

AKPATA

kerala private college teacher

No. 83

October '88

**ബ്രാഞ്ച് സെക്രട്ടറിമാരുടെ അടിയന്തിരശ്രദ്ധയ്ക്ക്**

**മെമ്പർഷിപ്പ്**

1988-'89 വർഷത്തെ എ കെ പി സി ടി എ അംഗത്വം പുതുക്കുന്നതിനും പുതിയ അംഗങ്ങളെ ചേർക്കുന്നതിനുമുള്ള സമയമാണിപ്പോൾ. ഇനിയും അംഗത്വം പുതുക്കിയിട്ടില്ലാത്തവർ ഉടൻ തന്നെ പുതുക്കുക. മെമ്പർഷിപ്പ് ഫീ ഓരോ അംഗത്തിൽ നിന്നും Rs. 30/- (പുതിയ അംഗങ്ങളിൽ നിന്ന് Rs 32/-) വച്ച് കളക്ട് ചെയ്ത് അംഗങ്ങളുടെ ലിസ്റ്റ് കൊടുക്കുവാൻ ഉടൻ തന്നെ ട്രഷറർക്ക് അയച്ചുകൊടുക്കാൻ ബ്രാഞ്ച് സെക്രട്ടറിമാർ പ്രത്യേക ശ്രദ്ധയ്ക്കുക.

**ജേർണൽ വരിസംഖ്യ**

1988 ജൂൺ ലക്കത്തോടെ ജേർണലിന്റെ കഴിഞ്ഞ വർഷത്തെ വരിസംഖ്യയുടെ കാലാവധി തീർന്നു. ഇനിയും പല കോളേജുകളിലും വരിസംഖ്യ പുതുക്കി അടയ്ക്കാനുള്ളതായി കാണുന്നു. വാർഷിക വരിസംഖ്യ 12 രൂപ കമ്മിഷൻ കളക്ട് ചെയ്ത് വരിക്കാരുടെ ലിസ്റ്റ് കൊടുക്കുവാൻ മാനേജിംഗ് എഡിറ്റർക്ക് എത്രയും വേഗം അയച്ചു കൊടുക്കുക.

**വെൽഫെയർ ട്രസ്റ്റ്**

ഈ വർഷം പുതുതായി 500 ൽ കുറയാത്ത അംഗങ്ങളെ വെൽഫെയർ ട്രസ്റ്റിൽ ചേർക്കേണ്ടതാണ്. ബ്രാഞ്ച് സെക്രട്ടറിമാർ ഇക്കാര്യം പ്രത്യേക ശ്രദ്ധയ്ക്കണം. പൂരിപ്പിച്ച ഫോറവും തുകയും ജന: സെക്രട്ടറിയുടെ പേർക്ക് അയക്കുക.

**ഡ്രാഫ്റ്റ്/എം.ഒ. അയയ്ക്കുക.**

മെമ്പർഷിപ്പ്, ലീഗൽ എയ്ഡ് ഫണ്ട് തുകകൾ ട്രഷറർക്കും, വെൽഫെയർ ട്രസ്റ്റ് തുക ജന: സെക്രട്ടറിക്ക്. ജേർണൽ വരിസംഖ്യ മാനേജിംഗ് എഡിറ്റർക്കും ഡ്രാഫ്റ്റായോ എം.ഒ. ആയോ മാത്രം അയയ്ക്കുക.

**ലീഗൽ എയ്ഡ് ഫണ്ട്**

കേരള/കാലിക്കറ്റ് സർവ്വകലാശാലാ നിയമങ്ങളിലെ 64-ാം വകുപ്പും മഹാത്മാഗാന്ധി നിയമങ്ങളിലെ 68-ാം വകുപ്പും ഭരണഘടനാനുസൃതമാണെന്ന് ബഹുമാനപ്പെട്ട കേരള ഹൈക്കോടതി ഡിവിഷൻ ബഞ്ച് പ്രഖ്യാപിച്ചു കഴിഞ്ഞു. ഈ വിധിക്കെതിരെ മാനേജുമെന്റ് പക്ഷപാതികളായ ചില എൻ. എസ്. എസ്. കോളേജ് ഡയറക്ടർ സുപ്രീംകോടതിയെ സമീപിക്കാൻ തീരുമാനിച്ച സാഹചര്യത്തിൽ അവർ കൊടുക്കുന്ന കേസുകളിൽ കക്ഷിചേരാൻ അസോസിയേഷൻ തീരുമാനിച്ചിട്ടുണ്ട്. ഹൈക്കോടതിയിൽ പല ഘട്ടങ്ങളിൽ നടന്ന കേസുകൾക്ക് അതിഭീമമായ ചെലവാണ് വന്നിട്ടുള്ളത്. സുപ്രീം കോടതിയിൽ നടക്കാൻ പോകുന്ന കേസിലും വലിയൊരു തുക ചെലവാകും. ഇതുവരെ ഇതു സംബന്ധിച്ചുള്ള എല്ലാ കേസുകളുടെ ചെലവും വഹിച്ചത് എൻ. എസ്. എസ്.; എസ്. എൻ. കോളേജ് ഡയറക്ടർമാരാണ്. ഒരു വലിയ വിഭാഗം ഡയറക്ടർമാർ മാനേജുമെന്റിന്റെ നീരാളിപ്പിടുത്തത്തിൽ നിന്ന് സ്വതന്ത്രരാകുന്ന ഈ നിയമത്തെ കോടതി യുദ്ധത്തിൽ പരിരക്ഷിച്ചെടുക്കാനുള്ള ഉത്തരവാദിത്വം സംഘടനയ്ക്കുണ്ട്. ആ നിലക്ക് ഇനിയുണ്ടാകുന്ന ചെലവിലേക്ക് ഒരു ലീഗൽ എയ്ഡ് ഫണ്ട് രൂപീകരിച്ചിട്ടുണ്ട്. ഓരോ അംഗവും കുറഞ്ഞത് 20 രൂപയെങ്കിലും ഈ ഫണ്ടിലേക്ക് സംഭാവന ചെയ്യണം. എൻ. എസ്. എസ്.; എസ്. എൻ; ദേവസ്വം ബോർഡ് കോളേജുകളിലെ ഓരോ അംഗവും നൂറു രൂപയിൽ കുറയാത്ത സംഖ്യ സംഭാവന ചെയ്യേണ്ടതാണ്. സംഭാവന തുക ട്രഷററുടെ പേരിൽ അയച്ചു കൊടുക്കണം.

**അഡ്രസ്സുകൾ**

Gen: Secretary  
Prof. P. Narendran,  
State Committee Office,  
T. C. 28/406,  
Ambujavilasom Road,  
Trivandrum-1

Treasurer.  
Prof. S. Viswanathan,  
T.C. 15/337,  
Vellayambalam,  
Trivandrum-10

Managing Editor  
Prof. K. P. Divakaran Nair,  
T. C. 3/1206,  
Kesavadasapuram,  
Trivandrum-4.

# നിയമം നടപ്പിലാക്കാത്ത മാനേജ്മെന്റുകളെ നിലക്കുനിർത്തുക.

കേരള/കോഴിക്കോട് സർവ്വകലാശാല നിയമങ്ങളിലെ 64-ാം വകുപ്പും മഹാത്മാഗാന്ധി യൂണിവേഴ്സിറ്റി നിയമത്തിലെ 68-ാം വകുപ്പും ഭരണഘടനാനുസൃതമാണെന്ന ബഹു:കേരള ഹൈക്കോടതിയുടെ സിംഗിൾ ബഞ്ച് വിധി ഡിവിഷൻ ബഞ്ച് ശരിവക്കുകയുണ്ടായി. കോടതിവിധിയുടെ തീയതി മുതൽ രണ്ടു മാസത്തിനകം പ്രസ്തുത വകുപ്പുകൾ അനുസരിച്ചുള്ള നടപടി ക്രമങ്ങൾ പൂർത്തിയാക്കണമെന്നാണ് കോടതി എൻ. എസ്. എസ്.; എസ്. എൻ. മാനേജ്മെന്റുകൾക്ക് നിർദ്ദേശം നൽകിയിരുന്നത്. എന്നാൽ വിധിനിർദ്ദേശമുണ്ടായിട്ട് മൂന്നു മാസങ്ങളിലേറെയായെങ്കിലും ഈ നിർദ്ദേശം പാലിക്കാൻ പ്രസ്തുത മാനേജ്മെന്റുകൾ കൂട്ടാക്കിയിട്ടില്ല. ഓപ്ഷൻ അനുസരിച്ച് ഏതൊക്കെ യൂണിവേഴ്സിറ്റിയിൽ അലോട്ട് ചെയ്തിരിക്കുന്നു എന്ന് ഓരോ അധ്യാപകനും എഴുതി കൊടുത്തതല്ലാതെ, അതനുസരിച്ച് ആവശ്യമുള്ളവർക്ക് സ്ഥലം മാറ്റം നൽകാൻ മാനേജ്മെന്റുകൾ കൂട്ടാക്കിയിട്ടില്ല. കോടതി വിധികളുടെയും നിയമ വ്യവസ്ഥകളുടെയും നഗ്നമായ ലംഘനമേണ് എൻ. എസ്. എസ്.; എസ്. എൻ. മാനേജ്മെന്റുകൾ നടത്തിയിരിക്കുന്നത്. നിയമ വാഴ്ചയുടെ കാവൽ ഭടന്മാരെന്ന പദത്തെ പെരുമ്പറയടിച്ചു നടക്കുന്നവർ, അധ്യാപകർക്ക് അനുകൂലമായൊരു നിയമ വ്യവസ്ഥ വന്നപ്പോൾ, യാതൊരു കൂസലുമില്ലാതെ നിയമലംഘനം നടത്തുന്നു. ഇത് അനുവദിച്ചുകൂടാ. യൂണിവേഴ്സിറ്റി നിയമങ്ങളിലെ വ്യവസ്ഥകൾ മാനേജ്മെന്റുകളെക്കൊണ്ട് അനുസരിപ്പിക്കുന്നതിന് ഗവൺമെന്റിന് ബാധ്യതയുണ്ട്, അധികാരമുണ്ട്. അതിനാൽ 64 ഉം 68 ഉം വകുപ്പുകൾ അനുസരിച്ചുള്ള അധ്യാപക സ്ഥലം മാറ്റങ്ങൾ നടത്തുന്നതിന് എൻ. എസ്. എസ്.; എസ്. എൻ. മാനേജ്മെന്റുകൾക്ക് വ്യക്തമായ നിർദ്ദേശം കൊടുക്കണമെന്ന് ഞങ്ങൾ ഗവൺമെന്റിനോട് അഭ്യർത്ഥിക്കുന്നു.

**കരിനിയമം റദ്ദാക്കുക.**

ഇടതുപക്ഷ ജനാധിപത്യ മുന്നണി സർക്കാർ അധികാരത്തിൽ വന്നതിനു ശേഷം കേരളത്തിൽ വർഷങ്ങളോളമായി നിലനിന്നിരുന്ന പല കരിനിയമങ്ങളും റദ്ദാക്കുകയുണ്ടായി. തൊഴിലാളികളുടെയും ജീവനക്കാരുടെയും അവകാശ സമരങ്ങളെ തച്ചുതകർക്കുന്ന ഒരു നയമല്ല ഈ ഗവൺമെന്റ് പിൻ തുടരുന്നത്. എന്നാൽ ഇതിന് കുളങ്കം ചാർത്തുന്ന ഒരു നിയമ വ്യവസ്ഥ കോളേജ്യാപകരെ സംബന്ധിച്ച് ഇന്നും നിലനല്ക്കുന്നു. യു. ജി. സി. യുടെ മൂന്നാം ശമ്പള പരിഷ്കാരം കേരളത്തിലും നടപ്പാക്കിക്കിട്ടുന്നതിനു വേണ്ടി സമരപരിപാടികളുമായി എ കെ പി സി ടി എ മുന്നോട്ടുപോയപ്പോൾ അന്നത്തെ സർക്കാർ സമരത്തെ നേരിടാനായി 'ഒരു ദിവസം പണിമുടക്കിയാൽ രണ്ടു മാസത്തെ ശമ്പളം നഷ്ടപ്പെടും' എന്ന പൈശാചികമായൊരു ഉത്തരവിറക്കി. ഈ കരിനിയമം ഇന്നും നിലനിലക്കുന്നു. അധ്യാപകരുടെ തലക്കു മുകളിൽ 'ഡമോക്രസിയുടെ വാക്ക്' പോലെ നിലക്കുന്ന ഈ നിയമം റദ്ദാക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

**സംസ്ഥാന പ്രവർത്തക ക്യാമ്പ്**

എ കെ പി സി ടി എ സംസ്ഥാന പ്രവർത്തക ക്യാമ്പ് 1988 ഒക്ടോബർ 8, 9 തീയതികളിൽ ആലുവ ഫെല്ലോഷിപ്പ് ഹൗസിൽ നടക്കുകയുണ്ടായി. ബ്രാഞ്ച് സെക്രട്ടറിമാരടക്കമുള്ള സംസ്ഥാന കമ്മിറ്റി അംഗങ്ങളാണ് ക്യാമ്പിൽ പങ്കെടുത്തത്. ഒക്ടോബർ 8 ന് രാവിലെ 10 മണിക്ക് ക്യാമ്പ് ആരംഭിച്ചു നമ്മുടെ സംഘടന എന്ന വിഷയത്തെ അധികരിച്ച് പ്രൊഫ. വി. നാരായണൻ കുട്ടി, 'ഇന്ത്യൻ ട്രേഡ് യൂണിയൻ പ്രസ്ഥാനം' എന്നതിനെക്കുറിച്ച് ശ്രീ. പി. ബാലകൃഷ്ണൻ (സെക്രട്ടറി, കോൺഫെഡറേഷൻ ഓഫ് സെൻട്രൽ ഗവ: എംപ്ലോയീസ്); സാമ്പത്തിക ശാസ്ത്രം ട്രേഡ് യൂണിയൻ കാഴ്ചപ്പാടിലൂടെ, എന്ന വിഷയത്തെക്കുറിച്ച് ഡോ: തോമസ് ഐസക് (സെൻറർ ഫോർ ഡവലപ്പ്മെന്റ് സ്റ്റഡീസ്) എന്നിവർ ചർച്ചാ ക്ലാസ്സുകൾ നയിക്കുകയുണ്ടായി.

രണ്ടാം ദിവസം 'നമ്മുടെ അടിയന്തിര കടമകൾ' എന്ന വിഷയത്തിൽ ജനറൽ സെക്രട്ടറി പ്രൊഫ: പി. നരേന്ദ്രനും 'യൂണിയൻ ട്രാസിറ്റി സ്റ്റാറ്റിസ്റ്റിക്സും നിയമങ്ങളും' പ്രൊഫ: ടി. ഗോപാലകൃഷ്ണനും ക്ലാസ്സുകൾക്കുകയുണ്ടായി.

ചർച്ചാ ക്ലാസുകളിലും തുടർന്നു നടന്ന ഗ്രൂപ്പ് ചർച്ചകളിലും അംഗങ്ങൾ സജീവമായി പങ്കെടുത്തു. 9-ാം തീയതി വൈകിട്ട് 5 മണിക്ക് ക്യാമ്പ് സമാപിച്ചു.

കേരള, കോഴിക്കോട് യൂണിവേഴ്സിറ്റി നിയമങ്ങളിലെ 64-ാം വകുപ്പി  
 ന്റെയും മഹാത്മാഗാന്ധി യൂണിവേഴ്സിറ്റി നിയമത്തിലെ 68-ാം  
 വകുപ്പിൻറെയും

# ഫസ്റ്റ് സർക്കാർ ഉത്തരവ്

GOVERNMENT OF KERALA  
 Higher Education (B) Department  
 NOTIFICATIONS

- 1) G.O. (Ms) No. 197/88/H. Edn
- 2) G.O. (Ms) No. 198/88/H. Edn
- 3) G.O. (Ms.) No. 199/88/H Edn

Dated, Trivandrum, 19th September, 1988

**S.R.O No. 1127/88, No. 1128/88:  
 No. 1129/88**— In exercise of the powers conferred by section 83 of Kerala University Act, 1974 (17 of 1974) Section 82 of the Calicut University Act, 1975 (6 of 1975) and Section 100 of the Mahatma Gandhi University Act 1985 (12 of 1985), the Government of Kerala hereby make the First Statutes in respect of transfer of teachers to other Universities, namely:—

## FIRST STATUTES

1. *Short title and commencement*:- (1) These statutes may be called the Kerala University (Inter University transfer of teachers of Colleges under educational agencies having Colleges affiliated to Calicut and Mahatma Gandhi University) First Statutes, 1988.

(2) These statutes shall come into force at once.

2. *Application*—These statutes shall apply to all teachers under the educational agencies having colleges under the jurisdiction of the Kerala University, Calicut University and Mahatma Gandhi University

3. *Seniority List*—(1) An educational agency having Colleges under the jurisdiction of Kerala University, Calicut University and Mahatma Gandhi University shall prepare a common seniority list (Department-

ment-wise) of all teachers in accordance with the procedure laid down in these statutes. Teachers who are liable to be transferred from Arts and Science Colleges to Training Colleges and vice versa shall be included in the Department-wise Common Seniority list of Arts and Science colleges.

(2) The Common Seniority list prepared as per clause (i) shall be communicated to the teachers by circulation among them within a period of one month from the date of commencement of these statutes:

Provided that if an educational agency has already prepared and circulated among the teachers a seniority list after the 21st day of November, 1987 but before the commencement of these statutes, as per section 64 of the Kerala University Act, section 64 of the Calicut University Act and section 68 of the Mahatma Gandhi University Act and the clause (1), that shall be deemed to be sufficient compliance with the provisions of these statutes.

4. Any teacher aggrieved by the rank allotted to him or any entry concerning him in the seniority list prepared under sub-section (1) of section 64 of the Kerala University Act, sub-section (1) of section 64 of the Calicut University Act and sub-section (1) of section 68 of the Mahatma Gandhi University Act may file a complaint to the Manager within fourteen days from the date of communication of the seniority list to him.

5. The educational agency shall publish the final seniority list after disposing of the complaints, if any, on merit as per rules

within fourteen days from the last date fixed for the receipt of complaints as per Statute 4.

6. The educational agency shall furnish to the State Government a copy of the final seniority list as provided in Statute 5, within ten days of the publication of the final list.

7. Any teacher aggrieved by any entry, or rank assigned to him in the seniority list prepared in accordance with the Statute 5 may prefer an appeal to the Government within a period of sixty days and the decision of the Government thereon shall be final.

8. A teacher working in any of the colleges under an educational agency having colleges under the jurisdiction of the Kerala University, Calicut University or Mahatma Gandhi University shall have the right to exercise an option indicating the order of preference as to the University under the Jurisdiction of which he opts to remain, within one month from the date of publication of the final seniority list prepared in accordance with Statute 5. The option once exercised shall be final. The educational agency shall obtain the option from the teachers in the prescribed form or as nearer as may be within a period of one month from the date of publication of the final seniority list. The option statement will be pasted in the service book of the teacher after counter signature by the drawing officer.

9. *Allotment*—The educational agency shall allot each teacher to the University under the jurisdiction of which he opts to remain within one month from the last date fixed for the receipt of option. The allotment shall be in accordance with the option. Where the number of teachers who have opted to remain under the jurisdiction of a University exceeds the number of posts in the colleges affiliated to that

University, the allotment shall be made on the basis of seniority. When a teacher cannot be allotted to the University under the jurisdiction of which he opts to remain for want of sufficient post, he shall be temporarily accommodated in the University where there exists a post, and shall be allotted to the University under the jurisdiction of which he opts to remain as and when a post falls vacant or a new post is created in any of the colleges under the educational agency within that University area. In accordance with the allotment the teacher shall be transferred to the college under the jurisdiction of the University to which he exercises the option.

*Explanation*—Where a Grade-II or Grade-I cadre Professor exercises his option as to a University under the jurisdiction of which he opts to remain cannot be accommodated in the same cadre on the basis of the seniority, he may be reverted if he so desires to the next lower cadre and shall be allotted and accordingly transferred to the University under the jurisdiction of which he opts to remain. The teachers so reverted shall be promoted to the cadre post under the university of his choice as and when a post falls vacant or a new post is created.

10. *Order of Allotment*—The educational agency shall provide the State Government and the universities concerned with a copy of the order of allotment of a teacher to the University under the jurisdiction of which he opts to remain.

11. *Right of Appeal to Government*—Any teacher aggrieved by the allotment may prefer an appeal to the Government within a period of sixty days from the date of the order of the allotment and the decision of the Government thereon shall be final.

**12. Principles for fixing seniority of teachers as envisaged in statute 3 (1)—**

(1) For the purpose of fixing the seniority of teachers the rank obtained by the teachers in the election list shall be adhered to.

(2) Where appointments are made on the basis of a select list, the seniority of teachers shall be determined on the basis of the rank allotted to each teacher in the merit list and community list alternately irrespective of the date of appointment.

(3) In the absence of a select list, the date of first entry in the service shall be the basis of fixing the seniority. The principle shall be first come last go.

(4) For the preparation of seniority list as envisaged in statute 3 (1) the overall seniority (department-wise) and not the cadre seniority shall be the basis.

By order of the Governor,  
**M. S. K. RAMASWAMI**  
*Commissioner and Secretary to Government*

**Appendix  
 OPTION FORM**

I, ..... ,..... Professor..... .. /  
 Lecturer/Junior Lecturer in the department  
 of ..... hereby opt to remain under the  
 jurisdiction of the University in the order  
 of preference given below as per \*section  
 64 of the Kerala University Act, section 64  
 of the Calicut University Act and section  
 68 of the Mahatma Gandhi University Act.

- 1.
- 2.
- 3.

Signature

Place :

Name

Date :

Designation

*Countersigned by*

(Name and designation of the  
 drawing officer)

\*Strike off whichever is  
 not applicable.

**പാലക്കാട് എൻജിനീയറിംഗ്  
 കോളേജിൽ എ. കെ. പി. സി. ടി എ.  
 (ബ്രാഞ്ച്)**

പാലക്കാട് എൻ. എസ്. എസ്. എൻജിനീ  
 യറിംഗ് കോളേജിൽ എ. കെ. പി. സി. ടി. എ.  
 ബ്രാഞ്ച് രൂപീകരിച്ചു. 29.9.88ൽ കോളേ  
 ജിൽ വച്ച് കൂടിയ യോഗത്തിൽ ഈ ബ്രാ  
 ഞ്ചിന്റെ ഉത്പാദനം സംസ്ഥാനപ്രസിഡ  
 ന്റ് പ്രൊഫ: വി. നാരായണൻ കുട്ടിനിർവ്വ  
 ഹിച്ചു. പ്രൊഫ: ജി. മാധവൻ നായർ, പ്രൊഫ.  
 എ. സേതു മാധവൻ, പ്രൊഫ: ജി. പ്രകാശ്,  
 പ്രൊഫ: വെങ്കിടേശൻ എന്നിവർ ആശംസ  
 പ്രസംഗങ്ങൾ നടത്തി. യോഗത്തിൽ പ്രൊഫ:  
 റി. പി. സി. പിള്ള ആദ്യകൃഷം വഹിച്ചു.  
 പ്രൊഫ: ശശിധരൻ സ്വാഗതവും ശ്രീ. രാജൻ  
 ബ്രാഞ്ച് കൃതജ്ഞതയും പുറഞ്ഞു.

ഈ ബ്രാഞ്ചിന്റെ പ്രസിഡന്റായി പ്രൊഫ:  
 ശശിധരനെയും സെക്രട്ടറിയായി ശ്രീ. രാജൻ  
 ബ്രാഞ്ചുവിയെന്നെയും കൗൺസിലർമാരായി ശ്രീ.  
 വി. അനീൽകുമാർ, ശ്രീ. മുരളീധരൻ എന്നിവ  
 രെയും തിരഞ്ഞെടുത്തു.

**പി.സി.ടി.എ യിൽ നിന്ന് രാജി.**

കോഴഞ്ചേരി സെൻറ് തോമസ് കോളേജ്  
 പി സി ടി എ യൂണിറ്റ് സെക്രട്ടറി ശ്രീ.  
 സി. ജെ. സെക്കറിയ പി. സി. ടി. എ. യുടെ  
 അധ്യപക ദ്രോഹനയങ്ങളിൽ പ്രതിഷേധിച്ച്  
 തൽസ്ഥാനം രാജിവച്ച് ആ സംഘടനയോട്  
 വിടപറഞ്ഞിരിക്കുന്നു. അദ്ദേഹം എ. കെ.  
 പി.സി.ടി എ യിൽ അംഗത്വമെടുത്ത് പ്രവർ  
 ത്തിക്കുവാൻ തീരുമാനിച്ചു.

# യൂണിവേഴ്സിറ്റി-ഗവൺമെന്റ് ഓർഡറുകൾ

## MAHATMA GANDHI UNIVERSITY NOTIFICATION

No. BII-I/Misc/88/Acad.

Dt. 18th July 1988.

### Amendment to the Regulations relating to Qualifications of Teachers

In exercise of the powers of the Syndicate, the Vice-Chancellor has amended the Regulations relating to qualifications of teachers to prescribe revised qualifications for the post of Principal in Arts and Science Colleges and Training Colleges subject to ratification by the Academic Council. The revised qualification and experience required to be appointed as Principal is as follows.

#### 1. PRINCIPALS (JUNIOR COLLEGES)

- (i) A) A First Class Master's Degree or a second class Master's degree with not less than 50% marks.

OR

A Second Class Master's Degree with less than 50% marks and a Doctorate or a third class Master's degree with a Doctorate; and

- B) Ten years teaching experience in a College/University after acquiring the prescribed qualifications.

OR

- (ii) A Second Class Master's Degree with less than 50% marks or a third class Master's degree with a minimum of 12 years' teaching experience in a college/University.

#### 2. PRINCIPALS (DEGREE OR POST GRADUATE COLLEGES)

- (i) a) A First Class Master's Degree or a Second Class Master's Degree with not less than 50% marks.

- b) 25 year's service in a College/ University.

OR

- (ii) a) A Second Class Master's Degree with not less than 50% marks or a third class Master's Degree.

- b) 25 years service in a College/ University.

#### 3 (PRINCIPALS TRAINING COLLEGES)

- a) Academic qualifications :  
(For direct recruitment) :

M.A /M.Sc. Degree I or II Class with not less than 50% marks in the subject with an M.Ed. Degree First or Second Class.

For appointment by promotion :-

- (i) A first or second class (with not less than 50% marks) Honours or Master's Degree or its equivalent in the subject

OR

A Honours or Master's Degree with less than 50% marks and M. Phil or Ph.D in the concerned subject.

- (ii) A first or Second Class B.Ed., B.T., or L.T., or its equivalent.

OR

An M.Ed. degree with I or II Class (with not less than 50% marks).

Note : A Second Class in either part of the B.Ed., B. T., or L.T, degree



in the qualifications prescribed for the post.

b) Experience :

- (i) A minimum approved teaching experience of 20 years acquired after taking B.Ed. degree of which at least two years shall be in a Training College.

*Note :* Experience includes teaching experience in High Schools/Higher Secondary Schools or Colleges after taking the B Ed. or its equivalent.

OR

- (ii) A Minimum of 25 years approved teaching experience of which a minimum of 4 years shall be in a high/higher secondary school and the remaining in an Arts and Science College.

The above amendment shall come in to force with immediate effect.

(Sd/-)

(PROF. K. MADHAVAN PILLAI)  
REGISTRAR

Priyadarsini Hills,  
Athirampuzha.

---

## GOVERNMENT OF KERALA

### Abstract

Pay revisions. 1973, 1978 and 1983-  
Exercise of revised option in pursuance of  
the orders on Pay revision-Further extension  
of time-Orders issued.

FINANCE (P.R.C. 'B') DEPARTMENT

G.O. (P) No. 521/88 (232)/Fin.

Dated, Trivandrum, 8th August 1988

Read : 1 G.O. (P) 128/87/Fin. dated  
7-2-1987

2 G.O. (P) 649/87/Fin. dated  
7-8-1987

3 G.O. (P) 737/87 (162)/Fin.  
dated 17-9-1987.

## ORDER

In the G.O. read as first paper above the period for exercise of re-option to change over to the revised scales of pay in pursuance of the rules for fixation of pay as per the Pay Revision Order, 1973 and 1978 was allowed up to 31-3-1978. In the G.O.'s read as 2nd and 3rd paper above time was allowed upto 31-1-1988 to exercise re-option in regard to 1978 and 1983 Pay Revisions.

Government are still receiving requests for allowing re-options relating to 1973, 1978 and 1983 Pay Revisions which are not covered by the general guide lines. Government has examined the matter in detail and are pleased to order that another chance for exercising re-option in regard to 1973, 1978 and 1983 Pay Revisions will be allowed upto 31-12-1988.

Serving employees who have already exercised option will be allowed to exercise fresh option to the revised scales of pay within the extended time, subject to the condition that refund, if any, due on account of the revision of option shall be made in lump and arrears on account of such re-option will be payable only from the date of exercise of re-option.

Non-Gazetted Officers will forward their option to the officer who draws their salary or countersigns the salary bills, as the case may be, and the Gazetted Officers to the Accountant General (A&E), Kerala. The option statement will be pasted in the Service Book in the case of Non-Gazetted Officers after being countersigned by the concerned officer with date.

Heads of Departments will ensure that the contents of this order are brought to the notice of all the employees under their control, including those on deputation to foreign service.

By Order of the Governor,  
E. C. MATHEW,  
Additional Secretary.

# വാർത്തകൾ

## തിരുവനന്തപുരം ജില്ലാ കൗൺസിൽ

എ.കെ.പി.സി.ടി.എ. തിരുവനന്തപുരം ജില്ലാ കൗൺസിലിന്റെ ഒരു വിശേഷാൽ യോഗം 4.10.88 പൊവ്വാഴ്ച സ്മരണ റൗം ഓഫീസിൽ കൂടുകയുണ്ടായി. യോഗത്തിൽ പ്രൊഫ. ശാന്തകുമാർ ആഭ്യക്ഷണം വഹിച്ചു. ജില്ലാ സെക്രട്ടറി പ്രൊഫ. റി. എൻ. രാമൻ പിള്ള വർക്കിംഗ് കമ്മിറ്റി തീരുമാനങ്ങൾ റിപ്പോർട്ടുചെയ്തു.

കേന്ദ്ര ഗവ. പ്രഖ്യാപിച്ച ശമ്പള പരിഷ്കാരം (യു. ജി. സി. സ്കെയിൽ) കോഴിക്കോട് യൂണിവേഴ്സിറ്റി അധ്യാപകർക്ക് നടപ്പാക്കാനുള്ള സിൻഡിക്കേറ്റിന്റെ വിചാദപരമായ തീരുമാനവും അതിൽ എ. കെ. പി. സി. ടി. എ പ്രതിനിധീകൃത സംഘടനാപരമായ നിലപാടും സിൻഡിക്കേറ്റ് ചെയർ പ്രൊഫ. ജി. മാധവൻനായർ വിശദീകരിച്ചു. തുടർന്നു നടന്ന ചർച്ചയിൽ പ്രൊഫ. ഡി. തോമസ് (മാർഗ്ഗവാനിയോസ് കോളേജ്) ശ്രീ. സതീശ് ചന്ദ്രൻ (എസ്. എൻ. വർക്കല) പ്രൊഫ. ആർ. രവീന്ദ്രൻനായർ (വി. ടി. എം. എൻ. എസ്. എസ്.) ശ്രീ. ഷാജിവാസു. (ഇക്ബാൽ, പെരിങ്ങാല) തുടങ്ങിയവർ സജീവമായി പങ്കെടുത്തു. പ്രൊഫ. മാധവൻ നായർ സിൻഡിക്കേറ്റിൽ എടുത്ത നിലപാടിനെ കൗൺസിൽ യോഗം ശരിവച്ചു.

കേരള യൂണിവേഴ്സിറ്റി പരീക്ഷാ പ്രതിഫല കൂടിശിഖ ഇനിയും കൊടുത്തു തീർക്കാത്തതിൽ പ്രതിഷേധം രേഖപ്പെടുത്തുന്നതും കൂടിശിഖ ഉടൻ തന്നെ അധ്യാപകർക്കു ലഭിക്കുന്നതിനുള്ള സത്വര നടപടികൾ കൈക്കൊള്ളണമെന്നാവശ്യപ്പെടുന്നതുമായ ഒരു പ്രമേയം പ്രൊഫ. സുരേന്ദ്രനാഥ് (വി. ടി. എം. എൻ. എസ്. എസ്.) അവതരിപ്പിച്ചത് കൗൺസിൽ ഐക്യകണ്ഠയോടെ പാസ്സാക്കി.

എ.കെ.പി.സി.ടി.ക്ക് വിജയം. ഗവേണിംഗ് ബോഡി.

കുഞ്ഞിരപ്പിള്ളി സെൻറ് ഫ്രാൻസിസ് കോളേജ് ഗവേണിംഗ് ബോഡിയിലേയ്ക്ക് 28.9.88 ന് നടന്ന വാശിയേറിയ തിരഞ്ഞെ

ടുപ്പിൽ അധ്യാപക പ്രതിനിധിയായി എ. കെ. പി. സി. ടി. എ. സ്മാനാർത്ഥി പ്രൊഫ. തോമസ് പി. ജോസഫ് (ബ്രാഞ്ച് പ്രസിഡണ്ട്) വൻ ഭൂരിപക്ഷത്തോടെ (56-36) തിരഞ്ഞെടുക്കപ്പെട്ടു. പി. സി. ടി. എ. സ്മാനാർത്ഥിയെയാണ് ഇദ്ദേഹം പരാജയപ്പെടുത്തിയത്.

## കോളേജ് കൗൺസിൽ

ഡി. ബി. പമ്പ കോളേജ് (പരുമല) കൗൺസിലിലേക്ക് എ.കെ.പി.സി.ടി.എ സ്മാനാർത്ഥികളായ പ്രൊഫ. കെ. വിജയൻനായർ പ്രൊഫ. ആർ. രാമചന്ദ്രൻനായർ, പ്രൊഫ. എ. ആർ. രാജമ്മ എന്നിവർ എതിരില്ലാതെ തിരഞ്ഞെടുക്കപ്പെട്ടു.

## പ്രതിഷേധയോഗം

കേരള, കോഴിക്കോട് മഹാത്മാഗാന്ധി സർവ്വകലാശാലാ നിയമങ്ങളിലെ 64, 68 വകുപ്പുകൾ അനുസരിച്ചുള്ള സ്ഥലം മാറ്റങ്ങൾ കോടതി നിർദ്ദേശം ഉണ്ടായിട്ടുപോലും എൻ.എസ്.എസ്. എസ്. എൻ. മാനേജ്മെന്റുകൾ ഇതുവരെയും നടപ്പിലാക്കിയിട്ടില്ല. ഇതിൽ പ്രതിഷേധിച്ച് അധ്യാപക സർവ്വീസ് സംഘടനാ ഐക്യസമരസമിതിയുടെ ആഭ്യുദയത്തിൽ ധനുവച്ചപുരം എൻ.എസ്.എസ്. കോളേജിനടുത്തുള്ള ഉദിയൻകുളങ്ങര ജംഗ്ഷനിൽ 11.10.88 പൊവ്വാഴ്ച വൻപിച്ച പ്രതിഷേധ യോഗം നടക്കുകയുണ്ടായി. നിയമാനുസൃത സ്ഥലം മാറ്റങ്ങൾ ഉടൻ നടത്തിയില്ലെങ്കിൽ ശക്തമായ സമരത്തെ നേരിടേണ്ടി വരുമെന്ന് അധ്യാപക സർവ്വീസ് സംഘടനാ നേതാക്കൾ മാനേജ്മെന്റുകൾക്ക് മുന്നറിയിപ്പുനൽകി. യോഗത്തിൽ ശ്രീ. കൃഷ്ണൻകുട്ടിനായർ (കെ. ജി. ടി. എ.) ആഭ്യക്ഷത വഹിച്ചു. സംഘടനാ നേതാക്കളായ പ്രൊഫ. പി. നരേന്ദ്രൻ (എ. കെ. പി. സി. ടി. എ) ശ്രീ. വിശ്വംഭരൻ (എൻ. ജി. ടി. യൂണിയൻ) ശ്രീ. പ്രഭാകരൻനായർ (കെ. ജി. ടി. എ.) പ്രൊഫ. വിശ്വനാഥൻ (എ. കെ. പി. സി. ടി. എ) എന്നിവർ യോഗത്തിൽ സംസാരിച്ചു. പ്രൊഫ. റി. എൻ. രാമൻപള്ളി (ജില്ലാ സെക്രട്ടറി, എ. കെ. പി. സി. ടി. എ) സ്വാഗതവും പ്രൊഫ. സുരേന്ദ്രനാഥ് (എ. കെ. പി. സി. ടി. എ. വി. റി. എം. എൻ. എസ്. എസ്. കോളേജ് ബ്രാഞ്ച് സെക്രട്ടറി) കൃതജ്ഞതയും പറഞ്ഞു.

# REVISED GOVERNMENT ORDER ON REVISION OF PAY-SCALES

Ministry of Human Resource Development  
(Department of Education)  
PRESS-RELEASE

*Subject: Revision of pay scales of University and College teachers.*

In June 1987, the Central Government had announced the revision of pay scales of teachers in Universities and Colleges effective from 1-1-1986. This revision covered about 2,30,000 teachers in Universities and Colleges throughout the country. The Government had also agreed to meet 80% of the additional expenditure incurred by the State Government on account of this revision for the period 1-1-1986 to 31-3-1990—

2 Teachers in several parts of the country went on an indefinite strike in August 1987, demanding several modifications in the scheme. Their main demands were reduction in the number of scales of pay, provision for promotion to the posts of Readers and Professors, and the Central Government meeting the entire expenditure on the revision of pay. Following consultations with the representatives of the All India Federation of University and College Teachers Organisations (AIFUCTO) the then Minister for Human Resource Development announced some modifications in the scheme on the basis of which the strike was called off by the AIFUCTO on September 4, 1987.

3. The understanding reached with the teachers' representatives involved further consultations including the question of institution of a Selection Grade for Lecturers. The revision of pay scales of

Librarians and Physical Education Personnel was also pending. The Government has since considered and settled all these matters. The main amendments made in the scheme announced in June, 1987, are:  
*Scales of Pay*

(i) The June, 1987 notification provided for two scales of pay for Readers. These two have been combined into a single grade of Rs. 3700-5700.

(ii) The revised Selection Grade for Lecturers will also be Rs. 3700-5700.

(iii) The Vice-Chancellors in Central Universities will be on a fixed pay of Rs. 7600/-

(iv) The scheme of Professor of Eminence is being reviewed.

## *Recruitment and Qualifications*

(v) The qualifying test for recruitment of lecturers is intended to be organised through a number of agencies keeping in view the requirements of the media of instruction followed by different States/Universities.

(vi) To encourage enrolment in research programmes immediately on completion of postgraduate studies, candidates who have M. Phil. or Ph. D. degrees will be entitled to one and three advance increments respectively at the time of their recruitment. They will also be entitled to the benefit of corresponding years of service for the purpose of promotion. The

existing Lecturers and those recruited in future without research degrees will also be eligible for the benefit in service when they acquire research degree.

(vii) Every lecturer will be eligible for placement in a Senior Scale of Rs. 3000-5000 on completion of 8 years of service. A Lecturer with Ph. D. degree will be eligible for this placement after 5 years and a Lecturer with M. Phil. degree on completion of 7 years. In all cases, placement in the Senior Scales is subject to participation in continuing education programmes and the Senior Scales is subject to participation in consistently satisfactory performance appraisal.

(viii) A Lecturer in the Senior Scales on completion of 8 years will be eligible for promotion as Reader in both Universities and Colleges. Only those who have a Ph. D. degree or equivalent published work and have made a mark in scholarship and research will be eligible for promotion as Reader. Self-assessment, reports of references, quality of publications, contribution to educational renovation, design of new courses and curricula, etc., would be taken into account for this purpose.

(ix) Those Lecturers in the Senior Scales who do not have Ph. D. degree and who do not meet the scholarship and research standards prescribe for a Reader will be eligible for placement in a Selection Grade of Rs. 3700-5700 if they have a good record in teaching and/or participation in extension activities. They could offer themselves for a fresh assessment after obtaining Ph. D. degree and fulfilling other requirements for promotion as Readers.

(x) Promotion to the post of Reader and placement in the Selection Grade will be through a process of selection by a Committee constituted by the University for appointment of Readers. In both cases

participation in continuing education programmes and consistently good performance appraisal reports are essential elements in the design for career advancement.

(xi) For placement of Lecturers in the Senior Scales and Selection Grade as well as for promotion to the post of Readers, the required number of posts will be created by upgrading the posts held by the incumbents concerned.

(xii) Promotions made under the Merit Promotion Scheme of the UGC or any other similar schemes, before the announcement of the revised scales on June 17, 1987 will not be reopened. However, in such cases the benefit of revision will be available to teachers only from the dates of their promotion.

#### *Revision of pay scales of Librarians and Physical Education Personnel*

4. The revised pay scales of Librarians and Physical Education personnel are the same as were approved for teachers. A University Librarian will be eligible for placement in the Professor's grade, namely Rs. 4500-7300, a Deputy Librarian in the Reader's grade, namely, Rs. 3700-5700; and an Assistant Librarian in the Lecturer's grade, namely Rs. 2200-4000. The Assistant Librarians will be entitled to a Senior Scale of Rs. 3000-5000 on completion of 8 years and to a Selection Grade of Rs. 3700-5700 after another 8 years. Assistant Librarian in the Senior Scale will also be eligible for promotion to the post of Deputy Librarian. Similar provisions have been made for Physical Education Personnel in Universities, namely, Assistant Director of Physical Education, Deputy Director of Physical Education and Director of Physical Education.

5. The College Librarians and Director/Instructor of Physical Education

in Colleges will be in the scale of pay of a Lecturer, namely, Rs. 2200-4000. They will also have a Senior Scale and Selection Grade. However, there will be no posts beyond Selection Grade for Librarians and Physical Education Personnel in Colleges.

6. On the basis of the scheme announced in June, 1987, several State Governments have already revised the pay scales of teachers in Universities and Colleges. Some are in the process of finalising their proposals. The State Government of Arunachal Pradesh, Goa, Haryana, Himachal Pradesh, J & K, Karnataka, Nagaland, Punjab, Rajasthan, Tamilnadu and Uttar Pradesh come under this category. Most of the remaining States are also considering proposals for revision. The Central Government have requested all the State Governments to keep the amendments also in view while finalising their proposals. Those who have already finalised their scheme of revision have been requested to review the relevant provisions and make appropriate amendments. University and College teachers have been expressing concern at the delay in formalising the amendments to the scheme which were accepted in September 1987. The decisions now taken fulfil the demand that teachers have been making during the last few months.

No. F 1-21/87-U 1

GOVERNMENT OF INDIA

Ministry of Human Resource  
Development

(Department of Education)

New Delhi,

Dated 22nd July, 1988

To.

Education Secretaries of

All the States/U.T.s

Subject: Revision of pay scales of teachers in

**Universities and Colleges and other measures for maintenance of standards in Higher Education.**

Sir,

I am directed to say that vide this Department's letter of even number dated June 17, 1987, the decisions of the Government of India on the revisions of pay scales of teachers in universities and colleges with effect from January 1, 1986 and provision of financial assistance to the State Governments to adopt and implement the scheme were communicated to all State Governments and Union Territories. Subsequently this Department had, vide Education Secretary's D.O. letter of even number dated September 7, 1987, addressed to Education Secretaries of all the State Governments, communicated certain modifications/clarifications relating to some of the provisions of the scheme announced on June 17, 1987. However, in the letter of September 7, 1987, there was no mention of the selection grade for Lecturers; it was also mentioned that the revision of pay scales of Librarians and physical Education Personnel was under consideration.

2. The Government have since considered all these matters. It has been decided to make the following amendments to the scheme appended to this Ministry's letter of even number dated June 17, 1987:

*Scales of pay*

- (i) The two scales of pay of Readers mentioned in Annexure I to the Scheme are combined into a single scale of Rs. 3700-125-4950-150 5700. Consequently all existing Readers and Selection Grade Lecturers in Colleges in the scale of Rs. 1200-1900 will be placed in the revised scale of Rs. 3700-5700. The revised Selection Grade for Lecturers will also be Rs. 3700-5700.

- (ii) The revised pay of the Vice-Chancellor will be Rs. 7600 (fixed). This revised pay is applicable to Central Universities. The State Governments may, if they so wish, adopt this pay for State Universities also. But no financial assistance will be available from the Central Government for this purpose.
- (iii) The Scheme of Professor of Eminence is being further examined and a decision in this regard will be communicated in due course.

#### *Recruitment and Qualifications*

- (iv) Para 10 of the Scheme together with its explanation is deleted. Instead, the following provision is added:

"In order to encourage research in continuation of post-graduate studies, candidates who, at the time of recruitment as lecturers, possess Ph.D. or M.Phil. degree (hereinafter called jointly as the "research degrees") will be sanctioned three and one advance increments respectively in the scale of Rs. 2200-4000 along with the benefit of the corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees and those similarly situated 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.

- (v) Consequently, explanations (i) and (ii) below para 8 of the Scheme are also deleted.

#### *Career advancement*

- (vi) Sub clause (b) of para 11 of the Scheme which provides for possession of M.Phil. or Ph.D. degree to become eligible for placement in the Senior Scale is deleted. Participation in two refresher courses/ summer institutes should each be of approximately four weeks duration and other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission may also be accepted for this purpose.
- (vii) Every Lecturer in the Senior Scale will be eligible for promotion to the post of Reader in the scale of Rs. 3700-5700 if he/she has:
  - (a) 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;
  - (b) obtained a Ph.D. degree, or an equivalent published work;
  - (c) made some mark of the areas of scholarship and research as evidenced by self-Assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula, etc.;
  - (d) 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 UGC, after placement in the Senior Scale; and
  - (e) consistently good performance appraisal reports.

(viii) 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 University concerned or other similar Committees set up by the appointing authorities in accordance with the guidelines to be laid down by the UGC

(ix) 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, but fulfil the other criteria prescribed for promotion to the post of Reader and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Selection Committee 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 Readers and if found suitable, could be given the designation of Readers

(x) For placement of Lecturers in the Senior Scale and Selection Grade as well as for promotion to the post of Readers the required number of positions would be created by upgrading the posts held by the incumbent concerned.

(xi) Promotions made under the Merit Promotion Scheme of the UGC, or any other similar schemes before the announcement of the revised scales on 17.6.1987

will not be re-opened. However, in such cases the benefit of revision will be available to teachers only from the date of their promotion.

3. For facility of reference, the scheme incorporating all the amendments and also such changes as are consequential or incidental to the amendments is attached to this letter as Appendix-I.

4. The revised pay scales of Librarians and Physical Education Personnel are the same as are approved for teachers. The revised scales will be admissible only to those Librarians and Physical Education Personnel who have been sanctioned the scale of pay of Lecturers, Readers and Professors under the 1973 revision namely Rs. 700-1600, Rs. 1200-1900 and Rs. 1500-2500. The cases of existing Librarians and physical Education Personnel who are on scales of pay lower than Rs 700-1600 will be considered separately after making an assessment of their existing scales of pay, the qualifications and other relevant factors obtaining in various States. The revised scales of pay now approved are not, therefore, admissible on the basis of designations alone; they have to be sanctioned keeping also in view the existing scales of pay. Since the qualifications, method of recruitment and criteria for career advancement are slightly different in the case of Librarians and Physical Education Personnel, in the light of requirements of their profession, the relevant provisions of the scheme as far as they relate to these matters are marginally different from those applicable to teachers. The revised pay scales and the relevant conditions relating to recruitment, qualifications and career advancement approved by the Government for Librarians and Physical Education Personnel are given in Appendix-II to this letter.

5. All other terms and conditions for revision of pay scales of Librarians and Physical Education personnel are the same as indicated in Appendix-I to this letter. The terms and conditions for payment of Central assistance to the State Governments for the revision of pay scales of Librarians and Physical Education personnel in the Universities and Colleges will be the same as those mentioned in this Department's letter of even number dated June 17, 1987.

6. Several State Governments have already issued orders regarding the implementation of the revision of pay scales of teachers. They are requested kindly to review the orders already issued by them in the light of the amendments now made and incorporate appropriate changes in the orders issued by them. Such amendments may kindly be sent for consideration in this Department so that Central assistance to the extent admissible can be sanctioned.

7. The receipt of this letter may kindly be acknowledged.

Yours faithfully,

(C. R. PILLAI)

Deputy Secretary to the Government of India.

#### APPENDIX—I

**Appendix I to Ministry of Human Resource Development (Department of Education) letter No. F. 1-21/87-U I dated July 22, 1988 regarding the Scheme of Revision of Pay Scales of Teachers in Universities and Colleges, 1986 and other Measures for Maintenance of Standards in Higher Education**

##### *Coverage*

1. This Scheme applies to teachers in all Universities (excluding Agricultural Universities), and Colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities unless they specifically exercise an option in writing to remain

out of this Scheme as provided in para 19 hereafter. All teachers appointed after the date from which the scheme has been given effect will be governed by the provisions of the scheme.

##### *Explanation :*

- (i) The Scheme will apply to teachers in the Faculties of Agriculture, Medicine and Veterinary Sciences in the Central Universities
- (ii) The Scheme of revision of pay scales of teachers in technical institutions (including Engineering Colleges and other Institutions offering courses only in Technical Education) will be communicated separately.

##### *Date of Effect :*

2. The revised scales of pay will be effective from January 1, 1986.

##### *Pay Scales :*

3. The revised scales of pay effective from 1-1-1986 are given in Annexure-I.

4. The revised scales of pay are inclusive of the basic pay, the dearness allowance, additional dearness allowance, and the interim relief, if any, admissible to teachers as on 1-1-1986.

5. The revised scale of pay of Tutors and Demonstrators is for the existing incumbents of these positions in the Universities and Colleges. There shall be no fresh recruitment to this category.

6. The Principals of Colleges may be placed in the scale of pay of Reader or professor on the basis of criteria to be laid down by the State Governments.

7. The revised pay for Vice-Chancellors indicated in Annexure-I is applicable to Central Universities. The State Governments may, if they so wish, adopt this pay for State Universities also. But, no financial assistance will be available from the Central Government for this purpose.



8. The Scheme of Professors of Emence is being further examined and a decision in this regard will be communicated in due course.

#### *Recruitment and Qualifications:*

9. Recruitment to the posts of Lecturers, Readers and Professors in Universities and Colleges shall be on the basis of merit through all-India advertisement and selection, provided that Lecturers who fulfil the criteria prescribed in this scheme will be eligible for promotion to the posts of Readers.

10. The minimum qualifications required for appointment to the posts of Lecturers, Readers and Professors will be those prescribed by the UGC from time to time. Generally, the minimum qualifications for appointment to the post of Lecturer in the scale of pay of Rs 2200-4000 shall be Master's degree in the relevant subject with at least 55% marks or its equivalent grade, and good academic record.

11. Only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the post of Lecturer, 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 tests, content, administration, etc., will be worked out by the UGC, keeping in view the requirements of the media of instruction followed by the different States/Universities/Colleges, and other relevant considerations.

12. In order to encourage research, in continuation of Post-graduate studies 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 scale of Rs.

2200-4000 along with the benefit of corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees, and those similarly situated 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.

#### **Career Advancement**

13. Every Lecturer will be placed in a senior scale of Rs. 3000-5000 if he/she has:

- (a) completed 8 years of service after regular appointment, with relaxation as provided in para 12 above;
- (b) participated in two refresher course/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 UGC;
- (c) consistently satisfactory performance appraisal reports.

#### **Explanation :**

All Lecturers in the existing scale of Rs. 700-1600, who have completed 8 years of service on 1-1-1986, will be placed through a process of screening selection as indicated in para 22 below, in the scale of Rs 3000-5000. The benefit of service provided in para 12 will be available for the initial placement also.

14. Every Lecturer in the Senior scale will be eligible for promotion to the post of Reader in the scale of pay of Rs. 3700-5700 if he/she has:

- (a) 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;

- (b) obtained a Ph.D. degree, or an equivalent published work;
- (c) made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula, etc.;
- (d) 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 UGC, after placement in the Senior Scale; and
- (e) consistently good performance appraisal reports.

15. 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 University concerned or other similar Committees set up by the appointing authorities in accordance with the guidelines to be laid down by the UGC. Mosts of Readers will be created for this purpose by upgrading a corresponding number of posts of lecturers in the Universities and Colleges.

16. 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 14, and have a good record in teaching and or participation in extension activities, will be placed in the grade of Rs. 3700-5700 subject of the recommendations of the

Committee mentioned in para 15 above. They will be designated as Lecturer in the Selection Grade. Mosts 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.

17. Lecturers in the existing Selection Grade of Rs. 1200-1900 in the Colleges will be placed at the appropriate stage in the revised Selection Grade of Rs. 3700-5700 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 1-1-1986 or thereafter will be eligible for promotion to the post of Reader or placement in the Selection Grade in accordance with the provisions in paras 14, 15 and 16. 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 12.

18. More posts of Professors and Readers will be created in the Universities and Colleges to broaden the channel of open selection. The UGC would evolve suitable criteria for this purpose. The requirements of qualifications and experience for posts to be filled up through open selection will be prescribed by the UGC from time to time. Universities will have the freedom, to seek out brilliant people, independent of their seniority, from within the Universities and Colleges and provide them opportunities for joining the teaching profession at appropriate levels.

19. The existing teachers in Universities and Colleges where the Merit Promotion Scheme formulated by the UGC in

1983, or any other similar schemes are in operation will have an option to continue to be governed by the provisions of these schemes provided that they exercise that option in writing prior to their pay fixation under this scheme. They will also be entitled to the designations envisaged for various categories of teachers in those schemes, but the scales of pay will be as follows :

- (i) Lecturer —Rs. 2200-4000
- (ii) Reader/Lecturer —Rs 3000-5000  
(Selection Grade)
- (iii) Professor —Rs 4500-5700

20. The promotions made before the announcement of the revised scales on 17-6-1987, will not be reopened. However, in such cases, the benefit of revision will be available to teachers only from the date of their promotion.

#### **Continuing education and appraisal of performance**

21. Participation of teachers at regular intervals in appropriate continuing education programmes is envisaged as an integral part of the professional development of teachers. The University Grants-Commission, the Indira Gandhi National Open University, the State Governments 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 and need not 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 UGC will be an essential requirement for career advancement. Pending the organisation of such programmes on the quality and scale required for giving effect to the implementation of the measures envisaged in para 13 to 17 of this scheme, 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 UGC.

22. Regular and systematic appraisal of performance of teachers is to be 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 UGC has been requested to formulate the guidelines for the evaluation of performance of teachers, taking into account the statement contained in the National Policy on Education 1986. Such a system should become operational - with effect from academic screening mechanism/selection procedures or those prescribed on a provisional basis by the University/State Government concerned will apply to all placements/promotions referred to paras 13 to 17-

#### **Other conditions of service Probation**

23. The period of probation of a teacher shall not exceed a period of 24 months. 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. The UGC has been requested to make arrangements to ensure that facilities are available for organising orientation programmes to cover all lecturers appointed in and after 1988-89.

#### **Superannuation and re-employment**

24. The age of superannuation for teachers should be 60 years and thereafter no extension in service should be given. However, it will be open to a University or College to re-employ a superannuated teacher according to the existing guidelines framed by the UGC, upto the age of 65 years.

**Grievance Redressal Mechanism:**

25. Appropriate mechanism for the redressal of teachers' grievances will be established in all Universities and Colleges in respect of which guidelines will be issued separately.

**Code of Professional Ethics:**

26. The UGC will prepare a Code of Professional Ethics for teachers in consultation with the representatives of national level associations of teachers; all concerned should see to the observance of the Code.

**Pay fixation formula:**

27. The pay of teachers in the revised scale on 1-1-1986 will be fixed in accordance with the formula recommended by the Fourth Pay Commission while revising pay scales of the Central Government employees. The details of the pay fixation formula are given in Annexure-II

**Dearness Allowance and other benefits:**

28. (a) The revised scale of pay on 1-1-1986 is inclusive of the dearness pay and dearness allowance admissible on that date. Any dearness allowance that might become due after that date will have to be sanctioned by the agencies which are meeting the maintenance

expenditure of the concerned Universities and Colleges.

(b) Teachers in the Central Universities and institutions financed by the Central Government are sanctioned dearness allowance at the rate applicable to Central Government employees drawing corresponding pay. They are also sanctioned other benefits like House Rent allowance, House Building Advance, medical facilities, pension and other retirement benefits, leave travel concession, group insurance, etc. on the pattern of similar benefits available to corresponding categories of Central Government employees. The State Governments may consider providing comparable benefits in the light of the statement made in the National Policy on Education-1986.

**Anomalies:**

29. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for clarification.

**ANNEXURE-I**

**SCALES OF PAY OF TEACHERS IN UNIVERSITIES AND COLLEGES**

Sl. No.	Designation	Existing Scales of Pay	Revised Scales of Pay
1.	Lecturers	700-1600	2200-75-2800-100-4000
2.	Lecturers (Senior Scale)	Not Existing	3000-100-3500-125-5000
3.	Lecturers (Selection Grade)	1200-1900	3700-125-4950-150-5700
4.	Reader	1200-1900	3700-125-4950-150-5700
5.	Professor	1500-2500	4500-150-5700-200-7300
6.	Principals of Colleges	i) 1200-1900 ii) 1500-2500	i) 3700-125-4950-150-5700 ii) 4500-150-5700-200-7300
7.	Vice Chancellors	3000 (fixed)	7600 (fixed)
8.	Tutors/Demonstrators (Existing incumbents only)	500-900	1740-60-2700-EB-75-3000

## ANNEXURE-II

### Formula for fixation of pay in the revised scales

1. Pay in the revised scales should be fixed under this scheme only after—

- (a) every teacher has had an opportunity to decide whether he/she will opt for the earlier scheme (para 18-19); and
- (b) the University or College concerned has made necessary changes in their statutes, ordinances, rules, regulations, etc. to incorporate the provisions of this scheme.

2. The pay of teachers in Universities and Colleges may be fixed in the revised scales of pay in the following manner:

- i) An amount representing 20% of basic pay in the existing scale shall be added to the "existing emoluments."
- ii) After the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the stage next above the amount thus computed. Provided that:
  - (a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
  - (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

### Explanation

- i) The "existing emoluments" of a teacher on 1-1-1986 shall include:
  - (a) basic pay

- (b) dearness pay, additional dearness allowance and ad-hoc dearness allowance, if any;

- (c) Interim relief, if any;

- ii) For the purpose of adding 20% to the existing emoluments,

- (a) the basic pay shall be the pay on 1-1-1986 in the 1973 UGC Scales

- (b) when a portion of the total emoluments has been merged with the 1973 UGC scales prior to the 1-1-1986, the basic pay may be reckoned notionally in the 1973 UGC Scales for the purpose of fixation of pay; and

- (c) Where the 1973 UGC scales have not been implemented, the actual basic pay, provided that the basic pay in this case does not exceed the notionally arrived at basic pay if 1973 UGC scales had been given.

Note: Where in the fixation of pay under clause (ii) the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of the teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment(s) in the revised scale in the following manner, namely:—

- (a) for teachers drawing pay from the 6th up to the 10th stage in the existing scale—by one increment]

- (b) for teachers drawing pay from the 11th up to the 15th stage in the

**കെട്ടോബർ 22ന് കൊല്ലത്തും 29ന് ചങ്ങനാശേരിയിലും നടത്തുന്ന പ്രതിഷേധ ധർമ്മ വിജയിപ്പിക്കുക**

അന്തർ സർവ്വകലാശാല സ്ഥലം മാറ്റങ്ങളെ നിയന്ത്രിക്കുന്ന കേരള/കോഴിക്കോട്/മഹാത്മാഗാന്ധി സർവ്വകലാശാല നിയമങ്ങളിലെ വകുപ്പുകൾ വന്നിട്ട് നാളുകൾ ഏറെയായെങ്കിലും N. S. S., S.N. മാനേജ്മെന്റുകൾ അതനുസരിച്ചുള്ള സ്ഥലം മാറ്റങ്ങൾ നടത്താൻ തയ്യാറായില്ല. ഈ മാനേജ്മെന്റുകളെ നിയമത്തിന്റെ വശത്തിൽ കൊണ്ടുവരുന്നതിനുവേണ്ടി A. K. P. C. T. A. ശക്തമായ ഒരു നിയമ യൂദ്ധം നടത്തുകയുണ്ടായി. അതിന്റെ ഫലമായി ബഹുമാനപ്പെട്ട കേരള ഹൈക്കോടതി ഇക്കഴിഞ്ഞ സെപ്തംബർ 12 നകം നിയമാനുസരണം നടപടികൾ പൂർത്തീകരിക്കണമെന്ന് ഈ മാനേജ്മെന്റുകൾക്ക് നിർദ്ദേശം നൽകുകയുണ്ടായി. എന്നാൽ നിയമനിഷേധത്തിൽ കൂപ്രസിദ്ധിയാർജിച്ചിട്ടുള്ള ഈ മാനേജ്മെന്റുകൾ നിയമാനുസരണം നടപടികൾ പൂർത്തിയാക്കിയിട്ടില്ല. അദ്യുപകരോട് ഓപ്ഷൻ ചോദിക്കുകയും തുടർന്ന് അലോട്ട്മെന്റു നടത്തുകയും ചെയ്തു. എന്നാൽ അലോട്ട്മെന്റിനോടൊപ്പം നടത്തേണ്ട സ്ഥലംമാറ്റങ്ങൾ നടത്താൻ തയ്യാറായിട്ടില്ല. നിയമത്തെ അപഹാസ്യമാക്കുന്ന മാനേജ്മെന്റുകളുടെ ഈ പ്രവണതയെ ചെറുത്തു തോൽപ്പിച്ചു മതിയാകൂ. ഇതിനുവേണ്ടിയുള്ള പ്രക്ഷോഭ പരിപാടികളുടെ ഭാഗമായി ഈ മാസം 22-ാം തീയതി 10 മണിക്ക് S. N മാനേജ്മെന്റിന്റെ പടിക്കലും 29-ാം തീയതി 10 മണിക്ക് N. S. S മാനേജ്മെന്റിന്റെ പടിക്കലും പ്രകടനവും കൂട്ടധർമ്മവും നടത്തുവാൻ A. K. P. C. T. A. തീരുമാനിച്ചിരിക്കുന്നു പ്രകടനവും ധർമ്മവും ഒരു വമ്പിച്ച വിജയമാക്കി തീർക്കാനുള്ള പ്രവർത്തനത്തിൽ ഏർപ്പെടണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

**പ്രൊഫ. പി നരേന്ദ്രൻ.**  
ജനറൽ സെക്രട്ടറി

existing scale, if there is bunching beyond the 10th stage—by two increments.

- (c) for teachers drawing pay from the 16th up to 20th stage in the existing scale, if there is bunching beyond the 15th stage—by three increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former

3. The next increment of a teacher whose pay has been fixed in the revised

scale in accordance with Rule II shall be granted on the date he would have drawn his increment, had he continued in the existing scale :

Provided that in cases where the pay of a teacher is stepped up in terms of the Note under Rule II, the next increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale. Provided further that in the case of persons who had been drawing maximum of the existing scale for more than a year as on 1-1-1986, the next increment in the revised scale shall be allowed on 1-1-1986.

[For Illustrations refer KPCT July 1987—  
Editor]

# F I P GUIDELINES

The UGC envisages that all college teachers should have a qualification higher than the master's degree—i.e., Ph.D. or M. Phil. To enable those already in service to acquire such qualifications, the Faculty Improvement Programme (FIP) was started in 1975. Under this scheme, teachers are deputed for these courses with full salary and service benefits. They will also receive a monthly outstation allowance (if the university or institution where the course is held is more than 40 km away from the college) and an annual grant towards contingency expenses.

Outstation allowance and contingency grant are paid directly by UGC through the concerned university/institution. The Commission also reimburses the salary of the substitute appointed, limited to the minimum eligible for a fresh hand. The salary of the Teacher Fellow will have to be paid through the normal channel—i.e., by Govt. For this the teacher will have to be formally deputed for the course by Govt.

While the scheme has been a fillip to the teaching community to better their qualifications and update knowledge, its implementation has also invited a lot of criticism. This stems from the fact that often there is undue delay in getting the deputation sanctioned and salary disbursed to the teacher. Not only does this cause financial hardship, but it also affects his academic pursuit.

To a large extent, official delays in a bureaucratic setup like ours are unavoidable. But there are other factors which create hurdles—ignorance of rules or procedure, lack of care in preparing documents etc. It is therefore essential that

prospective FIP beneficiaries should have a knowledge of the official processes involved.

**Eligibility :-** Only teachers having a continuous service of 3 years or more are eligible for deputation. Besides, the upper age limit *as on the date of joining the course* is as follows :

M.Phil—45 for men ; 50 for women  
Ph.D—42

**Initial Procedure :-** First, the teacher should apply to UGC for the award of a fellowship in the prescribed proforma. Six copies of the application should be submitted to the Principal who will forward it with suitable recommendation to the Director, College Development Council of the concerned university (in the case of private colleges) or to the Director of Collegiate Education (in the case of Govt. colleges) from where it will be transmitted to the UGC. Sometimes UGC may also consider applications not made in this format, provided the necessary biodata is given.

Usually it takes about eight to nine months for getting a response from UGC, so teachers desirous of joining courses in the beginning of an academic year should apply sufficiently early.

If selected for fellowship, the teacher gets an award letter (specific approval) from the UGC through college. The college will also receive a letter allotting funds for the purpose (fund allotment). After this the teacher should secure admission and join the course in an approved centre. (Most of the university departments are approved centres).

**Deputation :-** Once a teacher joins M. Phil/Ph.D. programme, his salary can

be claimed only after Govt. sanctions deputation. The conditions for this are laid down in G.O. (P) 166/87/H Edn dated 4-6-1987. Proposals for deputation should be sent to the Director of Collegiate Education and should comprise the following documents (all in duplicate) :

1) Formal request from the teacher fellow for deputation addressed to Commissioner and Secretary, Higher Education duly recommended by Principal.

2) Copy of specific approval from UGC attested by Principal

3) Copy of fund allotment letter from UGC attested by Principal.

4) Biodata of the Teacher Fellow (Appendix VIII) countersigned by Principal.

5) Joint undertaking by Manager and Principal regarding appointment of substitute. (Appendix X)

6) Joint undertaking by Manager and Principal regarding service protection of the teacher fellow (Appendix XI)

7) Joining Report issued by the university/department countersigned by the Director, College Development Council.

The proposal will be examined by the UGC section of the Directorate of Collegiate Education and if found in order, will be forwarded to Govt. with recommendation. Thereafter Higher Education (K) Dept. issues the necessary G.O.

It is important that proposals should be sent within a reasonable time after the teacher joins the course. Belated requests for deputation, especially those made after completion of the course, will not normally be entertained.

After sanction of deputation, the teacher fellow has to execute a bond in the prescribed form agreeing to complete the course successfully within the stipulated time and serve the college/Govt. for five years *immediately and continuously* after the course. With the formal acceptance of the bond, orders authorising payment of salary will be issued by the D.C.E.

It is the duty of the Principal to claim reimbursement of substitute salary for the

entire period from UGC and remit it to Govt. For this, the substitute should be appointed immediately on relief of the teacher fellow and should not be retrenched or transferred in the normal course. The undertakings to be furnished in this regard are as follows :

### Undertaking (Appendix X)

We, Manager and Principal of ..... College certify that Shri Smt..... has been appointed on ..... in this College in the vacancy of Shri/Smt. .... deputed from ..... for doing M. Phil/Ph.D. under the F.I.P. of UGC. We hereby undertake to retain him/her during the entire period of deputation and claim the salary and other allowances due to the substitute teacher from the University Grants Commission as per terms and conditions laid down in this behalf and remit the same to Government account promptly under intimation to the Director of Collegiate Education.

College Seal

Manager (Signature and date)

Principal (Signature and date)

### Undertaking (Appendix XI)

The ..... (the name of Educational Agency), Owner of ..... College..... have agreed to depute Shri/Smt..... (name and designation of the teacher) for the purpose of undergoing..... course in the..... (name of University/Institution where the teacher is deputed to pursue higher studies) under the Faculty Improvement Programme of the University Grants Commission for the period from ... to ... and have undertaken to protect his/her emoluments during the period of deputation, to give necessary increments as and when due and to take him/her back to his/her post without affecting his/her seniority and other service benefits enjoyed by him/her previously.

Place & Date

manager

Principal



**സിൻഡിക്കേറ്റ് സ്മാനാർത്ഥി കൾ**

ഈടുത്ത് നടക്കേണ്ട പോകുന്ന കേരളയൂണിവേഴ്സിറ്റി സിൻഡിക്കേറ്റ് തിരഞ്ഞെടുപ്പിൽ പ്രവാഹ: പി. നരേന്ദ്രൻ (ജന:സെക്രട്ടറി) പ്രവാഹ: വി. മഹീന്ദ്രൻ (എസ്. എൻ. കോളേജ്, പുനലൂർ) എന്നിവരെയും കോഴിക്കോട് യൂണിവേഴ്സിറ്റി സിൻഡിക്കേറ്റ് തിരഞ്ഞെടുപ്പിൽ പ്രവാഹ: കെ.ദാമോദരൻ (കേരളവർമ്മ കോളേജ് തൃശ്ശൂർ) പ്രവാഹ: എ. എം. കൃഷ്ണൻ എസ്. എൻ. കോളേജ് നാട്ടിക) എന്നിവരെയും സ്മാനാർത്ഥികളായി നിർത്താൻ 11.9.88 നു കൂടിയാലോചന കമ്മിറ്റി തീരുമാനിച്ചു.

**കേരള യൂണിവേഴ്സിറ്റി അക്കാദമിക് മിക് കൗൺസിൽ ഇലക്ഷൻ.**

കേരള യൂണിവേഴ്സിറ്റി അക്കാദമിക് കൗൺസിൽ ഇലക്ഷൻ വിജ്ഞാപനം പുറപ്പെടുവിച്ചിരിക്കുന്നു. ഈ വിജ്ഞാപനമനുസരിച്ച് നാമനിർദ്ദേശപത്രികകൾ സമർപ്പിക്കേണ്ട അവസാന തീയതി ഒക്ടോബർ 21 ആണ്.

അക്കാദമിക് കൗൺസിൽ തിരഞ്ഞെടുപ്പിൽ എ. കെ. പി. സി. ടി. എ. യും എ. കെ. ജി. സി. ടി യും സംയുക്തമായാണ് സ്മാനാർത്ഥികളെ നിർത്തി മത്സരിപ്പിക്കുന്നത്. ഇതനുസരിച്ച് ഇക്കണോമിക്സ്, ഹിന്ദി, സംസ്കൃതം, ബേട്ടേണി എന്നീ വിഷയങ്ങളിലാണ് എ. കെ. ജി. സി. ടി. സ്മാനാർത്ഥികളെ നിർത്തുന്നത്.

**എ കെ പി. സി. ടി. എ. സ്മാനാർത്ഥി ലിസ്റ്റ് താഴെ കൊടുക്കുന്നു**

- ഇംഗ്ലീഷ് : പ്രവാഹ. എൽ. ജി. വർഗീസ്, ടി. കെ. എം. എം. കോളേജ്, നന്ദുവർകുളങ്ങര.
- മലയാളം : പ്രവാഹ. വി. രമേഷ് ചന്ദ്രൻ, എൻ. എസ്. എസ്. കോളേജ്, ചേർത്തല
- ഫിസിക്സ് : പ്രവാഹ. ലളിതമ്മ, ഡി. ബി. കോളേജ്, ശാസ്താംകോട്ട.
- കെമിസ്ട്രി : ഡോ. ശിവരാമകൃഷ്ണൻ, എൻ. എസ്. എസ്. കോളേജ്, പന്തളം.
- സുവോളജി : പ്രവാഹ. ജേക്കബ് ചെറിയാൻ കൃസ്ത്യൻ കോളേജ്, ചെങ്ങന്നൂർ.
- സ്റ്റാറ്റിസ്റ്റിക്സ് : പ്രവാഹ. എസ്. പരമേശ്വരൻ പിള്ള, ബിഷപ്പ് മൂർ കോളേജ്, മാവേലിക്കര.
- ഹിസ്റ്ററി : പ്രവാഹ. സ്വാമിദത്തൻ, എം. എസ്. എം. കോളേജ്, കരയംകുളം.
- പൊളിറ്റിക്സ് : പ്രവാഹ. വി. വിജയൻ, എസ്. എൻ. കോളേജ്, ചെമ്പഴന്തി.
- കോമേഴ്സ് : പ്രവാഹ. പി. റെജിസാസൻ, എസ്. എൻ. കോളേജ്, പുനലൂർ.
- സോഷ്യോളജി : ഡോ. ഉഷ, എസ്. എൻ. കോളേജ്, ചെമ്പഴന്തി.
- ജിയോളജി : ശ്രീ. കെ. എൽ. വിവേകാനന്ദൻ, എസ്. എൻ. കോളേജ്, വർക്കല.

# Kerala Private College Teacher

monthly journal of the all kerala private college teachers' association  
No. 83 R. No. M-36025/81 Registered No. KL/TV (N)-35

---

## A.K.P.C.T. Welfare Trust

സർവീസിലിരിക്കെ ചരമമടയുന്ന  
സഹായ്യാപകരുടെ കുടുംബങ്ങളെ  
സഹായിക്കുന്നതിനുള്ള  
കുഷേമനിധിയിൽ  
അംഗങ്ങളാകുക