

**HARYANA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS' ORGANISATIONS
(HFUCTO)**

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To

**The Chief Minister
Haryana
Chandigarh.**

Sub: Deviations/Anomalies in Haryana govt. notification for university and college teachers.

Hon'ble Sir,

HFUCTO is sincerely thankful to you for your generous attitude towards the pending issues/problems of university and college teachers of Haryana. Most respectfully we wish to submit that regarding the implementation UGC/MHRD recommendations on 17 May, 2011 an agreement was reached. After long discussion with the officials of higher education dept. Haryana, the agreement covered most of the pending issues pointed out by teachers' representatives as 'deviation' from UGC/MHRD. But many vital issues have not been notified as per the agreement and understanding reached with HFUCTO. The major deviations/anomalies are as given below:

1. After extensive deliberations, it was agreed to give advance increments at the entry level to the newly appointed teachers as per UGC recommendations for higher educational qualifications like PhD/Phil/MTech/LLM etc. But it has not been notified as per UGC.
2. The post of professor in colleges is a vital recommendation of UGC and a broad understanding was reached that it is in the long term academic interest of higher education in Haryana. We urge you to ensure its immediate implementation.
3. Pay fixation of directly recruited readers and lecturers selection grade as per UGC letter dated August 26, 2010 is at the minimum of Rs. 23890+Grade pay. But it has been arbitrarily fixed at 22320 only for readers and notionally. The pay scale of directly recruited professors i.e. Rs. 43000/ - has been fixed notionally. Both these issues were agreed upon to be as per UGC. These fixations should be from actual date.
4. The no of publications for recruitment of professors as per UGC is 10 books/ research papers. It was agreed upon to implement it as per UGC with research papers in referred journals. But books have been left out.
5. Objections were raised on the repeated reference of 'as decided by the state Govt. from time to time. Finally, it was agreed to be deleted. But it is not deleted.

6. Study leaves/ Duty leaves for attending seminars, conferences, workshops etc./Sabbatical leaves was agreed to be provided to the college teachers also. The Govt. notification violates UGC in this regard.
7. In the paragraph related to stay hours undue emphasis has been given on retaining teachers beyond routine stay hours. But the sentence mentioning necessary 'space and infrastructure' provided by university/college has been deleted, it is a major recommendation of UGC having wide ramifications on the academic environment and hence it should be included.

Important Issues Needs To Be Incorporated.

1. The workload should be mentioned as per UGC.
2. The API system should be implemented with effect from 2012-2013 as during the current session i.e. 2011-2012 API system is in process. It has yet to be prepared and communicated to the teachers.
3. The Age of superannuation should be as per UGC i.e. 65 years.

All the above mentioned issues are very important for attracting better talent 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 on these issues. .

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

Dr.Pradeep Chauhan

Prof.Attar Singh

Copy to : 1. Sh. M.S. Chopra, Principal OSD to CM, Haryana
2. The Financial Commissioner and Principal Secretary, Higher Education, Govt. of Haryana.
3. Director General, Higher Education, Govt. of Haryana.