

kerala private college teacher



സംസ്ഥാന സമ്മേളനം
ആഗസ്റ്റ് 25, 26
തിരുവനന്തപുരത്ത്

No : 95
July '90

ബ്രാഞ്ച് സെക്രട്ടറിമാരുടെ അടിയന്തിര ശ്രദ്ധയ്ക്ക്

സംസ്ഥാന സമ്മേളനത്തിന്റെ പ്രചാരണ പ്രവർത്തനങ്ങൾ എത്രയും വേഗം തുടങ്ങുക. ബോർഡുകൾ, ബാനറുകൾ, ട്രൈഡുകൾ തുടങ്ങി പ്രചാരണത്തിനു പറ്റിയ എല്ലാകാര്യവും ഉപയോഗിക്കണം

ആഗസ്റ്റ് 8 പതാക ദിനം

ആഗസ്റ്റ് 8-ാം തീയതി എല്ലാ കോളേജുകളിലും പതാക ദിനം ആചരിക്കണം. എല്ലാ അധ്യാപകരെയും പങ്കെടുപ്പിച്ചുകൊണ്ട് പതാക ഉയർത്തൽ ചടങ്ങ് വിജയിപ്പിക്കുക.

സമ്മേളന ഫണ്ട് ഉടൻ എത്തിക്കുക

കൃഷ്ണൻ വിററ് സമ്മേളന ഫണ്ട് വേഗം അയക്കുക. പ്രവർത്തനങ്ങൾ മുന്നോട്ടു കൊണ്ടു പോകാൻ ബ്രാഞ്ചുകളുടെ അടിയന്തിര സഹായമുണ്ടാകണം. ഒരംഗത്തിന് 20 രൂപ വീതമാണ് അയക്കേണ്ടത്. ആഗ്രഹിച്ചെ ജില്ലകളായ തിരുവനന്തപുരത്തു നിന്നും കൊല്ലത്തു നിന്നും മുപ്പതു രൂപ വീതവും

ഫിനാൻസ് കമ്മിറ്റി കൺവീനറുടെ പേര്ക്ക് തുക അയക്കണം

വിലാസം:

പ്രൊഫ. എസ്. വിശ്വനാഥൻ
ഇംഗ്ലീഷ് വിഭാഗം
എസ്. എൻ. കോളേജ്
ശിവഗിരി, വർക്കല
തിരുവനന്തപുരം.

താമസസൗകര്യം

ഓരോ ബ്രാഞ്ചിൽ നിന്നും എത്രപേരെങ്കിലും താമസസൗകര്യം വേണ്ടി വരുമെന്ന് മുൻകൂട്ടി അറിയിക്കണം. മടക്കയാത്രയ്ക്ക് ടിക്കറ്റ് ബുക്ക് ചെയ്യേണ്ടതുണ്ടെങ്കിൽ അതിനുള്ള തുകയും അയക്കണം. ഹുഡ് ആൻഡ് അക്സക്യൂട്ടീവ് കമ്മിറ്റി കൺവീനർക്കാണ് അയക്കേണ്ടത്

വിലാസം:

പ്രൊഫ. എം. ദിവാകരൻ നായർ
ഫിസിക്സ് വിഭാഗം
വി. ടി. എം. എൻ. എസ്. എസ്. കോളേജ്,
ധനുവച്ചപുരം, തിരുവനന്തപുരം

തിരുവനന്തപുരം സമ്മേളനം വിജയിപ്പിക്കുക

ആഗസ്റ്റ് 25, 26 തീയതികളിൽ പ്രൈവറ്റ് കോളേജ് ഡയാപകർതിരുവനന്തപുരത്ത് ഞായറേഴുന്നാളാണ്. കഴിഞ്ഞ പതിനാറുവർഷമായി നമ്മുടെ നാട് യു. ജി. സി. സമരം ലക്ഷ്യത്തിലെത്തിയ ചരിത്രാർത്ഥ്യമാണ് ഇത്തവണ തിരുവനന്തപുരത്തു സമ്മേളിക്കുക. മറ്റു സംസ്ഥാനങ്ങൾക്കും മാതൃകയാകത്തക്കവിധത്തിലാണ് യു. ജി. സി. സ്കീം മേൽക്കരയിൽ നടപ്പിലാക്കിയിരിക്കുന്നത്. ഇതിന്റെ കട്ടക്കൽ കൂടിയ 'ഐഫ ക്ലബ്ബ്' സമ്മേളനത്തിൽ ഉയർന്നുകേട്ട പ്രധാന ആവശ്യം യു. ജി. സി. സ്കീം നടപ്പിലാക്കുമ്പോൾ കേരള മോഡൽ അംഗീകരിക്കണമെന്നതാണ്. നമുക്കിതിൽ അഭിമാനിക്കാം. മാത്രമല്ല വിദ്യാഭ്യാസരംഗത്ത് ഘടനാപരമായ മാറ്റം വരുത്തണമെന്നു വന്നിരിക്കുന്നു. സ്കൂൾ വിദ്യാഭ്യാസം പത്തു വർഷത്തിൽ നിന്നും പന്ത്രണ്ടായി ഉയരുന്നു. ഡിഗ്രിവിദ്യാഭ്യാസം സ്വതന്ത്രമായി വികസിക്കാനുള്ള വഴി തുറക്കുന്നു. ഗവേഷണത്തിനും പഠനത്തിനും പുതിയ മാനം കൈവരിക്കുകയാണ്. ഈ സന്ദർഭത്തിൽ ഉന്നതവിദ്യാഭ്യാസരംഗം എങ്ങനെ കൂടുതൽ മെച്ചപ്പെടുത്താം എന്നതിനെപ്പറ്റി ഗൗരവപൂർണ്ണമായ ചർച്ച നടക്കേണ്ടതുണ്ട്. 32-ാം സംസ്ഥാനസമ്മേളനം ഇതിന് തുടക്കം കുറിക്കും.

പുതിയ ഉത്തരവാദിത്വങ്ങളും പുതിയ പ്രവർത്തനശൈലിയുമായി സംഘടന മുന്നേറേണ്ട സമയത്താണ് തിരുവനന്തപുരം സമ്മേളനം നടക്കുന്നത്. പുതിയൊരു തൊഴിൽ സംസ്കാരത്തെപ്പറ്റി എല്ലാ രംഗങ്ങളിലും ചർച്ച നടക്കുന്നുണ്ടല്ലോ. കോളേജ് ഡയാപകർമ്മേഖലയിൽ എ. കെ. പി. സി. ടി. എ. അംഗങ്ങൾ ഇക്കാര്യത്തിൽ നേതൃത്വപരമായ പങ്കു വഹിക്കണം. ഉയർന്ന ശമ്പളനിരക്കുകൾ ജനങ്ങളിൽ നിന്നും അകന്നുനില്ക്കുവാനാകരുത്. മറിച്ചു ജനങ്ങളിലേയ്ക്ക് കൂടുതലായി ഇറങ്ങിപ്പോകാനുള്ള ഉത്തരവാദിത്വമാണ് നമുക്കു തരുന്നത്.

ആഗസ്റ്റ് 25ന്റെ പ്രകടനത്തിൽ അണിചേരുക

സ്വകാര്യകോളേജ് ഡയാപകർമ്മേഖലയിലെ ഏറ്റവും വലിയ സംഘടനയാണ് നമ്മുടെത്. ഓരോ കൺവൻഷനിലും നടന്നിട്ടുള്ള ശക്തിപ്രകടനം ആ വളർച്ച തെളിയിച്ചിട്ടുണ്ട്. വരുന്ന ആഗസ്റ്റ് 25ന്റെ തിരുവനന്തപുരം പ്രകടനം ഒരിക്കൽകൂടി അതു വ്യക്തമാക്കണം. എന്തു ബുദ്ധിമുട്ടുകൾ സഹിച്ചായാലും എല്ലാ അദ്ധ്യാപകരും അന്നു തിരുവനന്തപുരത്തെത്തുക. പ്രകടനം വിജയിപ്പിക്കുക.

പത്രാധിപസമിതി ; വി. നാരായണൻകുട്ടി, ജി. മാധവൻനായർ, പി. ജി. ചന്ദ്രശേഖരൻനായർ, പി. നരേന്ദ്രൻ, ആർ. രമാകാന്തൻ, ആർ. രവീന്ദ്രനായർ, കെ. പി. ദിവാകരൻനായർ (മാനേജിംഗ് എഡിറ്റർ) വി. എൻ. മുരളി (എഡിറ്റർ)

Editorial

Kerala government has reached an agreement with the striking teachers of AKPCTA and AKGCT. The agreement envisages that all university and college teachers including +2 teachers in colleges will be enjoying the UGC scales of pay. We congratulate the leadership of AKPCTA and AKGCT and also the government of Kerala for this historic agreement. For teachers in Kerala were not receiving the UGC scales of pay for a rather long time. The UGC scales of pay which came into effect from 1-4-73 were also not implemented in Kerala and with Kerala government accepting the UGC scales of pay, we can now say that the UGC scales of pay of 1986 have now been accepted by all the state governments in India. This is no mean achievement for the university and college teachers movement of India because never in the past such a universal coverage could be achieved. AIFUCTO and its constituent units can legitimately take pride in their own achievement. Obviously all problems are not over. The state government of Bihar is yet to implement the revised scales as per the agreement with the state teachers, leaders. Even worse is the situation in Orissa where the state government has again issued a gazette notification seriously modifying the UGC scales to the disadvantage of teachers. There are a lot of unresolved accumulated problems and anomalies concerning teachers at different stages—University Deptt. teachers, Librarians, DP-Es, Demonstrators, Tutors, for College teachers and +2 teachers, counting of past service benefit etc. AIFUCTO is organising a day long Dharna in New Delhi in front of Sastri Bhavan, on 21-5-90 to press upon the Union Government the urgency to resolve the accumulated problems.

But coming back to Kerala, we would like to congratulate the people of the state, the government, Kerala Saksharata Samiti, Kerala Shashtra Sahithya Parishad, our members of university and college teachers, the hundreds of NGOs and thousands of students, school teachers, professionals, workers, trade unionists and millions of common men and women for their tremendous achievement and ambitious plans in the field of literacy. Kerala which is already well ahead of the rest of India in the matter of literacy and education is the first state in our country to show that with the support of the government and involvement of the people it is possible to completely eradicate illiteracy within a short span of time. Ernakulam is the first proud district of India to achieve 98.5% literacy which is same as universal literacy.

This issue of Teachers' Movement is coming out as the Literacy Movement issue. We are publishing two articles contributed by two of our prominent leaders of college teachers' movement of Kerala. The two-day national convention on participation of university and college teachers' organisation in literacy movement held at M.S. University, Baroda on 15-16 April 1990 have clearly showed the scope and need for constructive work by all of us all over the country. And in this we have a lot to learn from Kerala. Now that the long-pending problems regarding revision of pay scales have been substantially solved, we have no doubt that the university and college teachers of Kerala will be able to contentedly work along with the rest of Kerala for the realisation of the ambitious project to rid the entire state of Kerala free from illiteracy.

(Teachers Movement
May 1990)

ഡോ: ശ്യാമളക്ക് ഡോക്ടറേറ്റ്



പ്രസൂതി തന്ത്രത്തിൽ (GYNAECOLOGY) ബന്ധിത റസ്പിന്ദു യൂണിവേഴ്സിറ്റിയിൽ നിന്നും പി. എച്ച്. ഡി. ബിരുദം ഫ്ലോർ വൈദ്യരത്നം ആയുർവേദ കോളേജിൽ അദ്ധ്യാപികയായ ഡോ. ബി. ശ്യാമളക്ക് ലഭിച്ചു. കേരളത്തിൽ ആദ്യമായാണ് ആയുർവേദത്തിൽ പി. എച്ച്. ഡി. ബിരുദം ലഭിക്കുന്നത്. എ. കെ. പി. സി. ടി. എ. യുടെ സജീവാംഗമാണ് ഡോ. ശ്യാമള.

ടി. വി. പ്രകാശിന് ഡോക്ടറേറ്റ്



ഫറൂഖ് കോളേജ് ഇംഗ്ലീഷ് അദ്ധ്യാപകൻ ടി. വി. പ്രകാശിന് കോഴിക്കോട് സർവ്വകലാശാലയിൽ നിന്നും ഡോക്ടറേറ്റ് ലഭിച്ചു.

എ. കെ. പി. സി. ടി. എ. അംഗമാണ് ശ്രീ. പ്രകാശ്. ഫറൂഖ് കോളേജ് ബ്രാഞ്ച് പി. എൻ. നമ്പീഗന്റെ അധ്യക്ഷതയിൽ യോഗം ചേർന്ന് ശ്രീ. പ്രകാശിനെ അനുമോദിച്ചു.

സംഘടനയ്ക്കു വിജയം

തിരുവനന്തപുരം മാർഇവാനിയോസ് കോളേജ് കൗൺസിൽ തിരഞ്ഞെടുപ്പിൽ പ്രൊഫ. ഡി. തോമസ് വിജയിച്ചു. എ. കെ. പി. സി. ടി. എ. തിരുവനന്തപുരം ജില്ലാപ്രസിഡൻമാണ് പ്രൊഫ. തോമസ്.

മാർഇവാനിയോസ് കോളേജ് സ്റ്റാഫ് കോ-ഓപ്പറേറ്റീവ് സൊസൈറ്റി തിരഞ്ഞെടുപ്പിൽ എ. കെ. പി. സി. ടി. എ. പാനൽ വിജയിച്ചു. പ്രസിഡൻറായി സംഘടനയിലെ പ്രൊഫ. എം. എക്സ്. ജോർജിനെ തിരഞ്ഞെടുത്തു.

സാക്ഷരാതാ പ്രവർത്തനം വിജയിപ്പിക്കുക

കേരളത്തിൽ ഇപ്പോൾ നടന്നുവരുന്ന സമ്പൂർണ്ണ സാക്ഷരാതാ പ്രവർത്തനത്തിൽ സജീവമായ പങ്കുവഹിക്കാൻ എല്ലാ-കോളേജാധ്യാപകന്മാരും എ. കെ. പി. സി. ടി. എ. അദ്ധ്യക്ഷതയിൽ നിന്നും അഭ്യർത്ഥിക്കുന്നു.

എ കെ പി സി ടി എ സംസ്ഥാനസമ്മേളനം ആഗസ്റ്റ് 25, 26 തിരുവനന്തപുരം സ്വാഗതസംഘം പ്രവർത്തനമാരംഭിച്ചു

ആഗസ്റ്റ് 25, 26 തീയതികളിൽ തിരുവനന്തപുരം വി. ജെ. ടി. ഹാളിൽ നടക്കുന്ന എ. കെ. പി. സി. ടി. എ. 32-ാം സംസ്ഥാനസമ്മേളനം വിജയിപ്പിക്കുന്നതിനുള്ള പ്രവർത്തനങ്ങൾ തുടങ്ങി. ജൂലൈ 18ന് നടന്ന സ്വാഗതസംഘം എക്സിക്യൂട്ടീവ് കമ്മിറ്റി യോഗം സമ്മേളനത്തിന്റെ ബഡ്ജറ്റ് ചർച്ചചെയ്ത് അംഗീകരിച്ചു.

പി. ആന്റ്. ടി ഹൗസിൽ നടന്ന സ്വാഗതസംഘം യോഗത്തിൽ വർക്കിംഗ് ചെയർമാൻ കെ. വി. രാജേന്ദ്രൻ അധ്യക്ഷനായിരുന്നു. സമ്മേളനത്തിന്റെ പ്രാധാന്യത്തെപ്പറ്റി ജനറൽ സെക്രട്ടറി ജി. മാധവൻനായർ വിശദീകരിച്ചു.

എസ്. സോമൻ, പി. ബാലകൃഷ്ണൻ, ചാല മോഹനൻ, സി. കെ. സിതാരാ, ജി. മധുസൂദനൻനായർ, ഡോ. മോഹൻലാൽ, എസ്. വിശ്വനാഥൻ, പി. ജി. എൻ. വർമ്മ, ബി. കെ. വിശ്വംഭരൻനായർ, രവീന്ദ്രൻ തുടങ്ങിയവർ ചർച്ചയിൽ പങ്കെടുത്തു. സെക്രട്ടറി ടി. എൻ. രാമൻ പിള്ള നന്ദിപറഞ്ഞു.

പ്രകടനം ആഗസ്റ്റ് 25ന്

ആഗസ്റ്റ് 25 ന് രാവിലെ 10.30 ന് പ്രകടനം തുടങ്ങും. ആശാൻ സ്കവറിൽ (യൂണി: ഓഫീസിനു മുൻവശം) നിന്നാണ് തുടക്കം. പ്രകടനത്തിനു വരാൻ വാഹനങ്ങൾ ഇപ്പോഴേ ബുക്കു ചെയ്യുക. ഓരോ കോളേജിൽ നിന്നും വാഹനങ്ങൾ ബുക്കുചെയ്തു വരണമെന്ന് സ്വാഗത സംഘം അഭ്യർത്ഥിക്കുന്നു. അധ്യാപികമാരെ പങ്കെടുപ്പിക്കുന്നതിൽ പ്രത്യേകം ശ്രദ്ധിക്കണം. ഓരോരുത്തർക്കും ഓരോ കൊടിയും ബ്രാഞ്ചുകൾ കൊണ്ടുപോരണം.

എറണാകുളം ജില്ലാസമ്മേളനം

A. K. P. C. T. A. എറണാകുളം ജില്ലാസമ്മേളനം ജൂൺ-30ന് സെൻറ് ആൽബർട്ട്സ് കോളേജിൽ നടക്കുകയുണ്ടായി. മഹാത്മാഗാന്ധി സർവ്വകലാശാല സിൻഡിക്കേറ്റ് അംഗം പ്രൊഫ. ജോയിജോബ് കൂട്ടവേലിൽ സമ്മേളനം ഉൽഘാടനം ചെയ്തു. യു. ജി. സി. പദ്യതി കേരളത്തിൽ നടപ്പാക്കിയതിൽ സംഘടന വഹിച്ച പങ്ക്, സംഘടനയുടെ മുന്നിലുള്ള ഭാവുകർമ്മ പരിപാടികൾ എന്നിവയെക്കുറിച്ച് ഉൽഘാടകൻ സംസാരിച്ചു. ഡി. സലീം കുമാർ, പ്രൊഫ. ടി. എസ്. രാമമൂർത്തി എന്നിവരും പ്രസംഗിച്ചു. ജില്ലാ പ്രസിഡൻറ് പ്രൊഫ. ടി. എം. തോമസ് യോഗത്തിൽ അദ്ധ്യക്ഷനായിരുന്നു. ജില്ലാ സെക്രട്ടറി വാർഷിക പ്രവർത്തന റിപ്പോർട്ട് അവതരിപ്പിച്ചു.

**യു.ജി.സി. ഓർഡറുകൾ
റെഡിറക്കണർ**

GOVERNMENT OF KERALA

Abstract

U. G. C Scheme-Extension of benefits for Teachers in Affiliated Colleges not covered by the Scheme-Further orders issued.

HIGHER EDUCATION (B) DEPARTMENT

G. O. Ms. 116/90/H. Edn.

Thiruvananthapuram, Dated. 15-5-90

- Read:-
1. G. O. Ms. No. 66/90/H. Edn. dated 13-3-1990.
 2. G. O. Ms. No. 76/90/H. Edn. dated 23-3-1990.
 3. G. O. (P) No. 79/90/H. Edn. dated 27-3-1990.

ORDER

In the G. O. read as 1st paper, Govt. ordered that the U. G. C Scheme including revision of scale of pay will be implemented for teachers of Universities and all affiliated Colleges w. e. f. 1-1-86. In the G. O read as 2nd paper above it was ordered that the College Teachers in Service will be bifurcated as 52% as coming under the Scheme and 48% as not coming under the scheme.

2. In respect of College Teachers coming under the 48% Govt. are pleased to issue the following further orders:-

(i) All the College Teachers appointed on permanent posts on regular basis coming under 48% and who were in service as on 1-1-86 will be eligible for salary benefit as per UGC scales with effect from 1-1-1990 as and when they complete eight years of service, to the conditions under the UGC Scheme.

(ii) The above benefit will be made available taking into consideration the length of service.

(iii) The work load prescribed by the U. G. C. Scheme for those category of College Teachers coming under 52% will be made applicable to this category coming under 48% also, as and when they commence to receive U. G. C. scales of pay.

(By Order of Governor)

O. MOHAMMED MEERAN, (Joint Secretary.

GOVERNMENT OF KERALA

ABSTRACT

Higher Education - UGC Scheme - Implementation of Committee on anomalies and grievances - Recommendations - Accepted - orders issued.

Higher Education (B) Department

Thiruvananthapuram, Dated. 29/5/90.

G.O (MS) No. 129/90/H. Edn.

- Read:—
- (1) G.O. (P) No. 79/90/H.Edn dated. 27/3/1990.
 - (2) G O. (P) No. 80/90/H.Edn dated. 27/3/1990.
 - (3) Minutes of the meetings held on 21/4/1990 and 28/4/1990 by the Committee for redressal of anomalies and grievances.

In pursuance of the recommendations made by the committee for redressal of anomalies and grievances constituted as per G.O read as second paper above Government are pleased to issue the following orders,

(1) Pending finalisation of amendments to Special Rules, as well as University Statutes and ordinances and pending identification of the posts under UGC Scheme vacancies of teaching posts in colleges will not ordinarily be filled up until further orders. However, whenever there are vacancies to be filled up in the exigency of service they will be filled up provisionally subject to review under the UGC Scheme.

(2) The option form appended to the G.O read as first paper is modified as appended to this order.

(3) In the case of Government College Teachers who were promoted to the various categories of Cadre/Non-cadre on or before 17-6-1987 as mentioned in paras 5.09 and 13.01 of Annexure I of G.O read as first paper above Government order that the Director of Collegiate Education will prepare the pay fixation statements and send to the Accountant General for approval and issue of pay slips. In respect of private College Teachers fixation will be done by the pay fixation cell constituted as per the GO read as second paper above in the Directorate in accordance with the Ready Reckoner approved by Government. The request for review will be considered and decided by Government.

(4) Pending amendment of special rules, University Statutes ordinances etc. Lecturers who were in service before 1-1-1986 and who are eligible for placement in the senior scale / Selection Grade in accordance with provisions of the scheme, will be provisionally placed accordingly by suspending paras 5.01 (b) and 5.03 (d) of the schedule appended as Annexure 1 to the G. O. read as first paper above till 1-7-1992. By this time, the above teachers who are eligible for placement in the Senior scale / Selection grade will participate in the required number of refresher courses/summer institutes. This exemption will not be applicable to lecturers appointed on or after 1-1 1986.

(5) Promotion as non cadre professor after 17-6-87 will be dispensed with until further orders.

(6) Till revised orders are issued, the Senior most persons in the Department (Subject wise) will function as Heads of Departments in Colleges.

By order of the Governor

J.S.BADHAN

Commissioner & Secretary to Government,
(Higher Education Department)

Form for exercising Option under the U G C Scales of pay
(approved in G. O. (P) No. 79/90/H Edn. dated 27-3-90)

I.....holding the post of.....
in the scale of Rs.....in University/College do hereby
elect to come under the U G C Scheme and the revised scale of pay* with
effect from 1-1-1986/to* continue in existing scale of pay Rs.....
till.....

I shall abide by the rules of the U.G.C.

Signature :

Name :

Station : Designation :

Date : College/University

* (Score off whichever is not applicable)

GOVERNMENT OF KERALA

Abstract

Universities And Colleges—U. G. C. Scheme—Revision of pay Scales—Fixation
of pay—Ready Reckoner—Approval—Orders Issued.

HIGHER EDUCATION (B) DEPARTMENT

G O. (P) 135/90/H.Edn.

Dated, Thiruvananthapuram, 1st June 1990

- Read:—1. G. O. Ms. No. 66/90/H Edn. dated 13-3-1990
2. G. O. Ms. No. 76/90/H.Edn. dated 23-3-1990
3. G. O. (P) No. 79/90/H/Edn. dated 27-3-1990.
4. G. O. Ms. No. 80/90/H.Edn. dated 27-3-1990.
5. G. O. Ms. No. 116 90 HEdn. dated 15-5--1990
6. G. O. Ms. No. 128/90/H.Edn. dated 29-5-1990.

ORDER

Government of Kerala have issued orders for implementing the Univer-
sity Grants Commission Scales of pay with effect from 1st January, 1986 in
Government Orders read as 1 to 6 papers above.

2. In the Government Order read as 4th paper above, the Government
have constituted a committee consisting of the following members for the pre-
paration of a Ready Reckoner for the guidance of the pay fixation cell.

- (i) Sri M. Narayana Pillai, Additional Secretary, Finance Department.
- (ii) Sri. K. N. Venugopalan, Additional Director of Collegiate Education.
- (iii) Sri O. Mohammed Meeran, Joint Secretary IV, Higher Education Department.
- (iv) Sri E. U. Aravindakshan, Deputy Secretary II, Higher Education Department.
- (v) Sri S. Jacob, Finance Officer, Directorate of Collegiate Education.
- (vi) Smt. P. Lekshmykutty Amma, Deputy Director of Collegiate Education (Headquarters), Office of the Collegiate Education, Trivandrum (Convener)

3. The Committee has prepared the Ready Reckoner with reference to the following.

- (i) Government of India letter No. F-I-21/87-U.I. dated 22-7-1988.
- (ii) G. O. (P) 860/78/Fin. dated 16-12-1978
- (iii) G. O. (P) 515/84/Fin. dated 16-9-1985.
- (iv) G. O. (P) 480/89/Fin. dated 1-11-1989.
- (v) Government of India, Ministry of Finance Office Memorandum No. 13017/2/86-EII (B) dated 26-3-1987, 20-11-1987, 11-5-1988, 11-10-1988, 11-5-1989 and 19-9-1989.

4. The Ready Reckoner as approved by Government is appended to this order.

5. The Registrars of Universities, Zonal Deputy Directors of Collegiate Education and principals of Government Colleges including Government Law Colleges are requested to identify the basic pay in column I and fix the pay in the revised scale at the level indicated in column 7 in the tables of the Ready Reckoner appended to this order.

6. In respect of Government Colleges, the pay fixation statements relating to the teaching staff will be prepared by the Director to Collegiate Education and sent to the Accountant General for Verification and issue of pay slips. In the case of Government Law Colleges, the pay fixation will be done by the Principal concerned and sent to the Accountant General for verification and issue of pay slips.

7. In respect of Affiliated Private Colleges the pay fixation will be done initially by the Zonal Deputy Directors of Collegiate Education and sent to the pay fixation cell in the Directorate of Collegiate Education. The Pay fixation cell will verify the pay fixation statements sent by the Zonal Deputy Directors of Collegiate Education and issue orders,

8. In respect of teachers in Universities, pay fixation will be done by the University and got approved by the Government Auditor of the respective University.

By order of the Governor,

J. S. BADHAN,

Commissioner and Secretary to Government

To

The Registrar, Universities of Kerala, Mahatma Gandhi and Calicut.
Registrar, Kerala Agricultural University.
Director of Collegiate Education.
The Accountant General, Kerala (This issues with the concurrence of the Finance Department.)
Director of Public Relations.
All Officers concerned.
The Finance Department (Vide their No. 5512/Edn. B3/90/Fin. dated 25-5-1990)
Agriculture Department.
Health & Family Welfare Department
D. T. E
Principals, Law Colleges Trivandrum/Ernakulam/Calicut

APPENDIX

READY RECKONER

INTRODUCTION

The Ready Rockoner gives the formula for fixation of pay in the revised scales communicated in the Government of India letter No. F. 1-2/87 U. I. dated 22-7-1988, the method adopted in Kerala for fixing the pay of teachers in the University Grants Commission Scales, Tables showing the fixation of pay of various category of staff coming under the University Grants Commission Scales of pay, the amount of D.A. admissible from various dates, Table showing the D.A. admissible from various dates for different stages of the University Grants Commission pay Scales, House Rent Allowance and other allowance admissible from time to time and also illustrative examples showing fixation of pay.

FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES AS PER GOVERNMENT OF INDIA GUIDELINES

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. The option shall be exercised in the prescribed form.

- (b) The University/Government have 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 will 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 so 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 the scale.

Explanation:

- (i) The existing emoluments of a teacher as on 1-1-1986 shall include—
- (a) basic pay;
- (b) dearness pay, additional dearness allowance and adhoc 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 U.G.C. scales;
- (b) When a portion of the total emoluments has been merged with the 1973 U.G.C. scales prior to 1-1-1986 the basic pay may be reckoned notionally in the 1973 U.G.C. scales for the purpose of fixation of pay; and
- (c) Where, the 1973 U. G. C 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 U.G.C. scales had been given.

Note:—Wherein the fixation of pay of 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 to the 10th stage in the existing scale—by one increment;
- (b) for teachers drawing pay from the 11th to 15th stage, in the existing scale if there is bunching beyond the 10th stage—by two increments

(c) for teachers drawing pay from 16th upto 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 stages in the revised scale at which the pay of the 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 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 on 1-1-1986 in the revised scale in accordance with rule 2 shall be granted on the date he would have drawn his increment, had he continued in the existing scale in term of Rule 34 of K.S.R. Part I:

Provided that in cases where the pay of a teacher is stepped up in terms of the note under rule 2 and also in cases when the date of option to U.G.C. scale is a date after 1-1-1986, 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/date of option to 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, one increment at the rate in the revised scale as on 1-1-1986, shall be reckoned in addition to stepping up of pay if any due to bunching while fixing pay in the revised scale.

The actual amount of Dearness Allowance/Additional Dearness Allowance and interim relief admissible in each stage on this account will have to be taken in computing the total existing emoluments and fixing the pay in the revised scale at the appropriate stage.

METHOD ADOPTED IN KERALA

From the rules for fixation, the teachers in Kerala come under the third category vide 2 Explanation (ii) C as the U.G.C. scales were not implemented in 1973. Other factors in the fixation remain the same. Under the U. G. C. Scheme, there are restrictions to the amount (20% of the basic pay) to be added to the basic pay as shown below:-

(i) in the case of Lecturer	.. Rs. 140 to Rs. 320
(ii) in the case of Reader	.. Rs. 240 to Rs. 380
(iii) in the case of Professors	.. Rs. 300 to Rs. 500

The above have been arrived at from the 20 percent of the minimum and the maximum of the 1973 U.G.C Scales. Since the teachers of Kerala are enjoying scales that are revised twice, the basic pay to be reckoned notionally in the

1973 scales may be arrived at by deducting the amount merged in the scale at 488 points and 272 points of cost of living index respectively in the reverse direction. This is due to the fact that the two revisions took place by merging the D.A at 272 and 488 points respectively. As an illustration, consider three stages in the scale of a University professor, as given below:—

2450	3100	3600	July, 1986
757	978	1159	deduct (488 points)
<hr/> 1693	<hr/> 2122	<hr/> 2441	July 1978
243	243	243	deduct (272 points)
<hr/> 1450	<hr/> 1879	<hr/> 2198	July 1978

The resulting scale is comparable to the 1973 U.G.C scale

After arriving at the comparable scale as shown above, 20% of this amount is taken for the purpose of adding 20% of the basic pay. Hence to the basic pay, the 20% obtained as above, and the D. A at 1986 are added to obtain the pay to be used for fixation and the fixation is effected as per the fixation rules laid down by U.G.C. This exercise is carried out for each stage in each scale and given in tables 1 to 12

TABLE I
UNIVERSITY PROFESSOR

Existing Scale . . . Rs. 2450-3600
U. G. C. Scale . . . Rs. 4500-7300

Pay as on 1-1-1986	Basic pay equivalent	20% of Column 2	DA+ADA (608 points)	Bunching	Column 1+3+4	Pay in U.G.C Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2450	1450	290	450	—	3190	4500
2550	1537	307	450	—	3307	4500
2650	1600	320	450	—	3420	4500
2750	1662	332	459	—	3541	4500
2850	1725	345	479	—	3674	4500
2975	1803	361	505	150	3841	4650
3100	1879	376	526	150	4002	4650
3225	1954	391	547	150	4163	4650

(1)	(2)	(3)	(4)	(5)	(6)	(7)
3350	2030	406	568	150	4324	4650
3475	2106	421	590	150	4486	4650
3600	2198	440	604	300	4644	4800

TABLE 2

READER IN UNIVERSITY

Existing Scale:

— Rs. 1950-2950

U. G. C Scale:

— Rs. 3700-5700

Pay as on 1-1-1986	Basic pay equivalent 1973	20% of Colum 2	DA+ADA (608 points)	Bunching	Column 1+3+4	Pay in U.G.C
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1950	969	194	436	—	2580	3700
2025	1025	205	450	—	2680	3700
2100	1100	220	450	—	2770	3700
2185	1185	237	450	—	2872	3700
2270	1270	254	450	—	2974	3700
2355	1355	271	450	125	3076	3825
2440	1440	288	450	125	3178	3825
2525	1522	304	450	125	3279	3825
2610	1575	315	450	125	3375	3825
2695	1628	326	450	125	3471	3625
2780	1681	336	465	250	3581	3950
2865	1735	347	483	250	3695	3950
2950	1787	357	500	125	3807	3950

TABLE 3

LECTURER IN UNIVERSITIES

Existing Scale — Rs. 1300-2725
 U.G.C. Scale — Rs. 2200-4000

Pay as on 1-1-1986	Basic Pay equivalent 1973	20% of Column 2	DA+ADA (608 pont)	Bunching	Column 1+3+4	Pay in U.G.C. Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1300	632	126	285	..	1711	2200
1375	669	134	301	..	1810	2200
1450	706	141	318	..	1909	2200
1525	742	148	333	..	2006	2200
1600	778	156	350	..	2106	2200
1675	816	163	367	..	2205	2275
1750	854	171	385	..	2306	2350
1825	894	179	402	..	2406	2425
1900	938	188	422	..	2510	2575
1975	984	197	443	..	2615	2650
2050	1050	210	450	..	2710	2725
2125	1125	225	450	..	2800	2800
2200	1200	240	450	..	2890	2900
2275	1275	255	450	..	2980	3000
2350	1350	270	450	..	3070	3100
2425	1425	285	450	..	3160	3200
2500	1500	300	450	..	3250	3300
2575	1553	311	450	..	3336	3400
2650	1600	320	450	..	3420	3500
2725	1647	320*	454	..	3499	3500

*Restricted to Rs. 320

TABLE 4
PRINCIPAL GRADE I

Existing Scale ... Rs. 2100-3040
U. G. C. Scale ... Rs. 3700-5700

Pay as on 1-1-1986	Basic Pay equivalent 1973	20% of Column 2	DA+ADA (608 points)	Bunching	Column 1+3+4	Pay in U.G.C Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2100	1100	220	450	...	2770	3700
2185	1185	237	450	...	2872	3700
2270	1270	254	450	...	2974	3700
2355	1355	271	450	...	3076	3700
2440	1440	288	450	...	3178	3700
2540	1531	306	450	125	3296	3825
2640	1594	319	450	125	3409	3825
2740	1656	331	456	125	3527	3825
2840	1719	344	478	125	3662	3825
2940	1781	356	497	...	3893	3825
3040	1842	368	516	...	3924	3950

Table 5
PRINCIPAL GRADE II/PROFESSOR GRADE I

Existing Scale ... Rs. 1950-2950
U. G. C. Scale ... Rs. 3700-5700

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1950	969	194	436	...	2580	3700
2025	1025	205	450	...	2680	3700
2100	1100	220	450	...	2770	3700
2185	1185	237	450	...	2872	3700
2275	1270	254	450	...	2974	3700
2355	1555	271	450	125	3076	3825
2440	1440	288	450	125	3178	3825
2525	1522	304	450	125	3279	3825
2610	1575	315	450	125	3375	3825
2695	1628	326	450	125	3471	3825
2780	1681	336	465	250	3581	3950
2865	1735	347	483	250	3695	3950
2950	1787	357	500	125	3807	3950

Table 6
PROFESSOR GRADE II

Existing Scale ... Rs. 1500-2685
U. G. C. Scale ... Rs. 3000-5000

Pay as on 1-1-1986	Basic Pay equivalent 1973	20% of Column 2	DA+ADA (608 points)	Bunching	Column 1+3+4	Pay in U.G.C Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1500	730	146	329	...	1975	3000
1560	760	152	341	...	2053	3000
1635	795	159	358	...	2152	3000
1710	834	167	376	...	2253	3000
1785	873	175	393	...	2353	3000
1860	914	183	411	100	2454	3100
1935	960	192	432	100	2559	3100
2010	1010	202	450	100	2662	3100
2085	1085	217	450	100	2752	3100
2160	1160	232	450	100	2842	3100
2235	1235	247	450	100	2932	3200
2310	1310	262	450	100	3022	3200
2385	1385	277	450	...	3112	3200
2460	1460	292	450	...	3202	3300
2535	1528	306	450	...	3291	3300
2610	1575	315	450	...	3375	3400
2685	1622	324	450	...	3459	3500

Table 7
COLLEGE LECTURERS

Existing Scale ... Rs. 1150-2270
U. G. C. Scale ... Rs. 2200-4000

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1150	559	112	251	...	1513	2200
1190	579	116	260	...	1566	2200
1230	598	120	270	...	1620	2200
1270	618	124	278	...	1672	2200
1310	637	127	287	...	1724	2200

(1)	(2)	(3)	(4)	(5)	(6)	(7)
1350	657	131	295	75	1776	2275
1390	676	135	304	75	1829	2275
1430	696	139	314	75	1883	2275
1470	715	143	322	75	1935	2275
1520	739	148	333	75	2001	2275
1570	764	153	344	150	2067	2350
1620	788	158	354	150	2132	2350
1670	813	163	365	150	2198	2350
1720	839	168	377	75	2265	2350
1770	865	173	389	...	2332	2350
1820	891	178	401	...	2399	2425
1870	920	184	414	...	2468	2500
1920	951	190	428	...	2538	2575
1970	981	196	442	...	2608	2650
2020	1020	204	450	...	2674	2725
2070	1070	214	450	...	2734	2800
2120	1120	224	450	...	2794	2800
2170	1170	234	450	...	2854	2900
2220	1220	244	450	...	2914	3000
2270	1270	254	450	...	2974	3000

Table 8
JUNIOR LECTURERS

Existing Scale ... Rs. 975-1720
U.G.C. Scale ... Rs. 1740-3000
(Tutor / Demonstrator)

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
975	448	90	240	...	1305	1740
1000	466	93	240	...	1333	1740
1025	484	97	240	...	1362	1740
1050	501	100	240	...	1390	1740
1075	519	104	240	...	1419	1740

Table 9

ADDITIONAL DIRECTOR OF COLLEGIATE EDUCATION

Existing Scale ... Rs. 2600-3800
 U. G. C. Scale ... Rs. 4500-7300 (with a minimum
 (Principal—Special Grade) of Rs. 5700 in the scale)

Pay as on 1-I-1986	Basic Pay equivalent	20% of 1973 Column 2	DA+ADA (608 points)	Bunching	Column 1+3+4	Pay in the U.G.C Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs	Rs
2600	1560	314	450	...	3364	5700
2700	1632	326	450	...	3476	5700
2800	1694	339	469	...	3608	5700
2925	1771	354	495	...	3774	5700
3050	1849	370	518	...	3938	5700
3175	1924	385	539	...	4099	5700
3300	2000	400	560	...	4260	5700
3425	2076	415	582	...	4422	5700
3550	2152	430	602	...	4582	5700
3675	2273	455	604	...	4734	5700
3800	2398	480	604	...	4884	5700

Note: In the case of additional Director of Collegiate Education, no bunching is considered as a minimum of Rs. 5700 is fixed in the scale.

Table 10

DEPUTY DIRECTOR OF COLLEGIATE EDUCATION

Existing Scale ... Rs 2100-3040
 U.G.C. Scale ... Rs 4500-7300 with a
 (Principal Special Grade) minimum of 4800 in the scale

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs	Rs	Rs	Rs	Rs	Rs	Rs
2100	1100	200	450	...	2770	4800
2185	1185	237	450	...	2872	4800
2270	1270	254	450	...	2974	4800
2355	1355	271	450	...	3076	4800
2440	1440	288	450	...	3178	4800

(1)	(2)	(3)	(4)	(5)	(6)	(7)
2540	1531	306	450	...	3296	4800
2640	1594	319	450	...	3409	4800
2740	1656	331	456	...	3527	4800
2840	1719	344	478	...	3662	4800
2940	1781	356	497	...	3793	4800
3040	1842	368	516	...	3924	4800

Note: In the case of Deputy Director of Collegiate Education, no bunching is considered as a minimum of Rs. 4800 is fixed in the scale.

Table 11
COLLEGE LIBRARIAN

Existing Scale Librarian Grade I ... Rs. 1250-2500
U.G.C. Scale College Librarian ... Rs. 2200-4000

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1250	608	122	274	...	1646	2200
1300	632	126	285	...	1711	2200
1350	657	131	295	...	1776	2200
1400	682	136	306	...	1842	2200
1450	706	141	318	...	1909	2200
1500	730	146	329	75	1975	2275
1550	754	151	339	75	2040	2275
1600	778	156	350	75	2106	2275
1660	808	162	364	75	2186	2275
1720	839	168	377	...	2265	2275
1780	871	174	392	...	2346	2350
1840	902	180	406	...	2426	2500
1900	938	188	422	...	2510	2575
1975	980	197	443	...	2615	2650
2050	1050	210	450	...	2710	2725

(1)	(2)	(3)	(4)	(5)	(6)	(7)
2125	1125	225	450	...	2800	2800
2200	1200	240	450	...	2890	2900
2275	1275	255	450	...	2980	3000
2350	1350	270	450	...	3070	3100
2425	1425	285	450	...	3160	3200
2500	1500	300	450	...	3250	3300

TABLE I2

LIBRARIAN—UNIVERSITY

Existing Scale ... Rs. 2250-3350
 U. G. C. Scale ... Rs. 4500-7300

Pay as on 1-1-1986	Basic pay equivalent 1973	20% of Column 2	DA+ADA (608 points)	Bunching	Column 1+3+4	Pay in U.G.C Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2250	1250	250	450	...	2950	4500
2350	1350	270	450	...	3070	4500
2450	1450	290	450	...	3190	4500
2550	1537	307	450	...	3307	4500
2650	1600	320	450	...	3420	4500
2750	1662	332	459	150	3541	4650
2850	1725	345	479	150	3674	4650
2975	1803	361	505	150	3841	4650
3100	1879	376	526	150	4002	4650
3225	1954	391	547	150	4163	4650
3350	2030	406	568	300	4324	4800

Fixation in respect of (i) Assistant Director of Collegiate Education (ii) Special Officer (U.G.C.) (iii) Professor Grade I in Physical Education in Colleges (iv) Assistant Director of Physical Education (Higher Grade) in the Universities and (v) Deputy Librarian in Universities who were in the pay scale of Rs-1950-2950 as on 1-1-1986 may be done as in Table 5

Fixation in respect of (i) Lecturer in Physical Education in Colleges and (ii) Assistant Librarian (Grade II in the Universities who were in the pay scale of Rs. 1550-2270 as on 1-1-1986 may be done as in Table 7.

Fixation in respect of (i) Professor (Grade II) in Physical Education in Colleges and (ii) Assistant Librarian Grade I in Universities who were in the pay scale of Rs. 1500-2685 as on 1-1-1986 may be done as in Table 6.

Fixation in respect of (i) Director of Physical Education in Universities and (ii) Librarian in Universities who were in the pay scale of Rs. 2450-3600 as on 1-1-1986 may be done as in Table 1.

Those who have completed 8 years/16 years of service and are eligible for placement in the appropriate U.G.C. scale through a process of screening will have their pay fixed in the U. G. C. scale by the same fixation-formula.

RATES OF D.A. ADMISSIBLE FROM 1-7-1986

Period from which payable	Pay range	Rate of Dearness Allowance per mensem
1-7-1986 to 31-12-1986	Basic pay upto Rs. 3500	4% of pay
	Basic pay between Rs.3501 and upto Rs. 6000	3 percent of pay subject to a minimum of Rs. 140 p. m.
	Basic pay above Rs. 6000	2 percent of pay subject to a minimum of Rs. 180 p. m.
1-1-1987 to 30-6-1987	Basic pay upto Rs. 3500	8 percent of pay
	Basic pay between Rs.3501 and up to Rs. 6000	6 percent of pay subject to a minimum of Rs. 280 p. m.
	Basic pay above Rs. 6000	5 percent of pay subject to a minimum of Rs. 360 p. m.
1-7-1987 to 31-12-1987	Basic pay upto Rs. 3500	13 percent of pay
	Basic pay between Rs.3501 and up to Rs. 6000	9 percent of subject to a minimum of Rs. 455-p. m.
	Basic pay above Rs. 6000	8 percent of pay subject to a minimum of Rs. 540 p. m.
1-1-1988 to 30-6-1988	Basic pay upto Rs 3500	18 percent of pay
	Basic pay between Rs.3501 and upto Rs. 6000	13 percent of pay subject to a minimum of Rs. 630. p. m.
	Basic pay above Rs. 6000	11 percent of pay subject to a minimum of Rs. 780 p.m.
1-7-1988 to 31-12-1988	Basic pay upto Rs. 3500	23 percent of pay
	Basic pay between Rs. 3501 and upto Rs 6000	17 percent of pay subject to a minimum of Rs. 805 p. m.
	Basic pay above Rs. 6000	15 percent of pay subject to a minimum of Rs.1020 p. m.

1-1-1989 to 30-6-1989	Basic pay upto Rs. 3500	29 percent of pay
	Basic pay between Rs.3501 and up to Rs. 6000	22 percent of pay subject to a minimum of Rs. 1015 p.m.
	Basic pay above Rs.6000	19 percent of pay subject to a minimum of Rs. 1320 p. m.
1-7-1989 onwards	Basic pay up to Rs.3500	34 percent of pay
	Basic pay between Rs.3501 and upto Rs. 6000	25 percent of pay subject to a minimum of Rs. 1190 p. m.
	Basic pay above Rs. 6000	22 percent of pay subject to a minimum of Rs. 1500 p. m.

D. A. ADMISSIBLE FROM VARIOUS DATES FOR DIFFERENT STAGES OF U.G.C. PAY SCALES (IN RUPEES)

Pay	From 1-7-1986	From 1-1-1987	From 1-7-1987	From 1-1-1988	From 1-7-1988	From 1-1-1989	From 1-7-1989
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1740	70	139	226	313	400	505	592
2200	88	176	286	396	506	638	748
2275	91	182	296	410	523	660	774
2350	94	188	306	423	541	682	799
2425	97	194	315	437	558	703	825
2500	100	200	325	450	575	725	850
2575	103	206	335	464	592	747	876
2650	106	212	345	477	610	769	901
2725	109	218	354	491	627	790	927
2800	112	224	364	504	644	812	952
2900	116	232	377	522	667	841	986
3000	120	240	390	540	690	870	1020
3100	124	248	403	558	713	899	1054
3200	128	256	416	576	736	928	1088
3300	132	264	429	594	759	957	1122
3400	136	272	442	612	782	986	1156
3500 to 4575	140	280	455	630	805	1015	1190
4625	140	280	455	630	805	1018	1190
4650	140	280	455	630	805	1023	1190
4700	141	282	455	630	805	1034	1190
4750	143	285	455	630	808	1045	1190

4800	144	288	455	630	816	1056	1200
4825	145	290	455	630	820	1062	1206
4875	146	293	455	634	829	1073	1219
4950	149	297	455	644	842	1089	1238
5000	150	300	455	650	850	1100	1250
5100	153	306	459	663	867	1122	1275
5250	158	315	473	683	893	1155	1313
5400	162	324	486	702	918	1188	1350
5550	167	333	500	722	944	1221	1388
5700	171	342	513	741	969	1254	1425
5900	177	354	531	767	1003	1298	1475
6100 to 6700	180	360	540	780	1020	1320	1500
6900	180	360	552	780	1035	1320	1518
7100	180	360	568	781	1065	1349	1562
7300	180	365	584	803	1095	1387	1606

House Rent Allowance and City Compensatory Allowance will be as per G. O. (P) 480/89/Fin. dated 1-11-1989 and will be subject to revision by the Government of Kerala

Examples:

I Lecturer who has completed 7 years of service on 1-1-1986 in Colleges.

- (i) Existing scale of pay Rs. 1150-2270
- (ii) Proposed scale of Pay Rs. 2200-4000
- (iii) Existing basic pay Rs. 1430
- (iv) DA+ADA Rs. 314
- (v) Basic pay equivalent of 1973 Rs. 696
- (vi) 20 percent of basic pay equivalent Rs. 139
- (vii) Total of (iii), (iv) and (vi) Rs. 1883
- (viii) Pay in the revised scale Rs. 2200
- (ix) Add one increment for bunching Rs. 75
- (x) Pay to be fixed in the revised scale on 1-1-1986 Rs. 2275

The pay to be fixed in the revised scale is given in column (7) of Table 7. The next date of increment will be 1-1-1987.

II Professor in a University who has reached the maximum of the scale two years before 1-1-1986.

- (i) Existing scale of pay Rs. 2450-3600
- (ii) Proposed scale of pay Rs. 4500-7300
- (iii) Existing basic pay Rs. 3600
- (iv) DA+ADA Rs. 604

- (v) Basic pay equivalent of 1973 Rs. 2198
 - (vi) 20% of basic pay equivalent Rs. 440
 - (vii) Total of (iii), (iv) and (vi) Rs. 4644
 - (viii) Pay in the revised scale Rs. 4650
 - (ix) Add one increment for bunching Rs. 150
 - (x) Pay to be fixed in the revised scale Rs. 4950 on 1-1-1986.
- The next date of increment will be 1-1-1987.

III. Principal Grade I.

- (i) Existing scale of pay Rs. 2100-3040
 - (ii) Proposed scale of pay Rs. 3700-5700
 - (iii) Existing basic pay Rs. 2440
 - (iv) DA+ADA Rs. 450
 - (v) Basic pay equivalent of 1973 Rs. 1440.
 - (vi) 20% of basic pay equivalent Rs. 288.
 - (vii) Total of (iii), (iv) and (vi) Rs. 3178.
 - (viii) Pay to be fixed in the revised scale Rs. 3700 on 1-1-1986.
- The next date of increment will be the same as the date of increment in the existing scale.

IV Professor Grade II in Colleges

- (i) Existing scale of pay Rs. 1500-2685
 - (ii) Proposed scale of pay Rs. 3000-5000
 - (iii) Existing basic pay Rs. 2235
 - (iv) DA+ADA Rs. 450
 - (v) Basic pay equivalent of 1973 Rs. 1235
 - (vi) 20% of basic pay equivalent Rs. 247
 - (vii) Total of (iii), (iv) and (vi) Rs. 2932
 - (viii) Pay in the revised scale Rs. 3000
 - (ix) Add two increments for bunching Rs. 200
 - (x) Pay to be fixed in the revised scale on 1-1-1986 Rs. 3200
- The next date of increment will be 1-1-1987

V Professor Grade I in Colleges (date of option 1-1-1987)

- (i) Existing scale of pay Rs. 1950-2950
- (ii) Proposed scale of pay Rs. 3700-5700
- (iii) Existing basic pay on 1-1-1987 Rs. 2780
- (iv) D.A.+A.D.A Rs. 465
- (v) Basic pay equivalent of 1973 Rs. 1681
- (vi) 20% of basic pay equivalent Rs. 336
- (vii) Total of (iii), (iv) and (vi) Rs. 3581
- (viii) Pay in the revised scale Rs. 3700
- (ix) Add two increments for bunching Rs. 250.
- (x) Pay to be fixed in the revised scale on 1-1-1987 Rs. 3950
- (xi) Date of next increment 1-1-1988

Prof. S. K. KHANNA
Secretary

University Grants Commission
Bahadurshah Zafar Marg
New Delhi - 110 002

D.O.No.F. 1-6/ 90(P.S. Cell)

January, 1990

Dear Sir,

As you are aware the revised Pay-Scales of Lecturers vide Government of India notification No.F.1-21/87-U.1 dated 17th June, 1987/22nd July, 1988 inter-alia provided for a scheme of Career Advancement leading to the senior scale (Rs. 3000-5000 p. m.) and selection grade (Rs. 3700-5700 p.m.) for Lecturers of the universities and colleges.

The Commission has finalised the guidelines for the implementation of senior scale and selection grade for Lecturers and these are enclosed. The Universities are requested to ensure the implementation of the career advancement schemes as stipulated in these guidelines,

The Commission in its meeting held on 13th December, 1989 agreed that the experience of a person before appointment as a lecturer in the university or college, in equivalent grade in other universities / colleges and the National Laboratories or R & D Organisations (CSIR / ICAR, DRDO, UGC etc.) and UGC Research Scientists be counted as qualifying service for placement in the senior scale / selection grade.

Kindly acknowledge the receipt of the letter.

With regards,

Yours sincerely,

Sd/-

(S. K. KHANNA)

Dr. G.B. Mohan Thampi,
Vice-Chancellor,
Kerala University,
Thiruvananthapuram

(Telex : 31-65913
(Telephone : 331-8858

Grants : Unigrants

UNIVERSITY OF CALICUT

Rules for fixation of Seniority of the Teachers in the Affiliated Colleges.

1. Every Management shall maintain a seniority list of teachers working in their college/colleges. A Corporate Management shall maintain a separate seniority list of teachers working in the various colleges under their control in this University area.

2. All the colleges in the University area under one management shall be considered as one unit for purpose of fixing the seniority of teachers provided the Management is recognised by the University as a Corporate one.

3. Transfers from one college to another can be made only if both the colleges are under the same Management. By this transfer the seniority of the teachers concerned shall not be affected.

4. In the case of Corporate Management is having Arts/Science, Training and Engineering Collegs, there shall be a common seniority list in subjects which are common to the above colleges.

5. Seniority of a teacher in the same cadre /grade in a Department shall be decided with reference to the length of continuous service in that cadre/grade in the Departments

6. In the case of teachers of the same cadre/grade and of the same Department whose date of first appointment is the same, seniority shall be decided on the basis of the rank in the selection list at the time of appointment. If no selection list is maintained, the seniority shall be fixed on the basis of age. The older person shall be senior.

7. Date of appointment based on the rank obtained at the time of selection for the post shall be the deciding factor for fixing seniority and not the date of joining duty.

8. When a teacher having service in other institutions takes up appointment under a particular college, his continuous service in that particular college alone shall be taken into account for fixing his seniority in that college. However this will not restrict his previous services elsewhere for being counted for fixation of his emoluments, retirement benefits and such other privileges. In the case of teachers who are confirmed in service in the college and later appointed in another college, the above principle shall be adopted in fixing seniority.

9. Retired teachers being reappointed in affiliated colleges shall not be assigned any seniority

10. Every teacher shall be placed in the seniority list of the date of his first appointment to the service irrespective of the fact whether the appointment is temporary or on probation or under any exception, temporary or permanent.

11. By adopting the above principles, every management shall prepare a provisional seniority list of teachers in their colleges within three months from the date on which

these rules came into force and the same shall be circulated to the teachers. Complaints if any received from the teachers within one month from the date of circulation shall be considered and decided by the Management. The decision shall be communicated to the complainants and their acknowledgement obtained.

12. 1) In the case of corporate management having colleges under the jurisdiction of the Calicut University and also under jurisdiction of the Kerala University, the Management shall within three months from the date on which these rules come into force prepare a seniority list of the teachers of all such colleges based on the above principles

2) After the preparation of the list under sub-section (i) above, the Management, shall give a right of option to the teachers as to the University under the jurisdiction of which they opt to remain and the teachers shall be allotted to each University area in accordance with such option.

Provided that where the number of teachers who have opted to work under the jurisdiction of this University is more than the number required, allotment shall be made on the basis of seniority.

3) Teachers shall be permitted to exercise the above option within a period of three months from the date of communication of the seniority list envisaged in sub-sec. (i)

4) Taking into account the option received from the teachers, the Management shall prepare the seniority list of teachers in this University area and communicate it to the teachers.

Note:- A teacher who has opted for a particular University area shall be placed in the seniority list for that University area.

13) The final list thus prepared by the Management shall be forwarded to the University for its approval.

14) Any teacher aggrieved by any entry in the list prepared under section 11 or section 12 may appeal to the Government within sixty days from the date of communication of the list or order of allotment to him and the decision of the Government there in shall be final.

15) Where a teacher is allotted to this University area, he shall not be transferred to a college affiliated to any other University. This however will not apply in the case of principals of private colleges.

16) The seniority list approved by the University shall be the final list of the college and any additions to this list shall be made subject to University's approval and in strict conformity with these rules.

REGISTRAR

UNIVERSITY OF KERALA

ABSTRACT

Private Colleges — Rules to govern the Seniority of teachers — framed orders—issue of—

ACADEMIC F. II SECTION

No. Ac. F II—1/1366/68

Trivandrum, dt. 23-2-1978.

Read:- Item No.58 of the Minutes of the Meeting of the Syndicate held on 23-2-1978

ORDER

In exercise of the powers conferred on the Syndicate by virtue of statute 56 of Chapter XLIX of the KERALA University First Statutes 1972, the Syndicate at its meeting held on 23-2-1978 has approved the following rules in modification of the existing Seniority rules as contained in U. O. No. Ac. F. 11—1/1366/68 dated 22—3—1975.

1. All managements shall maintain seniority list of teachers working in their colleges affiliated to this University and it should be brought up-to date from time to time.

2. (a) All Colleges under a Corporate Management affiliated to this University shall be considered as one unit for fixing the seniority of teachers provided the management is recognised by the University as Corporate.

(b) Corporate Managements having Arts and Science Colleges, Training Colleges and Engineering Colleges shall maintain a common seniority list in subjects common to the above colleges.

Provided however, that if before the commencement of these rules, the corporate management has treated training, Engineering and Womens' Colleges as separate units and has been so recognised by the University, such college/colleges shall continue to be so and a separate seniority list for each of such colleges shall be prepared in accordance with the provisions laid down in these rules.

3 (a) Seniority of a teacher in the same cadre in a subject under a management shall be decided with respect to the total period of service in that cadre in the subject, provided he/she is duly qualified or exempted by the competent authority from the possession of the minimum qualifications prescribed for the post.

(b) For the purpose of (a) above, while calculating the total period of service of teachers, the service put in by a teacher prior to a 'Break in Service' which exceeds two years at a time will not be reckoned.

(c) The management shall also prepare a general seniority list of all the teachers, cadre-wise.

4. Where the date of first appointment is the same, seniority of a teacher in a cadre shall be determined on the basis of the rank in the selection list and where no selection list is maintained, seniority shall be fixed on the basis of age, the older person shall be senior.

Provided however, in the case of promotions from one cadre to the other effected on the same date, their relative seniority in the lower cadre shall be maintained in the promoted cadre, as well.

5. The date of appointment or the rank obtained in the selection list for the post shall be the deciding factor for fixing the seniority and not the date of joining duty

6. When the teachers with previous service in the same institution or under the same management are re-appointed after a break, their relative seniority will be determined by the length of their previous service in the same institution or under the same management, the person having the longer period of prior service being treated as senior

7. (a) When a teacher having service in other institutions take up appointment under a particular management, his/her service in that particular management alone shall be taken into account to fix his/her seniority

(b) Seniority of a teacher appointed to a college newly started by an educational agency shall be decided with reference to the length of total previous service, if any, in the same grade or cadre under any other educational agency or corporate management as the case may be, reckoned on the first working day of the college, provided he/she joins duty on the first working day. (subject to the provision in (a) above)

8 Transfers from one college to another shall be made only if both the colleges are under a corporate management and affiliated to this University but such transfers shall not affect the seniority of the teachers.

9 When a teacher working in a college under a particular Management takes up appointment in another college under a new Management, he/she shall take his/her place as the junior most in the particular cadre in the Department concerned, but he/she shall be entitled to the protection of the emoluments drawn by him/her earlier.

10 Retired teachers from Government Colleges and other institutions who take up appointments in Private Colleges shall not be assigned any seniority.

11 Every teacher shall be placed in the 'seniority lists' on the date of his/her first appointment to the service, irrespective of the fact that the appointment is temporary or on probation or under any exemption, temporary or permanent.

12 Every Management shall prepare 'provisional seniority lists' of teachers in their colleges within 3 months from the date on which these rules come in to force. The lists so prepared shall be circulated among the teachers. Complaints if any, received from the teachers within one month of its circulation, shall be considered and decided by the management within one month of their receipt and its decision on the complaints communicated to the teachers concerned. The 'seniority' lists thus finalised shall be forwarded to the University within two months for approval by the Syndicate.

13 The teachers are entitled to appeal before the Vice-Chancellor against the decision of the Management within one month from the date of receipt of the final decision of the Management. The decision of the Vice-Chancellor on the appeal shall be final.

14 The seniority lists shall be approved by the Syndicate after making the necessary alterations, if any found, as per the above rules.

15 The 'seniority lists' approved by the Syndicate shall be the final lists and any addition to the lists shall be made subject to the approval by the Syndicate and in strict conformity with these rules.

The Managements of all affiliated private colleges within the territorial jurisdiction of this University shall follow the above rules scrupulously.

Note: Notwithstanding anything contained in the above, the seniority of a teacher already fixed prior to the commencement of these rules shall not be disturbed.

These rules will be effective from 23-2-1978

Sd/-

REGISTAR (OFFICIATING)

**ജേർണൽ വരിസംഖ്യ
അയയ്ക്കണം**

'കേരള പ്രൈവറ്റ് കോളേജ് ടീച്ചറിന്റെ വാർഷിക വരിസംഖ്യ എത്രയും വേഗം മാനേജിംഗ് എഡിറ്റർക്ക് അയയ്ക്കുക. കൃഷിശാസ്ത്ര വരുത്തുന്നവർക്ക് ജേർണൽ അയയ്ക്കുന്നതല്ല.

വിലാസം: പ്രൊഫ. കെ. പി. ദീവാകരൻ നായർ,
അശ്വതി എൽ. ഐ. സി. ലെയിൻ (ബി): പട്ടം
തിരുവനന്തപുരം-4

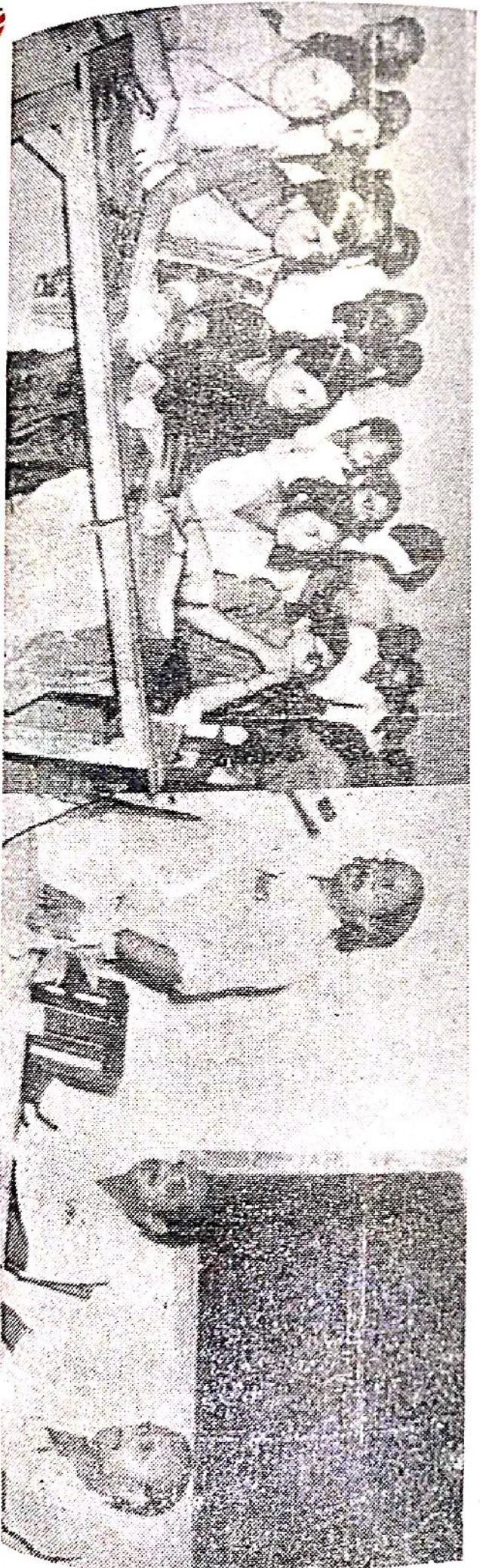
**പ്രൊഫ. തോമസ് ആൻറണി
നിര്യാതനായി**

കാഞ്ഞിരപ്പള്ളി സെന്റ് ഡൊമിനിക്കു കോളേജിലെ പ്രൊഫെസറും എ. കെ. പി. സി. ടി. ഐ. യുടെ സജീവ പ്രവർത്തകനുമായിരുന്നു പ്രൊഫ. തോമസ് ആൻറണി നിര്യാതനായി.

സംഘടനയുടെ പ്രവർത്തകസമിതിയും സംസ്ഥാനകമ്മിറ്റിയും പ്രൊഫ. തോമസ് ആൻറണിയുടെ നിര്യാതത്തിൽ അനുശോചനം രേഖപ്പെടുത്തി.



ഈ പന്ത്രണ്ട് പേർ, കോട്ടയം ട്രിപ്പിൾ ടൗൺ കോൺഗ്രസ്സിന്റെ അദ്ധ്യക്ഷൻമാർ. ഇവർ സമാധാനപരമായി സർവ്വതോമുഖമായി



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kerala private college teacher
monthly journal of the all kerala private college teachers' association
No. 95 R. No. M-36025/81 Registered No KLTV (N) 35

A K P C T A

**32-ാം സംസ്ഥാന
സമ്മേളനം**

ആഗസ്റ്റ് 25, 26

വി. ജെ. ടി. ഹാൾ

തിരുവനന്തപുരം

വിദ്യാഭ്യാസ-സാംസ്കാരിക സമ്മേളനങ്ങൾ

കുഷേമനിധിവിതരണം-യാത്രാരയപ്പ്

25^ന വമ്പിച്ചപ്രകടനം

printed and published by. v. narayanankutty at chempaka printers
trivandrum-4 phone: 82127 chief editor k. sukumaran nair