

HARYANA COLLEGE TEACHERS' ASSOCIATION (Affiliated to AIFUCTO)

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For Circulation Among HCTA Units

Dear Friends,

First of all, I thank all unit members for making the state level campaign from October 4, 2010 to October 9, 2010 a great success. It was a historical display of our activism, discipline and unity. I congratulate all the unit members for executing this call in an exceptional manner.

Friends, the struggle we launched for the revision of pay scales as per Sixth Pay Commission Recommendations was a massive movement of our unity and self respect. Salutations to the teaching fraternity of HCTA. A significant part of Sixth Pay Commission Recommendations has been implemented in Haryana, Finance Dept. orders dated August 20, 2010 and August 27-28, 2010. But HCTA is of the definite view that the most vital aspects of UGC notification have yet to be adopted and implemented in our state. However, while taking note of the delay in bringing out the much awaited notification, we have to be aware of our real achievements -- besides the pay scales the attainment of designation of Associate Professor is a major one. Yet there is no question of contentment.

As informed earlier, a meeting of the state executive of HCTA was held at Hindu College Sonapat on September 5, 2010 under the chairmanship of Dr. UV Singh, President HCTA. The EC members discussed at length pending issues like comprehensive notification on UGC PAY SCALES including delay in M.Phil. and Ph.D increments, enhancement in retirement age and Implementation of New Pension Policy i.e. deduction of PF of our colleagues recruited on or after Jan. 2006, medical Security scheme, arbitrary deduction of HRA, new criteria of selection for Principal etc.

At KUK and MDU level HCTA representatives have done a commendable job. In KUK, Dr. Ravinder Gasso has completely followed the line adopted and instructed by HCTA EC and office bearers from time to time. As member of the Executive Council of KUK Dr. Gasso has raised the legitimate issues of our teaching fraternity like clear and teacher-friendly guidelines for pre-Ph.D. course work, exemption for regular teachers from Ph.D. entrance test, enhancing our representation in Governing Bodies of the colleges, increase in remuneration of all university duties/assignments, updating of syllabus of UG/PG levels, self-respect and security of teachers on exam duty and clear guidelines permitting college teachers to supervise Ph.D. research in all subjects irrespective of UG or PG experience etc. At MDU level, Dr. Narender Singh, Vice-President HCTA, Dr. Baljeet Kaushick, Secretary MDU Zone, Dr. BD Arya, organizing secretary HCTA and Dr. Inder Singh, leader Academic Council have raised these very issues in a consistent and emphatic manner.

Friends, in the last six months HCTA office bearers have met Education Minister, Finance minister, Education secretary, Higher Education Commissioner, Dr. Ram Prakash and Sh. MS Chopra, Chief OSD to CM on several issues like total notification of UGC Pay Scales, Delay in implementing New Pension Policy and Revision of Pension and Gratuity, Announcement of CM on Medical Security, Timely disbursement of salary, pension and arrears, move of the managements to get their tenure enhanced from the present three years to five years, three month notice leading to payment of three months salary, Child care leave and other discrimination against our teaching fraternity. A delegation of HCTA led by Dr. UV Singh President HCTA met Finance Minister on October 20, 2010 and requested him to Implement New Policy for our new faculty and a comprehensive medical security for the whole teaching fraternity. FM immediately ordered the officials present there to take necessary action for implementing New Pension Policy he asked the Financial Commissioner not to delay it further. On the issue of Medical Security and CM announcement, he showed the readiness of the govt. to give an insurance scheme for us. This readiness of the govt. to give us medical security in the form of insurance policy is essentially a welcome step. But HCTA leadership has decided to pursue a full/ comprehensive medical scheme at par with the teachers of the Govt. colleges.

There are many reports of HRA being denied to our teachers in various colleges. In this regard, all the unit members are requested to claim HRA and get it added in the salary bill from the college. If any problem crops up at HEC level, HCTA leadership will seek a solution accordingly. All are requested to ensure induction of HRA in salary bill. On October 12, 2010 HCTA delegation along with HGCTA office bearers met the Pay Review Committee members and submitted the following demand charter to them:

1. The incentives for higher education, Ph.D./M.Phil. and LLM at the entry level as well as during service are an integral part and parcel of the UGC pay Scales. This provision should be implemented without any delay, dilemma and dilution in Haryana.
2. Taking cognizance of the importance of UGC recommended API system, we request the committee to ensure a Transparent, Uniform and Fair mechanism of the implementation of API System.
3. The provision of posts of Professors in colleges as recommended in UGC Regulations -2010 needs to be implemented in Haryana. The self-finance colleges of engineering and management have already created and filled the posts of professors. We request the committee members to ensure that the colleges of Haryana are not deprived of the post of Professor.
4. We welcome the move of Haryana govt to enhance the age of superannuation of Vice Chancellors as per UGC regulations 2010. We request the committee to recommend the same for the college and university teachers.
5. The HRD letter dated August 26, 2010 no 1-36/2009-U.11 regarding entry level pay of Readers/Selection grade lecturers, Principals and deputy librarians should be incorporated in the recommendations to be made by this committee.
6. We request the Hon'ble members of this committee to circulate the draft of its recommendations among the stakeholders i.e. especially the organizations of college and university teachers.

Friends, as an organization the challenges before us are endless – change in the mode of payment of salary – now being replaced by online disbursement of salary is an important breakthrough. It is an alternative to our long pending demand of salary and pension through treasury. We welcome this move of the govt. However, we have to observe how practically it functions and better to the previous one to what extent.

The tenure of the present office bearers of HCTA is nearing end, as per the decision of HCTA EC held at Hindu college Sonapat on September 5, 2010, and further consultations among the office bearers on October 20, 2010 at Chandigarh, the elections of HCTA will be held in the month of December, 2010. Nominations are sought for the election of central office bearers within 21 days of the issuance of this letter i.e. November 30, 2010. All the nominations should be sent to the undersigned along with nomination fee Rs. 500 for President/Vice President and Gen. Secretary, RS 200 for Finance Secretary and Secretary MDU/KUK. Before sending the nominations, concerned individuals/units are requested to verify up-to-date payment of annual dues of Association. The eligibility criteria for various posts of office bearers is as per HCTA constitution available on HCTA website <http://www.hcta.in>

The final date, venue and Chief Guest of the convention will be decided and communicated well in time. Units are requested to send proposals for holding the state convention. For any clarification further, the unit members are requested to consult the website of the Association. It really goes to the credit of Prof. SS Dhillon, Finance Secretary, HCTA that this particular mode of communication is now at the disposal of our teaching fraternity. His maintenance of finances is transparent and credible, a vital contribution to the organization.

Friends, in the times to come, our existence is solely dependent on the health of Public funded system of education. We have to be cautious of the vicious culture of self-finance, it has skirted our system in a damaging manner. We have to resist it, fight against it and finally stop it and get it converted into the Aided Structure. We have to own this challenge for ourselves as well as the students/ youth of our state. Self-finance education system can never be an alternative to the Public Funded System – the life line of our future generations. AIFUCTO has launched a nation wide campaign to safeguard public funded system of higher education. This campaign will conclude in a national level rally of all organizations supporting and fighting for this cause on December 2, 2010 in New Delhi. All the units of HCTA are requested to ensure their effective participation in this rally, further details will be shortly available on HCTA website.

I hope our coming convention will further strengthen our organization, unity and discipline.

With thanks

Yours Fraternally

(Gen. Secretary)

Rajbir Parashar