

# HARYANA COLLEGE TEACHERS' ASSOCIATION

(Affiliated to AIFUCTO)

President

Dr.Rajbir Parashar

R.K.S.D College, Kaithal

Mob:9416383294

General Secretary

Dr.Narender Singh

Vaish college,Bhiwani

Mob:9813326900

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Ref. no. 120/HCTA/11

Dated: 30/09/2011

*The Director General*

*Higher Education*

Panchkula.

Haryana.

Subject: Problems of the teaching fraternity of Govt. aided colleges in Haryana

Respected Sir,

With due regards, we wish to draw your kind attention towards the unaddressed and long pending issues of the teaching fraternity of the Govt. aided Colleges. While doing this, we request the govt. to take appropriate measures to update the system of higher education with the public funded system as its main priority. We extend our full cooperation towards the goal of quality education which is of great community interest. The issues are as following:

1. The first issue we wish to bring to your kind notice is the lack of medical security for the employees/teachers of govt. aided colleges. Despite the fact that the teachers of the Govt. aided colleges have contributed immensely to the growth and expansion of higher education in Haryana, it is really lamentable that we are still without any sort of medical security. We request you to consider a comprehensive medical scheme with reimbursement of the cost of treatment on major diseases as its structural feature. Because the teachers of the Govt. aided Colleges also suffer health hazards like any other section of society or employees of the Government, we request you to consider this demand at the earliest. For example, in states like Maharastra, Tamil Nadu and Kerala the staff of the Govt. Aided Colleges is already given a comprehensive medical security with provision of reimbursement. In a state level convention of HFUCTO at KUK on December 9, 2008, Hon'ble CM had announced the govt. readiness to share its responsibility in planning and implementing a policy

for this. But till now no progress has been made in this direction. In this regard, we wish to refresh our meeting with Hon'ble Finance Minister on October 20, 2010, in this meeting your good office was also represented by the highest officials. We urge you to precipitate the process of extending this much awaited and needed medical security to us at par with the teachers of the govt. colleges. In govt. aided structure, the polytechnic colleges are already given a medical security at par with govt. employees/colleges.

2. The teachers of Govt.-aided colleges have been deprived of leave encashment. We urge you to look in to this issue in the context of litigations decided in favour of specific teachers at the level of Hon'ble Supreme Court, India.
3. We request you to address the deviations from UGC/HRD pay scale and regulations 2010 in the state govt. notification of July 2011. These deviations already submitted through HFUCTO, are causing problems in the implementation process.
4. The new pension scheme for the teachers joining service on or after Jan. 2006 is still partially implemented in govt. Aided colleges. The PF deducted from the salary of the concerned teachers is still lying in the saving account while as per rules this amount has to be managed through pension fund by the govt and contribute its equal share.
5. Hundreds of posts of teaching and non-teaching staff are lying vacant in Govt. Aided colleges of the state. We request to fill these posts at the earliest so that lack of faculty does not adversely affect the academics in the colleges. In this regard, we urge you issue fresh instructions to all the colleges. We request you to implement it in a manner that no college management is able to violate govt. orders and deliberately skip recruitment.
6. The depts. Of computer science in govt. aided colleges were introduced as restructured courses under UGC scheme in 1987-88. This led to further growth of computer education in the state. But the teachers of computer science recruited under that scheme are being discriminated against as their service under UGC plan is not being counted towards their pension benefits. We urge you to take corrective measures by counting their tenure of five years under UGC plan and after appointment by duly constituted selection committee of the govt. as well as concerned university.
7. The working conditions of adhoc/guest faculty teachers in aided colleges continue to be pathetic. We urge you to consider a policy of Guest Faculty on the pattern of Govt. colleges with minimum salary as per rules to the eligible teachers in service.
8. There are various anomalies in the service conditions of the women teachers/ employees of Govt. aided private colleges of the state. For example, maternity, miscarriage/ abortion leave is already implemented in all govt. depts. including govt. colleges and universities. But the women teachers/employees face arbitrariness of managements even in such cases where leave provisions are clear. We request you to send a circular regarding this affirming govt. rule.
9. Recently the Haryana govt. through its notification dated Feb.5, 2010 no. 11/102/2009-3FR has taken a major policy decision for the welfare of women employees. It is regarding 'Child Care Leave'. This is a welcome move of the govt. We request you to implement this scheme in the govt. aided colleges of Haryana also.
10. In the selection criteria of principals in Aided colleges, there is an urgent need to give adequate clarity. We urge your good office to ensure interviews of the principals as per UGC regulations. The state govt. notification of July 2011 is quite unclear on this aspect. We urge you to consider this matter and withhold interviews till the selection criteria is communicated to all the stakeholders in unambiguous

instructions and according to UGC regulations 2010 as already adopted by the state govt.

11. We request you to approve/recognize existing faculty of Electronics in Govt. Aided colleges as teachers of physics. This has become most urgent due to the decline in number of students opting for Electronics at the undergraduate as this subject is being taught in engineering colleges. The teachers of electronics already in service actually belong to the discipline of physics as they are MSc./M.Phil Physics and were adjusted in Electronics subject under restructured courses scheme of UGC in 1982. In this matter, we request you to recommend this issue for necessary consideration and approval.
12. The teachers of the Govt. aided Colleges are facing a discrimination as they are being denied mobility through a letter dated 29-01-2008 that necessitates three month notice as well as three month salary while resigning from the Institution. In Govt. colleges, three month notice is applicable. In aided colleges too, the HEC office letter no. 3/2- 2002 C-4 (3) had already made this provision but was nullified by the HEC office letter dated 29-01-2008. We regret to say that despite several requests to your good office, this unfounded letter has not been withdrawn. We request you to consider teachers of govt. aided colleges for deputation in your good office as assistant/joint/deputy directors.
13. This is necessitated by the fact that govt. aided colleges are in large number in the state and this structure of colleges has a specific character of problems. We hope you will give a positive consideration to these genuine problems of the teaching fraternity of the Govt. aided colleges. It is our firm belief that these issues can be resolved through your intervention.

With regards

Yours Sincerely

Narender Singh