

To
The Hon'ble Chief Minister
Assam, Dispur, Guwahati-6
Subject: Memorandum demanding modification of the
Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013.

Sir,

With reference to the subject cited above, we, the undersigned, on behalf of Assam College Teachers' Association (ACTA), beg to appeal for your kind intervention on the matter related to the promotion and placement of college teachers of Assam.

That sir,

The on going process of promotion and placement of college teachers was stalled since February 2012 without any Govt. Order. The Assam College Teachers' Association(ACTA) has been demanding for immediate resumption of the process of promotion but all appeals have failed to make the department of Education(Higher) realize the suffering of the deprived teachers.

That Sir,

Assam College Teachers' Association(ACTA) held a series of discussions with the Hon'ble Education Minister and Higher Officials of the Department of Education (Higher) but with no results. But, on February 19, 2013, an Office Memorandum vide no. AHE.162/20/2012/2, was issued by the Department of Education (Higher) which is totally self contradictory and sheer violation of existing UGC rules and Govt. Orders. It is found to be completely against the interest of the teachers in particular and higher education in general.

That Sir,

We observe that:

1. The Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, is self contradictory. It is said that the OM is laid down on the basis of UGC Regulation of June 30, 2010, where the designation of teachers are Assistant Professor and Associate Professor. But in the said OM the designations of teachers still remain Lecturer, Senior Lecturer and Selection Grade Lecturer.
2. The Regulation 2010 refers to the API and PBAS for CAS Promotions but The OM is totally silent on this.
3. According to the Present OM the Departmental Promotion Committee(DPC) is authorised to consider the CAS promotion on the basis of Govt. Notification No. AHE 44/2011/11 dated 21-02-2011. But the said Govt. Notification also says that –**“As and when UGC makes any changes in the above the same shall be automatically applicable. All other terms and conditions laid down by the UGC for the selection and promotion shall be strictly complied with”**. But the Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, violates all such rules the UGC frames from time to time.
4. The Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013., refers to the earlier OM B(2)H408/99/pt/46 dated June 27,2004 which says that OC/ RC must be completed by

31/12/2004. It refers to Govt. order No AHE-105/2010/291 dated July 31, 2010 which says that RC/OC must be completed on or before 30/06/2009.

It refers to the Govt. Order no. AHE 44/ 2011/ 11 dated Feb.21, 2011 which says that changes in UGC guidelines shall be automatically applicable in case of promotion / placement of college teachers. Now **UGC Notification No. 1-2/2009/(Ec/PS)pt.VIII, dated Dec.17,2012 extended the date of participation in OC/RC till Dec.31, 2013, should be applicable in the case of the college teachers of Assam.**

4. The Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, refers to the Govt. Letter No. AHE 105/ 2010/ 291, dated July 31, 2010 which allows retrospective effect of promotion, irrespective of participation in RC/OC. However, the Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, contradicts the very principle of time-scale in the cases of promotion of teachers. Moreover, promotions of majority of teachers have already been accorded in retrospective effect. If the same is not accorded to the remaining few teachers, it will go against natural justice.

5. The UGC Regulation 2010 clearly define five categories of teachers with different AGP and Pay Bands., namely,

- a) Assistant Professor Grade- I.
- b) Assistant Professor Grade- I I.
- c) Assistant Professor Grade III.
- d) Associate Professor
- e) Professor.

But unfortunately the Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, is totally silent about it.

6. If the present OM is based on UGC Regulations 2010, then it must be comprehensive and must incorporate the entire process and criteria of appointment of teachers and principals, incentives for PhD and M. Phil, and **age of Superannuation as per UGC guidelines.**

7. The Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, overlaps the UGC Regulations 2000 and the UGC Regulations 2010. **Till June 29, 2010, promotions should be governed by Govt. OM No. B(2)H321/2001/44 dated Aug.23,2007 and Govt. Notification vide No. AHE 44/2011/11 dated February 21, 2011 and UGC Regulations 2000 and the guidelines of the UGC issue from time to time.** The imposition of UGC Regulation 2010 on the cases of promotion pending from January 13, 2000 to June 29, 2010 is totally illogical and violation of natural justice. .

8. As per MHRD letter No.1-36/2009-V.II of Aug.26, 2010, and Notification of Govt. Of Assam Finance Dept. (PRU) Vide no. FPC.05/2010/235 dated November 15, 2010, movement from Selection Grade Scale of Pay to Associate Professor is a placement, not a CAS promotion as the Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, stated. The Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, is against MHRD letter No.1-36/2009—VII of Aug.26, 2010,. and Notification of Finance (PRU) Dept. Govt. of Assam Vide no.. FPC.o5/2010/235 dated November 15, 2010

9. The Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, violates all the existing norms regarding promotion and placement of College Teachers by proposing to offer the Scale (Associate Professor) from the date of “taking over the charge as an Associate Professor” which is an absurd idea. Keeping in view the above observations, we appeal that

the controversial Office Memorandum AHE.162/20/2012/2, Dtd. Feb 19, 2013, be either scrapped or thoroughly modified for the greater benefits of the teachers of Assam.

Thanking you

Yours faithfully

(Rana Kr.Changmai)
President, ACTA

(Biswajit Bhuyan)
General Secretary, ACTA

Encloser:

1. Copy of the Memorandum submitted to Hon'ble Education Minister on the Issue of Promotion on 01-02-2013.

To

The Hon'ble Chief Minister
Assam, Dispur, Guwahati-6

Sub: Prayer for speedy approval of Govt. File No. AHE/396/2008.

Sir,

With reference to the subject cited above, we, the undersigned, have the honour to request you to kindly expedite the process of approval to the Govt. File No. AHE/396/2008, regarding the pay equalisation of the college teachers appointed on a fixed pay of Rs.5000/-per month only during the period from 24-06-2004 to 30-4-2009. Altogether 733 number of college teachers were appointed during this period against valid sanctioned posts. These teachers had possessed the requisite qualification of NET/SLET/MPhil/PhD at the time of appointment. But they were appointed on a fixed pay of Rs.5000/- per month for a probationary period of two years. When this system of appointment was scrapped on 01-05-2009, the full benefits were not extended to the already appointed teachers since 24-06-2004. Now a govt. File with the proposal to grant the benefits of full UGC salary to this group of teachers is under serious consideration by the Govt. Of Assam. The Official no. of the said Govt. File is AHE/396/2008.

Under the above circumstances, we would like to request your good self to kindly look into the matter and initiate necessary measure for the early and speedy approval of the said file.

Thanking you

Yours faithfully

(Rana Kr.Changmai)
President, ACTA

(Biswajit Bhuyan)
General Secretary, ACTA

To

The Hon'ble Chief Minister
Assam, Dispur, Guwahati-6

Sub: Revision of salary of Lecturers appointed on Condition.

Sir,

We solicit your kind attention to the fact that in spite of our repeated appeal, the Government of Assam is yet to allow the revised UGC (2006) scale of pay to the two categories of lecturers mentioned bellow:

1. The lecturers who were appointed on condition of clearing NET/ SLET/ M.Phil / PhD, at 8000/- basic pay plus other admissible allowances without incremental benefit are still getting the Pre-revised salary.

2. The lecturers who were appointed on condition of clearing NET/ SLET/ M.Phil / PhD, at 8000/- basic pay are also getting the Pre-revised salary till date.

Now, with reference to the Higher Education Department, Govt. of Assam, letter no. AHE.201/ 2012/ 176 dated Dispur the 5th Dec.2012, we would like to bring to your kind notice to the fact that the part time lecturers of BRM Govt. Law College have been allowed to draw the last revised UGC scale of pay in Rs.15600/- Grade pay of Rs. 6000/- totaling Rs.21600/-.

We, therefore, request you kindly to allow

1.The last revised UGC scale of pay in Rs.15600/- Grade pay of Rs. 6000/- totaling Rs.21600/- plus other allowances to the first category of lecturers with effect from 01-04-2006.

2.The last revised UGC scale of pay in Rs.15600/- Grade pay of Rs. 6000/- totaling Rs.21600/- to the second category of lecturers with effect from 01-04-2006.

This is our humble request to you for the sake of justice and parity.

Thanking You

Yours Faithfully,

(Rana Kumar Changmai)
President
Assam College Teachers' Association

(Biswajit Bhuyan)
General Secretary
Assam College Teachers' Association