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To another question, the Minister se

sixteen-year struggle



A TRIUMPHANT FINALE

KERALA PRIVATE COLLEGE TEACHER

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monthly journal of the all kerala
private college teachers' association

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സുധീഷിനും അവാർഡും

1989 ലെ

തൊഴിലാളി അവാർഡ്

എസ്. സുധീഷിന്റെ

'സാമൂഹ്യത്തിന്റെ അർത്ഥസംഹിത'

എന്ന ഗ്രന്ഥത്തിനു ലഭിച്ചു.

എ. കെ. പി. സി. ടി. എ.

എസ്. എൻ. കോരളപ്പ

ടീച്ചേഴ്സ് കോ-ഓർഡിനേഷൻ

സെക്രട്ടറിയായ സുധീഷ്

നന്ദയാർകുളങ്ങര

എസ്. എൻ. കോരളപ്പിലെ

ഇംഗ്ലീഷ് അധ്യാപകനാണ്

യു. ജി. സി. സുകീം സമരചരിത്രത്തിലെ മഹത്തായ നേട്ടം

അഭിമാനകരമായ നേട്ടങ്ങളുമാണ് എ. കെ. പി. സി. ടി. എ. എ. കെ. ജി. സി. ടി. സംയുക്ത സമരസമിതി മാർച്ച് 21 ന് യു. ജി. സി. സമരം പിൻവലിച്ചത്. കഴിഞ്ഞ പതിനാറു വർഷമായി നടത്തിവന്ന നിരന്തര സമരം ലക്ഷ്യത്തിലെത്തി - കേരളത്തിലും യു. ജി. സി. സുകീം നടപ്പിലായി. 1981-ൽ യു. ജി. സി. ശബളപരിഷ്കാരം തത്പത്തിൽ അംഗീകരിച്ച ഇടതുപക്ഷ ജനാധിപത്യ മുന്നണി തന്നെ ഇന്ന് സുകീം നടപ്പിലാക്കുന്നതിലൂടെ അവരുടെ ആത്മാർത്ഥത തെളിയിച്ചിരിക്കുന്നു. ഇവിടെ നിലനിൽക്കുന്ന പ്രതികൂല ല പരിതസ്ഥിതികളെയെല്ലാം മുറിച്ചുകടന്നുകൊണ്ടാണ് സുകീം നടപ്പിലാക്കാനുള്ള ധീരമായ തീരുമാനമെടുത്തത്. പ്രീഡിഗ്രി വേർതിരിക്കണമെന്നുള്ള യു. ജി. സി. യുടെ കടുംപിടിത്തത്തിന്റെ തലത്തിലും ഇന്നു സർവ്വീസിലുള്ള മുഴുവൻ അധ്യാപകർക്കുമിന്റെ ആനുകൂല്യം ഉറപ്പാക്കാൻ കഴിഞ്ഞത് വലിയ നേട്ടമാണ്. യു. ജി. സി. സുകീം അടഞ്ഞ അധ്യാപകനെന്ന് പറഞ്ഞുകൊണ്ടുതന്നെ പ്രീഡിഗ്രി ബോർഡ് നടപ്പിലാക്കാൻ വെമ്പൽ പൂണ്ട ഭരണാധികാരികൾ നമുക്കുണ്ടായിട്ടുണ്ട്. കോളേജാധ്യാപകരെ നിഷ്കരണം സുകൂളുകളിലേയ്ക്കു പറഞ്ഞുവിടാൻ അന്ന് തീരുമാനമുണ്ടായി. സംഘടിതശക്തികൊണ്ടാണ് അന്നതിനെ എതിർത്തു തോൽപ്പിക്കാൻ കഴിഞ്ഞത്. അത്തരം ആശങ്കകൾ ഇപ്പോഴും പരത്താൻ ചിലർ ശ്രമിക്കാതെയിരുന്നില്ല. എന്നാൽ എല്ലാത്തരം ആശങ്കകൾക്കും പൂർണ്ണവിരാമമിട്ടുകൊണ്ട് നിലവിലുള്ള കോളേജാധ്യാപകർക്കെല്ലാം സംരക്ഷണം നൽകാൻ സർക്കാർ തയ്യാറായിക്കഴിഞ്ഞു. യു. ജി. സി. യുടെ നിർബന്ധപ്രകാരം സുകീമിൽ വരുന്നവരെന്നും വരാത്തവരെന്നും ഉള്ള ഒരു തരംതിരിക്കൽ നടത്തേണ്ടിവന്നിട്ടുണ്ട്. എന്നാൽ വിദ്യാഭ്യാസമന്ത്രി പറഞ്ഞതുപോലെ അത് വെറും കടലാസിൽ മാത്രമുള്ള ഒന്നാണ്. +2 തലത്തിൽ പഠിപ്പിക്കുന്നവർക്ക് യു. ജി. സി. സുകീം നടപ്പിലാക്കാനുള്ള ധനസഹായം കേന്ദ്രത്തിൽ നിന്നും ലഭിക്കുകയില്ല എന്നതുകൊണ്ടുമാത്രമാണ് അതു വേണ്ടിവന്നത്.

വർക്ക്ലോഡ് അനുസരിച്ച് ഡിഗ്രി-പോസ്റ്റ്ഗ്രാജുവറ്റ് തലത്തിൽ വരുന്ന എല്ലാ അധ്യാപകർക്കും സുകീമിന്റെ ആനുകൂല്യം ലഭിക്കും. സുകീമിൽ പരാജയപ്പെട്ടവർക്ക് എട്ടു വർഷം സർവ്വീസ് തികയുന്ന മുറയ്ക്ക് യു. ജി. സി. സുകീമിൽ ലഭിച്ചതുടങ്ങും. സുകീമിൽ ഉൾപ്പെടുന്നവർക്ക് കിട്ടുന്ന ആനുകൂല്യങ്ങൾ തന്നെ തുടർന്നു ഇവർക്കും ലഭിക്കും. ഡിഗ്രി തലത്തിൽ വേക്കർസി വരുമ്പോൾ

അവിടേയ്ക്കുമാറുകയും ചെയ്യാം. പുതിയ നി
യമനങ്ങൾക്കുള്ള സാധ്യത ഡിഗ്രിതലത്തിൽ
പൂർണ്ണമായിത്തുടങ്ങുന്നപോകാതിരിക്കാൻ, മൂന്ന
ധ്യാപകരെ സ്കീമിൽ പെടാത്തവരിൽ നിന്നും
ഏകദേശം നൂറോളം പുറത്തുനിന്നും
നിയമിക്കുന്നതിന് വ്യവസ്ഥ ചെയ്തിട്ടുണ്ട്.

എല്ലാ അധ്യാപകർക്കും സംരക്ഷണം ഉറപ്പു
പരുത്തിക്കൊണ്ട് ഒരു ഞ്ഞുതീർപ്പിലെത്താൻ
കഴിഞ്ഞത് എ കെ പി സി ടി എ യുടെ ഏറ്റെ
വും വലിയ നേട്ടമാണ്. മെച്ചപ്പെട്ട വേതനം
എന്നതു മാത്രമല്ല യു ജി സി കൂടുതലായി കഴി
ഞ്ഞ പതിനാറു വർഷമായി നിരന്തര സമരം
നടത്താൻ നമ്മെ പ്രേരിപ്പിച്ച ലക്ഷ്യം. ഇന്ത്യ
യിലാകാനുള്ള കോളേജാധ്യാപകരുടെ പൊ
തു ധാരയിൽ നാം കൂടി ഉൾപ്പെടുന്നുവെന്ന
താണ് ഏറെ പ്രധാനം. 1973 ലുണ്ടായ യു.
ജി. സി. ശമ്പള പരിഷ്കാരം നടപ്പിലാക്കി
നതിനായി 1974 ൽ നമ്മൾ പ്രകാശി
കരിച്ചു. അഖിലേന്ത്യാ സംഘടനയായ
'ഐഫിക്ടോ'യുടെ നേതൃത്വത്തിൽ 1974 ഒക്
ടോബർ 3-ാം തീയതി ഒരു ദിവസത്തെ സൂച
നാ പണി നടക്കുകയുണ്ടായി. അവിടുനിന്നുമാണ്
നമ്മുടെ കൂട്ടായ്മയുള്ള എത്രയെത്ര സമര
ങ്ങൾ ഉണ്ടായി വേണ്ടി വന്നു. അഖിലേന്ത്യാ
സമരസമിതികളിൽ തന്നെ നേതൃത്വപരമായ
പങ്കുവഹിച്ചുകൊണ്ടാണ് എ. കെ. പി. സി.
ടി. എ. ഈ ആവശ്യത്തിനായി സമരം മുന്നോ
ട്ടുകൊണ്ടുപോയത്. 1977 നവംബർ 26 ന് തി
രുവനന്തപുരത്തു നടത്തിയ വമ്പിച്ച പ്രകടനം
മിക്കവരും ഓർക്കുന്നുണ്ടാകും. 1978-ൽ ഈ ആ
വശ്യം മുൻ നിർത്തി പരീക്ഷാ ബഹിഷ്കര
ണം നമ്മൾ പ്രഖ്യാപിച്ചു. എന്നാൽ അന്നത്തെ
മുഖ്യമന്ത്രി ശ്രീമാൻ എ. കെ. ആന്റണി ചില
കാര്യങ്ങളും കേട്ടുകേൾവിപോലുമില്ലാത്ത ഒരു
കരിനിയമം കൊണ്ടാണ് ആ സമരത്തെ നേരി
ട്ടത്. (ഒരു ദിവസം പണി ചെയ്തില്ലെങ്കിൽ
അറുപതു ദിവസത്തെ ശമ്പളം പിടിക്കുമെന്ന
ആ കാര്യം നിയമം ഇപ്പോഴത്തെ സർക്കാർ വ
ന്നപ്പോൾ ഏകദേശം കളഞ്ഞു) 1979 ജൂലൈ
യിൽ വീണ്ടും നമ്മൾ പണിമുടക്ക് പ്രഖ്യാപി
ച്ചു. അധ്യാപകരുമായി ഇക്കാര്യത്തിൽ ഉടനെ
പർച്ചയുണ്ടാകുമെന്ന ഉറപ്പിന്മേൽ ആ സമരം
പിൻവലിച്ചു. എന്നാൽ ഉറപ്പ് പാലിക്കപ്പെ
ടാതെപോയപ്പോൾ 1979 ഡിസംബർ 5-ന് പ
ണിമുടക്കി. 1980 സെപ്തംബർ 24 ന് എ

ല്ലാ ജില്ലാ കേന്ദ്രങ്ങളിലും കൂട്ട യർണ നടത്തി
ക്കൊണ്ട് സമരം മുന്നോട്ടു നയിച്ചു. കാസർ
കോട്ടു നിന്നും ആരംഭിച്ച് തിരുവനന്തപുര
ത്ത് വമ്പിച്ച പ്രകടനത്തോടെ സമാപിച്ച ജി
ല്ലാ പ്രചാരണ യാത്ര നമ്മുടെ യു. ജി. സി സ
മരത്തിലെ പ്രധാന സംഭവമാണ്. അന്ന് മാ
ധ്യാപകരും, എൻ. ജി. ഒ. മറ്റും, കർഷകന്മാ
ഴിലാളികളും യു. ജി. സി. മുദ്രാവാക്യം
ഏറ്റെടുത്തിരിക്കുകയുണ്ടായി. തുടർന്ന് 1981
ഫെബ്രുവരി 4 മുതൽ നമ്മളാർംഭിച്ച പണിമു
ടക്കു സമരവും, കേരള സർക്കാർ യു.ജി.സി
സ്കെയിൽ ആദ്യമായി തത്പത്തിൽ അന്ന്
അംഗീകരിച്ചതും നമ്മുടെ മുന്നോട്ട് തന്നെ ആ
യിരുന്നു.

ഇപ്പോഴത്തെ യു. ജി. സി. ശമ്പള പരിഷ്
കാരത്തിനാധാരമായ മെർഹോത്രാക്കമ്മിറ്റി റി
പ്പോർട്ട് പ്രസിദ്ധീകരിക്കണമെന്നും നടപ്പി
ലാക്കണമെന്നും ആവശ്യപ്പെട്ട് അഖിലേന്ത്യാ
തലത്തിൽ സമരപരമ്പരകൾ തന്നെയുണ്ടായി.
1987 ആഗസ്റ്റ് 4 മുതൽ സെപ്തംബർ 4
വരെ നടന്ന സമരം പ്രധാനപ്പെട്ടതാണ്. ഇ
ന്ത്യയിലെ 5600-ൽ പരം കോളേജുകളിലേയും
160-ൽ അധികം സർവ്വകലാശാലകളിലേയും
അക്കാദമിക് ജീവിതമാകെ അന്ന് സ്തംഭിക്കുകയു
ണ്ടായി. 1986 ജനുവരി 1 മുതൽ തുല്യ രീതി
യിൽ പുതിയ യു. ജി. സി ശമ്പള സ്കെയി
ലുകൾ എല്ലാവർക്കും നൽകുക, പ്രൊമോഷൻ
നിലവിലുള്ള രീതിയിൽ തുടരുക, അധിക
ച്ചെലവ് പൂർണ്ണമായും കേന്ദ്ര ഗവൺമെന്റ്
വഹിക്കുക തുടങ്ങിയവയായിരുന്നു ആ സമ
രത്തിലെ പ്രധാന മുദ്രാവാക്യങ്ങൾ. കേരള
ത്തിൽ ഇല്ലാത്ത യു. ജി. സി. സ്കെയിലി
ന്റെ അപാകത പരിഹരിക്കാൻ സമരം നടത്തു
ന്നുവെന്ന് അന്ന് എതിരാളികൾ നമ്മെ പരി
ഹസിക്കുകയുണ്ടായി. എന്നാൽ ആ സമരത്തി
ലുണ്ടായ ഞ്ഞുതീർപ്പാണ് ഇന്ന് യു. ജി. സി
നടപ്പിലാക്കാനുള്ള ഉത്തരവായി നിലനിൽക്കു
ന്നത്. അഫിലിയേറാഡ് കോളേജുകളിൽ റീ
ഡർ തസ്തിക അനുവദിച്ചതും പ്രോഗ്രാമുകളു
ടെ ഏജൻസി ഏജൻസി നിന്നും നാലായി കുറച്ച
തും റീഡർ തസ്തികയ്ക്കുള്ള യോഗ്യതയു
ടെ ക്ലാലിഫിക്കേഷൻ പതിനാറു വർഷമായി കു
റച്ചതും ആ സമരത്തിന്റെ നേട്ടമാണ്. 1986
ജനുവരി ഒന്നു മുതൽ സ്കെയിലുകൾ നടപ്പി
ലാക്കാൻ എല്ലാ സംസ്ഥാനങ്ങളെയും പ്രേരി

പിന്നെയും അധിഷ്ഠിതമായി കാര്യം സംസ്ഥാനങ്ങളുമായി ചർച്ച ചെയ്ത് പരിഹരിക്കുമെന്നും അന്ന് ഒത്തുതീർപ്പുണ്ടായി. ഈ സമരനേട്ടങ്ങൾ കേരളത്തിൽ ഇപ്പോൾ എത്രയെത്ര സഹായകമായിരിക്കുന്നുവെന്ന് എടുത്തു പറയേണ്ടതില്ലല്ലോ. ഈ അവിഭേദിത സമരങ്ങളെയെല്ലാം പരിഹരിച്ചവരും, അന്നത്തെ കർഷകലിപ്പണി ചെയ്തവരുമാണ് ഇപ്പോൾ സമരവുമായി പ്രത്യക്ഷപ്പെട്ടതെന്നത് ചരിത്രത്തിലെ ഏറെ പരിഹാസ്യമായ രംഗമാണ്.

1987-ലെ അവിഭേദിത സമരത്തോടെ കേരളത്തിലെ നമ്മുടെ പരിശ്രമം ശക്തി പ്രാപിച്ചു. കേന്ദ്ര സർക്കാറും 'ഐഫ് ക് ടോ' യുമായി സെപ്തംബർ 4-ന് ഉണ്ടായ ഒത്തുതീർപ്പു നിർദ്ദേശങ്ങൾ കിട്ടിയതുപോലെ അധ്വാനം സംഘടനകളുമായി ചർച്ച ആരംഭിക്കുമെന്ന് കേരളസർക്കാർ പ്രഖ്യാപിച്ചു. മാത്രമല്ല സമരത്തിൽ പങ്കെടുത്ത അധ്വാനകർഷകർ പണിമുടക്കുകാലത്തെ ശമ്പളം നൽകുകയും ചെയ്തു. ഇടതുപക്ഷ ജനാധിപത്യമുന്നണി സർക്കാരിന്റെ ഈ അനുഭാവപൂർണ്ണമായ സമീപനം യു. ജി. സി. സ്കെയിൽ നടപ്പിലാക്കിക്കൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നിടത്ത് എത്തിക്കാൻ നമ്മുടെ നിരന്തരമായ പ്രവർത്തനം കൊണ്ടു കഴിഞ്ഞു. ഇതിനിടയിൽ വന്ന ശമ്പള കമ്മീഷൻ റിപ്പോർട്ടിൽ നമ്മുടെ പരിശ്രമ ഫലമായിത്തന്നെ യു. ജി. സി. സ്കെയിലുകൾ കോളേജാധ്വാനകർഷകർക്കു നൽകണമെന്ന നിർദ്ദേശമുണ്ടായി. തുടർന്ന് ഈ സ്കെയിലുകളുടെ വിശദാംശങ്ങൾ പഠിച്ച് റിപ്പോർട്ട് ചെയ്യാനായി ഡോ. എം. എ. ഉമ്മനെ ഏകാംഗ കമ്മീഷനായി നിയമിച്ചതും ഈ രംഗത്തെ മുന്നോട്ടുള്ള വലിയൊരു ചുവടു വയ്പ്പായിരുന്നു. എന്നാൽ '+2' സ്റ്റേജിന്റെ പ്രശ്നം വലിയൊരു കീറമുട്ടിയായിത്തീരുകയുണ്ടായി. യു. ജി. സി. സ്കീമിന്റെ ആനുകൂല്യം യാതൊരു കാരണ വശാലും +2 സ്റ്റേജിലുള്ളവർക്ക് നൽകില്ലെന്ന് യു. ജി. സി. വ്യക്തമാക്കിയതോടെ നിലവിലുള്ള എല്ലാ അധ്വാനകർഷകും സ്കീമിന്റെ ആനുകൂല്യം ലഭ്യമാക്കണമെന്നു വശ്യപ്പെട്ട് എ. കെ. പി. സി. ടി. എ. സമരം രംഗത്തുവന്നു. ആ സമരം കൊണ്ട് ഇന്നുള്ള എല്ലാ അധ്വാനകർഷകും പരിപൂർണ്ണ സംരക്ഷണം ഉറപ്പു വരുത്തുവാൻ നമ്മുടെ കഴിഞ്ഞു.

കുറച്ചധ്വാനകർഷകർ ഉൾക്കൊണ്ട സ്കീമിന് ലേബർ വാർകഴിയുന്നില്ല എന്നുകൊണ്ടും, അല്പം കഴിഞ്ഞിട്ടു നിശ്ചയമാക്കാനും കഴിയാതെ സ്കീമിലേക്കുവരാൻ കഴിയുന്നു എന്നത് വലിയ നേട്ടം തന്നെയാണ്. നിലവിലുള്ള അധ്വാനകർഷകർ വെട്ടുന്നത് മുറിക്കാൻ എന്നതിൽ എന്തെന്നത് കൂടുതൽ ചോദ്യം ചെയ്യാൻ സർക്കാർനടത്തിയ കൃത്യമായ ശ്രമം നമ്മൾ മറന്നിട്ടില്ല. എന്നാൽ ഇടതുപക്ഷ സർക്കാർ എല്ലാ അധ്വാനകർഷകും സംരക്ഷണം ഉറപ്പു കിട്ടിയിരിക്കുന്നു. സ്കീമെന്നും സ്കെയിലെന്നും ഉണ്ടെങ്കിലും ഫലത്തിൽ അതൊരു ചോദ്യം തിരിവായി അനുഭവപ്പെടില്ല. വ്യത്യസ്ത വ്യക്തിയായ അടങ്ങു എന്ന് വാഗ്ദാനിച്ചവരെ നിലയ്ക്കുന്നിടത്താൽ നമ്മുടെ സംഘടിതത്വം തികവ് കഴിഞ്ഞിട്ടുണ്ട്. പത്തുവർഷക്കാലം കഴിഞ്ഞു എട്ടുവർഷമായി കുറച്ചുകൊണ്ട് കഴിഞ്ഞുവരുന്ന വിജയമാണ്. 1980-81 കാലഘട്ടത്തിൽ ഷിഫ്റ്റ് വേക്കൻസിക്ളിൽ നിയമിച്ചതായ വലിയ വിഭാഗം അധ്വാനകർഷകർ ഉടൻതന്നെ യു. ജി. സി. സ്കെയിൽ കിട്ടുന്നതാണ് ആ തീരുമാനത്തിന്റെ മെച്ചം. വർഷം തികയുന്നവർക്ക് യു. ജി. സി. സ്കെയിൽ നൽകും എന്ന ഒത്തുതീർപ്പിനെ മുൻപ്രഖ്യാപനം ചെയ്ത് അതിനുവേണ്ടി വർഷം തികക്കലും കിട്ടിയെന്നും, എട്ടുവർഷം തികഞ്ഞാൽത്തന്നെ അതനുസരിച്ചുള്ള സീനിയർ സ്കെയിൽ ലഭിക്കില്ലെന്നും മാറ്റമൊക്കെ വ്യക്തമായ പ്രചാരണം ഉണ്ടായിരുന്നുവല്ലോ. എന്നാൽ ഇടതുപക്ഷ ജനാധിപത്യമുന്നണി അത്തരം ആശങ്കകൾ മുറികൊടുത്തു. വർഷം തികയുന്നവർക്ക് യു. ജി. സി. സ്കെയിൽ നൽകുമെന്നും അത് സീനിയർ സ്കെയിൽ ആയിരിക്കുമെന്നും വ്യക്തമായിട്ടുണ്ട്.

എ കെ പി സി ടി എ-എ കെ പി സി ടി സംഘടനകൾ യു ജി സി ക്കു വേണ്ടി സുദീർഘമായ സമരങ്ങൾ നടത്തിയ അവസരങ്ങളിലൊക്കെ അതിനെ എതിർത്തുകൊണ്ട് കർഷകലിപ്പണിചെയ്തവർ. ഇപ്പോൾ യു ജി സി നടപ്പിലാക്കുമെന്നുറപ്പായപ്പോൾ ഒരു സമര പ്രഹരണം നടത്തിയത് വലിയൊരു ഫലിതം തന്നെയാണ്. പ്രിഡ്ജിലെ ശീതള പദാർത്ഥങ്ങളുപേക്ഷിച്ച് സെക്രട്ടറിയററുമടയിൽ

വെറും മെൻപട്ടിയിൽ ആഹാരം കഴിച്ച് 'ത്യാഗി' കളായി പടമെടുത്ത അവർ പത്രത്തിൽ കൊടുത്തു! ഈ 'ആഹാരം' സമരക്കോർക്കു യു ജി സി സ്കീം പുത്തനെ ഉണ്ടായി എന്നറിവുണ്ടോ? അവിടെ ചുറ്റുമലത്തിൽ 'ഐഫക്ടോ' യുടെ മനോഹരതയിൽ തിരവധി സമരങ്ങൾ നടന്നതിന്റെ ഫലമായിട്ടാണ് സ്കീം തന്നെയുണ്ടാകുന്നത്. ഈ അവിഭക്ത സമരങ്ങളിൽ ഒന്നിൽപ്പോലും ഇവർ പങ്കെടുത്തിട്ടില്ല. കോളേജധ്യാപകരുടെ അവിഭക്ത സമരമായ 'ഐഫക്ടോ' യിൽ ഇവർ അംഗങ്ങളല്ല. യു ജി സി ശമ്പള പരിഷ്കാരം തന്നെ കേന്ദ്രത്തിനാവശ്യമില്ലെന്ന് ഓർക്കൽ പാസ്യപ്രസ്താവന നടത്തിയവരാണ് പി സി ടി എ കോർ. പ്രിഡിഗ്രിബോർഡിന്റെ സമരം നടന്നപ്പോൾ അവർ കരിക്കലിപ്പണി ചെയ്യുകയും ബോർഡിനെ ന്യായീകരിക്കുകയും ചെയ്തു. അവർക്കെല്ലാം ഇപ്പോൾ ഏതൊരു യു ജി സി പ്രേമം! ഏതൊരു അധ്യാപക സ്നേഹം! ഡൈസ്നേജനും ന്യായീകരിച്ചിട്ടില്ലാത്തതും, പോലീസ് ഇടപെടലും ഇല്ലാത്ത ഈ കാലഘട്ടത്തിൽ സമരം ഏതെങ്കിലും പക്ഷം അധ്യാപകരെ കിട്ടുകയുണ്ടായില്ല. മൊന്നും ഈ ഘട്ടത്തിൽ പന്ത്രണ്ടു ശതമാനത്തിൽ കൂടുതലാണ് അവരോടൊപ്പം ഉണ്ടായിരുന്നവർ. അതും പിലമാണേജുമെന്റുകളുടെ ഉണ്ടായിരുന്നതുകൊണ്ടുമാത്രം. എന്നാൽ ഈ അധ്യാപകർക്കും സ്കീമിന്റെ ആനുകൂല്യം നൽകണമെന്നാവശ്യപ്പെട്ട് നമ്മൾ സമരത്തിൽ പങ്കെടുക്കാൻ തൊണ്ണൂറു ശതമാനത്തിനു മേൽ അധ്യാപകർക്കും സമരം ഗണിക്കേണ്ടതാണ്. ഈ വ്യത്യസ്തം ശ്രദ്ധയിൽക്കേണ്ടതാണ്. രാഷ്ട്രീയ ലക്ഷ്യം മാത്രം ചൂർണ്ണീകരിക്കുന്നവരുടെ അനവസരത്തിൽ ഈ 'അനുകൂല്യങ്ങൾ' അതുകൊണ്ടുതന്നെ ന്യായീകരിക്കേണ്ടതല്ല. വെറുതെ സമരം

ഏതാനും ദിവസം വലിച്ചു നില്ക്കേണി വന്നു. ഒടുവിലോ? 'ഐക്യം' പാഞ്ഞുവന്നവർ പാസ് പരം വഞ്ചകരെ നൂ വിളിച്ച് തമ്മിലടിച്ചു പിരിഞ്ഞു. ഇപ്പോൾ 'കാറഗറി' സംഘടനയുണ്ടാകുന്നതാണ് പ്രധാന പണി. ഏകദേശം വ്യക്തി താല്പര്യവും വിഭാഗീയതയും മുഖമുദ്രയായിരുന്നവർക്ക് ഇത്തരത്തിൽ തമ്മിൽത്തല്ലിപ്പിരിയുകയേ നിവർത്തിയുള്ളൂ. ദീർഘകാലത്തെ പോരാട്ടം കൊണ്ടു യു. ജി. സി. സ്കീം നടപ്പിലാക്കുകയും പ്രശ്നങ്ങൾ എല്ലാം അവസാനിച്ചുവെന്നു എ.കെ.പി സി.ടി.എ കരുതുന്നില്ല. അനേകം ലിക്ടറുടെ പരമ്പരതന്നെ ഉണ്ടാകും. അവിഭക്ത മലത്തിൽത്തന്നെ അപാകതകൾ പല സംസ്ഥാനത്തും നിലനില്ക്കുന്നുണ്ട്. ഇവ പരിഹരിക്കുകിട്ടാനായി സമരം നടത്താൻ ഐഫക്ടോയുടെ ഒടുവിൽച്ചേർന്ന സമ്മേളനം തീരുമാനിച്ചിട്ടുണ്ട്. ദേശീയ വിദ്യാഭ്യാസ നന്ദി (NEP) ജനാധിപത്യവിരുദ്ധ സമീപനം മുന്നോട്ടെടുത്തില്ലെങ്കിൽ അത് യു. ജി. സി. സ്കീം നടപ്പിലാക്കുന്നതിൽ പ്രതിഫലിച്ചുവെന്നു വരാം. മാനേജുമെന്റുകളുടെ കൊഴിഞ്ഞുപോയ പല്ലുകൾ വെച്ചുപിടിപ്പിക്കാനാകുമോ എന്ന് അവരും തക്കം പാർത്ത് നോക്കുന്നു. നമ്മൾ ജാഗ്രതയോടെ പ്രവർത്തിക്കേണ്ട സമരമാണ്. എല്ലാവിധ കാറഗറി താല്പര്യങ്ങളും എതിർത്തു തോല്പിക്കേണ്ടതുണ്ട്. എല്ലാ നൂണപ്രചാരണങ്ങളേയും പരാജയപ്പെടുത്തുകയും വേണം. ഈ പ്രവർത്തനങ്ങളെല്ലാം നമുക്ക് പ്രാണവായുപോലെ പ്രയത്നിച്ചുള്ളത് നമ്മുടെ സംഘടനയായ എ.കെ.പി.സി.ടി.എ. ആണ്. സംഘടനയ്ക്ക് അൽ കൂടുതൽ കരുത്തു പകർന്നുകൊണ്ടിരിക്കേണ്ടതാണ്. ഈ അവിഭക്ത സമരപ്പോരാട്ടം തുടരാം.

യു. ജി. സി. ഓർഡർ

യു. ജി. സി. സ്കീം നടപ്പിലാക്കിക്കൊണ്ട് കേരള സർക്കാർ പുറപ്പെടുവിച്ച ഉത്തരവുകളുടെ പൂർണ്ണരൂപം തുടർന്നുള്ള പേജുകളിൽ പ്രസിദ്ധീകരിക്കുന്നു.

1-1-86 മുതൽ യു. ജി. സി. ശമ്പളത്തിനും സംസ്ഥാന ശമ്പളത്തും ബാധകമാകാൻ ഡി. എ. നിരക്കുകൾ (എ.കെ.പി.സി.ടി.എ. തയ്യാറാക്കിയ തൊഴിലാളി കോർപ്പറേഷൻ) കൊടുത്തിട്ടുണ്ട്.

എഡിറ്റർ

GOVERNMENT OF KERALA

DEPARTMENT OF HIGER EDUCATION

Orders Of Government Of Kerala

On

Revision of pay Scales of Kerala

In

Universities and Colleges

And

Other Measures for Maintenance of Standard

In

Higher Education

MARCH 1990

GOVERNMENT OF KERALA

Abstract

G.C. Scheme-Implementation For Teachers In Universities, Affiliated Colleges, Teachers in Law Colleges And Engineering Colleges And Kerala Agricultural University And Qualified Teachers In Physical Education And Qualified Librarians Orders Issued

HIGHER EDUCATION (B) DEPARTMENT

G.O. Ms. No. 66/90/H. Edn.

Dated, Thiruvananthapuram, 13th March, 1990.

*Read:—*Letter No. Fl-21/87—UI dated 22-7-1988 from Government of India, Ministry of Human Resources and Development (Department of Education).

ORDER

Government are pleased to order that the University Grants Commission scheme including revision of Scale of Pay will be implemented for teachers in Universities including Kerala Agricultural University, affiliated Colleges, Law Colleges, Engineering Colleges and qualified Librarians and qualified Physical Education Teachers with effect from 1-1-1986.

2. The University Grants Commission Scale of Pay will be extended to other College teachers who have completed 10 years service.
3. The retirement age will continue as at present.
4. Detailed orders in this matter will be issued separately.

By order of the Governor,

O. MOHAMMED MEBRAN,

Joint Secretary to Government.

6

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. No. 76/90/H. Edn.

Dated, Thiruvananthapuram, 23rd March, 1990.

Read.—G.O. Ms. 66/90/H. Edn. dated 13-03-1990.

ORDER

In the G.O. read above, Government have issued orders implementing U.G.C. Scheme including revision of scales of pay to teachers in affiliated Colleges and U.G.C. Scale of Pay to the other category of teachers not covered by the Scheme.

2. Government are now pleased to issue the following orders extending benefits to those College teachers at pre-degree level who are not covered by the U.G.C. Scheme:

(i) The College teachers in service will be bifurcated as 52% as coming under the U.G.C. Scheme and 48% as not coming under the Schemes:

(ii) In respect of the second category coming under 48%, those College teachers who have completed 8 years of service will be given the U.G.C. Scale of Pay and those who have more than 8 years of Service will be eligible for increments in the U.G.C. Scale of Pay. Those who are eligible to be considered for higher posts in accordance with their service will be getting the benefits envisaged in the U.G.C. Scheme.

(iii) The vacancies occurring in future in the U.G.C. Pool will be filled up as indicated below:

(a) 25% of the vacancies will be filled up by direct recruitment.

(b) 75% of the vacancies will be filled up from those who come under 48% referred to above.

(c) All the above vacancies will be assessed on the basis of departments.

3. While assessing the number of vacancies, the total number of department-wise vacancies occurring in all Colleges under a Corporate Management will be taken together.

4. The following rotation will be followed in filling up the above vacancies:

(a) The first vacancy will be filled up from among the College teachers who come under the category of 48%.

(b) The second vacancy will be filled up by direct recruitment.

(c) The third and fourth vacancies will be filled up from among the College teachers coming under the category of 48%

(d) The above rotation will be repeated.

5. Those who will be appointed in vacancies relating to pre-degree classes after the issue of this order will be eligible to take classes for pre-degree courses only in the future and they will not be eligible for taking class in degree courses. Their qualifications, method of appointment and service conditions will be decided by Government.

6. The above benefits will be available only to those who are appointed on a regular basis against permanent vacancies

7. Government will take necessary steps to reorganise Secondary and Collegiate Education in accordance with the National Education Policy.

By order of the Governor,

T. N. JAYACHANDRAN,

Commissioner and Secretary to Government

GOVERNMENT OF KERALA

Abstract

Universities and Colleges—Scheme of Revision of Pay Scales of Teachers in Universities and Colleges including Engineering Colleges in Kerala and other measures for maintenance of standards in Higher Education on the basis of the recommendations of the University Grants Commission and the All India Council for Technical Education and Orders of Government of India—Orders issued.

HIGHER EDUCATION (B) DEPARTMENT

G. O. (P) No. 79/90/H.Edn.

Dated, Thiruvananthapuram, 27th March, 1990.

- Read:*—1. Letter No. FI-21/87/UI dated 22-7-1988 from Government of India, Ministry of Human Resource Development (Department of Education).
2. Letter No. F-6-1/88-T.5 dated 28-2-1989 from Government of India, Ministry of Human Resource Development Department of Education).
3. G.O. (MS) 66/90/Higher Education dated 13-3-1990.
4. G.O. (MS) 76/90/H Edn. dated 23-3-1990.

ORDER

In recognition of the importance of University and College Education in developing the nation's human and material resources, Government of India appointed the Mehrotra Committee for reviewing the status of higher education in the country. The Committee suggested various measures for improving the quality of higher education in the country and also recommended revision of pay scales of College and University teachers. The University Grants Commission accepted the scheme and

commended it for implementation. The scheme is known as the U.G.C. Scheme, 1986. The Government of India decided to implement the scheme including the revision of scales of pay with effect from 1st January 1986 and have also offered financial assistance to the State Government for adopting the revised scheme under the following terms and conditions:—

- (i) The Central Government will provide assistance to the State Government to the extent of 80% of the additional expenditure involved in giving effect to the revision of scales of pay.
- (ii) The Central assistance to the extent indicated above will be available for the period from 1-1-1986 to 31-3-1990.
- (iii) The State Government will meet the remaining 20% of the expenditure from their own resources and will not pass on the liability or any portion thereof to the Universities or the managements of Private Colleges.
- (iv) The State Government will take over the entire responsibility for maintaining the revised scales of pay with effect from 1-4-1990.
- (v) The assistance from Government of India will be restricted to the revision of pay scales of the posts which were in existence as on 1-1-1986.

2. In the letter read as second paper, Government of India have decided to implement, on similar terms and conditions as mentioned above, the scheme of revision of pay scales of teachers and other related measures pertaining to Engineering Colleges on the basis of the recommendations of the All India Council for Technical Education.

3. Government of Kerala, after examining the said U.G.C. Scheme as approved by the Government of India in the letter read as first paper above have ordered in the G.O. read as third paper above that the U.G.C. Scheme, including revision of scales of pay, will be implemented in the State, and that detailed orders will be issued separately.

4. Government are now pleased to approve the scheme appended as Annexure I, and order that the same will be implemented in the State with effect from 1-1-1986 for teachers in Universities and Colleges. The scheme will not apply to teachers who are required for teaching Pre-degree classes except to the extent of the benefits specifically sanctioned in the G.O. read as fourth paper above in affiliated Colleges.

5. The number of teachers required for teaching Degree/Post-Graduate courses in affiliated colleges on 1-1-1986 is worked out on the basis of workload in accordance with the norms prevailing at that time. On the basis of the workload of Degree courses, it has been estimated that nearly 52% of the total number of college teachers will be for Degree courses. The Director of Collegiate Education will examine this further and identify the teachers necessary for the Degree courses. Further details will be furnished by the Director of Collegiate Education in due course. For the present, for the purpose of computing 80% of the grant payable by the Government of India, 52% of the total number of teachers in affiliated Colleges is adopted. As the

number of College teachers as on 1-1-1986 is estimated at 13609 the number of teachers including University teachers coming under U.G.C. Scheme as on that date will be around 8200. The teachers who will be coming under the U.G.C. Scheme will be broadly identified on the basis of seniority.

6. The Pre-degree course will continue for the present to be controlled by the Universities and the Pre-degree examination conducted by the Universities. Post-graduate courses which have been created after 1-1-1986 for Degree courses will also come under U.G.C. Scheme.

7. Government have also examined the scheme of the All India Council of Technical Education as approved by Government of India in the letter read as per paper above, and decide to implement the scheme for the teachers in Engineering Colleges. Detailed orders on this are issued separately.

8. In the case of teachers of the Kerala Agricultural University, the scheme of Indian Council of Agricultural Research, as approved by Government of India, will be implemented. Orders on this are issued separately.

9. The U.G.C. Scheme will be made applicable to teachers in Technical Colleges and Law Colleges and to the qualified teachers in Physical Education and qualified Librarians working in Universities, Professional Colleges and Distance Education Colleges from 1-1-1986 as specified in the letter cited as first reference (Annexure I).

10. Teachers coming under the U.G.C. Scheme will not be entitled to be considered for Pay Revision by the State Government.

11. Retirement age and retirement benefits will continue to be as per existing rules in the State.

12. The arrears of salary due for the period from 1-1-1986 to 31-3-1990 will be deposited in the P.F. accounts of the employee concerned as per the provisions of Kerala State Government Pay Revision orders G.O (P) 488 dated 1-1-1986.

13. Administrative posts under the Directorate of Collegiate Education on the teaching cadre viz, the Additional Director of Collegiate Education, Director of Collegiate Education, Assistant Director of Collegiate Education and Special Officer for U.G.C. Schemes, are brought under the purview of the Pay revision scheme. Accordingly, the posts will be treated as additional posts corresponding cadres available under the U.G.C. Scheme, and the posts admissible thereto will be allowed. (Vide Appendix VIII of Annexure I).

14. Orders on the creation of Pay Fixation Cell, with appropriate staff, for the speedy implementation of the scheme will be issued separately.

By order of the Government

T. N. JAYACHANDRAN

Commissioner and Secretary to Government

Scheme of Revision of pay scales of Teachers in Universities and Affiliated Colleges in Kerala & other measures for maintenance of standards in higher education

I Coverage

1.0. The Scheme applies to all the teachers in Universities in Kerala including the Agricultural University and Colleges excluding Medical and Engineering Colleges admitted to the privileges of the Universities in Kerala unless they specifically exercise option in writing to remain out of the scheme. However the scheme will not be applicable to those posts intended for teaching the Pre-degree level.

II Date of effect

2.01. The revised scales of pay will be effective from the first of January, 1986.

III Pay Scales

3.01. The revised pay scales (Appendix I) are inclusive of basic pay on 1.1.1986 in the 1973 U. G. C. scale), the dearness pay, the dearness allowance, additional dearness allowance and interim relief, if any, admissible to teachers as on 1-1-1986. The existing scales of pay of the teachers in the Universities and Colleges to whom the Scheme is applicable and the corresponding U. G. C. scales of pay for which they will be entitled as on 1-1-1986 are furnished in Appendix IIA, IIB and IIC.

3.02. Principals of Colleges may be placed in the scale of pay of a Reader or Professor on the basis of the following criteria. Appointment to the post of Principal in future shall be made from among the holders of posts of Reader (Selection Grade) in Colleges. The Principals of Colleges with at least 5 Post Graduate Courses and a student strength of more than 2000 shall be placed in the scale of Rs. 4500-7300 on par with the Professors of Universities. Principals of all other Colleges shall be placed in the scale of pay of Rs. 3700-5700. Special pay now sanctioned will be discontinued.

3.03. The revised pay of Vice Chancellors shall be Rs. 7600/ (fixed) as in Appendix I).

IV Recruitment and Qualifications

4.01. Recruitment to the posts of Lecturer, Reader and Professor in Universities and Colleges shall be on the basis of merit through all India examination and selection provided that lecturers who fulfil the criteria prescribed in this Scheme will be eligible for further promotion.

EXPLANATION: The selection of candidates will be done by the Kerala Public

Service Commission in the case of Government Colleges and by the Educational Agencies as prescribed in the statutes of the Universities in the case of Private Colleges. Other things being equal, Preference may be given to candidates who possess adequate knowledge of Malayalam.

4.02 The minimum qualifications required for appointment to the posts of Lecturer, Reader and Professor will be those prescribed by the University Grants Commission from time to time. Generally the minimum qualifications for appointment to the post of Lecturer in the pay scale of Rs. 2200-4000 shall be Master's degree in the concerned subject with atleast 55% marks or its equivalent grade and good academic record.

4.03 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. as worked out by the U. G. C. keeping in view the requirements of the media of instruction followed by the different States/Universities/Colleges and other relevant considerations from time to time, will be adopted.

4.04 In order to encourage research, in continuation of Post Graduate Studies, Candidates who, at the time of their recruitment as Lecturers possess Ph. D or M. Phil degree will be sanctioned three and one advance increments respectively along with the benefit of corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees, and those similarly situate, recruited in future will be eligible for a similar benefit for service for the purpose of promotion as when they acquire research degrees, they will not be eligible for advance increments. Existing Lecturers with research degrees will also be eligible for a similar benefit.

V. Career Advancement

5.01 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 4.04 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 U. G. C, and

(c) Consistently satisfactory performance appraisal reports.

EXPLANATION: All lecturers who have completed 8 years of service on 1-1-1986 will be placed through a process of screening/selection in the scale of Rs.3000-5000

5.02 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 career development of teachers. The U. G. C. has prepared a Proforma for performance appraisal of teachers. This is given

in Appendix III. Such a system should become operational from the next academic year onwards.

5.03 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, report 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 U. G. C. after placement in the senior Scale and

(e) Consistently good performance appraisal reports.

5.04 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 laid down by the U. G. C. from time to time. Posts of Readers will be created for this purpose wherever necessary by upgrading a corresponding number of posts of Lecturers in the Universities and Colleges by the Universities and the Director of Collegiate Education respectively.

5.05 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 5.03 and have a good record in teaching and/or participated in extension activities, will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Committee mentioned in Para 5.04. They will be designated as Lecturer in the Selection Grade. Posts in the selection grade will be created for this purpose by upgrading the posts held by them by the University or the Director of Collegiate Education. 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, would be given the designation of Reader.

5.06 Teachers in Universities and affiliated Colleges will be placed at the appropriate stage in the revised U. G. C. scales 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 in the selection grade as per the provisions contained in Para 5.03 to 5.05. They will also be entitled to the relaxation in the years of service by 3 years and one year respectively if they hold Ph.D or M. Phil degree.

5.07 More posts of Professors and Readers will be created in the Universities and Colleges as and when necessary to broaden the channel of open selection. The U.G.C. would evolve suitable criteria for this purpose. The requirement of qualifications and experience for the posts to be filled up through open selection will be decided by the U.G.C. from time to time. Universities will have the freedom to seek out brilliant people independent of their seniority from within the Universities or outside and provide them opportunities for joining the teaching profession at appropriate levels.

5.08 The existing teachers in Universities and Colleges where the merit promotion scheme formulated by the U.G.C. in 1983 or any other similar schemes are in operation will have an option to continue to be governed by the provisions of the scheme provided that they exercise that option in writing prior to their pay fixation under this scheme. (See Appendix IV). They will also be entitled to the designations envisaged for various categories of teachers in those schemes, but the scale of pay will be as follows:

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

They will also have an option to come to revised scale on a later date other than 1.1.86.

5.09 Promotions made before the announcement of the revised scales of pay on 17-6-1987 by the U.G.C. will not be reopened. However, in such cases the benefit of revision will be available to teachers only from the date of promotion.

VI. Probation

6.01. 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 programme and his/her performance appraisal reports are satisfactory. Necessary schemes for the same will be prepared by the U.G.C. to cover all Lecturers appointed in and after 1988-89.

VII. Superannuation and re-employment

7.01. The age of superannuation of University teachers shall be 60 years and that of teachers in affiliated colleges 55 years and thereafter no extension in service should be given.

VIII. Grievance Redressal Mechanism

8.01. Appropriate mechanism for the redressal of teachers' grievanances

It be established in all Universities and by the Director of Collegiate Education. Guidelines for the same will be issued separately.

IX. Teaching days, examination reforms and work-load of teachers

9.01 The minimum number of actual teaching days in an academic year in Universities and Colleges, the minimum programme for examination reform in Universities and work-load of teachers in Universities and Colleges shall be in accordance with the guidelines of the U.G.C. (Appendix V).

X. Code of Professional Ethics

10.01 Teachers should observe the Code of professional ethics prepared by U.G.C. from time to time. (vide Appendix VI)

XI. pay fixation formula

11.01 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 Central Government Employees. The details of pay fixation formula are given in Appendix VII.

XII. Dearness Allowance and other benefits

12.01 The revised scales 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 may be sanctioned by the Government of Kerala.

XIII. Nomenclature and Pay Scales

13.01 The College teachers may be categorised as Junior Lecturers, Lecturers, Lecturers (Senior Grade), Lecturers (Selection Grade)/Readers and Principals. To facilitate this categorisation the present designation will be changed as follows:

<u>Present designation</u>	<u>New Designation</u>
Junior Lecturer	Junior Lecturer
Lecturer	Lecturer
Professor Grade II	Lecturer (Senior Scale)
Professor Grade I	Lecturer (Selection Scale)/Reader
Principal	Principal

13.02. The Director of Collegiate Education will forward proposals to Government for changing the nomenclature of teachers so that the service rules can be amended suitably.

13.03. The Director of Collegiate Education will issue suitable instructions to the respective Deputy Directors to fix the pay of College teachers as per the fitment formula given in Appendix VII.

04. Administrative posts under the Directorate of Collegiate Education, Department of Collegiate Education, Viz. the Additional Director of Collegiate Education, Deputy Director of Collegiate Education Assistant Director of Collegiate Education and the U.G.C. Special Officer are brought under the purview of U.G.C. Pay scales. Accordingly the posts will be treated as additions to the corresponding posts available under the U.G.C. Scheme and the pay Scales as admissible thereto will be allowed (see Appendix VIII)

XIV Anomalies

14.01 Anomalies, if any, in the implementation of the scheme should be brought to the notice of the Government for clarification. Pending clearance of anomalies, no new post will be created without prior concurrence of Government.

Appendix I

U. G. C. Scales of Pay of Teachers in Universities and Colleges

No	Designation	Existing U. G. C. Scale of Pay	Revised scales of Pay
1	Lecturer	700-1600	2200-75-2800-100-4000
2	Lecturer (Senior Scale)	Not existing	3000-100-3500-125-5000
3	Lecturer (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
	Principals of Colleges	i) 1200-1900 ii) 1500-2500	i) 3700-125-4950-150-5700 ii) 4500-150-5700-200-7300
	Vice Chancellor	Rs. 3000 fixed	Rs. 7600 fixed
	Tutors / Demonstrators (existing incumbents only)	500-900	1740-60-2700-EB-75-3000

Appendix II A

Scales of Pay of Teachers in Universities in Kerala

Designation	Existing scale of Pay as on 1-1-1986	Revised scale of pay (U. G. C. Scheme)
Lecturer	1300-75-2725	2200-75-2500-100-4000
Reader	1950-75-2100-85-2950	3700-125-4950-150-5700
Professor	2450-100-2850-125-3600	4500-150-5700-200-7300

Appendix IIB
Scales of pay of the College Teachers in Kerala

Sl. No.	Existing Designation (as on 1-1-1986)	Scale of pay as on 1-1-1986	Revised Designation (U.G.C)	Revised scale of pay (U.G.C.)
1	Junior Lecturer	975-25-1100-30-1400-40-1720	Junior Lecturer	1740-60-2700-EB-75-3000
2	Lecturer	1150-40-1470-50-2270	Lecturer	2200-75-3800-100-4000
3	Professor Grade II Principal (Jr.Colleges)/Lecturer with 8years of service	1500-60-1560-75-2685 with Spl. Pay of Rs. 150 for Principals of Junior Colleges 1150-40-1470-50-2270	Lecturer (Senior Scale)	3000-100-3500-125-5000
4	Professor Grade I Grade II with 16 years of service	1950-75-2100-85-2950 1500-60-1560-75-2685	Lecturer (Selection Grade/Reader)	3700-125-4950-150-5700
5	Principal Grade I	2100-85-2440-100-3040	Principal	3700-125-4950-150-5700
6	Principal Grade I of Colleges with a minimum of 5 P.G. courses and more than 2000 students in degree courses	2100-85-2440-100-3040	Principal (Spl. Grade)	4500-150-5700-200-7300

Appendix IIC
Revised pay scales of Teachers in Law Colleges

Existing designation and scale of pay	Revised designation and scale of pay
Lecturer 1250-2500	Lecturer 2200-75-2500-100-4000
Assistant Professor 1500-2685	Lecturer (Senior Scale) 3000-100-3500-125-5000
Professor 2100-3040	Lecturer (Selection grade/Reader) 3700-125-4950-150-5700
Principal 2250-3350	Principal 4500-150-5700-200-7300

Appendix III

PERFORMANCE APPRAISAL REPORT—I* SELF APPRAISAL

A General Information

- (a) Name
- (b) Address (Residential)
- (c) Designation
- (d) Department
- (e) Date of Birth
- (f) Area of Specialization

Ph.No.

B Academic qualifications

Exam. Passed	Board/University	Subjects	Year	Division/or Merit etc.
High School				
Higher Secondary of Pre-degree				
Bachelors degree (s)				
Master's degree (s)				
Research degree (s)				
Others (Diplomas/Certificates etc)				

* For teachers already in employment at the time of introduction of the scheme and for new entrants at the time of joining of the institution.

C Research Experience & Training

Research Stage	Title of work/Theses	University where the work was carried out
M. Phil. or equivalent		
Ph. D.		
Post-Doctoral		
Publications (give a list separately)		
Research Guidance (give names of students guides successfully)		
Training (please specify)		

D. Research Projects carried out

Project	Name of the Funding Agency	Duration	remarks
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E. Teaching Experience

Courses Taught	Name of the University/ College/Institution	Duration
(i) U.G. (B.A./B.Sc., etc. Pass) (B.A./B.Sc. etc., Hons.)		
(ii) P.G. (M.A./M.Sc., etc.)		
(iii) M. Phil.		
(iv) Any other		

Total Teaching Experience

- (a) Under-graduate (Pass) ..
- (b) Under-graduate (Hons) ..
- (c) Post-graduate ..

G. Innovations/Contributions in Teaching

- (a) Design of Curriculum :
- (b) Teaching methods :
- (c) Laboratory experiments :
- (d) Evaluation methods :
- (e) Preparation of resource material including books, reading materials, laboratory manuals etc. :
- (f) Remedial Teaching/Student Counselling (academic) :
- (g) Any other :

H. Extension Work/Community Service

- (a) Please give a short account of your contribution to:
 - (i) Community work such as values of National integration, secularism, democracy, socialism, humanism, peace, scientific, temper, flood or, drought relief, small family norms etc.
 - (ii) National Literacy Mission

- (b) Positions held/Leadership role played in Organizations linked with Extension Work and National Service Scheme (NSS), or NCC or any other similar activity.

I. Participation in Corporate Life

Please give a short account of your contribution to:

- (a) College/University/Institution
 - (b) Co-curricular Activities
 - (c) Enrichment of Campus Life (hostels, sports, games, cultural activities)
 - (d) Students Welfare and Discipline
 - (e) Membership/Participation in Bodies/Committees on Education and National Development
 - (f) Professional Organisation of Teachers
- J.**
- (a) Membership of Professional Bodies, Societies etc.
 - (b) Editorship of Journals

K. Any other information

(Signature of the Teacher)

Appendix IV

Form for exercising Option under the U. G. C. Sales of Pay
 (Approved in G.O.....dated.....)

I,.....holding the post of.....
 in the scale of Rs.....in..... University/College do
 hereby elect to come under the revised scales of pay of Rs.....
 with effect from 1-1-1986/to continue in the existing scale of pay of Rs.....
 till.....

Signature

Name :

Designation :

College/University :

Station :

Date :

APPENDIX V

Guidelines regarding minimum number of actual Teaching days in an academic year in Universities/Colleges, minimum programme of Examination Reform in Universities and Workload of teachers in universities and colleges.

(A) Working Days

The number of actual teaching days in an academic year in a university/college deemed to be university/constituent/affiliated colleges of the university should not go below 180 days excluding the preparation days and examination days. These are days on which classes such as lectures, tutorials, seminars, laboratories etc. are or may be conducted. Holidays cannot be counted although students may be studying in their homes or hostels or may even be informally consulting teachers. The time taken up for admissions i.e. when the classes are not formed, to start work: time meant for examinations or for preparing for examinations cannot be counted. It would be desirable for universities to make an effort to raise the number to 200 or more. The universities should budget their time in regard to work and holidays. For example admissions should be completed by the last day of the long vacation. Examination results should also be compiled and announced during the vacations to enable admissions to take place. In a semester pattern, examinations should not be so prolonged as to take away more working days—there could be more reliance on internal assessment, examiners of first semester could be internal, so that the short vacation can be utilised for evaluation. The universities should also see that a working day in a department or faculty does not become just a few hours of the forenoon. The time table should be spread to accommodate the various academic activities over at least 8 hours working day.

The University should also insist that the manner of conducting a course is also spelled out. The number of lectures, tutorials, seminars, lab-sessions etc normally adequate for each course should be worked out and preferably made known in a handbook of courses. If students cut classes, or if working days are otherwise disrupted, it should be made clear that only when the norm is reached will there be examinations. This also involves disciplined regular work on the part of the teachers—which should be ensured. Every item in a given syllabus may not have to be taught in the class as a pre-requisite for the examination, but on the other hand it would be counter productive to hold examinations on reduced courses because the number of working days has been curtailed in a particular situation. If this happens, examinations will lose their credibility, students will perform poorly in competitions and interviews, and if they are admitted to the next class its standards will also suffer.

(B) Minimum Programme of Examination Reform :

Every university/deemed to be university shall have to adopt the following minimum examination reform.

Syllabus/Question Paper

First circulated by the UGC vide D.O Letter No. FI-117/83 (CP) dated 17/18th January 1984. These guidelines now form part of regulations under notification No. FI 117/83 (CP) dated 11-1985.

- a. The syllabus in each paper should be demarcated into well defined units/areas of content along with a topicwise breakdown. The units may be numbered.
- b. Examiners should be free to repeat questions set in a previous examination. This is necessary in order to ensure that students do not leave out important portions of the syllabus. Instructions to paper setters should be amended accordingly.
- c. There is often a very wide choice given to students for answering questions, say 5 out of 10. Such overall choice restricts the area of knowledge with which a student can pass an examination and is therefore undesirable. If there is choice, it may be provided by alternate questions in each unit of the syllabus.
- d. No examination should be held without fulfilling the requirement of a minimum number of lectures/tutorials/laboratory sessions etc. which should be clearly laid down by the university.
- e. Examinations should be conducted in fair and impartial manner. Cheating in examinations is a cognizable offence. Universities must take all steps for the proper conduct of examinations such as effective security measures, proper supervision and invigilation, cordoning off the examination centres from the range of loudspeakers and other interference, flying squads and stern action in all cases involving copying and use of unfair means.

(C) Work Load of Teachers:

The Work-load of various activities should be not less than 40 hours a week for a teacher who is in full time employment. (Any good teacher particularly one who is involved in creative activity and who has a spirit of challenge towards giving his best to the students, would certainly spend much more than 40 hours a week in academic pursuits.)

The break up of work load shown below is for the sake of example. It is not a rigid breakup: But, every teacher could be given duties according to some such general pattern and no one should have a significantly reduced load:

1. Undergraduate College:

(a) Lecturers in Non-laboratory/Field work subjects :

Activity	Average No. of hours per week
i. Teaching	16
ii. Testing/Exams	2
iii. Tutorials	4
iv. Preparation of Teaching	10
v. Supervision of extracurricular work	4
vi. Administrative Work	4
Total	40

Where extra-curricular work or administrative work is not assigned or unfortunately tutorials do not take place, teaching work may be slightly increased, but as far as possible a teacher should not have to teach or lecture more than three hours per day.

(b) Lecturers in Science Subjects or where field work is necessary :

Activity	Average No. of hours per week
i. Teaching	16
ii. Lab. work	4
iii. Testing/Examinations	2
iv. Teaching preparation and lab-setting	12
v. Administrative activities	4
vi. Extra curricular activities	2
Total	40

2. Lecturers in PG Colleges/Universities

(a) Lecturers in non-laboratory/Field work subjects.

Activity	Average No. of hours per week
i. Teaching	10
ii. Tesing/Exams	1
iii. Tutorials	4
iv. Preparation for Teaching	10
v. Research	10
vi. Own Reding/Studies	5
Total	40

(b) Lecturers in Science Subjects or where field work is involved:

Activity	Average No. of hours per week
i. Teaching	10
ii. Testing	1
iii. Laboratory work	4
iv. Teaching preparation and lab-setting	10
v. Research	10
vi. Own Reading/Administrative work	5
Total	40

Teaching combining Undergraduate and Postgraduate teaching will have a position in between (1) and (2) above.

(c) Senior teachers like Readers and Professors, in addition to their own research work guide and supervise a fairly large number of students for M. Phil., Ph.D. Degrees. They have also to attend consultative meetings of various organisations, sometime related to teaching and sometimes to research. Therefore, it is felt that their direct teaching responsibilities may be slightly curtailed allowing them a greater portion of time for guiding and supervising research work. However, to the 10 hours of research per week on the average, it should be possible to add not more than 4 hours, bringing the total of research to 14 hours per week. This again implies that the number of students to be supervised should be limited to perhaps 4 to 6, and that senior teachers should be able to assign specific time to each scholar whose work they are supervising.

It is also felt that with 14 hours for research and 5 or 6 hours for reading and study and perhaps another 5 hours for extra-curricular or administrative work, senior teachers should be able to put in about 8 hours of teaching and laboratory work including testing and about 8 hours for preparation of teaching work. Teachers not having such extensive research responsibilities should put in more teaching work. Ordinarily a teacher may not have more than two postgraduate theory courses to teach with some laboratory or tutorial responsibility.

It is further observed:

- i. That young people are given enough time to help in their professional growth and achievement of academic excellence particularly in the initial years of their service.
- ii. that teachers guiding research students have adequate time to look after them and
- iii. that 'Pleasant' as well as 'unpleasant' work is shared by all teachers. In case a certain teacher likes to have an extra load at a particular time in the year, and comparatively less teaching work at some other time during the total academic year this should be accommodated, if it does not cause any serious difficulty in the teaching programme of the department. Where teaching is organised in semesters and terms such adjustment could be made in the corresponding period, provided the teacher has given adequate notice to the university.

The underlying principle being that the maximum work-load should be the same in all departments and for all teachers. In post graduate centres where considerable research activity is envisaged it is obvious that the direct teaching of the staff will be reduced and the staff will accordingly devote the remaining time for active research.

Teachers should spend a certain amount of time every day in the department/college whether or not they have direct teaching duties on certain days if facilities are provided, preparation for teaching can mostly be done in the department college. This is so as to ensure that a teacher is available for his students if they need his help, and that a teacher is also available when he is needed for consultation or discussion on various matters that come up in institutions.

APPENDIX VI

CODE OF PROFESSIONAL ETHICS FOR UNIVERSITY AND COLLEGE TEACHERS

Preamble

I. Goal Of Higher Education in our Country:

The basic purpose of education is to create skill and knowledge and awareness of our glorious national heritage and the achievements of human civilization, possessing a basic scientific outlook and commitment to the ideals of patriotism, democracy, secularism, socialism and peace, and the principles enunciated in the Preamble to our constitution.

Higher education has to produce leaders of society and economy in all areas of manifold activities with a commitment to the aforesaid ideals.

Higher Education should strive for academic excellence, and progress of arts and science. Education, research and extension should be conducted in conformity with our national needs and priorities and ensure that our best talents make befitting contributions to international endeavour on social needs.

II. TEACHERS AND THEIR RIGHTS:

Teachers should enjoy full civic rights of our democratic community. Teachers have a right to adequate emoluments, social position, just conditions of service professional independence and adequate social insurance.

THE CODE OF PROFESSIONAL ETHICS

I. Teachers and their Responsibilities :

Whoever adopts teaching as a profession assumes the obligation to conduct himself in accordance with the ideals of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore every Teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- (ii) manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) seek to make professional growth continuous through study and research;
- (iv) express free and frank opinion by participation at professional meetings, seminars, conferences, etc. towards the contribution of knowledge;

- (v) maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) perform their duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication;
- (vii) co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counselling students as well as assisting in the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) participate in extension, co-curricular and extra-curricular activities including community service.

II TEACHERS AND THE STUDENTS

Teachers should

- (i) respect the right and dignity of the student in expressing his/her opinion
- (ii) deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) pay attention to only the attainment of the student in the assessment of merit;
- (viii) make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) aid students to develop an understanding of our national heritage and national goals and.
- (x) refrain from inciting students against other students, colleagues or administration.

III TEACHERS AND COLLEAGUES

Teachers should

- (i) treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) speak respectfully of other teachers and render assistance for professional betterment;
- (iii) refrain from lodging unsubstantiated allegations against colleagues to higher authorities;
- (iv) refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV TEACHERS AND AUTHORITIES

Teachers should

- (i) discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organisations for change of any such rule detrimental to the professional interest;
- (ii) refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) co-operate through their organisations in the formulation of policies of the other institutions and accept offices.
- (v) Co-Operate with the authorities for the betterment of the institutions keeping in view the interest in conformity with dignity of the profession;
- (vi) should adhere to the conditions of contract;
- (vii) give and expect due notice before a change of position is made; and
- (viii) refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V TEACHERS AND NON-TEACHING STAFF

- (i) teachers should treat the non-teaching staff as colleagues and equal partners in a co-operative undertaking, within every educational institution;
- (ii) teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI TEACHERS AND GUARDIANS

Teachers should

try to see through teachers' bodies and organisations that institutions maintain contact with the guardians of their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII TEACHERS AND SOCIETY

Teachers should

- (i) recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (ii) work to improve education in the community and strengthen the community's moral and intellectual life;
- (iii) be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;

- (iv) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National integration.

Appendix VII

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. The option shall be exercised in the form set out in Appendix III;
 - (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 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 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 scales;
 - (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 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 scale 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 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 the teachers who are drawing pay beyond the first five consecutive stages of 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) few 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 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:

Provided that in cases where the pay of a teacher is stepped up in terms of the note under rule 2, 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.

4. From the rules for fixation, the teachers in Kerala come under the third category as the U.G.C. scales were not implemented in 1973. Other factors in the fixation remain the same. It may 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

This may be seen from the 20 per cent 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 directions. 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.

2450	3100	3500	July 1986
757	978	1159	deduct
<hr/> 1693	<hr/> 2122	<hr/> 2441	July 1987
243	243	243	deduct
<hr/> 1450	<hr/> 1879	<hr/> 2198	July 1973

If may be seen that 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 may be 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

Appendix VII

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 1973	20% of Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C Scale	Additional Commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2450	1450	290	450	—	3190	4500	1600
2550	1537	307	450	—	3307	4500	1500
2650	1600	320	450	—	3420	4500	1400
2750	1662	332	459	—	3541	4500	1291
2850	1725	345	479	—	3674	4500	1171
2975	1803	361	505	150	3841	4650	1170
3100	1879	376	526	150	4002	4650	1024
3225	1954	391	547	150	4163	4650	878
3350	2030	406	568	150	4324	4650	732
3475	2106	421	590	150	4486	4650	585
3600	2198	440	604	300	4644	4800	596

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 Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Additional Commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1950	969	194	436	—	2580	3700	1314
2025	1025	205	450	—	2680	3700	1225
2100	1100	220	450	—	2770	3700	1150
2185	1185	237	450	—	2872	3700	1065
2270	1270	254	450	—	2974	3700	980
2355	1355	271	450	125	3076	3825	1020

2440	1440	288	450	125	3178	3825	935
2525	1522	305	450	125	3280	3825	850
2610	1575	315	450	125	3375	3825	765
2695	1628	326	450	125	3471	3825	680
2780	1681	337	464	250	3581	3950	706
2865	1735	347	483	250	3695	3950	602
2950	1787	358	500	250	3808	3950	500

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	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Additional Commit- ment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1300	632	126	285	—	1701	2200	615
1375	669	134	301	—	1810	2200	524
1450	706	141	318	—	1909	2200	432
1525	742	148	333	—	2006	2200	342
1600	778	156	350	—	2106	2200	250
1675	816	163	367	—	2205	2275	233
1750	854	171	385	—	2306	2350	215
1825	894	179	402	—	2406	2425	198
1900	938	188	422	—	2510	2575	253
1975	984	197	433	—	2615	2650	232
2050	1050	210	450	—	2710	2725	225
2125	1125	225	450	—	2800	2800	225
2200	1200	240	450	—	2890	2900	250
2275	1275	255	450	—	2980	3000	275
2350	1350	270	450	—	3070	3100	300
2425	1425	285	450	—	3160	3200	325
2500	1500	300	450	—	3250	3300	350
2575	1553	311	450	—	3336	3400	375
2650	1600	320	450	—	3420	3500	400
2725	1647	320*	454	—	3499	3500	321

* 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	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Additional Commit- ment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2100	1100	220	450	—	2770	3700	1150
2185	1185	237	450	—	2872	3700	1065
2270	1270	254	450	—	2974	3700	980
2355	1355	271	450	—	3076	3700	895
2440	1440	288	450	—	3178	3700	810
2540	1531	306	450	—	3296	3825	835
2640	1594	319	450	—	3409	3825	735
2740	1656	331	456	—	3527	3825	629
2840	1719	344	478	—	3662	3825	507
2940	1781	356	497	—	3793	3825	388
3040	1842	368	516	—	3924	3950	394

TABLE 5

Principal Grade II/Professor Grade I

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

Pay as an 1-1-1986	Basic Pay equivalent 1973	20% of Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in U.G.C. Scale	Additional Commit- ment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1950	969	194	436	—	2580	3700	1314
2025	1025	205	450	—	2680	3700	1225
2100	1100	220	450	—	2770	3700	1150
2185	1185	237	450	—	2872	3700	1065
2270	1270	254	450	—	2974	3700	980
2355	1355	271	450	125	3076	3825	1020
2440	1440	288	450	125	3178	3825	935

2525	1522	305	450	125	3280	3825	850
2610	1575	315	450	125	3375	3825	765
2695	1628	326	450	125	3471	3825	680
2780	1681	337	464	250	3581	3950	706
2865	1735	347	483	250	3695	3950	602
2950	1787	358	500	250	3808	3950	500

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 1973	20% of equivalent Column 2	DA+ADA	Bunching	Column 1+3+4	Pay in the U.G.C. scale	Additional commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1500	730	146	329	—	1975	3000	1171
1635	795	159	358	—	2152	3000	1007
1710	834	167	376	—	2253	3000	914
1785	873	175	393	—	2353	3000	822
1860	914	183	411	100	2454	3100	829
1935	960	190	432	100	2557	3100	733
2010	1010	202	450	100	2662	3100	620
2085	1085	217	450	100	2752	3100	565
2160	1160	232	450	100	2842	3100	490
2235	1235	247	450	200	2932	3200	515
2310	1310	262	450	100	3022	3200	440
2385	1385	277	450	—	3172	3200	365
2460	1460	292	450	—	3202	3300	390
2535	1528	306	450	—	3291	3300	315
2610	1575	315	450	—	3375	3400	340
2685	1622	324	450	—	3459	3500	365

TABLE 7
College Lecturers

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

Pay as on 1-1-1986	Basic pay 1973	20% of equivalent column 2	DA+ADA	Bunching	Column 2+3+4	Pay in the U.G.C. scale	Additional commitment (7-6+3)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1150	559	112	251	—	1513	2200	799

1190	579	116	260	—	1566	2200	750
1230	598	120	270	—	1620	2200	700
1270	618	124	278	—	1672	2200	652
1310	637	127	287	—	1724	2200	603
1350	657	131	295	75	1776	2275	630
1390	676	135	304	75	1829	2275	581
1430	696	139	314	75	1883	2275	531
1470	715	143	322	75	1935	2275	483
1520	739	148	333	75	2001	2275	422
1570	764	153	344	150	2067	2350	436
1620	788	158	354	150	2132	2350	436
1670	813	163	365	150	2198	2350	315
1720	839	168	377	75	2265	2350	253
1770	865	173	389	—	2332	2350	191
1820	891	178	401	—	2399	2425	204
1870	920	184	414	—	2468	2500	216
1920	951	190	428	—	2538	2575	227
1970	981	196	442	—	2608	2650	238
2020	1020	204	450	—	2674	2725	255
2070	1070	214	450	—	2734	2800	280
2120	1120	224	450	—	2794	2800	230
2170	1170	234	450	—	2854	2900	280
2220	1220	244	450	—	2914	3000	330
2270	1270	254	450	—	2974	3000	280

TABLE 8
Junior Lecturers

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

Pay on 1-1-1986	Basic pay equivalent 1973	20% of Column 2	DA+ADA	Bumching	Column 1+3+4	Pay in U.G.C. scale	Additional commitment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
975	488	90	240	—	1305	1740	525
1000	466	93	240	—	1333	1740	500
1025	487	97	240	—	1362	1740	475
1050	501	100	240	—	1390	1740	450
1075	519	104	240	—	1419	1740	425
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—

Appendix VIII

Revised University Grants Commission scale of pay of the administrative posts under the Directorate of Collegiate Education

Designation and existing scale of pay as on 1-1-1986	Designation and scale of Pay under U.G.C.
Assistant Director of Collegiate Education 1950-75-2100-85-2950	Assistant Director/Reader 3700-125-4950-150-5700
Special Officer U.G.C. 1950-75-2100-85-2950	Special Officer U.G.C./Reader 3700-125-4950-150-5700
Deputy Director of Collegiate Education 2100-85-2440-100-3040	Deputy Director/Principal (Special Grade) 4500-150-5700-200-7300 (with a minimum of 4800 in the scale)
Additional Director of Collegiate Education 2600-100-2800-125-3800	Additional Director/Principal (Special Grade) 4500-150-5700-200-7300 (with a minimum of 5700 in the scale.) The special pay attached to these posts will be discontinued.

Annexure II

Scheme of revision of pay scales of librarians and Physical Education teachers in Universities and Colleges in Kerala and other measures for maintenance of standards in higher education

I Coverage

1.01. The scheme applies to all qualified Librarians and qualified Physical Education teachers in the Universities in Kerala and degree Colleges including professional colleges unless they specifically exercise option in writing to remain out of this scheme.

II Date of effect

2.01. The revised scales of pay will be effective from the first of January 1986.

III Pay Scales

3.01. The revised scales of pay of Librarians and Physical Education Teachers effective from 1-1-1986 are given in appendices to this annexure.

IV Recruitment and qualifications

4.01. Recruitment to the posts of Assistant Librarian, Deputy Librarian and Librarian as well as Assistant Director, Deputy Director and Director of Physical Education in Universities shall be on the basis of merit through all India advertisement and selection provided that Assistant Librarian/Assistant Director of Physical Education who fulfil the criteria prescribed hereinafter will be eligible for promotion to the posts of Deputy Librarian/Deputy Director of Physical Education respectively. Recruitment to the posts of Librarian/Director of Physical Education in Degree Colleges including professional Colleges shall be on the basis of merit through all India advertisement and selection.

Explanation: The selection of candidates will be done by the Kerala Public Service Commission in the case of Government Colleges and by the Educational Agencies as prescribed in the Statutes of the Universities in the case of private Colleges. Other things being equal, preference will be given to candidates who possess adequate knowledge of Malayalam.

4.02. The minimum qualifications required for appointment to the posts above will be those prescribed by the U.G.C. from time to time.

4.03. Only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the posts mentioned in para 4.02 have qualified in a comprehensive test, to be specially conducted for the purpose will be eligible for appointment.

4.04. Candidates who, at the time of their recruitment as Assistant Librarians and Assistant Director of Physical Education in Universities and Librarians and Director of Physical Education in Colleges, possesses M. Phil. or Ph. D degree in Library Science or Physical Education as the case may be will be sanctioned one and three 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 incumbents without research degree and those similarly situate recruited in future, will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible for advance increments. Existing incumbents with research degrees will also be eligible for a similar benefit.

V Career advancement

5.01. Every Assistant Librarian/Assistant/Deputy Director of Physical Education in a University and Librarian/Director of Physical Education in a College who is in the scale of pay Rs. 2200-4000 will be placed in the scale of Rs. 3000-5000 if he/she has

- (a) Completed 8 years of service after regular appointment with relaxation as provided in 4.04.
- (b) Participated in two refresher courses/summer institutes each of approximately four weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U.G.C. and
- (c) Consistently satisfactory performance appraisal reports.

Explanation: All existing incumbents of these posts in the Universities and Colleges who are in the pre-revision U.G.C. scale of pay of Rs. 700-1600 and who have completed 8 years of service on 1-1-1986 will be placed through a process of screening selection as indicated by the U.G.C. guidelines in the scale of Rs. 3000-5000. The benefit of service provided in paras 4.04 will be available for initial placement also.

5.02. Every Assistant Librarian/Assistant Director of Physical Education in the Universities who have been placed in the senior scale will be eligible for promotion

to the posts of Deputy Librarian/Deputy Director of Physical Education 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 his/her total service is not less than 16 years;
- (b) Obtained a Ph.D degree or an equivalent published work;
- (c) Made significant contributions to the development of Library Service/Physical Education in the University as evidenced by self-assessment, reports of references, professional improvement in the Library Services/Physical Education activities, as the case may be;
- (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 U.G.C. after placement in the senior scale; and
- (e) Consistently good performance appraisal reports.

5.03. Promotion to the post of Deputy Librarian/Deputy Director of Physical Education will be through a process of selection by a Selection Committee as in the case of promotion to the post of Readers. Post of Deputy Librarians/Deputy Director of Physical Education will be created for this purpose by upgrading the post of Assistant Librarian/Assistant Director of Physical Education (senior scale).

5.04. Those Assistant Librarians/Assistant Director of Physical Education in the Universities in the senior scale who do not have Ph.D. degree or equivalent published work, but fulfil the other criteria mentioned in para 5.02 above will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Committee mentioned in para 5.03. They will be designated as Assistant Librarian/Assistant Director of Physical Education in the selection grade.

5.05. The College Librarians and Directors of Physical Education in Colleges who have been placed in the senior scale will also be eligible for placement in the selection grade of Rs. 3700-5700 if they fulfil the criteria prescribed in 5.04.

VI Other matters

6.01. As regards other matters which have not been specifically spelt out in this scheme, they will be the same as elaborated in the scheme of revision of pay scales of teachers in Universities and Affiliated Colleges appended to the Government order.

VII Anomalies

7.01. Anomalies if any, in the implementation of the scheme may be brought to the notice of the Government for clarification. Pending clearance of anomalies no new post will be created without prior concurrence of Government.

Appendix I To Annexure II

REVISED PAY SCALE OF PHYSICAL EDUCATION PERSONNEL IN UNIVERSITIES AND COLLEGES FROM 1-1-1986

Existing designation and scale of pay	Revised designation and scale of pay
A—Universities	
	Assistant Director of Physical Education
	2200-75-2800-100-4000
	Assistant Director of Physical Education (Senior Scale)
	3000-100-3500-125-5000
Assistant Director (Higher Grade) 1950-2950	Assistant Director of Physical Education (Selection Grade)
	3700-125-4950 150-5700
	Deputy Director of Physical Education
	3700-125-4950-150-5700
Director of Physical Education 2400-100-2850-125-3600	Director of Physical Education
	4500-150-5700-200-7300
B—Colleges	
Lecturer in Physical Education 1150-2270	Director of Physical Education
	2200-75-2800-100-4000
Professor Grade II in Physical Education 1500-2685	Director of Physical Education (Senior Scale)
	3000-100-3500-125-5000
Professor Grade I in Physical Education 1950-2950	Director of Physical Education (Selection Grade)
	3700-125-4950-150-5700

Appendix II To Annexure II

REVISED PAY SCALE OF LIBRARIANS IN THE UNIVERSITIES AND COLLEGES FROM 1-1-1986

Existing designation and scale of pay	Revised designation and scale of pay
A—Universities	
Assistant Librarian Grade II 1150-2270	Assistant Librarian/Documentation Officer
	2200-75-2800-100-4000
Assistant Librarian Grade I 1500-2685	Assistant Librarian/Documentation Officer (Senior Scale)
	3000-100-3500-125-5000
Deputy Librarian 1950-2950	Assistant Librarian/Documentation Officer (Selection Grade)
	3700-125-4950-150-5700
	Deputy Librarian
	3700-125-4950-150-5700
Librarian 2450-3600/2250-3350	Librarian
	4500-150-5700-200-7300

B—Colleges

Librarian Grade I
1250-2500

College Librarian 2200-75-2800-100-4000
College Librarian(Senior Scale) 3000-100-3500-125-5000
College Librarian(Selection Grade) 3700-125-4950-150-5700

GOVERNMENT OF KERALA

Abstract

Universities and Colleges—U.G.C. Scheme of Revision of Pay Scales of Teachers in Universities and Affiliated Colleges—Committee for redressal of grievance and anomalies and preparation of Ready Reckoner and Creation of Pay Fixation Cell—Orders issued

HIGHER EDUCATION (B) DEPARTMENT

G. O. Ms 80/90/H. Edn.

Dated, Thiruvananthapuram. 27th March. 1990

Read:-G.O.M.S. 66/90/HE (B) dated 13-3-1990.

G.O.M.S. 76/90/HE (B) dated 23-3-1990.

G.O.(P)79/90/HE(B) date 27-3-1990.

ORDER

In the orders read above, Government have decided to implement the U.G.C Scheme to the teachers in Universities and Colleges and qualified Librarians and Physical Education teachers in the State with effect from 1-1-1986.

2 As ordered in the Government Order read as third paper above Government hereby constitute a committee with the following members for the redressal of teachers grievances and to rectify anomalies if any on the implementation of the scheme. This committee will also prepare within 30 days a ready reckoner for the guidance of this pay fixation cell:

- (i) Additional Secretary, Finance Department to be nominated by the Commissioner and Secretary, Finance.
- (ii) Additional Director of Collegiate Education.
- (iii) Joint Secretary IV, Higher Education (Member).
- (iv) Under Secretary I, Higher Education (Member).
- (v) Finance Officer, Directorate of Collegiate Education (Member).
- (vi) Deputy Director of Collegiate Education (Headquarters) Office of the Directorate of Collegiate Education, Trivandrum, (Convener)

3 They will be paid 20% of their basic pay as special pay in consideration of the special nature of work in addition to their normal duties.

4 Considering the time-bound nature of work, Government also order the creation of Cell for pay fixation and for attending to grievance redressal in the Directorate of Collegiate Education with the following posts:

- (1) Accounts Officer on Rs. 1590-3050 (3)
 - (2) Senior Superintendent on Rs. 1370-2640 (3)
 - (3) Junior Superintendent on Rs. 1220-2150 (1 each Office of the Regional Deputy Directorate of Collegiate Education) (5)
 - (4) U.D. Clerks on Rs. 950-1590 (5 in the Office of the Director of Collegiate Education and 2 each in the Office of the Regional Deputy Directors) (15)
 - (5) Confidential Assistant Gr. II on Rs. 865-1450 (1)
 - (6) U.D. Typist on Rs. 950-1590 (2)
 - (7) Peons on Rs. 750-1025 (3)
5. The pay fixation cell will work under the direct supervision of Additional Director of Collegiate Education.

6. The Committee constituted and the pay fixation cell will start functioning with effect from 1-4-1990 and will be for a period of six months.

7. The expenditure for the cell will be debited to the heads of account 2202-03-001-01-Salaries and 2202-03-001-02-Deputy Directorates (non-plan).

8. All communications regarding grievances and anomalies will be addressed to the Convener of the Committee and all matters relating to pay fixation will be addressed to Additional Director of Collegiate Education, Trivandrum.

By order of the Governor,
T. N. JAYACHANDRAN,
Commissioner and Secretary to Government.

Erratum

- 1. Page 11. 3.02. "more than 2000 shall be" to be read as "more than 2000 in degree courses shall be"
- 2. Page 14. 5.08. Delete "and Colleges"
- 3. Page 29. (a) Read "few teachers" as "for teachers"
- 4. Page 29. In the last sentence read "Appendix VI" as "Appendix VII"

കേരള സർക്കാരിന് സംസ്ഥാന കൗൺസിലിന്റെ അഭിനന്ദനം

1990 ഏപ്രിൽ 7 ന് എറണാകുളത്തുകൂടിയ എ. കെ. പി. സി. ടി. എ. സംസ്ഥാന കൗൺസിൽ, യു. ജി. സി. സ്കീം കേരളത്തിൽ നടപ്പിലാക്കാൻ തീരുമാനമെടുത്ത സർക്കാരിനെ അഭിനന്ദിച്ചു.

കഴിഞ്ഞ 16 വർഷമായി സംഘടന ഉന്നയിച്ചിരുന്ന ഈ ആവശ്യം മാറിമാറി ഭരണനടത്തിയ പല ഗവൺമെന്റുകളും നടപ്പിലാക്കുകയുണ്ടായില്ല. എന്നാൽ ഇടതുപക്ഷ ജനാധിപത്യ മുന്നണി സർക്കാർ ഈ പ്രശ്നം ഗൗരവപൂർവ്വം പഠിക്കുകയും സംസ്ഥാനത്തെ ഉന്നത വിദ്യാഭ്യാസരംഗത്ത് ഗുണപരമായ മാറ്റം വരുത്തുന്ന സ്കീം നടപ്പിലാക്കാൻ തീരുമാനിക്കുകയും ചെയ്തു.

ഈ ഗവൺമെന്റ് അധികാരത്തിൽ വന്നശേഷമാണ് അഭ്യൂഹപകരുടെ സ്ഥലം മാറ്റം നിയന്ത്രിക്കുന്ന 64-ാം വകുപ്പ് നടപ്പിലാക്കിയത്. ഒരു ദിവസം പണിചെയ്തില്ലെങ്കിൽ അറുപതുദിവസത്തെ ശമ്പളം പിടിക്കുമെന്ന കഠിനിയമം എടുത്തു കളഞ്ഞതും, ഡെസ് നോൺ പിൻവലിച്ചതും എല്ലാം ഈ സർക്കാരിന്റെ പുരോഗമന നടപടികളാണ് □

U G C Scales of pay: Dearness Allowance with effect from 1-1-86

Pay	Rs.	1-1-86	1-7-86	1-1-87	1-7-87	1-1-88	1-7-88	1-1-89	1-7-89
1740		..	70	139	226	313	400	505	592
1800		..	72	144	234	324	414	522	612
1860		..	74	149	242	335	428	539	632
1920		..	77	154	250	346	442	557	653
1980		..	79	158	257	356	455	574	673
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		..	140	280	455	630	805	1015	1190
3625		..	140	280	455	630	805	1015	1190
3700		..	140	280	455	630	805	1015	1190
3750		..	140	280	455	630	805	1015	1190
3825		..	140	280	455	630	805	1015	1190
3875		..	140	280	455	630	805	1015	1190
3950		..	140	280	455	630	805	1015	1190
4000		..	140	280	455	630	805	1015	1190
4075		..	140	280	455	630	805	1015	1190
4125		..	140	280	455	630	805	1015	1190
4200		..	140	280	455	630	805	1015	1190
4250		..	140	280	455	630	805	1015	1190
4325		..	140	280	455	630	805	1015	1190
4375		..	140	280	455	630	805	1015	1190
4450		..	140	280	455	630	805	1015	1190
4500		..	140	280	455	630	805	1015	1190
4575		..	140	280	455	630	805	1015	1190
4625		..	140	280	455	630	805	1034	1190
4700		..	141	282	455	630	808	1045	1190
4750		..	143	285	455	630	820	1062	1206
4825		..	145	290	455	630			

4875	..	146	293	455	634	829	1073	
4950	..	149	297	455	644	842	1089	1219
5000	..	150	300	455	650	850	1100	1238
5100	..	153	306	459	663	867	1122	1250
5250	..	158	315	473	683	893	1155	1275
5400	..	162	324	486	702	918	1188	1313
5550	..	167	333	500	722	944	1221	1350
5700	..	171	342	513	741	969	1254	1388
Rate of D A								1425

W. e. f.	Up to 3500	3501-6000	above 6000
1-1-86	Nil	Nil	Nil
1-7-86	4%	3% Min 140	2% Min 180
1-1-87	8%	6% .. 280	5% .. 360
1-7-87	13%	9% .. 455	8% .. 540
1-1-88	18%	13% .. 630	11% .. 780
1-7-88	23%	17% .. 805	15% .. 1020
1-1-89	29%	22% .. 1015	19% .. 1320
1-7-89	34%	25% .. 1190	22% .. 1500
* 1-1-90	38%	28% .. 1330	25% .. 1680

*Orders have not been issued by the State Government.

State Scale of pay and corresponding D. A. with effect from 1-1-86

Pay	DA-ADA		DA						
	1-1-86	1-4-86	1-7-86	1-1-87	1-7-87	1-1-88	1-7-88	1-1-89	1-7-89
975	240	256	289	337	398	459	519	592	653
1000	240	256	290	339	401	463	525	600	662
1025	240	256	291	341	404	468	531	607	670
1150	251	268	307	363	433	503	573	657	727
1190	260	277	318	376	449	521	594	681	753
1230	270	288	330	390	465	540	615	705	780
1270	278	297	340	402	479	557	634	727	805
1310	287	306	351	415	495	574	654	750	829
1350	295	315	361	427	509	591	673	772	854
1390	304	324	372	440	524	609	694	795	880
1430	314	334	384	454	541	628	715	820	907
1470	322	344	394	465	555	645	734	842	931
1520	333	355	407	481	574	667	759	870	964
1570	344	367	421	497	593	689	784	899	995
1620	354	378	433	512	611	709	808	926	1026
1635	358	382	438	517	617	717	816	936	1036
1710	376	401	459	543	647	751	856	981	1085

ബി.ടി.ആറിനും ആദരാഞ്ജലി

ഇന്ത്യൻ തൊഴിലാളിവാർഗത്തിനും പുരോഗമന പ്രസ്ഥാനങ്ങൾക്കും പ്രകാശഗോപുരമായിരുന്ന സഖാവ് ബി. ടി. രണ്ടിരവയുടെ നിര്യാതത്തിൽ എ കെ പി സി ടി എ സംസ്ഥാനകമ്മിറ്റിയിൽ അനുശോചനം രേഖപ്പെടുത്തി. സ്വാതന്ത്ര്യ സമരത്തിൽ ഒരു വിപ്ലവപ്പോരാളിയുടെ ആവേശഭരതം ബി.ടി. ആർ പങ്കെടുക്കുകയുണ്ടായി. മാർക്സിസം-ലെനിനിസം, ആഴത്തിൽ പഠിക്കുകയും പ്രചരിപ്പിക്കുകയും ചെയ്യുന്നതിൽ അദ്ദേഹം മുൻപന്തിയിലായിരുന്നു. ഇടതുപക്ഷ-ജനാധിപത്യ പ്രസ്ഥാനങ്ങൾ വളർത്തിയെടുക്കുന്നതിലും ശക്തമായ ട്രേഡ് യൂണിയൻ രൂപം നൽകുന്നതിലും അദ്ദേഹം വലിയ പങ്കുവഹിച്ചു.

ഐഫിക്ടോ എക്സിക്യൂട്ടീവ്

1990 ഏപ്രിൽ 15, 16 തീയതികളിൽ ബുദ്ധയയിൽച്ചേർന്ന ഐഫിക്ടോ എക്സിക്യൂട്ടീവ് യോഗം യു. ജി. സി. സ്കീം നടപ്പിലാക്കിക്കൊണ്ടുള്ള കേരളസർക്കാരിന്റെ തീരുമാനം സ്വാഗതം ചെയ്തു. സ്കീമിൽ ഉൾപ്പെടാത്ത അധ്യാപകർക്കും സ്കീമിന്റെ ആനുകൂല്യം നൽകാനുള്ള തീരുമാനം ഏറെ ശ്രദ്ധനീയമാണെന്നു എക്സിക്യൂട്ടീവ് അഭിപ്രായപ്പെട്ടു. യോഗത്തിൽ കേരളത്തിൽ നിന്നും എ കെ പി സി ടി എ നേതാവും ഐഫിക്ടോ വൈസ് പ്രസിഡൻറുമായ പ്രൊഫ: എസ്. വിശ്വനാഥൻ പങ്കെടുത്തു.

1785	393	419	480	567	676	785	894	1025	1134
1860	411	439	502	593	706	820	933	1070	1183
1935	432	461	527	621	740	858	976	1118	1236
2010	450	470	548	647	770	893	1016	1163	1286
2085	450	450	551	653	780	906	1033	1185	1312
2160	450	450	554	659	789	920	1050	1207	1337
2235	450	450	557	665	799	933	1068	1229	1363
2310	450	450	560	671	809	947	1085	1250	1388
2385	450	450	563	677	819	960	1102	1272	1414
2440	450	450	566	681	826	970	1115	1288	1433
2460	450	450	566	683	828	974	1119	1294	1439
2525	450	450	569	688	837	986	1134	1313	1462
2535	450	450	569	689	838	987	1137	1316	1465
2610	450	450	572	695	848	1001	1154	1337	1490
2685	450	450	575	701	858	1014	1171	1359	1516
2695	450	450	576	702	859	1016	1173	1362	1519
2780	450+	450+	594	724	886	1049	1211	1406	1567
	14	14							
2865	450+	450+	617	751	918	1086	1253	1454	1622
	33	33							
2950	450+	450+	638	776	949	1121	1294	1501	1673
	50	50							

kerala private college teacher

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സാക്ഷരതായജ്ഞത്തിൽ പങ്കാളികളാവുക

എ. കെ. പി. സി. ടി. എ
സംസ്ഥാന കൗൺസിലിന്റെ ആഹ്വാനം

1990 ഏപ്രിൽ 7 ന് എറണാകുളത്തുകൂടിയ സംസ്ഥാനകൗൺസിൽ സമ്പൂർണ്ണ സാക്ഷരതയ്ക്കുവേണ്ടി കേരളത്തിൽ നടക്കുന്ന പ്രവർത്തനങ്ങളിൽ പങ്കാളികളാകാൻ എല്ലാ രാഷ്ട്രാപകരോടും അഭ്യർത്ഥിച്ചു.

സാക്ഷരകേരളം
സുസ്ഥരകേരളം

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