APPENDIX I

SUMMARY OF RECOMMENDATIONS OF RASTOGI COMMITTEE
1998

Appointment of the Committee:
A Pay Review Committee was appointed by the University Grants Commission on 24th August, 1994 consisting of seven members which was later expanded on 30th August, 1994 by adding three more members. The tenure of the Committee continued till the end of May, 1997.

Work Procedure:
The Committee administered questionnaires to universities and colleges to elicit all relevant information having regard to its term of reference.

In addition 450 representatives were received and the Committee interacted with Governors, Chief Ministers, Ministers of Education of various states and high functionaries of the State Government and eminent educationist including Vice Chancellors, representatives of various teachers’ and officers’ associations. Visits were paid to the various states by the Committee.

Conceptual Frame-work:
The underlying conceptual framework was based on the fact the capability of developing knowledge and carrying out research largely depends on the quality and competence of the academic community. For this purpose the institutions for higher learning should be able to recruit and retain talented and well qualified persons and also provide work environment conducive to their professional growth.
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Retrospective Overview:

The pay scales and service conditions of the teachers in universities and colleges has always been receiving due attention of the Government of India, which prompted the Government, to UGC, as the case may be to appoint various Commissions and Committees like the Radhakrishnan Commission, the Kothari Commission, the Sen Committee, the Mehrotra Committee, etc. to study the different aspects of issues relating to teachers. A retrospective overview has been undertaken in the present context.

Status of Implementation:

On the basis of the information received from various universities and colleges, the analysis regarding the status of implementation of the last Pay Committee, recommendations was done by the Committee.

Quality Imperatives:

The basic premise has been to make the system of higher education, highly quality oriented and dynamic in addition to being socially relevant. This calls for improving the pay scales and service conditions of the teachers, so as to attract and retain talented teachers.

RECOMMENDATIONS

Recruitment:

The Committee recommends that good academic record, 55% at the Master's level and qualifying the NET or an accredited test should be the minimum qualification for the appointment of Lecturers. However, the UGC already has a provision to grant exemption in deserving cases. The UGC may, from time to time, regulate the use of this provision, whether for individuals or in respect of certain regions of the country as the case may be. The relaxation, however should be within a minimum of 50% marks and every
candidate must have necessarily qualified in the NET/SLET, or be eligible for exemption from NET as per the UGC regulations.

It further recommends that those candidates who have a 50% marks in the Master's Degree and have obtained a Ph.D after 1993 should also be exempted from qualifying in the NET/SLET to be eligible for the post of a Lecturer.

Period of Probation for Teachers:

The Committee recommends that the probation should normally be for a period of 24 months, extendable upto a further period of twelve months in case of unsatisfactory performance. A teacher should be confirmed on his/her successful completion of the probation, subject, of course, to the successful completion of the short term orientation course/Diploma in Higher Education (from the Indira Gandhi National Open University).

Creation of Posts:

The Committee recommends that posts of Professors be provided in the post-graduate colleges. No college should be allowed to undertake post-graduate teaching in a discipline without providing for the post of a Professor in that discipline. In addition, at least one post of a Reader should be created for each discipline being taught in under-graduate and post-graduate colleges.

Faculty Development Programme:

The Committee recommends that there is need for introducing the concept of pre-induction-training programmes for the teachers through Academic Staff Colleges. The training should be imparted soon after the recruitment.
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Career Advancement for Lecturers:

The Committee recommends that for placement in the senior scale, a Lecturer may offer himself/herself for review after four years if holding a Ph.D degree and six years if holding an M.Phil. degree and seven years if not holding M.Phil./Ph.D.

The committee further recommends that a Lecturer (senior scale) can offer himself/herself for review after six years of experience as Senior Lecturer, for placement in the selection grade.

Career Advancement for Readers:

In addition to the sanctioned positions of Professors which must remain to be filled in through direct recruitment, the Committee has recommended the career advancement of a Reader as a Professor on the basis of assessment of performance and the level of academic excellence achieved by those who had at least 8 years of service as Readers.

Merit Promotion Scheme:

The Merit Promotion Scheme, having dual emoluments or, for that matter, any such scheme should be dispensed with, Henceforth the career advancement scheme as recommended above may be implemented to reward the meritorious teachers. The Committee recommends that Government and the UGC may take appropriate action in this matter to avoid recurrence of such things in future. The UGC may also take a policy decision, after detailed analysis, about the abolition of the dual emolument system and the inter-se seniority of merit promotees vis-à-vis direct recruits, in case the system of dual emolument is abolished.

Career Advancement for Administrative Positions:

The career advancement scheme which already exist for this category of staff may continue.
Teaching days:

The universities / colleges must observe 180 actual teaching days. Ensuring more teaching days would require vacations to be reduced by a fortnight. The universities may change over to a two-semester system and implement academic calendar with each semester being of 90 days.

Workload:

The UGC guidelines regarding the minimum number of actual teaching days, programme of examination reform and workload for teachers in the universities and the colleges issued in 1989 prescribed that the workload of the teacher in full employment should not be less than 40 hours a week for 30 working weeks in an academic year, which should be ensured.

Part-time Teachers:

The practice of appointing part time teachers should be sparingly used and the remuneration given for such work must be based on realistic norms. The UGC should take steps to evolve suitable guidelines and recommend revised remuneration for them.

Age of Superannuation:

The age of superannuation may be uniformly 60 years in all colleges and universities. The Fifth Pay Commission has recommended 65 years as superannuation age for Government employees. If this is accepted by the Government, the age of superannuation for teachers should be 65 years.

Reappointment of Teachers after Superannuation:

Re-appointment may be given in two phases for three years and two years, respectively. However, it is not meant to be a provision for extension upto the age of 65 years for all teachers. It should be used selectively which should be justified in terms of specific institutional needs.
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Pension and Superannuation Benefits:

The UGC may issue guidelines to all universities so that uniform rules be followed by them. For university teachers covered by CPF before the introduction of the pension scheme an amount equivalent to the DA permissible at the pension level at the minimum of the present, (i.e pre-revised) pay scale may be given as relief in DA to them. The committee recommends that a waiver may also be provided upto a maximum of years due to late entry in service of the teachers having a Ph. D degree so that all teachers get full retirement benefit, which are available after 33 years of service, including services rendered inside or outside the state, in universities ‘Deemed to be universities’ and colleges.

Date of Implementation and Review:

The committee recommends that the date of implementation of the revised pay scales should be January 1, 1996 or the same as is decided upon by the Central government in respect of their employees. Further pay scales and their implementation in all aspects may be reviewed at the end of every five years.

Facility for Women Teachers:

The committee feels that since the working women have to bear the dual responsibilities in our society, there is need for provision of special facilities to women teachers. The following provisions are recommended by the committee in this regard.

Flexitime Approach:

A woman teacher may be allowed to work half-time for a maximum period of six years in her career when her children are young and family commitments are at the maximum. She may be given half of the pay plus half the allowances during this flextime period. But she should not be
deprived of other benefits such as LTC, housing and pension benefits, etc., resulting from continuity of service.

Day-care Centres:

The Committee recommends that quality day-care centres may be opened in the universities and colleges with adequate equipment and staff to take care of the children of working parents. Such services should have adequate contribution from the users themselves for all programme-related costs and food, as also proportionate contributions to the salaries of the staff of the day-care centers.

Interrupted Career:

The Committee recommends that there should be a provision for allowing woman teachers to come back to the profession (not necessarily the same job) after an interruption of a maximum of five years and this period should not be considered as break in service.

Leave-sharing Arrangement:

The Committee recommends where both husband and wife are teachers in the same institution, the creation of an earned leave bank to be availed of by women teachers may be only considered only for the period of rearing of very young children (such period should not exceed six years in all), provided that a woman teacher has exhausted the earned leaves at her credit and there is earned leave lying at the credit of her husband.

Accommodation:

The Committee recommends that while providing for residential accommodation in the universities and the colleges, some rooms may be earmarked for women teachers. The Committee also recommends construction of hostels/quarters specially for single women teachers.
Service Agreements:

In many universities/colleges, at the time of recruitment, a teacher is required to sign a service agreement to be lodged with the Registrar/Principal, with a copy to the teacher concerned. The Committee recommends that this should be made uniformly applicable to all the universities/colleges. Universities may draw up service agreements designed to reflect their particular needs and those of their affiliated colleges.

Mobility:

Facilities like provision of adequate housing and rules about carrying service benefits (pension, leave, etc.) will go a long way in achieving the objective of encouraging mobility. Recommendations about these matters have been made, separately in relevant places.

Medical Facilities:

Efforts should be made at all levels to extend medical benefits to teachers either through medical insurance or through state assistance. The UGC may set up a committee to examine different aspects of medical facilities for teachers to work out a scheme in consultation with financial institutions like the General Insurance Corporation and the Unit Trust of India.

Grievance Redressal Machinery:

The Committee recommends the implementation of the Law Commission’s recommendations regarding tribunalisation of justice after due examination by the UGC, Government of India and the State Governments. The universities may also consider appointing Ombudsmen to deal with grievances of students and other affected by the university functioning.
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Details may be worked out in consultation with the National Law School in Bangalore.

Code of Professional Ethics:

The code of professional ethics may be made part of the regulations of UGC and incorporated in the acts and the statutes of the universities to be made a part of service agreement to ensure implementation.

Accountability:

The Committee reiterates the importance of the concept of accountability in the teaching profession. In order to promote this, a contribution of administrative skill and academic will along with transparency in action will be most helpful. Self-appraisal by teachers, assessment by students in appropriate form, periodic performance appraisal having regard to teaching days, workload and code of professional ethics—all these should form part of the strategy in the interest of higher education. The initiative for the performance of this inescapable task should be taken by the authorities concerned and may be prescribed. Further, the Committee recommends that evaluation ought to be open, participative and data-based.

Self Appraisal of Teachers:

The Committee reiterates that the self appraisal proforma as in force (with modifications) should be made an annual feature of the review of the teachers’ performance as also an essential component for the grant of any type of incentive or upward movement in the career of the teacher. The modified proforma has been suggested by the Committee.

Students’ Assessment of Teachers:

The Committee recommends that the students’ assessment be made a part of the evaluation procedures in all colleges and universities. A proforma has been designed to initiate the process.
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Implementation:

The recommendations of the Committee concerning performance appraisal and students' assessment of teachers, therefore, should be treated as an integral part of the package of recommendations on pay scales and service conditions and should not be viewed as detachable in any way.

The Committee wishes to reiterate and express support to the Government of India notification regarding the last revision of pay scales, "the revision of pay scales of teachers....will be subject to the various provisions of the scheme of revision of salary scales......." and that "the implementation of the scheme will be subject to acceptance of all the conditions attached to the scheme, and the universities may be advised to amend the statutes and ordinances before the revised scales become operational".

Generation of Appropriate Environment:

Decent pay scales, service benefits and career opportunities are indeed very important. Another equally important aspect is the academic environment of our institutions. This could be achieved by having a common minimum agenda for higher education with a perspective view and an accepted code of institutional behavior involving all concerned.

Professor of Eminence:

The scheme formulated by UGC for Professors of Eminence should be implemented at the earliest.

Establishment of Chairs:

The delimiting of emoluments to the UGC scales may not be insisted upon when a case to this effect has been made by its selection committee on grounds to be stated formally. Appropriate guidelines for establishment of such chairs may be laid down by the UGC within the next six months or so.
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Pay Scales of Teachers and other Officers:

The following scheme of pay scales, keeping in view the revision as suggested by the Fifth Pay Commission and the relative position of the teachers vis-à-vis other profession, are recommended:

<table>
<thead>
<tr>
<th>SL No.</th>
<th>Category</th>
<th>Existing scales of pay</th>
<th>Revised scales of pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>University and College Teachers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.</td>
<td>Lecturer</td>
<td>2200-75-2800-100-4000</td>
<td>8000-275-13500</td>
</tr>
<tr>
<td>2.</td>
<td>Lecturer (Sr.Scale)</td>
<td>3000-100-3500-125-5000</td>
<td>10000-325-15200</td>
</tr>
<tr>
<td>3.</td>
<td>Lecturer (Sl.Grade)/Reader</td>
<td>3700-125-4950-150-5700</td>
<td>12000-420-18300</td>
</tr>
<tr>
<td>4.</td>
<td>Professor</td>
<td>4500-150-5700-200-7300</td>
<td>16400-450-20900-500-22400</td>
</tr>
<tr>
<td>5.</td>
<td>Principals of Colleges</td>
<td>(i) 3700-125-4950-150-5700</td>
<td>(i) 12000-420-18300</td>
</tr>
<tr>
<td>6.</td>
<td>Pro-Vice Chancellor</td>
<td>5900-200-7300</td>
<td>18000-500-22400</td>
</tr>
<tr>
<td>7.</td>
<td>Vice Chancellor</td>
<td>7600(fixed)</td>
<td>25000 (fixed)</td>
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</tbody>
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