

(vi) Recommendation of the Selection Committee for grant of advance increments to the JTAs of the RSIC.

It may kindly be recalled that the recommendation of the Selection Committee dated 9.11.90 for grant of advance increments to the JTAs of RSIC viz. Shri S.K.Job (3 advance increments) and Smti I. Hynniewta (Now known as Smti I.Y.Phanwar - 2 advance increments) was referred to the Executive Council Meeting dt. 5.8.91 with office observation that the above recommendations was not permissible under the provisions of F.R.27. However, vide resolution No. EC:73:91:0:06(ii) at Annexure I, the Executive Council resolved to accept the grant of advance increments to JTAs as recommended by the Selection Committee since it has been made by a duly constituted Selection Committee and it has not crossed the limit of 5(five) increments laid down by the UGC.

Now, on examination vis-a-vis the UGC Guidelines on grant of advance increments at Annexure II whereby not only the limit of number of increments is stipulated but also the circumstances under which such increments are to be granted, the office has got the following observations :

1. The UGC Guidelines as it is, provided for grant of advance increments only in respect of cases where a person appointed in the University, was previous in employment. Whereas the cases viz. Shri S.K.Job and Smti I.Y.Phanwar recommended by the Selection Committee for grant of advance increments are fresh entrants into service.
2. Subsequent to the UGC Guidelines, the Executive Council in its meeting held on 26.3.83 vide resolution No. EC:33:83:10(1) at Annexure III, expanded the principles of grant of advance increments to extend the benefit to the fresh entrants Lecturers appointed to the University. The Council have not yet decided to extend the benefit to the fresh entrants non-teaching staff appointed to the University.
3. As it is vis-a-vis the UGC Guidelines read with the Executive Council Resolution No.EC:33:83:10(1), the cases of Shri S.K.Job and Smti I.Y.Phanwar fall out of the purview of grant of advance increments because of the facts pointed out at 1 and 2 above.
4. With regard to limit of number of advance increments, the UGC Guidelines read with the Executive Council Resolution permitted 3(three) advance increments above the minimum of the scale in respect of those fresh entrants Lecturers who may hold a Ph.D. Degree. Whereas in the case of

6:6:6(2)

Shri S.K.Job who hold an ITI Diploma in Mechanical Engineering, the Selection Committee recommended 3(three) advance increments. Hence, a point of consideration arises as to whether grant of 3(three) advance increments to Shri S.K.Job is comparatively within the framework of three advance increments provided to the fresh entrants Lecturers holding Ph.D. Degree. It may further be added that by rule of pay fixation under the F.R., Shri S.K.Job is entitled to an initial pay one stage higher to the minimum by virtue of his having completed one year in service on adhoc basis immediately preceeding regular appointment. Hence, if over and above his initial pay so fixed, three advance increments is allowed to him, his initial pay on regular appointment will rise to four increments above the minimum of the Pay Scale.

Furthermore, in the case of Smti Phanwar, the Selection Committee recommended two advance increments for reasons of holding M.Sc. degree (the minimum prescribed educational qualification being B.Sc. degree) and for having served eight months on temporary officiating capacity. Here again, a point of consideration arises as to whether grant of 2(two) advance increments for fresh entry into service with an M.Sc. Degree would be comparatively within the framework of 3(three) advance increments provided for fresh entrant Lecturers with a Ph.D. Degree.

With the above office observations, the case of grant of advance increments as recommended by the Selection Committee in favour of Shri S.K.Job and Smti I.Y.Phanwar as reflected in the statement at Annexure IV, is placed before the Council for consideration and orders as to :-

(a) whether the principle of grant of advance increments hitherto extended to the teaching staff be extended further to the non-teaching staff.

OR

(b) whether the principle be extended only to specific cases on individual merit and if so, then the Council may kindly decide the number of increments that can be granted to Shri S.K.Job and Smti I.Y. Phanwar, so that the advance increments allowed should not comparatively exceed the ceiling provided for fresh entrant Lecturers holding a Ph.D. Degree.

6:6:6(3)

EXTRACT TAKEN FROM THE MINUTES OF THE 73rd EXECUTIVE COUNCIL MEETING HELD ON 05.08.1991.

(ii) Grant of advance increments

EC:73:91:6:06 (ii) : The Council discussed the grant of advance increment to STA and Jr. STA as recommended by RSIC Selection Committee and RESOLVED that the recommendation be accepted as it has been made by a duly constituted Selection Committee and it has not crossed the limit of five increments laid down by the UGC.

6:6:6(4)

UNIVERSITY GRANTS COMMISSION  
 BHADUR SHAH ZAFAR MARG  
 NEW DELHI

No.F.4-1/72(D-50)

1 June, 1977.

All Central Universities

Subject:- Grant of advance increments to academic & non-academic staff- mode of fixation of salary on appointment in Central Universities.

Sir,

I am directed to say that in accordance with the guidelines in force as contained in this office letter No.F.1-1/72/(CU-1) dated 26th March, 1973 regarding advance increment to the academic and non-academic staff the universities are free to give upto five advance increments on the minimum of the scale to each category of staff with the approval of appropriate authorities of the University subject to the condition that the expenditure is met from within the sanctioned block grant or development grants to which cost of such staff is debited and such cases need not be referred to the Commission. But if it is proposed to give a higher start to a person than that stated above, the matter is to be referred to the University Grants Commission giving full justification for the proposal the approval of the University Grants Commission obtained before appointing the person.

2. In cases where a person appointed in the University was previously in employment in another University and if the pay to be allowed in the University is at the stage next higher to the pay last drawn by him in his previous employment, the University may give such number of advance increments as to give him the initial pay at the stage next higher to the last pay drawn by him without referring the matter to the University Grants Commission.

Exceptional and rare cases where a person is to be granted a salary more than the next higher stage over the last pay drawn by him and if the number of advance increments to be allowed over the minimum of the time scale exceeds five the University may seek prior concurrence of the Commission indicating in detail the special circumstances justifying a relaxation of the prescribed guide-lines.

The Special provisions applicable to persons previously in employment in another University are not applicable to cases of persons previously in employment in foreign Universities. In such cases if the number of advance increments exceeds five a reference is to be made the Commission with full details.

In the case of Central Universities a person joining from one Central University to another Central University in the same pay scale, he carries with him the pay last drawn by him and

drawn by him and also the date of increment. The same is the position of staff joining Central Universities from Delhi Colleges.

The Commission on the recommendation of the Vice-Chancellor of Central Universities has decided that the above guide-lines may continue to be followed subject to the following:-

(a) Since every appointment in the University's academic post is done on the basis of open selection and there being no reserved quota for internal candidates, all persons whether working in the University or outside be considered on par for the purpose of fixation of their initial salary on an appointment to be made on the recommendations of the Selection Committee, subject to other existing provision in this regard.

(b) The Universities may offer higher salary than that being drawn by him to a person moving from one Central University to another in the same scale in exceptional circumstances with the concurrence of the commission, giving full justification for the same.

The above guide-lines may be kept in view while considering the grant of advance to the staff.

Yours faithfully

Sd/- V. M. Seth

Assistant Secretary.

Copy with a copy of letter No. F. 1-1/72(CU-1) dated 26th March, 1973 for information and necessary action to:-

1. Registrar, Hyderabad University, "Golden Threshold", Nampally Station Road, Hyderabad - 500001.
2. The Officer on Special Duty (Admn.) North-Eastern Hill University, Shillong - 793 001.

Sd/- V.M. Seth

Assistant Secretary.

EXTRACT TAKEN FROM THE MINUTES OF THE 33RD EXECUTIVE  
COUNCIL MEETING HELD ON 26.3.1983.

10 : 1 Principles for granting of advance increments to the teachers -

EC:33:83:10(1): The Chairman pointed out that there are no guidelines for grant of advance increments to Lecturers appointed to the University. Anomalous situations arise where a fresh M.A. or M.Phil., Ph.D., with or without post-doctoral research experience may be fixed at the same stage. It was also noted that sometimes persons use appointments in this University as a stepping stone and offer of advance increments is only a transitory attraction. The Council after detailed consideration RESOLVED that :-

- (i) all advance increments, other than those which a person may be entitled to in case of fixation according to rules, may be given in the form of 'Personal Allowance'.
- (ii) three advance increments above the minimum of the scale of the Lecturer may be granted to those fresh entrants to service who may hold Ph.D. Degree;
- (iii) one further advance increment may be granted for each unit of two years of post-doctoral research to the fresh entrants;
- (iv) candidates selected for Campus in Nagaland and Mizoram may be granted one advance increment; and
- (v) the total number of advance increments under all these provisions shall not exceed five in all.

DETAILED PARTICULARS OF CANDIDATES RECOMMENDED BY THE SELECTION  
COMMITTEE FOR TECHNICAL POSTS UNDER SCHOOL OF PHYSICAL SCIENCES  
FOR POST IN RSIC

Sl. No.	Name of Post (Scale of Pay)	Minimum qualification required as per advertise- ment.	Candidates recommended	Qualification possessed	Recommendations of Selection Committee	Reasons for recommen- dation other than minimum basic pay of the scale as could be seen vide p.p. 10-12/c
1.	Jr.Tech.Asstt. (Rs.1400-2300/-)	B.Sc in Science with 1 year experience. OR Matric with 3 years Diploma and 2 years working expe- rience. OR Matric with ITI Certificate and 3 years working expe- rience.  Preferable: Experience with spphisticated analytical equipment/Liquid Nitrogen Plants/Instrumentation.	1. Shri S.K. Job pre- sently working as JTA (ad hoc) in RSIC	SsLC. ITES - AC/R ITI - Mech. Refrigeration & Air conditioning.	Three advance increment	Consider his quali- fication and for having been working in the JTA Scale for about five years.
			2. Smti I. Hynniewta	M.Sc.	Two advance increment.	Considering her qua- lification and for having been working for 8 months as STA in RSIC.

in the scale of Rs.2200-4000/- and that he may be placed in the scale of Rs.3000-5000/- on making a fresh application and qualifying in the Selection.

- (ii) Condonation of late submission of Home Town LTC-Case of Dr. Assem Sinha. Lecturer, Deptt. of Chemistry, PUC, Aizawl.

EC:99:98:6:6:(ii): The Council considered the late submission of Home Town LTC in respect of Dr. Assem Sinha, Lecturer in Chemistry, Pachhunga University College and RESOLVED to condone the same, being the first time in his service period.

- (iii) Leave encashment for the period of re-employment on contract basis in respect of Prof. TSB Narasaraju.

EC:99:98:6:6: (iii): The Council considered the leave encashment during the period of re-employment on contract basis in respect of Prof. TSB Narasaraju and RESOLVED that he may be allowed encashment of a total of 240 days leave including the period he was on regular service.

- (iv) Adoption of the GOI / UGC Scheme of "Grant of Temporary status scheme and regularisation in respect of Casual labourers in Central Universities"- Condition stipulated on number of working hours per week.

EC:99:98:6:6: (iv): Further to its Resolution No.EC:98:98:6:6: (v) adopted in its 98<sup>th</sup> meeting, the Council RESOLVED that the same shall be applicable to such employees for those engaged for normal working time of 40 hours per week of the University effective from 15.9.1998. The Council further RESOLVED to move the University Grants Commission for effecting the said benefit w.e.f 1.9.1993 along with allocation of funds for the purpose.

- (v) Effective date for Regulation of Daily Wage with reference to the Revised Scale of Pay Rs.2550-3200/-.

EC:99:98:6:6: (v): Further to its resolution No:EC:98:98:6:6: (v) adopted in its 98<sup>th</sup> meeting read with Notification EC:98-3/Conf/98-1005 dt. 8.10.98, the Council RESOLVED to confirm the effective date of the implementation of revised wages as 15.9.98. The Council, further RESOLVED to move the University Grants Commission for effecting the said benefit w.e.f. 1.1.96 along with allocation of funds for the purpose.

- (vi) Recommendation of the Selection Committee for grant of advance increments to the JTAs of the RSIC.

EC:99:98:6:6: (vi): The Council considered the matter and RESOLVED that the same be further examined with reference to CCS Rules and report back to the Executive Council.