

Haryana College Teachers' Association

(Affiliated to AIFUCTO)

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Ref. hctg - 4/11

Dated: 18/5/11

FOR CIRCULATION AMONG THE UNIT MEMBERS

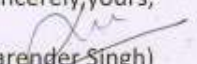
I have the rare privilege to thank you all the members/units for their whole hearted cooperation, support and united efforts regarding call for Dharnas at the office of DHE, Panchkula on the 7th of January & 22nd April 2011. The 100% condemnation/rejection to evaluate university answer books under the banner of HFUCTO continuing through 11th May 2011 ending 17th May 2011. This kind of unity and solidarity had come to be evinced in 2009 struggle.

It goes without saying that it has been owing to the united efforts of all the bodies that the government felt the pressure and got obliged to have productive dialogue with the Association Delegation and that all the demands have been conceded/accepted, except a few (Details attached).

Now, finally owing to the successful outcome of these efforts the association is convinced that this is the best way to struggle. Also on the basis of strength of this encouraging and successful experience it is legitimately hoped that all the subsequent targets will be achieved through your sincere concerted efforts.

With Fraternal Feelings,

Sincerely yours,


(Narender Singh)
General Secretary

Abstract of Agreement of HUFUCTO with the Haryana Govt. on 17.05.2011 followed by four rounds of discussions regarding distortions in UGC recommendations by Haryana Govt Notification dated 29-04-2011

Distortions	Agreement with Govt.
1. For the post of Professor (Direct)-10 year Exp/10 publications in the form of book is mentioned instead of UGC recommended books/ research paper etc. Page no. 4 (Hry), clause 4.2 (1) – UGC Pages 5.	As per UGC but with publication of research papers in referred Journals
2. Post of professor in colleges is not mentioned, while in UGC notification it is clearly mentioned. According to UGC notification there shall be one post of professor in each department of a PG College, but it is deleted in Haryana Govt. notification. UGC Clause no.6.5.1, 6.5.2/ Haryana Not Accepting It.	Accepted to constitute a committee involving representatives from HFUCTO
3. Instead of 5 increments of Ph.D at entry level of a newly appointed teacher, only 4 increments are given only to those candidates, who have NET with Ph.D along with the condition on Notional basis from 1.1.2006 and actual from 29-4-2011. It is clearly a violation of UGC regulations. Hry Page 40 clause 13 (1), UGC Page 17, 9.1 (Ph.D.), 9.2 (M.Phil.), 9.3 (LLM/M.Tech)	As per UGC
4. Only 2 PhD increments are given to in service teachers, instead of 3 as recommended by UGC. But no M.Phil increments are given at any level, whereas UGC recommended 3 increments. UGC Page 71, clause 9.4(i), Hry Page 40 clause 13 (ii)	As per UGC
5. There is massive distortions in the UGC recommended API system which has direct linkage with the promotional avenues of all categories of teachers. Minimum API Score Required for promotion is 110, instead of 75 in Appendix- III of Table I.	As per UGC
6. In Appendix- III of Table I category ii: co-curricular, extension and professional development related activities the Minimum API Score Required for promotion is 30, instead of 15.	As per UGC
7. Period of Probation /Confirmation of a teacher is mentioned as per prevalent practice and rules in Haryana Govt., instead of 1 year recommended by UGC. (UGC page 58 clause 11.0 and 11.1, Hary Page 51 clause 20.0	As per UGC
8. Stay hours in Universities/colleges from 9:00 am to 4.30 pm made compulsory in Haryana Govt. Notification, UGC Regulations-2010 have no such reference. UGC page 59,clause 14.0, Hry page 53 clause no 24.1	5 ½ hours daily stay. For workload HFUCTO will continue to press for the issue to mention it as per UGC and also told the Govt. that we will approach the UGC in this regard.
9. In case of directly recruited Readers/Lecturer (Selection Grade), UGC approved fixation at minimum pay scale of 23890/-+8000=31890 and Professor/ Principals have been fixed at 43000+10000. The notification of Haryana govt. has deliberately skipped these recommendations of UGC. HRD Letter dated August 26, 2010 and UGC letter dated September 14, 201 and October 13, 2010 – Haryana Govt. Ignored both these ones.	Accepted and Case will be sent to FD
10. Age of superannuation UGC recommends 65, but Haryana govt. has kept status quo - it to 58 and 60 years. UGC Page no 87, clause no 8 (f), Hry page no. 58, clause 27.0	No Agreement Note: HFUCTO will pursue the issue

	continuously with UGC & Haryana Govt
11. Screening / Selection and Evaluation committees in most of the cases are not as per UGC norms.	Principal included as an addition member in case of Govt Colleges
12. Selection criteria for Vice- Chancellors are not according to UGC Regulations.	No Agreement Note: HFUCTO will pursue the issue continuously with UGC & Haryana Govt
13. Special allowances for Principals Rs. 2000/3000 are not implemented. UGC Page no. 65, Hry rejects	No Agreement Note: HFUCTO will pursue the issue continuously with UGC & Haryana Govt
14. APPENDIX–III TABLE–I *At Sr. No.3 Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students, completion of syllabus etc. the line “For ascertaining this, teachers would make diary planning of syllabus on daily basis” *At Sr. No. 4 use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.“with substantial proof”.*At Sr. No. 5 Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.“To be substantiated with a certificate from the head of the institute/department” are inserted intentionally to harass the teachers by Govt. <i>Note: It shall be mandatory for every teacher to earn the stipulated scores for sr. no. 1, 3 & 5 to become eligible for promotion under CAS and recruitment. While in UGC Regulation only serial no. 1 & 5 are mentioned.</i>	As per UGC
15. The eligibility conditions for recruitment of some categories of teachers are in violation of UGC recommendations.	Govt. not agreed as it want to stop back door entries in recruitment
16. Various types of leave provisions of UGC notification have not been incorporated in the notification of Haryana Govt.	Accepted to implement for colleges also
17. Career Advancement for Assistant professor/ Reader to Associate Professor in universities has a discrepancy in the reference point i.e. it should be point iii instead of x. point 4, Page no. 22 Hry,	Agreed to Correct
18. Throughout Haryana Govt. notification, there is reference to ‘as decided by the state govt. from time to time’. This is unnecessary and makes the whole document tentative subject to arbitrary changes subsequently.	Agreed to delete the mentioned statement