

GUIDELINES/MEMORANDUM

This is regarding **Career Advancement of Non-Govt. Aided Colleges** Lecturer, drawing UGC scale of pay, from Lecturer to Sr. Lecturer and from Sr. Lecturer to Reader, who are eligible during the period **from 01.01.2000 to 31.12.2005**. The Orissa Education Act, 1969 as amended up to 1998 and Government of Orissa Education & Youth Services Resolution No.9419 dated 19.03.1990 provides for such career advancement under guidelines 3 and 4. The screening committee constituted under guideline 6 shall consider the cases of eligible and suitable lecturers for placement in the senior scale and Reader scale. A Lecturer/Senior Lecturer to be placed in the next higher scale shall satisfy the following criteria as per resolution No.13800/HE dated 16.04.2008.

1. One who has completed 8 years of service after regular appointment in the post of **Lecturer** as per Amendment Act, 1998 to be eligible for placement in the senior scale.
2. One who has completed 16 years of service as a Lecturer/8 years of service as a Senior Lecturer after regular appointment as per Amendment Act, 1998 to be eligible for placement in the Reader scale.
3. One should have consistently good performance appraisal reports
4. One should have participated in two Refresher Courses/ Summer institutes orientation course of approximately 3 to 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by Government/Director, Higher Education.
5. A Lecturer/Senior Lecturer having Ph.D./M.Phil. or equivalent degrees in the concerned subject will be eligible for the benefit of **3 years/1 year of service**, respectively once during the total period of 16 years with maximum relaxation of 3 years.

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The UGC has **extended** the date of participation in Refresher Courses (RC) up to 30.06.2009 for the purpose of placement under Career Advancement Scheme (CAS).

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All eligible teachers, due for placement by 31.12.1995 have been placed in higher grade without participation of R.C. as per resolution No. 35813 dated 3.8.99. Likewise other left out cases will be considered for career advancement by the screening committee.

All eligible teachers, due for placement by 31.12.2005 will be considered for career advancement by the screening committee along with left out cases.

Career advancement benefit may be extended to the eligible teachers of Non-Govt. Aided colleges who are in receipt of UGC scale of pay and have participated in two Refresher Courses, from the due date.

Moreover, **5 years of service will be deducted** from the total approved service period of the teachers as per the provision of the Orissa Education (Amendment) Act, 1998 under Sub-section (4) of Section 7-C while computing the eligibility period at the time of career advancement.

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As regards verification of performance appraisal report/CCR's G.A. Department guide line No.20162 dated 18.07.2005 will be taken into consideration.

Accordingly, the Departmental Screening Committee may consider the placement of eligible teachers of Non-Govt. Aided colleges in the next higher scale under Career Advancement Scheme.

By order of Commissioner-cum-Secretary

[Signature]
06-11-08
Deputy Secretary to Govt.

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