

1	2	3	4
3.	3101-3600	20.00	Rs. 160.00
4.	3601-4000	23.00	Rs. 184.00
5.	4001-4600	26.00	Rs. 208.00
6.	4601-5300	30.00	Rs. 240.00
7.	5301-6000	34.00	Rs. 272.00
8.	6001-6600	38.00	Rs. 304.00
9.	6601-7600	43.00	Rs. 344.00
10.	7601-8800	50.00	Rs. 400.00
11.	8801-10000	57.00	Rs. 456.00
12.	10001-11200	65.00	Rs. 520.00
13.	11201-12400	72.00	Rs. 576.00
14.	13601-14800	80.00	Rs. 640.00
15.	13601-14800	87.00	Rs. 696.00
16.	14801-16000	95.00	Rs. 760.00
17.	16001-17200	102.00	Rs. 816.00
18.	17201-18400	109.00	Rs. 872.00
19.	18401-20000	118.00	Rs. 944.00
20.	Above Rs. 20000	129.00	Rs. 1032.00

6. The State owned PSUs to whom Wage Committee Report is applicable may accordingly pass appropriate orders with the approval of their competent authority, in keeping with their resource position viz-a-viz, rates notified. The PSUs shall have to accommodate the additional expenditure out of their own resources. However, budgetary support in the shape of loan as per their entitlement as per para 4 above (after reduction of 10% over last year support) shall continue to be considered by the Government on merits of the case.

(Sd.) J. A. KHAN,
Financial Commissioner,
Finance Department.

Copy to the :-

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

O.M. No. A/44(85)-IV-430
Dated 8th April, 2002.

**CORRIGENDUM TO O.M. NO. A/44(85)-IV-326
DATED 8-4-2002**

**Subject : Notification regarding COLA to the employees/workers of
State owned PSUs 1-1-2002.**

At Sl. No. 14 of the table given below para 5 of the above
referred O.M. kindly read (12401-13600) instead of (13601-14800).

(Sd.)

Director (Codes),
Finance Department.

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Subject : Payment of Dearness Allowance to State Government Employees.

Government Order No. 64-F of 2002

Dated 8-4-2002

In partial modification of Government Order No. 176-F of 2001 dated 23-7-2001, it is hereby ordered that all State Government Employees including Work Charged and Whole Time Contingent Paid Employees working in the regular time scale of pay, shall be paid Dearness Allowance at the following rates w.e.f 01-07-2001.

Date from which payable	Rate of Dearness Allowance per month (including previous instalments)
01-07-2001	45% of Basic Pay.

2. The term "pay" for the purpose of calculation of Dearness Allowance shall be the pay drawn in the prescribed scale of pay including stagnation personal pay but shall not include any other type(s) of pay like personal pay granted for promotion of small family norms etc. In the case of those employees who have opted to retain the pre-revised pay scale(s) of pay, if any it will include in addition to pay in the pre-revised scale of pay, Dearness Allowance and Interim relief appropriate to that pay admissible under orders in existence 01-01-1996.

3. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay.

4. The payment on account of Dearness Allowance involving a fraction of a rupee equal to or more than 50 paise shall be rounded up to the next rupee and below 50 paise shall be ignored.

5. The provisions of this Order shall also apply, *mutatis mutandis*, in the case of All India Service Officers serving in connection with the affairs of the State.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,

Financial Commissioner,
Finance.

No. A/24(2K)-352

Dated 08-04-2002.

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Subject : Payment of Dearness Allowance to State Pensioners/Family Pensioners.

Government Order No. 65-F of 2002

Dated 8-4-2002

In partial modification of Government Order No. 177-F of 2001 dated 23-7-2001, it is hereby ordered that the State Government Pensioners/Family Pensioners shall be paid Dearness Allowance at the following rates w.e.f 01-07-2001.

Date from which payable	Rate of Dearness Allowance per month (including previous instalments)
01-07-2001	45% of Basic Pension/Family Pension.

2. Pension/Family Pension in the case of pre-01-01-1996 retirees and where family pension was sanctioned prior to 1-1-1996 means the consolidated pension/family pension as the case may be effective from 1-1-1996 in terms of Government Order No. 46-F of 1998 dated 19-1-1998 read with Government Order No. 275-F of 1998 dated 14-10-1998 and Government Order No. 276-F of 1998 dated 14-10-998.

3. In the case of pensioners who have retired from service on or after 1-1-1996 and in the case of family pensioners whose family pension has been sanctioned for the first time on or after 1-1-1996 pension/family pension shall mean basic pension/family pension admissible in terms of SRO-19 dated 19-1-1998 read with SRO-122 dated 28th March, 2001.

4. The payment on account of DA involving a fraction of a rupee shall be rounded to the next rupee.

5. Personal pension, if any, will not be taken into account for determining DA on pension.

6. The DA shall be shown as a distinct element.

7. The other provisions governing grant of DA on pension/family pension such as regulation of DA during employment/re-employment, regulation of DA where more than one pension is drawn etc. and other provisions of the existing orders/rules (as are not in conflict to the provisions of this order) shall continue to retain in force.

8. The Dearness Allowance as per this order shall be paid by the concerned Treasury Officer/Paying branches of the J&K Bank without waiting for further authorisation from the Accountant General/General Manager, J&K Bank, as per the practice in vogue.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,

Financial Commissioner,
Finance.

No. A/24(2K)-253

Dated 08-04-2002.

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT.**

O.M. No. A/133(91)-375

Dated 10th April, 2002.

Subject : Special Provisions of Career Advancement Schemes/Advance Increment—their tenability in the Revised Pay Rules issued from time to time.

Attention is invited towards the provisions of Rule 13(VIII) (b) of J&K Civil Service (Revised Pay) Rules, 1973, read with Rule 13(b) of J&K Civil Service (Revised Pay) Rules, 1982, and Rule even of J&K Civil Service (Revised Pay) Rules, 1987 with regard the placement of Librarian in the higher pay scale subject to the fulfilment of the conditions as had been laid therein.

It has come to the notice of the Finance Department that the above benefits are being allowed to the Librarian even after issuance of J&K Civil Service (Revised Pay) Rules, 1992 and J&K Civil Service (Revised Pay) Rules, 1998 which do not contain such provisions.

Every new set of pay rules is a self contained document and de jure, supersedes the old sets of pay rules and as such any special provision pertaining to any allowance, treatment, career advancement increment, advance increment etc. and the like gets replaced by new provisions if any incorporated in the new rules except to the extent expressly protected. The mere fact that the new rules do not contain a corresponding provision or are silent over a particular aspect does not amount to protection or continuation of old rules to that extent.

The undersigned is accordingly directed to request all Financial Commissioners/Principal Secretaries/Commissioners/Secretaries/Head of the Departments to take stock of the position immediately and

Identify the cases wherein the Librarians have been placed in the higher pay scales after the General Pay Revision of 1992 and General Pay Revision of 1998 and to withdraw such orders to put stop to recurrence of such irregularities.

(Sd.)

Director Codes,
Finance Department.

Copy to the :-

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Notification

Dated Jammu, the 16th April, 2002.

SRO-151.—In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that the following amendments shall be made in Jammu and Kashmir Civil Service Regulations Volume I, namely :—

- A. The following shall be added as Exception below the fourth proviso to Article 77-D(I)(a) :—

Exception :

In respect of an inservice Government Officer who is inducted into KAS against technical quota from any other service in terms of Rule 5 (I)(c) of J&K Administrative Service Rules, 1979, such induction shall not mean appointment to a lower post for fixation of pay in time scale of KAS regardless of the pay scale enjoyed by such officer in his previous service.

- B. The following shall be inserted as Article 77(E) :

Art. 77(E) :

The provisions contained in Article 77(D)(i)(a) shall apply *mutatis mutandis* in respect of employees working in PSUs/ Autonomous Bodies with the modification that the following formula shall govern the fixation of pay in the cases where COLA was payable as against DA.

The basic pay and COLA drawn in PSU/Autonomous Body shall be converted into basic pay on appointment/induction into Govt. service as under :

$$\frac{100 \times (\text{basic pay} + \text{COLA in PSU})}{100 + \text{DA \%age}} = \text{Basic pay in new scale}$$

(fraction of rupee to be omitted)

However in respect of PSUs/Autonomous Bodies following Government pay scales and Government rate of DA, the method of fixation of pay shall be the same as in case of Government employees as per provisions contained in Art. 77(D).

The pay should be accordingly fixed in the pay scale in the Government service at the corresponding stage as per the aforesaid formula. In case there is no such stage or the basic pay arrived at is less than the minimum of the pay scale, the pay shall be fixed at the immediate lower stage or at the minimum of the pay scale as the case may be. In the first eventuality the difference between the basic pay arrived at as per the formula and the immediate lower stage at which pay is actually fixed shall be available to the officer as personal pay to be absorbed in his future increases. Such personal pay shall count as basic pay for purpose of DA. In case the basic pay so arrived is more than the maximum of the pay scale in the Government, the officer shall be granted the maximum of the scale, and the difference shall be allowed as personal pay to be absorbed in future increase of pay by way of promotion revision of pay scale etc.

This notification shall have retrospective effect from 1-1-1998.

. By order of the Governor.

(Sd.) J. A. KHAN,
Financial Commissioner,
Finance Department.

No. A/36(2K)-237

Dated 16-04-2002.

Copy to the :—

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Subject : Enhancement of Move TA

Government Order No. 72-F of 2002

Dated 17th April, 2002.

Sanction is hereby accorded to the enhancement of the existing rate of Move TA from Rs. 2300 (Rs. two thousand three hundred) to Rs. 2500 (Rs. two thousand five hundred) per employee applicable w.e.f. the move of offices from Jammu to Srinagar in April, 2002.

By order of the Government of Jammu and Kashmir.

(Sd.) J. A. KHAN,
Financial Commissioner,
Finance Department.

No. A/114(91)-397

Dated 17-04-2002.

Copy to the :-

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Notification

Dated Jammu, the 17th April, 2002.

SRO-152.-In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that the following amendments shall be made in Jammu and Kashmir Civil Service Regulations, Volume I :-

In the said Regulations ;

The existing proviso shall be numbered as proviso I and the following shall be inserted as proviso 2 after I proviso to clause (a) of Art. 41(G) :

“Provided further that with effect from 01-05-2002 the TMA shall be allowed @ 250 p.m.”

By order of Governor.

(Sd.) J. A. KHAN,
Financial Commissioner,
Finance Department.

No. A/114(91)-398

Dated 17-04-2002.

Copy to the :-

Standard endorsements.

(32)

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Subject : Regularisation of Migrant DRWs/Work Charged Employees.

Government Order No. 73-F of 2002

Dated 22nd April, 2002.

The words "redeployment/re-engagement appearing in para I & II of Government Order No. 27-F of 1997 dated 14-1-1997 endorsed vide No. A/33(92)-1278 dated 14-12-1997 shall be deemed to have been deleted.

This issues with the concurrence of General Administration Department conveyed vide their No. GAD (Admn)58/2000-I dated 18-01-2002.

(Sd.) J. A. KHAN,
Financial Commissioner,
Finance Department.

No. A/158(94)-II-418

Dated 22-04-2002.

Copy to the :-

Standard endorsements.

(33)

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Notification

Dated Jammu, the 18th April, 2002.

SRO-153.--In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to direct that the following amendments shall be made in the Jammu and Kashmir Civil Service Regulations, Volume II, namely :-

In the said Regulation the following shall be inserted as an explanation below Rule 5(d) of J&K House Rent Allowance-cum-City Compensatory Allowance Rules, 1992 as forming Schedule XXII of such regulations :-

Explanation.--Such of the employees of Tehsil/District/ Division/State Level Offices (including move offices) which are normally required to be located within municipal limits of Jammu or Srinagar city but are housed outside Municipal limits/Urban conglomerate of Srinagar or Jammu city due to lack of accommodation within the respective municipal limits shall be eligible to receive House Rent Allowance/City Compensatory Allowance at the rates applicable to the offices located within the respective municipal limits.

This explanation shall be deemed to have come into force w.e.f. 19-10-1998 being the date of issue of SRO-20 dated 19-01-1998.

(Sd.) J. A. KHAN,
Financial Commissioner,
Finance Department.

No. A/92(88)-366

Dated 18-04-2002.

Copy to the :-

Standard endorsements.

**GOVERNMENT OF JAMMU AND KASHMIR
FINANCE DEPARTMENT**

Notification

Dated Srinagar, the 9th May, 2002.

SRO-175.—In exercise of the powers conferred by proviso to section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to make the following rules, namely :—

1. *Short title and commencement.*—These rules shall be called the “Jammu and Kashmir Government Degree Colleges (Adoption to U.G.C. Revised Pay Scales) Rules, 2002”.

2. These rules shall be deemed to have come into force on the first day of January, 1996.

3. *Application.*—These rules shall apply to the employees of Degree Colleges who, on 1-1-1996 were holding, in substantive or officiating capacity or, but for their deputation or posting outside their parent cadre, would have held, in substantive or officiating capacity, the permanent or temporary posts of :—

- (a) Lecturer, Lectures (Senior Scale), Lecturers (Selection scale), Readers (whenever created) or principals ;
- (b) Librarians, Librarians (Senior Scale) or Librarians (Selection Scale) ;
- (c) Instructors in Physical Education, Instructors in Physical Education (Senior Scale) or Instructors in Physical Education (Selection Scale).

4. *Definition.*—In these rules unless the context otherwise requires :—

- (a) “Basic Pay” means the pay as defined in Art. 27(a) of J&K CSRs excluding “Special Pay” and “Personal Pay” but

included stagnation personal pay drawn in the existing scales (1991) as on 1-1-1996 ;

- (b) “College Teacher” means a Lecturer, Lecture (Senior Scale) Lecturer (Selection Grade), Reader (whenever created) or a Principal of a Degree College ;
- (c) “Degree College” means a Government Degree College named by the Government as such and includes a Govt. College of Physical Education ;
- (d) “Librarian” means a Librarian of a Degree College as specified in rule 3(b) ;
- (e) “Instructor in Physical Education” means an Instructor of Physical Education of a Degree College as specified in rule 3 (c) ;
- (f) “Existing Scales” means pay scales as prescribed under the Jammu and Kashmir Government Degree College (UGC Pay) Rules, 1991 ;
- (g) “Existing Rules” means the J&K Government Degree College (UGC Pay) Rules, 1991 ;
- (h) “UGC Pay Scale” means the pay scales prescribed by University Grants Commission and adopted by the Government of India w.e.f. 1-1-1996.

5. *Structure of pay scales :* (1) The following shall be the revised pay structure of the College Teachers, Librarians and Instructors in Physical Education based on the Pay Scales recommended by the UGC and adopted by the Government of India for the College Teachers, Librarians and Instructors in Physical Education w.e.f. 1-1-1996.

Post	Pay scale in 1991 Rules	Revised pay scales
1	2	3
<i>College Teachers</i>		
Lecturer	2200-75-2800-100-4000	8000-275-13500
Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200

1	2	3
Lecturer (Sel. Scale)	3700-125-4950-150-5700	12000-420-18300
Reader (whenever created)	3700-125-4950-150-5700	12000-420-18300
Principal	4500-150-5700-200-7300	16400-450-20900- 500-22400
<i>Librarians</i>		
Librarians	2200-75-2800-100-4000	8000-275-13500
Librarians (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
Librarians (Selection Scale)	3700-125-4950-150-5700	12000-420-18300
<i>Instructors in Phy. Edu.</i>		
Instructors in Physical Education	2200-75-2800-100-4000	8000-275-13500
Instructors in Physical Education (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
Instructors in Physical Education (Selection Scale)	3700-125-4950-150-5700	12000-420-18300

(2)(a) The minimum qualifications and experience for appointment to the posts shown in the first column in the table given above shall be those as prescribed by the UGC from time to time and notified by the State Government as such.

(b) The minimum qualification for appointment to the posts of Lecturers, Librarians and Instructors in Physical Education in the pay scale of Rs. 8000-13500 as currently laid down by the UGC, shall be Master's Degree with at least 55% marks or its equivalent grade of "B" in the 7 point scale with latter grades O, A, B, C, D, E and F of the Master's Degree level in the relevant subject from an Indian University or an equivalent degree from an Indian/Foreign University.

SEVEN POINT SCALE

Grade	Grade Point	Percentage point
"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

Provided that following shall be the minimum qualification required for future appointment in case of :

(i) Lecturer in Journalism or Mass Communication.

At least 55% of marks or an equivalent grade of 'B' in the 7 point scale with latter grades O, A, B, C, D, E and F at the Master's Degree level in Communication/Mass Communication/Journalism from an Indian University or an equivalent degree from a Foreign University.

OR

At least 55% of marks or an equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E and F at the Master's Degree level in Humanities, Social Science/Science with a 2nd Class Bachelor's Degree or Post-Graduate Diploma in Communication/Mass Communication/Journalism from a recognised Indian University/National Institute.

(ii) Lecturer in Music

Good academic record with at least 55% of marks or an equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E and F at the Master's Degree level in the relevant subject or an equivalent Degree from an Indian/Foreign University.

OR

A traditional or a professional artist with a highly commendable professional achievement in the concerned subject.

(iii) For professional subject like Education, Social work and Performing Arts etc. a separate detailed regulation on qualification would be issued. Till then, the regulations hitherto in force for direct recruitment to the post of Lecturer will continue.

(iv) **Librarians :**

Master's Degree in Library Science/Information Science/Documentation or an equivalent professional degree with at least 55% of marks or its equivalent grade of B in the UGC 7 point scale plus a consistently good academic record, computerisation of library.

However, M. Phil/Ph.D. Degree in Library Science/Information Science/Documentation/Archives and Manuscript keeping will be the desirable qualification.

(v) **Instructors in Physical Education :**

(i) Master's Degree in Physical Education (2 years course) or Master's Degree in Sports or an equivalent Degree with at least 55% of marks or its equivalent grade of B in the 7 point scale plus a consistently good academic record.

(ii) Record of having represented the College at the inter college competitions or the State in national championships.

(iii) Passed physical fitness test.

(c) Notwithstanding anything contained in rule 2(b), the minimum requirements of marks at Master's Degree level shall be 50% for candidates belonging to Scheduled Caste and Scheduled Tribe categories and for such Ph. D. Degree holders as have passed their Master's Degree before 19-9-1991.

(d) In addition to the qualifications prescribed in rule 2(b) or rule 2(c) as the case may be, passing of National Eligibility Test (NET) as prescribed by the University Grants Commission or an equivalent State Level Eligibility Test (SLET) accredited by the University Grants

Commission shall be an essential qualification for eligibility to such appointment.

6. *Drawal of pay in revised scale.*—A College Teacher, Librarian or an Instructor in Physical Education shall draw pay in the Revised UGC Pay Scale applicable to the post to which he is appointed or is deemed to have been appointed, in the manner prescribed under these rules.

7. *College Teachers, Librarians, Instructors in Physical Education appointed from 1-1-1996 to the date of issue of these rules.*—College Teachers, Librarians and Instructors in Physical Education appointed as such from 1-1-1996 up to the date of issue of these Rules shall be retrospectively placed in the Revised UGC Pay Scale [as per Rule 5(1)] w.e.f. the date of appointment as such.

8. *Fixation of pay in the UGC Pay Scales.*—(1) The initial pay of the College Teachers, Librarians and Instructors in Physical Education covered under the existing rules and/or appointed to the existing pay scale of Rs. 2200-4000, Rs. 3000-5000, Rs. 3700-5700 and Rs. 4500-7300 before 1-1-1996 shall be fixed in the Revised UGC Pay Scales of Rs. 8000-13500, Rs. 10000-15200, Rs. 12000-18300 or Rs. 16400-22400 respectively in the manner prescribed in the Notification SRO-18 dated 19-1-1998 [J&K Civil Services (Revised Pay) Rules, 1998] as amended from time to time :

Provided that the fixation of pay of Readers/Lecturers (Selection Grade) in the pre-revised scale of Rs. 3700-125-4950-150-5700 who were selected in accordance with the rules and regulations framed by the UGC and who were in position as Readers/Lecturers (Selection Grade) as on 1-1-1996 will be made in a manner that they get their pay fixed at the stage of Rs. 14940 in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade :

Provided further that if the pay of Principals working in the pre-revised scale of Rs. 4500-7300, gets fixed in the revised scale of Rs. 16400-22400 at a stage less than Rs. 17300 on 1-1-1996, it shall be stepped up to the stage of Rs. 17300.

(2) The matter relating to 'Exercise of option', 'Date of next increment' and 'Bunching' etc. shall be governed, *mutatis mutandis*,

by the relevant provisions of the rules as contained in the J&K Civil Services (Revised Pay) Rules, 1998 as amended from time to time.

9. *Incentive for higher qualification.*—(1) In order to encourage research in continuation of Post-Graduate Studies, a candidate who at the time of recruitment as a Lecturer or Librarian or Instructor in Physical Education possesses Ph.D./D.Litt./D.Sc. or M. Phil./M.Litt. Degree (hereinafter to be called jointly as the "Research Degree") shall be sanctioned four and two advance increments, respectively, in the scale of Rs. 8000-13500 along with the benefit of two and one years of service respectively, for counting eligibility for the purpose of placement in the senior scale (Rs. 10000-15200).

(2) A Lecturer with M.Phil./M.Litt shall be sanctioned one advance increment if he acquires Ph.D./D.Litt./D.Sc. degree within two years of his recruitment.

(3) A Lecturer having Ph.D. Degree will be eligible for two advance increments when he/she moves into the selection grade/grade of Reader.

(4) The existing College Teachers, Librarians and Instructors in Physical Education without research degree and those similarly situated recruited in future will be eligible for a similar benefit in the length of service qualifying for the purpose of placement/promotion and shall be sanctioned two advance increments as and when they acquire Ph.D./D.Sc./D.Litt. degree in their service career.

10. *Career Advancement*

(1) *Placement of Lecturers in the Senior Scale of Rs. 10000-15200.*—Every Lecturer in regular service will be eligible for placement in the Senior Scale of Rs. 10000-15200 through a process of selection on the recommendations of DPC/PSC which shall be assisted by experts as may be decided by the PSC keeping in view the corresponding provisions of UGC guidelines applicable to the Universities, if he/she has—

- (i) 4 years teaching experience with Ph.D.
- or
- 5 years teaching experience with M.Phil.
- or
- 6 years teaching experience without M.Phil or Ph.D.

Note.—Teaching experience of College Service only shall be considered, provided the incumbent was in the UGC pay scale of Lecturer and possessed the qualifications as prescribed by the UGC for appointment as Lecturer.

- (ii) consistently satisfactory performance appraisal reports ;
- (iii) participated in one orientation course and one refresher course of at least 3–4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. Those with Ph.D. Degree would be exempted from one refresher course. However where the requirement of orientation/refresher course has remained incomplete, the promotion would not be held up but these must be completed within two years from the date of promotion.

(2) *Placement of Lecturers (Sr. Scale) in the Selection Grade of Rs. 12000-18300.*—Lecturers in the Senior Scale who do not possess Ph.D. Degree shall be eligible for placement in the Selection Grade of Rs. 12000-18300 through a process of selection on the recommendations of DPC/PSC which shall be assisted by experts as may be decided by the PSC keeping in view the corresponding provisions of UGC guidelines applicable to the Universities, if he/she has—

- (i) 5 years teaching experience in the senior scale.
- (ii) not acquired Ph.D. Degree but has proven record of outstanding teaching and contributed to the University corporate life ;
- (iii) possessed consistently good performance appraisal reports ;
- (iv) participated in two refresher courses/summer institutes as Senior Lecturer of at least 3–4 weeks duration. However, where the requirement of refresher courses has remained incomplete, the promotion would not be held up but these must be completed within two years from the date of promotion.

(3) Preceding provisions of sub-rules (1) & (2) of this rule shall apply, *mutatis mutandis*, in respect of Librarians and Instructors in

Physical Education, in the matter of placement from the UGC Pay Scale of 8000-13500 to the respective UGC Senior Scale (Rs. 10000-15200) from Senior Scale to Selection Scale (Rs. 12000-18300) provided they meet the conditions of qualifications etc. prescribed under these rules preceding and fulfil such other conditions as are/may be prescribed in this behalf.

Note.—The preceding provisions of sub-rules (1), (2) & (3) shall be deemed to have come into effect from 27-7-1998.

(4) On placement of a College Lecturer or a Librarian or an Instructor in Physical Education from lower scale (Rs. 8000-13500) to the Senior Scale (Rs. 10000-15200) and from the latter to the Selection Scale (Rs. 12000-18300) initial pay in the Senior Scale or Selection Scale, as the case may be, shall be at the same stage at which the pay was drawn in the lower scale. In the event of such a stage not existing in the Senior Scale or in the Selection Scale, as the case may be, the pay shall be fixed at the stage next below that pay plus personal pay equal to the difference, until such time as he/she would have received an increment in the lower scale. But if the minimum pay of the senior/selection scale is higher than his substantive pay in the lower scale, he/she will draw that minimum as initial pay. The date of increment shall remain unchanged.

11. *Enabling provision for promotion to the post of Reader (wherever created).*

- (a) A Lecturer in the senior scale will be eligible for promotion to the post of Reader, if she/he has—
- (i) completed 5 years of service in the senior scale ;
 - (ii) obtained a Ph.D. Degree or has equivalent published work ;
 - (iii) made some mark in the areas of scholarship as evidence e.g. by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities.

- (iv) after placement in the senior scale participated in two refresher courses/summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission ; and
- (v) possessing consistently good performance appraisal reports.

- (b) promotion to the post of Reader will be through a process of selection on the recommendations of DPC/PSC which shall be assisted by experts as may be decided by the PSC keeping in view the corresponding provisions of UGC guidelines applicable to the Universities.

12. *Promotion to the post of Principal.*—The posts of Principals of Degree College will be filled up by selection from amongst Reader/Selection Grade Lecturers who have completed a minimum period of eight years service as such :

Provided that Lecturer who were due for placement in the selection grade before 27-7-1998 shall be eligible for promotion by selection to the post of Principal after they complete a minimum of five years of service in the pay scale of Rs. 12000-18300.

13. *Work load and teaching norms.*—Colleges shall strive to arrange teaching work six days a week for thirty weeks in an academic session. This shall be achieved by constantly improvising an academic calendar in order to adjust the length of vacations, number of holidays and examination schedule.

14. It shall be mandatory for College Teachers to be available in the colleges for at least five hours a day on each working day and the workload of the College Teacher shall not be less than forty hours in a week.

15. *Delegation of powers.*—Delegation of powers in respect of transfer, sanction of leave etc. shall be exercised in the corresponding revised scale by the authorities to whom these powers stand delegated at present.