

(iv) Revision of pay scales in respect of  
Principal Pachhunga University College.

Following the revision of pay scales of Central Government employees on the recommendation of the 5th Central Pay Commission with effect from 1/1/96, the Ministry of H.R.D. vide letter No.NU.F.1-22/97-U-I dt.27/7/98 amongst others has revised the pay scale of Principals of Colleges with two separate pay scales as follows :-

- (1) Rs.12,000-420-18,300/- minimum to be fixed at Rs.12,840/-
- (2) Rs.16,400-450-2900-500-22,400- minimum to be fixed at 17,300/-,

The University has a constituent college as PUC at Aizawl, Mizoram with its Principal, Dr.C.Thanthianga appointed with effect from 17/11/95 through an open selection in the pay scales of Rs.4500-7300/- Considering that the Principal of the constituent college would be drawing higher basic in the corresponding revised pay scale of Rs.16,400-22,400/- starting with minimum of Rs.17,300/- than that of minimum of the officers of statutory posts and Professors, the matter was referred to U.G.C for clarification vide this office letter dt.8/10/98 at (anexurere-I). However, no reply has been received till date. But from the University notification on revision of pay scales/minimum qualification for appointment of teachers in University and colleges etc., vide letter No.F.3-1/94(PS) dt.24/12/98 at (Anexure-II), it is found that Dr.C.Thanthianga fulfills the qualification in the Professor's grade pay scale. As per his bio-data, he is an M.Sc(Zoology) with 63.5% and Ph.D in 1985 having teaching experience of more than 19 years, starting as Lecturer in NEHU with effect from 26/7/76 till his appointment as Principal with effect from 17/11/95.

In view of the above, Dr.C.Thanthianga, Principal, PUC is entitled for the benefit of revision of pay scale in the corresponding revised pay scale of Rs.16,400-22,400/- starting with minimum of Rs.17,300/- as he was earlier appointed in the pre-revised scale of Rs.4500-150-5700-200-7300/-

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with the basic pay of Rs.4500/- with effect from 18th Nov. 1995. Secondly, the UGC vide D.O letter No.F.3-1/94(PS) dt December, 1998 has forwarded the UGC notification dated 24th Dec.1998 regarding the revision of pay scales, minimum qualification for appointment of teachers, Group 'A' officers and Principal as shown at annexure-II.

For appointment of Principal, there are two grades, one in the Professor's grade and that of the Reader's grade .

As pointed in our D.O letter dated 8.10.98 addressed to the Joint Secretary, UGC at annexure-I regarding the anomalies faced by the University, for which reply is awaited, it may kindly be considered whether the qualification for the post of Principal, PUC being a constituent college for future advertisement will be in the Professor's grade or Reader's grade with the revised qualification forwarded by UGC vide notification No.F.3-1/94(PS) dated 24/12/98 as shown at annexure-II with the Seven Point Scale,

The matter is placed to the Council for consideration to item I and II. above.

No:F.14-169/Estt-II/A/95-96

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Yours sincerely  
(A. Paton)

Dr. K. Chandrasekhar  
Joint Secretary, UGC  
Bahadur Saheb Marg, New Delhi.

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NORTH - EASTERN HILL UNIVERSITY  
NEHU Campus, Shillong, 793022 (Meghalaya)

*Annexure I*

A. Patton  
Registrar.

D.O.No.F.14-169/Estt-II/A/95-6  
October 8, 1998.

Dear Dr. Chauhan,

Kindly refer to the letter of the Ministry of Human Resource Dev. Deptt. of Education dated 22/9/98 addressed to the Secretary, UGC with a copy to all Central Universities and Colleges following the revision of pay scales of central Govt. employees on the recommendation of fifth central pay commission. Among others one of the contents of the letter was that of the revision of pay in respect of Principals of the of Principals of the Colleges. As was discussed with you along with the Vice-Chancellor during your recent visit to the University the University has a constituent colleges and as it appears from the letter the pay scale of the Principal is Rs.14,300-22,400/- with the minimum basic pay of Rs.15,200/- with effect from 1/1/96 and the enhanced pay scale of Rs.16,400-22,400/- with the basic minimum of Rs.17,300/- with effect from 27/7/98.

As you will agree the Principal of the constituent college in NEHU will be drawing a higher basic pay minimum of officers such as Registrar, Controller of Exams. and Finance Officer who are to function as controlling officers which are also statutory posts in nature, perhaps serious administrative anomalies will occur.

We are of the opinion that the Principal of Colleges should not be drawing a higher salary than those officers and professors who are required by the Statute to supervise the functioning of a constituent college.

Awaiting your early response.

sd/-

Yours sincerely  
( A. Patton)

Dr. R. K. Chauhan,  
Jt. Secretary, UGC.  
Bahadur Shah Zafar Marg, New Delhi.

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UGC NOTIFICATION ON REVISION ON PAY SCALES,  
MINIMUM QUALIFICATIONS FOR APPOINTMENT OF  
TEACHERS IN UNIVERSITIES & COLLEGES AND OTHER  
MEASURES FOR THE MAINTENANCE OF STANDARDS, 1998.

Annex II

3.0.0. RECRUITMENT AND QUALIFICATIONS

## 4.2.1. PRINCIPAL (Professor's Grade)

1. A Master's Degree with at least 55% of the marks or its equivalent grade of B in the 7 points scale with latter grades O, A, B, C, D, E, & F.
2. Ph.D. or equivalent qualification
3. Total experience of 15 years of teaching/Research in Universities/Colleges and other institutions of higher education.

## 4.2.2. PRINCIPAL (Reader's Grade)

1. A Master's Degree with at least 55% of the marks or its equivalent grade of B in the 7 points <sup>x</sup> scale with latter grades O, A, B, C, D, E, & F.
2. Ph.D. or equivalent qualification
3. Total experience of 10 years of teaching/Research in Universities/Colleges and other institutions of higher education.

SEVEN POINT SCALE

| <u>GRADE</u>        | <u>GRADE POINT</u> | <u>PERCENTAGE EQUIVALENT</u> |
|---------------------|--------------------|------------------------------|
| 'O' = Outstanding   | 5.50-6.00          | 75-100                       |
| 'A' = Very Good     | 4.50-5.49          | 65-74                        |
| 'B' = Good          | 3.50-4.49          | 55-64                        |
| 'C' = Average       | 2.50-3.49          | 45-54                        |
| 'D' = Below Average | 1.50-2.49          | 35-44                        |
| 'E' = Poor          | 0.50-1.49          | 25-34                        |
| 'F' = Fail          | 0.0-0.49           | 0-24                         |

- (iv) Curtailment of study leave in respect of Dr. Topash Chakraborty, Scientific Officer, RSIC before the expiry of the sanctioned study leave.

EC:100:99:6:3: (iv): The Council considered the curtailment of the Study leave granted to Dr. Topash Chakraborty, Scientific Officer, RSIC and RESOLVED to approve the same without any recovery and he should apply for earned leave from 20.5.98 to 8.6.98 to regularise the period beyond 19.5.98.

**6:6: Service Condition/ Financial & Other Benefits.**

- (i) Temporary / ad-hoc service of Shri Moses Mao, Lecturer in Library and Information Science.

EC:100:99:6:6: (i): The Council considered the counting of the period of adhoc appointment as Lecturer of Shri Moses Mao for the purpose of fixation of pay in his regular appointment as Lecturer and RESOLVED to approve the same.

- (ii) LTC Claim in respect of Shri K. Tariang, Section Officer, CDD.

EC:100:99:6:6: (ii): The Council considered the late submission of the final LTC bill in respect of Shri K. Tariang, Section Officer, CDD, and RESOLVED to condone the same as he is the first time defaulter.

- (iii) Placement in the Senior Scale of Shri K. Nengnong, Assistant Registrar.

EC:100:99:6:6: (iii): The Council considered the placement in the Senior Scale in respect of Shri K. Nengnong and RESOLVED that the shortage of days of training may be met by another training period and the matter be placed before the DPC before consideration by the Council.

- (iv) Revision of Pay Scale in respect of Principal, Pachhunga University College.

EC:100:99:6:6: (iv): The Council considered the fixation of salary in respect of the Principal, Pachhunga University College and RESOLVED that the present incumbent may be placed in the scale of Rs.16,400-450-20,900-500-22,400- minimum to be fixed at Rs. 17,300/- as purely personal to him. In future, the post of the College Principal may be advertised in the Reader's scale as the College is an Under-Graduate College.