



অসম কলেজ শিক্ষক সংস্থা

ASSAM COLLEGE TEACHERS' ASSOCIATION

Regd. No. 51/ 236/ 1956/ 57

Affiliated to All India Federation of University and College Teachers' Organisations

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Date: 23.09.2016

To
The Chairman,
7th UGC Pay Review Committee,
New Delhi

Sir,

Greetings from Assam College Teachers' Association

Assam College Teachers' Association (ACTA), an organisation of college teachers of Assam, is the second largest college teachers' organisation in India, with a member strength of approximately 7000 (seven thousand) college teachers working in 189 (one hundred and eighty nine) provincialised colleges of Assam. The Association was founded in 1949 keeping in view the main objective of contributing to improving the condition of higher education in Assam.

On behalf of ACTA, we take this opportunity to present our views with regard to the pay scales and service conditions of teachers working in Colleges in Assam. We hope that our views would be incorporated in the report of the UGC 7th Pay Review Committee. We believe that this Committee would bring out attractive and comprehensive recommendations of package of pay scales and service conditions with regard to the college teachers so as to retain young talents in this field of Higher Education.

As an affiliate of AIFUCTO we strongly support the views submitted by AIFUCTO before the Pay Review Committee in the meeting held on 21.09.2016 at New Delhi.

Following are our views on some key issues in this regard:

TOR I TO REVIEW THE IMPLEMENTATION OF THE PREVIOUS DECISION OF GOVERNMENT/UGC UNDER THE SCHEME OF REVISION OF PAY SCALES APPROVED FOR UNIVERSITY AND COLLEGE TEACHERS, LIBRARIANS, PHYSICAL EDUCATION PERSONNEL AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND IN THE PROCESS TO EVALUATE THE EXTENT TO WHICH THE EARLIER RECOMMENDATIONS IN RELATION TO QUALIFICATIONS, SERVICE CONDITIONS, PAY SCALES ETC. HAVE BEEN IMPLEMENTED:

In the implementation, the scheme differs from state to state and at times between universities and colleges and also between government and non-government colleges. Although the Government of India took undertakings from the different states while meeting the financial liability on account of pay revision to the extent of 80 per cent for the period 1.1.2006 to 31.3.2010, problems have been created in the actual implementation of pay scales. In the case of Assam, the Government till now has not made a provision to create the post of Professor in colleges. In implementing in CAS, a large section of college teachers were denied promotion who was appointed with some condition like clearing NET/SLET/M.Phil/Ph.D. At the same time the age of superannuation still remains 60 years which is against the spirit of the 6th Pay Review Committee and the UGC Regulation 2010.

TOR II

SUGGESTIONS REGARDING REVISION OF PAY SCALES & RELATED ISSUES with reference to TOR (ii)

I. REVISION OF PAY STRUCTURE

With a view to attract talent to university and college teaching and the nature of the work involved, previous Pay Review Committees gave slightly higher pay scales to university and college teachers vis-à-vis Central Services. For example, in Fifth Central Pay Scales, the minimum basic of a lecturer were revised from Rs 2200 to Rs 8000 although the general multiplier was 3.25. Similarly in Sixth Pay Commission Scales, a higher grade pay (GP) under the nomenclature of academic grade pay (AGP) was given to university and college teachers. For example, at the entry point in Pay Band 3 (15600-39100), the initial grade pay for central government employees was 5400 while for Assistant Professor, it was 6000. At the next stage, for central government employees, it was 6600 while for Assistant Professor it was 7000. And, at the next stage, for central government employees, it was 7600 and for Assistant

Professor it was 8000. Similarly, at the level of Associate Professor, that is in pay band 4 (37400-67000), the first two stages for central government employees were at grade pay of 8700 and 8900, while the AGP for Associate Professor is 9000. The same approach needs to be carried forward. This will require creation of a separate higher level for assistant professor at stage 1, 2 and 3 than the level 10,11, 12 for central government employees. While working out this level, correction of anomaly arising out of missing minimum pay at stage 2 and 3 of Assistant Professor should be kept in mind.

i. ASSISTANT PROFESSOR

During the Pay Revision of 1996, the pay of a Lecturer was revised from Rs. 2,200/- to Rs. 8,000/- considering the nature of work a teacher undertakes, although a general multiplier of 3.25 used for other employees. During 2006 Pay Revision also, considering the working conditions, higher Academic Grade Pays were given to the university & college teachers. In PB-3, they were given a higher AGP of Rs.6,000/- at the entry stage instead of Rs.5,400/- applicable for employees. In fact Prof.Chadda Committee recommended a grade pay of Rs.6600 for Assistant Professor at the entry level, Rs.7200 for stage 2.

In the 2006 pay revision the minimum pay for different Grade Pay were stipulated for employees as follows:-

Grade Pay	Minimum Pay in PB
5400	15600
6600	18750
7600	21900

But similar minimum pay were not fixed for College Teachers. Hence, the College Teachers whose AGPs are higher than the corresponding GPs applicable for employees, had to receive lesser pay than employees during each CAS.(The illustrations are given in the 2006 pay revision anomaly)

ii. ASSOCIATE PROFESSOR

The position of Associate Professor also suffered due to missing minimum pay in the pay band vis-à-vis central government employees, which is illustrated through the following example.

In the 2006 pay revision, the Minimum Pay in PB and GP/AGP are as follows:

	Government Employee		Teacher
GP/AGP	8700	8900	9000
Minimum Pay in PB	37400	40200	37400
BP at the entry	46100	49100	46400

This anomaly has to be rectified by fixing the proportionate higher minimum pay in the Pay Band before creating the new level in the Pay Matrix for Associate Professor.

Teachers were at higher AGP 9000 but no commensurate higher minimum pay in pay band has been given. Instead they were given the same minimum pay as for GP 8700. Because of non-fixation of commensurate higher minimum pay in Pay Band, the Associate Professors with AGP 9000 had to get lesser pay than the employees whose GP is 8900/-. This anomaly has to be rectified by fixing the proportionate higher minimum pay in the Pay Band before creating the new level in the Pay Matrix for Associate Professor.

It may be noted that in the 1996 Pay Revision, the pay scale of Rs.12,000-420-18300 was given after merging the scales of S-23, S-24 and S-25 that is Rs.12000-375-18000, Rs.14,300-400-18300 and Rs.15100-400-18300. While S-23 has been kept in Pay Band 3, the others S-24 and S-25 have been included under Pay Band 4. The parity is not maintained. In other words the Lecturer (SG) /Reader categories in 1996 pattern should have been placed in pay band 4 with a designation of Associate Professor. In fact, the Prof.Chadha committee recommended Associate Professor designation for these categories of teachers.

Hence it is requested that all those incumbent Assistant Professors who reached stage – 3, i'e AGP 8000 should be designated as Associate Professor instead of waiting for another 3 years to reach that designation. It is also requested that their pay should also be raised to the level of Pay Band 4 before recommending appropriate level in the pay matrix during this pay revision.

iii. PROFESSOR

In the last pay revision the minimum pay in PB for directly recruited Professor was fixed at Rs. 43000/- with the AGP of Rs. 10000/- But for CAS Professors the minimum was kept at Rs. 37400 (minimum of PB-4) with AGP of RS. 10000/-. This dual emolument created a serious anomaly between directly recruited Professors and CAS promoted Professors. During this pay revision the minimum

pay in PB-4 should be raised to Rs. 43000/- for CAS promoted Professors also and pay of the individual Teachers as on 1-1-2016 should be re-fixed accordingly. Then their pay should be revised fixing their pay in the respective cell in level 14.

More over all the incumbent Assistant Professors who have completed 3 years in the AGP of 8000 should be designated as Professor along with the pay. All the incumbent Associate Professors should be re-designated as Professors along with the Professor's pay and then their pay be revised in the level applicable to Professors giving due weightage for the increments they have earned in Associate Professorship in the Professor's level.

A suitable designation should be devised to grant equivalent grade to senior teachers without Ph.D. degree.

In the 2006 pay revision, there was a serious restriction on the number of Professor Posts in Colleges. Each PG department was granted only one Professor. Only 10% of the Associate Professors were given Professorship in the remaining UG departments. This unreasonable restriction greatly demoralizes the qualified teachers who are seriously pursuing research. All the incumbent Associate Professors who have completed 3 years as associate professor should be promoted to the professor cadre. This is very relevant in view of very large number of project works being carried out in colleges and considering more number of Ph.D. holders, number of Ph.D. Scholars who are pursuing their Ph.D. degree and the number of PhDs awarded in Colleges. There are lot of post-doctoral research works are also going on in colleges. This move will greatly help in retaining the talent in colleges so that students from rural backgrounds and downtrodden will get benefitted and also the quality of teaching and research will be improved.

MINIMUM PAY IN PAY MATRICES FOR ASST. PROFESSOR, ASSOCIATE PROFESSOR & PROFESSOR

(a) Assistant Professor- entry stage (stage-1)

Keeping in view of the necessity of attracting talents & retaining them in the teaching profession & considering the higher minimum qualifications & acquiring higher qualification meant that the teachers would enter the profession at an age older than those entering civil services, earlier commissions have consistently recommended higher pay for university & college teachers at all stages. They are needed to go for extra years in getting the eligibility for teaching jobs and nowadays many of the teachers are entering into regular services after serving several years as temporary, self financing, ad hoc. Contractual & part time teachers. Even there are plenty of cases where the teachers are being appointed at

the age of 40 plus. In many cases more than 50 per cent of their service life is over before joining the regular services in universities & colleges.

Hence in line with the earlier PRC recommendations, taking into account the above said factors, the minimum pay in the pay matrix applicable to the entry stage of Asst. professor should be fixed at not less than Rs.75000.

(b) Asst. Professor (stage 2)

Taking into account the minimum pay for stage 1 of asst. Professor & the number of years they spent in stage 1 the minimum pay in the pay matrix applicable for stage 2 of Asst. Professor should be fixed at not less than Rs.90000.

(c) Associate Professor

In the 2006 pay revision though the associate professors were granted the AGP of Rs.9000, their pay in pay band was fixed at the minimum of pay band 4, i.e, Rs.37400. But in contrast the employees with the GP of Rs.8900 were given the assured minimum of 40200. This has to be rectified before fixation in the revised pay. The Associate professor AGP of Rs.9000 is higher than GP Rs.8900 (level 13A). Hence AIFUCTO demands that a separate pay matrix with a minimum of not less than Rs.140000 should be in place.

(d) Professor

In commensurate with higher AGP of Professors, a separate pay matrix with a minimum of not less than 1,50,000 should be recommended.

Rationale for higher pay

- i. Civil Servants get 5 assured promotions.
- ii. Teachers fall behind their counterparts in Civil services during the course of their service life.
- iii. All the Civil servants are able to get all the assured promotions.
- iv. The higher minimum pay granted to civil servants in every promotional stage was denied to the teachers.
- v. The teachers stagnate for several years in their service life.

Fitment factor (multiplier) for existing teachers in universities & colleges

As the DA percentage is 125 as on 1.1.2016, the existing pay plus DA works out to the factor of 2.25. It is widely accepted that the increase of 40 per cent would be reasonable considering the various economic factors including the inflationary trends. Hence it is only reasonable that the increase in salary should be 40 per cent. Adding 40 per cent to the existing salary the fitment factor works out to 3.15 (2.25+0.9).

Hence ACTA strongly demands that the fitment factor for the calculation of revised pay of all categories of teachers in the pay matrix should be fixed at 3.15.

WEIGHTAGE FOR Ph.D. AND M.Phil.

In the present system, the service weightage of one year and two years is given for M.Phil & Ph.D. respectively only in Stage-1 of Assistant Professor. Those who acquire M.Phil/Ph.D. in Stage-2 of Assistant Professor are not getting any service benefit for their M.Phil/Ph.D. This creates an anomaly between the teachers who possess the same qualification. They have to spend uniformly 5 years in Stage-2 of Assistant Professor to move into Stage -3 even though they acquired M.Phil/Ph.D. during Stage-2 of Assistant Professor. To rectify this anomaly the service weightage for M.Phil/Ph.D. may be given as and when they acquire degree irrespective of the Assistant Professors Stage in which they acquire the degree.

Considering the efforts one puts in to do Ph.D & M.Phil, 4 & 2 increments may be granted to those who acquire these degrees while in service. Incentive increment should be granted to M.Tech / LLM degree also.

Counting of past services

All past services should be counted for promotion, seniority and retirement benefits. In the 1996 pay revision there was a categorical clause for counting of past services which read as follows-

“ If the number of years required in a feeder cadre are less than those proposed above, thus entitling hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, should be placed in the next higher cadre after adjusting the total number of years.”

But during 2006 pay revision the above said provision was left out which led to lot of hardship to the experienced persons. Hence AIFUCTO demands that the above said class should be recommended to be included while issuing orders on pay revision.

While recommending the counting of past services, the unreasonable conditions of ‘Minimum of one year duration, appointed on the recommendations of duly constituted selection committee & absorption in permanent posts in continuation with temporary services without any break’ should be scrapped. The past services should be counted if the incumbent processes the required minimum qualification.

Financial grants for teachers for performing their duties and up gradation of knowledge

Financial assistance should be given to teachers for computer along with other peripherals & 24x7 internet accessibility for academic exercises and for interaction with students. The present importance of ICT requires active support from the Govt.

TEACHERS WORKING IN UNAIDED COLLEGES / COURSES

The unaided colleges are run without any regulations. Though the managements agree to give UGC pay scales to teachers at the time of getting affiliation, very low salary is paid for teachers. Fess are not uniform in colleges. There are no proper service conditions like pay, allowances, leave, PF, security, terminal benefits etc., for teachers. Though the teachers are fully qualified, doing more work than they are expected to do and even after more than 30 years of the existence of unaided college/courses, it is unfortunate that the state/central government have not taken any affirmative steps to regulate the unaided institutions. It is urged that the 7th UGC Pay Review Committee should give concrete recommendations to ensure proper service conditions for teachers working in unaided institutions.

In many aided colleges, the number of teachers working in unaided courses outnumber the teachers working under aided pattern. But their service conditions are very poor. While framing guidelines to regulate self-financing institutions, steps should also be taken to ensure proper service conditions for the teachers working in unaided courses in aided institutions.

CONTRACTUAL AND GUEST/PART-TIME FACULTY

Prof.Chadha Committee itself expressed shock on the plight of fully qualified teachers working as contractual teachers in regular vacancies. The committee noted that the salary of the contractual teachers is as low as Rs.3000/- per month and their take home salary is lesser than even that of the class IV employees working in the same institution. But the situation is not improved even after a decade of the Chadha committee report. The fully qualified contract teachers should be paid not less than the salary of a regular teacher. A better service conditions be prescribed.

The Guest/part-time teachers are paid on hourly basis. Again Prof.Chadha committee elaborated on the poor salary of the Guest/part-time teachers. But no positive affirmative steps have been taken by the Government. The Government of India should take urgent steps to ensure reasonable salary and service conditions of these categories of teachers working in colleges and universities. The Guest/part-time teachers should be paid salary proportional to their work.

WEIGHTAGE FOR Ph.D. AND M.Phil.

In the present system, the service weightage of one year and two years is given for M.Phil & Ph.D. respectively only in Stage-1 of Assistant Professor. Those who acquire M.Phil/Ph.D. in Stage-2 of Assistant Professor are not getting any service benefit for their M.Phil/Ph.D. This creates an anomaly between the teachers who possess the same qualification. They have to spend uniformly 5 years in Stage-2 of Assistant Professor to move into Stage -3 even though they acquired M.Phil/Ph.D. during Stage-2 of Assistant Professor. To rectify this anomaly the service weightage for M.Phil/Ph.D. may be given as and when they acquire degree irrespective of the Assistant Professors Stage in which they acquire the degree.

Considering the efforts one puts in to do Ph.D&M.Phil, 4 & 2 increments may be granted to those who acquire these degrees while in service. Incentive increment should be granted to M.Tech / LLM degree also.

OTHER ISSUES

- During CAS promotions, there should not be any Selection. Only Screening System be followed.
- For Promotion to the post of Principal, the minimum requirement of 55% should not be insisted upon for those who are already in the University system.
- For language subjects the minimum requirement of 55% can be reduced to 50% for appointments.
- During the counting of past services the condition of “without break” should be waived. Even the broken services should be counted for CAS. Similarly the condition of minimum one year for counting past services should also be dispensed with. Even less than one year service should be counted.
- Incentive increment should be granted to Ph.D. holders in the concerned/allied/relevant/interdisciplinary subjects. The condition of concerned subject shall be removed.
- Similarly recruitment eligibility also be given to Ph.D. in concerned/allied/relevant/interdisciplinary subjects
- The provision for counting total number of years during promotion should be given i.e. “if the number of years required in a feeder cadre are less than those stipulated 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 provision should be incorporated.
- Time should be given to complete the requirement of Refresher Course/Orientation Course.
- All those appointed after 1-1-2004 should also be made eligible for the defined pension and must not be covered by the NPS.
- Annual increment shall be given at the rate of 5%.

- Incentive increments granted should be kept separately to avoid merger. The merger of incentive increment with the pay often leads to anomaly of Junior getting more pay than senior. Incentive increments should be considered for all terminal benefits.
- Transport allowance, Children Education allowance, Academic Allowance, Hill Area Allowance, Remote Locality allowance shall be granted.
- Special duty allowance for Teachers serving in North Eastern Region including Sikkim and Ladakh should be granted.
- Medical Insurance, Group Insurance schemes should be devised and granted to teachers.
- Study leave should be granted to the Teachers to pursue their research programmes. Such period should be counted for increment, CAS, pensionary benefits etc.
- Leave not due shall be granted to the teachers and the same can be adjusted against the leave subsequently earned.
- Sabbatical Leave/Academic leave may be granted to whole time teachers to write books to pursue research.
- Grievance redressal mechanism should be devised and installed in all Colleges/Universities.
- Incentive increments shall be awarded to post - doctoral research work
- Three advance increments shall be awarded for NET/SET.

TOR III

- **WAYS & MEANS FOR ATTRACTING AND RETAINING TALENTED PERSONS IN TEACHING PROFESSION, FURTHERANCE OF RESEARCH IN THE UNIVERSITY SYSTEM, CAREER ADVANCEMENT IN TEACHING AND EQUIVALENT POSITIONS IN ORDER TO IMPROVE THE QUALITY OF HIGHER EDUCATION (TOR III):**
- It is a well acknowledged fact that the quality of higher education determines the destiny of a nation. Without more and better higher education, a developing country will find it increasingly difficult to benefit from the global knowledge-based economy. As knowledge becomes more important, so does higher education. Countries need to educate more of the young people to higher standards. The quality of knowledge generated within higher education institutions and its availability to wider economy is increasingly critical to national competitiveness. This, in turn, will depend upon quality and talent of the faculty. Attracting talent to teaching profession has been the concern of every Pay Review Committee as talented youth is more attracted towards high salary pay packages of the corporate world and administrative services for status and power. Opting for teaching profession is not the prioritised option of

the youth today. Previous two decades have created serious problems on this issue, particularly in state universities and colleges. A number of states, in complete violation of minimum standards prescribed by the UGC relating to different aspects to ensure quality of higher education, have taken decisions that are seriously impairing the quality of higher education. A number of states have imposed ban on recruitment of teachers. Continued ban on recruitment of teaching positions goes as a message to the talented youth to look for a career elsewhere. One example that is of state of Punjab will be enough to underscore the point. In government colleges of Punjab there has not been any cadre review during the last 25 years and out of the existing sanctioned strength of 1800-plus, only 600 teachers are working on regular basis. New government colleges are added without creating additional positions and the system is being managed through guest faculty teachers who are paid only partly by government and a part of the meagre salary is being paid by the parents. In government aided colleges, a ban on recruitment on the positions determined on the student enrolment of 1991 was imposed in July 2005 and was lifted in 2014 only after the court orders in the public interest litigation. There also the ban continues for the positions falling vacant after 31 March 2013. Teachers are again being recruited on consolidated salary of Rs 21,600 on a contract of three years. The government of Punjab, through an amendment of civil service rules, is offering a consolidated salary of Rs 15,600 during two years of probation. Guru Nanak Dev University, Amritsar, recently advertised the teaching positions with this salary and it has been stayed by the Punjab and Haryana High Court. Punjabi University, Patiala, has also advertised positions on the same salary. There has not been any cadre review in the last 35 years. Similar is the position in Himachal Pradesh, Rajasthan and many other states. The UGC gives a higher scholarship to JRF or SRF than the salary being offered to regular teachers, especially during probation. ***To attract the talent, it is imperative that the UGC prescribed pay scales be made legal right of each and every teacher working in the university system across all the institutions, including private universities.*** A speedy grievance redressal machinery at the level of the university/state/UGC should be created. Any less payment should be recognized as a ***'deferred salary' recoverable through an appropriate mechanism.*** ***In case of unaided institutions, it has been observed that institutions to comply with the conditions of affiliation with the university on paper show that full UGC pay scales and allowances are being paid, while actually a share of the salary is taken back through various means by the employers. It needs to be included in the category of economic offences as it***

generates unaccounted money. There should be harsh punishment to check such malpractices.

- The UGC regulations 2010 attempted to increase the research output from the our university system. Regulation of 11 July 2009 while prescribing the norms for maintenance of quality of research treated universities and colleges on almost the same footing. Since the qualification of the university and college teachers are the same, the only difference is regarding facilities. However, numerous universities have been blocking research in colleges by creating artificial barriers and hurdles and not bothering about the UGC regulations. Example, GNDU, Amritsar, does not allow college teachers to be research supervisors. It is an acknowledged fact that India produces half the number of Ph.Ds in USA. It is also an important fact that in this regard, in 2002, position of India was not too far apart from China. However, by 2007 China surged rapidly and almost now rivalling USA. India needs to expand in production of research degrees as well as work to compete with other developing economies. The regulations should ensure that research work is encouraged in colleges and UGC should make budgetary provision to incentivize research. *The recent decision of the UGC to allow only regular teachers to be research supervisors is a regressive step as it excludes the pool of research supervisors who are working in re-employed capacity or retired teachers who are willing to continue research in post-retirement period. In the past, eminent teachers continued to be research supervisors many years after retirement. Such regulations need to be amended.*

TOR IV

- In our opinion, for the furtherance and improvement in the quality of research in the university system, we need to look at two aspects. The **Research Scholars**, leading to the award of doctorate degree and the research By the **Faculty** on the on-going basis. It is imperative for the long-term sustainable growth of Indian economy that the system should improve in both the areas. The Government of India documents acknowledge that with this large population, India produces only half the number of PhDs in USA, whereas our immediate neighbour China, our number was almost same in 2002, but by 2007, China doubled its production of PhD degrees. Thus, it is acknowledge that India needs to expand its production of research degrees to compete with other economies. The concern is quality of research at PhD level. The UGC regulations regarding minimum standards for award of MPhil/PhD degree, dated 11 July 2009, was a step in this direction. However, realistically speaking it only adopted the regulations prevailing at that time in Delhi University and in

JNU. The change essentially related to entrance test, course work of at least one semester and research publications during PhD. This cannot be considered as a major improvement in doctoral research at this level. In fact, some of the universities have been doing better even before this notification. However, other provisions do regulate the process of award of degree. If these regulations are complied by in universities and research centres in colleges then the research output should almost be the same in all the universities. However, this does not seem to be so. And it also indicates that the quality of research depends upon many other factors. However, this ensures certain minimum norms also. *The existing faculty in universities is not in a position more research students, having exhausted the limit under these norms. The quantitative increase can take place only by involving college faculty as per these norms. Since the rest of the process is under the supervision of university, there should not be any hesitation in involving college faculty without compromising the quality. Nevertheless, there should not be any unjustifiable resistance to this expansion.*

- The other aspect is the research by the faculty with or without funding by the agency concerned or industry. The expenditure by industry on R&D in India is one of the lowest. It indicates lack of interest of the industry to engage with universities for long-time research. The mismatch in effort and expectation may be an area requiring attention. Therefore, we are still far away from the point where industry and universities collaborate in the field of research as it happens in the developed countries. *Thus, the dependence upon funds from the government for research is inevitable. One area which can be explored is spending by corporate sector under CSR. So far Indian corporate sector is willing to spend CSR funds on primary education, primary health, environment, etc. It may be worthwhile to persuade big public sector corporates to focus on research for CSR spending. As far as directly engaging with the industry is concerned, universities have to establish their credentials to win the trust of industry for engaging in commercially viable research.*

Incentive for Pre-2006 M.Phil& Ph.D.

- Several Pre-2006 M.Phil and Ph.D holders who have not received any incentive increments in the 1996 pay revision are denied the incentive increment even in the 2006 pay revision. In 2006 pay revision, there is a provision for one incentive increment for M.Phil acquired after 1-1-2006 while in service. Similarly 3 increments are given for Ph.D. acquired while in service. *Hence those pre-2006 M.Phil and Ph.D. holders, who have not availed any*

incentive benefit during 1996 scheme shall be granted one and three increments respectively on a par with post-2006 degree holders.

Anomaly of Junior getting more pay than seniors due to incentive increments.

In the MHRD Scheme dt.31-12-2008, the benefit of three increments is given to teachers who acquire Ph.D. while in service. Those Associate Professors who are awarded Ph.D. after 1.1.2006 got three increments in the scale of pay of 37400-67000. At the same time, those pre-2006 Ph.D. holders who:

- have not availed any incentive for their Ph.D. in the existing scheme at the time of award
- have availed Ph.D. incentive and subsequently merged during the fixation of Rs.14940/-
- have availed Ph.D. incentive and continue to get at the time of moving into Associate Professor in PB-4
- were fixed at the minimum of the PB of 37400-67000. ***Even those teachers getting bunching benefits are also fixed at a lower pay than their juniors who acquire Ph.D. after 1-1-2006.***
- To support this demand, we bring to the notice that in the 1996 Scheme, two advance increments were granted for those Lecturers with Ph.D. when they move into Reader. At that time UGC further clarified that the two advance increments at the time of Readership can be availed even by those who were benefited by four incentive increments at the entry level. **Introduction of similar clause alone can rectify this anomaly.**

General Suggestions

- Uniform implementation of UGC scales of pay throughout India, the GOI should provide 100% financial assistance of the additional expenditure to the states for 10 years.
- All existing vacancies in Colleges and Universities be filled immediately in order to maintain ideal student-teacher ratio so that quality in Higher education is ensured.
- Adequate opportunities to undergo RC/OC/Short term courses be provided to all needy junior teachers so as to enable them to avail CAS in time. Until then, the time limit for completion of RC/OC for CAS be extended.
- The College and University teachers may be placed at a higher scale of pay than the Class I officers since they have higher qualification at the entry level and also considering the late entry in to the service.

- The rider of 10% of Associate Professor to the post of Professor should not be put for CAS promotion. It should be time specific. All the incumbent Associate Professors who have completed 3 years should be promoted to the professor cadre.
- Weightage for M.Phil/Ph.D should be granted on as and when basis for total length of service for CAS from stage I to stage II and subsequent stages.

Here it has to be pointed out in Assam there has been wide discrimination in granting Ph.D./M.Phil incentives. Teachers in many newly provincialised colleges have been totally denied these incentives. The Pay Review Committee should make it a point to make implementation of all such provisions mandatory for state governments.

- All teachers who were duly appointed by the state governments with some condition like clearing NET/SLET/M.Phil/Ph.D. should be allowed to avail of the revised pay scales w.e.f. the date of their initial appointment in the event of their fulfilling the condition, and their service length should be counted from the date of their initial appointment, irrespective of the date of fulfilling the condition.
- All anomalies of 5th (1996) and 6th Pay Revision (2006) should be settled.
- All the incumbents who have not been given status of Professor in the Colleges after 7 years as associate professor a special increment should be given to them for stagnation.
- All those appointed after 1-1-2004 should also be made eligible for the defined pension and must not be covered by the NPS.
- Restriction on opening up of New Colleges without infrastructural and staff facilities. The Pay Review committees must make it mandatory to seek UGC nod before starting any degree college as is done by the Medical Council of India before start of medical college.

Impractical API System:

- The existing API regime is not justifiable as there is no practical condition in the colleges to perform the research activities when compared with the universities. This system is deteriorating the teacher-student relation, quality of research and overall educational environment in the colleges. This system should be scrapped and if required it should be area specific and as per the infrastructure availability in the respective colleges. The research criterion for the colleges should be separated from the universities and therefore, both entities cannot be equated as it has been equated in the regulations-2010. During CAS promotions, there should not be any Selection process but the Screening System only. Sates denying the CAS on one pretext or the other, such as mandatory departmental exams etc. need to be issued strict compliance in accordance to UGC provisions only.

Other Miscellaneous suggestions:

- Annual academic increment should be given at the rate of 5% depending so as to meet the costs of academic literature required for gaining more research and teaching expertise at every promotion level.
- Academic/research allowance/ library allowance should be given to college teachers to promote the academic activities and attract the good brains in the teaching profession.
- Remote Locality allowance/Special duty allowance for Teachers serving in North Eastern Region should be granted.
- Medical Insurance schemes should be devised and granted to teachers.
- Study leave should be granted to the Teachers to pursue their research programmes. Such period should be counted for increment, CAS, pensionary benefits etc.
- Leave not due should be granted to the teachers and the same can be adjusted against the leave subsequently earned.
- HRA and other allowances should be given uniformly to all the states as per the central government employees.
- Sabbatical Leave/Academic leave may be granted to whole time teachers to write books and to pursue research.
- Citizen Charters, SOPs, Grievance redressal mechanism should be devised and installed in all Colleges/Universities.
- Incentive increments should be awarded to post doctoral research work.
- All decisions with respect to permissions and pay fixation be provided at college level so as to avoid delay in permissions and benefits.

Yours sincerely,



(Biswajit Bhuyan)

General Secretary