col 2	Gross total col 6+7	Stage in the revised scale	Differ 1 w.e.f 01.01.96 (col.9-6)	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96 (col.10-11)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1400	2072	100	140	3712	560	4272	4500	788	140	548
02	1440	2131	100	144	3815	576	4391	4500	885	144	541
03	1480	2190	100	148	3918	592	4510	4625	707	148	559
04	1520	2250	100	152	4022	608	4630	4750	728	152	576
05	1560	2309	100	156	4125	624	4749	4750	825	156	409
06	1600	2368	100	160	4228	640	4868	4875	847	160	487
07	1640	2427	100	164	4331	656	4987	5000	869	164	505
08	1680	2486	100	168	4434	672	5106	5125	691	168	523
09	1720	2546	100	172	4538	688	5226	5250	712	172	540
10	1760	2605	100	176	4641	704	5345	5375	734	176	558
11	1800	2664	100	180	4744	720	5464	5500	755	180	576
12	1850	2738	100	185	4873	740	5613	5625	752	185	567
13	1900	2812	100	190	5002	760	5762	5875	873	190	683
14	1950	2886	100	195	5131	780	5911	6000	869	195	674
15	2000	2960	100	200	5260	800	6060	6125	865	200	665
16	2050	3034	100	205	5389	820	6209	6250	861	205	656
17	2100	3108	100	210	5518	840	6358	6375	857	210	647
18	2150	3182	100	215	5647	860	6507	6625	978	215	763
19	2200	3256	100	220	5776	880	6656	6750	974	220	754
20	2250	3330	100	225	5905	900	6805	6875	970	225	745
21	2300	3404	100	230	6034	920	6954	7000	966	230	736

TABLE II

Existing Pay Scale : Rs. 1640-60-2660-EB-75-2900

Revised Pay Scale : Rs. 5500-175-9000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f 01.01.96 (col.9-6)	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96 (col.10-11)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1640	2427	100	164	4331	656	4987	5500	1169	164	1005
02	1700	2516	100	170	4486	680	5166	5500	1014	170	844
03	1760	2605	100	176	4641	704	5345	5500	859	176	683
04	1820	2694	100	182	4796	728	5524	5675*	878	182	697
05	1880	2782	100	188	4950	752	5702	5850	900	188	712
06	1940	2871	100	194	5105	776	5881	6025	920	194	726
07	2000	2960	100	200	5260	800	6060	6200	940	200	740
08	2060	3049	100	206	5415	824	6239	6375	960	206	754
09	2120	3138	100	212	5570	848	6418	6550	980	212	768
10	2180	3226	100	218	5724	872	6596	6725	1001	218	783
11	2240	3315	100	224	5879	896	6775	6900	1021	224	797
12	2300	3404	100	230	6034	920	6954	7075	1041	230	811
13	2360	3493	100	236	6189	944	7133	7250	1061	236	825
14	2420	3582	100	242	6344	968	7312	7425	1081	242	839
15	2480	3670	100	248	6498	992	7490	7600	1102	248	854
16	2540	3759	100	254	6653	1016	7669	7775	1122	254	868
17	2600	3848	100	260	6808	1040	7848	7950	1142	260	882
18	2675	3959	100	268	7002	1070	8072	8125	1123	268	855
19	2750	4070	100	275	7195	1100	8295	8300	1105	275	830
20	2825	4181	100	283	7389	1130	8519	8650	1201	283	976
21	2900	4292	100	290	7582	1160	8742	8825	1248	290	953

*Bunching stage.

TABLE III

Span of year	Existing Scale 1740-60-2700-EB-75-3000				Revised Scale : 5500-175-9000.						
	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1740	2575	100	174	4589	696	5285	5500	911	174	737
02	1800	2664	100	180	4744	720	5464	5500	756	180	576
03	1850	2753	100	186	4899	744	5643	5675	776	186	590
04	1920	2842	100	192	5054	768	5822	5650	796	192	604
05	1980	2930	100	198	5208	792	6000	6025	817	198	619
06	2040	3019	100	204	5363	816	6179	6200	837	204	633
07	2100	3108	100	210	5518	840	6358	6375	857	210	647
08	2160	3197	100	216	5673	864	6537	6550	877	216	661
09	2220	3268	100	222	5828	888	6716	6725	897	222	675
10	2280	3374	100	228	5982	912	6894	6900	918	228	690
11	2304	3463	100	234	6137	936	7073	7075	938	234	704
12	2400	3552	100	240	6292	960	7252	7425	1133	240	893
13	2460	3641	100	246	6447	984	7431	7600	1153	246	907
14	2520	3730	100	252	6602	1008	7610	7775	1173	252	921
15	2580	3818	100	258	6756	1032	7788	7950	1194	258	936
16	2640	3907	100	264	6911	1056	7967	8125	1214	264	950
17	2700	3996	100	270	7066	1080	8146	8300	1234	270	964
18	2775	4107	100	278	7260	1110	8370	8475	1215	278	937
19	2850	4218	100	285	7453	1140	8593	8650	1197	285	912
20	2925	4329	100	293	7647	1170	8817	8825	1178	293	885
21	3000	4440	100	300	7840	1200	9040	9000	1160	300	860

TABLE IV
Existing Pay Scale : Rs. 2000-60-2300-EB-75-3200-100-3500 Revised Pay Scale : 6500-200-10500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f 01.01.96 (col.9-6)	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96 (col.10-11)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2000	2960	100	200	5260	800	6060	6500	1240	200	1040
02	2060	3049	100	206	5415	824	6239	6500	1085	206	879
03	2120	3138	100	212	5570	848	6418	6500	830	212	718
04	2180	3226	100	218	5724	872	6596	6700*	976	218	758
05	2240	3315	100	224	5879	896	6775	6900	1021	224	797
06	2300	3404	100	230	6034	920	6954	7100	1066	230	836
07	2375	3515	100	238	6228	950	7178	7300	1072	238	834
08	2450	3626	100	245	6421	980	7401	7500	1079	245	834
09	2525	3737	100	253	6615	1010	7625	7700	1085	253	832
10	2600	3848	100	260	6808	1040	7848	7900	1092	260	832
11	2675	3959	100	268	7002	1070	8072	8100	1098	268	830
12	2750	4070	100	275	7195	1100	8295	8300	1105	275	830
13	2825	4181	100	283	7389	1130	8519	8700	1311	283	1028
14	2900	4292	100	290	7582	1160	8742	8900	1318	290	1028
15	2975	4403	100	298	7776	1190	8966	9100	1324	298	1026
16	3050	4514	100	305	7969	1220	9189	9300	1331	305	1026
17	3125	4625	100	313	8163	1250	9413	9500	1337	313	1024
18	3200	4736	100	320	8356	1280	9636	9700	1344	320	1024
19	3300	4884	100	330	8614	1320	9934	10100	1486	330	1156
20	3400	5032	100	340	8872	1360	10232	10300	1428	340	1088
21	3500	5180	100	350	9130	1400	10530	10500	1370	350	1020

* Bunching stage

Existing Pay Scale : Rs. 2200-75-2800-EB-100- 3700

TABLE V

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Tot. I of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f 01.01.96 (col.9-6)	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96 (col.10-11)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2200	3256	100	220	5776	880	6656	7450	1674	220	1454
02	2275	3367	100	228	5970	910	6880	7450	1480	228	1252
03	2350	3478	100	235	6163	940	7103	7450	1287	235	1052
04	2425	3589	100	243	6357	977	7327	7675*	1318	243	1075
05	2500	3700	100	250	6550	1000	7550	7675	1125	250	875
06	2575	3811	100	258	6744	1030	7774	7900	1156	258	898
07	2650	3922	100	265	6937	1060	7997	8125	1188	265	923
08	2725	4033	100	273	7131	1090	8221	8350	1219	273	946
09	2800	4144	100	280	7324	1120	8444	8575	1251	280	971
10	2900	4292	100	290	7582	1160	8742	8800	1218	290	928
11	3000	4440	100	300	7840	1200	9040	9250	1410	300	1110
12	3100	4588	100	310	8098	1240	9338	9475	1377	310	1067
13	3200	4736	100	320	8356	1280	9636	9700	1344	320	1024
14	3300	4884	100	330	8614	1320	9934	10150	1536	330	1206
15	3400	5032	100	340	8872	1360	10232	10375	1503	340	1163
16	3500	5180	100	350	9130	1400	10530	10600	1470	350	1120
17	3600	5180	100	360	9240	1440	10680	10825	1585	360	1225
18	3700	5180	100	370	9350	1480	10830	11050	1700	370	1330

* Bunching stage

TABLE VI

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col. 2+3+4+5	40% of basic pay in col.2	Gross total col.6+7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2200	3256	100	220	5776	880	6656	8000	2224	220	2004
02	2275	3367	100	228	5970	910	6880	8000	2030	228	1802
03	2350	3478	100	235	6163	940	7103	8000	1837	235	1602
04	2425	3589	100	243	6357	970	7327	8275*	1918	243	1675
05	2500	3700	100	250	6550	1000	7550	8275*	1725	250	1475
06	2575	3811	100	258	6744	1030	7774	8275*	1531	258	1273
07	2650	3922	100	265	6937	1060	7997	8550*	1613	265	1348
08	2725	4033	100	273	7131	1090	8221	8550*	1419	273	1146
09	2800	4144	100	280	7324	1120	8444	8550	1226	280	946
10	2900	4292	100	290	7582	1160	8742	8825	1243	290	953
11	3000	4400	100	300	7840	1200	9040	9100	1260	300	960
12	3100	4588	100	310	8098	1240	9338	9375	1277	310	967
13	3200	4736	100	320	8356	1280	9636	9650	1294	320	974
14	3300	4884	100	330	8614	1320	9934	10200	1586	330	1256
15	3400	5032	100	340	8872	1360	10232	10475	1603	340	1263
16	3500	5180	100	350	9130	1400	10530	10750	1620	350	1270
17	3600	5180	100	360	9240	1440	10680	10750	1510	360	1150
18	3700	5180	100	370	9350	1480	10830	11025	1675	370	1305
19	3800	5180	100	380	9460	1520	10980	11025	1565	380	1185
20	3900	5180	100	390	9570	1560	11130	11300	1730	390	1340
21	4000	5180	100	400	9680	1600	11280	11300	1620	400	1220

*Bunching Stage.

Existing Scale 3000-100-3500-125-5000
 TABLE VII
 Revised Scale : 10000-325-15200

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3000	4440	100	300	7840	1200	9040	10000	2160	300	1860
02	3100	4588	100	310	8098	1240	9338	10000	1902	310	1592
03	3200	4736	100	320	8356	1280	9636	10000	1644	320	1324
04	3300	4884	100	330	8614	1320	9934	10325*	1711	330	1381
05	3400	5032	100	340	8872	1360	10232	10325	1453	340	1113
06	3500	5180	100	350	9130	1400	10530	10650	1520	350	1170
07	3625	5180	100	363	9268	1450	10718	10975	1707	363	1344
08	3750	5180	100	375	9405	1500	10905	10975	1570	375	1195
09	3875	5180	100	388	9543	1550	11093	11300	1757	388	1369
10	4000	5180	100	400	9680	1600	11280	11300	1620	400	1220
11	4125	5180	100*	413	9818	1650	11468	11625	1807	413	1394
12	4250	5180	100	425	9955	1700	11655	11950	1995	425	1570
13	4375	5180	100	438	10093	1750	11843	11950	1857	438	1419
14	4500	5180	100	450	10230	1800	12030	12275	2045	450	1595
15	4625	5180	100	463	10368	1850	12218	12275	1907	463	1444
16	4750	5273	100	475	10598	1900	12498	12600	2002	475	1527
17	4875	5411	100	488	10874	1950	12824	12925	2051	488	1563
18	5000	5550	100	500	11150	2000	13150	13250	2100	500	1600

*Bunching Stage

TABLE VIII

Existing Scale 3200-100-3700-125-4700

Revised Scale : 10650-325-15850

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3200	4736	100	320	8356	1280	9636	10650	2294	320	1974
02	3300	4884	100	330	8614	1320	9934	10650	2036	330	1706
03	3400	5032	100	340	8872	1360	10232	10650	1778	340	1438
04	3500	5180	100	350	9130	1400	10530	10975*	1845	350	1495
05	3600	5180	100	360	9240	1440	10680	10975*	1735	360	1375
06	3700	5180	100	370	9350	1480	10830	10975*	1625	370	1255
07	3825	5180	100	383	9488	1530	11018	11300*	1812	383	1429
08	3950	5180	100	395	9625	1580	11205	11300*	1675	395	1280
09	4075	5180	100	408	9763	1630	11393	11625	1862	408	1454
10	4200	5180	100	420	9900	1680	11580	11625	1725	420	1305
11	4325	5180	100	433	10038	1730	11768	11950	1912	433	1479
12	4450	5180	100	445	10175	1780	11955	12275	2100	445	1655
13	4575	5180	100	458	10313	1830	12143	12275	1962	458	1504
14	4700	5217	100	470	10487	1880	12367	12600	2113	470	1643

*Bunching Stage

Existing Scale 3700-125-4950-150-5700
 TABLE IX
 Revised Scale : 12000-420-18300

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3700	5180	100	370	9350	1480	10830	12000	2650	370	2280
02	3825	5180	100	383	9488	1530	11018	12000	2512	383	2129
03	3950	5180	100	395	9625	1580	11205	12000	2375	395	1980
04	4075	5180	100	408	9763	1630	11393	12420*	2657	408	2249
05	4200	5180	100	420	9900	1680	11580	12420*	2520	420	2100
06	4325	5180	100	433	10038	1730	11768	12420*	2382	433	1949
07	4450	5180	100	445	10175	1780	11955	12840*	2665	445	2220
08	4575	5180	100	458	10313	1830	12143	12840*	2527	458	2069
09	4700	5217	100	470	10487	1880	12367	12840*	2353	470	1883
10	4825	5356	100	483	10764	1930	12694	13260*	2496	483	2013
11	4950	5495	100	495	11040	1980	13020	13260	2220	495	1725
12	5100	5651	100	510	11371	2040	13411	13680	2309	510	1799
13	5250	5828	100	525	11703	2100	13803	14100	2397	525	1872
14	5400	5994	100	540	12034	2160	14194	14520	2486	540	1946
15	5550	6161	100	555	12366	2220	14586	14940	2574	555	2019
16	5700	6327	100	570	12697	2280	14977	15360	2663	570	2093

*Bunching Stage

Existing Scale 3700-125-4950-150-5700

TABLE X

Revised Scale : 12000-420-18300
With a minimum start of Rs. 12840

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col. 2+3+4+5	40% of basic pay in col.2	Gross total col.6+7	Stage in the revised scale	Differ 1 w.e.f. 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3700	5180	100	370	9350	1480	10830	12840	3490	370	3120
02	3825	5180	100	383	9488	1530	11018	12840	3352	383	2969
03	3950	5180	100	395	9625	1580	11205	12840	3215	395	2820
04	4075	5180	100	408	9763	1630	11393	12840	3077	408	2669
05	4200	5180	100	420	9900	1680	11580	12840	2940	420	2520
06	4325	5180	100	433	10038	1730	11768	12840	2802	433	2369
07	4450	5180	100	445	10175	1780	11955	12840*	2665	445	2220
08	4575	5180	100	458	10313	1830	12143	13260*	2527	458	2069
09	4700	5217	100	470	10487	1880	12367	13260*	2390	470	1919
10	4825	5356	100	483	10764*	1930	12694	13260*	2253	483	1769
11	4950	5495	100	495	11040	1980	13020	13680*	2116	495	1619
12	5100	5661	100	510	11371	2040	13411	13680	2000	510	1469
13	5250	5828	100	525	11703	2100	13803	14100	1863	525	1319
14	5400	5994	100	540	12034	2160	14194	14520	1726	540	1169
15	5550	6161	100	555	12366	2220	14586	14940	1589	555	1019
16	5700	6327	100	570	12697	2280	14977	15360	1452	570	869

*Bunching Stage

TABLE XI

Existing Scale 4500-150-5700-200-6300

Revised Scale : 10400-450-20000
With a minimum start of Rs. 17300/-

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ 1 w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4500	5180	100	450	10230	1800	12030	17300	7070	450	5620
02	4650	5180	100	465	10395	1860	12255	17300	9905	465	5440
03	4800	5328	100	480	10708	1920	12628	17300	6592	480	6112
04	4950	5495	100	495	11040	1980	13020	17750*	6710	495	6215
05	5100	5661	100	510	11371	2040	13411	17750*	6378	510	6869
06	5250	5828	100	525	11703	2100	13803	17750*	6047	525	5522
07	5400	5994	100	540	12034	2160	14194	18200*	5168	540	5825
08	5550	6161	100	555	12366	2220	14586	18200*	5834	555	5279
09	5700	6327	100	570	12697	2280	14977	18200*	5506	570	4983
10	5900	6549	100	590	13139	2360	15499	18650*	5511	590	4921
11	6100	6660	100	610	13470	2440	15910	18650*	5180	610	4570
12	6300	6660	100	630	13690	2520	16210	18650*	4960	630	4330

Bunching Stage

TABLE XII

Span of year	Existing Scale 4500-150-5700-200-7300				Revised Scale : 16400-450-22400						
	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f 01.01.96 (Col 9-6)	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f 01.04.96 Col 10-11
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4500	5180	100	450	10230	1800	12030	16400	6170	450	5720
02	4650	5180	100	465	10395	1860	12255	16400	6005	465	5540
03	4800	5328	100	480	10708	1920	12628	16400	5692	480	5212
04	4950	5495	100	495	11040	1980	13020	16850	5810	495	5315
05	5100	5661	100	510	11371	2040	13411	16850	5479	510	4939
06	5250	5828	100	525	11703	2100	13803	16850	5147	525	4622
07	5400	5994	100	540	12034	2160	14194	17300	5266	540	4726
08	5550	6161	100	555	12366	2220	14586	17300	4934	555	4379
09	5700	6327	100	570	12697	2280	14977	17300	4603	570	4033
10	5800	6549	100	590	13139	2360	15499	17750	4611	590	4021
11	6100	6660	100	610	13470	2440	15910	17750	4280	610	3670
12	6300	6660	100	630	13690	2520	16210	17750	4030	630	3430
13	6500	6660	100	650	13910	2600	16510	18200	4290	650	3640
14	6700	6660	100	670	14130	2680	16810	18200	4070	670	3400
15	6900	6660	100	690	14350	2760	17110	18200	3850	690	3160
16	7100	6816	100	710	14726	2840	17566	18650	3924	710	3214
17	7300	7008	100	730	15138	2920	18058	18650	3512	730	2702

TABLE XIII

Existing Scale 4500-150-5700-200-7300

Revised Scale : 16400-450-22400
With a minimum start of Rs. 17300/-

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4500	5180	100	450	10230	1800	12030	17300	7070	450	6620
02	4650	5180	100	465	10395	1860	12255	17300	6905	465	6440
03	4800	5328	100	480	10708	1920	12628	17300	6592	480	6112
04	4950	5495	100	495	11040	1980	13020	17750*	6710	495	6215
05	5100	5661	100	510	11371	2040	13411	17750*	6379	510	5869
06	5250	5828	100	525	11703	2100	13803	17750*	6047	525	5522
07	5400	5994	100	540	12034	2160	14194	18200*	6166	540	5626
08	5550	6161	100	555	12366	2220	14586	18200*	5834	555	5279
09	5700	6327	100	570	12697	2280	14977	18200	5503	570	4933
10	5900	6549	100	590	13139	2360	15499	18650*	5511	590	4921
11	6100	6660	100	610	13470	2440	15910	18650*	5180	610	4570
12	6300	6660	100	630	13690	2520	16210	18650*	4960	630	4330
13	6500	6660	100	650	13910	2600	16510	19100*	5190	650	4540
14	6700	6660	100	670	14130	2680	16810	19100*	4970	670	4300
15	6900	6660	100	690	14350	2760	17110	19100*	4750	690	4060
16	7100	6816	100	710	14726	2840	17566	19550*	4824	710	4114
17	7300	7008	100	730	15138	2920	18058	19550*	4412	730	3602

*Bunching Stage



..41.

Accompaniment to Government Resolution, Education and Employment Department No. NGC-1298/4610/JWL-4, dated 11th December, 99

APPENDIX III

Form Of Option

I, substantive holder of the post of in the scale of Rs. in the scale of Rs. in the College hereby

* (i) elect the revised scale of the post With effect from 1st January, 1996,

* (ii) elect to retain the existing scale of pay of the post until :
* Pre-January 1996

- * the date of my next increment.
* the date of my subsequent increment.
* raising my pay to Rs.
* I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date :

Signature.

Signed before me

Date :

Signature.
(Principal of the College)

(Received the above declaration)

Date :

Signature
(Head of the Institution)

Note: The option should be exercised separately in respect of substantive and officialing appointments.
* To be scored out if not applicable



Accompaniment to Government Resolution, Education and Employment Department No. NGC-1298/(4619)/UNI-4, dated 11th December, 99

APPENDIX IV

Form of Agreement

THIS AGREEMENT made this day of One thousand Nine hundred and Ninety Nine between Shri./Smt./Kum..... Demonstrator/Tutor/Reader/Senior/Junior Lecturer/Professor of Principal of Colleges/University Established by hereinafter referred to as 'the Employee' (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and College/University hereinafter referred to as 'the said College/University' of the Other Part.

WHEREAS the Employee has been working as a Demonstrator /Tutor /Reader/ Senior / Junior Lecturer / Professor of /Principal of the said College /University from the day of 199

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, bearing No. NGC-1298/(4619)/UNI-4, dated the 11th December, 99 (hereinafter referred to as " the said Resolution" a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said Resolution which the Employee has agreed to do.

NOW THIS AGREEMENT WITNESSTH AND IT IS HEREBY AGREED AND DECIDED by and between Parties hereto as follows :-

- (1) agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
(2) agree to have these conditions inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
(3) agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

IN WITNESS WHEREOF Shri./Smt./Kum..... the Employee above named has hereto set his / her hand and Common Seal of University has been here unto affixed.

Members of the Managing Committee/Governing Body of have set their respective hands the day and year first hereinabove written.

Signed and Delivered by---

Shri /Smt./Kum..... the Employee abovenamed in the presence of --

- 1.
2.
3.

OR

Signed and delivered by---

- 1.
2.
3.
4.

Etc the present Members of the Managing Committee / Governing Body of

In the presence of

- 1.
2.

Minimum Qualifications for direct recruitment to the posts of Librarian, Deputy Librarian and Assistant Librarian.

(i) Librarian (University)

- i) Master's degree in library science/information science / documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record;
- ii) At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.
- iii) Evidence of innovative library service and organisation of published work.

Desirable

M.Phil./ Ph.D. degree in library science / information science/ documentation/ archives and manuscript-keeping.

(ii) Deputy Librarian

- i) Master's degree in library science/information science/ documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.
- ii) Five years' experience as an Assistant University Librarian/ College Librarian.
- iii) Evidence of innovative library services, published work and professional commitment, computerisation of library.

Desirable

M.Phil / Ph.D. degree in library science / information science / documentation / archives and manuscript-keeping, computerisation of library.

(iii) For the posts of Assistant University Librarian/ College Librarian / Documentation Officer.

Minimum Qualifications

- i) Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- ii) Master's degree in library science / information science/ documentation or an equivalent professional degree with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale plus consistently good academic record, computerisation of library.

APPENDIX VI

MINIMUM QUALIFICATIONS FOR RECRUITMENT TO THE POST OF
REGISTRAR IN UNIVERSITIES.

Registrar

1. a Master's Degree with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale.
2. At least 15 years of experience as Lecturer (Senior Scale) / Lecturer with 8 years experience in Reader's Grade along with experience in educational administration.

OR

Comparable experience in research establishment and / or other institutions of Higher Education

OR

15 Years of Administrative Experience of which 3 years as Deputy Registrar or an equivalent post.

Minimum qualifications for the posts of Director, Physical Education, Deputy Director, Physical Education and Assistant Director, Physical Education.

- (a) **University: Assistant Director of Physical Education and Sports/College DPEs (Lecturer-scale)**
- (i) Master's degree in Physical Education (two years course) or Master's degree in Sports or an equivalent degree with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale plus a consistently good academic record.
 - (ii) Record of having represented the university/college at the inter-university/inter-collegiate competitions or the State in national championships.
 - (iii) Passed the physical fitness test.*
 - (iv) Qualifying in the national test conducted for the purpose by the UGC or any other agency approved by the UGC.
- (b) **University: Assistant DPEs/College DPEs (Senior-Scale)**
- (i) Should have completed six years of service as University Assistant DPEs/College DPEs with a benefit of two years for Ph.D. and one year for M.Phil. Degree holders.
 - (ii) Passed the physical fitness test.*
 - (iii) Consistently good appraisal reports.
 - (iv) Should have attended at least one orientation and one refresher course of about three to four weeks's duration each with proper and well-defined evaluation procedure (exemption from one refresher course is granted to Ph.D. degree holders).
- (c) **University: Assistant DPEs/College DPEs (Selection-grade)**
- (i) Completed five years of service as University Assistant DPEs/ College DPEs in the senior-scale.
 - (ii) Has attended at least two refresher courses of about three-four weeks'duration with proper and well-defined evaluation procedure after placement in the scale of Rs.3000-5000.
 - (iii) Shown evidence of having produced good teams/athletes and of having organized and conducted coaching camps

(d) University Deputy DPEs/College DPEs (Reader's scale)
Essential

(i) Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% of the marks or an equivalent grade of B in the UGC 7 point scale at the Master's Degree level

(ii) Five years' experience as University Assistant DPEs/College DPEs/Lecturer (Physical Education) or in the equivalent post in the same pay scale (including 3 years of research experience for Ph.D)

(iii) Evidence of organising competitions and conducting coaching camps

(iv) Evidence of having produced good performance teams/athletes for Inter University / Combined University and at higher level etc.

(v) Passed the physical fitness test. *

(vi) Consistently good appraisal reports.

(e) University DPEs

(i) Ph.D. in physical education.

(ii) Experience of at least ten years as University Deputy or Reader (Physical Education) or fifteen years as University Assistant DPEs / College DPEs (selection grade)/Lecturer (Senior Scale or Selection Grade) in Physical Education.

(iii) Participation in at least two national / international seminars / conferences.

(iv) Consistency in good appraisal reports.

(v) Evidence of organizing competitions and conducting coaching camps.

(i) Evidence of having produced good performance teams / athletes at inter university / combined university and at higher level etc.

NORMS FOR MEN			
12 MINUTES RUN / WALK TEST			
Up to 30 years	Up to 40 Years	Up to 45 Years	Up to 50 years
1800 mtrs.	1500 mtrs	1200mtrs	800 mtrs.
NORMS FOR WOMEN			
8 MINUTES RUN / WALK TEST			
Up to 30 years	Up to 40 Years	Up to 45 Years	Up to 50 Years
1000 mtrs	800 MTRS	600 MTRS	400 Mtrs

However, before taking the test a candidate shall produce a medical certificate certifying that he / she is medically fit.

Selection Committees Recommended by the UGC

Lecturer in a Private College

1. Chairperson of the Governing Body of the college or his/her nominee to be the Chairperson of the Selection Committee.
2. The Principal of the concerned College.
3. One senior teacher/Head of the Department (of the concerned subject) preferably having not less than 10 years of services as a teacher.
4. Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body out of a panel of names approved by the Vice Chancellor.

For Government colleges, the State Public Service Commissions must invite three subject experts for which the State PSC will involve the University in the selection. The Principal and Head of the Department should be necessarily included in the Selection Committee.

The quorum for the meeting should be fixed of which at least two must be from out of the three subject-experts.

For the Post of University Lecturer.

At the University level, all selections must be done within the system with the VC as the head of the Selection Committee.

1. The Vice Chancellor to be the Chairperson of the Selection Committee.
2. Three experts in the concerned subject, to be invited on the basis of the list recommended by the Vice Chancellor and approved by the Executive Council / Syndicate.
3. Dean of the concerned Faculty/Head /Chairperson of the Department.
4. An academician nominated by the Visitor/Chancellor.

The quorum should be four out of which at least two outside subject-experts must be present.

For the Post of Reader

The process of selection should involve inviting the biodata and reprints of three major publications of the candidate before interview and getting them assessed by the same three external experts, who are to be invited to interview the candidate. The Selection committee should have the following composition.

1. Vice Chancellor to be the Chairperson of the Selection Committee.
2. An academican who is the nominee of the Visitor/Chancellor.
3. Three experts in the concerned subjectfield, out of the list recommended by the Vice-Chancellor and approved by the Executive Council / Syndicate.
4. Dean of the Faculty.
5. Head/Chairperson of the Department.

At least four members, including two outside experts, must constitute the quorum.

For the Post of Professor

The process of selection should involve inviting the biodata and reprints of three major publications of which one could be a book or research report, before the interview, and getting them assessed by the same three external experts who are to be invited for the interview. The assessment report must be placed before the Selection Committee. The composition of the Selection Committee for the post of a Professor will be the same as proposed for the post of a Reader.

It may be ensured that the process of selection in every case is transparent and credible.

In the case of posts of Readers and professors in Colleges, besides the Chairperson Governing Body, the Principal of the College, and the Head of the Department, there will be two University representatives, one of whom, will be the Dean of College or equivalent position in the University, who will substitute the visitor's Nominee and the VC should be substituted by the VC's Nominee.

Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education, Registrars, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Reader and Lecturer respectively, except that the concerned expert in Physical Education or Administration or Library Science, as the case may be, shall be associated with the Selection Committee.

For the Post of Principal

1. Chairperson of the Governing Board as Chairperson.
2. One member of the Governing Board to be nominated by the Chairperson.
3. Two Vice Chancellor's nominees, out of whom one should be an expert.
4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Board) out of a panel of experts approved by the Vice Chancellor.

At least four members, including two experts, should constitute the quorum.

The process of selection should involve the following:

- a) Assessment of aptitude for teaching and research.
- b) Ability to communicate clearly and effectively.
- c) Ability to analyse and discuss.
- d) Optional: Ability to communicate may be assessed by requiring the candidate to participate in a group discussion or by exposure to a class room situation / lecture, wherever it is possible.

FIXATION OF PAY IN THE REVISED UGC SCALE OF PAY

ILLUSTRATION-1

A Lecturer is drawing a basic pay of Rs.2275/- as on 1.10.95 in the existing scale of pay of Rs. 2200-75-2800-100-4000. Revised scale of pay applicable to the post of Lecturer is Rs. 8000-275-13500. His date of increment is on 1st October every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	2275/-
D.A. at 1510 points i.e. 148% of basic pay	3367/-
Interim Relief-I	100/-
Interim Relief-II	228/-
Emoluments	5970/-
Add 40% of Basic Pay	910/-
Total	6880/-

Pay to be fixed in the new scale of pay at Rs.8000/-

The next date of annual increment in the revised scale shall be effect from 1.10.96

ILLUSTRATION-2

A Lecturer is drawing a basic pay of Rs. 2800/- as on 1.1.96 in existing scale of pay of Rs. 2200-75-2800-100-4000. Revised scale of pay applicable to the post of Lecturer is Rs. 8000-275-13500. His date of increment is on 1st April every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	2800/-
D.A. at 1510 points i.e. 148% of basic pay	4144/-
Interim Relief-I	100/-
Interim Relief-II	280/-
Emoluments	7324/-
Add 40% of Basic Pay	1120/-
Total	8444/-

Pay to be fixed in the new scale of pay at Rs.8550/-

The next date of annual increment in the revised scale shall be effect from 1.4.96

ILLUSTRATION-3

A Lecturer (Senior Scale) is drawing a basic pay of Rs. 3300/- as on 1.10.95 in existing scale of pay of Rs. 3000-100-3500-125-5000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs. 10000-325-15200. His date of increment is on 1st October every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	3300
D.A. at 1510 points i.e. 148% of basic pay	4884/-
Interim Relief-I	100/-
Interim Relief-II	330/-
Emoluments	<u>8614/-</u>
Add 40% of Basic Pay	1320/-
Total	<u>9934/-</u>

Next stage in the revised scale of pay at Rs.10000/-

Add one increment for three increments in the existing scale of pay -325/-

Therefore pay to be fixed in the new scale of pay at Rs. 10325/-

The next date of annual increment in the revised scale shall be with effect from 1.1.97.

ILLUSTRATION-4

A Lecturer (Senior Scale) is drawing a basic pay of Rs. 3750/- as on 1.7.95 in existing scale of pay of Rs. 3000-100-3500-125-5000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs. 10000-325-15200. His date of increment is on 1st July every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	3750/-
D.A. at 1510 points i.e. 148% of basic pay subject to minimum of Rs.5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	375/-
Emoluments	<u>9405/-</u>
Add 40% of Basic Pay	1500/-
Total	<u>10905/-</u>

Pay to be fixed in the new scale of pay at Rs. 10975/-

The next date of annual increment in the revised scale shall be with effect from 1.7.96.

ILLUSTRATION-5

A Lecturer (Selection Scale) is drawing a basic pay of Rs. 3825/- as on 1.4.95 in the existing scale of pay of Rs. 3700-125-4950-150-5700. Revised scale of pay applicable to the post of Lecturer (Selection Scale) is Rs. 12000-420-18300. His date of increment is on 1st April every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	3825/-
D.A. at 1510 points i.e. 111% of basic pay Subject to minimum of Rs.5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	383/-
Emoluments	<u>9488/-</u>
Add 40% of Basic Pay	1530/-
Total	<u>11018/-</u>

Pay to be fixed in the new scale of pay at Rs. 12000/-

The next date of annual increment in the revised scale shall be with effect from 1.4.96.

ILLUSTRATION-6

A Lecturer (Selection Grade) is drawing a basic pay of Rs. 4450/- as on 1.1.96 in the existing scale of pay of Rs. 3700-125-4950-150-5700. He has completed 5 years of service as Selection Grade Lecturer on 1.1.96. Revised scale of pay applicable to the post of Lecturer (Selection Grade) is Rs. 12000-420-18300. With service of 5 years and more in the post of Lecturer (Selection Grade) is eligible for a minimum pay of Rs. 14,950/- His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	4450/-
D.A. at 1510 points i.e. 111% of basic pay- subject to minimum of Rs. 5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	445/-
Emoluments	<u>10175/-</u>
Add 40% of Basic Pay	1780/-
Total	<u>11955/-</u>

Next stage in the revised new scale of pay at Rs.12000/-

Pay to be fixed in the revised scale of pay taking into account the service of more than 5 years at Rs. 14,950/-

The next date of annual increment in the revised scale shall be with effect from 1.1.97.

NOTE: The above minimum pay of Rs. 14,950/- may be allowed after declaration by the concerned Principal / Regional Joint Director that the individual Lecturer (Selection Grade) has completed 5 years of service on / after 1.1.96.

ILLUSTRATION-7

A Principal (Grade II) is drawing a basic pay of Rs. 4325/- as on 1.10.95 in existing scale of pay of Rs. 3700-125-4950-150-5700 with a minimum of pay at Rs. 4200/-. Revised scale of pay applicable to the post of Principal (Grade II) is Rs. 12000-420-18300 with minimum pay of Rs. 12840/-. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	4325/-
D.A. at 1510 points i.e. 111% of basic pay subject to a minimum of Rs.5150/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	433/-
Emoluments	<u>10038/-</u>
Add 40% of Basic Pay	1730/-
Total	<u>11768/-</u>

Pay to be fixed in the new scale of pay at Rs. 12000/-

Pay to be fixed at the minimum applicable to the post at Rs. 12840/-

The next date of annual increment in the revised scale shall be with effect from 1.10.96.

ILLUSTRATION-8

A Principal (Grade II) is drawing a basic pay of Rs. 5700/- as on 1.7.95 in existing scale of pay of Rs. 3700-125-4950-150-5700 with a minimum of pay at Rs. 4200/-. Revised scale of pay applicable to the post of Principal (Grade II) is Rs. 12000-420-18300 with minimum pay of Rs. 12840/-. His date of increment is on 1st July every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	5700/-
D.A. at 1510 points i.e. 111% of basic pay subject to a minimum of Rs.5180/-	6327/-
Interim Relief-I	100/-
Interim Relief-II	570/-
Emoluments	<u>12697/-</u>
Add 40% of Basic Pay	2280/-
Total	<u>14977/-</u>

Pay to be fixed in the new scale of pay at Rs. 15360/-

The next date of annual increment in the revised scale shall be with effect from 1.7.96.

ILLUSTRATION-9

A Principal (Grade I) is drawing a basic pay of Rs. 4500/- as on 1.4.95 in existing scale of pay of Rs. 4500-150-5700-200-7300. Revised scale of pay applicable to the post of Principal (Grade I) is Rs. 16400-450-20900-500-22400 with a minimum pay of Rs. 17300/-. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	4500/-
D.A. at 1510 points i.e. 111% of basic pay subject to a minimum of Rs.5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	450/-
	<hr/>
Emoluments	10230/-
Add 40% of Basic Pay	1800/-
Total	12030/-

Next stage in the new scale of pay at Rs. 16400/-

Pay to be fixed at the minimum pay applicable to the post at Rs. 17300/-

The next date of annual increment in the revised scale shall be with effect from 1.4.96.

ILLUSTRATION-10

A Principal (Grade I) is drawing a basic pay of Rs. 5550/- as on 1.10.95 in existing scale of pay of Rs. 4500-150-5700-200-7300. Revised scale of pay applicable to the post of Principal (Grade I) is Rs. 16400-450-20900-500-22400 with a minimum pay of Rs. 17300/-. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	5550/-
D.A. at 1510 points i.e. 111% of basic pay subject to a minimum of Rs.5180/-	6161/-
Interim Relief-I	100/-
Interim Relief-II	555/-
	<hr/>
Emoluments	12366/-
Add 40% of Basic Pay	2220/-
Total	14586/-

Stage in the new scale of pay Rs. 17300/-

Add : two increments in the new scale of pay

for having earned 6 increments in the existing scale .. Rs. 900/-

Pay to be fixed in the new scale of pay at Rs.18200/-

The date of next annual increment in the revised scale shall be with effect from 1.1.97.

ILLUSTRATION-11

A Demonstrator is drawing a basic pay of Rs. 2220/- with effect from 1.10.95 in the existing scale of pay of Rs. 1740-60-2700-EB-75-3000. Revised scale of pay applicable to the post of Demonstrator is Rs. 5500-175-9000. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	2220/-
D.A. at 1510 points i.e. 148% of basic pay	3286/-
Interim Relief-I	100/-
Interim Relief-II	222/-
Emoluments	<hr/>
Add 40% of Basic Pay	5828/-
Total	888/-
	<hr/>
	6716/-

Pay to be fixed in the new scale of pay at Rs. 6725/-

The next date of annual increment in the revised scale shall be with effect from 1.10.96.

PAY	REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY									
	WITH EFFECT FROM 1.7.96 DA 4%	WITH EFFECT FROM 1.1.97 DA 8%	WITH EFFECT FROM 1.7.97 DA 13%	WITH EFFECT FROM 1.1.98 DA 18%	WITH EFFECT FROM 1.7.98 DA 22%	WITH EFFECT FROM 1.1.99 DA 32%	WITH EFFECT FROM 1.7.99 DA 37%			
5500	220	440	715	880	1210	1760	2035			
5675	227	454	738	908	1249	1816	2100			
5850	234	468	761	936	1287	1872	2165			
6025	241	482	783	964	1326	1928	2229			
6200	248	496	806	992	1364	1984	2294			
6375	255	510	829	1020	1403	2040	2359			
6550	262	524	852	1048	1441	2096	2424			
6725	269	538	874	1076	1480	2152	2488			
6900	276	552	897	1104	1518	2208	2553			
7075	283	566	920	1132	1557	2264	2618			
7250	290	580	943	1160	1595	2320	2683			
7425	297	594	965	1188	1634	2376	2747			
7600	304	608	988	1216	1672	2432	2812			
7775	311	622	1011	1244	1711	2488	2877			
7950	318	636	1034	1272	1749	2544	2942			
8000	320	640	1040	1280	1760	2560	2960			
8125	325	650	1056	1300	1788	2600	3006			
8275	331	662	1076	1324	1821	2648	3062			
8300	332	664	1079	1328	1826	2656	3071			
8475	339	678	1102	1356	1865	2712	3136			
8550	342	684	1112	1368	1881	2736	3164			
8650	346	692	1125	1384	1903	2768	3201			
8825	353	706	1147	1412	1942	2824	3265			
9000	360	720	1170	1440	1980	2880	3330			
9100-	364	728	1183	1456	2002	2912	3367			
9375	375	750	1219	1500	2063	3000	3469			
9650	386	772	1255	1544	2123	3088	3571			



9925	397	794	1290	1588	2184	3176	3672
10000	400	800	1300	1600	2200	3200	3700
10200	408	816	1326	1632	2244	3264	3774
10325	413	826	1342	1652	2272	3304	3820
10475	419	838	1362	1676	2305	3352	3876
10650	426	852	1385	1704	2343	3408	3941
10750	430	860	1398	1720	2365	3440	3933
10975	439	878	1427	1756	2415	3512	4061
11025	441	882	1433	1764	2426	3528	4079
11300	452	904	1469	1808	2486	3616	4181
11575	463	926	1505	1852	2547	3704	4283
11625	465	930	1511	1860	2558	3720	4301
11850	474	948	1541	1896	2607	3792	4385
11950	478	956	1554	1912	2629	3824	4422
12000	480	960	1560	1920	2640	3840	4440
12125	485	970	1576	1940	2668	3880	4486
12275	491	982	1596	1964	2701	3928	4542
12400	496	996	1612	1984	2728	3968	4588
12420	497	994	1615	1987	2732	3974	4595
12600	504	1008	1638	2016	2772	4032	4662
12675	507	1014	1648	2028	2789	4056	4690
12840	514	1027	1669	2054	2825	4109	4751
12925	517	1034	1680	2068	2844	4136	4782
12950	518	1036	1684	2072	2849	4144	4792
13225	529	1058	1719	2116	2910	4232	4893
13250	530	1060	1723	2120	2915	4240	4903
13260	530	1061	1724	2122	2917	4243	4906
13500	540	1080	1755	2160	2970	4320	4995
13575	543	1086	1765	2172	2987	4344	5023
13680	547	1094	1778	2189	3010	4378	5062
13900	556	1112	1807	2224	3058	4448	5143
14100	564	1128	1833	2256	3102	4512	5217
14225	569	1138	1849	2276	3130	4552	5263

14520	581	1162	1888	2323	3194	4646	5372
14550	582	1164	1892	2328	3201	4656	5384
14875	595	1190	1934	2380	3273	4760	5504
14940	598	1195	1942	2390	3287	4781	5528
15200	608	1216	1976	2432	3344	4864	5624
15360	614	1229	1997	2458	3379	4915	5683
15780	631	1262	2051	2525	3472	5050	5839
16200	648	1296	2106	2592	3564	5184	5964
16400	656	1312	2132	2624	3608	5248	6058
16620	665	1330	2161	2659	3656	5318	6149
16850	674	1348	2191	2696	3707	5392	6235
17040	682	1363	2215	2726	3749	5453	6305
17300	692	1384	2249	2768	3806	5536	6401
17460	698	1397	2270	2794	3841	5587	6460
17750	710	1420	2308	2840	3905	5680	6567
17880	715	1430	2324	2861	3934	5722	6616
18200	728	1456	2366	2912	4004	5824	6734
18300	732	1464	2379	2928	4025	5856	6771
18650	746	1492	2425	2984	4103	5968	6901
19100	764	1528	2483	3056	4202	6112	7067
19550	782	1564	2542	3128	4301	6256	7234
20000	800	1600	2600	3200	4400	6400	7400
20450	818	1636	2659	3272	4499	6544	7567
20900	836	1672	2714	3344	4598	6688	7733
21400	856	1712	2782	3424	4708	6848	7918
21900	876	1752	2847	3504	4815	7008	8103
22400	896	1792	2912	3584	4928	7168	8288

मुंबई विद्यापीठ

क्रमांक : घ.म./अ.नि.वि/निदेश/३२८/२०००.

परिपत्रक :

विषय : विद्यापीठ व महाविद्यालयीन शिक्षकांना ५ व्या
वेतन आयोगाच्या वेतनश्रेणी लागू करण्याबाबत ---
स्पष्टीकरणात्मक खुलासा.

ज्याअर्थां शासन निर्णय उच्च व तंत्रशिक्षण विभाग क्र. एनजीसी/१२९८/
(४६१९)/विशि-४, दिनांक ११ डिसेंबर १९९९ व समकामांकित शासन शुध्दीपत्रक,
दिनांक ३ मार्च २००० अन्वये विद्यापीठ व संलग्नित महाविद्यालयांतील शिक्षक
कर्मचा-यांना त्यांच्या वेतनश्रेण्या विद्यापीठ अनुदान आयोगाच्या मार्गदर्शन सूचनांनुसार
सुधारणा करण्याबाबत आदेश शासनाने निर्गमित केले आहेत व सदर आदेश विद्यापीठ
व संलग्नित महाविद्यालयांतील शिक्षकांना लागू करण्याबाबतचे निदेश कुलगुरूंनी
परिपत्रक क्र. कनकॉल /टीअयू/व्हीसीडी/३७, दिनांक २१ जानेवारी २००० आणि
क्र. कनकॉल/टीअयू/व्हीसीडी/३१०, दिनांक १७ ऑगस्ट, २००० अन्वये दिलेले आहेत.

आणि ज्याअर्थी वरील आदेशानुसार व त्या अनुषंगाने शिक्षक संघटनांच्या
प्रतिनिधींकडून शासनास प्रायः झालेल्या निवेदनांनुसार व केंद्र शासनाच्या मानव संसाधन
विकास मंत्रालय व विद्यापीठ अनुदान आयोगाकडून शासनाला या संदर्भात वेळोवेळी
प्राप्त झालेल्या मार्गदर्शक मुचनानुसार शासन निर्णय क्र. एनजीसी
१२००/७३३९६/(१५/२०००)/विशि-४, दिनांक १३ जून २००० अन्वये शासनाने विविध
मुद्यांवर खुलासा केला आहे.

त्याअर्थी मी, डॉ. भालचंद्र ल. मुणगेकर, कुलगुरू, मुंबई विद्यापीठ, महाराष्ट्र
विद्यापीठ कायदा १९९४ कलम १४ (७) नुसार मला प्रदान करण्यात आलेल्या
अधिकारात कलम १४ (८) अन्वये पुढील निदेश देत आहे :-

१. भारत सरकारच्या मानव संसाधन विकास, मंत्रालय (शिक्षण विभाग), दिनांक
२४ मार्च, १९९९ च्या पत्र क्र. एफ-१/२२/९७/यु १ अन्वये पाचव्या वेतन
आयोगाची अंमलबजावणी करताना प्रपाठक अधिव्याख्याता निवडश्रेणी यांची वेतन
निश्चिती कशा प्रकारे करण्यात यावी याबाबत खुलासा करण्यात आला आहे, याची
प्रत सोबत जोडली आहे. त्यामधील मुद्दा क्र.८ मध्ये असे स्पष्टीकरण करण्यात
आले आहे की, फक्त सुधारित वेतनश्रेणी पूर्वलक्षी प्रभावाने म्हणजे १ जानेवारी,
१९९६ पासून लागू करण्यात आली आहे. इतर सर्व अनुषंगिक लाभ हे संनधित
आदेश/सूचना निर्गमित केल्याच्या दिनांकापासून घ्यावयाच्या आहेत. त्यानुसार वरिष्ठ
अॅडव्हान्स्मेंटच्या योजनेचा लाभही दिनांक २७ जुलै, १९९८ पासून लागू होईल.

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२. भारत सरकारच्या दिनांक २२ जून १९९९ च्या पत्र क्र. एफ-१-४/९९/यु १ अन्वये वरिष्ठ शिक्षकांचा पगार कनिष्ठ शिक्षकांपेक्षा कमी होत असल्यास तो कशा प्रकारे निश्चित करावयाचा याबाबत खुलासा करण्यात आला आहे. या पत्राची प्रत सोबत जोडली आहे. त्यानुसार एखाद्या प्रकरणी कनिष्ठ अधिकाऱ्यांच्या पगार हा वरिष्ठ अधिकाऱ्यांच्या पगारापेक्षा जास्त होत असल्या तर तो या पत्राच्या सूचनांनुसार विनियमित करण्यात यावा.

३. केंद्र शासनाच्या दिनांक २० ऑगस्ट १९९९ च्या पत्रान्वये दिनांक २४ मार्च १९९९ च्या पत्रातील काही मुद्यांचा खुलासा पुन्हा करण्यात आलेला आहे. त्याची प्रत सोबत जोडली आहे. त्यानुसार वेतन निश्चिती करताना वेतन वाढी कॅव्हा लागू होतील याबाबत स्पष्टीकरण देण्यात आलेले आहे. त्याप्रमाणे पुढील कार्यवाही करण्यात यावी.

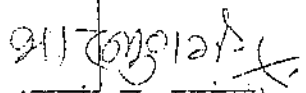
४. केंद्र शासनाने त्यांच्या दिनांक ११ मे, १९९९ च्या पत्र क्र. एफ-१-७/९९/यु १ अन्वये रु.३७००-५७०० या पूर्वे सुधारित वेतनश्रेणीत कार्यरत असणा-या प्राचार्यांना रु. १२००० - १८३०० या वेतनश्रेणीतील रु. १४९४० या किमान वेतनाचा लाभ कॅव्हा देता येईल याचा स्पष्टीकरणात्मक खुलासा केलेला आहे. जे प्राचार्य रूपये १२०००-१८३०० या वेतनश्रेणीत आहेत व वरील पत्रातील तरतूदीनुसार विहित अटी व शर्ती पूर्ण करत असतील त्यांना ते ज्या दिनांकाला ३७००-५७०० या वेतनश्रेणीतील ५ वर्षे सेवा पूर्ण करतील त्या दिनांकाला किंवा दिनांक १.१.१९९६ रोजी जर ते ही अट पूर्ण करत असतील तर त्या दिनांकाला किमान वेतन रु. १४,९४० त्यांना देण्यात यावे.

५. विद्यापीठ अनुदान आयोगाने दिनांक २३ फेब्रुवारी २००० च्या अर्ध शासकीय पत्र क्र. एस-२/९९/पीएस अन्वये अग्रिम वेतन वाढीबाबतचा खुलासा केला असून अग्रिम वेतनवाढ पीएच.डी. पदवीधारकांना अग्रिम वेतनवाढ हा सुधारित वेतनश्रेणीचा भाग असल्यामुळे दिनांक १.१.१९९६ पासून लागू होतील असा खुलासा केला आहे. जे पीएच.डी. पदवीधारक अधिकाऱ्यांमध्ये वरील पत्रातील अटी व शर्ती दिनांक १.१.१९९६ वा त्यानंतर पूर्ण करतील त्यांना पीएच.डी. धारण केली असल्यामुळे अगोऊ वेतनवाढ देण्याबाबतची कार्यवाही करण्यात यावी.

६. विद्यापीठ अनुदान आयोगाने दिनांक ४ एप्रिल २००० च्या पत्र क्र.३-१/२०००-(पीएस) अन्वये ५व्या वेतन आयोगाच्या वेतनश्रेणीनुसार प्राध्यापक, प्रपाठक पदाकरीता असणारी शैक्षणिक अर्हता तसेच अधिकाऱ्यांसाठी पदाकरीता असणारी संबंधित

विद्ययातील पदव्युत्तर पदवी किमान ५५ टक्के मार्कांसह उत्तीर्ण असणे, चांगला शैक्षणिक अडवाल व नेट/सेट परिक्षा उत्तीर्ण असणे याबाबतची अधिसूचना जारी करता आहे. ही अधिसूचना, विद्यापीठ व संलग्नित महाविद्यालयांतील शिक्षकांना शासनाने स्पष्टीकरणात्मक जारी केलेले निर्णय लक्षात घेऊन विद्यापीठ अनुदान आयोगाच्या अधिसूचनेच्या निर्गमनाच्या दिनांकापासून म्हणजेच दिनांक ४ एप्रिल २००० पासून लागू करण्यात येत आहे. विद्यापीठ आणि संलग्नित महाविद्यालयांतील शिक्षकांच्या नियुक्त्या करताना विद्यापीठ अनुदान आयोगाच्या अधिसूचनेतील शर्तीचे काटेकोरपणे पालन करावे.

या संबंधित परिनियम जारी होई पर्यंत हे निर्देश कार्यान्वित राहतील.


 (डॉ. भालचंद्र ल. मुण्गकर)
 कुलगुरू.

मुंबई - ४०० ०३२.
१३ सप्टेंबर २०००.

प्रति,

विद्यापीठातील विभागांचे संचालक/प्रमुख, प्राध्यापक व संचालक, दूरस्थ शिक्षण संस्था, संचालक विद्याविषयक अधिकारी महाविद्यालय, संचालक, प्रौढ व निरंतर शिक्षण आणि विस्तार विभाग, प्राचार्य, सर. ज. जी. स्थापत्यशास्त्र महाविद्यालय आणि प्राचार्य, संलग्नित, अनुदातीत व विभा अनुदानित कला, विज्ञान, वाणिज्य, शिक्षणशास्त्र व विधी महाविद्यालये.

.....

क्रमांक: ए. म. / अ. नि. वि. / निर्देश / ३२८-अ / २००० १३ सप्टेंबर, २०००.

प्रति अभिवादनपूर्वक अंग्रेषित :-

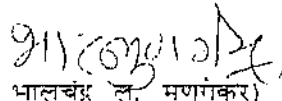
१. संचालक, महाविद्यालय व विद्यापीठ विकास मंडळ,
२. सचिव, सर्व महाविद्यालयांच्या संस्थे / व्यवस्थापन,
३. सचिव, शिक्षण व सेवायोजन विभाग, महाराष्ट्र शासन, मंत्रालय, मुंबई-४०० ०३२,
४. शिक्षण संचालक (उच्च शिक्षण) महाराष्ट्र राज्य, सेंट्रल बिल्डिंग, पुणे - ४११ ००२,
५. सहसंचालक (उच्च शिक्षण अनुदान) मुंबई, पुणे व कोल्हापूर,

.....४/-

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: ४ :

३. पिठासन अधिकारी, मुंबई विद्यापीठ व श्रीमती ना.दा.ठाकरसी महिला विद्यापीठ
५, पद्मानगरान सपास, पद्मानविभरण, विद्यापीठ इमारत, पूर्व विभाग, २रा
मजला, फोर्ट, मुंबई - ४०००३२.
७. सचिव, अशासकीय महाविद्यालयीन प्राचार्य संघटना, व्दारा रामनारायण रूईया
महाविद्यालय, माटुंगा, मुंबई - ४०००१९.
८. सरचिटणीस, मुंबई विद्यापीठ व महाविद्यालयीन शिक्षक संघटना, विद्यापीठ
विद्यार्थी भवन, "बी" रोड, वर्चगेट, मुंबई - ४०००२०.
९. अधिष्ठाते, कला, विज्ञान, वाणिज्य, व विधी शाखा.


(डॉ. भालचंद्र ल. मुणंगर)
कुलगुरु.

प्रत अग्रहित :-

१. वित्त व लेखा अधिकारी,
२. संचालक, विद्यार्थी कल्याण विभाग,
३. प्रभार परीक्षा नियंत्रक, परीक्षा विभाग,
४. सर्व उप-कुलसचिव, सहायक कुलसचिव,
५. सहायक कुलसचिव, प्रशासकीय उपकेंद्र, मुंबई विद्यापीठ, विबा पॅलेस रोड,
रत्नागिरी-४१५६१२.
६. कुलगुरुचे कार्यकारी सचिव,
७. प्र-कुलगुरु, संचालक, महाविद्यालये व विद्यापीठ विकास मंडळ
आणि कुलसचिव चांचे स्वीय सहायक,
८. कुलसचिव यांच्या कार्यालयातील निरनिराळ्या विभागांचे प्रमुख,
९. अधिलेखा विभाग (रेकॉर्ड सेक्शन) (१० प्रती),

DR. MRS. PANKAJ MITTAL
DEPUTY SECRETARY
Phone: 3232055.

GRAMS UNIGRANTS.

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002.

D.O.No. F.3-1/2000 (PS)

4 April, 2000

Sub: UGC Regulations on minimum qualifications for appointment and for Career Advancement of Lecturers, Readers and Professor in the universities and colleges.

Dear Sir / Madam,

In supersession of UGC Regulation No.F.1-11/87(CPP-II) dated 19th September, 1991 and Notification NO.F.3-1/94(PS) dated 24th December, 1998, the UGC has made the Regulations for minimum qualifications required for the appointment and career advancement of teachers in universities and institutions affiliated to it.

The Regulations have been sent to Assistant Controller (Commercial), Government of India, Department of Publication, (Urban Development and Employment) Civil Lines, Delhi, for publication in the Gazette of India.

The provision contained in the UGC Notification of 24th December, 1998 mentioning that it would be optional for the university to exempt Ph.D degree holders from NET or to require NET in their case as a desirable or essential qualification for appointment as lecturer has been withdrawn. NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph.D degree. However, the candidates who have completed M.Phil, degree or have submitted Ph.D thesis in the concerned subject up to 31st December, 1993, are exempted from appearing in the NET examination.

The proviso in the Regulation, 1991 which reads as follows :-

Provided that any relaxation in the prescribed qualifications can only be made by a University in regard to the posts under it or any of the institutions including constituent or affiliated colleges recognised under clause (f) of Section 2 of the aforesaid Act or by an institution deemed to be a university under Section 3 of the said Act with the prior approval of the University Grants Commission.

has been dropped and is replaced by the following proviso :-

Provided that any relaxation in the prescribed qualifications can only be made by the University Grants Commission in a particular subject in which NET is not being conducted or enough number of candidates are not available with NET qualifications for a specified period only. (This relaxation, if allowed, would be given based on sound justification and would apply to affected Universities for that particular subject for the specified period. No individual applications would be entertained.)

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The Regulations issued by the UGC are mandatory in nature and all the universities are advised to strictly comply with them. It shall be necessary for the universities and the management of colleges to make the necessary changes in their statutes, ordinances, rules, regulations, etc. to incorporate these Regulations.

APP

A copy of the Regulations is enclosed for information and necessary action. It is requested that the contents of the above letter may be brought to the notice of the colleges affiliated to your university.

Receipt of this letter may please be acknowledged.

With regards.

No

Yours sincerely,

Sd/-

PANKAJ MITTAL

8

Appointment and Career Advancement of Teachers in Universities and Colleges.

To be published in the Gazette of India
Part III Sector 4

University Grants Commission
Bahadur Shah Zafar Marg
New Delhi-110 002

No. F.3-1/2000(PS)

March, 2000

NOTIFICATION

In exercise of the powers conferred by clause (c) & (g) of sub-section (1) of Section 26 read with Section 14 of University Grants Commission Act, 1956 (3 of 1956), and in supersession of the Regulations issued under University Grants Commission letter No.F.1-93/74 (CPP) part (v) dated 18th June, 1983 and No.F.1-11/87 (CPP-II) dated 19th September, 1991 and Notification No.1-93/74(CP) dated 19th February, 1985, 26th November, 1985 and No.F3-1/94 (PS) dated 24th December, 1998, the University Grants Commission hereby makes the following regulations, namely-

1. *Short Title, application and commencement :*

- (i) These regulations may be called the University Grants Commission (minimum qualifications required for the appointment and Career Advancement of teachers in Universities and institutions affiliated to it) Regulations, 2000.
- (ii) They shall apply to every university established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognised by the Commission, in consultation with the university concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every institution deemed to be a university under Section 3 of the said Act.
- (iii) They shall come into force with immediate effect.

2. *Qualifications :*

No person shall be appointed to a teaching post in university or in any of institutions including constituent or affiliated colleges recognised under clause (i) of Section 2 of the University Grants Commission Act, 1956 or in an institution deemed to be a university under Section 3 of the said Act in a subject

...the does not form the requirements as to the qualifications for the appropriate subjects as provided in the Annexure.

Provided that any relaxation in the prescribed qualifications can only be made by the University Grants Commission in a particular subject in which NET is not being conducted or enough number of candidates are not available with NET qualifications for a specified period only. (This relaxation, if allowed, would be given based on sound justification and would apply to affected Universities for that particular subject for the specified period. No individual applications would be entertained.)

Provided further that these regulations shall not be applicable to such cases where selections of the candidates having had the then requisite minimum qualification as were existing at that time through duly constituted Selection Committees for making appointments to the teaching posts have been made prior to the enforcement of these regulations.

3. Consequences of failure of universities to comply with recommendations of the Commission, as per provisions of Section 14 of the University Grants Commission Act, 1956:

If any university grants affiliation in respect of any course of study to any college referred to in sub-section (5) of Section 12-A in contravention of the provisions of that sub-section or fails within a reasonable time to comply with any recommendations made by the Commission under Section 12 or Section 13, or contravenes the provisions of any rule made under clause (f) or clause (g) of sub-section (2), of Section 25 or of any regulations made under clause (e) or clause (g) of sub-section (1) of Section 26, the Commission after taking into consideration the clause, if any, shown by the university for such failure or contravention, may withhold from the university the grants proposed to be made out of the Fund of the Commission.

Sd/-
(R.P. Gangurde)
Secretary

ANNEXURE

Minimum qualifications for the post of Professors, Principals, Readers and Lecturers in subjects other than Fine Arts, Management, Engineering and Technology in Universities or Colleges for appointment of persons through open advertisement and for their Career Advancement.

1.0.0 Direct Recruitment

1.1.0 Principal (Professor's Grade)

1. A Master's Degree with at least 55% of the marks or its equivalent grade of B in the 7 point scale with latter grades O,A,B,C,D,E & F.
2. Ph.D or equivalent qualification.
3. Total experience of 15 years of teaching / Research in Universities / Colleges and other institutions of higher education.

1.2.0 Principal (Reader's Grade)

1. A Master's Degree with at least 55% of the marks or its equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E & F.
2. Ph.D or equivalent qualification.
3. Total experience of 10 years of teaching / Research in Universities / Colleges and other institutions of higher education.

1.3.0 Humanities, Social Sciences, Sciences, Commerce, Education, Physical Education, Foreign Languages and Law.

1.3.1 Professor

An eminent scholar with published work of high quality, actively engaged in research, with 10 years of experience in postgraduate teaching, and/or experience in research at the University / National Level Institutions, including experience of guiding research at doctoral level.

OR

An outstanding scholar with established reputation who has made significant contribution to knowledge.

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1.3.2 Reader

Good academic record with a doctoral degree or equivalent published work. In addition to these, candidates who join from outside the university system, shall also possess at least 55% of the marks or an equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E & F at the Master's degree level.

Five years of experience of teaching and / or research excluding the period spent for obtaining the research degrees and has made some mark in the areas of scholarship as evidenced by quality of publications, contribution to educational innovation, design of new courses and curricula.

1.3.3 Lecturer

Good academic record with at least 55% of the marks or, an equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E & F at the Master's degree level, in the relevant subject from an Indian University, or, an equivalent degree from a foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

Note: NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph.D degree. However, the candidate who have completed M.Phil. degree or have submitted Ph.D. thesis in the concerned subject up to 31st December, 1993, are exempted from appearing in the NET examination.

1.4.0 Journalism and Mass Communication

1.4.1 Professor

An eminent scholar with published work of high quality actively engaged in research with ten years of experience in post graduate teaching and/or research at the university /national level institution including experience of guiding research at doctoral level in Communication / Journalism.

1.4.2 Reader

Essential

1. Ph.D degree in Communication/ Mass Communication / Journalism from an Indian University, or an equivalent degree from a foreign university.

OR

Published work of doctoral standard or media production work of excellence.

2. Good academic record with at least 55% marks (or an equivalent grade) at Master's level in the subject.
3. Eight years experience of teachers and / or research including up to three years for research degree and having made a mark in the area of scholarship as evidenced by quality of publications, contribution to education innovation, design of new courses and curricula.

OR

10 years full time work experience in any area of Mass Communication (News paper accredited with ABC, National News Agencies, radio or television, film media, reputed advertising agencies, Public Relation Officers of the Government, Public Sector Undertakings and established Industrial and Commercial Houses.)

1.4.3 Lecturer

Good academic record with at least 55% marks (or a equivalent grade) at Master's degree level or an equivalent qualification from an Indian or foreign university / recognised institution in Communication/Mass Communication/ Journalism, Candidates, besides fulfilling the above qualification, should have cleared the eligibility test for lecturers conducted by UGC or similar test accredited by the UGC .

Note: NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph.D degree. However, the candidate who have completed M.Phil, degree or have submitted Ph.D thesis in the concerned subject up to 31st December, 1993, are exempted from appearing in the NET examination.

Desirable

1. Ph.D degree in Communication / Mass Communication/ Journalism from an Indian university or an equivalent degree from a foreign university.
2. Two years full time teaching/research/experience in any area of Mass Communication (News papers accredited with ABC, National News Agencies, radio or television, film media, reputed advertising agencies, Public Relation Officers of the Governments, Public Sector Undertaking and established Industrial and Commercial Houses.)

1.5.0 Social Work

1.5.1 Professor

An eminent scholar with published work of high quality actively engaged in research with ten years experience in post-graduate teaching and/or research at the University/national level institution including experience of guiding research at doctoral level in Social Work.

1.5.2 Reader

Good academic record with a doctoral degree or equivalent published work. Evidence of being actively engaged in (1) or (2) innovation in teaching method or (3) production of teaching materials. Possess at least 55% marks or an equivalent grade at Master's degree level.

About eight years experience of teaching and/or research provided that at least five of these years were as Lecturers or in an equivalent position.

OR

10 years of experience in field practice and professional publication based on work experience, and experience in training and / or field instruction. Experience in consultation and documentation.

1.53 Lecture

Good academic record with at least 55% of the marks (or an equivalent grade) at Master's degree level or an equivalent qualification from an Indian or Foreign University. Candidates, besides fulfilling the above qualification should have cleared National Eligibility Test for lecturers (NET) conducted by UGC or similar test accredited by the UGC.

Note: NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph.D degree. However, the candidate who have completed M.Phil degree or have submitted Ph.D thesis in the concerned subject up to 31st December, 1993 are exempted from appearing in the NET examination.

1.6.0 Music

10.6.1. Lecturer

Good academic record with at least 55% of the marks, or an equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E & F at the Master's degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for Lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

A traditional or a professional artist with a highly commendable professional achievement in the concerned subject.

Note : NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph.D degree. However, the candidate who have completed M.Phil. degree or have submitted Ph.D. thesis in the concerned subject up to 31st December, 1993, are exempted from appearing in the NET examination.

2.0.0 Career Advancement

2.1.0 Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D, five years for those with M.Phil, and six years for others at the level of Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

2.1.2 For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. Those without Ph.D can go up to the level of Lecturer (Selection Grade). 2.3.0

2.1.3 A Reader with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.

SEVEN POINT SCALE

GRADE	GRADE POINT	PERCENTAGE EQUIVALENT
'O' = Outstanding	5.50-6.00	75-100
'A' = Very Good	4.50-5.49	65-74
'B' = Good	3.50-4.49	55-64
'C' = Average	2.50-3.49	45-54
'D' = Below Average	1.50-2.49	35-44
'E' = Poor	0.50-1.49	25-34
'F' = Fail	0-0.49	0-24

2.1.4 The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

2.2.0 Lecturer (Senior Scale)

A Lecturer will be eligible for placement in a senior scale through a procedure of selection, if s/he has.

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years, respectively, for those with M.Phil and Ph.D
- (ii) Participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission. (Those with Ph.D degree would be exempted from one refresher course.)
- (iii) Consistently satisfactory performance appraisal reports.

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2.3.0

Lecturer (Selection Grade)

Lecturers in the Senior Scale who do not have a Ph.D degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfil the other criteria given above for the post of Reader, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Reader. They will be designated as Lecturers in the Selection Grade. They could enter themselves for 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.

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2.4.0

Reader (Promotion)

2.4.1

A Lecturer in the Senior Scale will be eligible for promotion to the post of Reader if she / he has :

- (i) Completed 5 years of service in the Senior Scale
- (ii) Obtained a Ph.D. degree or has equivalent published work.
- (iii) Made some mark in the areas of scholarship and research as evidenced e.g. by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities.
- (iv) After placement in the Senior Scale participated in two refresher courses/summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission, and
- (v) Possessed consistently good performance appraisal reports.

2.4.2

Promotion to the Post of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes / Ordinances of the concerned University or other similar Committees set up by the appointing authorities.

2.5.0

Professor (Promotion)

In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisements, promotions may be made from the post of Reader to that of Professor after 8 years of service as Reader.

2.6.0

The Selection Committee for promotion to the post of Professor should be the same as that for direct recruitment. For the promotion from Reader to Professor, the following method of promotion may be followed.

The candidate should present herself / himself before the Selection Committee with some of the following :

- a) Self-appraisal reports (required)
- b) Research contribution/books/articles published.
- c) Any other academic contributions.

The best three written contributions of the teacher (as defined by her/him) may be sent in advance to the Experts to review before coming for the selection. The candidate should be asked to submit these in 3 sets with the application.

- d) Seminars/conferences attended.
- e) Contribution to teaching/academic environment / institutional corporate life.
- f) Extension and field outreach activities.

2.7.0

The requirement of participation in orientation/refresher courses / summer institutes, each of at least 3 to 4 weeks duration, and consistently satisfactory performance appraisal reports, shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior Scale) to Lecturer (Selection Grade). Wherever the requirement of orientation / refresher courses has remained incomplete, the promotions would not be held up but these must be completed by the year 2000.

The requirement for completing these courses would be as follows:

- i) For Lecturer to Lecturer (Senior Scale), one orientation course would be compulsory for University and College teachers. Those without Ph.D. would be required to do one refresher course in addition.
- ii) Two refresher courses for Lecturer (Senior Scale) to Lecturer (Selection Grade).
- iii) The senior teachers like Readers/Lecturers (Selection Grade) and Professors may opt to attend two Seminars/Conferences in their subject area and present papers as one aspect of their promotion/selection to higher level or attend refresher courses to be offered by ASCs for this level.

2.8.0

If the number of years required in a feeder cadre are less than those stipulated in this notification, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years.

This situation is likely to arise as in the earlier scheme, the number of years required in a feeder cadre were much more than those envisaged under this notification.

3.0.0

Selection Committees recommended by the UGC

3.1.0

Lecturer in a Private College

- 1) Chairperson of the Governing Body of the College or his / her nominee to be the Chairperson of the Selection Committee.
- 2) The Principal of the concerned College.
- 3) One senior teacher / Head of the Department (of the concerned subject) preferably having not less than 10 years of services as a teacher.
- 4) Two nominees of the Vice Chancellor of the affiliating University of whom one should be a subject expert.
- 5) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body out of a panel of names approved by the Vice Chancellor.

For Government Colleges, the State Public Service Commissions must invite three subject experts for which the State Public Service Commissions will involve the University in the Selection. The Principal and Head of the Department should be necessarily included in the Selection Committee.

The quorum for the meeting should be five of which at least two must be from out of the three subject experts.

3.2.0

For the post of University Lecturer.

At the University level, all selections must be done within the system with the Vice Chancellor as the Head of the Selection Committee.

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1. The Vice Chancellor to be the Chairperson of the Selection Committee.
2. Three experts in the concerned subject to be invited on the basis of the list recommended by the Vice-Chancellor and approved by the Executive Council / Syndicate.
- 3) Dean of the concerned Faculty/Head/Chairperson of the Department.
- 4) An academician nominated by the Visitor / Chancellor.

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The quorum should be four, out of which at least two outside subject experts must be present.

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3.3.0

For the post of Reader

The process of selection should involve inviting the bio data and reprints of three major publications of the candidate before interview and getting them assessed by the same three external experts, who are to be invited to interview the candidate. The Selection Committee should have the following composition :-

1. Vice Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor/Chancellor.
3. Three experts in the concerned subject/field, out of the list recommended by the Vice chancellor and approved by the Executive Council / Syndicate.
4. Dean of the Faculty.
5. Head/Chairperson of the Department.

At least four members, including two outside experts, must constitute the quorum.

3.4.0

For the post of Professor.

The process of selection should involve inviting the bio data and reprints of three major publications of which one could be a book or research report, before the interview, and getting them assessed by the same three external experts who are to be invited for the interview. The assessment report must be placed before the Selection Committee. The composition of the Selection Committee for the post of a professor will be the same as proposed for the post of a Reader.

It may be ensured that the process of selection in every case is transparent and credible.

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In the case of posts of Readers and professors in Colleges, besides the Chairperson Governing Body, the principal of the College, and the Head of the Department, there will be two University representatives, one of whom will be the Dean of College or equivalent position in the University, who will substitute the Visitor's nominee and the VC should be substituted by the VC's nominee.

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For the post of Principal.

1. Chairperson of the Governing Board as Chairperson.
2. One member of the Governing Board to be nominated by the Chairperson.
3. Two Vice Chancellor's nominees, out of whom one should be an expert.
4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a professor (to be nominated by the Governing Board) out of a panel of experts approved by the Vice Chancellor.

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At least four members, including two experts, should constitute the quorum.

The process of selection should involve the following :-

- a) Assessment of aptitude for teaching and research.
- b) Ability to communicate clearly and effectively.
- c) Ability to analyse and discuss
- d) *Optional* : Ability to communicate may be assessed by requiring the candidate to participate in the group discussion or by exposure to a class room situation/lecturer, wherever it is possible.

Notes:

- (1) A relaxation of 5% may be provided from 55% to 50% of the marks at the Master's level for the SC/St category.
- (2) A relaxation of 5% may be provided from 55% to 50% of the marks to the Ph.D. degree holders who have passed their Master's degree prior to 19th September, 1991.
- (3) B in the 7 point scale with letter grade O, A, B, C, D, E & F shall be regarded as equivalent of 55% wherever the grading system is followed.
- (4) NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph.D. degree. However, the candidate who have completed M. Phil. Degree or have submitted Ph.D. thesis in the concerned subject up to 31st December, 1993, are exempted from appearing in the NET examination.

- (5) The minimum requirement of 55% shall not be insisted upon for Principal, Professors, Readers, Librarians, Deputy Librarian, Directors of Physical Education and Deputy Directors of physical Education, for the existing incumbents who are already in the university system. However, these marks should be insisted upon for those entering the system from outside and those at the entry point of Lecturers, Assistant Registrars, Assistant Librarians, Assistant Directors of Physical Education.

- (6) A relaxation of the minimum marks at the PG level from 55% to 50% for appointment as Lecturer may be provided to the candidates who have cleared the JRF examination conducted by UGC/CSIR only, prior to 1989, when the minimum marks required to appear for JRF exam were 50%.

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No.F1-22/97-U.1
Government of India
Ministry of Human Resource Development
(Department of Education)

New Delhi, the 24th March, 1999

To,
The Secretary,
University Grants Commission,
Bahadurshah Zafar Marg,
New Delhi-110 002.

Subject : Revision of pay scales of teachers in universities and colleges -
clarifications on various points of doubt - reg.

Sir,

A reference is invited to this Department's communications of even number dated the 27th July, 1998 and 6th November, 1998 about the revision of pay scales of teachers in universities and colleges. A number of enquiries have been received from various quarters seeking clarifications on points of doubt in the implementation of these orders. The various points raised have been examined in this department and also in consultation with the Ministry of Finance (Department of Expenditure). The points of doubt raised with reference to the orders contained in this Department's communications of even number dated the 27th July, 1998 and 6th November, 1998 are clarified below:

<u>S.No.</u>	<u>Point of doubt</u>	<u>Clarification</u>
1.	How the pay of Readers/ Lecturers (Selection Grade) is to be fixed in the revised scale of pay.	In the case of Readers/ Lecturers (Selection Grade) having five years of service in the grade as on 1.1.96, the pay may be fixed initially in terms of CCS (RP) Rules, 1997. If the pay so fixed as on 1.1.96 is less than the stage of Rs.14,940/-, it may be stepped up to the stage of Rs. 14,940/-
2.	How the pay of Readers/ Lecturers (Selection Grade) who were in position as on 1.1.96 but did not have five years of service in the grade	In case of Readers/ Lecturers (Selection Grade) who were in position as on 1.1.96 but did not have five years of service in the grade as on 1.1.96, their pay

as on 1.1.96 is to be regulated.

may be stepped up to the stage of 14,940 on completion of five years of service in the grade if the pay otherwise admissible in terms of CCS(RP) Rules, 1997 is less than the stage of Rs.14,940/-.

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3. How the pay of Principals of Colleges / Heads of Engineering Colleges etc. is to be required in the revised scale of pay of Rs.16,400-22,400/-.

In the case of Principals of Colleges/ Heads of Engineering Colleges, the pay may be initially fixed in terms of CCS (RP) Rules, 1997 as on 1.1.96. However, if the pay so fixed is less than Rs.17,300/-, it may be stepped up to the stage of Rs.17,300/-.

8.

4. Whether fixation of pay at Rs.14,940/- in the case of Readers/ Lecturers (Selection Grade) with service ranging from 5 to 12 years as on 1.1.96 constitutes an anomaly.

In the process of fixation of pay as clarified against point 1, the pay of Readers/ Lecturers (Selection Grade) with service ranging from 5-12 years will get fixed at the same stage of Rs.14,940/- but it cannot be termed as an anomaly. Anomalous situation will arise only if the pay is fixed at a stage lower than Rs.14,940/-.

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5. Whether the benefit of fixation of pay on completion of five years in the case of Readers/ Lecturers (Selection Grade) at the minimum of Rs.14,940/- in the revised scale of pay of Rs.12000-420-18300/- is available to other categories of employees who are in the same scale of pay.

The benefit of fixation of pay at the minimum of Rs.14,940/- is available only to Readers/ Lecturers (Selection Grade) on completion of five years in the grade. This benefit is NOT available to any other category of employees.

6. Whether the benefit of career advancements and provision of increments including exemption from NET allowed in the case of teachers is available to other category of employees like Assistant Librarians.

No. this benefit is available only to teachers.

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Deputy Librarian, Assistant Registrar, Deputy Director of Physical Education, etc.

7.X Whether the benefit of enhancement in the age of superannuation allowed in the case of Readers / Professors is available to non-teaching employees with comparable designations such as System Analyst, Scientific Officer, Engineering, etc. The benefit of enhancement in the age of retirement is available only to Teachers and Registrars/ Librarians/ Physical Education Personnel/ Controllers of Examinations/ Finance Officers only. In the case of other non-teaching retirement will be 60.

8. Whether the promotion on completion of requisite number of years which has been reduced now will be from a retrospective date or from a prospective date. Only the revised pay scales are effective from a retrospective date i.e. 1st January, 1996. Other benefits are allowed from the dates of issue of the respective notifications by the Govt. of India i.e. 27th July, 1998 or 6th Nov., 1998 as the case may be.

2. It is requested that the pay fixation and other relevant conditions of service of teachers in universities / colleges may be decided in accordance with the clarifications furnished above.

Yours faithfully,

Sd/-
(LALMALSAWMA)
Director (U)

Ministry of Human Resource Development
(Department of Education)

New Delhi-11 th May, 1999.

To

The Secretary
University Grants Commission
Bahadurshah Zafar Marg,
New Delhi-110 002.

Subject: Revision of pay scales of teachers in universities and colleges-
clarification req.

Sir,

As per para 1(ii) of this Department's letter No.F.1-22/97-U.I dated the 6th Nov. 1998, the pay of Lecturers (Selection Grade) / Readers in the pre-revised scale of pay of Rs.3700-5700 who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers (Selection Grade) / Readers as on 1.1.96 is to be fixed in such a manner that they get a minimum of Rs. 14,940/- in the revised scale of Rs. 12,000-420-18,300 as and when they complete five years in the grade. References have been received in this Department from various quarters seeking clarification as to whether this benefit of fixation of pay at the minimum of Rs.14,940/- is also available to the Principals, who prior to their appointment as Principal, were substantive Lecturers (Selection Grade)/ Readers in the pre-revised scale of Rs. 3700-5700 and who have been allowed the revised scale of pay of Rs. 12,000-420-18,300 as available to Lecturers (Selection Grade) / Readers, as and when they complete five years in the grade. In this connection, it is clarified that the benefit of fixation of pay at the minimum of Rs. 14,940/- in the revised scale of pay of Rs.12000-420-18300 is also available to such of the Principals as were Lecturers (Selection Grade) / Readers in the pre-revised scale of Rs.3700-5700 and were in position as on 1.1.96, on completion of five years of service in the grade.

Yours faithfully,

Sd/-
(LALMALSAWMA)
Director (U).

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No.F.1-4/99-U.1
Government of India
Department of Human Resource Development
(Department of Education)

New Delhi, dated the 22nd July, 1999

To
The Secretary
University Grants Commission
BSZ Marg,
New Delhi-110 002.

Subject: Revision of pay scales of teachers in Universities and
Colleges-Clarification- regarding.

Sir,

In continuation of this Ministry's letter No.1-22/97-U.1 dated 24.3.99 on the subject mentioned above, I am directed to say that the Government has received a number of queries from different quarters about fixation of pay where the pay of a senior teacher gets fixed at a lower stage than his junior due to payment of advance increments as stipulated in this Ministry's letter dated 27.7.98. In this connection, it is clarified that the pay of such teachers may be fixed as per Note-6 and Note-9 under Rule-7, of the Central Civil Services (Revised Pay) Rules, 1997 which read as under :-

Note-6 : Where in the fixation of pay under sub-rule (1), pay, of a Government Servant, who, in the existing scale was drawing immediately before the 1st day of January, 1996 more pay than another Government Servant Junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note-9 : In cases, where a senior Government servant promoted to a higher post before the 1st day of January, 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996, the pay of the senior Government servant should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to

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the fulfilment of the following conditions, namely :-

- (a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (c) the senior Government servants at the time of promotion have been drawing equal or more pay than the junior.
- (d) the anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

The order relating to re-fixation of the pay of senior officer in accordance with the above provisions should be issued under Fundamental Rule 27 and the senior officer will be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

Yours faithfully

(LALMALSAWMA)
Director

No.F1-22/97-U.I
 Government of India
 Ministry of Human Resource Development
 (Department of Education)

New Delhi, dated the 20th August, 99

To
 The Secretary
 University Grants Commission,
 BSZ Marg,
 New Delhi-110002.

Subject : Revision of pay scales of teachers in Universities and Colleges -
 Clarifications on various points of doubt - regarding

Sir,

I am directed to refer to this Department's letter of even number dated 24.3.1999 on the above subject and to say that the clarification given at S.No.4 regarding fixation of pay of Readers / Lecturers (Selection Grade) who have rendered 5 years or more service as on 1.1.1996, may be read as under :-

Point of doubt	Clarification
Whether fixation of pay at Rs.14,940/- in the case of Reader / Lecturer (Selection Grade) with service ranging from 5 to 12 years as on 1.1.96 constitutes an anomaly.	Lecturers (Selection Grade)/ Readers with 5 years service drawing pay at 6 th stage viz. Rs.4325 in the pre-revised scale of Rs. 3700- 5700 will be fixed at the stage of Rs. 14,940/- in the revised scale of Rs.12000-420-18300. The teachers drawing pay at 6 th , 7 th , 8 th , and 9 th stage (viz. First four stages of bunching) will not be eligible for the benefit of bunching. Accordingly, in their case, the date of next increment in the revised scale will be the date on which they would have drawn increment had they continued in the pre-revised scale. The teachers drawing pay at 10 th , 11 th , 12 th and 13 th stage in the pre-revised scale will become entitled to one increment in the revised scale w.e. 1.1.96. As the teachers drawing pay at 14 th and 15 th stage will become entitled to two increments in the revised scale on 1.1.96. As the teachers drawing pay from 10 th to 15 th stage will get the benefit of bunching, they will become entitled to next increment in the revised scale on completion of 12 months from the date of stepping up of their pay viz. 12 months from 1.1.96.

Yours faithfully,

Sd/-
 (JAWAHAR SRIVASTAVA)
 Deputy Secretary to Government of India.

डा. रमेश पी. गांगुर्डे
DR. RAMESH P. GANGURDE

सचिव
SECRETARY

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नई दिल्ली - 110 002.

University Grants Commission

D.O.No:5-2/99(PS)

23 FEB 2000.

Dear Sir/Madam,

A number of queries are being received in the UGC seeking clarification about grant of advance increments. This is to inform that as per the clarification received from Ministry of Human Resource Development vide its letter No.F.1-43/98-U.I dated 27.8.99, advance increments are a part of revised pay scales and the same shall be applicable w.e.f. 1.1.96.

The benefit of two advance increments in lieu of Ph.D. degree is available to teachers who have acquired / will acquire Ph.D on or after 1.1.96. However, the increments would be admissible from the date of award of Ph.D degree.

You are requested to bring this to the notice of all colleges affiliated to your University.

With regards,

Yours sincerely,

(R.P.GANGURDE)

मुंबई विद्यापीठ

क्रमांक: घ.म./निदेश/११२ /2302.

परिपत्रक:-

विषय : महाविद्यालयीन अधिव्याख्याता पदाकरिता
बिगर नेट/सेट अर्हताधारक अधिव्याख्यात्यांच्या
संज्ञा पुढे चालू ठेवणेबाबत....

- संदर्भ : १. विद्यापीठ परिपत्रक क.अफी/रिकग/१०६ दिनांक २१.२.१९७९
२. विद्यापीठ परिपत्रक क.कॉनकॉल/व्हीसीडी/१९२ दिनांक २२.५.१९८९.
३. विद्यापीठ परिपत्रक क.कॉनकॉल/व्हीसीडी/२०१ दिनांक ३०.७.१९९०.
४. विद्यापीठ परिपत्रक क.कॉनकॉल/व्हीसीडी/१२१ दिनांक १९.४.१९९१.
५. विद्यापीठ परिपत्रक क.कॉनकॉल/व्हीसीडी/३४ दिनांक १७.२.१९९३.
६. विद्यापीठ परिपत्रक क.घ.म./४०६ दिनांक ३.९.१९९४.
७. विद्यापीठ परिपत्रक क.कॉनकॉल/व्हीसीडी/४५९
दिनांक १३.१२.१९९५.
८. विद्यापीठ परिपत्रक क.घ.म./निदेश/११६ दिनांक १.३.१९९६.

आणि ज्या अर्थां विद्यापीठ अनुदान आयोगाने दिनांक १९.९.१९९१ रोजी निर्गमित केलेल्या अधिसूचनेतील विनियमांनुसार कला, विज्ञान, वाणिज्य विधी शिक्षणशास्त्र, सामाजिक शास्त्रे, शारिरीक शिक्षण व परकीय भाषा या शाखातील अशासकीय व शासकीय महाविद्यालयातील अधिव्याख्याता पदावरील नियुक्तीकरिता किमान शैक्षणिक अर्हता खालीलप्रमाणे विहित केली आहे :-

- अ) उमदेवाराने चांगल्या शैक्षणिक अहवालासह संबंधित विषयातील पदव्युत्तर पदवी किमान ५५ टक्के मार्कांसह उत्तीर्ण केली असली पाहिजे;
ब) याशिवाय विद्यापीठ अनुदान आयोगाची राष्ट्रीय पातळी परीक्षा वा विद्यापीठ अनुदान आयोगाने अधिस्वीकृती दिलेली राज्यस्तरीय पात्रता परीक्षा (नेट/सेट) उत्तीर्ण केली असली पाहिजे;

आणि ज्याअर्थी दिनांक १३.९.१९९१ नंतर अधिव्याख्याता पदावर नियुक्ती दिल्या जाणा-या प्रत्येक उमदेवाराने वरील शैक्षणिक अर्हता/पात्रता धारण करणे विद्यापीठ अनुदान आयोगाच्या विनियम १९९१ अनुसार बंधनकारक आहे;

आणि ज्याअर्थी विद्यापीठ अनुदान आयोगाच्या अहिकारानुसार विद्यापीठे व महाविद्यालयीन शिक्षकांना पाचव्या वेतन आयोगाच्या वेतन-श्रेणी शासन निर्णय दिनांक ११.१२.१९९९ अन्वये लागू करण्यात आल्या आहेत. त्यानुसार अधिव्याख्याता पदावरील नियुक्ती करिता खालीलप्रमाणे शैक्षणिक अर्हता/पात्रता लागू करण्यात आली आहे;

१) उमेदवाराने चांगल्या शैक्षणिक अहवालांसह संबंधित त्रिषयातील पदव्युत्तर पदवी किमान ५५ टक्के मार्कांसह उत्तीर्ण असणे आवश्यक आहे. याशिवाय

2) उमेदवाराने विद्यापीठ अनुदान आयोगाची राष्ट्रीय पात्रता परीक्षा वा अधिस्वीकृती दिलेली राज्यस्तरीय पात्रता परीक्षा (नेट/सेट) उत्तीर्ण असणे आवश्यक आहे;

आणि ज्याअर्थी विद्यापीठ अनुदान आयोगाने दिनांक ४.४.२००० च्या अधिसूचनेद्वारे निर्गमित केलेले विनियम २००० मध्ये बरीलप्रमाणे शैक्षणिक अर्हता/पात्रता अट अंतर्भूत केली आहे. शासन निर्णय दिनांक १३.६.२००० अन्वये हे विनियम सर्व विद्यापीठे व महाविद्यालयांना लागू केले आहेत. या आदेशाद्वारे सर्व विद्यापीठे व महाविद्यालयांना असेही सूचित करण्यात आले आहे की, यापुढे दिनांक ४.४.२००० नंतर राज्यातील महाविद्यालयांत अधिव्याख्याता पदावर विद्यमान अर्हताधारक उमेदवारांच्या नियुक्त्या कोणत्याही परिस्थितीत करू नयेत अशा नियुक्त्या केल्यास त्यावर मान्यता व अनुदान दिले जाणार नाही. तसेच ४.४.२००० पासून अशा नियुक्त्या दिल्या असल्यास त्या तात्काळ रद्द कराव्यात;

आणि ज्याअर्थी दिनांक ११.१.१९९१ ते ११.१२.१९९९ या कालावधीत महाविद्यालयीन अधिव्याख्याता पदावर त्यावेळेच्या मिहित निवड समितीच्या शिफारशीनुसार विद्यमान नेट/सेट उमेदवारांच्या करण्यात आलेल्या नियुक्त्या वेळोवेळी शासनाकडून पुढे चालू ठेवण्यात आल्या हात्या;

आणि ज्याअर्थी शासनाने सर्व गाबीचा विचार करून शासन निर्णय उच्च व तंत्रशिक्षण विभाग क्रमांक-एनजीसी १२०१/१९८१५/(३८/०१)/विशि-४ दिनांक १८ ऑक्टोबर २००१ अन्वये महाविद्यालयीन अधिव्याख्याता पदाकरीता विद्यमान नेट/सेट अर्हताधारक अधिव्याख्यात्यांच्या सेवा पुढे चालू ठेवण्याबाबत आदेश निर्गमित करण्यात आला आहे;

आणि त्याअर्थी सी. डॉ. विजय खोले प्रभारी कुलपुरु, मुंबई विद्यापीठ, व्यवस्थापन परिषदेचा ठराव क्रमांक २०, दिनांक १.२.२००३ अन्वये असे निर्देश देत आहे की, महाविद्यालयीन अधिव्याख्याता पदाकरीता दिनांक ११.१.१९९१ ते ११.१२.१९९९ पर्यंत नियुक्त झालेल्या विद्यमान नेट/सेट अधिव्याख्यात्यांची संख्या साधारणतः २००० ह्या आसपास होते. हे लक्षात घेऊन, तसेच या अधिव्याख्यात्यांच्या नियुक्त्यांना ७ ते ८ वर्षे झाली असल्यामुळे त्यांच्या सेवा पुढे सुरु ठेवण्याबाबत लोकप्रतिनिधीनी वेळोवेळी केलेले प्रयत्न व त्यामुळे अंशतः शासन निर्णयात केलेले बदल लक्षात घेऊन विद्यार्थ्यांचेही शिक्षकांचाचून नुकसान होऊ नये या कारणास्तव दिनांक ११.१.१९९१ नंतर लागू केलेल्या विद्यमान नेट/सेट परीक्षा धारकांबाबतचा धोरणात्मक निर्णय शासनाने घेतला आहे व तो विद्यापीठाने स्विकारला आहे.

१) शासन निर्णय उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग क्रमांक एनजीसी/१७९४/७९४५/विलि-४ दिनांक 22.१2.१९९५ नुसार विद्यापीठ परिषदक क्रमांक घ.म./निदेश/११६ दिनांक १.३.१९९६ रद्द करण्यात येत आहे.

2) खालील अटीवर दिनांक १९.९.१९९१ ते ११.१2.१९९९ या कालावधीत अनुदानित, विना अनुदानित महाविद्यालयातून व संस्था यामधून त्यावेळेच्या निवड समितीमार्फत नियुक्त झालेल्या अधिव्याख्यात्यांच्या सेवा खालील होंगार माहीत -

- अ) या कालावधीतील नियुक्त्या झालेल्या सर्व (बिगर नेट/सेट) अधिव्याख्यात्यांनी डिसेंबर 2003 पर्यंत नेट/सेट परिक्षा उत्तीर्ण होणे आवश्यक आहे.
- ब) वर नमूद केलेल्या मुदतीत नेट/सेट परिक्षा उत्तीर्ण न झाल्या-या अधिव्याख्यात्यांना त्यांच्या सेवानिवृत्ती पर्यंत अधिव्याख्याता पदाच्या वेतनवाढी व्यातिरिक्त इतर कोणतेही आर्थिक लाभ (जस पदोन्नती, वॉरंट श्रेणी, निवडश्रेणी) देण्यात येणार नाहीत. सेवानिवृत्त होईपर्यंत ते रु.८000-१३५00 या वेतनश्रेणीतच वेतन घेतील.
- क) हे बिगर नेट/सेट अधिव्याख्याता ज्या तारखेला नेट/सेट परिक्षा पास करतील त्या तारखेपासून त्यांची सेवा वॉरंट श्रेणी/ निवड श्रेणीच्या लाभासाठी ग्राह्य धरली जाईल. तसेच, जे अधिव्याख्याते नेट/सेट परिक्षा उत्तीर्ण होतील त्यांचे तसेच जेपरतासूचीत नियमानुसार सामाविष्ट केले जाईल.
- ड) शासकीय महाविद्यालयातील अधिव्याख्यात्यांच्या सेवा महाराष्ट्र लोकसेवा आयोगाच्या सहमतीने पुढे चालू ठेवण्यात येतील.
- इ) दिनांक ११.१2.१९९९ नंतर सेवेत आलेले बिगर नेट/सेट अधिव्याख्यात्यांना या सवलती देव असणार नाहीत. तसेच त्यांच्या सेवा परिषदा कालावधी पूर्ण होण्याच्या आत संपुष्टात आणल्यात.

३. विद्यापीठ अनुदान आयोगाने दिनांक ४.४.2000 च्या अधिसूचनेद्वारे निर्धारित केलेले विनियम 2000 मध्ये बरीलप्रमाणे शैक्षणिक अर्हता पात्रता अट अंतर्भूत केली आहे. शासन निर्णय दिनांक १३.६.2000 अन्वये विद्यापीठ परिषदक क्र.घ.म./अ.नि.वि/निदेश/३2८ दिनांक १३.९.2000 सर्व संलग्नित महाविद्यालयांना कळविण्यात आले आहे की, यापुढे दिनांक ४.४.2000 नंतर महाविद्यालयात अधिव्याख्याता पदावर बिगर-अर्हताधारक उमेदवारांच्या नियुक्त्या कोणत्याही परिस्थितीत करू नयेत अशा नियुक्त्या केल्यास त्यावर विद्यापीठ मान्यता देणार नाही व शासन सूचना त्यांचे अनुदान देणार नाही. तसेच दिनांक ४.४.2000 पासून अशा नियुक्त्या केल्या

असल्यास त्या तात्काळ रद्द कराव्यात. हे आदेश सर्व महाविद्यालयांना बंधनकारक असून, त्याप्रमाणे कार्यवाही न झाल्यास त्याची सर्व जबाबदारी संबंधित महाविद्यालयाची राहिल.

हे निर्देश तात्काळ लागू होतील व या संबंधीचे पारनिश्चय जारी होईपर्यंत ते चालू राहतील.

मुंबई - ४०० ०३२,
२७ फेब्रुवारी, २००२.

Vijay Chole
(डॉ. विजय खोले)
प्रभारी कुलगुरु

प्रति,

प्राचार्य, सर्व संलग्नित शासकीय व अशासकीय कला, विज्ञान, वाणिज्य, अध्यात्म, विधी महाविद्यालये व विज्ञान संस्था.

क्रमांक.च.म./निदेश/११२-अ/२००२

२७ फेब्रुवारी, २००२

प्रत अभिवादनपूर्वक अग्रप्रित :-

१. संचालक, महाविद्यालये व विद्यापीठ विकास मंडळ
२. सचिव, सर्व महाविद्यालयांच्या संस्थांचे/व्यवस्थापनांचे
३. सचिव, शिक्षण व सेवायोजन विभाग, महाराष्ट्र शासन, सत्रालय, मुंबई-४०० ०३२;
४. शिक्षण संचालक (उच्च शिक्षण) महाराष्ट्र राज्य, सेंट्रल बिल्डिंग, पुणे - ४११ ००१,
५. सहसंचालक (उच्च शिक्षण अनुदान) मुंबई, पुणे व कोल्हापूर,
६. पिठासन अधिकारी, मुंबई विद्यापीठ व श्रीमती जो.के.ठाकरसी महिला विद्यापीठ व महाविद्यालय लवाद न्यायाधिकरण, विद्यापीठ इमारत, पूर्व विभाग, रा.रा मजला, फोर्ट, मुंबई - ४०००३२,
७. सचिव, अशासकीय महाविद्यालयीन प्राचार्य संघटना, द्वारा समन्वययुक्त मुंबई महाविद्यालय, माटुंगा, मुंबई - ४०००१२,
८. सरचिटणीस, मुंबई विद्यापीठ व महाविद्यालयीन शिक्षक संघटना, विद्यापीठ विद्यार्थी भवन, "बी" रोड, चर्चगेट, मुंबई - ४०००२०,
९. आधिष्ठाते, कला, विज्ञान, वाणिज्य, व विधी शाखा.

Vijay Chole
(डॉ. विजय खोले)
प्रभारी कुलगुरु

प्रत अग्रहित :-

१. प्रभारी वित्त व लेखा अधिकारी,
२. संचालक, विद्यार्थी कल्याण विभाग,
३. प्रभारी परीक्षा नियंत्रक, परीक्षा विभाग,
४. सर्वे उप-कुलसचिव, सहायक कुलसचिव,
५. सहायक कुलसचिव, प्रशासकीय उपकेंद्र, मुंबई विद्यापीठ, शिवा पॅलेस रोड,
रत्नागिरी-४१५६१२,
६. कुलगुरुचे कार्यकारी सचिव,
७. प्र-कुलगुरु, संचालक, महाविद्यालये व विद्यापीठ विकास मंडळ
आणि कुलसचिव यांचे स्वीय सहायक,
८. कुलसचिव यांचे कार्यलयातील निरनिराळ्या विभागांचे प्रमुख,
९. अभिलेखा विभाग (रकॉर्ड सेक्शन) (१० प्रती).

NET
31.12.93
Ph.D - only
M.Phil - only
UG - only
UG - PG
cm

UNIVERSITY OF MUMBAI

No. CONCOL / 404 / of 2006

CIRCULAR

Attention of the Principals of affiliated aided and unaided colleges of Arts, Science, Commerce, Education and Law other than those managed and maintained by the State Government and the University is invited to this office Circular No. CONCOL/TAU/VCD/37, dated 21.01.2000 intimating the qualifications for the post of Lecturer Humanities, Social Sciences, Commerce and Education, Physical Education, Foreign Languages and Law is hereby informed that the Government of Maharashtra, Higher and Technical Education wrote Letter No. युसजी 2003150103 दिशि-४ dated 5th September, 2006, to all the Vice-Chancellors of the Universities about the following revised qualifications for the post of Lecturer :-

सूक्त तरतुद :-

"NET shall remain for the compulsory requirement for the appointment as Lecturer even for the candidates having Ph.D. degree. However, the Candidates who have completed M.Phil degree or have submitted Ph.D. thesis in the concerned subject upto 31st December, 1993 are exempted from appearing in NET examination."

Should be substituted with the following para :

Institutions affiliated to it) Regulation, 2000, wherever the following para occurs :-

सुधारित तरतुद :-

NET shall remain the compulsory requirement for appointment as Lecturer for those post-graduate degree. However, the candidates having Ph.D. degree in the concerned subject are exempted from NET for PG level and UG level teaching. The candidates having M.Phil degree in the concerned subject are exempted from NET for UG level teaching only."

The above revised qualifications have been mentioned in the notification dated 14th June, 2006 issued by the University Grants Commission and the said revised qualifications for the post of Lecturer and Career advancement Scheme has been introduced and accepted by the Government of Maharashtra.

The Principals of affiliated aided and unaided colleges of Arts, Science, Commerce, Education And Law other than those managed and maintained by the State Government and the University are hereby inform to note the revised qualifications for the post of Lecturer.

Mumbai
30th September, 2006

REGISTRAR

No. CONCOL/ 404A / of 2006.

30th September, 2006

Copy forwarded with compliments for information to :-

1. The Director, Bord of College & University Development, University of Mumbai.
2. The Secretaries of the Managements/Societies of aforesaid colleges.
3. The to the Government of Maharashtra, Education and Employment Department, Mantralaaya Annex, Madam Cama Road, Mumbai- 400 032.
4. The Joint Director (Higher Education), Maharashtra State, Central Building Pune- 400 032
5. The Presiding Officer, College Tribunal for Mumbai, Pune and Kolhapur.
6. The Presiding Officer, College Tribunal for Mumbai and S.N.D.T. Women's Universities, University Buildings East Wing, Second floor, Fort, Mumbai- 400 032.
7. The Secretary, Association of Principals of non Government Colleges, University of Mumbai, C/o Ramnarain Ruia College, Matunga, Mumbai-400 019. (Two copies)
8. The General Secretary, Mumbai University and college Teachers Union, Mumbai University Club House, 'B' Road, Churchgate, Mumbai- 400 020. (Two copies)
9. The Deans of Faculties of Arts.

M. K. D. D.
REGISTRAR

Copy to the Finance Officer, the Director of Students Welfare, the Officer on Special Duty & Controller of Examination, the Deputy Registrars, the Assistant Registrars, University Sub-Centre at Ramnagiri, Executive Secretary to the Vice-Chancellor, Personal Assistants to the Pro- Vice-Chancellor, the Director, B.C.U.D. and the Registrar and the persons in charge of the different sections/units in the Registrar's office.

Record Section (Ten copies)

मुंबई विद्यापीठ

क्रमांक घ.म/२३४ /२००७

परिपत्रक :

विषय :- पीएच.डी. व एम.फिल. या शैक्षणिक अर्हतांना दिलेल्या स्थायीतीबाबत.

संदर्भ :- १) विद्यापीठ अनुदान आयोगाची क्र.एफ.१-१/२००२ (पी.एस.) एकदमपत्रक, दिनांक १४.६.२००६ ची अधिमूचना.

२) शासनाचे समकामाकृते दिनांक ५ सप्टेंबर, २००६ चे पत्र

सर्व संलग्नित अनुदानित व दिनानुदानित कला, विज्ञान, वाणिज्य, शिक्षणशास्त्र, विधी महाविद्यालयांच्या प्राचार्यांच्या माहितीसाठी उच्च व तंत्र शिक्षण विभाग, मुंबई यांच्या पत्र क्रमांक यु.स.जी २००३/(५०/०३)-विशि-४, दिनांक ६ जुलै, २००७ ची प्रत जोडली आहे.

शासनाच्या पत्रातील संज्ञकुराप्रमाणे ज्या महाविद्यालयांनी विद्यापीठ परिपत्रक क्रमांक CONCOL/404, dated 30th September 2006 व शासन पत्र क्र. यु.स.जी २००३/(५०/०३)-विशि-४, दिनांक ५ सप्टेंबर, २००६ विचारत केऊन ज्या अधिव्याख्यातयांचे प्रस्ताव विद्यापीठाच्या मान्यतेसाठी माठविले आहेत व ज्यांच्या नियुक्तीस विद्यापीठाने मान्यता दिली आहे अशा नियुक्त्या याचिका क्रमांक ४२६६/०६ मा. उच्च न्यायालय, मुंबई नामधर सॅंडपीठ यांच्या निर्णयावर अवलंबून राहतील असे संदर्भित महाविद्यालयांच्या प्राचार्यांनी नियुक्त केलेल्या अधिव्याख्यातयांना स्वतंत्र परिपत्रकाद्वारे/पत्राद्वारे कळविणे आवश्यक आहे, व त्याची प्रत विद्यापीठास माठविणे बंधनकारक राहिल याची नोंद घ्यावी.

त्याचप्रमाणे ज्या महाविद्यालयांनी विद्यापीठ परिपत्रक क्रमांक CONCOL/404, dated 30th September 2006 व शासन पत्र क्र. यु.स.जी २००३/(५०/०३)-विशि-४, दिनांक ५ सप्टेंबर, २००६ यांचा उल्लेख करून जाहिराती प्रसिध्द केल्या आहेत, व निवड समिती मार्फत ज्या अधिव्याख्यातयांच्या/प्रत्येकांच्या नियुक्ती बाबत महाविद्यालयांनी प्रस्ताव मान्यतेसाठी सादर केले आहेत व करण्यात येणार आहेत अशा प्रस्तावांना विद्यापीठ स्तरावर शासनाच्या पत्रानुसार मान्यता नाकारण्यात येईल याची नोंद घ्यावी.

तरी सर्व संदर्भित महाविद्यालयांच्या प्राचार्यांना विनंती करण्यात येते की, त्यांनी वरील निर्देशांचे काटेकोरपणे पालन करावे.

मुंबई ४०० ०३२
३० जुलै, २००७

प्रभारी कुलसचिव

स्ती,

प्राचार्य, सर्व संलग्नित अनुदानित व दिनानुदानित कला, विज्ञान, वाणिज्य, शिक्षणशास्त्र, विधी महाविद्यालये.

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:२:

प्रत अभिवादन पूर्वक अंग्रेषित :-

- १ सचिव, सर्व महाविद्यालयांच्या संस्थाचे/व्यवस्थापनाचे
- २ सचिव, शिक्षण व वेदावोजन विभाग, महाराष्ट्र शासन, मंत्रालय, मुंबई - ४०० ०३२.
- ३ शिक्षण संचालक (उच्च शिक्षण) महाराष्ट्र राज्य, सेंट्रल बिल्डिंग, पुणे - ४११ ००१.
- ४ सचिव, आशासकीय महाविद्यालयीन प्राचार्य संघटना, द्वारा रामनारायण रुईया महाविद्यालय, मांटुगा, मुंबई - ४०० ०१९.
- ५ सरचिटणीस, मुंबई विद्यापीठ व महाविद्यालयीन शिक्षक संघटना, विद्यापीठ विद्यार्थी भवन, "बी" रोड, चर्चरीट, मुंबई - ४०० ०२०.
- ६ अधिष्ठाते, कला, विज्ञान, वाणिज्य व विधी

प्रभारी कुलसचिव
3/10/20

प्रत अंग्रेषित :-

- १ संचालक, महाविद्यालय व विद्यापीठ दिक्कान मंडळ.
- २ विशेष कार्य, अधिकाारी-नि-परीक्षा नियंत्रक, परीक्षा विभाग.
- ३ सर्व उप-कुलसचिव, सहायक कुलसचिव.
- ४ सहायक कुलसचिव, प्रशासकीय उपकेन्द्र, मुंबई विद्यापीठ, थिना फॅरीस रोड, रतनागिरी - ४१५ ६१२.
- ५ कुलगुरुचे कार्यकारी सचिव.
- ६ प्र-कुलगुरु आणि कुलसचिव यांचे स्वीय सहायक.
- ७ कुलसचिव यांच्या कार्यालयातील निरतिराळ्या विभागांचे प्रमुख.
- ८ अभिलेखा विभाग (रेकॉर्ड सेक्शन) (१० पती)

UNIVERSITY OF MUMBAI

No. CONCOL/ 106 / of 2009.

CIRCULAR :

Attention is invited to this office circular No. घ.म./ 334, dated 30.7.2007 and घ.म./ 350, dated 16.8.2007. the judgement of Hon. High Court, Nagpur Bench circulated by the Desk Officer, Higher & Technical Education, Mantralaya, vide letter No. NGC/2008/(303/08)-Vishi-4, dated 17th March, 2009 in writ Petition Nos. 4266/2006, 5037/08, 4486/2007, 4386/07, 4500/07 and 462/2008 for information and necessary action and the letter address to the Principal Secretary, Government of Maharashtra, Higher & Technical Education Department, Mantralaya vide letter No. F.1-5/2009(RLA), dated 24th February, 2009 intimating that the qualifications and eligibility for appointment to the post of Lecturer will continue to be govern by the UGC notification No. F.1-1/2002(PS)Exemp., dated 14th June, 2006 till the issuance of revised notification of the UGC.

The Principals of aided and unaided Arts, Science, Commerce, Education and Law are specifically informed that they should make appointment of Lecturers / Teachers governed by the following two aspects:-

- 1) The appointment of lecturers/teachers shall be governed by the direction received from University Grants Commission and Government of Maharashtra as far as qualification to the post of Lecturer issued from time to time.
- 2) They should make mention of the above point No.1. in the advertisement, appointment letter and should take undertaking from the concerned teacher before issuing appointment order.

The Principals of aided and unaided Arts, Science, Commerce, Education and Law are also hereby informed that the UGC notification No. F.1-1/2002(PS) Exemp., dated 14th June, 2006 will remain operative till the issuance of revised notification of the UGC in the matter.

Mumbai – 400 032.
31st March, 2009.

(PRIN. K. VENKATARAMANI)
REGISTRAR

To,

The Principals of aided and unaided Arts, Science, Commerce, Education and Law Colleges.

No. CONCOL/ 106-A / of 2009.

31st March, 2009

Copy forwarded with compliments for information to :-

1. The Director, Board of College and University Development, University of Mumbai, Fort, Mumbai – 400 032.
2. The Controller of Examinations, Examination House, Vidyanaigari, Mumbai – 400 098.
3. All Deputy Registrars, Assistant Registrars
4. The Assistant Registrar, Ratnagiri Sub-Centre, Ratnagiri.
5. The Executive Secretary to the Vice-Chancellor and Personal Assistants to (i) the Pro-Vice-Chancellor and (ii) the Registrar
6. Record Section (10 copies)

(PRIN. K. VENKATARAMANI)
REGISTRAR

31/3/09

UNIVERSITY OF MUMBAI

No-CONCOL / 273 of 2010

CIRCULAR :-

Attention of the Principals of the aided and unaided affiliated colleges of Arts, Science, Commerce, Law and Education is hereby invited to the UGC notification No.F.1-1/2002(PS) Exemp dated 1st June, 2009, amending the Regulations (minimum qualification required for the appointment and Career Advancement Scheme of teachers in University and Institution affiliated to it) 3rd amendment, Regulation, 2009 which was accepted by the Academic Council at its meeting held on 7.8.2010 (vide Item No.7.1) and subsequently approved by the Management Council at its meeting held on 26.8.2010 (vide Item No.15), which reads as under :-

" NET/SLET shall remain the minimum eligibility condition for recruitment and appointment of lecturers in Universities/ Colleges/ Institutions.

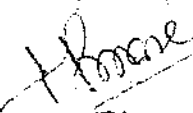
Provided, however, that candidates, who are or have been awarded Ph.D. degree in compliance of the "University Grants Commission (minimum standards and procedure for award of Ph.D. Degree), Regulation 2009, shall be exempt from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges/ Institutions."

The above Qualifications have been brought into force w.e.f.11.7.2009.

Further that the following candidates are also exempted from passing NET/SLET for recruitment and appointment as an Assistant Professor :-

- 1) Those who have been awarded Ph.D. degree before 11th July, 2009 under Ordinance of this University from time to time and other Universities recognised by the University Grants Commission would ~~also be exempted~~ from passing NET/SLET examination.
- 2) Those who have registered for the Ph.D. degree before 11th July, 2009 and will be awarded Ph.D. degree in due course of time from a recognised Universities by the University Grant Commission.
- 3) However, the orders issued by the University Grants Commission and the Government of Maharashtra from time to time in regard of qualifications shall be binding on the candidates recruited as Assistant Professors / Principals or on equivalent positions in Universities, Colleges and Institutions on the basis of Ph.D. degree.

Mumbai-400 032,
30th August, 2010


(L.R. MANE)
OFFG REGISTRAR

To,


The Principals of all affiliated Colleges in Arts, Science, Commerce, Law and Education, for information and necessary action.

111
2
No. CONCOIT 273-A of 2010

30th August, 2010

Copy forwarded with compliments for information to :-

1. The Secretary of the Management / Societies of aforesaid colleges
2. The Secretary to the Government of Maharashtra, Education & Employment Department, Mantralaya Annex, M. Cama Road, Mumbai - 400 032.
3. The Director, Department of Technical Education, Maharashtra State, Mahapalika Marg, Mumbai - 400 001.
4. The Joint Director of Education (Higher Education Grants) Mumbai
5. The Presiding Officer, College Tribunal for Mumbai and S.N.D.T. Women's Universities, University Building, East Wing, Second Floor, Fort, Mumbai - 400 032.
6. University of Mumbai College Principals Association, Dnyansadana College of Arts, Science and Commerce, Bhatwadi, Thane (W) - 400 604.
7. The Secretary, Association of Principals of Non-Government Colleges, University of Mumbai, Cro- Ramnarain Rua College, Matunga, Mumbai - 400 019 (two copies)
8. The General Secretary, Mumbai University and College Teachers Union, Mumbai University Club House, "5" Road, Churchgate, Mumbai - 400 020.
9. The Deans of faculties of Arts, Science, Commerce, Law & Education
10. Director, Board of College and University Development, University of Mumbai, Fort, Mumbai - 400 032.
11. The Executive Secretary to the Vice-Chancellor and the Personal Assistants to (i) the Pro-Vice-Chancellor (ii) the Registrar.
12. Record Section (10 copies)


(L.R. MANE)
OFFG. REGISTRAR



राज्यातील अकृषि विद्यापीठे व संलग्नित
अशासकीय अनुदानित महाविद्यालयातील
बिगर नेट/सेट अध्यापकांच्या सेवा नियमित
करून त्यांना अनुषंगिक लाभ देण्याबाबत.

महाराष्ट्र शासन
उच्च व तंत्र शिक्षण विभाग
शासन निर्णय क्रमांक: संकिर्ण-२०१२/(१३२/१२)/विशि-१,
मंत्रालय विस्तार भवन, मुंबई-४०००३२,
तारीख: २७ जून, २०१३

वाचा -

१. विद्यापीठ अनुदान आयोगाची अधिसूचना क्रमांक-एफ-१-११/८७/(सीपीपी), दि. १९ सप्टेंबर, १९९१
२. शासन निर्णय, उच्च व तंत्र शिक्षण विभाग क्रमांक दि.२३ ऑक्टोबर, १९९२.
३. विद्यापीठ अनुदान आयोगाची अधिसूचना क्रमांक-एफ-३-१/९४/(पीएस), दि. २४ डिसेंबर, १९९८
४. शासन निर्णय क्रमांक - एनजीसी-१२९८/(४६१९)/विशि-४, दिनांक ११ डिसेंबर, १९९९
५. विद्यापीठ अनुदान आयोगाचे पत्र क्रमांक -एफ-३-१/२०००/(पीएस), दि. ४ एप्रिल, २०००
६. शासन निर्णय क्रमांक - एनजीसी-१२०१/११८१५/(३८/०१)/विशि-४, दि. १८ ऑक्टोबर, २००१
७. शासन निर्णय क्रमांक - एनजीसी-२००९/(२४३/०९)/विशि-१, दिनांक १२ ऑगस्ट, २००९
८. विद्यापीठ अनुदान आयोगाचे पत्र क्रमांक -एफ-१-१/२००२/(पीएस),एक्झापं- पीएल.फाईज- रोमन चार, दि. १६ ऑगस्ट, २०११
९. विद्यापीठ अनुदान आयोगाचे पत्र क्रमांक -एफ-१-३/२०११/(पीएस),एक्झापं- दि. २६ ऑगस्ट, २०११
१०. विद्यापीठ अनुदान आयोगाचे पत्र क्रमांक -एफ-१-३/२०११/(पीएस), एक्झापं- दि. १५ मार्च, २०१२
११. विद्यापीठ अनुदान आयोगाचे पत्र क्रमांक -एफ-१-३/२०११/(पीएस), एक्झापं- दि. ११ मे, २०१२

प्रस्तावना -

देशातील शैक्षणिक धोरणामध्ये एकवाक्यता असावी या उद्देशाने केंद्र शासनाने विद्यापीठ अनुदान आयोग अधिनियम, १९५६ मधील तरतूदीनुसार विद्यापीठ अनुदान आयोगाची स्थापना केली. देशातील, विद्यापीठे व संलग्नित महाविद्यालयातील शिक्षणास प्रोत्साहित करणे, समन्वय राखणे आणि शिकवणे, परिक्षा व संशोधनाचा दर्जा राखण्यासाठी आवश्यक ती पावले उचलणे या आयोगाचे प्रमुख कार्य आहे. त्यानुसार देशातील शिक्षक पदांची अर्हता, पात्रता, अनुभव इत्यादी बाबी विद्यापीठ अनुदान आयोगाकडून निश्चित करण्यात येतात. शिक्षक संवर्गाच्या संदर्भात विद्यापीठ अनुदान आयोगाने विहित केलेली शैक्षणिक अर्हता, पात्रता व अनुभव इ. बाबींवर विचार करून त्या अर्हता व पात्रता राज्य शासनाकडून स्वीकारण्यात येतात व त्यानुसार त्याची अंमलबजावणी राज्यात करण्यात येते.

शासन निर्णय क्रमांक: संकिर्ण-२०१२/(१३२/१२)/विशि-१,

२. विद्यापीठ अनुदान आयोगाने संदर्भाधीन क्रमांक - १ येथील दि. १९ सप्टेंबर, १९९१ च्या अधिसूचनेद्वारे अकृषि विद्यापीठे व संलग्नित महाविद्यालयातील अधिव्याख्याता (सहायक प्राध्यापक) पदासाठी खालील प्रमाणे अर्हता विहित केली आहे:-

अ) उमेदवारांनी चांगल्या शैक्षणिक अहवालासह संबंधित विषयातील पदव्युत्तर पदवी किमान ५५ टक्के गुणांसह उत्तीर्ण केलेली असावी,

ब) याशिवाय विद्यापीठ अनुदान आयोग सी. एस. आय. आर. यांच्याकडून घेण्यात येणारी राष्ट्रीय पात्रता परीक्षा किंवा विद्यापीठ अनुदान आयोगाने अधिकृत केलेली समतुल्य पात्रता परीक्षा उत्तीर्ण केलेली असावी.

३. विद्यापीठ अनुदान आयोगाने दि. १९ सप्टेंबर, १९९१ च्या अधिसूचनेतील तरतुदी राज्य शासनाने संदर्भाधीन क्र. २ येथील दि. २३.१०.१९९२ च्या शासनानिर्णयान्वये राज्यात लागू केल्या आहेत.

४. केंद्रीय मनुष्यबळ विकास मंत्रालय व विद्यापीठ अनुदान आयोग यांच्या शिफारशीनुसार अकृषि विद्यापीठे व संलग्नित महाविद्यालयातील अध्यापकांना संदर्भाधीन क्र. ४ येथील दिनांक ११ डिसेंबर, १९९९ च्या शासननिर्णयान्वये पाचव्या वेतन आयोगानुसार सुधारित वेतन संरचना लागू करण्यात आली. सदर शासन निर्णयाद्वारे सुध्दा अधिव्याख्याता (सहायक प्राध्यापक) या पदासाठी अनिवार्य असलेल्या शैक्षणिक अर्हता / पात्रतेचा पुनरुच्चार करण्यात आला आहे, तो खालीलप्रमाणे:-

अ) उमेदवारांनी चांगल्या शैक्षणिक अहवालासह संबंधित विषयातील पदव्युत्तर पदवी किमान ५५ टक्के गुणांसह उत्तीर्ण केलेली असावी,

ब) याशिवाय विद्यापीठ अनुदान आयोगाची राष्ट्रीय पात्रता परीक्षा (NET) वा विद्यापीठ अनुदान आयोगाने अधिस्वीकृती दिलेली राज्यस्तरीय पात्रता परीक्षा (SLET) उत्तीर्ण केलेली असावी.

५. त्यानंतर विद्यापीठ अनुदान आयोगाने दि.४.४.२००० व १ जून, २००९ रोजीच्या विनियमाद्वारे सुध्दा अधिव्याख्याता (सहायक प्राध्यापक) पदासाठी विहित केलेल्या अर्हता व पात्रतामध्ये नेट / सेट परीक्षा उत्तीर्ण असणे किंवा संबंधित विषयातील पी.एच.डी. पदवी असणे अनिवार्य केलेले आहे.

६. राज्यात दि. १९ सप्टेंबर, १९९१ ते ३ एप्रिल, २००० या कालावधीमध्ये अधिव्याख्याता पदावर सुमारे ५१६० बिगर नेट / सेट उमेदवारांच्या नियुक्त्या करण्यात आल्या आहेत. अशा अधिव्याख्यातांना नेट/ सेट अर्हतेमधून सूट देण्याबाबतचे प्रस्ताव वेळोवेळी संबंधित विद्यापीठाने विद्यापीठ अनुदान आयोगाकडे पाठविले होते.

७. यासंदर्भात विद्यापीठ अनुदान आयोगाने त्यांच्या दि.८.७.२०११ च्या बैठकीमध्ये पुढील प्रमाणे निर्णय घेतल्याचे दि. १६ ऑगस्ट, २०११ च्या पत्रान्वये कळविले आहे. "The Commission deliberated on the issue regarding appointment of various teachers in the State of Maharashtra from September १९, १९९१ until April ३, २००० and resolved that all such appointments made on regular bases by various universities in the State of Maharashtra where the university has granted exemption to teachers from the requirement of NET in terms of the UGC Regulations, १९९१ and subsequent Notification dated २४.१२.१९९८ and where the

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representation has been forwarded to Commission seeking further approval in relation to such regular appointments made during the said period w.e.f. September १९, १९९९ till April ३, २००० is approved. It further resolved that a communication in this regard be sent to the universities concerned and the State of Maharashtra "

८. तसेच दिनांक २६ ऑगस्ट, २०११ च्या पत्रान्वये विद्यापीठ अनुदान आयोगाने खालील प्रमाणे कळविले आहे.

"As may be seen from the above decision of the Commission, the Commission has taken the said decision in respect of all such appointments made on regular basis by various universities during the period from September १९, १९९९ to April ३, २०००. Therefore the services of such teachers for all purposes should be counted from the date of their regular appointment."

९. त्यानंतर विद्यापीठ अनुदान आयोगाने दि. १५ मार्च, २०१२ च्या पत्रान्वये खालील प्रमाणे शासनास कळविले आहे:-

"The actual date of effect for grant of exemption to a particular candidates shall be the date of exemption actually granted by the universities to the concerned candidate appointed on "Regular Basis"

१०. त्यानंतर विद्यापीठ अनुदान आयोगाने दि. ११ मे, २०१२ च्या पत्रान्वये खालीलप्रमाणे शासनास कळविले आहे.

The actual date of grant of exemption shall be the date when exemption was granted by the universities to the candidates concerned appointed on regular basis during the period w.e.f. १९.०९.१९९९ to ०३.०४.२०००

११. विद्यापीठ अनुदान आयोगाच्या वरील सर्व निर्णयाच्या अनुषंगाने दि. १९ सप्टेंबर १९९९ ते ३ एप्रिल, २००० या कालावधीतील बिगर नेट / सेट अध्यापकांच्या सेवा नियमित करून त्यांना अनुषंगिक लाभ देण्याबाबतची ब-याच कालावधी पासून प्रलंबित होती.

१२. सदर कालावधीतील बिगर नेट/सेट अध्यापकांपैकी ज्या अध्यापकांनी दरम्यानच्या कालावधीत विद्यापीठ अनुदान आयोगाने विहित केलेली शैक्षणिक अर्हता प्राप्त केली आहे, त्यांना संदर्भाधीन क्र. ६ येथील दि. १८.१०.२००१ च्या शासननिर्णयातील तरतुदीप्रमाणे त्यांनी ज्या दिनांकास विहित अर्हता प्राप्त केली आहे, त्या दिनांकापासून त्यांची सेवा ग्राह्य धरून त्यांना अनुषंगिक लाभ मंजूर करण्यात आलेले आहेत.

तसेच ज्या बिगर नेट/सेट अध्यापकांनी त्यांच्या सेवा कालावधीत विद्यापीठ अनुदान आयोगाने अधिव्याख्याता पदासाठी वेळोवेळी विहित केलेली शैक्षणिक अर्हता/पात्रता (नेट/सेट, पीएच.डी./ एम. फील) प्राप्त केली नाही. अशा अध्यापकांना खालील अटीची पूर्तता करण्याच्या अधीन राहून त्यांचा सेवा शासन निर्णय निर्गमित झाल्याच्या दिनांकापासून सर्व प्रयोजनार्थ ग्राह्य धरण्यास मान्यता देण्याचा तसेच

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शासन निर्णय क्रमांक: संकिर्ण-२०१२/(१३२/१२)/विशि-१,

त्यांना नवीन परिभषित अंशदान निवृत्ती वेतन योजना लागू करण्यात यावी. असा निर्णय दि. ६.३.२०१३ रोजीच्या मंत्रिमंडळाच्या बैठकीत घेण्यात आला.

(अ) संबंधित अध्यापकाची नियुक्ती नियमित स्वरूपात (Regular Basis) असावी.

(ब) अध्यापक पदासाठी विहित केलेल्या सर्व कार्यपध्दतीचे अनुपालन करून संबंधित अध्यापकाची नियुक्ती केलेली असावी.

(क) संबंधित अध्यापकाची नियुक्ती नेट / सेट शैक्षणिक अर्हतेची अट वगळता इतर सर्व विहित अर्हता व अटीची पूर्तता करून विद्यापीठाकडून मान्यता देण्यात आलेली असावी.

(ड) संबंधित अध्यापकाचा प्रस्ताव विद्यापीठ अनुदान आयोगाच्या मान्यतेसाठी विद्यापीठाकडून सादर करण्यात आलेला असावा.

१३. मंत्रिमंडळाने घेतलेले उक्त निर्णय विचारात घेवून आवश्यक तो शासन निर्णय निर्गमित करण्याची बाब शासनाच्या विचाराधीन होती.

शासन निर्णय -

१४. प्रस्तावनेत नमूद केलेली परिस्थिती विचारात घेता विद्यापीठ अनुदान आयोगाची दिनांक १९.९.१९९१ ची अधिसूचना राज्यात दि. २३.१०.१९९२ च्या शासन निर्णयान्वये लागू करण्यात आली, त्यामुळे सदर शासन निर्णयातील तरतूदी दिनांक १९.९.१९९१ पासून पूर्वलक्षी प्रभावाने लागू करता येणार नाही. सबब दि. २३.१०.१९९२ पुर्वी नियुक्त झालेल्या अधिव्याख्यातांना विद्यापीठ अनुदान आयोगाच्या दिनांक १९.९.१९९१ च्या अधिसूचनेतील अर्हता लागू राहणार नाही.

१५. दिनांक २३.१०.१९९२ ते दिनांक ३.४.२००० या कालावधीतील ज्या बिगर नेट/सेट अध्यापकांना त्यांच्या सेवाकालावधीत विद्यापीठ अनुदान आयोगाने अधिव्याख्याता पदासाठी विहित केलेली शैक्षणिक अर्हता/पात्रता (नेट/सेट/पीएच.डी/एम.फील) प्राप्त केली नाही. अशा अध्यापकांना खालील अटीच्या अधीन राहून त्यांच्या सेवा सदर शासन निर्णय निर्गमित झाल्याच्या दिनांकापासून सर्व प्रयोजनार्थ ग्राह्य धरण्यास शासन मान्यता देत आहे.

(अ) संबंधित अध्यापकाची नियुक्ती नियमित स्वरूपात (Regular Basis) असावी.

(ब) संबंधित अध्यापकाची नियुक्ती विहित केलेल्या सर्व कार्यपध्दतीचे अनुपालन करून केलेली असावी.

(क) संबंधित अध्यापकाच्या नियुक्तीस नेट / सेट अर्हतेची अट वगळता इतर सर्व विहित अर्हता व अटीची पूर्तता करून विद्यापीठाकडून मान्यता देण्यात आलेली असावी.

(ड) संबंधित अध्यापकाचा प्रस्ताव विद्यापीठ अनुदान आयोगाच्या मान्यतेसाठी विद्यापीठाकडून सादर करण्यात आलेला असावा.

१६. दिनांक २३.१०.१९९२ ते ३.४.२००० या कालावधीतील अध्यापकांची प्रकरणे गुणवत्तेवर तपासण्यासाठी संबंधित विभागीय सहसंचालक, उच्च शिक्षण यांनी त्यांच्या अध्यक्षतेखाली समिती गठीत करावी. सदर छाननी समितीने संबंधित अध्यापकांच्या निवडीच्या जाहीराती पासून नियुक्ती

आदेशापर्यंतची सर्व कार्यवाही नियमानुसार झाली किंवा कसे तसेच पद रिक्त असणे, सामाजिक आरक्षणाचे पालन होणे व तत्सम सर्व बाबींची काटेकोरपणे तपासणी करून त्याचा स्वयंस्पष्ट अहवाल संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे यांना सादर करावा व त्यानंतर संचालकस्तरावर अंतिम मान्यता देण्यात यावी.

१७. तसेच उक्त कालावधीतील ज्या अध्यापकांना त्यांची पूर्वीची सेवाग्राह्य धरून यापूर्वी प्राचार्य किंवा तत्सम पदावर नियुक्ती दिली असल्यास, त्याचप्रमाणे प्रचलित नियमानुसार अनुज्ञेय असलेल्या वेतनवाढी व त्यानुसार अदा करण्यात येत असलेले वेतन अबाधित राहिल. ह्या दोन मुद्द्यां संदर्भात स्वतंत्र आदेश निर्गमित करण्यात येतील.

१८. सदर अध्यापकांच्या सेवा शासन निर्णय निर्गमित झाल्याचा दिनांकापासून सर्व प्रयोजनार्थ ग्राह्य धरण्याचा निर्णय घेण्यात आला असल्यामुळे या अध्यापकांना शासन निर्णय निर्गमित झाल्याच्या दिनांकापासून नवीन परिभाषित अंशदान निवृत्तीवेतन योजना लागू राहिल.

१९. हा शासन निर्णय वित्त विभागाच्या अनौपचारिक संदर्भ क्रमांक - अनौसं-८५/१३/सेवा-४ दिनांक १७ जून, २०१३, सा. प्र. वि. च्या अ. स. क्र. ८७३/२०१२/ बारा दिनांक २२.५.२०१२ व विधी व न्याय विभागाच्या अ. स. क्र. ३९९-२०१२-ई दिनांक २२ मे, २०१२ अन्वये त्या विभागाने दिलेल्या सहमतीने निर्गमित करण्यात येत आहे.

सदर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या संकेतस्थळावर उपलब्ध करण्यात आला असून त्याचा संकेतांक २०१३०६१८१६५३११६७०८ असा आहे. हा आदेश डिजीटल स्वाक्षरीने साक्षांकित करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

Vikas
Thulshiram
Kadam

Digitally signed by Vikas Thulshiram
Kadam
DN: c=IN, o=Government of
Maharashtra, ou=Higher & Technical
Education, postalCode=400032,
st=Maharashtra, cn=Vikas Thulshiram
Kadam
Date: 2013.07.06 11:54:07 +05'30'

(विकास तु. कदम)

कार्यासन अधिकारी, महाराष्ट्र शासन.

प्रत,

१. मा.राज्यपाल तथा कुलपती यांचे सचिव, राजभवन मलबार हिल, मुंबई,
२. मा. मुख्यमंत्री यांचे प्रधान सचिव, मंत्रालय, मुंबई
३. मा. उप मुख्यमंत्री यांचे सचिव, मंत्रालय, मुंबई,
४. सर्व अकृषि विद्यापीठांचे कुलगुरु,
५. सर्व अकृषि विद्यापीठांचे कुलसचिव,
६. संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे,



शासन निर्णय क्रमांक संकिर्ण-२०१२/(१३२/१२)/विशि-१,

७. सर्व विभागीय सह संचालक, उच्च शिक्षण,
८. महालेखापाल (लेखा व अनुज्ञेयता)-१ महाराष्ट्र, मुंबई (५ प्रती),
९. महालेखापाल (लेखा परीक्षा)-१ महाराष्ट्र, मुंबई (५ प्रती),
१०. महालेखापाल (लेखा व अनुज्ञेयता)-२, नागपूर, मुंबई (५ प्रती),
११. महालेखापाल (लेखा परीक्षा)-२ नागपूर, मुंबई (५ प्रती),
१२. संचालक, लेखा व कोषागारे, (५ प्रती),
१३. अधिदान व लेखा अधिकारी, मुंबई,
१४. सर्व जिल्हा कोषागार अधिकारी,
१५. सर्व अवर सचिव / कक्ष अधिकारी, उच्च व तंत्र शिक्षण विभाग, मुंबई,
१६. वित्त विभाग (व्यय-५)
१७. सामान्य प्रशासन विभाग,
१८. विधी व न्याय विभाग
१९. निवड नस्ती.

मुंबई विद्यापीठ

क. घ.म./ १९ / २०१३ - २०१४

परिपत्रक :-

मुंबई विद्यापीठाशी संलग्नीत सर्व अशासकीय अनुदानित व विनाअनुदानित कला, वाणिज्य, विज्ञान, विधी, अध्यापक, नृत्य, गृह विज्ञान आणि समाजकार्य महाविद्यालयांचे प्राचार्य व महाविद्यालयातर्फे संबंधित संस्थेचे अध्यक्ष / सचिव यांना कळविण्यात येते की, उच्च व तंत्रशिक्षण विभागामार्फत निर्गमित केलेले शासन निर्णय क्रमांक संकिर्ण-२०१२/(१३२/१२)/विशि-१, दिनांक २७ जून २०१३, अन्वये अनुदानित व विनाअनुदानित महाविद्यालयात नेमणुकीच्यावेळी अर्हता प्राप्त नसलेले व दि. १९.०९.१९९१ ते दि. ०३.०४.२००० पर्यंतच्या कालखंडात ज्या शिक्षकांच्या नेमणुका करण्यात आलेल्या आहेत त्यांच्या सेवा नियमित करावयाच्या आहेत. सदरबाबत शासनस्तरावर छाननी प्रक्रिया सुरु करण्यात आलेली आहे व शासनस्तरावरील प्रक्रिया पूर्ण झाल्यानंतर विद्यापीठस्तरावर पुढील प्रक्रिया करावी लागणार आहे. यास्तव, खालील तीन वर्गावर्गांच्या अनुषंगाने संबंधित महाविद्यालयांनी सदर कालखंडात केलेल्या नियमित व स्थानिक निवड समितीमार्फत करण्यात आलेल्या नेमणुकांची माहिती विद्यापीठास द्यावयाची आहे. त्यामुळे खाली नमुद केलेल्या "अ", "ब", "क" व "ड" जोडपत्रांच्या अनुषंगाने जे शिक्षक महाविद्यालयात कार्यरत आहेत किंवा होते त्यांचे परिपूर्ण प्रस्ताव सर्व कागदपत्रांसह महाविद्यालयांनी विद्यापीठास पाठवावे. आवश्यक आहे.

- १) दिनांक १९.०९.१९९१ ते दि. २३.१०.१९९२ पर्यंत ज्या अधिव्याख्यात्यांच्या नेमणुका झालेल्या आहेत व ज्यांना विद्यापीठाने मान्यता दिलेली आहे अशा अधिव्याख्यातांचे प्रस्ताव सोबत जोडलेल्या जोडपत्र "अ" सह आवश्यक असलेल्या कागदपत्रांची पूर्तता करून विद्यापीठास पुढील कार्यवाहीसाठी पाठवावे.
- २) दिनांक २४.१०.१९९२ ते दिनांक ०३.०४.२००० या कालखंडामध्ये ज्या अधिव्याख्यातांच्या नेमणुका झालेल्या आहेत व त्यांनी त्यांच्या सेवाकाळात नेट / सेट किंवा एम.फील. किंवा पीएच.डी. पात्रता धारण केलेली आहे अशा अधिव्याख्यातांचे प्रस्ताव सोबत जोडलेल्या जोडपत्र "ब" सह आवश्यक असलेल्या कागदपत्रांची पूर्तता करून विद्यापीठास पुढील कार्यवाहीसाठी पाठवावे.
- ३) तसेच ज्या अधिव्याख्यातांच्या नेमणुका दिनांक २४.१०.१९९२ ते दिनांक ०३.०४.२००० या कालखंडामध्ये महाविद्यालयात करण्यात आलेल्या आहे व त्यांनी त्यांच्या सेवाकाळात आजपावेतो नेट / सेट किंवा एम.फील. किंवा पीएच.डी. परिक्षा उत्तीर्ण केलेली नाही अशा अधिव्याख्यातांचे प्रस्ताव सोबत जोडलेल्या प्रपत्र "क" सह आवश्यक असलेल्या कागदपत्रांची पूर्तता करून विद्यापीठास पुढील कार्यवाहीसाठी पाठवावे.
- ४) तसेच ज्या अधिव्याख्यात्यांच्या नेमणुका दिनांक १९.०९.१९९१ ते ०३.०४.२००० या कालखंडात करण्यात आलेल्या आहेत व ज्यांना विद्यापीठाने नेट / सेट परिक्षा उत्तीर्ण होण्याच्या अटीवर मान्यता दिलेली आहे व तद्नंतर ज्यांना विद्यापीठ अनुदान आयोगाच्या फेब्रुवारी, २००८ व नोव्हेंबर, २००८ रोजीच्या पत्रान्वये नेट / सेट परिक्षेतून सूट दिलेली आहे व त्या आधारे विद्यापीठाने पत्रिक्षा कालखंडासाठी मान्यता दिलेली आहे अशा अधिव्याख्यातांचे प्रस्ताव सोबत जोडलेल्या प्रपत्र "ड" सह आवश्यक असलेल्या कागदपत्रांची पूर्तता करून विद्यापीठास पुढील कार्यवाहीसाठी पाठवावे.

यास्तव, सर्व संलग्नीत अशासकीय अनुदानित व विना अनुदानित महाविद्यालयांचे प्राचार्य व महाविद्यालयातर्फे संबंधित संस्थेचे अध्यक्ष / सचिव यांना विनंती करण्यात येते की, दिनांक १९.०९.१९९१ ते ०३.०४.२००० पर्यंतच्या कालावधीत त्यांच्याकडे कार्यरत असलेल्या व सध्या कार्यरत नसलेल्या अधिव्याख्यात्यांचे परिपूर्ण प्रस्ताव जोडपत्र "अ", "ब", "क" व "ड" सह विद्यापीठास दिनांक ३० डिसेंबर, २०१३ पर्यंत पाठवावेत. महाविद्यालयांकडून अपूर्ण प्रस्ताव प्राप्त झाल्यास व वरिलप्रमाणे प्रस्ताव सादर न केल्यास त्यावर कोणतीही कार्यवाही करण्यात येणार नाही व त्यास सर्वस्वी संबंधित महाविद्यालय जबाबदार राहील याची कृपया नोंद घ्यावी.

वरिल बाबत काही शंका असल्यास पुढील दुरध्वनी क्रमांकांशी संपर्क साधावा :-
०२२-२२७०८७४१ व २२६७१४३०.

मुंबई - ४०० ०३२.
दिनांक :- १८-११-१३.

(डॉ. एम.ए. खान)
कुलसचिव

प्रति,

मुंबई विद्यापीठाशी संलग्नीत सर्व अशासकीय अनुदानित व विनाअनुदानित कला, वाणिज्य, विज्ञान, विधी, अध्यापक, नृत्य, गृह विज्ञान आणि समाजकार्य महाविद्यालयांचे प्राचार्य व महाविद्यालयातर्फे संबंधित संस्थेचे अध्यक्ष/ सचिव यांचे माहितीसाठी आणि पुढील कार्यवाहीसाठी.

प्रत माहितीसाठी खाना :-

१. मा. संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे - ४११ ००१.
२. मा. सह संचालक, मुंबई विभाग, मुंबई - ४०० ००१.
३. मा. सह संचालक, पनवेल विभाग, पनवेल, जिल्हा - रायगड.
४. मा. विकास तु. कदम, कक्ष अधिकारी, उच्च व तंत्र शिक्षण विभाग, मंत्रालय विस्तार भवन, मुंबई - ४०० ०३२.
५. मा. कुलगुरूचे कार्यकारी सचिव, मुंबई विद्यापीठ, मुंबई - ४०० ०३२.
६. स्वीय सहायक, प्र-कुलगुरू मुंबई विद्यापीठ, मुंबई - ४०० ०३२.
७. स्वीय सहायक, कुलसचिव, मुंबई विद्यापीठ, मुंबई - ४०० ०३२.
८. संचालक, महाविद्यालये व विद्यापीठ विकास मंडळ, मुंबई विद्यापीठ, मुंबई - ४०० ०३२.
९. अभिलेखा विभाग (रेकॉर्ड सेक्शन) (१० प्रती)
१०. दि. जनरल सेक्रेटरी, बॉम्बे युनिवर्सिटी अँड कॉलेज टिचर्स युनियन (बुकट्ट), मुंबई विद्यापीठ क्लब हाऊस, बी रोड, चर्चगेट, मुंबई - ४०० ०२०.
११. युनिवर्सिटी ऑफ मुंबई कॉलेज प्रिन्सिपल्स असोसिएशन, ज्ञानसाधना कॉलेज ऑफ आर्ट्स, सायन्स अँड कॉमर्स, ईस्टर्न एक्सप्रेस हायवे, इटरनिटी मॉलच्या शेजारी, ठाणे (पश्चिम) - ४०० ६०४.
१२. दि. जनरल सेक्रेटरी, मुंबई युनिवर्सिटी अँड कॉलेज टिचर्स युनियन, महाराष्ट्र अँडर प्रिविलेज टिचर्स असोसिएशन (मुफ्ता), आझाद नगर, अपना बाजार, अंधेरी (पश्चिम), मुंबई.

(डॉ. एम.ए. खान)
कुलसचिव

UNIVERSITY OF MUMBAI

प्रश्न - ब'

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SUMMARY OF APPOINTMENT OF ASSISTANT PROFESSOR / LIBRARIAN FOR APPROVAL MADE BETWEEN THE PERIOD FROM 24.10.1992 TO 03.04.2000 WHO HAVE PASSED THE NET/SET/M.PHIL./PH.D.

To be submitted to University along with the attested documents mentioned below with the proposal of each teacher

(As per Government Resolution No. Sankirna - 2012 / (132 / 12) / Vishi - 1, Dated 27th June, 2013)

Name of the Teacher :- _____ Subject :- _____

Sr. No.	Particulars	Details	Page No.
1.	Whether the original seven page report for consideration is attached?		
2.	a) Whether the Government NOC is obtained? b) If yes, photo copy enclosed?	a) b)	
3.	a) Whether the draft advertisement is approved by the University? b) If yes, copy of the approved draft is attached?	a) b)	
4.	a) Whether the advertisement is published in the national level news paper? b) If yes, photo copy of the same is enclosed? c) Mention the name of the Newspaper & Date	a) b) c)	
5.	Whether the constitution of Selection committee is after One month from the date of publication of advertisement? Mention the date.		
6.	a) Whether the post is reserved for any category? Specify. b) Whether the candidate selected belongs to the same category? c) Copy of Caste certificate attached?	a) Yes / No Category :- b) c)	
7.	a) Whether the Vice-Chancellor's nominee was present? b) Whether the Joint Director nominee was present? c) Whether the Subject experts were present? d) Whether there is quorum in the selection committee?	a) b) c) d)	
8.	Whether the Photo copy of the selection committee report is attached?		
9.	Whether the copy of the selection committee Marking Scheme is attached?		
10.	a) Whether the recommendation of the selection committee is accepted by the University? (In case of Non-Minority Colleges only). b) If yes, photo copy enclosed?	a) b)	
11.	a) Whether attested copies of educational qualification are attached? b) If yes, whether the details with dates of declaration of the results in 7 pages report are mentioned.	a) b)	
12.	Whether the candidate has acquired the Qualification i.e. NET/SET/Ph.D. till date in due course of time, if yes, mention with the date.		
13.	a) whether the candidate has acquired the M.Phil. degree between 24/10/1992 to 10/07/2009? b) whether the candidate has acquired M.Phil. degree after 11/07/2009 to till date?	a) b)	
14.	Whether the NET/SET/Ph.D. verification certificate is attached, If applicable?		
15.	Whether the College has submitted a certificate of the minority status issued by the Government, year to year and then permanent or permanent whichever is applicable?		
16.	Whether the marriage certificate / Name change document is attached, if applicable?		
17.	Whether the copy of appointment letter issued to the teacher by the College is attached?		
18.	Whether the copy of joining report of the teacher concerned in this college is attached?		
19.	Date & type of Appointment/s		
20.	A) Whether the University has approved the appointment on any of the following basis:- a) Local appointment b) year to year basis c) till pass NET/SET d) probation basis e) M.Phil. basis f) Ph.D. basis g) exempted by UGC in case of concerned teacher? B) If yes, enclosed the photo copies of all the approval letters?	A) a) b) c) d) e) f) g) g) B)	
21.	Whether the college has submitted the proposal for exemption for passing the NET/SET examination to the University? a) If yes, enclosed the photo copy of the letter?		
22.	Any other information.		

Seal and Signature of the Principal of the College: _____

UNIVERSITY OF MUMBAI

प्रश्न - क

SUMMARY OF APPOINTMENT OF ASSISTANT PROFESSOR / LIBRARIAN FOR APPROVAL MADE BETWEEN THE PERIOD FROM 24.10.1992 to 03.04.2000 AND WHO HAVE NOT PASSED THE NET/SET/M.PHIL./PH.D.

To be submitted to University along with the attested documents mentioned below with the proposal of each teacher

(As per Government Resolution No. Sankirna - 2012 / (132 / 12) / Vishi - 1, dated 27th June, 2013)

Name of the Teacher :- _____ Subject :- _____

Sr. No.	Particulars	Details	Page No.
1	Whether the original seven page report for consideration is attached?		
2.	a) Whether the Government NOC is obtained? b) If yes, photo copy enclosed?	a) b)	
3.	a) Whether the draft advertisement is approved by the University? b) If yes, copy of the approved draft is attached?	a) b)	
4.	a) Whether the advertisement is published in the national level news paper? b) If yes, photo copy of the same is enclosed? c) Mention the name of the Newspaper & Date	a) b) c)	
5.	Whether the constitution of Selection committee is after One month from the date of publication of advertisement? Mention the date.		
6.	a) Whether the post is reserved for any category? Specify. b) Whether the candidate selected belongs to the same category? c) Copy of Caste certificate attached?	a) Yes / No. Category :- b) c)	
7.	a) Whether the Vice-Chancellor's nominee was present? b) Whether the Joint Director nominee was present? c) Whether the Subject experts were present? d) Whether there is quorum in the selection committee?	a) b) c) d)	
8.	Whether the Photo copy of the selection committee report is attached?		
9.	Whether the copy of the selection committee Marking Scheme is attached?		
10.	a) Whether the recommendation of the selection committee is accepted by the University? (In case of Non-Minority Colleges only). b) If yes, photo copy enclosed?	a) b)	
11.	a) Whether attested copies of educational qualification are attached? b) If yes, whether the details with dates of declaration of the results in 7 pages report are mentioned.	a) b)	
12.	Whether the College has submitted a certificate of the minority status issued by the Government, year to year and then permanent or permanent whichever is applicable?		
13.	Whether the marriage certificate / Name change document is attached, if applicable?		
14.	Whether the copy of appointment letter issued to the teacher by the College is attached?		
15.	Whether the copy of joining report of the teacher concerned in this college is attached?		
16.	Date & type of Appointment/s		
17.	A) Whether the University has approved the appointment on any of the following basis:- a) Local appointment b) year to year basis c) till pass NET/SET d) probation basis e) exempted by UGC in case of concerned teacher? B) If yes, enclosed the photo copies of all the approval letters?	A) a) b) c) d) e) B)	
18.	Whether the college has submitted the proposal for exemption for passing the NET/SET examination to the University? a) If yes, enclosed the photo copy of the letter?		
19.	Any other information.		

Seal and Signature of the Principal of the College: _____

UNIVERSITY OF MUMBAI

पत्र - 'ड'



SUMMARY OF APPOINTMENT OF ASSISTANT PROFESSOR / LIBRARIAN FOR APPROVAL MADE BETWEEN THE PERIOD FROM 19.09.1991 TO 03.04.2000 AND WHO HAVE BEEN EXEMPTED FROM PASSING THE NET/SET EXAMINATION AS PER THE UGC LETTERS OF FEBRUARY, 2008 AND NOVEMBER, 2008

To be submitted to University along with the attested documents mentioned below with the proposal of each teacher

(As per Government Resolution No. Sankirna - 2012 / (132 / 12) / Vrshi - 1, dated 27th June, 2013)

Name of the Teacher :- _____ Subject :- _____

Sr. No.	Particulars	Details	Page No.
1.	Whether the original seven page report for consideration is attached?		
2.	a) Whether the Government NOC is obtained? b) If yes, photo copy enclosed?	a) b)	
3.	a) Whether the draft advertisement is approved by the University? b) If yes, copy of the approved draft is attached?	a) b)	
4.	a) Whether the advertisement is published in the national level news paper? b) If yes, photo copy of the same is enclosed? c) Mention the name of the Newspaper & Date	a) b) c)	
5.	Whether the constitution of Selection committee is after One month from the date of publication of advertisement? Mention the date.		
6.	a) Whether the post is reserved for any category? Specify. b) Whether the candidate selected belongs to the same category? c) Copy of Caste certificate attached?	a) Yes / No. Category :- b) c)	
7.	a) Whether the Vice-Chancellor's nominee was present? b) Whether the Joint Director nominee was present? c) Whether the Subject experts were present? d) Whether there is quorum in the selection committee?	a) b) c) d)	
8.	Whether the Photo copy of the selection committee report is attached?		
9.	Whether the copy of the selection committee Marking Scheme is attached?		
10.	a) Whether the recommendation of the selection committee is accepted by the University? (In case of Non-Minority Colleges only). b) If yes, photo copy enclosed?	a) b)	
11.	a) Whether attested copies of educational qualification are attached? b) If yes, whether the details with dates of declaration of the results in 7 pages report are mentioned.	a) b)	
12.	a) whether the candidate has acquired the M.Phil. degree between 24/10/1992 to 10/07/2009? b) whether the candidate has acquired M.Phil. degree after 11/07/2009 to till date?	a) b)	
13.	Whether the candidate has acquired the Qualification i.e. NET/SET/Ph.D. till date in due course of time, if yes, mention with the date.		
14.	Whether the NET/SET/Ph.D. verification certificate is attached, if applicable?		
15.	Whether the College has submitted a certificate of the minority status issued by the Government, year to year and then permanent or permanent whichever is applicable?		
16.	Whether the marriage certificate / Name change document is attached, if applicable?		
17.	Whether the copy of appointment letter issued to the teacher by the College is attached?		
18.	Whether the copy of joining report of the teacher concerned in this college is attached?		
19.	Date & type of Appointment/s		
20.	A) Whether the University has approved the appointment on any of the following basis:- a) Local appointment b) year to year basis c) till pass NET/SET d) probation basis e) M.Phil. basis f) Ph.D. basis g) exempted by UGC in case of concerned teacher? B) If yes, enclosed the photo copies of all the approval letters?	A) a) b) c) d) e) f) g) B)	
21.	Whether the college has submitted the proposal for exemption for passing the NET/SET examination to the University? a) If yes, enclosed the photo copy of the letter?		
22.	Any other information.		

Seal and Signature of the Principal of the College: _____

मुंबई विद्यापीठ

क्र.घ.म./ 25 / २०१४-२०१५

परिपत्रक :-

मुंबई विद्यापीठाशी संलग्नित सर्व अशासकीय अनुदानित व कायम विना-अनुदानित कला, वाणिज्य, विज्ञान, विधी, अध्यापक, समाजशास्त्र, गृहविज्ञान व नृत्य महाविद्यालयातील प्राचार्यांच्या असे निदर्शनास आणून देण्यात येते की, दिनांक १९/०९/१९९१ ते ०३/०४/२००० या कालखंडामध्ये नेट/सेट नसलेल्या पण ३१ डिसेंबर, १९९३ पूर्वी एम. फील. पदवी प्राप्त किंवा पीएच.डी. प्रबंध सादर केला असल्यामुळे अधिव्याख्यात्यांच्या नेमणूक महाविद्यालयात करण्यात आलेल्या आहेत. त्याचबरोबर नेट/सेट/एम.फील. किंवा पीएच.डी. नसलेल्यांच्या देखील नियुक्त्या करण्यात आलेल्या होत्या. अशा ज्या अधिव्याख्यातांनी त्यांच्या सेवाकालखंडात एम.फील. पदवी प्राप्त केलेली आहे, त्या अधिव्याख्यात्यांना एम.फील. पदवी प्राप्त केलेल्या दिनांकापासून विद्यापीठाने विद्यापीठ अनुदान आयोगाच्या दुसऱ्या सुधारणा अन्वये म्हणजे १४ जून, २००६ अन्वये वेळेवेळी मान्यता दिलेल्या आहेत.

उपरोक्त कालखंडातील नेमलेल्या अधिव्याख्यात्यांनी ३१/१२/१९९३ नंतर व १४/०६/२००६ पूर्वी एम. फिल. केले असताना त्यांच्या नेमणुकीस एम. फिल पदवी प्राप्त केल्याच्या दिनांकापासून विद्यापीठातर्फे देण्यात आलेल्या नियमित मान्यतेस मा. शिक्षण सहसंचालक, पनवेल विभाग यांनी त्यांचे पत्र क्र. JDHE/KVP/2013-14/1381 dated 10/10/2013 अन्वये आक्षेप घेतला आहे. १९/०९/१९९१ ते ०३/०४/२००० या दरम्यान नियमित नेमणूक झालेल्या ज्या अधिव्याख्यात्यांनी ०१/०१/१९९४ ते १४/०६/२००६ या कालखंडात एम.फील. पदवी प्राप्त केलेली आहे व ज्यांना एम.फील. पदवी प्राप्त केल्याच्या दिनांकापासून नियमित मान्यता देण्यात आलेल्या आहेत, अशा अधिव्याख्यात्यांच्या नेमणुका या त्या तारखेपासून न देता विद्यापीठ अनुदान आयोग च्या द्वितीय दुरुस्तीच्या दिनांकापासून म्हणजेच १४/०६/२००६ पासून देणे आवश्यक आहे. त्या अनुषंगाने अशा दिलेल्या सर्व मान्यता पत्रांमध्ये योग्य ते बदल केल्याशिवाय घेतननिश्चिती तसेच कॅस अंतर्गत पदोन्नती मान्य करणार नसल्याचे त्यांनी स्पष्ट केले आहे. तसेच या विषयी शासनस्तरावर देखील माहिती प्राप्त करून घेतली असता विद्यापीठ अनुदान आयोगाने दुसरी सुधारणा १४ जून, २००६ रोजी निर्गमित केली असून त्यामध्ये पूर्वलक्षी प्रभावाने ती लागू करण्याची कोठेही उल्लेख नसल्यामुळे १४ जून, २००६ पासूनच लागू आहे असे त्यांनी स्पष्ट केले.

त्यामुळे संलग्नित सर्व महाविद्यालयांच्या प्राचार्यांना कळविण्यात येते की, ज्या अधिव्याख्यात्यांच्या नेमणूक १९/०९/१९९१ ते ३/०४/२००० या कालखंडात नेट/सेट परिक्षा उत्तीर्ण करण्याच्या अटीवर करण्यात आलेल्या आहेत व ३१/१२/१९९३ नंतर त्यांपैकी ज्यांना विद्यापीठाने एम. फिल पदवी प्राप्त केल्याच्या तारखेपासून नियमित मान्यता दिलेली आहे अशा सर्व नेमणूकीच्या मान्यता या परिपत्रकाद्वारे विद्यापीठामार्फत रद्द करण्यात येत आहेत.

त्यामुळे आपणांस सूचित करण्यात येते की, आपल्या महाविद्यालयातील ज्या शिक्षकांनी ३१ डिसेंबर, १९९३ नंतर एम. फिल पदवी प्राप्त केलेली आहे व ज्यांना विद्यापीठाने एम.फील. पदवी प्राप्त झाल्याच्या दिनांकापासून मान्यता दिलेली आहे, अशा सर्व अधिव्याख्यातांचे पारंपूर्ण प्रस्ताव सोबत जोडलेल्या जोडपत्रातील कागदपत्रांसह सुधारित मान्यतेकरिता पुन्हा विद्यापीठास सादर करावेत. जेणेकरून विद्यापीठ स्तरावर त्यांच्या मान्यता विद्यापीठ अनुदान आयोगाच्या द्वितीय दुरुस्ती दि. १४/०६/२००६ नुसार नियमित करण्यात येतील व सुधारित मान्यता पत्रे देण्यात येतील व तदनंतर त्यांच्या पदोन्नतीबाबतची उचित कार्यवाही मान्यतेच्या सुधारित तारखेनुसार करण्यात येईल.

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ज्या अधिव्याख्यातांचे सदरचे प्रस्ताव महाविद्यालयांकडून विद्यापीठास प्राप्त होणार नाहीत व जर भविष्यात त्यांच्या मान्यतेबाबत काही आक्षेप आल्यास त्यास सर्वस्वी महाविद्यालय जबाबदार राहिल, याची कृपया नोंद घ्यावी.

मुंबई - ४०० ०३२.

दिनांक :- १९/११/१५

(डॉ. एम. ए. खान)
कुलसचिव
मुंबई विद्यापीठ

प्रति,

मुंबई विद्यापीठाशी संलग्नित सर्व अशासकीय अनुदानित व कायम विना-अनुदानित कला, वाणिज्य, विज्ञान, विधी, अध्यापक, समाजशास्त्र, गृहविज्ञान व नृत्य महाविद्यालयांचे प्राचार्य व महाविद्यालयातर्फे संबंधित संस्थांचे अध्यक्ष/ सचिव यांचे माहितीसाठी आणि पुढील कार्यवाहीसाठी.

प्रत माहितीस्तव सादर :-

१. मा. श्री विकास कदम, कार्यासन अधिकारी, महाराष्ट्र शासन, उच्च व तंत्रशिक्षण विभाग, मंत्रालय विस्तार भवन, मुंबई - ४०० ०३२.
२. मा.डॉ. प्र. रा. गायकवाड, शिक्षण संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे-४११ ००१.
३. मा. सह-संचालक, मुंबई विभाग, महापालिका मार्ग, मुंबई - ४०० ००१.
४. मा. सह-संचालक, कोकण विभाग, पनवेल, जिल्हा - रायगड - ४१० २०६.
५. कुलगुरूंचे कार्यकारी सचिव, मुंबई विद्यापीठ, फोर्ट, मुंबई - ४०० ०३२.
६. स्वीय सहाय्यक, प्र-कुलगुरू, मुंबई विद्यापीठ, फोर्ट, मुंबई - ४०० ०३२.
७. स्वीय सहाय्यक, कुलसचिव, मुंबई विद्यापीठ, फोर्ट, मुंबई - ४०० ०३२.
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