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**CIRCULAR: 05/12-13**

**15.08.2013**

Friends,

Congratulations & best wishes on the occasion of 67<sup>th</sup> Independence Day of India. We remember the supreme sacrifices of our countrymen during the independence movement. Let us take a vow to work relentlessly for removing poverty, illiteracy ,inequality and for maintaining harmony in the society.

**RALLY IN DELHI ON 20<sup>TH</sup> SEPTEMBER, 2013**

I hope you are taking every initiative to make the Delhi Rally a historic one. Please ensure maximum participation from your unit. Bring your banners and festoons in the regional as well as in English. It will be very helpful if you kindly bring a printed list of participants from your unit. Please visit our website for the demands.

**Reimbursement of arrears by the Central Govt**

The General Secretary, now in Delhi, is in constant touch with HRD for the payments of claims by the state govts. As of now all claims have been cleared. Send me any new claim being made.

**Meeting with Sri R.P.Sisodia,Joint Secretary,HRD**

The General Secretary held several meetings with MHRD officials on the pending issues. He had detailed discussion with Sri Sisodia on all issues with special reference to the arrears & UGC regulations,2010. He was informed about the impossibility of having CAS based on the caps introduced in the regulation.

**Meeting with Dr. Akhilesh Gupta, Secretary, UGC**

The anxiety of AIFUCTO NEC regarding the Regulation was conveyed to Dr.Gupta.The General Secretary explained to him the stipulations in the form of caps will make CAS impossible and requested immediate reconsideration.

**Direction for Programs at state level**

As directed in the NEC meeting in Baroda the state affiliates are requested to hold meetings in at universities/colleges, local & state headquarters to highlight the Delhi Rally, AIFUCTO & state demands. The states have many urgent demands which need immediate actions on the part of the state governments. You may please involve AIFUCTO office bearers to attend & address the meetings.

### Statutory Conference at Mangalore

In the previous circular we informed the affiliates about the venue. We are happy to announce the dates of next Statutory conference at Mangalore, Karnataka. The Conference will be held on 30<sup>th</sup> November, 1st December & 2<sup>nd</sup> December, 2013. Please book your railway tickets in due time, i.e., just two months before the date of your journey. Accommodation will be provided from 29<sup>th</sup> November, 2013. Please visit AMUCT & our website on a regular basis.

### Payments for membership & other funds

Only few members have paid membership after the Kanyakumari Statutory Conference. Thus they have to pay for 2011-12 & 2012-13. You are requested to clear your dues in the next NEC meeting on 21<sup>st</sup> September, 2013 in Delhi. You are again reminded to make payments to Golden Jubilee & Uttarakhand Fund.

### The venue & time for NEC meeting in Delhi

The NEC meeting will be held in Gandhi Peace Foundation, New Delhi (Bus stop ITO, opposite to the road leading to UGC office) at 10 A.M. The time has been changed from 11 A.M. to 10 A.M. at the request of members.

### News of affiliates

Bihar: LNMUTA, Katihar

Fourth statutory conference of B.N.Mandal University Teachers' Association was held with great enthusiasm on 29<sup>th</sup> -30<sup>th</sup> July at K.B.Jha College, Katihar. The gathering was very impressive. A seminar on –Higher Education in Bihar: problems & Challenges was organized. Prof. Asok Barman, General Secretary was the Chief Guest. He was also the Chairman of the seminar session. Prof. Barman presented the glorious achievements of AIFUCTO and paid tribute to the role of Bihar units including BNMUTA. He stressed the importance of involvement of teachers at all levels of movements – university, state and national levels. A good number of papers were presented in which the Bihar scenario of higher education in Bihar was discussed and valuable suggestions were made. Prof. V.P. Singh, former National Secretary, Prof. A.K.P. Yadav, former Vice President Prof. Sanjay Singh, National Secretary of AIFUCTO were present and addressed the Conference. We congratulate the leaders of LNMUTA for the memorable program.

Prof. R.N. Mishra Vice Chancellor, Prof. J.P.N. Jha Pro VC, Sri Nikhil K Chowdhury, M.P., Prof. Sanjeev Singh, MLC were present and addressed the Conference.

Prof. Subhash Prasad Singh was elected as President & Prof. Ashok Kumar was reelected as the General Secretary. Congratulations to them and all other new office bearers.

Thanks & regards

Asok Barman

General Secretary

# **MASSIVE RALLY IN DELHI ON 20TH SEPTEMBER-2013**

A massive Rally will be held in Delhi on 20th September,2013 at 11 A.M. Jantar Mantar

1. To oppose the Amended UGC Regulations 2013
2. To demand strengthening public funded education
3. To Demand control of private educational institution
4. To oppose new pension scheme
5. To demand democratization of management of educational institutions

All affiliates are requested to ensure maximum participation. Please bring your banners & festoons in regional languages and English as the program will be video graphed for a documentary on AIFUCTO.

Asok Barman  
General Secretary

## **Notice for NEC Meeting** **15.08.2013**

A NEC Meeting of AIFUCTO will be held in DELHI ON 21ST SEPTEMBER,2013 AT 10.A.M AT GANDHI PEACE FOUNDATION

### **Agenda**

1. Confirmation of minutes of previous meeting.
2. Report of General Secretary
3. Statutory Conference-2013
4. Organizational matters.
5. Miscellaneous.

All members are requested to attend.

Asok Barman  
*General Secretary*

**HARYANA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS ORGANISATION  
(HFUCTO)**

President  
Dr Raj Kumar  
M.D.University, Rohtak  
Mobile 09416210236

General Secretary  
Prof. Attar Singh  
C R M Jat College, Hisar  
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Date: 11 August, 2013

To

The Chief Minister,  
Government of Haryana,  
Chandigarh.

**Sub: Implementation of Haryana Govt. notification dated 21 July 2012 and important UGC recommendations.**

Hon'able Sir,

Most respectfully, we wish to submit that some important recommendations of UGC have not been implemented in our state so far. We would like to submit for your kind information that most of the recommendations of UGC which are yet to be implemented are related with maintenance of standard and improvement in quality of higher education in Haryana. Already 07 years of the duration of 6<sup>th</sup> pay commission have passed and Haryana Govt. is yet to implement many important recommendations of UGC. The teachers of Haryana are facing such a situation 1<sup>st</sup> time since last 30 years.

We again urge you to intervene to resolve the following deviations/anomalies so that justice is done to all the sections of university and college teachers.

1. Ensure Implementation of Haryana Govt. notification dated 21 July, 2011 in its true spirit.
2. Advance/Additional increments for higher educational qualifications like PhD/MPhil/MTech/LLM etc. should be notified as per UGC. Remove the condition of registration, course work and evaluation for those teachers who got registered for PhD /completed it before the new regulations came in to effect. There should be no condition of NET for advance increments at the entry level for PhD degree after Sept. 2009. As per UGC notification there is no such condition. There are two important points for this i.e. 1. A teacher after doing PhD joins service 3 or 4 years later because he/she spends this time in doing PhD so provision was made to grant them advance increments at the entry level. 2. It was observed by the MHRD ministry some years back that research publications have gone down and it is necessary to give incentives to researchers to motivate them for research. It was decided by MHRD to grant advance increments for PhD/Mphil at entry level to university and college teachers.
3. Withdraws the clarification denying benefit of PhD increments to teachers in Pay Band IV who obtained their PhD while in service.
4. The post of professor in colleges is a vital recommendation of UGC and it is in the long term academic interest of higher education in Haryana. We urge you to ensure its immediate implementation. It is also important to give 3<sup>rd</sup> assured promotion to teachers as given to all employees as per 6<sup>th</sup> pay commission recommendations.
5. Pay fixation of directly recruited readers and lecturers (selection grade) and directly recruited professors should be as per UGC letter dated August 26, 2010. i.e Rs. 23890+Grade pay & Rs 43000=grade pay respectively.
6. Implement comprehensive medical Scheme for the teachers of Govt. Aided Colleges which was announced by you in HFUCTO function at Bhagat Geeta Sadan Hall Kurukshetra University

**Kurukshetra in December 2008. It is for your kind information that the teachers of all the universities and Govt. Colleges are already getting this benefit.**

**7. Remove the item no. 6 of memo no.7/18-2009 CIV (3)(API Document) Dated 19-09-2012 as it is contrary to the Haryana Govt. notification dated 21 July, 2012 and UGC recommendations.**

**8. The workload should be mentioned as per UGC as increased workload in Govt. Colleges of the state is much more than notified by UGC and it is adversely affecting the quality of higher education in Govt. colleges.**

**9. Academic leave / Duty leave for attending seminars, conferences, workshops etc. should be given to college teachers also as seminar/conferences are required to complete points in API score and assurance was given to grant the leaves to college teachers also.**

**11. The sentence mentioning necessary 'space and infrastructure' provided by university/college should be included in Haryana Govt. notification as necessary condition for stay hours.**

**12. Implement letter sent in July 2012 for child care leave for the teachers of Govt. Aided Colleges. Teachers of all universities and Govt. colleges are getting CCL**

**13. Grant additional increment to teachers whose increments were due from Feb to June 2006 in old scale. It has already been given to all employees of the state.**

**Issues which are important for improving higher education in the state.**

**14. Restructure State Higher Education Council on pattern of Andhra Pradesh and Kerala.**

**15. Restore financial as well as academic autonomy of universities of the state.**

**16. Appointments of VC's and Registrars of universities as per UGC guidelines.**

**All the above mentioned issues are very important for attracting talented & efficient teachers in higher education in Haryana and are essential for providing opportunity to the teachers to update their knowledge by acquiring higher education. The maintenance of standard of higher education in the state actually depends upon following UGC norms on these issues. .**

**You are requested to kindly intervene in this matter so that UGC recommendations are implemented in true spirit.**

**Prof. Raj Kumar**

**Prof. Attar Singh**

**HARYANA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS ORGANISATION  
(HFUCTO)**

**President**  
**Dr Raj Kumar**  
**M.D.University, Rohtak**  
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**General Secretary**  
**Prof. Attar Singh**  
**C R M Jat College, Hisar**  
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**Date: 19 August, 2013**

**To**

**The DG Higher Education,  
Haryana, Panchkula.**

**Sub:** Issues discussed in the meeting on **25 July, 2013** held in your office

**Respected Sir,**

With due respect, this is with reference to the discussion held on 25 July, 2013 in your office between officials of the office led by you and HFUCTO leadership, I wish to submit the following conclusions (as per our observations & assessment) of the discussions in the meeting for early implementation

**1.** Grant additional increments to teachers having Mphil Degree and appointed between 1-1-2006 & 1-9-2009 from the date of issue of provisional degree/Mark sheet.

**Conclusion:** File is with Finance Department gone after recommendations to grant the increments from above dates and its early movement will be ensured.

**2.** There is no condition of NET for PhD increments to teachers who obtained their PhD degree while in service as per Haryana Govt. notification.

**Conclusion:** After discussion you were convinced that there is no point of condition of NET for increments to those teachers who acquire PhD/ Mphil degree while in service and assured to grant the increments.

**3.** To grant advance increments to those having NET and PhD without any consideration of course work/evaluation etc. in obtaining PhD degree. Teachers of all colleges and universities have been given this benefit but it is not implemented in KUK hence it should be implemented in KUK also.

**Conclusion:** File was sent to FC & PS for approval of the draft for granting the increments and its early approval and implementation will be ensured.

**4.** Give benefit of duly leave/Academic leave for attending Seminar/Conference to teachers of colleges also.

**Conclusion:** After discussion you were convinced that Provision of granting duty leave /academic leave for attending seminar/conferences seems to be logical as seminar/conferences are required to complete points in API score and assurance was given to grant the leaves to college teachers also.

**5.** Grant additional increment to teachers whose increments were due from Feb to June 2006 in old scale.

**Conclusion:** It was assured that matter will be taken up with UGC at even personal level to resolve this problem.

6. Implement stage 6 promotion to university professors as per Haryana Govt. Notification point no 10.9 at page 42 in proper way.

**Conclusion:** It is in the process of implementation.

7. Implement letter sent in July 2012 for child care leave for the teachers of Govt. Aided Colleges. Teachers of all universities and Govt. colleges are getting CCL.

**Conclusion:** After discussion it was decided to put the file for approval to Finance Department.

8. Work load in Govt. Colleges should per as per UGC i.e it should be 16 hours per week.

**Conclusion:** No agreement was reached

9. There should be no condition of NET for advance increments at the entry level for PhD degree after Sept. 2009. As per UGC notification there is no such condition.

**Conclusion:** We mention two important points for this i.e. 1. A teacher after doing PhD joins service 3 or 4 years later because he/she spends this time in doing PhD so provision was made to grant them advance increments at the entry level. 2. It was observed by the MHRD ministry some years back that research publications have gone down and it is necessary to give incentives to researchers to increase research. It was decided by MHRD to grant advance increments for PhD/Mphil at entry level. After listening these points you assured to review it.

10. Withdraws clarification denying benefit of PhD increments to teachers in Pay Band IV obtaining their PhD while in service.

**Conclusion:** It was decided to review it

11. Insert the sentence “necessary space and infrastructure will be provided by the University/College” in the point related to stay hour. This is very important clause recommended by UGC for the creation of necessary facilities by the institutes of higher education.

**Conclusion:** It was decided to write to universities and colleges to create necessary space and infrastructure facilities for the teachers.

12. Remove the Sentence “as decided by the Govt. from time to time” mentioned with many points in Haryana Govt. notification.

**Conclusion:** It was decided to delete if it remains somewhere

13. Delete item No.6 from the API Document as it is contrary to Haryana Govt. Notification.

**Conclusion:** There was unanimity in the meeting to give promotion to all PhD holders in 4 years to next AGP i.e. from AGP 6000/ to 7000/ irrespective of NET as a teacher will suffer throughout his career due to this. So the point no.6 be deleted

14. There is no provision of applying API Score less than 1 year duration. Therefore teachers should not be asked to produce API Score on promotions 1<sup>st</sup> July 2013.

**Conclusion:** Provide Specific case information

**15.** Issue necessary guidelines to add (1/3 of vacation period cut i.e. 5 EL) Earned Leave in the account of Teachers given due to cut in vacations by two weeks as per Haryana Govt. notification point 23.2 at page no 58.

**Conclusion:** It was decided that the DG office will write letter to universities and colleges to strictly implement this.

You are requested to kindly ensure earliest possible action on these conclusions as per the spirit of meeting held with you as well as FC and PS in the past.

Thanking you

**Dr. Raj Kumar**  
**President**

**Prof Attar Singh**  
**General Secretary**



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Date; 05-06-2013

To

**The Vice-Chancellor,**  
**K.U.Kurukshetra.**

**Subject: Election of office bearers of HFUCTO**

**Respected Sir,**

**Most respectfully, I wish to submit that 3<sup>rd</sup> statutory Conference of HFUCTO was held at M.D.U. Rohtak on 26 May, 2013 .The election of new office bearers was held for two year term. The following office bearers were unanimously elected.**

**1. President**

**Dr. Raj Kumar, President MDUTA, IMSAR M.D.U. Rohtak**

**2. General Secretary**

**Prof. Attar Singh, Zonal Secretary AIFUCTO,HCTA, CRM Jat College Hisar**

**3. Vice-Presidents**

**Dr.H.K.Sharma, President KUTA, Department of Chemistry, K.U.Kurukshetra**

**Dr.Ashwani Kumar, VP MDUTA Department of Physics M.D.U. Rohtak**

**Dr.Iqbal Singh Sindhu, President HGCTA, Govt. College Faridabad**

**Dr. Narender Singh Chahar, President HCTA, Vaish College Bhiwani**

**4. Secretaries**

**Dr. Permesh Kumar, General Secretary KUTA, University College K.U.Kurukshetra**

**Dr.Ravinder Gasso, General Secretary HCTA, D.A.V.College Pundry**

**Dr.Ashok Yadav, General Secretary HGCTA, Govt.College Ateli**

**Dr. Sumit Gill, JS MDUTA,**

**5. Finance Secretary**

**Prof.O.P.Gupta, Finance Secretary HGCTA, Govt. College Jind**

This for your kind information and reference.

Thanking You

**Prof. Attar Singh**  
**General Secretary**

Copy to: Registrar K.U.Kurukshetra.