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Title: The Minister of State in the Ministry of Human Resource Development made a Revision Of Pay Scales Of Teachers In Universities And Colleges.

MR. CHAIRMAN : Hon. Members, now I am allowing the Minister of State in the Ministry of Human Resource Development, Shrimati D. Purandeswari, to make an important statement regarding revision of pay-scales of teachers in universities and colleges, which is very much awaited by the Professors. Also, it is an issue pending for long.

THE MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRIMATI D. PURANDESWARI): Sir, I would like to thank you for giving me the opportunity to make this *suo motu* statement.

MR. CHAIRMAN: You can lay it on the Table.

SEVERAL HON. MEMBERS: Let her read the statement.

MR. CHAIRMAN: All right.

SHRIMATI D. PURANDESWARI: Sir, this august House has expressed its concern, from time to time, for the need to strengthen the quality of higher education in the country. One of the critical factors affecting the quality of universities and institutions imparting higher education is our inability to attract and retain young and talented persons to the teaching profession, leading over a period of time to shortage of teachers in Central as well as State universities and other higher educational institutions. It is estimated that in Central universities and constituent colleges thereof, approximately twenty five percent of the posts of teachers are lying vacant. Vacancies in teaching posts in State level institutions are known to be even higher.

As a sequel to the 6<sup>th</sup> Central Pay Commission, the University Grants Commission had constituted a Pay Review Committee under the Chairmanship of Prof. G.K.Chadha, Member, Economic Advisory Council to the Prime Minister, on 6<sup>th</sup> September, 2007 for recommending, among other things, the ways and means of attracting and retaining talented persons in the teaching profession and furtherance of research in the university system. The Committee submitted its report to the University Grants Commission on 3<sup>rd</sup> October, 2008 and the UGC furnished its recommendations on 10<sup>th</sup> October, 2008. An Empowered Committee was constituted on 10<sup>th</sup> October, 2008 and based on its recommendations, the proposals formulated by the Ministry were considered by a Committee of Secretaries in its meeting held on 5<sup>th</sup> December, 2008. I am happy to inform the House that Ministry's proposals have since been approved by the Cabinet on 15<sup>th</sup> December, 2008. I also take this opportunity to share the important features of the revised pay scales and service conditions for teachers in universities and colleges as approved by the Government:

- (i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors.
- (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions as laid down by the University Grants Commission. This shall, however, not affect those who are already designated as 'Professor'.
- (iii) In place of "Grade Pay" as applicable to Central Government employees, the term "Academic Grade Pay" (AGP) shall be used for the teachers and equivalent positions. Different Grade Pays of Rs. 6,000, Rs.7,000, Rs. 8,000, Rs. 9,000, Rs. 10,000 and Rs. 12,000 have been approved as AGP for teachers and equivalent positions.[\[SS76\]](#)
- (iv) Higher Academic Grade Pay of Rs. 6,000 has been recommended for all Assistant Professors at the entry level so as to make it more attractive compared to the entry level Grade Pay for the Civil Services and other professionals under the 6<sup>th</sup> Central Pay Commission.
- (v) Five non-compoundable advance increments shall be given (as against four at present) at entry as Assistant Professor for the degree of Ph.D. obtained in the relevant discipline, and if the same is from a University complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation of the degree of Ph.D. At entry level, teachers possessing M. Phil or post graduate degrees such as M.Tech / LL.M etc., in the relevant professional courses as approved by the relevant statutory councils shall be given 2 non-compounded advance increments. Those who acquire these degrees

in the relevant discipline while being in service shall be allowed three non-compounded advance increments for Ph.Ds and one increment for M.Phil or post graduate degree acquired in the relevant professional course such as M.Tech/ LL.M. etc. ...(*Interruptions*)

MR. CHAIRMAN: Hon. Minister, you need not read the whole statement. Only the important points may be mentioned.

...(*Interruptions*)

SHRI TATHAGATA SATPATHY (DHENKANAL): Sir, we want to know as this is knowledge and this is information.

MR. CHAIRMAN: It will take a long time to read it, and others may not get their chance to speak.

...(*Interruptions*)

SHRI TATHAGATA SATPATHY : No, Sir. Please let her read it. ...(*Interruptions*)

MR. CHAIRMAN: Hon. Minister, you can read only the important points, and rest you can lay it on the Table.

...(*Interruptions*)

SHRIMATI D. PURANDESWARI : Sir, everything in this is very important. ...(*Interruptions*)

MR. CHAIRMAN: Normally, the practice is that the Minister is allowed to place the Statement on the Table, and no reading is allowed. But since it is a matter involving college teachers, which is pending for a long time, hence, I allowed her to read the important points.

...(*Interruptions*)

MR. CHAIRMAN: Yes, you can continue. Normally, it is laid on the Table. But here is an issue, which is pending for a long time at the National-level regarding teachers in Universities and Colleges. Hence, I allowed her to read it.

...(*Interruptions*)

SHRIMATI D. PURANDESWARI : Sir, I will continue reading the statement. It further states that :

(vi) For the first time ever, posts of Professors shall be introduced in both under-graduate and post-graduate colleges. The number of posts of Professors in UG Colleges shall be 10 per cent of the number of posts of Associate Professors. There shall be as many posts of Professors in PG Colleges as the number of Departments.

(vii) 10 per cent of the posts of Professors in Universities shall be in higher Academic Grade Pay of Rs. 12,000 with prescribed eligibility conditions.

(viii) NET shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to Ph.Ds in respect of those persons obtaining the award through a registration, course-work and evaluation process, as have been or may be laid down by the UGC through its regulations and so adopted by the University. NET shall not be required for such Masters' programmes for which NET is not available.

(ix) Those who are presently working as Lecturer (Selection Grade) or Reader shall continue to be so designated till they are eligible for the post of Associate Professor.

(x) Parity between teachers and the Librarians / Directors of Physical Education shall be maintained except for the age of superannuation, which for Librarians / Physical Education personnel shall continue to be 62 years.

(xi) Though the posts of Registrars, Finance Officer, Controller of Examinations, Deputy Registrars and other equivalent posts were not within the purview of the Pay Review Committee of UGC, their pay scales have also been decided by the Cabinet.

(xii) According to the past practice, financial assistance will be provided by the Central Government to the State Governments, which may opt for these revised pay scales to the extent of 80 per cent of the additional expenditure involved in the implementation of the revision for the duration from 01.01.2006 to 31.03.2010, subject to the condition that the entire pay revision / pay scales package scheme together with all the conditions laid down in this regard by the UGC by way of Regulations and other reform measures are implemented by the State Governments as a composite scheme. However, the State Governments shall be free to implement revised scales of pay from a date later than 01.01.2006 and also to prescribe higher scales of pay,

depending on their local conditions. However, the Central Assistance shall be limited to the UGC scales of pay and only for the period ending on 31.03.2010.

(xiii) While the revision of pay will take effect from 01.01.2006, the allowances (except DA) and advance increments etc. shall take effect from 01.09.2008.

(xiv) All prescribed requirements of Selection other than those mentioned above shall continue to be applicable.

3. Under the revised Scheme, Assistant Professors have been placed in the Pay Band of Rs. 15,600-39,100 entering at the AGP of Rs. 6,000. A teacher with a Ph.D. degree can move from the post of Assistant Professor to Associate Professor after completion of 12 years of service as Assistant Professor, spending four years at the AGP of Rs. 6,000, five years at the AGP of Rs. 7,000 and three years at the AGP of Rs. 8,000. Teachers with M. Phil and those with a post graduate degree in a professional course entering as Assistant Professors can become Associate Professor after 13 years of service. Those with neither Ph.D. nor M. Phil, etc. shall qualify to become Associate Professor after 14 years of service as Assistant Professor.[\[r77\]](#)

The Associate Professors have been placed in the Pay Band of Rs. 37,400-67,000 with Grade Pay of Rs. 9,000. While, under the existing scheme, teachers without Ph.D. could rise up to the post of Lecturer (Selection Grade), they can now go up to the level of Associate Professor, based on the prescribed selection process.

As against a period of 17 years for a teacher possessing Ph.D., at the entry level to be eligible to become Professor through selection, the present decision of the Government would enable them to be selected as Professor after 15 years.

A teacher with 10 years as Professor would be eligible to be considered against 10 per cent of the posts in the higher Academic Grade Pay of Rs. 12,000.

Sir, we have begun a process of restoring the dignity and pride in being associated with the teaching profession. This decision to improve pay and other emoluments and to provide more attractive service conditions to the teachers is only one of the several steps required to attain the broader objective of improving the quality of higher education. This august House would, I hope, agree that this is a significant step towards that goal. I place on record my gratitude to the hon. Speaker and to the august House for permitting me to make this statement amidst important business before the House.

SHRI TATHAGATA SATPATHY : You should also give housing loans, car and other benefits to the Professors.

MR. CHAIRMAN : It is a full Statement; you can go through the Statement and put clarifications afterwards as per rules.

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**सभापति महोदय :** लेकिन यही है कि आप लोग जीरो ऑवर में अपनी बात 1-1 मिनट में खत्म करिये।

Now, Shri Kharventhan may speak.