



**EXTRAORDINARY  
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No. 65312—I.H.E./U.M.—36/99-H.E.

**GOVERNMENT OF ORISSA  
DEPARTMENT OF HIGHER EDUCATION**

**RESOLUTION**

Dated, the 31st December 1999

Sub : Revision of Pay Scales, minimum qualifications for the appointment of teachers in the Universities and Colleges and other measures for maintenance of standards.

The State Government had decided to extend the university Grants Commission Pay Scales to the College teachers and University Teachers with effect from the 1st January 1986 vide erstwhile Education and Youth Services Department Resolution No.44032/EYS, dated the 6th October, 1989 and No.44038/EYS., dated the 6th October 1989.

2. The Government of India after considering the various recommendations of the U.G.C. on revision of Pay Scales of University and College Teacher, communicated their decision to State Government in their letter No. F.1-22/97-UI, dated the 27th July 1998 and requested to implement the scheme in the State after taking local conditions into consideration, and with all the conditions to be laid down in this regard by the U.G.C. by way of Regulations. Accordingly the U.G.C. had communicated their Notification on "Revision of Pay Scales, Minimum qualifications for appointment of teachers in Universities and Colleges and other measures for the maintenance of standards, 1998" in their letter No. F.3-1/94(PS), dated the 24th December 1998 and requested to implement the same for Universities and affiliated Colleges.

3. The question of Revision of Pay Scales for University and College Teachers on the basis of the recommendations of Government of India and the U.G.C. was under consideration of Government for some time past. After careful consideration the State Government have been pleased to implement the Scheme of Revision of Pay Scales for University and College Teachers with the following terms and conditions :—

4-1. Coverage—The revised scales of pay and other related service benefits shall be applicable to all the full-time teachers working in the Utkal University, the Berhampur University, the Sambalpur University, the Shree Jagannath Sanskrit Viswavidyalaya, Puri, Government Colleges

and Non-Government Aided Colleges who were in receipt of the U.G.C. Scales of pay as on the 1st January, 1996. The scheme shall also be applicable to the full time teachers of the College of Accountancy and Management Studies, Cuttack who were in receipt of U.G.C. Scales of pay as on 1st January, 1996.

4.2. *Date of implementation*—The revised scales of pay shall be effective from the 1st January, 1996.

4.3. *Scales of Pay*—The existing scales of pay of different categories of teachers in Universities and Colleges shall be revised as follows :—

**A. Universities :**

Sl. No.	Designation	Existing Scales of Pay	Revised Scales of Pay
1	Lecturers	2,200—75—2,800—100—4,000	8,000—275—13,500
2	Lecturers (Senior Scales)	3,000—100—3,500—125—5,000	10,000—325—15,200
3	Lecturers (Selection Grades)/Reader.	3,700—125—4,950—150—5,700	12,000—420—18,300
4	Professors	4,500—150—5,700—200—7,300	16,400—450—20,900—500—22,400
5	Vice-Chancellors	7,600 (Fixed)	25,000(Fixed)

**B. Government and Autonomous Colleges :**

Sl. No.	Designation	Existing Scales of Pay	Revised Scales of Pay
1	Lecturers	2,200—75—2,800—100—4,000	8,000—275—13,500
2	Lecturers (Senior Scale)	3,000—100—3,500—125—5,000	10,000—325—15,200
3	Lecturers (Selection Grade)/Reader.	3,700—125—4,950—150—5,700	12,000—420—18,300
4	Professors	4,500—150—5,700—200—6,300	16,400—450—20,000
5	Principals of Colleges :		
	(i) Degree Colleges (Readers Grade)	3,700—125—4,950—150—5,700	12,000—420—18,300
	(ii) 3 P.G. Colleges (Ravenshaw/G.M. and Khallikote College) (Professors Grade).	4,500—150—5,700—200—6,300	16,400—450—20,000
	(iii) Lead Colleges situated at State and District Headquarters and Colleges having P.G. Courses (List appended) (Professors Grade).	4,500—150—5,700—200—6,300	16,400—450—20,000

C. College of Accountancy and Management Studies :

Sl. No.	Designation	Existing Scales of Pay	Revised Scales of Pay
1	Principal-cum-Professor	4,500—150—5,700—200—6,300	16,400—450—20,000
2	Professors	4,500—150—5,700—200—6,300	16,400—450—20,000
3	Associate Professors/ Readers.	3,700—125—4,950—150—5,700	12,000—420—18,300
4	Lecturers	2,200—75—2,500—100—4,000	8,000—275—13,500
5	Lecturers (Senior Scale) (Not existing).	...	10,000—325—15,200

D. Aided Private Colleges :

The revised scales of pay recommended for the post of Lecturer, Lecturer (Senior Scale), Lecturer (Selection Grade)/Reader in State Government Colleges is applicable *mutatis mutandis* to their counter parts of aided private Colleges subject to the following conditions :

- (i) The revised University Grants Commission scale is applicable with effect from the 1st January, 1996 only to those incumbents who were in the pre-revised U.G.C. Scales of pay as on 1st January, 1996.
- (ii) They satisfy all the criteria prescribed for the post of Lecturer, Lecturer (Senior Scale), Lecturer (Selection Grade)/Reader under Government Colleges.

4.4.1. *Pay Fixation Formula*—The pay of the teachers in Universities and Colleges of the State shall be fixed in the revised U.G.C. Scale of pay with effect from the first day of January, 1996 or from the date from which such revised scale is opted for, in the following manner, namely :—

- (i) An amount representing 40% of the basic pay in the existing scale shall be added to the "existing emoluments of the concerned employee.

NOTE—Fraction of 50 (Fifty) paise and above shall be rounded off to the next higher rupee and the fraction of less than 50 (Fifty) paise shall be ignored.

- (ii) After such addition to the existing emoluments, the pay shall be fixed in the revised U.G.C., scale at the stage or if there is no such stage in the revised U.G.C., scale, then the stage next above the amount thus computed :

Provided that :—

- (a) if the minimum of the revised scale is more than the amount so computed, the pay shall be fixed at the minimum of the revised scale.
- (b) if the amount so computed is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale and the difference shall be allowed as reducible personal pay to be absorbed in future increases in pay, if any, due to grant of *ad hoc* increment on account of stagnation etc.
- (c) Fixation of pay of Readers/Lecturers (Selection Grade) who were selected strictly in accordance with the Rules and Regulations framed by U.G.C., and who were in position as Lecturers (S. G.)/Readers as on 1-1-1996, will be made in such manner that they get their pay fixed at the minimum of Rs. 14,940 in the revised scale of pay of Rs. 12,000—420—18,300 as and when they complete 5 years in the grade. In case of Readers/Lecturers (S. G.), who were selected strictly in accordance with the Rules and Regulations framed by U.G.C. and were in position as Lecturers (S. G.)/Readers as on 1-1-1996 but did not have 5

years of service in the grade as on 1-1-1996, their pay may be fixed initially in the manner indicated in (i) & (ii) read with proviso (a) and (b) above. Subsequently their pay may be stepped up to the stage of Rs. 14,940 P. M. on completion of 5 years of service in the grade if the pay initially fixed as on 1-1-1996 is less than the stage of Rs. 14,940.

**EXPLANATION**—For the purpose of fixation of pay in the manner indicated above, the existing emoluments shall include—

(a) the basic pay as defined in Clause (i) of sub-rule (a) of Rule-33 of the Orissa Service Code and shall include—

- (i) *ad hoc* increment (s) granted in shape of personal pay on account of stagnation at the maximum of the existing scale ;
- (ii) personal pay granted due to fixation of pay under sub-rule (d) of Rule 74 of Orissa Service Code including the cases where, reducible personal pay has been granted to protect the total emoluments on account of loss of special pay, if any.
- (iii) advance increment (s) granted, if any,
- (b) Dearness Allowance appropriate to the basic pay admissible at the index average 1510 (1960—100) as sanctioned in O. M. No. 23986/F., dated 20-5-1996 of Finance Department with effect from 1-1-1996.
- (c) The Interim Relief as admissible on the basic pay per month as on 1-1-1996 sanctioned by Government in Finance Department Office Memorandum No. 25495 dt. 31-5-1998.

4.4.2. A detailed rule incorporating pay fixation formula, exercise of option, date of increment, mode of payment of arrear etc. will be issued separately by Government in Finance Department.

#### 4.5. *Recruitment and Qualifications :*

- (a) The direct recruitment to the post of Lecturers, Readers and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees.
- (b) The minimum qualifications required for the post of Lecturers, Readers, Professors, Principals, will be those as prescribed by the University Grants Commission from time to time.
- (c) The minimum requirements of a good academic records, 55% of the marks at the matter's level and qualifying in the National Eligibility Test, or an accredited test, shall remain for the appointment of Lecturers. It would be optional for the University to exempt Ph. D. holders from NET or to require NET, in their case, either as a desirable or essential qualification for appointment as Lecturers in the University Departments and Colleges. The minimum requirement of 55% should not be insisted upon for Professors, Readers, 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.
- (d) A relaxation of 5% may be provided, from 55% to 50% of the marks at the Master's level for the S.C./S.T. category.
- (e) 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.
- (f) 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.
- (g) The Ph. D. should continue to be a compulsory requirement for the designation of Reader

4-6 Direct Recruitment :

(a) 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.

In exceptional cases, the teachers with 15 years of U.G. teaching/research experience could also be considered.

(b) Direct recruitment of Principals in Government College :—

The post of Principals both (Professor's Grade and Reader's Grade) shall be filled up by way of direct recruitment. Persons having following qualifications shall be eligible for selection to the posts of Principal (Professor's Grade) and Principal (Reader's Grade) :

(i) 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, and 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.

(ii) 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, and 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.

(c) 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, and 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.

(d) LECTURER :

(i) Humanities, Social Sciences, Sciences, Commerce, Education, Physical Education, foreign Languages and Law:

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, and 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 qualification, candidates should have cleared the eligibility test (NET) for lectures conducted by the U.G.C., CSIR or similar test accredited by the U.G.C.

(ii) *Journalism and Mass Communication :*

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, and F at the Master's degree level in communication/mass communication, journalism, 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 lectures conducted by the U.G.C, CSIR, or similar test accredited by the U.G.C.

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 and 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 recognized Indian University/National Institute.

Besides, fulfilling the above qualification, candidate should have cleared the eligibility test (NET) for Lecturers conducted by the U.G.C., CSIR, or similar tests accredited by the U.G.C.

(iii) *Music :*

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 and 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.

**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

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 qualifications would be issued. Till then, the Regulations, hitherto in force for direct recruitment to the post of Lecturer, Reader and Professor, will continue.

4.7. *Selection Committees*—The guidelines prescribed by the U. G. C. in this regard shall be followed keeping in view the existing rules of the State Government with the stipulation that the qualification and procedure for selection for the post of Professor prescribed by the U. G. C. shall be followed and there shall be no compromise. Necessary amendment may have to be effected in

the procedure of recruitment including induction of expert from outside the State. There shall be direct recruitment for the post of Professor in the autonomous colleges/universities following the procedure and guidelines recommended by U.G.C.

4.8. *Incentives for Ph. D./M. Phil. :*

- (a) 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. should be given benefit on par with Ph.D. and M.Litt. on par with M.Phil.
- (b) One increment will be admissible to those teachers with M.Phil. who acquire Ph.D. within two years of recruitment.
- (c) A Lecturer with Ph.D. will be eligible for two advance increments when she/he moves into Selection Grade/Reader.
- (d) A teacher will be eligible for two advance increments as and when she/he acquires a Ph.D. degree in her/his service career.

4.9.0. *Carrier Advancement :*

- (a) 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.
- (b) 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).
- (c) A Reader with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.
- (d) The Selection Committees for Career Advancement at different grade shall be the same as those for Direct Recruitment for each category.

4.9.1. *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 Grants Commission. (Those with Ph.D. degree would be exempted from one refresher course).
- (iii) Consistently satisfactory performance appraisal reports.

4.9.2. *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 offer 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.

#### 4.9.3. Reader (Promotion) :

- (a) 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) Possesses consistently good performance appraisal reports
- (b) 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.

#### 4.10. Professor (Promotion) :

- (a) The scheme of promotion from Reader to Professor shall be implemented in Universities and Government Colleges in accordance with the U.G.C. guide lines.
- (b) 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.
- (c) 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.
- (d) The candidate should present herself/himself before the Selection Committee with some of the following :
  - (i) Self-appraisal reports (Required)
  - (ii) Research contribution/books/articles published
  - (iii) 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.
  - (iv) Seminars/Conferences attended
  - (v) Contribution to teaching/academic environment/institutional corporate life
  - (vi) Extension and filed outreach activities

#### 4.11. Participation in Orientation and Refresher Course :

- (a) 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.
- (b) 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.
- (c) 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.

4-12. *Counting of past service*—Counting of past service will be considered as per recommendations of the U.G.C. keeping in view the existing provisions contained in the O.E.S. (College Branch) Recruitment Rules, 1990 as amended from time to time, and other relevant rules relating to Universities and Non-Government Aided Colleges.

4-13. *Merit Promotion*—Merit Promotion Scheme of 1983 which was terminated in 1987 for those who did not opt for it, stands abolished. However, Professors who were governed by the old merit promotion scheme of 1987 would be eligible for scale of Professor with effect from 01-01-1996.

4-14. *Rewarding Merit*—Implementation of this Scheme will be considered after receipt of the scheme from the Government of India.

4-15. *Period of Probation and Confirmation*—The existing practice in this regard followed for the teachers in Government Colleges, Non-Government Colleges and Universities shall continue.

4-16. *Re-employment of Teachers*—The existing practice may continue in Universities. But there shall be no re-employment for Government and Non-Government College Teachers.

4-17. *Age of Superannuation*—the age of superannuation in case of Government College Teachers shall be 58 (fifty eight) years and for University and Non-Government College Teachers shall be 60 (sixty) years.

4-18. *Teaching Days*—The Universities/Colleges must observe at least 180 actual teaching days, i.e., there should be a minimum of 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 adopts a 5 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 :

Teaching	No. of weeks	
	University	College
	30 (180 days)	30 (180 days)
Admission/Examinations preparation for Examinations.	12	10
Vacation	08	10
Public Holidays (to increase and adjust teaching days accordingly)	02	02
Total	52	52

In lieu of curtailment of vacation by 2 weeks, the university teachers may be credited with 1/3rd of the period of Earned Leave. However, the colleges may have an option of a total vacation of 10 weeks in a year and no Earned Leave except when asked to work during the vacations for which, as in the case of University teachers, 1/3rd of the period will be credited as Earned Leave.

4-19. *Work-load*—The work-load of the teacher in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It would be necessary for the teacher to be available for at least 5 hours daily in the University/College. The direct teaching hours should be as follows :

Lecturer/Senior Lecturer (Selection Grade)	..	16 hours
Reader and Professors	..	14 hours

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

4-20. *Leave Rules*—Leave Rules of State Government in vogue shall be applicable for University and College Teachers.

4-21. *Service Agreement*—The existing practice followed in the State shall continue.

4-22. *Other Provisions*—U.G.C. has sent following schemes to the Ministry of H.R.D. for consideration :

- (a) Scheme for providing incentives to Lecturers for professional development
- (b) Creation of post of Professors in Colleges
- (c) Scheme for rewarding meritorious teachers
- (d) Super time scale of Professors
- (e) Meritorious teachers who do not have M.Phil./Ph.D.

As soon as the scheme is communicated by the U.G.C. with the approval of Government of India, the same shall be examined after taking into account all relevant factors and its financial implication for the State Government.

4.23. *Code of Professional Ethics and Accountability*—Recommendation of the U.G.C. in this regard should be followed by Universities. In case of Government/Non-Government Aided Colleges appropriate guidelines shall be formulated consistent with the guidelines of the U.G.C.

#### 5. *Revised Scale of Pay for other categories of posts in the Colleges and Universities :*

##### (1) Registrar/Controller of Examination/Finance Officer :

As per the statutory provisions the post of Registrar, Controller of Examination, Controller of Finance are being filled up by way of deputation from amongst O.A.S., O.E.S. and O.F.S. Officers. These Officers carry their grade pay while going on deputation. Hence the revised scales of pay as recommended by the U.G.C. for these posts shall not be extended.

(2) As regards the post like Librarian, Demonstrator, Director of Physical Education, Deputy Librarian, Deputy Director of Physical Education, Deputy Controller of Examination, Deputy Finance Officer, Assistant Librarian (Senior Scale), Assistant Documentation Officer (Senior Scale) Assistant Director of Physical Education (Senior Scale), Assistant Librarian, Assistant Documentation Officer, Assistant Director of Physical Education, Assistant Controller of Examination, Assistant Finance Officer in the Universities and posts like Librarian, Director of Physical Education Librarian (Selection Grade), Director, Physical Education (Selection Grade), Demonstrator etc., in the Colleges, they were not covered earlier under U.G.C. scale of pay. State Government have decided that since these employees are not in receipt of the U.G.C. scale of pay recommended earlier, the present U.G.C. scale of pay will not be extended to them.

(3) As per the present practice the post of Deputy Registrar, Deputy Controller of Examination, Assistant Registrar are being filled up by way of promotion from amongst the non-teaching staff working in the Universities. These categories of employees will be entitled to the

revised State scale of pay applicable to their counterparts or equivalent posts under the State Government from time to time.

6. Date of Effect—The revised scales of pay will be given effect to from 01-1-1996. Other benefits under the scheme will be given effect to from the date of issue of this Resolution.

7. Central Assistance of the rate of 80% of the additional expenditure involved in the introduction of the revised scales of pay to College and University teachers will be available in respect of posts which were in existence and filled up on 01-01-1996 for the period from 01-01-1996 to 31-3-2000.

8. Anomalies, if any, will be brought to the notice of the State Government in Department of Higher Education for consideration in consultation with Finance Department.

9. This has been concurred in by Finance Department in their U.O.R. No. 3487-PCC, dt. 31-12-1999.

ORDER—Ordered that this Resolution be published in the *Orissa Gazette* and copy forwarded to all Department of Government/Accountant-General (A. & E), Orissa/Secretary to Government of India, Ministry of Human Resource Development (Department of Education), New Delhi/Secretary, U.G.C., Bahadur Shah Zafar Marg, New Delhi/Principals of all Government and Non-Government Aided Colleges/Registrars of all Universities in the State.

By order of the Governor

R. L. JAMUNDA

Commissioner-cum-Secretary to Government

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