

(iii) Placement in Senior Scale in respect of Shri L.H.Lawmzuala.

The 88th Executive Council held on 4.11.95 has approved the recommendation of the Selection Committee for placement in the Senior Scale in respect of Shri. L.H.Lawmzuala subject to verification of effective date.

However, it may be stated for the Council's information that in the past cases, the service rendered by incumbent as Research Associate without break in service is counted towards service for placement in the senior scale etc. Accordingly the service of Sri L.H. Lawmzuala as Research Associate with effect from 19-9-83 may be counted for the purpose of placement in the senior scale. The guideline of U.G.C. placed at Annexure A.

The matter is therefore, placed before the Council for consideration and decision.

No.F.15-27/Estt.II/86-348

Yours sincerely,
(P.L. Malik)

Vice-Chancellor,
North Eastern Hill University,
Shillong-793 021.

P.L. Malik
Deputy Secretary
Phone No. 3312210.

D.O.No.F,1-6/90 (PS Cell)

21 November, 1990.

Dear Sir,

Kindly refer to Para 3 of this office letter of even number dated 29th January, 1990 containing the decision of the Commission regarding counting the experience of a person, before appointment as a lecturer in the university/college, rendered in equivalent grade in other universities/colleges and the national laboratories of R & D organisations (CSIR/ICAR, DRDO, UGC, etc.) and UGC Research Scientist, as qualifying service for placement in the senior scale/selection grade.

The Commission in consultation with Ministry of Human Resource Development (Department of Education) reconsidered the matter at its meeting held on 11th October, 1990 and resolved revised guidelines as follows for counting of previous service for purpose of senior scale/selection grade under the Career advancement scheme for lecturers:

1. Previous service without any break as a lecturer or equivalent in a university, college, national laboratory or other scientific organisations (CSIR, ICAR, DRDO, UGC etc) and as a UGC Research Scientist should be counted for placement of Lecturers in Senior Scale/Selection Grade provided that :-

- (a) the post was in an equivalent grade/scale of pay as the post of a Lecturer;
- (b) the qualifications for the post were not lower than the qualifications prescribed by UGC for the post of Lecturer.
- (c) the lecturers concerned possessed the minimum qualification prescribed by UGC for appointment as Lecturers;
- (d) the post was filled in accordance with the prescribed selection procedure as laid down by the university/State Government;
- (e) the appointment was not adhoc or in a leave vacancy of less than one year duration.

2. No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government) if the above criteria are satisfied.

You are requested to bring the above decision to the notice of the colleges under your jurisdiction also.

Kindly acknowledge the receipt of the letter.

With regards,

Yours sincerely,

Sd/-

(P.L. Malik)

Vice-Chancellor,
North Eastern Hill University
Shillong 793 001.

(December 18, 1989)

UNIVERSITY GRANTS COMMISSION
 BAHADUR SHAH ZAFAR MARG
 NEW DELHI

* GUIDELINES FOR CAREER ADVANCEMENT OF LECTURERS IN UNIVERSITIES/
 COLLEGES.

1. Lecturer (Senior Scale)
 Every Lecturer in the scale of pay of Rs.2200-4000 will be placed in the Senior scale of Rs.3000-5000 if he/she has:
 - (a) Completed 8 years of service after regular appointment; (see note (i) and (ii) at the end).
 - (b) Participated in two Refresher Courses/Summer Institute each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC, and (see note (iii) at the end).
 - (c) Consistently satisfactory performance appraisal reports

NOTE: All lecturers in the existing scale of Rs.700-1600 who have completed 8 years of service on 1.1.1986, will be placed through a process of screening/selection based on regular and systematic appraisal of performance and other mechanism prescribed by the University concerned, in the scale of Rs.3000-5000.

- II. Lecturer (Selection Grade)/Reader.
 1. Every lecturer in the senior scale of Rs.3000-5000 will be eligible for promotion to the post of lecturer (selection grade/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 (see note (i) and (ii) at the end).
 - (b) obtained a Ph.D. degree, or an equivalent published work.
 - (c) made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula, etc.
 - (d) Participated in two Refresher courses/summer institutes each of approximately 4 week's duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC after placement in the Senior Scale; and (see note (iii) at the end).
 - (e) consistently good performance appraisal reports.

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2. Promotion to the post of lecturer (selection grade/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. Posts will stand created for this purpose by upgrading a corresponding number of posts of lecturers in the universities and colleges.
3. Those lecturers in the Senior Scale who do not have a Ph.D. degrees or equivalent published work and who do not meet the scholarship and research standards of a Reader but fulfill the other criteria mentioned in para 1 and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs.3700-5700 subject to the recommendations of the Committee mentioned in para 2. They will be designated as Lecturers in the Selection Grade. Posts in the Selection Grade will be created for this purpose by upgrading the posts held by them. They could offer themselves for a fresh assessment after obtaining a Ph.D degree and/or fulfilling other requirements for promotion as Reader, and if found suitable, could be given the designation of Reader.
- (1) Lecturers in the existing Selection Grade (pre-revised) of Rs.1200-1900 in the colleges will be placed at the appropriate stage in revised selection grade of Rs.3700-5700 in accordance with fixation formula under this scheme. Existing Lecturers of (pre-revised) Rs.700-1600, who have completed or will complete a total period of 16 years of service on 1.1.1986 or thereafter will be eligible for promotion to the post of Reader or placement in the Selection Grade in accordance with the provisions in paras 1, 2 and 3 of II.
- (ii) Lecturers (Pre-revised Rs.700-1600 or revised Rs.2200-4000) for promotion to Lecturer (Senior Scale) (Rs.3000-5000) and/or Lecturer (Selection Grade) Rs.3700-5700 will also be entitled to the relaxation in the years of service by 3 years and 1 year respectively, if they hold Ph.D or M.Phil degree.

The lecturers who were in service before 1.1.1986 and who are eligible for placement in the senior scale/selection grade in accordance with the above provisions, may be placed accordingly by relaxing provisions under I(b) and II(d) above ensuring that such lecturers participate in the refresher courses latest by December, 1991. This relaxation will not be allowed to the lecturers appointed on and after 1.1.1986.

No:EC:90:96:6:6

SERVICE CONDITION/FINANCIAL AND OTHER BENEFITS-

(i) Benefit of added years of service under Rule 30 of the CCS(Pension) Rules.

No:EC:90:96:6:6:(i): The Council considered the grant of additional benefit under Rule 30 of the CCS(Pension) Rules and RESOLVED to accept the rules of the Government of India on a case to case basis. The Council further RESOLVED that a Committee consisting of the following may examine and go through the guidelines suggested vis-a-vis the Government of India's Rules.

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| 1. Prof.R.R. Mishra | - | Chairman |
| 2. Prof.A.C.Sinha | - | Member |
| 3. Prof.S.N. Bhatt | - | Member |

(ii) Merit Promotion Scheme of Dr.R.C. Gupta, Lecturer of Chemistry Department, SASRD.

No:EC:90:96:6:6:(ii): The Council considered the promotion of Dr.R.C. Gupta, Lecturer in Chemistry, SASRD, under the Merit Promotion Scheme of 1983 and RESOLVED to refer the matter to the University Grants Commission.

(iii) Placement in Senior Scale in respect of Shri L.H.Lawmzuala.

No:EC:90:96:6:6:(iii): The Council considered the counting of the service of Shri L.H. Lawmzuala as Research Associate with effect from 1983 for the purpose of placement in the senior scale and RESOLVED to approve the same.