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GOVERNMENT OF ORISSA

EDUCATION & YOUTH SERVICES DEPARTMENT

RESOLUTION

The 6th October 1989

SUBJECT—Revision of Pay Scale of Teachers in Colleges and other measures for maintenance of standards in Higher Education.

The State Government had decided to extend University Grants Commission Pay Scale to the College Teachers with effect from the 1st January 1974, vide Education & Youth Services Department Resolution No. 32737-E.Y.S., dated the 30th September 1977. Accordingly, revised pay scales were notified under the O. R. S. P. (for College Teachers) Rules, 1978.

2. Following the appointment of the Fourth Pay Commission for Central Government Employees the U. G. C. had appointed a Committee under the Chairmanship of Prof. R. C. Meherotra to examine the present structure of the emoluments and conditions of service of University and College Teachers. After considering the recommendations of the Committee, the University Grants Commission submitted its recommendations to the Government of India for their consideration and implementation. The Government of India after examining the various recommendations contained in the report and the observation of the U. G. C., communicated their decisions to State Government in their letter, dated the 17th June 1987 with further clarification on the 7th September 1987 and the 22nd July 1988 and requested to implement the scheme in the States after taking local conditions into consideration.

3. The question of Revision of Pay Scale for College Teachers on the basis of the recommendation of Government of India was under consideration of Government for some time past. After careful consideration the State Government have been pleased to decide to implement the scheme of Revision of Pay Scale for College Teachers with the following terms and conditions.

3.1. Coverage—The revised scales and other measures for improvement of standards in Higher Education shall be applicable to all categories of full time Teachers working in all affiliated Government Colleges and aided non-Government Colleges either covered or eligible to be covered under direct payment schemes till the 1st April 1989. The scheme will also be extended to full time eligible Teachers working in the College of Accountancy and Management Studies, Cuttack.

3.2. *Date of effect*—The revised Scales of Pay shall be effective from the 1st January 1986

3.3. *Pay Scales*—The existing Scales of Pay of different categories of Teachers in Colleges shall be revised as follows :—

A. *General Colleges*—

Sl. No.	Designation	Existing Scales of Pay	Revised Scales of Pay
(1)	(2)	(3)	(4)
1	Lecturers	Rs. 700—1,600 Rs. 1,350—2,975	Rs. 2,200—75—2,800—100—4,000
2	Lecturers (Senior Scale)	Rs. Not existing	Rs. 3,000—100—3,500—125—5,000
3	Lecturers (Selection Grade)	Ditto	Rs. 3,700—125—4,950—150—5,700
4	Reader	Rs. 1,200—1,900	Rs. 3,700—125—4,950—150—5,700
5	Professor	Rs. 1,500—2,500	Rs. 4,500—150—5,700—200—6,300
6	Principals of Colleges—		
	(i) Degree Colleges	Rs. 1,200—1,900	Rs. 3,700—125—4,950—150—5,700
	(ii) 3 P.-G. Colleges (Ravenshaw/ G. M. and Khallikote Colleges).	Rs. 1,500—2,500	Rs. 4,500—150—5,700—200—6,300
	(iii) Lead Colleges situated at State and District Headquarters and Colleges having P.-G. Courses (List appended).	Rs. 1,200—1,900	Rs. 4,500—150—5,700—200—6,300

B. *College of Accountancy and Management Studies*—The existing Pay Scales of the Teachers in College of Accountancy and Management Studies, Cuttack having qualification prescribed by the U. G. C. shall be revised as follows:—

Sl. No.	Designation	Existing Scale of Pay	Revised Scales of Pay
(1)	(2)	(3)	(4)
1	Principal-cum-Professor	Rs. 2,550—3,650	Rs. 4,500—150—5,700—200—6,300
2	Professor	Rs. 2,550—3,650	Rs. 4,500—150—5,700—200—6,300
3	Associate Professor/Reader	Rs. 2,250—3,500	Rs. 3,700—125—4,950—150—5,700
4	Lecturer	Rs. 1,350—2,975	Rs. 2,200—75—2,500—100—4,000

3.4. The revised Scales of Pay are inclusive of the basic pay, dearness allowance, additional dearness allowance, etc. admissible to the Teachers as on the 1st January 1986.

3-5. *Fixation of pay*—Fixation of pay in the revised Scales of pay will be according to the pay fixation formula laid down under the Orissa Revised scales of pay Rules, 1985 adopted for State Government employees from the 1st January 1985. The arrear dues arising out of pay fixation from the 1st January 1986 to the 31st March 1989 of the Teachers in Government and Non-Government Colleges shall be credited to their respective G. P. F./C. P. F. Accounts.

3-6. *Recruitment and qualifications*—Recruitment to the post of Lecturers, Readers and Professors in affiliated colleges shall be in the manner as mentioned in the following paragraphs provided that Lecturers who fulfil the criteria prescribed in this scheme will be eligible for promotion to the post of Readers.

3-6.1. The minimum qualifications required for appointment to the posts of Lecturers, Readers, Professors will be those proscribed by the University Grants Commission from time to time. Generally, the minimum qualifications for appointment to the post of Lecturer in the revised scale of Rs. 2,200—4,000 shall be Master's Degree in the relevant subject with at least 55% marks or its equivalent grade and good academic record.

3-6.2. Only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the post of Lecturers, have qualified in a comprehensive test to be specially conducted for the purpose, will be eligible for appointment as Lecturers. The detailed scheme for conducting the test including its design, the agencies to be employed in the conduct of test, content, administration, etc., will be worked out by the U. G. C. keeping in view the requirements of the media of instruction followed by the State and other relevant considerations.

3-6.3. Pending the issue of guidelines by U. G. C. for qualifying tests for making candidates eligible for recruitment as Lecturer, all appointment to the various categories of posts shall be made strictly on merit and on the basis of advertisement and selection provided that the appointee should be required to pass in Orissa of Matriculation standard within 2 years of his appointment. The State Government may, however, exempt any one from this requirement in exceptional cases.

3-6.4. The selection and appointment to various categories of post shall be made on the recommendations of the State Public Service Commission in the case of Government Colleges and the Selection Board constituted under Orissa Education Act, 1969 and the rules framed thereunder in case of non-Government Colleges. The Commission and the Board will be assisted in the process of selection by a panel of experts in respect of each subject of recruitment of Lecturers.

3-6.5. The post of Professor in the affiliated colleges shall be filled up on the basis of merit through all India advertisement and selection. The existing service rules shall be amended accordingly.

3-6.6. In order to encourage research, in continuation of Post-Graduate studies, candidates who at the time of their recruitment as Lecturers possess Ph. D. or M. Phil degree will be sanctioned three and one advance increments respectively in the revised scale of Rs. 2,200—4,000 alongwith the benefit of corresponding years of service for the purpose of promotion. The existing lecturers without research degrees and those similarly situate, recruited in future will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees but will not be eligible for advance increments. Existing Lecturers with research degrees will also be eligible for a similar benefit.

3-7. *Carreer Advancement*—Every Lecturer will be placed in a senior scale of Rs. 3,000—5,000 if he/she has.

3-7.1. Completed 8 years of service after regular appointment with relaxation as provided in Para, 3-6.6.

3-7.2. Participated in two refresher course/summer institutes, each approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U.G.C.

3-7.3. Consistently satisfactory performance appraisal reports.

Explanation—All Lecturers in the existing scale of Rs. 700—1,600 and 1,350—2,975 who have completed 8 years of service on the 1st January 1986, will be placed through a process of screening/selection as indicated in Para. 3-13 below, in the revised scale of Rs. 3,000—5,000. The benefit of service provided in Para. 3-6.6 above will be available for the initial placement also.

3-8. Every Lecturer in the senior scale will be eligible for promotion to the post of Reader in the revised scale of pay of Rs. 3,700—5,700 if he/she has:

3-8.1. Completed 8 years of service in the senior scale, provided that the requirement of 8 years will be relaxed if the total service of the Lecturer is not less than 16 years.

3-8-2. Obtained a Ph. D. Degree or an equivalent published work.

3-8-3. Made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publication, contribution to educational renovations, design of new courses and curricula, etc.

3-8-4. Participated in two refresher courses/summer institutes each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U. G. C. after placement in the senior scale; and

3-8-5. Consistently good performance appraisal reports.

3-9. Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up by the State Government/appointing authorities. Guidelines laid down by the U. G. C. in this regard from time to time may be followed. The posts of Readers will be created for this purpose by upgrading a corresponding number of posts of Lecturers in the Colleges.

3-10. Those Lecturers in the senior scale who do not have Ph. D. Degree or equivalent published work and who do not meet the scholarship and research standards of a Reader, but fulfil the other criteria mentioned in Para. 3-8 and have a good record in teaching and/or participation in extension activities will be placed in the revised scale Rs. 3,700—5,700 subject to the recommendations of the Committee mentioned in Para. 3-9 above. They will be designated as Lecturer in Selection Grade. Posts in the Selection Grade will be created for this purpose by upgrading the posts held by them. They could offer themselves for a 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.

3-11. Readers in the existing scale of Rs. 1,200—1,900 in the Colleges will be placed at the appropriate stage in the revised scale of Rs. 3,700—5,700 in accordance with the pay fixation formula under this scheme. Existing Lecturers, who have completed or will complete a total period of sixteen years of service on the 1st January 1986 or thereafter will be eligible for promotion to the post of Reader or placement in the Selection Grade in accordance with the provisions in Para. 3-8, 3-9 and 3-10. They will also be entitled to the relaxation in the years of service by 3 years and 1 year respectively if they hold Ph. D. or M. Phil Degrees as mentioned in Para. 3-6.

3-12. *Continuing education and appraisal of performance*—Participation of Teacher at regular intervals in appropriate continuing education programmes is envisaged as an integral part of the professional development of teachers. The U. G. C., the Indira Gandhi National Open University, the State Government and other appropriate agencies will be advised to take steps to introduce programmes of continuing education for this purpose through a variety of means. While there cannot be any rigid requirement of participation in formal programmes, evidence of commitment to continuing education of any recognised means, as may be specified by the U. G. C., will be an essential requirement for career advancement. Pending the organisation of such programmes on the quality and scale required giving effect to the implementation of the measures envisaged in Paras. 3-7 to 3-11 above, relaxation from the requirement of participation in such programmes for specific periods and for specific categories of posts will be granted by the University concerned in accordance with guidelines to be laid down by the U. G. C.

3-13. Regular and systematic appraisal of performance of Teachers shall be considered as an essential element in the management of education and this has been taken into account in the design for the career development of Teachers. The appraisal of performance of Teachers shall be maintained in the Form prescribed by U. G. C. in their letter No. F. 1-4/87 (P. S. CELL), dated the 15th December 1988 as approved by the State Government every year. Such system shall become operational with effect from the academic year 1989-90. Till it becomes operational the existing screening mechanism/selection procedure or that prescribed by the State Government will apply to all placements/promotions referred to the Paras. 3-7 to 3-11 above.

3.14. *Work-load*—The work-load of the College Teachers including the Principals in the affiliated Colleges shall be as may be determined by the State Government, keeping in view the guidelines of the U. G. C. Teachers in Colleges, will have a work-load of not less than 40 clock hours in a week for the present. Detailed guidelines in this regard will be issued separately.

3.15. *Examinership invigilation work, etc.*—Examinership including invigilation will be a part of the academic duty of the college teachers. They will not be entitled for any remuneration for examination work including invigilation work, setting of question papers, correction of answer scripts, etc., that may be assigned to them by the College authorities or by the Universities of the State.

3.16. *Probation*—The period of probation of a Teacher shall not exceed a period of 24 months of continuous service. A Lecturer appointed on probation should ordinarily be confirmed only after he/she has completed an appropriate short-term orientation programmes and his/her performance appraisal reports are satisfactory. Necessary arrangements will be made by the U. G. C. for organising orientation programmes to cover all Lecturers appointed in and after the academic year 1988-89.

3.17. *Age of superannuation*—The age of superannuation in case of all appointees in Government and non-Government Colleges covered by this scheme shall be 58 years. No extension of service will be given thereafter.

3.18. *Grievance Redressal Mechanism*—Appropriate mechanism for the redressal of Teachers' grievances will be established in all colleges. Separate guidelines shall be issued for the purpose.

3.19. *Code of conduct/Professional Ethics*—In addition to the relevant provisions of the Orissa Government Servants Conduct Rules, 1959 (for Government College Teachers) and the Orissa Education (Recruitment and Conditions of Service of Teachers and Members of the Staff of Aided Educational Institutes) Rules, 1974 (for non-Government College Teachers) the Code of Professional Ethics as communicated by the U. G. C. in their letter No. F-1-4/87 (PS-Cell), dated the 17th February 1989 and as approved by the State Government should be observed by all categories of Teachers in Colleges.

4. *Physical Education Personnel and Librarians*—The proposal for implementation of U. G. C. Revised Pay Scales for Physical Education Teachers and Librarians working in Colleges was also taken into consideration. In view of the recommendation of the Government of India, Ministry of Human Resource Development in their letter, dated the 22nd July 1988, the State Government have decided that since these employees are not in receipt of U.G.C. Pay Scales recommended during 1974, the present U. G. C. Scales will not be applicable for them.

5. Central Assistance at the rate of 80% of the additional expenditure involved in the introduction of the Revised Scale of Pay for College Teachers will be available in respect of posts which were in existence on the 1st January 1986.

6. Anomalies, if any, in the implementation of the scheme shall be clarified by the State Government, if required.

7. This has been concurred in by Finance Department in their U. O. R. No. 620-P.C.C., dated the 6th October 1989.

ORDER—Ordered that this Resolution be published in the *Orissa Gazette* and copy forwarded to all Departments of Government/Accountant-General (Accounts), Orissa/Secretary to Government of India, Ministry of Human Resource Development (Department of Education), New Delhi/Secretary, University Grants Commission/Principals of all Government and non-Government Colleges/Registrars of all Universities of the State.

By order of the Governor

P. M. MOHAPATRA

Secretary to Government

APPENDIX

(See Para. 3.3. A)

List of lead Colleges situated at State and District Headquarters and Colleges having P.-G. Courses

(A) Lead Colleges at District Headquarters

1. S. C. S. College, Puri
2. S. B. Womens College, Cuttack
3. Dhenkanal College, Dhenkanal
4. F. M. College, Balasore
5. D. D. College, Keonjhar
6. Rajendra College, Balangir
7. Government College, Bhiawanipatna
8. N. S. C. B. College, Sambalpur
9. Government College, Sunargarh
10. Science College, Chhatrapur
11. D. A. V. College, Koraput
12. Government College, Phulbani
13. M. P. C. College, Baripada

(B) Lead College having P.-G. Courses—

1. N. C. College, Jajpur
2. S. K. C. G. Colleges, Paralakhemundi
3. V. D. College, Jeypore
4. Government College, Rourkela
5. Bhadrak College, Bhadrak
6. Government College, Angul
7. Panchayat College, Bargarh,

(C) Lead Colleges at State Headquarters—

1. B. J. B. College, Bhubaneswar

EDUCATION & YOUTH SERVICES DEPARTMENT

CORRIGENDUM

The 17th October 1989

No. 44514—IVE/N-15/89 (Pt.)-E.Y.S.—The Revised Scale of Pay for the post of Lecturer appearing in the paragraph 3' 3.B of Resolution No. IVE/ N 15/89 (Pt.)-44032/E.Y.S., dated the 6th October 1989, may be read as Rs. 2,200—75—2,800—100—4,000 instead of Rs. 2,200—75—2,500—100—4,000.

By order of the Governor

B. SARANGI

Joint Secretary to Government