

ALL INDIA FEDERATION OF UNIVERSITY OFFICERS' ASSOCIATION

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Dear Friends,

You are all aware that the Ministry of Human Resource Department, Department of Higher Education, Government of India has issued a notice No. 1-32/2006-U.II/U.I(ii) dated 31-12-2008, stating the revised pay scales of the officers of the universities fully funded by the Central Government. Unfortunately, the MHRD has not only kept silence about the pay revision of the officers of the state-aided universities in it's notification, but also has made gross deviations from our long standing demands for pay scales at par with teachers of the universities. For your perusal, the MHRD notifications for the teachers and the officers are available at the following links :

[MHRD Notice for pay revision of the University and College teachers](#)

[MHRD Notice for pay revision of the officers of the Universities funded by the Central Government](#)

The main features of the above notices are also available at the following link :

[Main Features of the MHRD Notices](#)

The MHRD, in it's circular, has made a deliberate attempt to demean, humiliate and deprive our legitimate rights as is evident from the following facts.

- The MHRD has adopted *divide and rule* policy by categorizing the university officers, namely, (a) Librarian & Director of Physical Education, Dy. Librarian & Dy. Director of Physical Education, Asst. Librarian & Asst. Director of Physical Education whom they have included along with the teachers, (b) System Analyst, Research Officers and equivalent officers who would be treated at par with similarly qualified personnel in research and scientific organizations of the Central Government, (c) Registrar, Dy. Registrar, Asst. Registrar and other equivalent officers for whom a separate circular has been issued for their sixth pay revision.
- The university officers including all the categories mentioned above have always been enjoyed the pay scale at par with the teachers of the university. Even last time, the university officers were included in the purview of the Rastogi Committee constituted for the fifth pay revision of the university teacher. But this time the MHRD excluded the university officers from the purview of the Chadda Committee and issued a separate circular for the officers of the universities funded by the Central Government. This is a very crude attempt made by the MHRD for disturbing the harmony among the teachers and the administrators in a university.
- In the year 1996, the Central Government borne 80% of the expenditure for arrear paid to the officers of both the central and state-aided universities. But as per the above notification of MHRD, the financial assistance for implementing the revision of the pay scales of the officers will be restricted to the Central universities only, though for the university teachers (including state-aided universities), this time also the Central Government will bear 80% of the additional expenditures.
- Even in the notification of MHRD issued for the sixth pay revision of the Central University officers, there are a lot of anomalies, details of which are mentioned below and disparities in compare with that of the university teachers. As a matter of fact, the notice issued by the MHRD for the pay revision of university officers is an incomplete and destructive circular.

We appeal to the officers of all the universities to raise your voices against this injustice and to send your valued opinion about the future course of action in this matter at the following addresses.

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Nitish Biswas
Convenor, A.I.F.U.O.A.

Anomalies in the 6th Pay Revision of the University Officers

**As announced vide notification No. 1-32/2006-U.II/U.I(ii) Dated 31-12-2008
by Government of India, Ministry of Human Resource Department, Department of Higher Education**

1. The scale for the post of Assistant Registrar and other equivalent posts is Rs.15600-39100 with the grade pay of Rs.5400 whereas the scale of the Assistant Professor is same with the grade pay of Rs.6000 though the required qualification for these posts is Master Degree with at least 55% marks or it's equivalent grade of 'B' along with a good academic record.
2. Five non-compounded increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing Ph.D. degree. No such benefit will be admissible to the Assistant Registrar and other equivalent posts.
3. M. Phil. Degree/Professional degree holders shall be admissible for two non-compounded increments at the entry level of recruitment as Assistant Professor. No such benefit will be admissible to the Assistant Registrar and other equivalent posts.
4. An Assistant Professor possessing Ph.D. degree after completing 4 years of service shall be eligible for the grade pay of Rs.7000. Assistant Registrar and other equivalent posts will not get any benefit for their Ph.D. degree.
5. An Assistant Professor possessing M.Phil. degree or Post-graduate degree in Professional courses shall be eligible for the grade pay of Rs.7000 after completing 5 years of service as Assistant Professor whereas the Assistant Registrar and other equivalent posts will not have such benefits.
6. An Assistant Professor who does not have any Ph.D. / M.Phil. / Post-graduate degree in Professional courses shall be eligible for the grade pay of Rs.7000 within the pay band of Rs.15600-39100 after completing 6 years of service as Assistant Professor whereas the Assistant Registrar and other equivalent posts will be eligible for the grade pay of Rs.6600 within the pay band of Rs.15600-39100 after 8 years of service and the this higher grade pay will be restricted to 50% of the total strength of Assistant Registrar and other equivalent posts.
7. The pay scale of incumbents to the post of Lecturer (Senior Scale) enjoying unrevised scale of Rs.10000-15200 shall be fixed at appropriate stage in the pay band of Rs.15600-39100 with the grade pay of Rs.7000. But, no such mention is there for the incumbents to the Assistant Registrar and other equivalent posts.
8. Assistant Professors after completing 5 years of service in the pay band of Rs.15600-39100 with the grade pay of Rs.7000 will be move to the grade pay of Rs.8000. No such benefit is provided for the Assistant Registrar and other equivalent posts.
9. The directly recruited Associate Professors shall be in the pay band of Rs.37400-67000 with the grade pay of Rs.9000 while the Deputy Registrar and other equivalent posts shall be fixed in the pay band of Rs.15600-39100 with the grade pay of Rs.7600 though one of the requisite qualifications for the Deputy Registrar and equivalent posts is 9 years of experience as Assistant Professor in the grade pay of Rs.6000 with experience in educational administration.
10. The Assistant Professors completing 3 years in the pay band of Rs.15600-39100 with the grade pay of Rs.8000 shall be eligible to move to the pay band of Rs.37400-67000 with the grade pay of Rs.9000 and would be designated as Associate Professor, while the Deputy Registrar and other equivalent posts shall be moved to the pay band of Rs.37400-67000 with the grade pay of Rs.8700 after completing 5 years of service as Deputy Registrar or equivalent.

11. The incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs.12000-18300 on 1-1-2006 shall be placed in the pay band of Rs.37400-67000 with the grade pay of Rs.9000 and shall be re-designated as Associate Professor whereas the incumbent Deputy Registrar and equivalent posts shall be placed at the pay band of Rs.37400-67000 with the grade pay of Rs.8700 after completing 5 years in the pay scale of Rs.12000-18300 on 1-1-2006.
12. The incumbent Readers and Lecturers (Selection Grade) who have not completed 3 years in the current pay scale of Rs.12000-18300 on 1-1-2006 shall be placed at appropriate stage in the pay band of Rs.15600-39100 with the grade pay of Rs.8000 whereas the incumbent Deputy Registrar and equivalent posts who have not completed 5 years shall be placed at the pay band of Rs.15600-39100 with the grade pay of Rs.7600.
13. The pay of a directly recruited Professor will be fixed at Rs.43000 in the pay band of Rs.37400-67000 with the grade pay Rs.10000. The benefit has not been extended for the Registrar and other equivalent posts.
14. Teachers who completed their Ph.D. degree or awaiting for Ph.D. degree while in service shall be entitled to 3 non-compoundable increments. No such benefit will be admissible to the officers.
15. Teachers who acquire M.Phil. degree/PG degree in Professional courses while in service shall be entitled to 1 increment. No such benefit will be admissible to the officers.
16. Age of superannuation of the teachers has been enhanced to 65 years whereas the age of superannuation of the officers has been kept fixed at 60 years excepting the Registrar and equivalent posts whose age of superannuation has been enhanced to 62 years.
17. There is no mention of other allowances, Pensions and other benefits of the officers, though it is mentioned clearly for the teachers.