

UNIVERSITY OF PUNE**ORDER**

WHEREAS the University has issued an Order No. Law/2002/365 dated 30.10.2002 under Section 14 Sub-section 8 of the Maharashtra Universities Act, 1994 in respect of the Tuition, Laboratory and Other Fees of various aided and un-aided courses.

AND WHEREAS the recommendations of the Committee appointed for the purpose of revising the fee structure for the un-aided courses conducted by the affiliated colleges and which is not decided by the Tuition Fee Committee of the State Government, were placed before the Management Council of the University in its meeting held on 30.4.2008.

AND WHEREAS the Management Council, in its meeting held on 30.4.2008 approved the recommendations of the said Committee and decided to revise the Tuition and Laboratory Fees of the unaided courses conducted by the affiliated colleges.

AND WHEREAS it will take some time to revise the Ordinance in this respect and submit the same to the Honourable Chancellor under Section 54 (4) of the Maharashtra Universities Act, 1994.

THEREFORE I, Dr. Narendra Damodar Jadhav, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-section 8 of Section 14 of the Maharashtra Universities Act, 1994, hereby issue the following directives:

1. The revised Tuition and Laboratory Fees for the Undergraduate and Postgraduate un-aided Courses as mentioned in Appendix A shall be made applicable to the students admitted to the first year of the courses in the academic year 2008-2009 and onwards.

2. The Tuition Fees and Laboratory fees as mentioned in the Order No.Law/2002/365, dated 30.10.2002 in respect of the Courses of which the Tuition fees and Laboratory Fees are revised by the present Order, shall stand substituted by the Tuition Fees and Laboratory Fees prescribed for those courses by the present Order.

This Order shall remain in force till the Ordinance in respect of the revised Tuition Fees and Laboratory Fees as mentioned above, is framed by the University.

Ref.No. PGS/579
Ganeshkhind, Pune-411007
Date: 21.5.2008

Sd/-
(Dr. Narendra Jadhav)
VICE-CHANCELLOR

APPENDIX 'A'

Revised Fees for the Non-aided Courses to be conducted by the Affiliated

Colleges

Sr. No.	Name of the Course	Tuition Fees	Laboratory Fees
1.	M.Sc. (Chemistry, Physics, Electronics, Botany, Zoology, Environmental, Communication Studies, Geology, M.Sc.Tech. Biodiversity)	Rs. 8,000/-	Rs. 12,000/-
2.	M.A./M.Sc.(Geography, Mathematics, Statistics, Psychology)	8,000/-	2,000/-
3.	M.Sc. (Microbiology/Computer) M.C.A./B.Sc. Applied	8,000/-	20,000/-
4.	M.Sc. Biotechnology	8,000/-	32,000/-
5.	First/Second/Third Year Computer Science	6,000/-	12,000/-
6.	First/Second/Third Year Biotechnology	6,000/-	18,000/-
7.	A) First year B.Sc.	4,000/-	8,000/-
	B) Second/Third year B.Sc.	4,000/-	8,000/-
8.	B.C.A.	10,000/-	8,000/-
9.	B.B.A.	11,000/-	2,000/-
10.	B.F.T.	11,000/-	2,000/-
11.	First/Second/Third Year Arts	3,000/-	.....
12.	First/Second/Third Year Commerce	3,000/-	.....
13.	M.A.	4,000/-	.....
14.	M.Com.	4,000/-	.....

Note:

1. The above said fees shall be charged for one academic year.
2. The above said fees shall be charged for three years. During this period the fees shall not be increased.
3. Other fees shall be charged as per the Circular issued by the University in that respect.
4. The students from the states other than the State of Maharashtra shall be charged double the tuition fees and laboratory fees.
5. The foreign students shall be charged five times the tuition fees and laboratory fees.
6. For the First Year B.Sc. Course, for one subject with two theory papers and one practical (for one un-aided course), the laboratory fees to the tune of Rs. 3,000/- shall be charged and for Second and Third Year B.Sc., for one subject with two theory papers and one practical (for one un-aided course), the laboratory fees to the tune of Rs. 4,000/- shall be charged.



UNIVERSITY OF PUNE

ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from 22.07.1994.

AND WHEREAS as per section 51 (2) of the Maharashtra Universities Act, 1994, the University can establish and maintain the University departments, institutions, conducted colleges, institutions of higher learning, research or specialized studies.

AND WHEREAS there exists a separate Faculty of Physical Education as per Statute 132.

AND WHEREAS there is a need to establish a separate Department of Physical Education and include the same in Statute 186.

AND WHEREAS it will take some time to frame statutes in this regards and place the same before the Statutory Authorities in the University as laid down in Section 52 of the Maharashtra Universities Act, 1994.

THEREFORE, I, Dr. Narendra Damodar Jadhav, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Maharashtra Universities Act, 1994, hereby issue the directives that the Department of Physical Education be established in the University with immediate effect.

Ref. No. LAW/2008/178

Date: 29.4.2008

Sd/-

Dr. Narendra Jadhav

Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from 22.07.1994.

AND WHEREAS as per Section 51(2) of the Maharashtra Universities Act, 1994, the University can establish and maintain the University departments, institution, conducted colleges, institutions of higher learning, research or specialized studies.

AND WHEREAS it will take some time to frame statutes in this regards and place the same before the Statutory Authorities in the University as laid down in Section 52 of the Maharashtra Universities Act, 1994.

THEREFORE, I, Shri Ratnakar Gaikwad I.A.S., Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the directives that the following departments be established in the University with immediate effect:

1. Department of Buddhist Studies and Dr. Ambedkar Thoughts
2. Department of Pali

Ref. No. LAW/2006/352

Date: 20.7.2006

Sd/-

Shri Ratnakar Gaikwad, I.A.S.

Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from 22.07.1994.

AND WHEREAS as per Section 51(2) of the Maharashtra Universities Act, 1994, the University can establish and maintain the University departments, institutions, conducted colleges, institutions of higher learning, research or specialized studies.

AND WHEREAS the University Grants Commission in the X plan Guidelines has mentioned that the Women Studies Center should be given the statutory status of an academic University Department, if needed, by amending the statutes.

AND WHEREAS it will take some time to frame statutes in this regards and place the same before the Statutory Authorities in the University as laid down in Section 52 of the Maharashtra Universities Act, 1994.

THEREFORE, I, Shri. Ratnakar Gaikwad, I.A.S., Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the directives to establish Krantijyoti Savitribai Phule Department of Women Studies in the University, with immediate effect.

Ref. No. LAW/2006/340

Date: 11.7.2006

Sd/-

Shri. Ratnakar Gaikwad, I.A.S.

Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 and the Government by their Notification No. USG 1492/104201/131/92) UNI 3, dated 22.07.1994 has notified that the said Act be commenced w.e.f. 22.07.1994.

AND WHEREAS the Maharashtra Universities Act, 1994, has been amended by Maharashtra Act. No. LV of 2000 as published in the Maharashtra Government Gazette on 26.12.2000.

AND WHEREAS the Management Council of the University has decided to establish "International Institute of Geoinformatics".

AND WHEREAS as per Section 51 (2) of the Maharashtra Universities Act, 1994, University can establish Institution, Institutions of Higher Learning, Research or Specialized Studies.

AND WHEREAS it will take some time to frame the Statutes in this regard and place the same before the Statutory Authorities of the University as laid down in section 52 of the Maharashtra Universities Act, 1994.

Therefore, I Shri Ratnakar Gaikwad, I.A.S., Vice Chancellor of the University of Pune, by and under the powers vested in me under subsection 8 of section 14 of the Act, hereby issue the following directives that the following institute be established with immediate effect.

“International Institute of Geoinformatics”

Ref. No. LAW/2006/311
Ganeshkhind, Pune 411007
Date: 26.06 2006

Sd/-
Shri Ratnakar Gaikwad, I.A.S.
Vice Chancellor

UNIVERSITY OF PUNE



WHEREAS by and under the powers vested under Sub-Section (8) of section 14 of the Maharashtra Universities Act, 1994, the Vice-Chancellor of the University has issued the directives and revised the fees for the Under-graduate and Post-graduate courses of the University vide the Order, Ref. No. Law/2002/365, dated 30.10.2002,

AND WHEREAS the Pro-rata contribution for Ashwamegh has already been mentioned in the said directives,

AND WHEREAS Dy. Secretary to the Hon'ble Chancellor, vide his letter dated 08.08.2005 has informed the University to increase the existing Pro-rata contribution for Ashwamegh from Rs. 10/- to Rs. 20/-, from the academic year 2006-2007,

AND WHEREAS Management Council, in its meeting held on 27.08.2005, resolved to increase the existing Pro-rata contribution for Ashwamegh from Rs. 10/- to 20/- for the Graduate and Post-graduate (Professional and Non Professional) students, from the academic year 2006-2007,

AND WHEREAS Management Council in its said meeting, further resolved that the said Pro-rata contribution should not be included in the relevant Ordinance and that the relevant part in respect of the said contribution should be deleted from the said Ordinance and that the Management Council shall decide the said contribution henceforth.

THEREFORE, I, Dr. Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section (8) of Section 14 of the

Maharashtra Universities Act, 1994, hereby issue the following directives:

That the Pro-rata contribution for Ashwamegh mentioned in the earlier Order, Ref. No. Law/2002/365, dated 30.10.2002 in appendix 'B', at Sr. No. 5, in Table No. I and II and Sr. No. 11 in Table No. VIII, is repealed.

Ref. No. PGS/2005/62
Date: 06.01.2006

Sd/-
(Dr. Ashok S. Kolaskar)
Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from 22.07.1994.

AND WHEREAS the Hon'ble Chancellor of the University, vide his Order dated 02.07.2004, under Section 9 (3) of the Maharashtra Universities Act, 1994 directed all the Universities to amend their existing relevant Ordinances or Rules relating to the Ph.D., as the case may be.

AND WHEREAS the Secretary to the Hon'ble Chancellor, vide its letter dated 02.07.2004 has informed the University to take immediate steps to adopt these guidelines by amending the relevant rules of the University and to devise the centralized aptitude test for admissions to Ph.D. degrees and to take all necessary steps to conduct the aptitude test every year.

AND WHEREAS having regard to the provisions of the Order from the Hon'ble Chancellor dated 02.07.2004, the present rules relating to the Ph.D. degree are required to be modified.

AND WHEREAS by and under the powers vested in me under Subsection (8) of Section 14 of the Act, I had issued the directives and revised rules for the degree of Doctor of Philosophy (Ph.D.) vide my Order Ref. No. PGS/Ph.D./3296, dated 04.10.2004.

AND WHEREAS University authorities have revised the rules for the degree of Doctor of Philosophy (Ph.D.)

AND WHEREAS the revised Ph.D. rules are made applicable by the University vide Circular No.420/2005, Ref. No.PG/Ph.D./3963, dated 24.11.2005.

THEREFORE, I, **Dr. Ashok Sadanand Kolaskar, Vice-Chancellor** of the University of Pune, by and under the powers vested in me under Sub-Section (8) of Section 14 of the Act, hereby issue the following directives:

Earlier Orders issued in this regard vide Ref. No. PGS/Ph.D./3296, dated 04.10.2004, are withdrawn.

Ref. No. PGS/2005/4184
Date:21.12.2005

Sd/-
(Dr. Ashok S. Kolaskar)
Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 and the Government by their Notification No.USG 1492/104201/(131/92)-UNI.3, dated 22.07.1994 has notified that the said Act be commenced w.e.f. 22.07.1994.

AND WHEREAS the said Maharashtra Universities Act, 1994, has been amended by Maharashtra Act. No. LV of 2000 as published in the Maharashtra Government Gazette on 26.12.2000.

AND WHEREAS as per the amendment made by the Maharashtra Act No. LVof 2000 to Section 25 (2) (z), one representative of the Education Committees of Zilla Parishads within the university area shall be nominated by the Vice-Chancellor for a term of one year by rotation.

AND WHEREAS as per the amendment made by the Maharashtra Act No. LV of 2000 to Section 25 (2) (aa), one representative of the Municipal Council or a Municipal Corporation, within the university area, shall be nominated by the Vive-Chancellor for a term of one year, by rotation.

AND WHEREAS Sub-Section 8 of Section 14 of the Act provides that where any matter is required to be regulated by the Statutes, Ordinances or Regulations and no Statutes, Ordinances or Regulations are

made in that behalf, the Vice-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary.

THEREFORE, I, Dr.Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the following directives:

1. In view of the amendment made by the Maharashtra Act. No. LV of 2000 to Section 25(2) (z), the Vice-Chancellor shall nominate one representative of the Education Committees of Zilla Parishadas within the University area, for a term of one year, by rotation, by drawing lots. The manner, in which the rotation for nomination of a representative of the Education Committees of Zilla Parishads shall take place for the first and succeeding years, is shown in Appendix I.
2. In view of the amendment made by the Maharashtra Act No. LV of 2000 to Section 25(2) (aa), the Vice-Chancellor shall nominate on representative of Municipal Council or a Municipal Corporation, within the University area, for a term of one year, by rotation, by drawing lots. The manner in which the rotation for nomination of a representative of Municipal Council or a Municipal Corporation, shall take place for the first and succeeding years, is shown in Appendix II.

This Order shall come into force with immediate effect.

No. ELN/1156
Ganeshkhind,
Pune-411007
Date: 07.11.2005.

Sd/-
(Dr.Ashok S. Kolaskar)
Vice-Chancellor

UNIVERSITY OF PUNE



APPENDIX-II

Rotation for nomination of a representative of a member of The Municipal Council or Municipal Corporation within the University area for a period of one year on Senate under 25(2)(aa) of the Maharashtra University Act, 1994, shall be in the manner as follows.

Group-C Year - 2005-06 Ahmednagar District

1. Ahmednagar Municipal Corporation, Ahmednagar	2. Rahuri Municipal Council, Rahuri
3. Shirampur Municipal Council, Shirampur	4. Deolali Pravara Municipal Council, Deolali Pravara
5. Pathardi Municipal Council, Pathardi	6. Shrigonda Municipal Council, Shrigonda

Group-E Year - 2006-07 Ahmednagar & Nasik District

1. Sangamner Municipal Council, Sangamner	2. Kopergaon Municipal Council, Kopergaon
3. Rahata Pimpalas Municipal Council, Rahata	4. Malegaon Municipal Corporation, Malegaon
5. Manmad Municipal Council, Manmad	6. Nandgaon Municipal Council, Nandgaon
7. Yeola Municipal Council, Yeola	

Group-B Year - 2007-08 Pune District

1. Baramati Municipal Council, Baramati	2. Saswad Municipal Council, Saswad
3. Jejuri Municipal Council, Jejuri	4. Indapur Municipal Council, Indapur
5. Shirur Municipal Council, Shirur	6. Daund Municipal Council, Daund
7. Bhor Municipal Council, Bhor	

Group-A Year - 2008-09 Pune District

1. Pune Municipal Corporation, Pune	2. Pimpri-Chinchwad Municipal Corporation, Pimpri
3. Lonawala Municipal Council, Lonawala	4. Talegaon Dabhade Municipal Council, Talegaon Dabhade
5. Aalandi Municipal Council, Aalandi	6. Junnar Municipal Council, Junnar

Group-D Year - 2009-10 Nasik District

1. Nasik Municipal Corporation, Nasik	2. Igatpuri Municipal Council, Igatpuri
3. Sinnar Municipal Council, Sinnar	4. Trimbak Municipal Council, Trimbak
5. Bhagur Municipal Council, Bhagur	6. Satana Municipal Council, Satana



APPENDIX-I

Rotation for nomination of a representative of a member of The education Committees of Zilla Parishads within the University area for a period of one year on Senate under section 25(2)(z) of the Maharashtra University Act, 1994, shall be in the manner as follows.

Term	Year	Zilla Parishad
1st Year	2005-06	Ahmednagar Zilla Parishad
2nd Year	2006-07	Pune Zilla Parishad
3rd Year	2007-08	Nasik Zilla Parishad
4th Year	2008-09	Ahmednagar Zilla Parishad
5th Year	2009-10	Pune Zilla Parishad

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UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from 22.07.1994.

AND WHEREAS as per Section 25 (2) (r) of the Maharashtra Universities Act, 1994, there is a representation on the Senate for 10 members from the registered graduates of the University elected by the electoral College constituted as provided in Sub-Section (5) of Section 99 of the Maharashtra Universities Act, 1994.

AND WHEREAS Section 99 (1) of the Maharashtra Universities Act, 1994, mentions the persons who are entitled to have entered their names in the register of the registered graduates or deemed to be registered graduates, maintained by the University.

AND WHEREAS the Statute 396, prescribes the fee of Rs. 5/-for the purpose of making application for the registered graduates w.e.f. 24.02.1984.

AND WHEREAS the University desires to revise the said fee as prescribed in the Statute 396.

AND WHEREAS it will take some time to amend the said Statute 396 and submit the same to the Hon'ble Chancellor for his assent, as required under Section 52 (4) of the Maharashtra Universities Act, 1994.

THEREFORE, I, Dr. Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the following directives:

A person who intends to be a registered graduate of the University and shall make an application to the Registrar in the form prescribed for the said purpose and also pay the registration fee of Rs. 10/-. A person who wants to re-register his name, shall also pay the said Registration fee.

This Order shall come into force with effect from 11.04.2005.

Ref. No. ELN/113
Date: 26.4.2005

Sd/-
Dr. Ashok S. Kolaskar
Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from, 22.07.1994.

AND WHEREAS the State Government vide its Resolution Finance Department, dated 21.12.1998 reduced the Casual Leaves from 12 to 8 days in a calendar year for all the officers and employees of the State Government from 01.01.1999.

AND WHEREAS the Higher and Technical Education Department of the State Government vide its letter dated 03.05.1999 clarified that the Government Resolution dated 21.12.1998 regarding the number of Casual Leaves admissible in a year is applicable to the teachers of the University, and the affiliated colleges.

AND WHEREAS in compliance with the said directives of the State Government, the University has issued Orders dated 12.03.2003 vide Ref. No. Law/2003/70 and dated 09.10.2003 Ref. No. Law/2003/364 and reduced the Casual Leaves to 8 days to the teachers in an academic year.

AND WHEREAS there is no provision regarding the various kinds of leaves admissible to the teachers in the Government Resolution dated 11.12.1999: and the issue regarding adopting the leave package contained in the University Grants Commission Notification regarding the revision of pay scales, minimum qualifications for appointment of teachers in universities and colleges and other measures for the Maintenance of Standards, 1998, No. F.3-1/94 (PS) dated 24.12.1998 is still under consideration of the Government of Maharashtra.

THEREFORE, in absence of any specific policy decision of the Government of Maharashtra with regard to the leaves admissible to the teachers, I, **DR. ASHOK SADANAND KOLASKAR**, Vice-Chancellor of the University of Pune, by and under the powers vested in me under sub section (8) of Section 14 of the Act, in super session of the Orders dated 12.03.2003 (Ref. No. Law/2003/170 and Order dated 09.10.2003 (Ref. No. Law/2003/364), hereby issue the following directives:

Earlier orders issued in this regard are withdrawn.

The teachers are entitled to the Casual Leave as mentioned in the Statutes 424 (2).

Ref.No. Law/2004/79
Date: 01.03.2004

Sd/-
(Dr. Ashok S. Kolaskar)
Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from 22.07.1994.

AND WHEREAS the Hon'ble Chancellor of the University, vide his Order dated 02.07.2004, under Section 9 (3) of the Maharashtra Universities Act, 1994 directed all the Universities to amend their existing relevant Ordinances or Rules relating to the Ph.D., as the case may be.

AND WHEREAS the Secretary to the Hon'ble Chancellor, vide his letter dated 02.07.2004 has informed the University to take immediate steps to adopt these guidelines by amending the relevant rules of the University and to devise the centralized aptitude test for admissions to Ph.D. degrees and to take all necessary steps to conduct the aptitude test every year.

AND WHEREAS having regard to the provisions of the Order from the Hon'ble Chancellor dated 22.07.2004, the present rules relating to the Ph.D. degree are required to be modified.

AND WHEREAS the Management Council of the University has already approved the revised rules and whereas it will take some time to place the same before the Academic Council for its consideration.

THEREFORE, I, Dr. Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the directive that the revised rules for the degree of Doctor of Philosophy (Ph.D.) shall be as follows:

UNIVERSITY OF PUNE

RULES FOR THE DEGREE OF DOCTOR OF PHILOSOPHY [Ph.D.]

(For only those registered on or after 04.10.2004. All cases registered before the date will be governed by earlier rules. It is further clarified that any candidate, whose application has been accepted by the head of a University Department/College/Director of Research Institute before 04.10.2004, will be covered under the old rules)

The University of Pune offers research programmes in different subjects listed in Statute No. 160 and in inter-disciplinary areas leading to the Degree of Doctor of Philosophy. A candidate shall ordinarily work in a recognized place of research including the University Departments and Research Institutes recognized by the University of Pune under the supervision of a research guide recognized by the

University. The rules regarding eligibility, registration, supervision, submission and evaluation of thesis viva voce and defence of thesis shall be as follows:

I ELIGIBILITY

1. For admission to the Ph.D. programme in a subject in any faculty, applicants fulfilling the following criteria shall be treated as eligible:

A a: Persons having minimum of 60 per cent marks at Post-Graduate examination.

OR

b: Persons who have done Master's degree by research or M.Phil and have published at least two research papers in peer reviewed journals.

OR

c: Teachers having full time teaching experience of at least five years in Degree/junior colleges and have published at least two research papers in peer reviewed journals.

OR

d: Persons working in national laboratories-institutes/Government-private organization nominated/ sponsored by the respective employer and have published at least two research papers in peer reviewed journals.

OR

e: Persons qualified in NET/ SET/ GATE/ JRF examination of the apex bodies in higher/ technical/ professional education such as CSIR /UGC/ ICAR etc.

B: Except for the candidates from 'e' category every candidate will have to qualify in the Aptitude Test administered centrally by the University of Pune.

2. Application for research in inter-disciplinary areas and from applicants belonging to a faculty or subject other than the faculty or subject in which the research is proposed to be done **and from the international students who do not fulfill the eligibility criteria given in 1.A&B** shall be considered on the basis of the proven ability and aptitude of the researcher for such kind of research. Such proposal shall be examined by the Guide and the Head, Place of Research before giving provisional

admission. The admission will be confirmed after the R & R Committee/s concerned approved the topic.

II. ADMISSION/REGISTRATION

1. An applicant seeking admission to the Ph.D. programme shall apply to the Registrar in the prescribed application form [Appendix 'A'] along with the registration fee as may be prescribed from time to time.
2. The applicant shall submit along with the application eight copies of his/her Ph.D. proposal as per the guidelines. [Appendix 'B']
3. On ascertaining the eligibility of the applicant and on the recommendation of the guide, the head of the place of research shall provisionally admit (Appendix 'C') the student. The admission will be confirmed (Appendix 'D') after the R&R Committee approves the topic.
4. The eligible applicant shall be required to make a brief presentation at the place of research before a Committee consisting of the Research Guide as the Chairperson and two recognized Research Guides in the relevant area recommended by the Guide. The presentation will be arranged by the head, place of research on a date suggested by the Research Guide. The report of the presentation shall be sent by the head, within three months from the date of provisional registration, to the university office to be placed before the R&R Committee.
5. The condition of presentation may be waived in case of international students and the applicants having acquired M. Phil. or an equivalent or higher degree in the relevant subject.
6. The R&R Committee shall approve the selection of the topic and appoint, in case of interdisciplinary subjects, co-guide/s recognized by this or, in special circumstances, by any other recognized university.
7. If the presentation is unsatisfactory, the proposal shall be rejected and the applicant shall be required to submit a fresh proposal and make a presentation again.

8. The date of provisional admission shall be the date of registration which shall be valid for five years. Extension up to a maximum period of two years shall be given by the R&R Committee/s concerned only if considerable work has been done by the candidate. The candidate concerned must submit the application for extension through his guide and the head, place of research before the expiry of the registration period.
9. If the candidate desires, he/she can partially modify the title and the proposed plan of the research. The Dean/s concerned shall approve such changes on the recommendation of the guide and the head of the place of research.
10. As per the provision in Ordinance No. 116, no candidate shall be allowed to simultaneously register for Ph. D. and any other degree course.

III. SUPERVISION

A. Guide

1. The applicant for the Ph.D. course shall have the option to choose his/her research guide from amongst the research guides recognized by the University of Pune.
2. Normally a candidate shall be required to complete his/her doctoral research under the supervision of the guide who recommends his case for admission. However, the R&R Committee concerned may allow change of guide on the production of a 'no objection' certificate from the first guide and an acceptance letter from the new guide. In case of such a change, the candidate shall work for a minimum period of one calendar year under the new guide before he/she submits the thesis. A 'no objection' certificate will not be required if the student justifies the non-availability of his guide. The justification will have to be endorsed by the head, place of research.
3. At any given time a guide shall not have more than eight registered Ph.D. students working under his/her supervision. On the recommendation of the R&R Committee, the BUTR concerned may increase this number to 10 under special Circumstances
4. As a special case, the BUTR concerned, on the recommendation of the R&R Committee, may allow a candidate to register for Ph.D. independently, i.e., without having to work under the supervision of a guide, provided that the candidate is eligible and has demonstrated ability to undertake independent research work.

5. In case of a dispute between a candidate and his guide, the committee consisting of the following shall examine the matter and report to the Vice-Chancellor, whose decision shall be final:
 - i] Nominee of the BUTR concerned appointed by the Vice-Chancellor [Convener]
 - ii] Nominee of the R&R Committee concerned appointed by the Dean
 - iii] The head, place of research (If the complaint is against the Head, he shall not participate in the proceeding of the meeting).

The report shall include, among other things, specific recommendations.

B. PROGRESS

1. All the registered candidates shall be required to submit to the head, place of research and through their research guides elaborate progress reports after every six months [Appendix 'E'].
2. If a candidate fails to submit three reports consecutively, his/her registration shall be treated as cancelled. The head, after the completion of the given period [one and a half years] shall send to the university office a report on the noncompliance of the condition stated in III.B.1.
3. The progress reports submitted shall be placed by the head before the progress monitoring committee consisting of (a) the head, place of research (b) the research guide, and (c) a research guide recommended by the research student from amongst the recognized research guides of the university of Pune. The committee shall scrutinize the progress reports and prepare a brief statement on the progress of the candidate. The head shall maintain the record of these reports and statements.

IV. SUBMISSION AND EVALUATION OF THESIS

A. SUBMISSION OF THESIS

1. The thesis can be submitted anytime after the completion of two years from the date of registration. At least three months before the date of submission of the thesis each candidate shall give a pre-submission seminar to be arranged by the head of the place of research on the request of the student duly endorsed by the guide. The final plan of the thesis will be discussed by the research scholars present, among whom the presence of the research guide and the head or his/her nominee shall be necessary.
2. In the light of the discussion during the seminar the candidate shall submit to the Registrar fifteen copies of the synopsis of his/her thesis through his/her guide. [Appendix 'F']
3. The candidate shall be allowed to submit his/her thesis after the completion of a period of two months and before six months from the date of submission of the synopsis, failing which the candidate will have to pay the prescribed fine for late submission. Late submission of the synopsis or till the expiry of the registration period, whichever is earlier. The candidate will have to give a fresh seminar and submit a synopsis again, if given extension under II.8.
4. The thesis shall be submitted in the form of loose papers (spiral bound) as well as in computer readable form (soft copy) enabling the candidate to incorporate changes, if suggested by the referees.

The final thesis shall be presented in accordance with the following specification:

- A] The paper used for printing shall be of A4 size.
 - B] Printing shall be in a standardized form on both sides of the paper and in one and-a half spacing.
 - C] A margin of one-and-a half inches shall be left on the left hand side.
 - D] The card for cover shall not be more than 330 gms.
 - E] The title of the thesis, name of the candidate, degree, name of the guide and the month and year of submission shall be printed on the title page and the front cover.
 - F] The researcher shall also submit the thesis in the form of a floppy [1.44 mb] and CD.
5. The candidate shall submit to the Registrar four copies (five in case of an independent candidate) of his/her thesis and produce an acknowledgement of the receipt of thesis by the research guide and the head, place of research.
 6. The thesis shall include a Certificate of the guide [Appendix 'G'] and a Declaration by the candidate [Appendix 'H'] that the work reported in the thesis has been carried out by the

candidate himself/herself and that the material from other sources, if any, is duly acknowledged.

7. The thesis shall be written in English/Marathi/Hindi except when it is related to modern European or Indian languages. In the faculties of Science, Law, Engineering, Medicine and Pharmacy the thesis shall be written in English only.

B. APPOINTMENT OF EXAMINERS

1. The procedure for the appointment of examiners shall be undertaken soon after the candidate submits his/her synopsis.
2. The thesis shall be evaluated by three examiners (referees), one from within the state, one from outside the State of Maharashtra and one from outside India (wherever available). A pool of examiners will be prepared by each Board of Studies, which shall be updated and approved by the Research & Recognition Committee/s concerned. The Board of Examinations shall appoint three examiners as mentioned above from the pool of examiners.
3. The chairman for the Viva-Voce and the defence of the thesis shall be appointed by the head, place of research or by the Dean concerned when the head is the guide.
4. The guide of the candidate shall be the internal examiner. In case of a candidate working independently, the R&R Committee concerned shall recommend to the BOE the name of a recognized research guide who shall be the internal examiner.

C. EVALUATION

1. After the BOE has approved the panel of examiners, the Controller of Examinations shall invite the first three examiners (four in case of an independent candidate) on the approved panel to examine the thesis. When the examiners accept the invitation and the candidate has submitted the thesis, the COE shall forward the thesis to the examiners within a week from the date of the receipt of the acceptance letter or the submission of thesis, whichever is later. If an examiner does not accept the invitation within thirty days from the date of dispatch of the invitation letter, invitation shall be sent to the next examiner on the panel.
2. The Internal as well as external examiners shall independently send their reports to the COE within sixty days from the date of receipt of the thesis (The reports sent by fax or e-mail by using the 'postscript' package will be accepted). If an examiner fails to do so, the COE shall send him/her a reminder immediately after the expiry of the said period and request him/her to

submit the report within thirty days. If the examiner concerned fails to comply even within the extended period the COE shall cancel his appointment forthwith and invite the examiner on the approved panel to evaluate the thesis. In the event of a request for the late submission of a report, receipt of the report after the appointment has been cancelled or the loss of report, postal delay, etc. the Dean concerned shall take an appropriate decision in the interest of the candidate concerned.

3. The first two (three in case of an independent candidate) positive reports received shall be immediately forwarded to the head, place of research who, after ascertaining that the reports are favourable, shall arrange the viva and the defence of the thesis on the earliest date suitable to the internal examiner, the nearest external examiner and the chairperson. The Vice-Chancellor will, on the recommendation of the R&R Committee, appoint a senior research guide as an internal examiner for the independent candidate. The head shall make the reports available to the candidate, the research guide and the chairperson at least a day before the date of the viva.
4. In case two out of three external examiners (three out of four in case of independent candidates) give unfavourable reports the COE shall get the thesis examined by an additional examiner from the panel of examiners approved by the BOE. If the additional examiner also gives an unfavourable report the candidate will be declared to have failed.

V. VIVA VOCE AND DEFENCE OF THE THESIS

1. The day, date, time and the place for the viva voce and the defence of thesis shall be notified by the head of the place of research at least eight days in advance. Normally the viva voce and the defence of the thesis shall be arranged in the university. In exceptional cases, the Vice-Chancellor may allow the viva to be

conducted at a place of research outside the university. In such a case the procedure and norms for the conduct of viva, payments, etc. shall be as laid down by the university.
2. The defence of the thesis shall take place in the presence of the internal examiner, one external examiner and the chairperson, who shall jointly evaluate the performance of the candidate.

3. If neither of the external referees is able to be present at the time of the defence, the Vice-Chancellor, on the recommendation of the guide and the Dean concerned shall appoint a senior research guide to act as an examiner for the defence of the thesis. In case the internal examiner is not available, the Vice-Chancellor shall appoint one of the relevant senior research guides on the recommendation of the head of the place of research.
4. The examiners present for the viva-voce and the defence of the thesis shall submit to the COE their final consolidated report [Appendix 'I'], about the award of the Ph.D. degree immediately after the defence is over.
5. In case the defence is not satisfactory, the examiners can unanimously recommend that a fresh viva-voce and defence of the thesis be organized after a certain period of time.
6. The overall result shall be officially declared by the COE within eight days from the date of the receipt of the favourable report on the defence of the thesis.

.....

This order shall come into force with effect from 04.10.2004

Ganeshkhind, Pune 411007
Ref. No. PGS/Ph.D./3296
04.10.2004

Sd/-
Ashok S. Kolaskar
Vice-Chancellor



UNIVERSITY OF PUNE

ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from 22.07.1994.

AND WHEREAS the State Government vide its resolution Finance Department, dated 21.12.1998 has reduced the Casual Leaves from 12 days to 8 days in a calendar year for all the Officers and Employees of the State Government from 1.01.1999.

AND WHEREAS the Higher and Technical Education Department of the State Government, vide its letter dated 03.05.1999, clarified that the Government Resolution dated 21.12.1998 regarding the number of Casual Leaves admissible in a year, is also applicable to the Teachers of the University and the Affiliated Colleges.

AND WHEREAS as per Section 5 (60) of the Maharashtra Universities Act, 1994, the University has to comply with and carry out the said directives issued by the State Government with reference to Section 5 (49) of the Act.

AND WHEREAS in compliance with the said directives of the State Government, the University, issued an Order dated 12.3.2003, vide Ref No.Law/2003/70, prescribing that the teachers of the University, affiliated Colleges and recognized institutions shall be entitled to 8 days casual leave in a calendar year.

AND WHEREAS since the academic year begins from the month of June, some difficulties are arising while calculating the casual leaves in a calendar year.

AND WHEREAS it will take some time to amend the said Statute 424 and submit the same to the Hon'ble Chancellor for his assent, as required under Section 52 (4) of the Maharashtra Universities Act, 1994.

THEREFORE, I, Dr. Ashok Sandanad Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, in supersession of the Order dated 12.3.2003, reference No. Law/2003/70, hereby issue the following directives:

A teacher shall be entitled to 8 days Casual Leave in an academic year.

Provided that a teacher shall not be entitled to more than 3 days Casual leave at a time.

Provided further that the Casual leave can be prefixed and/or suffixed to Sunday and other holidays

Provided further that the Casual leave may be extended to 5 days at a time only in exceptional circumstances.

This Order shall come into force with immediate effect and shall remain in force until the Statute in this regard is made and assented to by the Hon'ble Chancellor.

Ref. No.Law/2003/364
Date:9.10.2003

Sd/-
Dr. Ashok S. Kolaskar
Vice-Chancellor



UNIVERSITY OF PUNE

ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (Maharashtra Act No. XXXV of 1994), which has come into force with effect from 22.07.1994.

AND WHEREAS the State Government vide its resolution Finance Department, dated 21.12.1998 has reduced the Casual Leaves from 12 days to 8 days in a calendar year for all the Officers and Employees of the State Government from 01.01.1999.

AND WHEREAS the Higher and Technical Education Department of the State Government, vide its letter dated 03.05.1999, clarified that the Government Resolution dated 21.12.1998 regarding the

number of Casual Leaves admissible in a year, is also applicable to the Teachers of the University and the Affiliated Colleges.

AND WHEREAS as per Section 5 (60) of the Maharashtra Universities Act, 1994, the University has to comply with and carry out the said directives issued by the State Government with reference to Section 5 (49) of the Act.

AND WHEREAS in compliance with the said directives of the State Government, the University, issued the Circular No. 139 dated 29.06.2002 prescribing that the teachers of the University, affiliated Colleges and recognized institutions shall be entitled to 8 days casual leave in a calendar year.

AND WHEREAS the Management Council in its meeting held on 10.03.2003, resolved that the Casual Leave for the teachers should be reduced from 15 days to 8 days and the Statute 424 regarding Casual leave admissible to teachers, be amended accordingly.

AND WHEREAS it will take some time to amend the said Statute 424 and submit the same to the Hon'ble Chancellor for his assent, as required under Section 52 (4) of the Maharashtra Universities Act, 1994.

THEREFORE, I, Dr. Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the following directives:

A teacher shall be entitled to 8 days Casual Leave in a calendar year.

Provided that a teacher shall not be entitled to more than 3 days Casual leave at a time.

Provided further that the Casual leave can be prefixed and/or suffixed to Sunday and other holidays.

Provided further that the Casual leave may be extended to 5 days at a time only in exceptional circumstances.

This Order shall come into force with immediate effect and shall remain in force until the Statute in this regard is made and assented to by the Hon'ble Chancellor.

Ref. No.Law/2003/70
Date: 12.3.2003

Sd/-
Dr. Ashok S. Kolaskar
Vice-Chancellor



UNIVERSITY OF PUNE

ORDER

WHEREAS order dated 30.10.2002 Ref. No. Law/2002/365 was issued in respect of Tuition, Laboratory and Other fees under Section 14 Sub-section 8 of the Maharashtra Universities Act, 1994. The fees mentioned therein are made applicable to the students who have taken admissions to the first year of any academic course of the University in the year 2002-2003 and onwards.

AND WHEREAS it is proposed to increase the Laboratory fees for B.A and M.A. Dance, Drama and Music.

AND WHEREAS it will take sometime to revise the ordinance in this respect and submit the same to the Honourable Chancellor under Section 54 (4) of the Maharashtra Universities Act, 1994.

THEREFORE I, Dr. Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-section 8 of Section 14 of the Maharashtra Universities Act, 1994, hereby issue the following directives:

1. The revised Laboratory Fees for B.A./M.A. Dance, Drama and Music shall be as follows:

B.A. Dance, Drama, Music	.. Rs.2000/-per year
M.A. Dance, Drama, Music	.. Rs.3000/-per year

2. The revised Laboratory fees as mentioned in Clause 1 above, shall be made applicable from the academic year 2002-2003 and onwards.

3. The Laboratory fees as mentioned in the Order dated 30.10.2002, Ref. No. Law/2002/365, in respect of B.A./M.A. Dance, Drama, Music, Courses shall stand substituted by the revised Laboratory Fees mentioned in the present order.

This Order shall remain in force till the Ordinance in respect of the revised Laboratory Fees as mentioned above, is framed by the University.

Ref.No. Law/2002/388
Ganeshkhind, Pune-411007
Date: 11.12.2002

Sd/-
(Dr. A.S. KOLASKAR)
VICE-CHANCELLOR



UNIVERSITY OF PUNE

ORDER

WHEREAS order dated 23.5.2002 Reference No.Law/2002/189 was issued in respect of Tuition, Laboratory and Other fees under Section 14 subsection 8 of the Maharashtra Universities Act, 1994. The fees mentioned therein were made applicable to the students who have taken admissions to the first year of any academic course of the University in the year 2002–2003.

AND WHEREAS Management Council of the University of Pune in its meeting held on 02.08.2002 decided to reduce the fees on account of draught situation in the state of Maharashtra and for that

purpose appointed the Committee consisting of members of various authorities of the University for making appropriate recommendations.

AND WHEREAS the Committee considered representations received from various sections of the public, held deliberations with representatives of various students organizations. The Committee gave careful considerations to all aspects of the fees and submitted its report to the Management Council recommending reduction in fees.

AND WHEREAS Management Council in its meeting held on 12.09.2002, carefully considered the report of the Committee and accepted the same with some modifications and accordingly recommended to Academic Council to prepare draft ordinance.

AND WHEREAS Academic Council of the University of Pune in its meeting held on 8/9.10.2002, considered the recommendations of the Management Council.

AND WHEREAS Academic Council accepted recommendations made by the Management Council with certain modifications and proposed the draft ordinance for consideration of the Management Council.

AND WHEREAS Management Council in its meeting held on 14.10.2002 approved the draft ordinance as proposed by the Academic Council in respect of Fees.

AND WHEREAS as per provisions of Section 54 Sub-section 4 of the Act it is necessary to submit the Ordinance for consideration of the Honorable Chancellor.

AND WHEREAS it will take some time to issue Revised Ordinance as per statutory provisions.

Therefore, I, Dr. Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under subsection 8 of Section 14 of the Act, hereby issue the following directives;

- 1) The order dt. 23.05.2002 reference No. Law/2002/189 shall stand substituted by the present order.

- 2) The revised Tuition & Laboratory fees for Undergraduate and Postgraduate courses of the University shall be as mentioned in Appendix 'A' and fees Other than Tuition & Laboratory fees shall be as mentioned in Appendix 'B'.
- 3) The Fees mentioned in appendix A & B shall be applicable only to the students admitted to first year of any course of the University in the academic year 2002-2003 and onwards.
- 4) Separate orders are being issued in respect of Examination Fees.
- 5) Excess fees if any, charged to the students in pursuance of order dated 23.05.2002, referred above shall be refunded to the students immediately but not later than 05.12.2002.

This order shall remain in force till the ordinance in respect of the fees is made by the University: if the same comes into force.

Ref.No.Law/2002/365
Ganeshkhind, Pune 411 007
Date: 30.10.2002

Sd/-
(Dr. A.S. Kolaskar)
Vice-Chancellor

APPENDIX A

I) **DEFINITIONS:**

i) **Professional Course: means & includes**

Courses conducted in all professional faculties, Engineering including Architecture, Print Administration, Pharmacy, Management, Computer, Town Planning, Applied Arts, Law, Education, Physical Education, Applied Courses in Science such as Bio-informatics, Bio-Technology, Health Sciences, Environmental Sciences, Electronics or such other courses designated by the University as applied Courses or Professional Courses conducted in the faculty of Medicine including Dentistry, Nursing, Physiotherapy, Ayurved including Unani, Homoeopathy and such other Course(s) designated by the University/Maharashtra University of Health Sciences, State Govt. and such other courses as may be designated to be so by the State Government, University Grants Commission or Statutory Council such as (AICTE, M.C.I., B.C.I., Nursing Council, C.C.I.M., C.C.H.M., Pharmacy Council, Council of Architecture) and any other Statutory Councils/bodies as Professional Courses.

ii) **Non-Professional Course: means & include**

1. Courses conducted in the faculties of Arts and Fine Arts (Excluding Applied Arts), Mental, Moral and Social Sciences including Bachelor and Master Degree in Social Work, Communication and Journalism, Commerce, Science (excluding Applied and Computer Science Course) Course in Home Science as Non-Professional Course.

iii)(a) Foreign National: means a Citizen of any country other than India.

(b) Person of Indian Origin (PIO): Means a Person who is citizen of other countries (except Pakistan and Bangladesh) who at any time held an Indian Passport, or who or either of his parents or any of his grand parents was a citizen of India by virtue of the provisions of the Constitution of India or Section 2(b) of Citizenship Act, 1955 (Act No. 57 of 1955).

iv) **International Student:** means an International Student who possesses a foreign passport.

v) **Non-Resident Indian (NRI)** (as per Income Tax Act, 1961):

As per Income Tax Act, 1961, an individual is non-resident for income tax purpose, when he is "not a resident" or who is "not ordinarily resident". A person is treated as "not ordinarily resident" if any of the following conditions is satisfied.

1. If he has not been resident in India in 9 out of 10 preceding years:

OR

2. If He has not been in India for a period of 730 days or more during the preceding 7 years.

A person, who is non-resident in India or not ordinarily resident, is taxed in India only for his income in India. He is not taxed in India for income abroad.

vi) (a) Maharashtra State Candidate: means a Candidate passing SSC or HSC (Std.XII) or both examination from recognized Institution in Maharashtra State.

(b) **Maharashtra Domiciled candidates:** means a Candidate passing HSC (Std.XII) examination from recognized Institution outside Maharashtra State but Father/Mother of the candidate or the candidate is domiciled of the State of Maharashtra, subject to production of domicile certificate from Competent Authority.

vii) **Candidate from Outside Maharashtra State:** Means a candidate whose Domicile Status is Outside Maharashtra and has passed his qualifying examination from University outside Maharashtra. He will be eligible for admission as candidate from outside Maharashtra.

A Candidate whose Domicile Status is outside Maharashtra State, but who has passed his qualifying examination from a Statutory University in the State of Maharashtra, but has passed his HSC or its equivalent examination from a recognized school outside the State of Maharashtra will be eligible for admission to an institution which lies in the Jurisdiction of the University. He will be considered as candidate from Outside Maharashtra State.

A candidate whose Domicile status is outside Maharashtra and who has passed his/her qualifying examination from Pune University but has passed his/her H.S.C. or equivalent examination from outside Maharashtra State, while filling in the application form for admission he/she should indicate their Domicile status as “other than Maharashtra”.

TABLE-1

**TUITION FEE PRESCRIBED BY THE GOVERNMENT
FOR AIDED COURSES:**

(Admissions are made by the Colleges/Institutions/University).

Faculty	Course	Fee-Rs	
1 Arts & Fine Arts	B.A.	800	
	M.A.	1000	
2. Mental, Moral & Social Sciences	B.A.	800	
	M.A.	1000	
3. Commerce	B.Com.	800	
	M.Com	1000	
4. Science	B.Sc.	800	
	M.Sc. (Conventional)	1000	
5. Law	I.LL.B. }Three	1500	
	II.LL.B. }Year	2000	
	III.LL.B. }Law	2500	
		Course	
	I. B.S.L. }		
	II. B.S.L. }New five	1500	
	III .B.S.L. }year Law		
	Course		
	IV YEAR	2000	
	V YEAR	2500	
6. Physical Education	B.Ed. (Physical Edu.)	3000	
	M.Ed. (Physical Edu.)	4000	
7. Education	B.Ed.	10,000	
	M.Ed	4000	

The Fees of the following Courses shall be as prescribed by the State Government from time to time:

- 1) Engineering (B.E.Course), 2) Architecture (B.Arch.), 3) Pharmacy (B.Pharm.) 4) Hotel Management & Catering Technology (B.H.M.C.T), 5) Management (M.B.A.)

TABLE-2

TUITION FEES FOR UNAIDED COURSES

Sr. No.	Name of the Faculty & Courses	Revised Fee for the academic year Rs.
1.	<u>Arts Fine Arts & M.M. & S.S.</u>	
(i)	B.A. (F.Y./S.Y./T.Y.)	1600
(ii)	B.A. (Performing Arts) Gurukul Pattern Dance/ Drama/Music	6000
(iii)	B.A. (Fine Arts including Applied Arts) Painting, Sculpture & Drawing etc.	15000
(iv)	*B.A. Vocational Courses (F.Y./S.Y./T.Y.)	1000
(v)	Bachelor Lib. & Information Sci.	6000
(vi)	Bachelor Communication & Journalism	4000
(vii)	M.A. (Performing Arts) Gurukul Pattern Dance Drama/Music	8000
(viii)	M.A. (Fine Arts including Applied Arts) Painting, Sculpture & Drawing etc.	20000
(ix)	M.A. (All Subjects)	2000
(x)	M.Lib. & Information Science	}
(xi)	Master of Communication & Journalism	
(xii)	Master of Mass Relations (M.M.R.)	
(xiii)	Master of Social Work (M.S.W.)	
(xiv)	M.Phil	Per sem. 1000
(xv)	Ph.D.	F.Y. 1300 S.Y. 1300 T.Y. 1300 From 4th year 2000
(xvi)	Diploma Course other than Foreign Language(P.G)	3000
(xvii)	Diploma Course other than Foreign Language(U.G)	2000
(xviii)	Certificate Course other than Foreign Language	1500
(xix)	Foreign Languages	
	Intensive Courses	
i.	Diploma	2500
ii.	Advanced Diploma	3000
iii.	Special Diploma	3500
iv.	Certificate Course	2000
	Regular Courses	

	i. Special Diploma/Certificate in any foreign language	3000
	ii. Advanced Diploma in any foreign language	2500
	iii. Diploma in any foreign language	2000
	iv. Certificate Course in any foreign language	1500
	v. Special Certificate Course in any foreign language	3000
(xx)	Diploma Course in Journalism	2000

2.	<u>Commerce</u>	
i.	(a) B.Com (F.Y./S.Y./T.Y.)	1600
	(b) *B.Com Vocational Course (F.Y./S.Y./T.Y.)	1000
ii.	M.Com	2000
iii.	M.Phil	Per Sem.1000
iv.	Ph.D.	F.Y. 1300 S.Y. 1300 T.Y. 1300 From 4th year 2000
v.	Diploma Course (P.G.)	3000
	Diploma Course (U.G.)	2000
vi.	Certificate Course.	1500
3.	<u>Science</u>	
i.	(a) B.Sc,(F.Y./S.Y./T.Y.) other than Computer Science	1600
	(b) *B.Sc.,(F.Y./S.Y./T.Y.) Vocational Course	1500
ii.	M.Sc. (other than Applied & Computer Science)	2500
iii.	M.Phil.	Per Sem.1000
iv.	Ph.D.	F.Y.2000 S.Y.2000 T.Y.2000 From 4th year 2500
v.	Diploma Course (P.G.)	3000
vi.	Diploma Course (U.G.)	2000
vii.	Certificate Course.	1500
4.	<u>Education & Physical Education</u>	
i.	<u>B.Ed.</u>	25000
ii.	B.Ed. (Physical Education)	12500
iii.	M.Ed. (General)/M.Ed. (Physical Education)	12500
iv.	M.Ed. (Part time)	Per vacation 4000
v.	M.Phil.	Per Sem.2000
vi.	Ph.D.	F.Y.1300 S.Y.1300 T.Y.1300 From 4th year 2000
i.	Diploma Course (P.G.)	3000
ii.	Diploma Course (U.G.)	2000
iii.	B.Ed. Special education in Hearing Impaired	10000
iv.	Certificate Course.	1500
5.	<u>Law</u>	
i.	L.L.M./M.L.L. & L.W.	6000
ii.	Ph.D.	F.Y.1300 S.Y.1300 T.Y.1300

iii.	Diploma Course (P.G.)	From 4th year 2000
	Diploma Course (U.G.)	3000
iv.	Certificate Course.	3000
		3000

6.	Engineering	
i.	M.E.(All Braches)	40000
ii.	Ph.D	F.Y.2000
		S.Y.2000
		T.Y.2000
		From 4th year 4000
iii.	Diploma Course (P.G.)	3000
iv.	P.G.Diploma in Print Administration	12000
v.	Certificate Course	3000
7.	Pharmaceutical Sciences	
i.	M.Pharm. (Semester)	Gate Qualified Non-Spon. 4000 Per Sem.
		Gate Qualified Spon. 12500 per Sem.
		Non-Gate Qualified Spon 20000Per Sem.
ii.	Ph.D.	F.Y.2000
		S.Y.2000
		T.Y.2000
		From 4th year 4000
iii.	Certificate Course	3000
8.	Management	
i.	M.M.S./M.P.M./M.M.M/.	6000
ii.	Ph.D.	F.Y.2000
		S.Y.2000
		T.Y.2000
		From 4th year 4000
iii.	P.G.Diploma	3000
iv.	Certificate Course	3000
v.	P.G.Diploma in Hospital Managemant	6000
9.	Medicine	
i	M.S./M.D/D.S.(**)	105000
ii	Ph.D.	F.Y.2000
		S.Y.2000
		T.Y.2000
		From 4th year 4000
iii	Diploma Course(**)	20000
iv	Certificate Course	3000
10.	Ayurvedic Medicine	
i.	M.D. (**)	Govt./Private aided (Merit) 5000 Private Non-aided (Merit) 7000 Payment (Seat) 80000(Own Hospital)

		Payment (Seat)
ii	Ph.D.	65000(Hired Hospital)
		F.Y.2000
		S.Y.2000
		T.Y.2000
		From 4th year 4000
iii	M.Phil.	Per Sem. 2000
iv	Diploma course (**)	10000
v	Certificate course	3000

11.	Homeopathy	
i.	B.H.M.S. (Graded)	6000
ii.	M.D. (**)	7000 (Private/Merit)
		35000 (Own Hospital)/ Payment
		20000 (Hired Hospital) Payment
iii	Ph.D.	F.Y. 2000
		S.Y. 2000
		T.Y. 2000
		From 4th year 4000
iv	Diploma Course (**)	10000
v	Certificate Course	3000

[Note: U.G.-Under Graduate

P.G.-Post Graduate

M.M. & S.S.-Mental Moral & Social Sciences]

(*) Fee for B.A.,B.Sc., B.Com. (F.Y.,S.Y.,T.Y.) Vocational Courses Shall be charged only after stoppage of UGC Grant.

(**) Note:

- (1) The Tuition fee for P.G. and Diploma/Certificate Course (s) in the Medicine, Dentistry, Ayurvedic Medicine, Homoeopathy, Nursing, Unani etc. will be as prescribed by the State Govt. from time to time
- (2) For Diploma/Certificate courses in Medicine, Ayurvedic Medicine, Dentistry, Homoeopathy, Nursing, Unani etc., the fee, if any, prescribed by the State Govt. will supersede the fee prescribed by the University.
- (3) The Tuition fee prescribed for Diploma/Certificate course (s) is applicable to all autonomous Diploma/Certificate course (s) instituted by the University and conducted by affiliated colleges, recognised institutions/University department, Centre, School.

TABLE-3**TUITION FEE FOR COMPUTER AND APPLIED COURSES UNAIDED:**

FACULTY		<u>Revised Fee</u> Rs.
(1)	Science B.Sc. (Computer Science)/(Old. B.C.S.) F.Y./S.Y./T.Y.	4000 *(2002-03)
(2)	B.Sc. (Biotech & I.T.) and similar other courses	5000 (2003-04 & onwards)
(2)	B.Sc. (Applied Courses) i. Scientific Instrumentation ii. Advanced Electronics iii. Applied B.M.Tech. iv. Such Other Applied Course (s).	7000
(3)	M.Sc. (Computer Science /M.C.S.	10000 (2002-03& onwards)
* (4)	M.Sc. (Applied Courses) i. Applied Advance Electronics/ } Electronics Science } ii. Bio-Technology } iii. Analytical Chemistry } (Technical) } iv. Drug Chemistry } v. Health Science } vi. Petro.Tech } vii. Polymer Science } viii. Instrumentation } ix. Bioinformatics } x. Such Other Applied Course (s) } xi. M.Sc. (Tech.) Energy Studies	9000 7000
(5)	Environmental Science	6000 12000 (Sponsor Student)
(6)	Master of Computer Application	15000
(7)	Communication Studies	15000
(8)	Advanced P.G. Diploma	8000
	Management i. M.C.M.(Master of Computer Management) ii. M.C.A.(Master of Computer Application) iii. D.C.M.(Diploma in Computer Management) iv. A.D.C.A.(Advanced Diploma in Computer Application)	20000 15000 6000 6000

TABLE-4**TUITION FEE, LABORATORY FEE FOR COURSE(S)
WITH CREDIT SYSTEM**

a)	Tuition Fee per credit (Non Professional Courses)	Rs.40/-
b)	Tuition Fee per credit for Aided Professional courses.	Rs.80/-
c)	Laboratory Fee / Field work per semester (wherever laboratory/ field work is prescribed)	Rs.1000/-N.P.C. Rs.2000/-P.C.
d)	Tuition Fees for foreign students should be 5 times and for out of State students, two times the prescribed fee	
e)	Casual student has to pay a) Tuition Fee per credit but minimum Rs.500/- a) Laboratory fee as prescribed per semester.	

* N.P.C.-Non Professional Courses

* P.C.-Professional Courses

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TABLE-5

LABORATORY FEE FOR AIDED AND UNAIDED COURSES

S. No.	Faculty	Lab. Fee (Aided) Rs.	Lab. Fee (Unaided) Rs.
		Revised	
	Arts, Fine Arts & Applied Arts/MM&SS		
1.	(a) B.A. (Where the lab. Work is prescribed) (b) *B.A. (F.Y.,S.Y.,T.Y.) Vocational Courses	125 --	200 1500
2.	(a) B.A. (Performing Arts) Gurukul Pattern Dance/Drama/Music (b) B.A. (Fine Arts including Applied Arts) Painting, Sculpture, Drawing etc.		500 3000
3.	a) M.A. (Performing Arts) Gurukul Pattern Dance/Drama/Music b) M.A. (Fine Arts including Applied Arts) Painting, Sculpture, Drawing etc		1000 6000
4.	M.A./M.Sc. Geog./Maths/Psychology M.A./M.Sc.(Statistics)	500 -	1000 1000
5.	Commerce (a) B.Com.	F.Y. 40	F.Y. 60

		S.Y. 80 T.Y. 120	S.Y. 100 T.Y. 150
	(b) *B.Com. (F.Y.,S.Y.,T.Y.) Vocational Courses.	--	1500
6	Science (a) B.Sc.(Other than Computer Science and Applied Course (s)) (b) *B.Sc. (F.Y.,S.Y.,T.Y.) Vocational Courses	125 --	400 1500
7	i) B.Sc. (Computer Science)/(Old B.C.S.) ii) B.Sc. (Biotech & I.T.) and such similar other courses	-	2002-03: 7000 2003-04: 8000 2004-05: 10000
8.	(a) B.Sc. Applied Courses (b) M.Sc. Applied Courses		10000
9.	M.Sc. (other than Applied Science and Computer Courses)	600	5000
10	M.Sc. (Computer Science)/M.C.S.	-	2002-03: 10000 2003-04: 12000
11.	M.C.A. (In Science faculty)	-	10000
12.	M.Sc. (Tech) Energy Studies	-	8000
13	Advanced P.G. Diploma	-	8000

14.	Management i) M.C.A.(In Management faculty) ii) M.C.M(Master of Computer Management) iii) D.C.M.(Diploma in Computer Management) iv) A.D.C.A.(Advanced Diploma in Computer Application) v) Master's Courses (Not including Computers) vi) Diploma Courses (Not including Computers)	- - - - - -	10000 10000 4000 4000 6000 3000
15.	Pharmaceutical Sciences M.Pharmacy Laboratory and Drug Fees (per Sem.)	1500 (Non-Sponsor)	3000 (Sponsor)
16.	Homeopathy/Ayurved M.D.	1000	3000
17.	Diploma in Journalisam	-	300

(*) Fee for B.A.,B.SC., B.Com. (F.Y.,S.Y.,T.Y.) Vocational Courses Shall be charged only after stoppage of UGC Grant.

Note- For M.Pharmacy, the student will have to pay equipment, maintenance and operational charges for First and Second semester Rs.500/- each and for third semester Rs.1000/- and Library fee per semester Rs.1000

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TABLE-6**CANCELLATION OF ADMISSION AND REFUND OF FEE:**

Refund of Tuition Fee and Laboratory Fee:

The candidate cancelling his confirmed admission will be entitled to receive the refund of fees after deducting the amounts as indicated below except otherwise prescribed by the State Govt./University/Competent Authority.

Sr.No.	Time of Cancellation	Amount to be deducted
1.	From 1st day to 10 days from the date of securing admission	<u>20% of the total fees</u>
2.	From 11th to 30 days from the date of securing admission.	<u>40% of the total fees</u>
3.	After 30 days	<u>100% of the total fees</u>

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General Conditions :-

- Notwithstanding anything provided otherwise, the Tuition fee and Laboratory fee are prescribed for the students from the State of Maharashtra. The Tuition fee for the students who are from outside the State of Maharashtra will have to pay double the Tuition fee & the Non-resident Indian student, person of Indian Origin, Foreign Citizens/Foreign Nationals will have to pay five times the Tuition fee that is prescribed for the students from the State of Maharashtra. The students from Bhutan, Nepal and Srilanka will pay three times the Tuition fee as prescribed.
- The Tuition and Other fees if any is prescribed by the State Government for aided and unaided Professional and Non-professional Courses from time to time will supersede the fees prescribed for such courses in the ordinance(s). The College/Institution/University Department/Center/School will charge only fees prescribed by the State Government.
- The Tuition and Laboratory fee will be increased after every two years by 10% (ten per cent). This increase will be on the fee prescribed for the year 2002-2003 unless otherwise specified. However, this shall not be applicable to M.C.M. Course.

EXAMPLE:

The increase in tuition and laboratory fee by 10% (ten per cent) for MCA course from the year 2002-03, 2004-05, 2006-07, 2008-09 shall be as under:

	FEE	COURSE	2002-2003 (Base Year)	2004-2005	2006-2007	2008-2009
1.	Tuition	M.C.A.	Rs.15000/-	Rs.16500/-	Rs.18000/-	Rs.19500/-
2.	Laboratory	M.C.A.	Rs.10000/-	Rs.11000/-	Rs.12000/-	Rs.13000/-

- A student who has registered for M.Phil./Ph.D. in the College/Institute, shall pay 60% (sixty per cent) of the Tuition fee and other fees to the College/ Institute (Research place) and pay 40% (Forty per. cent) of the fees to the University.
The Examination fee for Thesis and Dissertation will be paid by the student to the University through the College/Institute.

5. Casual student desirous of attending Lectures/ Practicals for any course other than credit course will have to pay at least 25% (twenty five per cent) of Tuition fee and Laboratory fee as prescribed unless otherwise specified. Casual students will be issued only certificate of attendance and no other certificate.
6. The annual Tuition fee and Laboratory Fee prescribed is the ceiling for such fees to be charged by the College/Institute/University Department/Center/School. Less fee other than prescribed may be charged by the College/Institute/University Department/Center/School provided it does not lead to unfair competition and violate the provisions of the Maharashtra Universities Act, 1994.
7. Tuition fee, Laboratory fee for Degree, Master's Degree, Diploma, Certificate course(s) that may be instituted by the University under the respective faculties will be the same as is prescribed in the Ordinance(s) unless otherwise specified by the University/ State Government/ Competent Authority.
8. Laboratory fee charged to students of F.Y.,S.Y.,T.Y.B.Com. will have to be utilized exclusively to conduct practicals, purchase of equipments, arrangement of field/industrial visits and field work.
9. Wherever Tuition and Laboratory Fees are prescribed by the State Government, the College/Institute/University Department/Center/School, will charge only those fees and not fees prescribed by the University except fees which are to be shared with the University.
10. The Vice-Chancellor shall be the competent authority to interpret the provisions of this Ordinance concerning all types of fees and charges. In case there is any dispute regarding interpretation of the provisions of an amount of fee to be paid, the Vice-Chancellor shall interpret the provisions of the concerned Ordinance(s) and his decision shall be final.
11. If any difficulty arises in giving effect to the provisions of these Ordinances the Vice-Chancellor may by order, issue necessary directions not inconsistent with the objects and purposes of the Ordinance, which appears to be necessary or expedient for the purpose of removing the difficulty

APPENDIX B:

TABLE -I

OTHER FEES FOR NON-PROFESSIONAL COURSES

(DEGREE/DIPLOMA)

SHARING AND NON-SHARING BASIS

Sr. No.	Head of the Fees	Other fees for U.G(Degree /Diploma)Courses			Other fees for P.G. Courses Degree/Diploma/Adv. Diploma		
		College Insti/ Dept. Share Rs.	Univer sity share Rs.	Total Rs.	College Insti/ Dept. share Rs.	Univer sity Share Rs.	Total Rs.
1.	Gymkhana	60/-	20/-	80/-	60/-	20/-	80/-
2.	Student Welfare Fund	20/-	20/-	40/-	20/-	20/-	40/-
3.	Medical Examination (For 1st Year Student of U.G.classes Only)	20/-	10/-	30/-	0	0	0
4.	Development Fee	75/-	25/-	100/-	75/-	25/-	100/-
5.	Pro-rata Contribution for Ashwamegh	5/-	5/-	10/-	5/-	5/-	10/-
6.	Disaster Management	0	10/-	10/-	0	10/-	10/-
7.	Computerization Fee	15/-	5/-	20/-	15/-	5/-	20/-
8.	Registration Fee For P.G.Students	--	--	--	--	25/-	25/-
9.	Students safety insurance	--	2/-	2/-	--	2/-	2/-
10.	Admission fee	20/-	--	20/-	30/-	--	30/-
11.	Library fee	100/-	--	100/-	125/-	--	125/-
12.	Student aid fund	10/-	--	10/-	20/-	--	20-

Note: Wherever the Govt. prescribes a fee under a particular item/head and University prescribes the fee under similar head or item, the College/Institute will charge only the fee prescribed by the State Govt. and not by the University. The College/Institute will charge fee prescribed by the University under particular head/item which is not prescribed by the Govt.

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TABLE-II

OTHER FEES FOR PROFESSIONAL COURSES

(OTHER THAN THOSE PRESCRIBED BY THE STATE GOVERNMENT)

ON SHARING/NON SHARING BASIS:

Sr. No.	Head of the Fees	Other Fees for U.G. Courses			Other Fees for P.G.Courses Degree/Diploma/Adv. Diploma		
		College /Insti/ Dept. share	University share	Total	College /Insti/ Dept share	University share	Total

		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1.	Gymkhana	60/-	20/-	80/-	60/-	20/-	80/-
2.	Student Welfare Fund	60/-	20/-	80/-	60/-	20/-	80/-
3.	Medical Examination (For First Year)	20/-	10/-	30/-	--	--	--
4.	Computerization Fee	20/-	20/-	40/-	20/-	20/-	40/-
5.	Pro-rata Contribution for Ashwamegh	5/-	5/-	10/-	5/-	5/-	10/-
6.	Disaster Management	--	10/-	10/-	--	10/-	10/-
7.	Development Fee	<u>200/-</u>	<u>50/-</u>	<u>250/-</u>	<u>200/-</u>	<u>50/-</u>	<u>250/-</u>
8.	Registration Fee for P.G.Students	--	--	--	--	25/-	25/-
9.	Students safety insurance	--	2/-	2/-	--	2/-	2/-
10	Admission Fee	20/-	--	20/-	30/-	--	30/-
11.	Library Fee	100/-	--	100/-	200/-	--	200/-
12	Student Aid Fund	10/-	--	10/-	20/-	--	20/-

Note: Wherever the Govt. prescribes a fee under a particular item/head and University prescribes the fee under similar head or item, the College/Institute will charge only the fee prescribed by the State Govt. and not by the University. The College/Institute will charge fee prescribed by the University under particular head/item which is not prescribed by the Govt.

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TABLE-III

**SPECIFIC OTHER FEES THAT WILL BE CHARGED BY THE
COLLEGE/INSTITUTE/UNIVERSITY DEPARTMENT/CENTRE/SCHOOL**

Sr.No	Particulars of Fee	Course	Amount Rs.	Condition
1.	Internship Fee	B.Ed/B.Ed. (Physical Education)	Per Academic Year 100/-	Provided it is prescribed in the course
2.	Computer Lab. Maintenance Fee	-do-	300/-	Provided computer lab work is provided in the course

3.	Laboratory fee (Additional)	Vocational Course	1500/-	Where Laboratory work is prescribed in the course.
4.	Library fee	-do-	500/-	--
5.	Registration fee	a) Ph.D b) M.Phil.	300/- 50/-	
6.	Library fee	Ph.D.	400/-	
7.	Laboratory fee	Ph.D.	1000/-	
8.	Library fee	M.Phil	200/-	
9.	Laboratory fee	M.Phil.	500/-	
10.	Practical Fee	LL.B.(old) LL.B.(new five years)	100/-	Provided Practicals are conducted e.g. moot court
11.	Synopsis submission fee	a) Ph.D. B) M.Phil.	400/- 200/-	To be paid at the time of submission of synopsis/Dissertation
12.	Field work/term work fee	MSW and such other course(s) in which Field/ Term work is prescribed	400/-	Wherever it is prescribed in the course and marks are assigned for Field/ Term work.
*13.	Laboratory Development fee/Field work (Commerce Faculty)	B.Com.(F.Y.,S.Y.,T.Y.) M.Com (Part I & II)	100/-	Wherever it is prescribed in the course and marks are assigned for Field/ Term work.
14.	Dissertation	M.S./M.D. & Such other Courses	250/-	Wherever it is prescribed in the course and marks are assigned for Field/ Term work.
15.	Development Fee	B.Pharm.	4000/- (Non Sponsor) 12250/- (Sponsor)
16.	Development Fee	M.Pharm.	4000/- (Non-Sponsor) 12250/- (Sponsor)	

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TABLE-IV

**REGISTRATION FEE & OTHER CHARGES FOR COURSE (S)
WITH CREDIT SYSTEM**

a)	Registration Fee per semester	Rs.25/-N.P.C. Rs.25/-P.C.
b)	Other fees (as prescribed by the University for other Non-professional and Professional courses on sharing and non-	

	sharing basis.	
c)	Casual student has to pay (a) Registration fee Rs.25/- (b) Library fee as prescribed for others.	

* *N.P.C.-Non Professional Courses*

* *P.C.- Professional Courses*

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TABLE-V

CANCELLATION OF ADMISSION AND REFUND OF FEE:

Refund of Development Fee and Other Fees:

The candidate cancelling his confirmed admission will be entitled to receive the refund of fees after deducting the amounts as indicated below except otherwise prescribed by the State Govt./University/Competent Authority.

<i>Sr.No.</i>	<i>Time of Cancellation</i>	<i>Amount to be deducted</i>
1.	From 1st day to 10 days from the date of securing admission	<u>20% of the total fees</u>
2.	From 11th to 30 days from the date of securing admission.	<u>40% of the total fees</u>
3.	After 30 days	<u>100% of the total fees</u>

General Conditions:-

1. The Other fees if any is prescribed by the State Government for aided and unaided Professional and Non-professional Courses from time to time will supersede the fees prescribed for such courses in the ordinance(s). The College/Institution/University Department/Center/School will charge only fees prescribed by the State Government.
2. For M.Pharmacy. the student will have to pay equipment, maintenance and operational charges for First and Second semester Rs.500/- each and for third and fourth semester Rs.1000/- and Library fee per semester Rs.1000.

The University/ College/ Recognized Institute may charge reasonable fee for the following services if rendered to the students.

Students activities such as annual social gathering, debating, magazine, prospectus, I.card, journal, seminar, test, tutorial, workshop, study course material, internet, e.mail, maintenance of aqipment, training and placement, study tour etc.

3. A demand draft of Registration Fee, Development Fee, Computer Fee, Student Welfare Fund and any other fee in which the University has a share shall be remitted to the University by the

College/Institute on or before 31st October or within one month from the last date of admission whichever is later. The result of the students or concerned college may be kept in reserve till the whole of the amount is received.

4. The Examination Fee for M.Phil./Ph.D., Thesis and Dissertation will be paid by the student to the University through the College/Institute.
5. Development Fee is to be charged from the students only in case of degree/diploma (UG/PG), if the course is of one year or more than one year duration. Development Fee is not to be charged for Certificate course(s).
6. The Development Fee and other Fees prescribed is the ceiling for such fees to be charged by the College/Institute/University Department/Center/School. Less fee other than prescribed may be charged by the College/ Institute/University Department/
Center/School provided it does not lead to unfair competition and violate the provisions of the Maharashtra Universities Act, 1994.
7. University Examination fee, Library fee etc. for Degree, Master's Degree, Diploma, Certificate course(s) that may be instituted by the University under the respective faculties will be the same as is prescribed in the Ordinance(s) unless otherwise specified by the University/ State Government/ Competent Authority.
8. Wherever Library, Development and other fees are prescribed by the State Government, the College/Institute/University Department/Center/School, shall charge only those fees and not fees prescribed by the University except fees which are to be shared with the University.
9. The Vice-Chancellor shall be the competent authority to interpret these Ordinances Rules concerning all types of fees and charges. In case there is any dispute regarding interpretation of these Rules regarding of an amount of fee to be paid, the Vice-Chancellor shall interpret the provisions of these Rules and his decision shall be final.
10. If any difficulty arises in giving effect to the provisions of Ordinances/Rules concerning fees and charges, the Vice-Chancellor may by order, issue necessary directions not inconsistent with the objects and purposes of the these Rules which appear to be necessary or expedient for the purpose of removing the difficulty.

TABLE-VI

ELIGIBILITY FEE

A Student passing qualifying examination and seeking first time admission to any Degree/Diploma/Certificate course (s) (U.G./P.G.), will have to pay eligibility fee as under:

Sr. No.	Particulars	Non-professional	Professional
		Rs.	Rs.
1	From within the State of Maharashtra	100	200
2	From outside the State of Maharashtra and Migrating to Pune University	200	300
3	From any foreign country (Out of India) and migrating to Pune University (NRI/Foreign Citizen- Foreign National)	500	1000
4	A Student passing qualifying examination from Pune University and seeking admission to second degree/diploma/ certificate U.G./P.G. of our University and is		
a)	Domiciled in Maharashtra	100	200
b)	Domiciled outside Maharashtra State	200	300
c)	NRI/Foreign Citizen/ Foreign National	500	1000
5	Eligibility fee for issue of provisional eligibility certificate		
	For (1)	100	200
	And for (2) & (3)	300	500

1. Administrative charges for late submission of required document (s) will be Rs.300/- for Non-professional course (s) & Rs.500/- for Professional course (s) up to 30 days from date prescribed for submission of document (s).

TABLE-VII

FEES FOR EXTERNAL REGISTRATION,

CLASS IMPROVEMENT & OTHER FEES

Sr.No.	Courses	Revised	Revised
		Registration Fee Rs.	Other Fees Rs.
l)	External Registration fee for		
a.	Degree Course	300	
b.	P.G. Degree Course	400	

II)	Class Improvement for		
a.	Degree Course	400	
b.	P.G. Degree Course	500	
III)	Other Fees for External students		
a.	Duplicate Registration Card		75
b.	Bonafide Certificate		50
c.	Change of Subject		150
d.	Migration Certificate		150
IV)	Transference Certificate		
a.	After Passing up to 6 months		40
b.	After Passing from 6 months onwards upto 3 years		75
c.	After 3 years		150

Note:-

1. *Administrative Charges for late submission of document (s) will be Rs. 150/- up to 30 days from the last date prescribed for submission of documents for External Registration, class improvement.*
2. *If any Diploma/Certificate course is instituted externally, the Registration fee will be Rs. 100/- and Eligibility fee Rs. 50/-*
3. *Registration Fee for students domiciled outside Maharashtra State will have to pay double the fee as prescribed for students domiciled within Maharashtra State as shown above in the statement*
4. *The fees for the items other than mentioned above such as Examination fee. Passing Certificate, Statement of Marks, CAP etc. will be as prescribed for regular students.*

TABLE-VIII

OTHER FEES FOR DIPLOMA COURSE IN JOURNALISM

Sr.No.	Particulars of Fee	Amount Rs.
1.	Entrance Test	100/-
2.	Library Fee	150/-
3.	Equipment	300/-
4.	Development Fund	200/-
5.	Admission Fee	50/-
6.	Student Aid Fund	20/-

7.	Student Activity	100/-
8.	Administrative Charges	--
9.	Gymkhana	--
10.	Student Welfare Fund	100/-
11.	Pro-rata Contribution for Ashwamegh	10/-
12.	Computerisation Fee	40/-
13.	Disaster Management	10/-
14.	Registration fee	50/-
		1430/-

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 and the Government by their Notification No. USG 1492/104201/(131/92)-UNI 3, dated 22.07.1994 has notified that the said Act be commenced w.e.f. 22.07.1994.

AND WHEREAS the Maharashtra Universities Act, 1994, has been amended by Maharashtra Act No. L V of 2000 as published in the Maharashtra Government Gazette on 26.12.2000.

AND WHEREAS the UGC has selected the University of Pune "University with potential for excellence" and UGC has also selected "Bioinformatics and Biotechnology" as the thrust area to be developed into a Centre for Excellence.

AND WHEREAS the Management Council of the University has decided to establish "University Institute of Bioinformatics and Biotechnology," "National Centre for international Defence Security and Analysis" and "Centre for Sensor Research and Technology"

AND WHEREAS as per Section 51 (2) of the Maharashtra Universities Act, 1994, University can establish Institution, Institutions of Higher Learning, Research or specialized Studies.

AND WHEREAS it will take some time to frame the Statutes in this regard and place the same before the Statutory Authorities of the University as laid down in Section 52 of the Maharashtra Universities Act, 1994.

Therefore I, Dr. Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under subsection 8 of Section 14 of the Act, hereby issue the following directives that the following institute and centres be established with immediate effect.

- [1] University Institute of Bioinformatics and Biotechnology
- [2] National Centre for International Defence Security and Analysis
- [3] Centre for Sensor Research and Technology

Ref.No Law/2002/194

Sd/-

Ganeshkhind, Pune 411 007

(Dr. A.S. Kolaskar)

Date: 03.06.2002

Vice-Chancellor

UNIVERSITY OF PUNE



Circular No. 150 of 2002

CORRIGENDUM

It is hereby notified for the information of all concerned that, in exercise of the powers, conferred under section 14 (8) of the Maharashtra Universities Act, 1994, The Hon'ble Vice-chancellor has been pleased to issue the directives regarding the revised Tuition Fee and Other Fees and the Examination Fees vide reference No. Law/2002/189 dt. 23.05.2002.

In the said order, on page No. 6 of appendix A; inadvertently incorrect revised fees have been mentioned for the Regular Courses in Foreign Languages.

Corrected revised fee for the said courses shall read as under:

Sr.No.	Name of Faculty	Revised Fee
XIX	Foreign Languages- Regular Courses (i) Special Diploma in Any Foreign Languages (ii) Advanced Diploma in Any Foreign Languages (iii) Diploma in Any Foreign Languages (iv) Certificate Course in Any Foreign Languages	 3000 2500 2000 1500

Ref. No. Law/2002/193
Date: 31.05.2002.

Sd/-
Registrar.

- Copy for information to: 1) The Principals of affiliated colleges,
- 2) The Head of the Recognised institutes.
 - 3) Head of University Departments.
 - 4) The Head of Sections in the University Office.

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 and the Government by their Notification No. USG 1492/104201/(131/92)-UNI 3, dated 22.07.1994 has notified that the said Act be commenced w.e.f. 22.07.1994.

AND WHEREAS the said Maharashtra Universities Act, 1994, has been amended by Maharashtra Act No. LV of 2000 as published in the Maharashtra Government Gazettee on 26.12.2000.

AND WHEREAS the Management Council on recommendation of Academic Council of the University decided to revise the Tuition Fee, Development Fee, Administrative Service Charges, Laboratory Fee,

Other Fees (Sharing & Non-sharing), Eligibility Fee, External Registration Fee, Examination Fee and other fees of the Under-graduate & Post-graduate courses of the university.

AND WHEREAS it will take some time to frame revise ordinances and submit the same to the Hon'ble Chancellor under section 54(4) of the Maharashtra Universities Act 1994.

AND WHEREAS it is necessary to issue directives in this regards to implement the revised fee from the Year 2002-2003.

Therefore I, Dr. Ashok Sadanand Kolaskar; Vice-Chancellor of the University of Pune, by and under the powers vested in me under subsection 8 of Section 14 of the Act, hereby issue the following directives.

The revised Tuition Fee, Development Fee, Administrative Service Charges, Laboratory Fee, Other Fees (Sharing & Non-sharing), Eligibility Fee, External Registration Fee and Other Fees of Under-graduate and Post-graduate courses of the University shall be as shown in Appendix 'A' and shall come into force with effect from the academic year 2002-2003 and the Examination Fees shall be as shown in Appendix 'B' and shall come into force with the effect from the Examinations to be held in October 2002 and onwards.

The provisions of this order supersede the similar provisions of existing ordinances

Ref.No. Law/2002/189
Ganeshkhind, Pune-411 007
Date: 23.05.2002

Sd/-
(Dr. A.S. Kolaskar)
Vice-Chancellor

APPENDIX A

I) DEFINITIONS:

i) Professional Course: means & includes

Course conducted in all Professional faculties, Engineering including Architecture, Print Administration, Pharmacy, Management, Computer, Town Planning, Applied Arts, Law, Education, Physical Education, Applied Courses in Science such as Bio-Information, Bio-Technology, Health Sciences, Environmental Sciences, Electronics or such other courses designated by the University as Applied Courses or Professional Courses conducted in the faculty of Medicine including Dentistry, Nursing, Physiotherapy, Ayurved including Unani, Homoeopathy and such other Course(s) designated by the University/Maharashtra University of Health Sciences, State Govt. and such other Course as may be designated to be so by the State Government, University Grants Commission or Statutory Councils such as (AICTE, M.C.I., B.C.I., Nursing Council, C.C.I.M., C.C.H.M., Pharmacy Council, Council of Architecture) and any other Statutory Councils/bodies as Professional Courses.

ii) Non-Professional Course: means & include

1. Course conducted in the faculties of Arts and Fine Arts (Excluding Applied Arts), Mental, Moral and Social Sciences including Bachelor and Master Degree of Social Work, Commerce, Science (excluding Applied and Computer Course. Course.) in Home Science, as Non-Professional Course.

iii) (a) Foreign National: means a Citizen of any country other than India.

(b) Person of Indian Origin (PIO): means a Person who is citizen of other

countries (except Pakistan and Bangladesh) who at any time held an IndianPassport, or who or either of his parents or any of his grand parents was a citizen of India by virtue of the provisions of the Constitution of India or Section 2 (b) of Citizenship Act, 1955 (Act No.57 of 1955).

iv. International Student means an International Student who possesses a foreign passport.

v. **Non-Resident Indian (NRI):** means a person as defined under the provisions of Income Tax Act, 1961.

vi. **(a) Maharashtra State Candidate:** means a Candidate passing SSC/HSC (Std. XII) examination from a recognized Institution in Maharashtra State.

(b) Maharashtra Domiciled candidates: means a Candidate passing SSC/HSC (Std. XII) examination from a recognized Institution outside Maharashtra State.

Father/Mother of the candidate or the candidate is domiciled of the State of Maharashtra.

vii. **(a) Candidate from Outside Maharashtra State:** means a candidate whose

Domicile Status is Outside Maharashtra and has passed his qualifying examination from University Outside Maharashtra, will be eligible for admission as candidate from Outside Maharashtra.

(b) A Candidate whose Domicile Status is Outside Maharashtra State, but who has passed his qualifying examination from a Statutory University in the State of Maharashtra, but has passed his HSC or its equivalent examination from a recognized school Outside the State of Maharashtra, will be eligible for admission to an institution which lies in the jurisdiction of the University will be considered as candidate from Outside Maharashtra State.

(c) A candidate with Domicile status is Outside Maharashtra and passing his/her qualifying examination from Pune University but passing his/her H.S.C.E. or equivalent examination from Outside Maharashtra, will be eligible for admission as candidate from Outside Maharashtra State.

(d) Such candidates while filling in the application form for admission should indicate their Domicile status as "other than Maharashtra".*

2. (a) TUTION FEE PRESCRIBED BY THE GOVERNMENT FOR AIDED COURESES

(i) Admissions are made by the Colleges/Institutions/University

Faculty	Course	Fee
1. Arts & Fine Arts Arts	B.A.	800
	M.A.	1000
2. Mental, Moral & Social Sciences	B.A.	800
	M.A.	1000
3. Commerce	B.Com.	800
	M.Com.	1000
4. Science	B.Sc.	800
	M.Sc.	1000
	(Conventional)	
5. Law	I.L.L.B.	} 1500
	II L.L.B.	} 2000
	Old	} 2500
	III L.L.B	
	I.L.L.B.	}
	II L.L. L. B.	} 1500
	III L.L.B.	}
	New	} 2000
	IV L.L.B.	} 2500
	V L.L.B	
6. Physical Education	B.Ed. (Physical Education)	3000 4000
	M.Ed. (Physical Education)	
7. Education	B. Ed.	8000 Merit 20000 Payment
	M. Ed.	4000

FEE FOR TUTION, DEVELOPMENT AND OTHER FEE FOR FOREIGN NATIONS/PERSONAL INDIAN

Sr. No	BRANCH/FACULTY	Tution Fee			Development Fee		
		Free	Payment	NRI/Foreign Students	Free	Payment	NRI/Foreign Students
1.	Engineering B.E. Course	10000	40000	\$3,000 \$5,000 * \$3000	3000	8000	\$1,000 \$1,000
2.	Architecture B.Arch.	5000	35000	\$2,250 \$5,000 * \$3000	3000	9500	\$1,500 \$1,000
3.	Pharmacy B.Pharm.	5000	35000	\$2,250 \$5,000 * \$3000	4000	12250	\$1,5000 \$1,000

1. Gymkhana (I Card, Magazine, Medical etc.)	500
2. Training & Placement	50
3. Libarary	300
4. Library & Lab. Deposit	500
5. Internet & E-mail	150
6. Cultural activities /Social gathering	100
Per year per Student	1600

4.	Hotel Management Catering Technology	5000	35000	\$2,250 \$5,000 * \$3,000			\$1,000 \$1,000
5.	Management MBA	5000	15000	Rs. 50000 \$6,000 * \$4,000	7000 7000	17500 17500	\$2,000 \$1,000

1. Admin Fee, I Card Uni. Eligibility	250
2. Library fee	250
3. Gymkhana, Student Welfare, Annual Medical Checkup	100
4. Seminar/W/S industrial visit	500
5. Placement activities	1000
6. Study material & Computer facility	500
7. Miscellaneous (Internal Exam. Etc.)	400
8. Caution Money Deposit (Refundable)	500

Total **3500**

Note : * For Students from SARC countries (Except students from Pakistan & Bangla Desh.)

(b) TUTION FEES FOR UNAIDED COURSES_:

Sr No.	Name Of the Faculty	Revised Fee
1.	Arts Fine Arts & M.M.S.S.	
(i)	B.A. (F.Y./S.Y./T.Y.)	1600
(ii)	(a) B.A. (Performing Arts) Gurukul Pattern Dance/Drama/Music	6000
(iii)	(b) B.A. (Fine Arts including Applied Arts) Painting, Sculpture & Drawing etc.	15000
(iv)	B.Lib. & Information Sci.	6000
(v)	B. Communication & Journalisum	6000
(vi)	(a) M.A. (Performing Arts) Gurukul Pattern Dance/Drama/Music	8000
(vii)	(b) M.A. (Fine Arts including Applied Arts) Painting,Sculpture & Drawing etc.	20000
(viii)	M.A. (In All Subjects)	2000
(ix)	M.Lib & Information Sci- }	
(x)	Mass Communication & Journalisum }	
(xi)	Master of Mass Relations (M.M.R.) }	8000
(xii)	Master of Social Work (M.S.W.) }	
(xiii)	M. Phil	Per sem. 1000
(xiv)	Ph. D.	Upto 3 years 4000 From 4 th Year 2000
(xv)	Diplomas (P.G.) (Arts)	4000
(xvi)	Diplomas (MMSS) (U.G.)	2000
	(P.G.)	4000
(xvii)	Diploma other Than Foreign Language	2000
(xviii)	Certificates other Than Foreign Language	O.F.L. 1500
(xix)	Foreign Languages Intensive Courses	
	i. Diploma	2500
	ii. Advanced Diploma	3000
	iii. Special Diploma	3500
	iv. Certificates Course	2000
	Special Diploma in any foreign languages	2500
	Advanced Diploma in any Foreign languages	3000
	Diploma in any Foreign languges	3000
	Certificate Course in any foreign languages	2000
2.	Commerce	
i.	B. Com. (F.Y./S.Y./T.Y.)	1600
ii.	M. Com.	2000
iii.	M. Phil.	Per Sem. 1000
iv.	Ph.D.	Upto 3 years 4000 From 4 th year 2000
v.	Diplomas (U.G.)	2000
	(P.G.)	4000
vi.	Certificates	2000

Note : U.G.- Under graduate

P.G.- Post Graduate

M.M.S.S.- Mental Moral Social Scieence

Sr. No.	Name of the Faculty	Revised Fee
3.	<u>Science</u>	
(i)	B.Sc.(F.Y./S.Y./T.Y.)	1600
(ii)	M.Sc. (Conventional)	2500
(iii)	M. Phil.	Per Sem. 1000
(iv)	Ph.D.	Upto 3 years 5000 From 4 th year 3000
(v)	Diplomas (U.G.)	2000
	(P.G.)	4000
(vi)	Certificates	1500
4.	<u>Education & Physical Education</u>	
(i)	B.Ed.	20000
(ii)	B.Ed. (Physical Education)	12500
(iii)	M.Ed. (General)/M.Ed.(Physical Education)	12500
(iv)	M.Ed. (Part time)	Per vacation 4000
(v)	M.Phil.	Per Sem. 1000
(vi)	Ph D.	Upto 3 years 4000 From 4 th year 2000
(i)	Diplomas (U.G.)	2000
	(P.G.)	4000
(ii)	Spl Edn. in Hearing Impaired	10000
(iii)	Certificates	1500
5.	<u>Law</u>	
(i)	L.L.M./M.L.L. & L.W.	6000
(ii)	M.Phil.	Per Sem. 1000
(iii)	Ph. D.	Upto 3 years 4000 From 4 th year 2000
(iv)	Diploma (U.G.)	2000
	(P.G.)	4000
(v)	Certificates	3000
6.	<u>Engineering</u>	
(i)	M.E. (All Branches)	40000
(ii)	Ph.D.	Upto 3 years 6000 From 4 th year 4000
(iii)	Diplomas (U.G.)	2000
	(P.G.)	4000
(iv)	P.G. Diploma in Print Administration	12000
(v)	Other P.G. Diplomas	8000
7.	<u>Pharmaceutical Science</u>	
(i)	M. Pharm. (Semester)	Gate Qualified Non-Spon-3000 Per Sem Gate Qualified Spon 15000 Per Sem.
(ii)	Ph. D.	Non-Gate Qualified Spon-20000 Per Sem Upto 3 years 6000 From 4 th year 4000

Sr. No.	Name of the Faculty	Revised Fee
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8.	Management	
(i)	M.M.S./M.P.M./M.M.M.	6000
(ii)	Ph.D.	Upto 3 years 6000 From 4 th year 4000
(iii)	P.G.Diploma	4000
(iv)	Certificates	2000
9.	Medicine	
(i)	M.S./M.D./D.S. (**)	105000
(ii)	Ph.D.	Upto 3 years 6000 From 4 th year 4000
(iii)	Diplomas	20000
10.	Ayurvedic Medicine	
(i)	M.D. (**)	Govt/Private aided (Merit)5000 Private Non-aided 7000 Payment 80000 (Own Hospital) Payment 65000 (Hired Hospital) Upto 3 years 6000 From 4 th year 4000 Per Sem. 2000
(ii)	Ph.D.	10000
(iii)	M. Phil	5000
(iv)	Diploma	
(v)	Certificate	
11.	Homeopathy	
(i)	B.H.M.S. (Graded)	6000
(ii)	M.D. (**)	7000 (Private/Merit) 35000 (Own Hospital)/ Payment 20000 (Hired Hospital)/ Payment
(iii)	Ph.D.	Upto 3 years 6000 From 4 th year 4000
(iv)	Diplomas	10000
(v)	Certificate	5000

() Note:**

- (1) The fee for P.G. and Diploma course in the Medicine, Dentistry, Ayurvedic Medicine, Homoeopathy, Nursing, Unani etc. will be as prescribed by the State Govt. from time to time
- (2) For Diploma courses in Medicine, Ayurvedic Medicine, Dentistry, Homoeopathy, Nursing, Unani etc., the fee, if any, prescribed by the State Govt. will supersede the fee prescribed by the University.
- (3) The fee prescribed for Diploma/Certificate Courses is applicable to all autonomous Diploma/Certificate Courses in other faculties conducted in Affiliated colleges, Recognised Institutions or University Departments, Centre, School.

(C) TUTION FEE FOR COMPUTER AND APPLIED COURSES_:

Faculty	Revised fee T
Science	2500 (2001-02)
(1) B.Sc. (Computer Science)/B.C.S.	4000 (2002-03)
	5000 (2003-04)
	(2004-05)
(2) B.Sc. (Applied Courses)	

i	Applied Scientific Instrumentation	
ii	Applied Advanced Electronics	8000
iii	Applied B.M. Tech.	
iv	Such Other Courses	
(3) M.Sc. (Computer Science)/M.C.S.		8800 (2001-02) 10000 (2002-03) 10000 (2003-04)
(4) M.Sc. (Applied Courses)		
i	Applied Advance Electronics	
ii	Bio-Tech	
iii	Analytical Chemistry	
iv	Drug Chemistry	
v	Health Science	10000
vi	Perto, Tech	
vii	Polymer Science	
viii	Instrumentation	
ix	Bioinformatics	
x	Such Other Courses	
(5) Environmental Science		6000 1200 (Sponsored Student)
(6) Master of Computer Application		15000
(7) Communication Studies		15000
Management		
i	M.C.M.	20000
ii	M.C.A.	15000
iii	D.C.M.	6000
iv	A.D.C.A.	6000

(d) Laboratory Fee for aided and unaided courses

Sr. No.	Faculty	Laboratory Fee (Aided)	Laboratory Fee (Unaided)
		Revised	
	Arts, Fine Arts & Applied Arts/MMSS		
1.	B.A. (where the lab. Work is prescribed)	125	250
2.	(A) B.A. (Performing Arts) Gurukul Pattern Dance/Drama/Music (B) B.A.(Fine Arts including Applied Arts)	-	500

	Painting, Sculpture, Drawing etc.		3000
3.	(a) M.A. (Performing Arts Gurukul Pattern Dance/Drama/Music (b) M.A. (Fine Arts including Applied Arts) Painting, Sculpture, Drawing etc.		1000 6000
4.	M.A./M.Sc. Geog./Maths/Psycho etc. Stats	500 -	1500 1500
5.	Commerce B.Com.	F.Y. 40 S.Y. 80 T.Y. 120	F.Y. 60 S.Y. 100 T.Y. 180
6.	Science B.Sc.	300	500
7.	B.Sc. (Computer Sci.)	-	(2001-02) 5500 (2002-03) 7000 (2003-04) 8000 (2004-05) 10000
8.	M.Sc. Applied Courses		12000
9.	M.Sc. (Conventional Courses)	600	6000
10.	M.Sc. (Computer Sci.) (M.C.S.)	-	(2001-02) 8000 (2002-03) 10000 (2003-04) 12000
11.	M.C.A. (Sci)	-	10000

12.	Management M.C.A. M.C.M. D.C.M. A.D.C.A.	- - - -	10000 10000 4000 4000
13.	Pharmaceutical Science M. Pharmacy Lab & Drug Fess (per Sem.) Equip. Maint. & Op. Charges (Per Sem.) Lib. Fees (Per Sem.)	1500 1500 -	3000 3000 500

14.	Homeopathy/Ayurved		
	M.D.	1000	3000

Note: wherever practicals are provided in the course other above practical course, the Laboratory Fees will be as under

- | | | |
|----|---|-------------|
| 1) | Non-Professional Degree Course in Arts/MMSS/Commerce | Rs.250/- |
| 2) | Non-Professional Masters' Degree Course | Rs.1500/- |
| 3) | Professional Degree Course | Rs.6000/- |
| 4) | Professional Masters' Degree Course including Applied Courses as designated by Government or University | Rs.10,000/- |
| 5) | Professional Diploma Courses in Management (For Computer Laboratory work) | Rs.3,000/- |

OTHER FEES FOR NON-PROFESSIONAL COURSES (ARTS, SCIENCE, COMMERCE, SOCIALWORK, HOME SCIENCES, PHYSICAL EDUCATION AND LAW EDUCATION) ON SHARING

Sr.No.	Head of the fees	Revised				
		Other fees for U.G. Courses			Other fees for P.G. Courses	
		College	University	Total	College	University
1.	Gymkhana	75.00	25.00	100.00	75.00	25.00
2.	Student Welfare Fund	25.00	25.00	50.00	50.00	50.00
3.	Medical Examination (For 1 st year Student)	10.00	5.00	15.00	0	
4.	Development Fee	150.00	50.00	200.00	150.00	50.00
5.	Pro-rata Contribution for Ashwamegh	5.00	5.00	10.00	5.00	5.00
6.	Disaster Management	0	10.00	10.00	0	10.00
7.	Computerization Fee	20.00	20.00	40.00	20.00	20.00
8.	Registration Fee for P.G. Students	--	0	0	0	50.00

Other Fees for Professional Courses (Non-sharing)

Sr. No.	Head of the Fees	Other fees for U.G. Course	Other fees for P.G. Course
		Revised	Revised
1	Admission Fees	50.00	50.00
2	Library Fee	150.00	300.00
3	Student Aid Fund	10.00	20.00
4	Tutorial/Seminar/Workshop/Internal Tests	50.00	100.00
5	Students Activities (Annual social, cultural activities), Magazine etc.	100.00	100.00
6	Administrative Service Charges	300.00	300.00
	Total	660.00	870.00

Other Fees for Non-Professional Courses on Non-sharing

(Arts, Science, Commerce, Social Work, Home Science, Physical Education, Law)

Sr, No	Head of the Fees	Other Fees for U.G. Course Revised	Other Fees for P.G. Course Revised
1.	Admission Fees	30.00	50.00
2.	Library Fees	100.00	150.00
3.	Student Aid Fund	10.00	20.00
4.	Tutorial/Seminar/Workshop/Internal Tests	50.00	100.00
5.	Students Activities (Annual Social, Cultural activities), Magazine etc.	100.00	100.00
*6.	Administrative Service Charges	200.00	200.00
	Total	490.00	620.00

* To be charged only by colleges/institutes for unaided courses only. Aided colleges are not to charge administrative charges to the students.

OTHER FEES FOR PROFESSIONAL COURSES (OTHER THAN THOSE PRESCRIBED BY THE STATE GOVERNMENT) ON SHARING BASIS :

Sr. No.	Head of the Fees	Proposed other Fees for U.G. Courses			Proposed Other Fees	
		College	University	Total	College	University
1.	Gymkhana	75.00	25.00	100.00	75.00	25.00
2.	Student Welfare Fund	75.00	25.00	100.00	75.00	25.00
3.	Medical Examination (for First Year)	10.00	10.00	20.00	--	--
4.	Computerization Fee	20.00	20.00	40.00	20.00	20.00
5.	Pro-rata Contribution for Ashwamegh	5.00	5.00	10.00	5.00	5.00
6.	Disaster Management	--	10.00	10.00	--	10.00
7.	Development Fee	400.00	100.00	500.00	400.00	100.00
8.	Registration Fee for P.G.Students	--	--	--	--	--

Tuition Fee, Registration Fee, Laboratory Fee, Administrative Service Charges for Courses

It is recommended that following fees be charged for courses having **credit system**:

a)	Registration Fee per semester	Rs.250/-N.P.C.* Rs.300/-P.C.*
b)	Tuition Fee per credit (Non Professional Courses)	Rs.60/-
c)	Tuition Fee per credit for Professional courses including applied courses, Bio-informatics, Environment Science, Health Sciences, Centre for performing Arts, Communications, Journalism etc.	Rs.100/-
d)	Laboratory Fee/Field Work per semester (wherever laboratory/field work is prescribed)	Rs.2000/-N.P.C. Rs.2500/-P.C.
e)	Other fees (as prescribed by the university for other Non-professional and Professional courses on sharing and non-sharing including Administration service charges and development fee	
f)	Total of 100 credits qualify M.Sc. Degree and 64 credits qualify for M.A. Degree	

	and 25 and 16 credits per semester respectively.	
g)	Tuition fee should be raised by 10% per year, per credit for next 5 Years.	
h)	Fees for foreign students should be 5 times and for out of State students, two times the prescribed fee	
i)	25% of the total credits can be availed from other departments.	
j)	Examination Fee per semester, per credit Rs.20/- for Non- professional courses Rs.25/- for professional courses including applied courses	
k)	Casual student has to pay Tuition Fee per credit but minimum Rs.1000/- Laboratory fee as prescribed per semester. Registration fee Rs.100/- Library fee as prescribed for others.	

* Non Professional Courses

* Professional Courses

CANCELLATION OF ADMISSION AND REFUND FEE:

Refund of Tuition Fee, Development Fee and Other Fees:

The candidates canceling their confirmed admissions will be entitled to receive the refund of Tuition fee, Development and Other fees after deducting the amounts as indicated below except otherwise prescribed by the state Govt. or University.

Sr. No	Time of Cancellation	Amount to be deducted		
		Tuition Fee	Development Fee	Other Fees
1.	Within 10 working days from the date of securing admission	20% of Tuition Fee or Rs.2000/-which-ever is less	20% of Development Fee or Rs.250/- which ever is less	20% of other fee charged
2.	On or after 11 working days but before the last date prescribed for adm-ission by the University/ Govt.	40% of Tuition fee or Rs.2000/- whichever is less	40% of Development fee or Rs.500/-which-ever is less	40% of other fee charged
3.	On or after the last date	Full Tuition Fee	Full Development fee	Full amount of

	prescribed for admission by the University/ Govt.			other fee charged.
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DEPOSITS :

It is proposed that Colleges/Institutes/University Department may charge for Deposits as under otherwise Specified by the state Government/University/Any other Competent Authority Deposits, Caution Money are refundable if claimed within three years, else are forfeited to the College/Institute and credited to Student Welfare Fund unless, otherwise specified by the State Govt./University/Competent Authority.

Sr. No.	Particulars	Caution Money	Library	Laboratory
1.	Professional Courses/Institutes	500	500	1000
2.	Non-Professional Courses	100	200	300

NOTES:

1. Notwithstanding anything provided otherwise, the Tuition fees is prescribed for the students from the State of Maharashtra. The Tuition fee for the students who are from outside the State of Maharashtra will have to pay double the Tuition fee & the Non-resident Indian student, person of Indian Origin, Foreign Citizens/Foreign Nationals will have to pay five times the Tuition fee that is prescribed for the students from the State of Maharashtra. The students from SAARC except Pakistan & Bangladesh Countries will pay three times the Tuition fee as prescribed.
2. The Tuition and Other Fees prescribed by the State Government for aided and unaided professional and non-professional courses from time to time will supersede the fees prescribed for such courses in the Ordinance(s).
3. Colleges /Institutions should not accept any other fee(s)/deposits other than those prescribed by the University/Government.
4. A demand draft of Registration Fee, Development Fee, Computer Fee, Student Welfare Fund and any other fee in which the University has a share shall be remitted to the University by the College/Institute on or before 31st October or within one month from the last date for admission, whichever is later. The Examination forms of the candidates will not be accepted or their examination results will be held in reserve if the University share is not received on or before the prescribed date. The College/Institute will have to pay charges for late payment Rs.15/-per thousand or part thereof, per month for the delayed period.
5. In case the student is doing his/her research work in the recognised Research Institute/College Research Centre 60% of tuition fee paid by the students will be paid to the concerned Centre/Institute/College where the student is seeking admission for first three years.

6. A student who has registered for M.Phil. in the College/Institute. 75% of the Tuition fees and other fees shall be paid to the College/Institute and 25% fee shall be paid to the University, by the College/Institute. The Examination fee for Theory and Dissertation will be paid to the University.
7. Development Fund/Fee may be charged from the students if the course is of one or more than one year duration. Casual student desirous of attending Lectures/Practicals will have to pay at least 25% of Tuition and Laboratory fee as prescribed. Such students will be issued only certificate of attendance.
8. The study material wherever prescribed and given to the student, the College/Institute may charge per course maximum upto Rs.300/- for Degree Course and Rs.200/- for Diploma Course.
9. For Courses for which Field Work/Term Work is prescribed the College/Institute may charge Rs.400/- for Field Work and Rs.400/- for Term Work.
10. Synopsis submission fee Rs.500/- be charged for Ph.D. and Rs.300/- for M.Phil. besides Examination Fee for Ph.D. and M.Phil. as prescribed.
11. Laboratory Fee may be charged in the Faculty of Education and for B.A. (Geography, Statistics and Commerce), M.A. (Geography, Statistics), Fine Arts, Performing Arts, Psychology etc. as prescribed.
12. The University registration Fee Rs.50/- per year per student admitted to Post-graduate Course including M.Sc. (PPPR) and M.Phil. be paid to the University.
13. The students of LL.B. (Old & New Course) will have to pay Rs.100/- per practical training course.
14. Internet/E-mail fee of Rs.100/- per Degree Course, Rs.150/- per Post-Graduate Degree Course and Rs.300/- for M.Phil. and Rs.500/- for Ph.D. student per year may be charged by the College/Institute/University only if Internet/E-mail facility is provided to the students.
15. Administrative Service Charges to be charged only by Colleges/Institutes which are unaided.
16. Registration fee of Rs.500/- will be charged to the student seeking admission to Ph.D.
17. Ph.D. and M.Phil. students will have to pay every year, Library and Laboratory Fee
(Whatever Laboratory work is done) as under:-

	Library	Laboratory
1. Ph.D.	Rs.500/-	Rs.1000/-
2. M.Phil.	Rs.200/-	Rs.500/-

18. The fee for prospectus should not ordinarily exceed Rs.100/- for non-professional courses and Rs.250/- for professional courses. Where the State Govt. has prescribed fee for prospectus, Identity Card, journal etc. the same will be applicable.

19. The College/Institute may charge towards breakage, maintenance of instruments, lockers rent on actual basis.
20. For Training and Placement fee of Rs.500/- per year may be charged to students of Professional courses, if such activity is done by the college/institute.
21. The annual tuition fee, Development Fee, Laboratory Fee, Administrative Service Charges and Other Fees (sharing/non-sharing) prescribed is the ceiling for such fees to be charged by the College/Institute. Less fee other than prescribed may be charged by the College/Institute provided it does not lead to unfair competition and violate the provision of the Maharashtra Universities Act, 1994. Gymkhana, Student activities and other fees on non-sharing are to be charged, if the College/Institute provides necessary facilities for such activities (such as magazine annual, social, cultural activities, tutorials, tests, seminars etc). The Head of the College/Institute should charge the fees within the ceiling prescribed in consultation with the Student Council of the College/Institute.
22. Tuition fee, University Examination fee, Affiliation fee, Laboratory fee, Library fee etc. for Degree, Master's Degree, Diploma, Certificate that may be instituted under the respective faculties will be the same as is prescribed in the Ordinance unless otherwise specified.
23. Students taking vocational courses at undergraduate level will have to pay additional laboratory fee of Rs.1500/- per year wherever the course requires laboratory work to be done. These students will also pay library fee of Rs.500/- per year only.
24. Internships fee of Rs.200/- per year may be charged for students of B.Ed./B.Ed. (Phy.Edn.) course. These students will have to also pay Rs.500/- per year as computer laboratory maintenance fee.
25. Laboratory fee collected from undergraduate students of commerce faculty should be utilized to conduct practicals, arrangements of field/industry visits etc.
26. There shall be increase in Tuition Fee by 10% in every year. The base year should be the fee prescribed from academic year 2002-2003.
27. There shall be increase in Development, Laboratory, Library and Administrative Service Charges by Rs.25/- every year.
28. The Vice-Chancellor shall be the competent authority to interpret the provisions of the Ordinances concerning all types of fees and charges. In case there is any dispute regarding interpretation of the provisions of an amount of fee to be paid, the Vice-Chancellor shall interpret the provisions of the concerned Ordinance(s) and his decision shall be final.
29. If any difficulty arises in giving effect to the provisions of Ordinances concerning fees and charges, the Vice-Chancellor may by order, issue necessary directions not inconsistent with the objects and purposes of the Ordinance, which appears it to be necessary or expedient for the purpose of removing the difficulty.

ELIGIBILITY FEE

A Student passing qualifying examination and seeking first time admission to any Degree/Diploma/Certificate (UG./P.G.) the Eligibility Fee will be as under:

Sr. No.	Particulars	Revised	
		Non-Professional	Professional
1	From within the State of Maharashtra	100	200
2	From outside the State of Maharashtra and Migrating to Pune University	200	3000
3	From any foreign country (Out of India) and migrating to Pune University (NRI/Foreign Citizen-Foreign National)	500	1000
4	A Student passing qualifying examination from Pune University and seeking admission to second degree/diploma/certificate U.G./P.G. of our University and is		
a)	Domiciled in Maharashtra	100	200
b)	Domiciled outside Maharashtra State	200	300
c)	NRI/Foreign Citizen/ Foreign National	500	1000
5	Eligibility fee for issue of provisional eligibility certificate		
	For (1)	100	200
	And for (2) & (3)	300	500

1. Administrative charges for late submission of required document(s) will be Rs.300/- for Non-professional courses & Rs.500/- for Professional courses up to 30 days from last date prescribed for submission of document(s).
2. If an affiliated College admits students not eligible and who are migrating from other University/Board and allowing to fill in Examination Form without obtaining Eligibility number, a penalty of Rs.10,000/- per course would be imposed on the College and the performance of Examination of such students will also be cancelled.
3. If an affiliated College admits any student not eligible for Under-graduate or Post-Graduate Courses of this University and allows him/her to fill in the Examination Form, a penalty of Rs.5,000/- per course shall be imposed on the College and performance of the examination of such student shall be cancelled.
4. The same rule applies to the University Department, Centres/Schools. The Head of University Department/Director of Recognised Institute will have to pay penalty as above in case not eligible candidate is allowed to fill in the University Examination form.

Fees For External Registration,

Class Improvement & Other Fees

Sr. No.	Courses	Revised	Revised
		Registration Fee	Other Fees
I)	External Registration for		
a.	Degree Courses	300	
b.	P.G. Degree Courses	400	
II)	Class Improvement for		
a.	Degree Courses	400	
b.	P.G. Degree Courses	500	
III)	Other Fees for		
a.	Duplicate Registration Card		75
b.	Bonafide Certificate		50
c.	Change of Subject		150
d.	Migration Certificate		150
IV)	Transference Certificate		
a.	After Passing up to 6 months		40
b.	After Passing up to 3 years		75
c.	After 3 years		150

Note :-

- Hereafter, if any course is instituted externally or class improvement is provided, other than above, the fees will be as prescribed above, unless otherwise specified.
- Administrative Charges for late submission of document (s) will be Rs. 150/- up to 30 days from the last date prescribed for submission of documents for External Registration, Class Improvement.
- For any Diploma/Certificate course that may be introduced externally the Registration Fee will be Rs. 100/- and Eligibility Fee Rs. 50/-
- Registration Fee for students domiciled outside Maharashtra State will be double the fee prescribed for students domiciled within Maharashtra State as shown above in the statement
- The fees for the item other than mentioned above such as Passing Certificate, Statement of Marks, CAP etc. will be as prescribed for regular students.

APPENDIX B**Examination fees to be charged for various University Examinations.**

Sr. No.	Name of the Faculty	Revised Fee Rs.
(A) NON-PROFESSIONAL FACULTIES		

1.	Arts, Mental, Moral & Social Sciences B.A. B.A. Lalit Kala M.A. Lalit Kala M.A. (in all subjects) M.S.W. B.C.J., B.Lib & Info. Sc. M.C.J., M.Lib & Info. Sc., M.M.R. M.Phil. Ph.D. Diplomas Certificates	200 800 1000 300 400 500 600 1500 200 150
2.	Commerce B.Com. M.Com. M.Phil. Ph.D. Diplomas Certificates	200 300 600 1500 200 150
3.	Science B.Sc./B.C.S. M.Sc. M.C.S., M.C.A. M.Tech. M.Phil. Ph.D. Autonomous Courses (Applied): Diploma Graduate Post Graduate Certificates	300 300 800 1000 800 1500 300 500 750 150
(B) PROFESSIONAL FACULTIES		
4.	Education & Physical Education B.Ed./B.Ed. (Phy.) M.Ed./M,Ed. (Phy.) M.Phil. Ph.D. Diplomas	600 600 600 1500 300

5.	Law LL.B./BSL LL.M./M.L.L. & L.W. M.Phil. Ph.D. Diplomas	400 400 600 1500 300
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6.	Engineering B.E. M.E. B.Arch. M.Phil. Ph.D.	400 1200 400 1200 2000
7.	Pharmacy B.Pharm. M.Pharm. M.Phil. Ph.D.	600 800 800 2000
8.	Management M.B.A., M.C.M., M.C.A. M.M.S., M.P.M., M.M.M. B.H.M.C.T. Diplomas M.Phil. Ph.D.	800 600 750 500 800 2000
9.	Medicine M.B.B.S. B.D.S. B.Sc. Nursing Bachelor in Physiotherapy M.S./M.D./D.M./M.Ch./M.Sc. (Medical) M.D.S. Master in Physiotherapy M.Sc. Nursing D.M.L.T. Diplomas M.Phil. Ph.D.	1200 1000 1000 1000 2500 2500 2500 2500 1000 1800 1000 2000
10.	Ayurved B.A.M.S. M.D., M.S. M.Phil. Ph.D. Diplomas B.U.M.S.	1000 2500 1000 2000 1800 1200

11.	<i>Homoeopathy</i>	
	B.H.M.S.	1000
	B.H.M.S. (Graded)	1600
	M.D.	2500
	M.Phil.	1000
	Ph.D.	2000

For the purpose of this provision relating to Examination Fees and for other purposes the following shall be the meanings of the terms used

- i) 'Terms End Examination' means and includes examination conducted at the end of Term by the College/Institute/University Department, Centre, School as prescribed by the University.
- ii) 'Internal Test/Examination' means and includes the Internal Test/Examinations conducted by the College/Institute/University Department, School, Centre for Courses for which continuous assessment is prescribed and the internal assessment marks are communicated to the Statement of marks issued by the University and the result is declared on the basis of marks obtained in University Examination and marks obtained in Internal Examination/Test.
- iii) 'Departmental Examination' means and includes examination conducted by University Departments/Colleges/Institute for Post-graduate Courses where Departmental Courses are prescribed and the marks are communicated to the University and shown separately in the statement of marks.
- iv) 'Professional Course' (P.C) means and includes courses conducted in the faculties of Engineering including Architecture, Pharmacy, Management including Hotel Management & Catering Technology, Computer, Applied Arts, Printing, Applied Courses under Faculty of Science such as Bio-informatics, Bio-Technology, Environment, Health Science, Medical, Dental, Ayurved, Homoeopathy, Nursing and Physiotherapy.
- v) 'Non-Professional Course' (N.P.C.) means and includes courses conducted in the Faculties of Arts including Fine Arts (Drawing, Painting & Sculpture) and Performing Arts (Dance, Music, Drama), Commerce, Social Sciences including Master of Social Work, Home Science and Science Faculty except the courses under faculties of Education, Law, Physical Education which have been treated separately on par with Non-Professional Courses, though they are in the category of Professional Courses.

Note: 1) The Examination fee is prescribed for every Semester/Part/Year as the case may be, during each examination Session.

2) The fees shall be increased annually by 10% for professional and non professional courses.

- 3) The Examination fee of Rs.25/- for Professional courses and Rs.20/- for Non-Professional course, per credit, is prescribed wherever the credit system has been adopted for the course.
- 4) The Examination Fee for-
- (a) Departmental Courses shall be Rs.50/- per course, out of which, 70% i.e. Rs.35/- shall be retained by the College/Institute for conduct of examination including payment of remuneration to paper setters and examiners, and 30% i.e. Rs.15/- per course, per candidate, shall be remitted to the University, by Demand Draft alongwith Statement of Marks of Departmental Course Examination. The College/Institute will submit statement of accounts duly audited and certified by the Statutory Auditor.
 - (b) Internal Examination Fee shall be Rs. 15/- per course, out of which Rs. 10/ shall be retained by the College and Rs. 5/- shall be remitted to the University alongwith the marks of Internal Examinations.
 - (c) Term End Examinations shall be Rs. 200/-, out of which Rs. 100/- shall be retained by the College and Rs. 100/- shall be remitted to the University alongwith the Term End Examination marks.
- 5) The Fee for assessment of Project/Dissertation, wherever prescribed, shall be Rs.300/- for Non-professional Courses and Rs.500/- for Professional Courses. This shall be in addition to the Examination Fee prescribed for the Course.
- 6) The Examination fee for any Degree (U.G./ P.G.), Diploma, Certificate that may be instituted hereafter, shall be as prescribed for Degree (U.G./ P.G.) Diploma, Certificate under concerned faculty, unless otherwise specified by the University Authorities.

UNIVERSITY OF PUNE



Circular No 114 of 2002

CORRIGENDUM

It is hereby notified for the information of all concerned that the following Corrigendum is issued to the Circular No. 7 of 2002 dated 20.02.2002 relating to Ordinance Nos. 134 A and B, regarding revaluation of the Answer Books of the Theory Paper/s and Ordinance No. 149 regarding Verification of Marks.

In the said Circular on Page No.1, it is inadvertently mentioned that the said Ordinance shall come into force with effect from the examinations to be held in the first half of the academic year 2002 and onwards. However, the said Ordinance shall come into force with effect from the examinations to be held in April/May 2003 and onwards.

Ref.No. Law/2002/159
Date: 23.04.2002

Sd/-
Registrar

Copy for information to:

1. The Principals of Affiliated Colleges.
2. The Heads of Recognized Institutions.
3. The Heads of University Departments.
4. The Heads of Sections in the University Office.

UNIVERSITY OF PUNE**ORDER**

WHEREAS the Maharashtra State Legislature has entered the Maharashtra Universities Act, 1994 and the Government by their Notification No.USG 1492/104201/(131/92)-UNI 3, dated 22.07.1994 has notified that the said Act be commenced w.e.f. 22.7.1994.

AND WHEREAS the said Maharashtra Universities Act, 1994, has been amended by Maharashtra Act No.LV of 2000 as published in the Maharashtra Government Gazettee on 26.12.2000.

AND WHEREAS the University Grants Commission at its meeting held on 18.01.2002 considered the modification in the procedure for promotion of Reader to Professor under the Career Advancement Scheme in University Departments.

AND WHEREAS the University Grants Commission resolved that the following criteria and terms must be adhered to in selecting a candidate for promotion from Reader to Professor under career Advancement Scheme in University Departments.

AND WHEREAS the terms and conditions of service of the teachers in the University, are to be laid down by the Statutes made under Section 51(8) of the Maharashtra Universities Act, 1994.

AND WHEREAS having regard to the letter dated 28.02.2002 from the Deputy Secretary, Department and Higher and Technical, Government of Maharashtra, Mantralaya, Extension Counter, Mumbai – 32, regarding resolution dated 04.04.2000 appointment to all teachers in Universities and Colleges minimum educational qualifications and Career Advancement Scheme Ordinance 2000 are effective from 13.06.2000 to all Universities and Colleges.

AND WHEREAS Dr. (Mrs.) Pankaj Mittal, Deputy Secretary, University Grants Commission, New Delhi, vide her letter dated 21.02.2002 communicated to the Universities, the modification in the procedure for promotion of Reader to Professor under Career Advancement Scheme in University Departments.

AND WHEREAS draft statutes relating to terms and conditions of service, recruitment; qualifications; workload, code of conduct; etc. of the teachers in the University, will be framed and placed before the statutory authorities as laid down in Section 52 of the Maharashtra Universities Act, 1994 and it will take some time before the Senate of the University approves these draft statutes and the Chancellor's assent is received, thereto.

AND WHEREAS the State Government vide its letter dt. 28.2.2000 has informed all the Vice-Chancellors of the Universities to issue directives under Section 14(8) of the Maharashtra Universities Act, 1994 in this regard.

THEREFORE, I, Dr.Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the following directives:

CRITERIA AND TERMS FOR SELECTING A CANDIDATE FOR PROMOTION FROM READER TO PROFESSOR UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS.

- 1) that a minimum of 8 years experience as a Reader be an eligibility,
- 2) that the Professor already appointed under direct recruitment be not eligible;
- 3) that self-appraisal report for the period including five years before the date of eligibility be submitted;
- 4) that minimum of five research publications out of which two could be the books be submitted for evaluation/assessment before the interview:
- 5) that the assessment of the research publications, including books be done by three eminent experts in the subject which shall be different than those called for interview to be conducted later on;
- 6) that all the recommendation be positive from the three experts. In case the recommendation of one out of the three is negative, the research publications be sent to the fourth expert for evaluation and assessment. In all, there has to be a minimum of three positive recommendations out of the total of four experts, in case the fourth expert has participated in the exercise due to one negative report out of the initially three experts involved in evaluation;

- 7) that there be a separate column in the evaluation report of the expert saying whether the research publications and books are recommended or not recommended
- 8) that the University be permitted to hold the interview for promotion under CAS only for those candidates who have cleared by obtaining minimum of three positive recommendations from the experts on their research publications/books;
- 9) that after the interview be conducted inviting three experts of the concerned subject making sure that these experts be different than those who had assessed and evaluated the research publications;
- 10) that the repeat process of promotion/interview for the rejected candidates can be conducted only after a minimum period of one year from the date of promotion process/interview to which the candidate was rejected;
- 11) that the promotion from reader to Professor under CAS being a personal position and not against a sanctioned post, the teaching workload of the Reader be carried forward with him/her and be undertaken by the promotee even in the capacity of the CAS Professor;
- 12) These terms and criteria is made applicable w.e.f. 01.03.2002.

Ref. No. Law/2002/149
Ganeshkhind,
Pune-411007
Date: 14.04.2002

Sd/-
Dr Ashok S. Kolaskar
Vice-Chancellor

UNDER CERTIFICATE OF POSTING

UNIVERSITY OF PUNE**ORDER**

WHEREAS the Maharashtra State Legislature have enacted the Maharashtra Universities Act, 1994 and the Government by their Notification No.USG 1492/104201/(131/92)-UNI.3, dated 22.07.1994 have notified that the said Act be commenced w.e.f. 22.07.1994.

WHEREAS Section 114 provides that the authorities under the Act be reconstituted within a period of six months from the date of commencement of the Act.

WHEREAS the procedure of constituting various authorities of the University, provided for in the Act, has inter-dependence with the constitution of other particular body or authority.

WHEREAS Section 115 provides that the Statutes and Ordinances made under the said Act (namely Poona University Act, 1974) shall, in so far as are not inconsistent with the provisions of this Act (namely Maharashtra Universities Act, 1994), continue to be in force.

WHEREAS it is necessary under sub-section (4) read with sub-section (17) of Section 51 to prescribe by Statute the procedure of nominations or of co-options to the various authorities and bodies under this Act and absence of which makes it difficult to complete the procedure of nomination/co-option and reconstitute the authorities.

WHEREAS sub-Section 8 of Section 14 of the Act provides that where any matter is required to be regulated by the Statutes, Ordinances or Regulations and no Statutes, Ordinances or Regulations are made in that behalf, the Vice-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary.

THEREFORE, I, Dr.Ashok S.Kolaskar, Vice-Chancellor, of the University of Pune, by and under the powers vested in me under Sub-Section 8 of 14 of the Act, hereby issue the following directives:

These directives shall be applicable in respect of nominations/co-options to the various bodies and authorities under Maharashtra Universities Act, 1994.

The authorities concerned shall conduct the meetings as prescribed:

- 1) When any position(s) on any authority/body is/are to be filled in by nomination/co-option the Registrar shall place the item before the competent authority.

- 2) When the item comes up for consideration, the Chairman of the meeting shall state the item and call for name(s) of the eligible candidate(s). The member present may propose name of the person who is eligible for nomination/co-option as prescribed. The name proposed shall have to be seconded by another member who is not a person proposed.
- 3) In case the number of name(s) proposed is equal or lesser than the number of nominations/co-options to be made, the person(s) proposed shall be declared to have been nominated/co-opted by the said authority/body to the respective authority/body.
- 4) In case the number of eligible persons proposed and seconded is larger than the number of position(s) to be filled in, the Chairman shall call for ballot. The ballot shall be according to the system of simple majority and not the preferential system.
- 5) The Registrar shall arrange to provide ballot papers along with list of the candidate(s) whose name(s) has/have been proposed and seconded, to the members present. The member(s) present shall note down on the ballot paper name(s) of the candidates to indicate his/their choice. The members shall not note down more names than the number of nominations/co-options to be made to the concerned authority. In case the member notes down more names than the nominations/co-options to be made, the ballot paper shall be treated as invalid.
- 6) The Registrar shall count the number of votes polled by each of the candidates proposed. The Registrar shall arrange the names of candidates and shall notify the name(s) of candidate(s) from the top upto the number of nomination(s) to be made.

Provided that, in case there are two or more candidates who have polled equal number of votes and nominations/co-options of all of them makes the number larger than the prescribed, the Registrar shall draw the lot the candidate in whose favour the lot is drawn shall be declared to have been nominated/co-opted. The process shall be continued till the positions by nominations/co-options are duly filled in.

No.Law/2001/492
Pune-411 007
Date: 15.10.2001

Sd/-
Dr.Ashok S.Kolaskar
Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 and the Government by their Notification No.USG 1492/104201(131/92)-UNI.3, dated 22.07.1994 has notified that the said Act be commenced w.e.f. 22.07.1994.

AND WHEREAS the said Maharashtra Universities Act, 1994,has been amended by Maharashtra Act No. LV of 2000 as published in the Maharashtra Government Gazette on 26.12.2000.

AND WHEREAS as per the said Maharashtra Act No.LV of 2000, new sub-section (2) has been added to Section 50 and as per Section 50(2)(c), the Standing Committee shall, inter alia, consist of three members, nominated by the Academic Council, from amongst its members, one of whom shall be a person belonging to Schedule Castes or Schedule Tribes or Denotified Tribes (Vimukta Jatis)/Nomadic Tribes or Other Backward Classes, by rotation and one shall be a teacher.

AND WHEREAS as per the amendment made by the Maharashtra Act No.LV of 2000 to Section 57(3)(b), the Grievances Committee, shall inter alia, consist of the two members of the Management Council nominated by the Management Council from amongst themselves, one of them belonging to the Scheduled Castes or Scheduled Tribes or Denotified Tribes (Vimukta Jatis)/Nomadic Tribes or Other Backward Classes, by rotation.

AND WHEREAS the order in which the rotation for the purpose of nomination of a member, belonging to the Scheduled Castes or Scheduled Tribes or Denotified Tribes (Vimukta Jatis)/Nomadic Tribes or Other Backward Classes, on the Standing Committee and Grievances Committee shall take place, is not prescribed by any Statute, Ordinance or Regulation.

AND WHEREAS Sub-Section 8 of Section 14 of the Act provides that where any matter is required to be regulated by the Statutes, Ordinances or Regulations and no Statutes, Ordinances or Regulations are made in that

behalf, the Vice-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary.

THEREFORE, I, Dr.Ashok Sadanand Kolaskar, Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the following directives:

- 1) In view of the amendment made by the Maharashtra Act LV of 2000, by way of adding sub-section (2) to Section 50, three members shall be nominated by the Academic Council, on the Standing Committee, from amongst its members, one of whom shall be a person belonging to the Scheduled Castes or Scheduled Tribes or Denotified Tribes (Vimukta Jatis)/Nomadic Tribes or Other Backward Classes, by rotation, by drawing lots. The order in which the rotation for nomination of a member belonging to Scheduled Castes or Scheduled Tribes or Denotified Tribes

(Vimukta Jatis)/Nomadic Tribes or Other Backward Classes, on the Standing Committee shall take place, is as follows:

- 1) Scheduled Tribes
 - 2) Other Backward Classes
 - 3) Denotified Tribes (Vimukta Jatis)/Nomadic Tribes
 - 4) Scheduled Castes
- 2) In view of the amendment made by the Maharashtra Act LV of 2000 to Section 57(3)(b), two members of the Management Council shall be nominated by the Management Council, on the Grievances Committee from amongst themselves, one of whom shall be a person belonging to the Scheduled Castes or Scheduled Tribes or Denotified Tribes (Vimukta Jatis)/Nomadic Tribes or Other Backward Classes, by rotation by drawing lots. The order in which the rotation for nomination of a member belonging to Scheduled Castes or Scheduled Tribes or Denotified Tribes (Vimukta Jatis)/Nomadic Tribes or Other Backward Classes, on the Grievances Committee shall take place, is as follows:

- 1) Scheduled Castes
- 2) Scheduled Tribes
- 3) Denotified Tribes (Vimukta Jatis)/Nomadic Tribes
- 4) Other Backward Classes

Provided that if a candidate belonging to the category to which rotation is fixed, is not available, the seat shall be reserved for the next category, by rotation.

Provided further that the order in which rotation is fixed shall not be changed for any reason, whatsoever, other than that mentioned in this Order.

This Order shall come into force with immediate effect.

No.Law/2001/456

Ganeshkhind,

Pune-411 007

Date: 17.9.2001

Sd/-

Dr.Ashok S.Kolaskar

Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 and the Government by their Notification No. USG 1492/104201/(131/92)-UNI.3, dated 22.07.1994 has notified that the said Act be commenced w.e f. 22.07.1994.

AND WHEREAS the Governor of Maharashtra promulgated the Maharashtra Universities (Amendment and Continuance) Ordinance, 2000 on 12.05.2000.

AND WHEREAS the Governor of Maharashtra promulgated the Maharashtra Universities (Amendment and Continuance) (Amendment) Ordinance, 2000 on 09.10.2000.

AND WHEREAS as per the amendment made by the Ordinance No.IX of 2000 dated 12.05.2000 to Section 25 (2) (z), one representative of the Education Committees of Zilla Parishads within the university area, shall be nominated by the Vice-Chancellor for a term of one year by rotation.

AND WHEREAS as per the amendment made by the Ordinance No.IX of 2000 dated 12.05.2000 to Section 25 (2) (aa), one representative of a Municipal Council or a Municipal Corporation,

within the university area, shall be nominated by the Vice-Chancellor for a term of one year, by rotation.

AND WHEREAS membership of various authorities like Academic Council, Management Council and Senate has been awarded to the candidates belonging to the category of Scheduled Castes, Scheduled Tribes, Denotified Tribes (Vimukta Jatis)/Nomadic Tribes or Other Backward Classes, by rotation, vide amendment made by Ordinance No. XX of 2000 dated 9.10.2000 to the Sections 25(2)(l), (m), (p), (y), 27(1)(j) and 29(2)(f).

AND WHEREAS Sub-Section 8 of Section 14 of the Act provides that where any matter is required to be regulated by the Statutes, Ordinances or Regulations and no Statutes, Ordinances or Regulations are made in that behalf, the Vice-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary.

THEREFORE, I, Dr. Nivrutti Jagannath Sonawane, acting Vice-Chancellor of the University of Pune, by and under the powers vested in me under Sub-Section 8 of Section 14 of the Act, hereby issue the following directives:

- 1) In view of the Amendment made by Ordinance No. IX of 2000 dated 12.5.2000 to Section 25(2)(z), one representative of the Education Committees of Zilla Parishadas within the University area, shall be nominated by the Vice-Chancellor for a term of one year, by rotation, by drawing lots. The manner in which the

rotation for nomination of a representative of the Education Committee of Zilla Parishads shall take place for the first and succeeding years, is shown in Appendix I.

- 2) In view of the Amendment made by Ordinance No. IX of 2000 dated 12.05.2000 to Section 25(2)(aa), one representative of a Municipal Council or a Municipal Corporation, within the University area, shall be nominated by the Vice-Chancellor for a term of one year, by rotation, by drawing lots. The manner in which the rotation for nomination of a representative of a Municipal Council or a Municipal Corporation, shall take place for the first and succeeding years, is shown in Appendix II.
- 3) In view of the Amendment made by Ordinance XX of 2000 dated 9.10.2000, to Section 25(2)(1), (m), (P), (y), 27(1)(j) and 29(2)(f), for the purpose of election of the members belonging to reserved categories, to various authorities like Academic Council, Management Council and Senate, lots shall be drawn from amongst the voters belonging to Scheduled Caste, Scheduled Tribes,

Denotified Tribes (Vimukta Jatis.)/Nomadic Tribes or Other Backward Classes. The manner, in which the rotation for election to various authorities, of the members belonging to reserved categories shall take place for the first and succeeding years, is shown in Appendix III.

Provided that if a voter belonging to the category to which rotation is fixed, is not available in the electoral roll, the seat shall be reserved for the next category, by rotation.

Provided further that the manner in which rotation is fixed shall not be changed for any reason, whatsoever, other than that mentioned in this Order.

This Order shall come into force with immediate effect.

No.Law/2000/673
Ganeshkhind,
Pune – 411007
Date:29.11.2000

Sd/-
Dr. Nivrutti Jagannath Sonawane
Vice-Chancellor

APPENDIX - I

Rotation for nomination of a representative of a member of The Education Committees of Zilla Parishads within the University area, for a period of one year on Senate under section 25 (2) (z) of The Maharashtra Universities Act, 1994, shall be in the manner as follows.

1 st year-	2000-2001	Ahmednagar Zilha Parishad
2 nd year-	2001-2002	Nasik Zilha Parishad
3 rd year-	2002-2003	Pune Zilha Parishad
4 th year-	2003-2004	Ahmednagar Zilha Parishad
5 th year-	2004-2005	Nasik Zilha Parishad

APPENDIX-II

Rotation for nomination of a representative of a member of The Municipal Council or The Municipal Corporation within the University area for a period of one year on Senate under section 25 (2) (aa) of The Maharashtra Universities Act, 1994, shall be in the manner as follows.

Group-D Year-2000-2001 Nasik District

- | | |
|---------------------------------------|---|
| 1. Nasik Municipal Corporation, Nasik | 2. Igatpuri Municipal Council, Igatpuri |
| 3. Sinnar Municipal Council, Sinnar | 4. Trimbak Municipal Council, Trimbak |
| 5. Bhagur Municipal Council, Bhagur | 6. Satana Municipal Council, Satana |

Group-E Year-2001-2002 Ahmednagar & Nasik District

- | | |
|--|--|
| 1. Sangamner Municipal Council, Sangamner | 2. Kopargaon Municipal Council,
Kopargaon |
| 3. Rahata Pimpalas Municipal Council, Rahata | 4. Malegaon Municipal Council, Malegaon |
| 5. Manmad Municipal Council, Manmad | 6. Nandgaon Municipal Council, Nandgaon |
| 7. Yeola Municipal Council, Yeola | |

Group-B Year-2002-2003 Pune District

- | | |
|---|---------------------------------------|
| 1. Baramati Municipal Council, Baramati | 2. Saswad Municipal Council, Saswad |
| 3. Jejuri Municipal Council, Jejuri | 4. Indapur Municipal Council, Indapur |
| 5. Shirur Municipal Council, Shirur | 6. Daund Municipal Council, Daund |

7. Bhor Municipal Council, Bhor

Group–A Year-2003-2004 Pune District

- | | |
|---|---|
| 1. Pune Municipal Corporation, Pune | 2. Pimpri-Chinchwad Municipal Corporation, Pimpri |
| 3. Lonawala Municipal Council, Lonawala | 4. Talegaon Dabhade Municipal Council, Talegaon Dabhade |
| 5. Aalandi Municipal Council, Aalandi | 6. Junnar Municipal Council, Junnar |

Group-C Year-2004-2005 Ahmednagar District

- | | |
|---|---|
| 1. Ahmednagar Municipal Council, Ahmednagar | 2. Rahuri Municipal Council, Rahuri |
| 3. Shrirampur Municipal Council, Shrirampur | 4. Deolali Pravara Municipal Council, Deolali Pravara |
| 5. Pathardi Municipal Council, Pathardi | 6. Shrigonda Municipal Council, Shrigonda |

APPENDIX - III

Rotation for **Principal's** Representative belonging to reserved categories on **Senate** under section 25 (2) (l) of The Maharashtra University Act, 1994:

- | | |
|-------------|---------|
| 1. D.T.N.T. | 2. S.T. |
| 3. O.B.C. | 4. S.C. |

Rotation for **Management** Representative belonging to reserved categories on **Senate** under section 25 (2) (m) of The Maharashtra University Act, 1994:

- | | |
|-------------|---------|
| 1. D.T.N.T. | 2. S.C. |
| 3. O.B.C. | 4. S.T. |

Rotation for **Teacher's** Representative belonging to reserved categories on **Senate** under section 25 (2) (p) of The Maharashtra University Act, 1994:

- | | |
|-------------|---------|
| 1. O.B.C. | 2. S.T. |
| 3. D.T.N.T. | 4. S.C. |

Rotation for **P.G. Teacher's** Representative belonging to reserved categories on **Senate** under section 25 (2) (y) of The Maharashtra University Act, 1994:

- | | |
|-----------|-------------|
| 1. O.B.C. | 2. D.T.N.T. |
| 3. S.T. | 4. S.C. |

Rotation for **Principal's** Representative belonging to reserved categories on **Management Council** under section 27 (1) (j) of The Maharashtra University Act, 1994:

- | | |
|---------|-----------|
| 1. S.T. | 2. O.B.C. |
|---------|-----------|

3. S.C.

4. D.T.N.T.

Rotation for **Principal's** Representative belonging to reserved categories on **Academic Council** under 29 (2) (f) of The Maharashtra University Act, 1994:

1. S.T.

2. S.C.

3. D.T.N.T.

4. O.B.C.

UNIVERSITY OF PUNE



ORDER

WHEREAS the Government of Maharashtra has, vide its Resolution No.RPS.2198/77/TE-6 dated 18.12.1999. revised the pay scales and other terms and conditions of service of teachers, librarians and instructors of Physical Education in Government/Non-Government Engineering Colleges and other degree level technical institutions including Architectural and Pharmacy colleges.

AND WHEREAS the terms and conditions of service of the teachers in the University/Affiliated Colleges/Recognised Institutions including Principals of colleges, are to be laid down by the Statutes made under Section 51(8) of the Maharashtra Universities Act 1994.

AND WHEREAS having regard to the provisions of the said Government Resolution dated 18.12.999, the draft Statutes relating to terms and conditions of service of teachers, librarians and instructors of Physical Education in Government/Non-Government Engineering Colleges and other Degree level Technical Institutions, including Architectural and Pharmacy Colleges. will be framed and placed before the statutory authorities as laid down in Section 52 of the Maharashtra University Act, 1994 and it will take some time before the Senate of the University approves these draft Statutes and the Chancellor's assent is received thereto.

AND WHEREAS the scales of pay recommended by the A.I.C.T.E. as accepted by the Government of India and approved by the State Government, are to be made effective from 01.01.1996 as laid down in the Government Resolution dated 18.12.1999 and can be implemented only after Statutes are made with regard to the revised scales of pay and other measures for improvement of standards in Technical Education.

THEREFORE, I, Professor Arun Nigavekar, Vice-Chancellor of University of Pune in exercise of the powers conferred upon me under Section 14(8) of the Maharashtra Universities Act, 1994, hereby direct that-

1. Coverage: This scheme is applicable to Teachers, Librarians and Physical Education Instructors in Government and Non-Government Engineering Colleges affiliated to University of Pune, Engineering and technology Faculties/Departments of the University and other recognized institutions of technical education including Architecture and Pharmacy at degree or equivalent level unless they specifically exercise an option, in writing to remain out of this Scheme. The revised scales of pay are also applicable to the teachers/librarians/instructors of physical education in the affiliated unaided Engineering Colleges and other comparable recognized institutions of technical education including Architecture and Pharmacy at degree or equivalent level in the State. However, the unaided affiliated Colleges/ recognized Institutions will not be entitled for any financial assistance from the State Government and same is the case with the unapproved posts in the aided affiliated colleges and recognized institutions not covered under 100% salary grants. The revised scales are not applicable to teachers who retired on or before 31.12.1995 and who worked on re-employment on that date including those whose period of re-employment was extended after that date. All Teachers/Librarians/Physical Education Instructors appointed after the date from which the scheme has been given effect to will be governed by the provisions of the scheme.
2. Date of Effect-The revised scales of pay will be given effect to from 01.01.1996.
3. Pay Scales-(a) The revised scales of pay of teachers of affiliated/recognized technical education institutions effective from 01.01.1996 are given in Annexure-I.

(b) The revised scales of pay are inclusive of the basic pay, the dearness allowance and the amount of the 1st and 2nd installments of Interim relief admissible to Teachers/Librarians/Physical Education personnel as on 01.01.1996.

(c) The revised pay scales for the categories of Librarians and Physical Education personnel are applicable only to such posts in affiliated/recognized technical institutions as are in the existing scales as per the scheme of revision of pay scales as contained in the Government Resolution, Education and Employment Department,

No.GEC.3089/55083 (3745)/TE-I (A), dated 23.03.1990, prior to 01.01.1996.

4. Pay Fixation Formula-The pay will be fixed as per the formula for fixation of pay in the revised as scale as given in Annexure-II

5. Option for Revised Scales of Pay-The Teachers/Librarians/Physical Education Personnel desirous of opting for the revised pay scale will have to do so in the prescribed form (Annexure-IV) within a period of one month from the date of issue of the Government Resolution. The teachers opting for the revised scales will have to enter into an agreement as mentioned in Annexure-V, with the institutions/College Management about their acceptance of terms and conditions mentioned in the Government Resolution. The option once exercised shall be final. Those who do not exercise the option within the period of one month from the date of issue of this Government Resolution shall be deemed to have opted for the revised pay scale.

NOTE: The Teachers/Librarians/Directors of Physical Education/ Instructors of Physical Education who were in service on 01.01.1996 and who were not in service after 01.01.1996 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for the revised scales of pay with effect from 01.01.1996 and should be held entitled to the benefit of these rules.

6. Recruitment and Qualifications and Experience-(a) Recruitment of teachers at the level of Lecturers shall be from those who qualify through a qualifying examination, details of which shall be developed by the All India Council for Technical Education and intimated to the State Government and Institutions. Until this operational mechanism is developed, the existing procedure of recruitment will continue in relaxation of this requirement.

(b) Appointments to the posts of Lecturers, Assistant Professors, Professors, Librarians and Directors of Physical Education/ Physical Education Instructors shall be by open selection on the basis of merit as per prescribed qualifications and experience. Placement in the Senior

Scale and Selection Grade in the case of Lecturers, Librarians and Director of Physical Education/Physical Education Instructors shall be through promotion as per conditions prescribed. The All India council for Technical Education will lay down the constitution of selection/promotion committees and the existing procedure will remain in vogue till the All India Council for Technical Education does so.

7. Incentive for Ph.D./M.Phil/M.E/M.Tech-(a) At the time of recruitment as Lecturers, four and two advance increments will be admissible to those of the Science/Humanities faculty who hold Ph.D. and M.Phil degrees respectively; and to those of the technical faculty who hold Ph.D. and M.E/M.Tech degrees respectively.

(b) One advance increment will be admissible to those Science/Humanities teachers with M.Phil and to those technical faculty with M.E./M.Tech, who acquire Ph.D. within two years of recruitment.

(c) A Lecturer with Ph.D. will be eligible for two advance increments when he moves into Selection grade as Assistant Professor.

(d) A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

8. Career Advancement-(a) Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) will be four years for those with Ph/. D., five years for those with M.Phill/M.E./M.Tech and six years for others as a Lecturer and for eligibility to move into the grade of Lecturer (Selection Grade)/Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

(b) For movement into grades of Assistant Professor and above, the minimum eligibility criterion will be Ph.D. Those teachers without Ph.D. can go upto the level of Lecturer (Selection Grade).

(c) An Assistant Professor with a minimum of eight years of service will be eligible for consideration for appointment as Professor.

(d) For every upward movement, a selection process will be evolved, for which appropriate guidelines will be laid down by the All India Council for Technical Education in consultation with the Government of India.

9. Allowances, Effective Date and Fitment Formula-(a) Pay with effect from 01.01.1996 in the revised scale of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997 and governed by other relevant provisions of Central Civil Services (Revised Pay) Rules, 1997 as applicable. The pay in the revised scale on 01.01.1996 will be fixed after taking into consideration the basic pay on 01.01.1996, Dearness Allowance and first and second interim relief.

(b) Pay in the .revised scales of pay shall be fixed at the same stage with reference to the stage admissible vide para (a) above. In cases where the same stage is not available, the pay may be fixed at the stage next above the pay admissible vide para (a) above.

(c) The fixation of pay of Lecturers (Selection)/Assistant Professors in the pre-revised pay scale of Rs.3,700-125-4,950-150-5,700 who were selected strictly in accordance with the instructions contained in the Government Resolution, Education and Employment Department,

No.GEC.3089/55083(3745)/TE-1 (A), dated 23.03.1990 and who were in position as Lecturers (Selection Grade)/Assistant Professor as on 01.01.1996 will be made in a manner that they get their pay fixed at the minimum of Rs.14,940 in the revised scale of Rs.12,000-420-18,300 as and when they complete 5 years service in the grade.

(d) Since the revised scales of pay will be implemented with effect from 01.01.1996, the arrears of pay to which the teacher may be entitled in respect of the period from 01.01.1996 to 30.09.1998 shall be credited to the Provident Fund Account of the concerned employee and shall not be permitted to be withdrawn for three years upto 31.12.2001 except in case of the employee who retires or ceases to be in service during this period. The concerned teachers will be allowed to withdraw this amount so credited to the Provident Fund Account after a period of 3 years, except in cases of retirement, death and resignation.

(e) The arrears of allowances like House Rent Allowance, Compensatory Local Allowance and Travelling Allowance from 01.08.1997 to 30.09.1998 (both days inclusive) shall be credited to the Provident Fund Account of the teacher and shall not be permitted to be withdrawn for the period ending 31.03.2002. Also no interest on account of the aforesaid amount credited to the GPF Account of the concerned teacher will be given for the period upto 31.03.2002, except in case of teachers who have retired or ceased to be in service during this period. The concerned teacher who will be allowed to withdraw this amount credited to General Provident Fund accounts, after a period of 3 years, except in cases of retirement, death and resignation.

10. Age of Superannuation:-The age of superannuation of all teachers in affiliated/recognised Technical Institutions shall be 60 years except in Government Engineering colleges and other equivalent Government Technical Institutions of degree level, where the age of superannuation of teacher will continue to 58 years as hithertobefore.
11. Other terms and conditions of service of teachers-Other terms and conditions of service of teachers shall be notified by the A.I.C.T.E. incorporating the approved pay scales and other related conditions on the line of existing scheme(s) with the approval of the Government of India.

12. The affiliated Colleges/recognised institutions are required to amend their Memorandum of Association, Rules/Schemes, Regulations, and Byelaws, etc.as the case may be, in line with this scheme within three months.
13. Fixation of pay and preferring claim for payment of arrears-(a) The College authority should initiate action for fixing the pay of each individual Teacher/Librarian/Physical Education Instructor after completing the necessary formalities of obtaining an option and agreement from each teacher desirous of coming over to the revised .scale. The pay of the teacher as well as the arrears that will be due to him shall then be worked out in the forms to be prescribed by the Director of Technical Education, Maharashtra State, Mumbai. This pay fixation, including the amount of arrears payable to teacher shall be got approved from the Director of Technical Education, Maharashtra State, Mumbai or an Officer so authorised by him.
- (b) The College shall submit a statement of expenditure every month on account of revision of scale of pay of college teachers to the Director of Technical Education, Maharashtra State, Mumbai, in the prescribed form.
14. The posts which were not lying vacant for more than 6 months as on 01.01.1996 will be treated as post existing as on 01.01.1996, for this purpose. The additional expenditure on pay proper, on account of application of revised pay scales to all posts of teachers created after 01.01.1996 shall be borne entirely by the State Government. The affiliated colleges/ recognised Institutions should take notice that any additional expenditure on new posts of teachers created hereafter shall be disallowed, if proper sanction of the Director of technical Education, Maharashtra State, Mumbai has not been obtained by them.

These directions shall remain operative till such time as the Statutes made in these respects replace them.

No.Law/2000/533
Ganeshkhind,
Pun-411 007
Date:25.08.2000

Sd/-
Arun S.Nigavekar
Vice-Chancellor

Annexure I

Accompaniment to Government Resolution, Higher and Technical Education Department, No. RPS. 2198/TE-6, dated 18.12.1999.

Scales of pay

Sr.No. (1)	Designation (2)	Existing Scale of Pay (3)	Revised Scale of Pay (4)
		Rs.	Rs.
1	Lecturer	2,200-75-2,800-100-4,000	8,000-275-13,500
2	Lecturer (Senior scale)	3,000-100-3,500-125-5,000	10,000-325-15,200
3	Lecturer (selection grade)	3,700-125-4,950-150-5,700	12,000-420-18,300
4	Assistant Professor	3,700-125-4,950-150-5,700	12,000-420-18,300
5	Professor	4,500-150-5,700-200-7,300	16,400-450-20,900-500-22,400
6	Principal	4,500-150-5,700-200-7,300 +Rs. 200 as a Special Pay +Rent Free Quarters.	16,400-450-20,900-500-22,400 +Rs. 400 as a Special Pay +Rent Free Quarters Special Pay will be admissible from 01.08.1997.
7	Librarian	2,200-75-2,800-100-4,000	8,000-275-13,500
8	Librarian (Senior Scale)	3,000-100-3,500-125-5,000	10,000-325-15,200
9	Librarian (Selection)	3,700-125-4,950-150-5,700	12,000-420-18,300

	grade)		
10	Director of Physical Education.	2,200-75-2,800-100-4,000	8,000-275-13,500

Annexure II

Accompaniment to Government Resolution, Higher and Technical Education Department, No. RPS. 2198/77/TE-6, dated 18.12.1999.

1. Rules for Fixation of Pay in the Revised Scale

The initial pay of a teacher who elects, or is deemed to have elected the revised scale of pay from 1st day of January 1996, shall be fixed in the following manner, namely:—

(A) in the case of all teachers—

- (i) an amount representing 40 per cent of the basic pay in the existing scale, shall be added to the “existing emoluments” of a teacher;
- (ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed:

Provided that—

- (a) if the minimum of the revised scale is more than the amount so arrived at the pay shall be fixed at the minimum of the revised scale;
- (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale,

Note 1.—Basic pay means the pay which has been sanctioned for the post held by a teacher substantively or in an officiating capacity or to which he is entitled to by the reason of his position in a cadre.

Note 2.—Existing emoluments shall include—

- (a) The basic pay in the existing scale;
- (b) Dearness allowance admissible as on 01.01.1996. on the basic pay; and
- (c) The amounts of the first and second instalments of the interim reliefs admissible on the basic pay in the existing scale;

The table showing the various stages in the existing pay scales, DA, IR-I, IR-II of the basic pay admissible thereon is given in Annexure III.

(B) in the case of all teachers who are in receipt of special pay in addition to pay in the existing scale and where the existing scale with special pay has been replaced by a scale of pay after merging the special pay, the pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases “existing emoluments” shall include—

- (a) the basic pay in the existing scale,
- (b) existing amount of special pay,

- (c) dearness allowance admissible as on 01.01.1996. on the basic pay, and
- (d) the amounts of the first and second instalment of interim relief admissible on basic pay in the existing scale and special pay;

(C) in the case of teachers who are in receipt of special pay in addition to pay in the existing scale and in whose case special pay continues with the revised scale of pay either at the rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above with reference to existing emoluments calculated in accordance with the Explanation thereto, after excluding the existing special pay. In

such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1.—Where a teacher is holding a permanent post and is officiating a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only and the pay so fixed shall be treated as substantive pay. The provisions of this Note shall apply *mutatis mutandis*, to teachers holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note 2.—Where the existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay, except in the cases covered by proviso (b) of sub-rule (1)(A) above.

Note 3.—Where in the fixation of pay under sub-rule (1) the pay of a teacher drawing pay at more than three consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these employees who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs as under, by the grant of increment(s) in the revised scale in the following manner, namely:—

(a) teachers drawing pay from the 5th upto the 8th stage in the existing scale—By **one** increment;

(b) teachers drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage—By **two** increments;

(c) teachers drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage—By **three** increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the later shall also be stepped up only to the extent by which it falls short of that of the former.

Note 4.—The fixation thus made shall ensure that every teacher will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), (if any) in the existing scale of pay.

Note 5.—Where in the fixation of pay under sub-rule (1) pay of a teacher, who, in the existing scale was drawing immediately before the 1st day of January 1996. more pay than another employee junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised scale as that of the junior.

Note6.—Where a teacher is in receipt of personal pay on the 1st day of January 1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such an employee as personal pay to be absorbed in future increases in pay.

Note7.—In cases, where a senior teacher promoted to a higher post before the 1st day of January 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January 1996, the pay of the senior teacher should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The

stepping up should be done with effect from the date of promotion of the junior teacher, subject to the fulfillment of the following conditions, namely:—

(a) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and

(c) the anomaly should be directly as a result of the application of the provisions of these rules or any other rules or order regulating pay fixation on such promotion in the revised scale,

The orders relating to refixation of the pay of the senior teacher in accordance with the above provisions should be issued and the senior teacher will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

Note8.—In the case of a teacher promoted to a higher post on or after 1st January.1996, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay fixed in the revised scale of the higher post under normal rules.

Note9.—In the case of a teacher who is drawing reduced pay as on 1st January 1996 in the existing scale on account of imposition of penalty under the provisions of the respective Statutes in the concerned Universities the pay in such cases should be fixed as under:—

(a) on the basis of pay actually drawn on 1st January.1996, and on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 1st January.1996 to the date of expiry of penalty and the revised pay fixed at (b) above, from the date following the date of expiry of the penalty after allowing increments, if any, that might have notionally fallen due in the revised scale during the period from 1st January 1996 to the date of expiry of the penalty. The next increment in the revised scale will be regulated in accordance with rule 2 of these rules.

NT 2336–2(1,000-1–2000)

Note10.—Where a teacher is on leave on the 1st day of January.1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of a teacher under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on a pending disciplinary proceedings.

Subject to provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post the former shall be fixed at the stage next above the substantive pay.

2. Date of next increment in the revised scale

The next increment of a teacher whose pay has been fixed in the revised scale in accordance with sub-rule (1) of rule 1, shall be granted on the date he would have drawn his increment had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of Note 3 or Note 5 or Note 7 to sub-rule (1) of rule 1, the next increment shall be granted on the completion of the qualifying service of twelve months from the date of stepping up of the pay in the revised scale:

Provided further that in cases other than those covered by the preceding proviso, the next increment of a teacher whose pay is fixed on the 1st day of January 1996 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date admissible to his junior, if the date of increment of the junior happens to be earlier:

Provided also that in the case of teacher who had been drawing maximum of the existing scale for more than a year as on the 1st day of January.1996 the next increment in the revised scale shall be allowed on the 1st day of January.1996:

Provided that in cases where a teacher reached the maximum of the pre-revised scale after 01.01.1995, the next increment in the revised scale shall be granted on the completion of service for the full incremental period counting from the date on which he reached the maximum of the existing scale:

Provided also that where the increment of a Government servant falls on 1st day of January.1996, he shall have option to draw the increment in the existing scale or the revised scale.

Note1.—Where a teacher who is held up at the efficiency bar in the existing scale elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under these rules and he should be granted the next increment on the date on which it is due in the revised scale provided that if the authority competent to allow a teacher to cross the bar certifies that a teacher would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

Note2.—Where by grant of one additional increment in terms of the third proviso in the revised scale applicable to the substantive post, the substantive post of a teacher exceeds his officiating pay at any time, a teacher may be allowed, in addition to officiating pay and the substantive pay as personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the officiating pay.

Note3.—In case where two existing scales, one being a promotional scale for other, are merged, and the junior teacher, now drawing his pay in the lower scale happens to draw more pay in the revised scale due to grant of additional increment under third proviso above than the pay of the senior teacher in the existing higher scale, the pay of the senior teacher in the revised scale shall be stepped up to that of his junior from the

same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

3. Fixation of pay in the revised scale subsequent to the 1st day of January.1996

Where a teacher continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 1st day of January 1996, his pay in the revised scale from such date shall be fixed as under:—

(a) in respect of a teacher who draws his increment annually and who opts to switch over to the revised scale of pay from the date of his increment following after 1st January.1996 but not later than 31st December.1997 in respect of the post held by him on 1st January 1996, his pay shall be fixed in accordance with the provisions of rule 1. However, such a teacher shall not be eligible for 40 per cent of basic pay per month for the period from the 1st January till the date on which he switches over to the revised scale.

(b) in the case of a teacher who elects to come over to the revised scale later than 31st December.1997, his pay from that date shall be fixed under the normal pay fixation rules and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, of sub-rule (a) of rule 1 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where a teacher is in receipt of special pay, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay. Such employee shall not, however, be eligible for 40 per cent of basic pay in the existing scale per month for fixation of pay in the revised scale.

FIXATION OF PAY IN THE REVISED SCALE OF PAY

ILLUSTRATION 1

A Lecturer is drawing a basic pay of Rs.2,275 as on 01.10.1995 in the existing scale of pay of Rs.2,200–75–2,800–100–4,000. Revised scale of pay applicable to the post of Lecturer is Rs.8,000–275–13,500. His date of increment is on 1st October every year. His pay in the revised scale shall be fixed as follows :—

					Rs.
Basic Pay					2,275
D.A. at 1510 points i.e. 148% of Basic Pay	...				3,367
Interim Relief-I	...	...	...		100
Interim Relief-II	...	...	...		228
Emoluments	...	...	...	...	5,970
Add 40% of Basic Pay	...	...	...		910
Total	...				6,880

Pay to be fixed in the new scale of pay at Rs. 8,000

The next date of annual increment in the revised scale shall be with effect from 01.10.1996.

ILLUSTRATION 2

A Lecturer is drawing a basic pay of Rs. 2,800 as on 01.01.1996. in existing scale of pay of Rs.2,200–75–2,800–100–4,000. Revised scale of pay applicable to the post of Lecturer is Rs.8,000–275–13,500. His date of increment is on 1st April every year. His pay in the revised scale shall be fixed as follows :—

					Rs.
Basic Pay					2,800
D.A. at 1510 points i.e. 148% of Basic Pay	...				4,144

Interim Relief-I	...	...	...	100
Interim Relief-II	...	...	...	280
Emoluments	...	...	...	<u>7,324</u>
Add 40% of Basic Pay	...	...	...	1,120
Total	...	...	...	<u>8,444</u>

Pay to be fixed in the new scale of pay at Rs.8,550.

The next date of annual increment in the revised scale shall be with effect from 01.04.1996.

ILLUSTRATION 3

A Lecturer (Senior Scale) is drawing a basic pay of Rs.3,300 as on 01.10.1995. in existing scale of pay of Rs.3,000–100–3,500–125–5,000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs.10,000–325–15,200. His date of increment is on 1st October every year. His pay in the revised scale shall be fixed as follows :-

				Rs.
Basic Pay				3,300
D.A. at 1510 points i.e. 148% of Basic Pay	...			4,884
Interim Relief-I	...	...	...	100
Interim Relief-II	...	...	...	330
Emoluments	...	...	...	<u>8,614</u>
Add 40 % of Basic Pay	...	...	...	1,320
				<u>9,934</u>

Next stage in the revised scale of pay Rs.10,000.

Add one increment for three increments in the existing scale pay Rs.325.

Therefore pay to be fixed in the new scale of pay at Rs.10,325.

The next date of annual increment in the revised scale shall be with effect from 01.01.1997.

ILLUSTRATION 4

A Lecturer (Senior Scale) is drawing a basic pay of Rs.3,750 as on 01.07.1995. in existing scale of pay of Rs.3,000–100–3,500–125–5,000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs.10,000–325–15,200. His date of increment is on 1st July every year. His pay in the revised scale shall be fixed as follows :-

				Rs.
Basic Pay				3,750
D.A. at 1510 points i.e.148% of Basic Pay	...			5,180
subject to minimum of Rs.5,180.				
Interim Relief-I	...	...	...	100

Interim Relief-II	...	...	...	...	375
Emoluments	...	...	...	...	9,405
Add 40% of Basic Pay	...	...	...	...	1,500
			Total	...	10,905

Pay to be fixed in the new scale of pay at Rs.10,975

The next date of annual increment in the revised scale shall be with effect from 01.07.1996

ILLUSTRATION 5

A Lecturer (Selection Grade) is drawing a basic pay of Rs.3,825 as on 01.04.1995 in existing scale of pay of Rs.3,700-125-4,950-150-5,700. Revised scale of pay applicable to the post of Lecturer (Selection Scale) is Rs.12,000-420-18,300. His date of increment is on 1st April every year. His pay in the revised scale shall be fixed as follows:—

					Rs.
Basic Pay					,3825
D.A. at 1510 points i.e.148% of Basic Pay	...				5,180
subject to minimum of Rs.5,180.					
Interim Relief-I	...	...	...		100
Interim Relief-II	...	...	...		383
Emoluments	...	...	...	...	9,488
Add 40% of Basic Pay	...	...	...	...	1,530
			Total	...	11,018

Pay to be fixed in the new scale of pay at Rs.12,000.

The next date of annual increment in the revised scale shall be with effect from 01.04.1996.

ILLUSTRATION 6

A Lecturer (Selection Grade) is drawing a basic pay of Rs. 4,450 as on 01.01.1996 in existing scale of pay Rs. 3,700–125–4,950–150–5,700. He has completed 5 years of service as Selection Grade Lecturer on 01.01.1996. Revised scale of pay applicable to the post of Lecturer (Selection Grade) is Rs. 12,000–420–18,300. With service of 5 years and more in the post of Lecturer (Selection Grade) is eligible for a minimum pay of Rs.14,950. His pay in the revised scale shall be fixed as follows:—

					Rs.
Basic Pay					4,450
D.A. at 1510 points i.e.148% of Basic Pay	...				5,180
subject to minimum of Rs.5,180.					
Interim Relief-I	...	...	...		100
Interim Relief-II	...	...	...		445
Emoluments	...	...	...	...	10,175
Add 40% of Basic Pay	...	...	...	...	1,780
			Total	...	11,955

Next stage in the revised new scale of pay at Rs. 12,000.

Pay to be fixed in the revised scale of pay taking into account the service of more than 5 years at Rs. 14,950.

The next date to annual increment in the revised scale shall be with effect from 01.01.1997.

Note.—The above minimum pay of Rs. 14,950 may be allowed after declaration by the concerned Principal/Regional Joint Director that the individual Lecturer (Selection Grade) has completed 5 years of service on/after 01.01.1996.

ILLUSTRATION 7

A Principal is drawing a basic pay of Rs. 5,550 as on 01.10.1995 in existing scale of pay of Rs. 4,500—150—5,700—200—7,300. Revised scale of pay applicable to the post of Principal is Rs. 16,400—450—20,900—500—22,400 with a minimum pay of Rs. 17,300. His pay in the revised scale shall be fixed as follows:—

					Rs.
Basic Pay					5,550
D.A. at 1510 points i.e.148% of Basic Pay	...				6,161
subject to minimum of Rs.5,180.					
Interim Relief-I	...	...	...		100
Interim Relief-II	...	...	...		555
Emoluments	...	...	...	...	12,366
Add 40% of Basic Pay	...	...	...		2,220
			Total	...	14,586

Stage in the new scale of pay Rs. 17,300.

Add: two increments in the new scale of pay for having earned 6 increments in the existing scale
Rs. 900 Pay to be fixed in the new scale of pay at Rs. 18,200

The date of next annual increment in the revised scale shall be with effect from 01.01.1997.

Annexure III

Accompaniment to Government Resolution, Higher and Technical Education Department, No. RPS.
2198/77/TE-6,
dated 18.12.1999.

TABLE I

(Existing Scale : 2,200—75—2,800—100—4,000)

(Revised Scale)

Span of Year	Stage in existing Scale	DA as on 1.1.1996	IR I	IR II 10% of basic min of Rs.100	Total of Col. 2+3+4+5	40% of basic pay in Col. 2	Gross total Col. 6+7	Stage in the revised Scale	Differ 1 w.e.f. 1.1.1996	IR III basic Rs
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	2,200	3,256	100	220	5,776	880	6,656	8,000	2,224	
2	2,275	3,367	100	228	5,970	910	6,880	8,000	2,030	
3	2,350	3,478	100	235	6,163	940	7,103	8,000	1,837	
4	2,425	3,589	100	243	6,357	970	7,327	8,275*	1,918	

5	2,500	3,700	100	250	6,550	1,000	7,550	8,275*	1,725
6	2,575	3,811	100	258	6,744	1,030	7,774	8,275*	1,531
7	2,650	3,922	100	265	6,937	1,060	7,997	8,550*	1,613
8	2,725	4,033	100	273	7,131	1,090	8,221	8,550*	1,419
9	2,800	4,144	100	280	7,324	1,120	8,444	8,550	1,226
10	2,900	4,292	100	290	7,582	1,160	8,742	8,825	1,243
11	3,000	4,400	100	300	7,840	1,200	9,040	9,100	1,260
12	3,100	4,588	100	310	8,098	1,240	9,338	9,375	1,277
13	3,200	4,736	100	320	8,356	1,280	9,636	9,650	1,294
14	3,300	4,884	100	330	8,614	1,320	9,934	10,200	1,586
15	3,400	5,032	100	340	8,872	1,360	10,232	10,475	1,603
16	3,500	5,180	100	350	9,130	1,400	10,530	10,750	1,620
17	3,600	5,180	100	360	9,240	1,440	10,680	10,750	1,510
18	3,700	5,180	100	370	9,350	1,480	10,830	11,025	1,675
19	3,800	5,180	100	380	9,460	1,520	10,980	11,025	1,565
20	3,900	5,180	100	390	9,570	1,560	11,130	11,130	1,730
21	4,000	5,180	100	400	9,680	1,600	11,280	11,280	1,620

*Bunching Stage.

TABLE II

(Existing Scale: 3,000—100—3,500—125—5,000)
10,000—325—15,200)

(Revised Scale:

Span of Year	Stage in existing Scale	DA as on 1.1.1996	IR I	IR II 10% of basic min of Rs. 100	Total of Col. 2+3+4+5	40% of basic pay in Col.2	Gross Total Col. 6+7	Stage in the revised Scale	Differ 1 w.e.f. 1.1.1996	IR III 10% of basic min of Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	3,000	4,440	100	300	7,840	1,200	9,040	10,000	2,160	300
2	3,100	4,588	100	310	8,098	1,240	9,338	10,000	1,902	310
3	3,200	4,736	100	320	8,356	1,280	9,636	10,000	1,644	320
4	3,300	4,884	100	330	8,614	1,320	9,934	10,325*	1,711	330
5	3,400	5,032	100	340	8,872	1,360	10,232	10,325	1,453	340
6	3,500	5,180	100	350	9,130	1,400	10,530	10,650	1,520	350
7	3,625	5,180	100	363	9,268	1,450	10,718	10,975	1,707	363
8	3,750	5,180	100	375	9,405	1,500	10,905	10,975	1,570	375
9	3,875	5,180	100	388	9,543	1,550	11,093	11,300	1,757	388
10	4,000	5,180	100	400	9,680	1,600	11,280	11,300	1,620	400
11	4,125	5,180	100	413	9,818	1,650	11,468	11,625	1,807	413
12	4,250	5,180	100	425	9,955	1,700	11,655	11,950	1,995	425
13	4,375	5,180	100	438	10,093	1,750	11,843	11,950	1,857	438
14	4,500	5,180	100	450	10,230	1,800	12,030	12,275	2,045	450
15	4,625	5,180	100	463	10,368	1,850	12,218	12,275	1,907	463
16	4,750	5,273	100	475	10,598	1,900	12,498	12,600	2,002	475

17	4,875	5,411	100	488	10,874	1,950	12,824	12,925	2,051	488
18	5,000	5,550	100	500	11,150	2,000	13,150	13,250	2,100	500

*Bunching Stage.

TABLE III

(Existing Scale: 3,700—125—4,950—150—5,700)
12,000—420—18,300)

(Revised Scale:

Span of Year	Stage in existing Scale	DA as on 1.1.1996	IR I	IR II 10% of basic min of Rs. 100	Total of Col. 2+3+4+5	40% of basic pay in Col. 2	Gross total Col. 6+7	Stage in the revised Scale	Differ 1 w.e.f. 1.1.1996	IR III 10% basic min Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	3,700	5,180	100	370	9,350	1,480	10,830	12,000	2,650	370
2	3,825	5,180	100	383	9,488	1,530	11,018	12,000	2,512	383
3	3,950	5,180	100	395	9,625	1,580	11,205	12,000	2,375	395
4	4,075	5,180	100	408	9,763	1,630	11,393	12,420*	2,657	408
5	4,200	5,180	100	420	9,900	1,680	11,580	12,420*	2,520	420
6	4,325	5,180	100	433	10,038	1,730	11,768	12,420*	2,382	433
7	4,450	5,180	100	445	10,175	1,780	11,955	12,840*	2,665	445
8	4,575	5,180	100	458	10,313	1,830	12,143	12,840*	2,527	458
9	4,700	5,217	100	470	10,487	1,880	12,367	12,840*	2,353	470
10	4,825	5,356	100	483	10,764	1,930	12,694	13,260*	2,496	483
11	4,950	5,495	100	495	11,040	1,980	13,020	13,260	2,220	495
12	5,100	5,661	100	510	11,371	2,040	13,411	13,680	2,309	510
13	5,250	5,828	100	525	11,703	2,100	13,803	14,100	2,397	525
14	5,400	5,994	100	540	12,034	2,160	14,194	14,520	2,486	540
15	5,550	6,161	100	555	12,366	2,220	14,586	14,940	2,574	555
16	5,700	6,327	100	570	12,697	2,280	14,977	15,360	2,663	570

*Bunching Stage.

TABLE IV

(Existing Scale: 3,700—125—4,950—150—5,700)
12,000—420—18,300

(Revised Scale:

With a minimum start of Rs. 14,940.

Span of Year	Stage in existing Scale	DA as on 1.1.1996	IR I	IR II 10% of basic min of Rs. 100	Total of Col. 2+3+4+5	40% of basic pay in Col. 2	Gross total Col. 6+7	Stage in the revised Scale	Differ 1 w.e.f. 1.1.1996	IR III 10% of basic min of Rs. 100
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	3,700	5,180	100	370	9,350	1,480	10,830	12,840	3,490	370
2	3,825	5,180	100	383	9,488	1,530	11,018	12,840	3,352	383
3	3,950	5,180	100	395	9,625	1,580	11,205	12,840	3,215	395
4	4,075	5,180	100	408	9,763	1,630	11,393	12,840	3,077	408
5	4,200	5,180	100	420	9,900	1,680	11,580	12,840	2,940	420
6	4,325	5,180	100	433	10,038	1,730	11,768	12,840	2,802	433
7	4,450	5,180	100	445	10,175	1,780	11,955	12,840*	2,665	445
8	4,575	5,180	100	458	10,313	1,830	12,143	13,260*	2,947	458
9	4,700	5,217	100	470	10,487	1,880	12,367	13,260*	2,773	470
10	4,825	5,356	100	483	10,764	1,930	12,694	13,260*	2,496	483
11	4,950	5,495	100	495	11,040	1,980	13,020	13,680*	2,640	495
12	5,100	5,661	100	510	11,371	2,040	13,411	13,680	2,309	510
13	5,250	5,828	100	525	11,703	2,100	13,803	14,100	2,397	525
14	5,400	5,994	100	540	12,034	2,160	14,194	14,520	2,486	540
15	5,550	6,161	100	555	12,366	2,220	14,586	14,940	2,574	555
16	5,700	6,327	100	570	12,697	2,280	14,977	15,360	2,663	570

*Bunching Stage.

TABLE V

(Existing Scale: 4,500-150-5,700-200-7,300-20,900-500-22,400)

(Revised Scale: 16,400-450-

Span of Year	Stage in existing Scale	DA as on 1.1.1996	IR I	IR II 10% of basic min of Rs. 100	Total of Col. 2+3+4+5	40% of basic pay in Col. 2	Gross total Col. 6+7	Stage in the revised Scale	Differ 1 w.e.f. 1.1.1996 [Col.9-6]	IR III 10% of basic min of Rs. 100	Dif w. 1.4. [Col. (
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1	4,500	5,180	100	450	10,230	1,800	12,030	16,400	6,170	450	5,
2	4,650	5,180	100	465	10,395	1,860	12,255	16,400	6,005	465	5,
3	4,800	5,328	100	480	10,708	1,920	12,628	16,400	5,692	480	5,
4	4,950	5,495	100	495	11,040	1,980	13,020	16,850	5,810	495	5,
5	5,100	5,661	100	510	11,371	2,040	13,411	16,850	5,479	510	4,
6	5,250	5,828	100	525	11,703	2,100	13,803	16,850	5,147	525	4,
7	5,400	5,994	100	540	12,034	2,160	14,194	17,300	5,266	540	4,
8	5,550	6,161	100	555	12,366	2,220	14,586	17,300	4,934	555	4,
9	5,700	6,327	100	570	12,697	2,280	14,977	17,300	4,603	570	4,
10	5,900	6,549	100	590	13,139	2,360	15,499	17,750	4,611	590	4,

11	6,100	6,660	100	610	13,470	2,440	15,910	17,750	4,280	610	3,
12	6,300	6,660	100	630	13,690	2,520	16,210	17,750	4,060	630	3,
13	6,500	6,660	100	650	13,910	2,600	16,510	18,200	4,290	650	3,
14	6,700	6,660	100	670	14,130	2,680	16,810	18,200	4,070	670	3,
15	6,900	6,660	100	690	14,350	2,760	17,110	18,200	3,850	690	3,
16	7,100	6,816	100	710	14,726	2,840	17,566	18,650	3,924	710	3,
17	7,300	7,008	100	730	15,138	2,920	18,058	18,650	3,512	730	2,

TABLE VI

(Existing Scale 4,500-150-5,700-200-7,300)

(Revised Scale:
16,400-450-
22,400)With a
minimum start
of Rs. 17,300

Span of Year	Stage in existing Scale	DA as on 1.1.1996	IR I	IR II 10% of basic min of Rs. 100	Total of Col. 2+3+4+5	40% of basic pay in Col. 2	Gross total Col. 6+7	Stage in the revised Scale	Differ 1 w.e.f. 1.1.1996	IR III 10% of basic min of Rs. 100	D v 1.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	
1	4,500	5,180	100	450	10,230	1,800	12,030	17,300	7,070	450	6
2	4,650	5,180	100	465	10,395	1,860	12,255	17,300	6,905	465	6
3	4,800	5,328	100	480	10,708	1,920	12,628	17,300	6,592	480	6
4	4,950	5,495	100	495	11,040	1,980	13,020	17,750*	6,710	495	6
5	5,100	5,661	100	510	11,371	2,040	13,411	17,750*	6,379	510	5
6	5,250	5,828	100	525	11,703	2,100	13,803	17,750*	6,047	525	5
7	5,400	5,994	100	540	12,034	2,160	14,194	18,200*	6,166	540	5
8	5,550	6,161	100	555	12,366	2,220	14,586	18,200*	5,834	555	5
9	5,700	6,327	100	570	12,697	2,280	14,977	18,200	5,503	570	4
10	5,900	6,549	100	590	13,139	2,360	15,499	18,650*	5,511	590	4
11	6,100	6,660	100	610	13,470	2,440	15,910	18,650*	5,180	610	4
12	6,300	6,660	100	630	13,690	2,520	16,210	18,650*	4,960	630	4
13	6,500	6,660	100	650	13,910	2,600	16,510	19,100*	5,190	650	4
14	6,700	6,660	100	670	14,130	2,680	16,810	19,100*	4,970	670	4
15	6,900	6,660	100	690	14,350	2,760	17,110	19,100*	4,750	690	4
16	7,100	6,816	100	710	14,726	2,840	17,566	19,550*	4,824	710	4
17	7,300	7,008	100	730	15,138	2,920	18,058	19,550*	4,412	730	3

*Bunching Stage.

REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY

Pay	With Effect From 01.07. 1996 DA 4%	With Effect From 01.01. 1997 DA 8%	With Effect From 01.07. 1997 DA 13%	With Effect From 01.01. 1998 DA 18%	With Effect From 01.07. 1998 DA 22%	With Effect From 01.01. 1999 DA 32%	With Effect From 1.07. 1999 DA 37%
5,500	220	440	715	880	1,210	1,760	2,035
5,675	227	454	738	908	1,249	1,816	2,100
5,850	234	468	761	936	1,287	1,872	2,165
6,025	241	482	783	964	1,326	1,928	2,229
6,200	248	496	806	992	1,364	1,984	2,294
6,375	255	510	829	1,020	1,403	2,040	2,359
6,550	262	524	852	1,048	1,441	2,096	2,424
6,725	269	538	874	1,076	1,480	2,152	2,488
6,900	276	552	897	1,104	1,518	2,208	2,553
7,075	283	566	920	1,132	1,557	2,264	2,618
7,250	290	580	943	1,160	1,595	2,320	2,683
7,425	297	594	965	1,188	1,634	2,376	2,747
7,600	304	608	988	1,216	1,672	2,432	2,812
7,775	311	622	1,011	1,244	1,711	2,488	2,877
7,950	318	636	1,034	1,272	1,749	2,544	2,942
8,000	320	640	1,040	1,280	1,760	2,560	2,960
8,125	325	650	1,056	1,300	1,788	2,600	3,006
8,275	331	662	1,076	1,324	1,821	2,648	3,062
8,300	332	664	1,079	1,328	1,826	2,656	3,071
8,475	339	678	1,102	1,356	1,865	2,712	3,136
8,550	342	684	1,112	1,368	1,881	2,736	3,164
8,650	346	692	1,125	1,384	1,903	2,768	3,201
8,825	353	706	1,147	1,412	1,942	2,824	3,265
9,000	360	720	1,170	1,440	1,980	2,880	3,330
9,100	364	728	1,183	1,456	2,002	2,912	3,367
9,375	375	750	1,219	1,500	2,063	3,000	3,469
9,650	386	772	1,255	1,544	2,123	3,088	3,571
9,925	397	794	1,290	1,588	2,184	3,176	3,672
10,000	400	800	1,300	1,600	2,200	3,200	3,700

Pay	With Effect From 01.07. 1996 DA 4%	With Effect From 01.01. 1997 DA 8%	With Effect From 01.07. 1997 DA 13%	With Effect From 01.01. 1998 DA 18%	With Effect From 01.07. 1998 DA 22%	With Effect From 01.01. 1999 DA 32%	With Effect From 01.07. 1999 DA 37%
10,200	408	816	1,326	1,632	2,244	3,264	3,774
10,325	413	826	1,342	1,652	2,272	3,304	3,820
10,475	419	838	1,362	1,676	2,305	3,352	3,876
10,650	426	852	1,385	1,704	2,343	3,408	3,941
10,750	430	860	1,398	1,720	2,365	3,440	3,333
10,975	439	878	1,427	1,756	2,415	3,512	4,061
11,025	441	882	1,433	1,764	2,426	3,528	4,079
11,300	452	904	1,469	1,808	2,486	3,616	4,181
11,575	463	926	1,505	1,852	2,547	3,704	4,283
11,625	465	930	1,511	1,860	2,558	3,720	4,301
11,850	474	948	1,541	1,896	2,607	3,792	4,385
11,950	478	956	1,554	1,912	2,629	3,824	4,422
12,000	480	960	1,560	1,920	2,640	3,840	4,440
12,125	485	970	1,576	1,940	2,668	3,880	4,486
12,275	491	982	1,596	1,964	2,701	3,928	4,542
12,400	496	996	1,612	1,984	2,728	3,968	4,588
12,420	497	994	1,615	1,987	2,732	3,974	4,595
12,600	504	1,008	1,638	2,016	2,772	4,032	4,662
12,675	507	1,014	1,648	2,028	2,789	4,056	4,690
12,840	514	1,027	1,669	2,054	2,825	4,109	4,751
12,925	517	1,034	1,680	2,068	2,844	4,136	4,782
12,950	518	1,036	1,684	2,072	2,849	4,144	4,792
13,225	529	1,058	1,719	2,116	2,910	4,232	4,893
13,250	530	1,060	1,723	2,120	2,915	4,240	4,903
13,260	530	1,061	1,724	2,122	2,917	4,243	4,906
13,500	540	1,080	1,755	2,160	2,970	4,320	4,995
13,575	543	1,086	1,765	2,172	2,987	4,344	5,023
13,680	547	1,094	1,778	2,189	3,010	4,378	5,062
13,900	556	1,112	1,807	2,224	3,058	4,448	5,143

Pay	With Effect From 01.07. 1996 DA 4%	With Effect From 01.01. 1997 DA 8%	With Effect From 01.07. 1997 DA 13%	With Effect From 01.01. 1998 DA 18%	With Effect From 01.07. 1998 DA 22%	With Effect From 01.01. 1999 DA 32%	With Effect From 01.07. 1999 DA 37%
14,100	564	1,128	1,833	2,256	3,102	4,512	5,217
14,225	569	1,138	1,849	2,276	3,130	4,552	5,263
14,520	581	1,162	1,888	2,323	3,194	4,646	5,372
14,550	582	1,164	1,892	2,328	3,201	4,656	5,384
14,875	595	1,190	1,934	2,380	3,273	4,760	5,504
14,940	598	1,195	1,942	2,390	3,287	4,781	5,528
15,200	608	1,216	1,976	2,432	3,344	4,864	5,624
15,360	614	1,229	1,997	2,458	3,379	4,915	5,683
15,780	631	1,262	2,051	2,525	3,472	5,050	5,839
16,200	648	1,296	2,106	2,592	3,564	5,184	5,964
16,400	656	1,312	2,132	2,624	3,608	5,248	6,068
16,620	665	1,330	2,161	2,659	3,656	5,318	6,149
16,850	674	1,348	2,191	2,696	3,707	5,392	6,235
17,040	682	1,363	2,215	2,726	3,749	5,453	6,305
17,300	692	1,384	2,249	2,768	3,806	5,536	6,401
17,460	698	1,397	2,270	2,794	3,841	5,587	6,460
17,750	710	1,420	2,308	2,840	3,905	5,680	6,567
17,880	715	1,430	2,324	2,861	3,934	5,722	6,616
18,200	728	1,456	2,366	2,912	4,004	5,824	6,734
18,300	732	1,464	2,379	2,928	4,025	5,856	6,771
18,650	746	1,492	2,425	2,984	4,103	5,968	6,901
19,100	764	1,528	2,483	3,056	4,202	6,112	7,067
19,550	782	1,564	2,542	3,128	4,301	6,256	7,234
20,000	800	1,600	2,600	3,200	4,400	6,400	7,400
20,450	818	1,636	2,659	3,272	4,499	6,544	7,567
20,900	836	1,672	2,714	3,344	4,598	6,688	7,733
21,400	856	1,712	2,782	3,424	4,708	6,848	7,918
21,900	876	1,752	2,847	3,504	4,815	7,008	8,103
22,400	896	1,792	2,912	3,584	4,928	7,168	8,288

Annexure IV

Accompaniment to Government Resolution, Higher and Technical Education Department,

No. RPS-2198/77/TE-6, dated 18.12.1999.

FORM OF OPTION

I,substantive holder of the Post of
.....in the Scale of Rs.in the
.....Scale of Rs.in the Collegehereby

*(i) elect the revised scale of the post with effect from 01.01.1996.

*(ii) elect to retain the _____existing_____ Scale of pay of post until:

*Pre-January 1996

*the date of my next increment.

*the date of my subsequent increment.

*raising my pay Rs.

*I vacate or cease to draw pay in that Scale.

2. The option hereby exercised final and will not be modified at any subsequent date.

Date:

Signature

Signed before me

Date:

Signature

(Principal of the College)

(Received the above declaration)

Date:

Signature

(Head of the Institution)

Note.—The option should be exercised separately in respect of substantive and officiating appointments.

*To be scored out, if not applicable.

Annexure V

Accompaniment to Government Resolution, Higher and Technical Education Department,

No. RPS-2198/77/TE-6, dated 18.12.1999.

FORM OF AGREEMENT

THIS AGREEMENT made this.....day of.....One thousand Nine hundred
and Ninety-nine between Shri/Smt./Kum.

Demonstrator/Tutor/Reader/Senior/Junior Lecturer/Professor of

Principal of.....College/university Established

byhereinafter referred to as “the Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and

College/University hereinafter referred to as “the said College/University” of the Other Part.

WHEREAS the Employee has been working as Demonstrator Tutor/Reader/Senior/Junior Lecturer/Professor of...../Principal of the said College/University from theday of1999.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department bearing No. RPS-2198/77/TE-6, dated 18.12.1999. (hereinafter referred to as “the said Resolution” a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scales of the University.....and College teachers and other measures for improving standards in Higher Education

AND WHEREAS accordingly the said College/University has agreed to revise the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said Resolution which the Employee has agreed to do.

NOW THIS AGREEMENT WITNESSTH AND IT IS HEREBY AGREED AND DECIDED by and between Parties hereto as follows:-

- (1) agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
- (2) agree to have these conditions inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
- (3) agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

IN WITNESS WHEREOF Shri/Smt./Kum.....The Employee above named as hereto set his/her hand and Common Seal of University/College has been here unto affixed.

Members of the managing Committee/Governing Body ofhave set their respective hands the day year first hereinabove written.

Signed and Delivered by-

Shri/Smt./Kum.the Employee abovenamed in the presence of-

- 1.
- 2.
- 3.

OR

Signed and Delivered by-

Shri/Smt./Kum.The Employee abovenamed in the presence of-

- 1.
- 2.
- 3.
- 4.

5. Etc. the present members.....of the managing Committee/ Governing Body of

In the presence of

- 1.

UNIVERSITY OF PUNE



ORDER

The Government of Maharashtra had approved the implementation of revised pay scales for University and College teachers with effect from 01.01.1986 vide Government Resolution, Education and Employment Department No.NGC 1286(1224)/UNI-4 dated 27.02.1989. After appointment of the Fifth Pay Commission for Central Government employees, the University Grants Commission had appointed a Committee under Chairmanship of Prof.Rastogi to examine the present structure of emoluments and conditions of service of University and College teachers. After considering the Restogi Committee's Report, the University Grants Commission submitted its recommendations to the Government of India. After examination of this report, Government of India evolved a scheme of pay revision for the University and College Teachers and other measures for improvement of standards in higher education. By their letter dated 27.07.1998, and subsequent letters dated 22.09.1998 and 06.11.1998, the Government of India accepted and approved the recommendation of UGC to central universities and colleges thereunder. Similarly, the Government of India recommended to the State Government to implement this scheme in the state universities and affiliated colleges. The question of implementing Government of India's scheme of revision of pay scales of University and College teachers and other relevant guidelines and notifications issued by U.G.C. from time to time was under consideration of the State Government. After careful consideration of the Government of India's Package Scheme, 1996 for maintenance of standards in Higher Education, the State Government has decided to implement the revised pay scales and the terms and conditions of service as detailed below in clause Nos. 1 to 28.

WHEREAS the terms and conditions of service of the teachers in the University/Affiliated college/Recognised Institutions including Principals of Colleges, are to be laid down by the Statutes made under Section 51(8) of Maharashtra Universities Act, 1994.

AND WHEREAS having regard to the provisions of the said Government Resolution dated 11.12.1999, the draft statutes relating to terms and conditions of service, recruitment, qualifications, workload, code of conduct etc. of teachers in the University/Affiliated Colleges/Recognised Institutions including Principals, will be framed and placed before the statutory authorities as laid down in section 52 of the Maharashtra Universities Act,1994 and it will take some time before the Senate of the University approves these draft statutes and the Chancellor's assent is received thereto.

AND WHEREAS the scales of pay recommended by the University Grants Commission, as accepted by the Government of India and approved by the State Government, are to be made effective from 01.01.1996 as laid down in the Government Resolution dated 11.12.1999 and can be implemented only after the Statutes are made with regard to the revised scales of pay and other measures for improvement of standards in Higher Education in all categories of full-time teachers employed in the University and affiliated College and recognised institutions in the faculties of Arts, Mental Moral & Social Sciences, Science, Commerce, Law and Education, other than those managed and maintained by the State Government.

THEREFORE, I, **Professor Arun Nigavekar, Vice-Chancellor** of University of Pune in exercise of the powers conferred upon me under Section 14(8) of the Maharashtra Universities Act, 1994, hereby direct that-

1. **Coverage:** The revised pay scales and other measures for improvement of standards in higher education are applicable to all categories of full-time teachers employed by the University, affiliated non-Government Colleges and recognised Institutions in the faculties of Arts, Mental Moral & Social Sciences, Science, Commerce, Law and Education. The revised scales of pay are also applicable to the teachers/librarians/instructors of Physical Education in the affiliated unaided Colleges and recognised Institutions in the faculties of Arts, Mental Moral & Social Sciences, Science, Commerce, Law and Education. However, these unaided colleges will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes, the Government assistance will only be limited to the posts approved by the Government from time to time. The revised scales are not applicable to teachers who retired on or before 31.12.1995 and who worked on re-employment of that date, including those whose period of re-employment was extended after that date.

2. **Date of effect:** The revised scales of pay will be implemented with effect from 01.01.1996.

3. **Pay Scales:** The revised scales of pay effective from 01.01.1996 are given in Appendix I.

4. **Manner of Fixation of pay:** The formula and principles for fixation of pay teachers in the revised scale shall be as indicated in Appendix II. The pay of the individual teacher and the date of increment shall be fixed in accordance with such formula.

5. **Option for the revised scales of pay:** Within a period of one month from the date of the issue of this Government Resolution, the teachers/Librarians/Physical Education staff will have to opt in the prescribed form (Appendix III) for the revised pay scales. The teachers opting for the new scales shall have to enter into an agreement as mentioned in Appendix IV with the University/Managements of affiliated Colleges/Recognised Institutions about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within the period of one month from the date of issue of Government Resolution shall be deemed to have opted for the revised scale.

Note: (1) The teachers/librarians/directors of Physical Education/Instructors of Physical Education who were in service on 01.01.1996 and who were not in service after 01.01.1996 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit shall be deemed have opted for the revised scale of pay with effect from 01.01.1996 and shall be held entitled to the benefit of these rules.

6. **Recruitment and Qualifications:** The direct recruitment to the post of Lecturers, Readers and Professors in the University and Lecturers in Affiliated Colleges/Recognised Institutions shall be on the basis of merit through all-India advertisement and selections by the duly constituted Selection Committees to be set up as prescribed in UGC's Notification dated 24.12.1998 under the Statutes/Ordinances of the University. Such Committees shall have a minimum of three experts, the head of the Department concerned, the Principal of the concerned College/Director of Recognised Institutions (in case of selection of teachers in the University/College/Recognised Institution respectively).

The minimum qualifications required for the post of Lecturers, Readers, Professors, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarian and Registrars shall be those as prescribed by the University Grants Commission & accepted by State Govt. from time to time.

The minimum requirements of a good academic record, 55% of the marks at the master's level and qualifying in the National Eligibility Test, or an accredited test, shall remain for the appointment of Lecturers. It would be optional for the University to exempt Ph.D. holders from NET or to require NET in their case either as desirable or essential qualifications for appointment as Lecturers in the University Departments/Affiliated Colleges/Recognised Institutions. The minimum requirement of 55% shall not be insisted upon for Professors, Readers, Registrars, Librarians, Deputy Librarians, Directors of Physical Education, Deputy Directors of Physical Education for the existing incumbents who are already in the University system. However, these marks shall be insisted upon for those entering the system from outside and those at the entry point of Lecturers, Assistant Librarians, Assistant Director of Physical Education.

A relaxation of 5% may be provided, from 55% to 50% of the marks, at master's level for the SC/ST category.

A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders who have passed their Master's degree prior to 19.09.1991.

B in the 7 point scale with letter grades O,A,B,C,D,E & F shall be regarded as equivalent of 55% wherever the grading system is followed.

The Ph.D. shall continue to be a compulsory requirement for the designation of Reader. However, for other categories, like those of Registrars, Librarians and Physical Education Directors, the Ph.D. shall be a desirable and not an essential qualification.

7. Direct recruitment:

The following qualifications, are prescribed for the posts mentioned below-

Post: Professor

Qualification:

An eminent scholar with published work of high quality, actively engaged in research, with 10 years or experience in postgraduate teaching, and/or experience in research at the University/National Level Institutions, including experience of guiding research at doctoral level.

OR

An outstanding scholar with established reputation who has made significant contribution to knowledge.

In exceptional cases, the teachers with 15 years of UG teaching/research experience could also be considered.

Post: Reader

Qualification:

Good academic record with a doctoral degree or equivalent published work. In addition to these, candidates who join from outside the university system, shall also possess at least 55% or an equivalent grade of B in 7 point scale with letter grades O,A,B,C,D & F at the Master's degree level.

Five years of experience of teaching and/or research, excluding the period spent for obtaining the research degrees and has made some mark in the areas of scholarship as evidenced by quality of publications, contribution to educational innovation, design new courses and curricula.

Post: Lecturer

Humanities, Social Sciences, Sciences, Commerce, Education, Physical Education, Foreign Languages and Law.

Qualification:

Good academic record with at least 55% of the marks or an equivalent grade of B in the 7 point scale with letter grades O, A,B,C,D,E & F at the Master's degree level in the relevant subject from an Indian University, or, an equivalent degree from a foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

Journalism and mass communication

Qualification:

Good academic record with at least 55% of the marks, or, an equivalent grade of B in the 7 point scale with letter grades O, A,B,C,D,E & F at the Master's degree level in communication/mass communication, journalism, from an Indian University, or an equivalent degree from a foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

At least 50% of the marks, or an equivalent grade of B in the 7 point scale with letter grades O,A,B,C,D,E & F at the Master's degree level in the Humanities, Social Sciences/Sciences with at least a second class Bachelor's degree, or Post-graduate Diploma in communication/mass communication or journalism, from a recognized Indian University/National Institute.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for Lecturers conducted by the UGC, CSIR, or similar tests accredited by the UGC.

Music

Qualification:

Good academic record with at least 55% of the marks, or an equivalent grade in B in the 7 point scale with letter grades O, A,B,C,D,E & F at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for Lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

A traditional or a professional artist with a highly commendable professional achievement in the concerned subject.

For professional subjects like education, social work and performing arts etc., a separate detailed regulation on qualification would be issued. Till then, the Regulations, hitherto in force for direct recruitment to the post of Lecturer, Reader and Professor, will continue.

8. Seven point scale:

GRADE	GRADE POINT	PERCENTAGE EQUIVALENT
'O'= Outstanding	5.50-6.00	75-100
'A'= Very Good	4.50-5.49	65-74
'B'= Good	3.50-4.49	55-64
'C'= Average	2.50-3.49	45-54
'D'= Below Average	1.50-2.49	35-44
'E'= Poor	0.50-1.49	25-34
'F'= Fail	0-0.49	0-24

The minimum qualifications for the post of Librarians, Deputy Librarians, Assistant Librarians may be seen at **Appendix-V**.

The minimum qualifications for the post of Registrar may be seen at **Appendix-VI**.

The minimum qualifications for the post of Director Physical Education, Deputy Director Physical Education and Assistant Director Physical Education may be seen at **Appendix-VII**.

9. Selection Committees:

The University may refer to the separate guide lines on constitution of selection committees laid down by the UGC. (copy enclosed as Appendix-VIII). A representative of the SC/ST, women and physically handicapped persons, should be in the Selection Committee whenever a candidate from any of these categories appears for the interview.

It is optional for the University or College to utilise the Seminar or Colloquium as a method for the selection of Lecturer, Reader or Professor.

10. Incentives for Ph.D/M.Phil.:

Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil degrees, respectively, at the time of recruitment as Lecturers. Candidates with D.Litt/D.Sc. shall be given benefit on par with Ph.D. and M.Litt. on par with M.Phil. One increment will be admissible to those teachers with M.Phil. who acquire Ph.D. within two years of recruitment.

A Lecturer with Ph.D. will be eligible for two advance increments when she/he moves into Selection Grade/Reader.

A teacher will be eligible for two advance increments as and when she/he acquires a Ph.D. degree in her/his service career.

11. Career advancement:

Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil., and six years for others at the level of Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade).

A Reader with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.

The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

The existing scheme of Career Advancement for Assistant Director of Physical Education, Assistant Librarian would continue.

12. Lecturer (Senior Scale):

A Lecturer will be eligible for placement in a senior scale through a procedure of selection, if she/he has:

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years, respectively, for those with M.Phil. and Ph.D.
- (ii) Participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission. (Those with Ph.D. degree would be exempted from one refresher course).
- (iii) Consistently satisfactory performance appraisal reports.

13. Lecturer (Selection Grade):

Lecturer in the Senior Scale who do not have a Ph.D. degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfil the other criteria given above for the post of Reader, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Reader. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment

after obtaining Ph.D. and/or fulfilling other requirements for promotion as Reader and, if found suitable, could be given the designation of Reader.

14. Reader (Promotion):

A Lecturer in the Senior Scale will be eligible for promotion to the post of Reader if she/he has:

- (i) Completed 5 years of service in the Senior Scale;
- (ii) Obtained a Ph.D. degree or has equivalent published work;
- (iii) Made some mark in the areas of scholarship and research as evidenced e.g. by self-assessment, reports of referees, quality of publications contribution to educational innovation, design of new courses and curricula and extension activities.
- (iv) After placement in the Senior scale participated in two refresher courses/summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission, and
- (v) Possess consistently good performance appraisal reports.

Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the University or other similar Committees set up by the appointing authorities.

15. Professor (Promotion):

In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisement, promotions may be made from the post of Reader to that of Professor after 8 years of service as Reader.

The Selection Committee for promotion to the post of Professor shall be the same as that for direct recruitment. For the promotion from Reader to Professor, the following method of promotion may be followed.

- a) Self-appraisal reports (required)
- b) Research contribution/books/ articles published
- c) Any other academic contributions

The best three written contributions of the teacher (as defined by her/him) may be sent in advance to the Experts to review before coming for the selection. The candidate should be asked to submit these in 3 sets with the application.

- d) Seminars/Conference attended
- e) Contribution to teaching/academic environment/institutional corporate life.
- f) Extension and field outreach activities.

The requirement of participation in orientation/refresher courses/summer institutes, each of at least 3 to 4 weeks duration, and consistently satisfactory performance appraisal reports, shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior Scale) to Lecturer (Selection Grade). Wherever the requirement of orientation/refresher courses has remained incomplete, the promotions would not be held up but these must be completed by the year 2000.

The requirement for completing these courses would be as follows

1. For Lecturer to Lecturer (Senior Scale), one orientation course would be compulsory for teachers of the University/Affiliated College/Recognized Institution. Those without Ph.D. would be required to do one Refresher Course in addition.
2. Two Refresher Courses for Lecturer (Senior Scale) to Lecturer (Selection grade).
3. The Senior Teachers like Readers/Lecturers (Selection Grade) and Professors may opt to attend two Seminars/Conferences in their subject area and present papers as one aspect of their promotion/selection to higher level or attend Refresher Courses to be offered by ASCs for this level.

If the number of years required in a feeder cadre are less than those stipulated in this notification, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years.

16. Part time teachers:

The minimum qualifications for appointment of part-time teachers shall be the same as that of regular teachers and selected by regularly constituted selection committees. The part time teachers shall be appointed only in exceptional circumstances when it is appropriate to the requirements of the institutions in terms of subjects to be taught or workload. They can be appointed on Contract appointment, if only for a short period or as permanent half-time/proportionate time employees against half/proportionate salary of the scale (and shall include proportionate increments, dearness allowance and other permissible benefits). Such permanent part time teachers will also be entitled to the scheme of Career advancement from Lecturer to Senior Scale Lecturer, Selection Grade Lecturer/Reader, and Professor. However, they will be entitled to half/proportionate amount of the basic of the scale and proportionate increments, dearness allowance and any other permissible benefits.

17. Creation of Posts:

UGC recognized autonomous Colleges/Institutions may create posts of Professor on the basis of felt needs subject to provision contained in Section 8 (a) of Maharashtra Universities Act, 1994 (Maharashtra Act, XXXV of 1994.) In general, one post of Professor may be created, if there are already four Readers and 12 Lecturers and it is felt that the creation of posts of Professors is academically necessary. The procedure of Selection of Professor will be through direct recruitment as in the University, other colleges of similar standard will be identified by the UGC as per the scheme of Govt. of India.

18. Teaching days:

The University shall observe at least 180 actual teaching days i.e. there shall be a minimum 30 weeks of actual teaching in a 6 days week. Of the remaining period, 12 weeks may be devoted to admission and examination activities and non-instructional days (e.g. for sports, University day

etc.) 8 weeks for vacation and two weeks may be attributed to various public holidays. If the University adopts a five days week pattern, then the number of weeks shall be increased correspondingly to ensure equivalent of 30 weeks with a 6 days week. The above is summarised as follows:

	<u>NO.OF WEEKS</u>	
	<u>University</u>	<u>College</u>
Teaching	30 (180 days)	30 (180 days)
Admissions/Examinations	12	10
Preparation for examinations		

Vacation	8	10
Public holidays (to increase and adjust teaching days)	2	2
	Total: 52	Total: 52

19. Workload:

The workload of the teacher in full employment shall not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It shall be necessary to the teacher to be available for atleast 5 hours daily in the University. The direct teaching hours shall be as follows:

Lecturer/Sr.Lecturer/Lecturer (Selection Grade)	16 hours.
Readers and Professors	14 hours

However, a relaxation of two hours in the workload may be given to the Professors who are actively involved in Research, Extension and Administration.

The workload of the teacher shall be as prescribed by the University Grants Commission. However, the exemption shall be granted to the teachers working in undergraduate and postgraduate teaching as well as to Principals and Vice-Principals and Heads of the Departments, as given in Govt. Resolutions dt. 01.06.1981 and 01.09.1981.

The Staffing pattern (workload pattern) for Colleges of Education prescribed vide Government letter No. STC 2279/104723/(407/79)/XXVII, dated 01.07.1980 will continue to operate. As per this staffing pattern, one teacher is admissible for each 10 students duly permitted by the State Government in addition to the posts of Principals.

20. Protection to teachers:

The workload prescribed by the University Grants Commission shall be implemented without any additional staff. It shall also be ensured that the services of permanently approved full time or part time teachers or similar teachers who have been approved on hourly basis working in clearly approved vacancies, are not terminated merely on the ground that they have been rendered surplus as a result of workload. Such permanently approved surplus full time or part time or hourly basis teachers will be absorbed as per the existing procedure in force.

21. Superannuation and re-employment:

The age of superannuation of teachers shall be 60 years and thereafter no extension in service shall be given. However, it may be open to the University /affiliated college/recognised institution to re-employ a superannuated teacher according to the existing guidelines framed by the University Grants Commission, upto the age of 65 years. However, salary expenditure for

such re-employed period beyond 60 years of age shall not be held admissible for purposes of grant-in-aid.

Age of superannuation of Registrars, Librarians, Physical Education Personnel, who are being treated at par with the teachers will be 60 years. No re-employment facility is recommended for the Registrars, Librarians and Directors of Physical Education. The persons appointed to the post of Registrar other than teachers will retire at the age of 58 years.

22. Grievance redressal mechanism:

As per Section 57 of the Maharashtra Universities Act, 1994, (Maharashtra Act No. XXXV of 1994), the grievance redressal mechanism is established at University level.

23. Period of probation and confirmation thereafter:

The minimum period of probation may continue to be one year, extendable by a maximum period of one more year in case of unsatisfactory performance. However, the University already having probation period of two years may continue to do so.

It is optional for the University to introduce the provision that a teacher may offer herself/himself for assessment at any point of time for confirmation, within the period of two years, but the University may consider a minimum period after which such cases would be considered. At senior positions, it is optional for the University to decide on confirmation at any time from the time of appointment to the end of the statutory period of probation.

The confirmation shall not be linked to the completion of orientation course, but efforts shall be made to send the teacher either before joining or immediately thereafter, but, in any case, the orientation course shall be completed within a period of the first two years.

Since the time required for Career Advancement has now been reduced, and extension may be provided till 31.12.2000 to all candidates for completing refresher courses.

The University may devise a mechanism for ensuring that the Head of the University Department/Principal of Affiliated College/Director of Recognised Institution sponsors the teacher for the required orientation and refresher course, and such opportunity is not denied to the teacher, except on sufficient grounds to be specified in writing to the University. The University shall also bring to the attention of the UGC any complaints received from teachers of University/Affiliated College/Recognised Institution that they did not get admission to the courses for which they applied with details (Name of teacher, name of institution where employed, course applied for, ASC or Department where applied, dates of course and reasons given for refusal).

24. Superannuation benefits:

The benefit in service, upto a maximum of 3 years shall be provided for the teachers who have acquired Ph.D. Degree at the time of entry, so that, almost all teachers get full retirement benefits which are available after 33 years of service subject to the overall age of superannuation.

Other conditions with respect to superannuation benefits may be given as per Central/State Government Rules.

25. Service agreement:

At the time of recruitment in the University/Affiliated Colleges/Recognised Institutions, service agreement shall be signed between the University/Affiliated College/Recognised Institution and the teacher which shall be lodged with the Registrar/Principal/Director with a copy to the concerned teacher. The Self Appraisal of performance shall be a part of the service agreement.

26. Code of professional ethics:

The University shall evolve its own professional ethics after full discussions in the academic bodies and associations and shall incorporate it in its Act, Statute and Ordinance and it shall be applicable to all teaching and non-teaching staff including administrators.

27. Accountability:

The Self appraisal of performance shall be adopted as a mandatory part of the career advancement scheme and shall be implemented with the new pay scales within the time framed of one year, if not already implemented. It will be optional for the institution to consider introducing student evaluation as a method of assessment of the teacher, particularly in small institutions, post graduate departments, professional colleges and autonomous colleges.

28. Fixation of pay and preferring claim for payment of arrears:

The University shall take action to frame suitable Statutes under relevant provision of the Maharashtra Universities Act, 1994, with a view to implement the scheme of revision of scales of pay of teachers in the University, its affiliated colleges and recognised institutions, after keeping in view the provisions contained in Government Resolution, Higher and Technical Education Department, No. NGC-1298/(4619)/UNI.4 dated 11.12.1999.

The University, affiliated colleges and the recognised institutions shall initiate action for fixing the pay of every individual teacher holding any of the positions mentioned in Appendix I, after completing the necessary formalities of obtaining an agreement and an option from each teacher for coming over to the revised scale vide para 5 above. The pay of teacher, as well as the arrears that will be due to him shall then be worked out in the forms to be prescribed by the Director of Education (Higher Education), Maharashtra State, Pune.

The pay fixation including the amount of arrears payable to a teacher, shall be got approved from the concerned Regional Joint Director of Higher Education. Since the revised scales of pay will be implemented w.e.f. 01.01.1996, the arrears of pay to which the teacher may be entitled in respect of the period from 01.01.1996 to 30.09.1998 (both days inclusive) under these rules shall be credited to the Provident Fund Account of the concerned teacher after adjusting the amount of the third installment of interim relief and shall not be permitted to be withdrawn for three years up to 31.12.2001 except in case of teachers who have retired or have ceased to be in service during this period. The arrears of allowance like HRA, CLA, TA from 01.08.1997 to 30.09.1998 (both days inclusive) shall be credited to the Provident Fund account of the teacher and shall not be permitted to be withdrawn for the period ending 31.03.2002. Also no interest on account of the aforesaid amount credited to the GPF Account of the concerned teacher will be given for the period up to 31.03.2002 except in case of teacher who have retired or ceased to be in service during this period. The concerned teacher will be allowed to withdraw this amount credited to General Provident Fund Account, after a period of three years, except in case of retirement, death and resignation.

The University/Affiliated College/Recognized Institution shall submit a statement of expenditure every month on account of revision of scale of pay of teachers of the University/ Affiliated College/Recognized

Institution to the Director of Education (Higher Education), Maharashtra State, Pune in the prescribed form.

As provided in the Government Resolution, Higher and Technical Education Department, No. NGC-1298/(4619)/UNI.4, dated 11.12.1999, this scheme of revised scales of pay for teachers/Librarians/Director of Physical Education/Instructor of Physical Education, in the University/Affiliated College/Recognized Institution is to be implemented by the Director of Education (Higher Education). The Joint Director of Higher Education of the concerned region; will be the authority for fixation of pay and authority. for recommending arrears claims to the office of the Director of Education (Higher Education).

These directions shall remain operative till such time as the Statutes made in these respects replace them.

No. Law/2000/13 Ganeshkhind, Pune-41 1007
Dated: 06.01.2000.

Sd/-

A. S. Nigavekar Vice-Chancellor

Accompaniment to Government Resolution, Higher & Technical Education Department No.NGC-1298/(4619)/UNI-4, dated the 11.12.1999.

APPENDIX I

Pay Scale: The existing and revised Pay Scale sanctioned for different categories of University and College Teachers shall be as given below:-

Sr.No.	Designation	Pay Scale of Central Govt. as per Fourth pay Commission	Pay Scale of Central Govt. as per Fifth pay Commission	Proposed Pay Scale of State Government	Remarks
1.	2.	3.	4.	5.	6.
1. University					
1.	Lecturer	2200-4000	8000-275-13500	8000-275-13500	
2.	Lecturer (Senior scale)	3000-5000	1000-325-15200	10000-325-15200	
3.	Lecturer (Selection Grade)/Reader	3700-5700	12000-420-18300	12000-420-18300	The fixation of pay of Lecturer (Selection Grade)/Readers in the year 1999 of Rs.3700-125-4950-3000 were selected strictly in accordance with the rules and regulations of UGC and who were previously Lecturers made in a manner their pay fixed at the rate of Rs.14940/- in the year 1999. Rs.12000-420-8300 as from complete five years in the year 1999.
4.	Professor	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	
5.	Registrar/Director Physical Education /University Librarian	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	
6.	University Dy.Librarian /Dy. Director Physical Education	3700-5700	12000-420-18300	1200-420-18300	
7.	University Asstt. Librarian/Asstt. Director Physical/Education/Asstt. Documentation officer	2200-4000	8000-275-13500	8000-275-13500	
8.	Asstt. Librarian (Senior Scale)/Asstt. Documentation Officer (Senior Scale)/Asstt.	3000-5000	10000-325-15200	1000-325-15200	

	Director Physical Education (Senior Scale)				
9.	University Vice Chancellor	7600 (,df=r)	25000 (,df=r)	25000 (,df=r)	
10.	University Pro-V-C	5900-200-7300	18400-500-22400	18400-500-22400	

2. Colleges

1.	Lecturer/ College Librarian/ Director (Physical Education)	2200-4000	8000-275-13500	8000-275-13500	
2.	Lecturer/College Librarian /Director Physical Education (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200	
3.	Lecturer (Selection Grade)/Reader/College Librarian (Selection Grade)/Director Physical Education (Selection Grade)	3700-5700	12000-420-18300	12000-420-183000	The fixation of pay of Lecturer (Selection Grade)/Reader/College Librarian (Selection Grade)/Director Physical Education (Selection Grade) who were selected in accordance with regulations framed by the UGC and who were in position as Lecturers made in a manner that their pay fixed at the minimum of Rs.18300 in the revised scale of Rs.3700-5700/- as and when they complete 10 years in the grade.
4.	Demonstrator/Tutor /Method Master	1740-60-2700-bZCkh-75-3000	5500-175-9000	5500-175-9000	Being dying cadre no
5.	Principal*	3700-5700	12000-420-18300	12000-420-18300	Minimum pay as on 01/01/2017 Rs.12840/- (Students up to 1000)
6.	Principal*	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	Minimum pay as on 01/01/2017 Rs.17300/- (Students up to 4000 & above)
7.	Principal*	4500-6300	16400-450-20000	16400-450-20000	Minimum pay as on 01/01/2017 Rs.17300/- (Students up to 1001 to 3999)

3. Government Institutes of Science/Management Studies/Social Sciences

01	Professors	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	
02	Reader/Lecturer (Selection Grade)	3700-5700	12000-420-18300	12000-420-18300	The fixation of pay of Lecturer (Selection Grade)/Readers in the per-revised scale of Rs.3700-125-4950-150-5700/- who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers made

					in a manner that they get their pay fixed at the minimum of Rs.14940/- in the revised scale of Rs.12000-420-18300 as and when they complete five years in the grade.
03	Lecturer (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200	
04	Lecturer	2200-4000	8000-275-13500	8000-275-13500	

- The experience for the post of Principals in Colleges is minimum experience of 10 years in teaching Under graduate/Post Graduate Classes)
 - The respective pay scales will be admissible to the concerned incumbent so long as, he holds particular post admissible as per stabilized strength of students as indicated in column no. 6
 - The strength of students as on 01.01.1996 shall be treated as stabilized strength.
- * The Principal must have minimum weekly workload of actual teaching as specified in these orders.

Directors/Instructors of Physical Education & Librarians in Colleges, who were not fulfilling the qualifications as laid down for these posts in the scale of Rs.700-1600 vide a Government Resolution dated 18.04.1984 at the time of their appointments made on or after 01.01.1973 shall be held eligible for the equivalent pay scale as shown below.

Sr. No.	Designation of the Post	Existing Scale of pay (Rs.)	Revised Scale of pay (Rs.)
01	02	03	04
01	Librarian/Director of Physical Education Instructor of Physical Education	1400-40-1800-EB-50-2300 1640-60-2600-EB-75-2900 2000-60-2300-EB-75-3200-100-3500 2200-75-2800-EB-100-3700	4500-125-7000 5500-175-9000 6500-200-10500 7450-225-11500

Accompaniment to Govt. Resolution Higher & Technical Education Department No.**NGC-1298/(4619)/UNI-4, dated the 11.12.1999.**

APPENDIX II

1. Rules for Fixation of pay in the revised scale:- (1) The initial pay of a teacher who elects, or is deemed to have elected the revised scale of pay from 01.01.1996, shall, be fixed in the following manner, namely:-

(A) in the case of all teachers-

(i) an amount representing 40 per cent of the basic pay in the existing scale, Shall be added to the “existing emoluments” of a teacher;

(ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed:

Provided that—

- (a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;**
- (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.**

NOTE:1:Basic pay means the pay which has been sanctioned for the post held by a teacher substantively or in an officiating capacity or to which he is entitled to by the reason of his position in a cadre.

NOTE:2: existing emoluments shall include—

- (a) The basic pay in the existing scale;**
- (b) Dearness allowance admissible as on 01.01.1996 on the basic pay; and**
- (c) the amounts of the first and second instalments of the interim reliefs admissible on the basic pay in the existing scale;**

The table showing the various stages in the existing pay scales, DA, IR I, IR II of the basic pay admissible thereon is given in Appendix II.

(B) in the case of a teachers who are in receipt of special pay in addition to pay in the existing scale and where the existing scale with special pay has been replaced by a scale of pay after merging the special pay, the pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases “existing emoluments” shall include-

- (a) the basic pay in the existing scale,**
- (b) existing amount of special pay,**
- (c) dearness allowance admissible as on 01.01.1996 on the basic pay, and**
- (d) the amounts of the first and second instalment of interim relief admissible on basic pay in the existing scale and special pay;**

(C) in the case of teachers who are in receipt of special pay in addition to pay in the existing scale and in whose case special pay continues with the revised scale of pay either at the rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above with reference to existing emoluments calculated in accordance with the Explanation

thereto, after excluding the existing special pay. In such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1.-Where a teacher is holding a permanent post and is officiating a higher-post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only and the pay so fixed shall be treated as substantive pay. The provisions of this Note shall apply mutatis mutandis, to teachers holding in an officiating capacity posts on- different existing. scales which have been replaced by a single revised scale.

Note 2.-Where the existing emoluments as calculated in accordance with clause (A), Clause (B) or clause (C) as the case may be, exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay, except in the cases covered by proviso (b) of sub-rule (1)(A) above.

Note 3.- Where in the fixation of pay under sub-rule (1) the pay of a teacher drawing pay at more than three consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these employees who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs as under, by the grant of increment(s) in the revised scale in the following manner, namely:-

(a) teachers drawing pay from the 4th upto the 6th stage in the existing scale-By **one** increment;

(b) teachers drawing pay from the 7th upto the 9th stage in the existing scale, if there is bunching beyond the 6th stage-By **two** increments;

(c) teachers drawing pay from the 10th upto the 12th stage in the existing scale, if there is bunching beyond the 9th stage-By **three** increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the later shall also be stepped up only to the extent by which it falls short of that of the former.

Note 4.- The fixation thus made shall ensure that every teacher will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the existing scale of pay.

Note 5.- Where in the fixation of pay under sub-rule (1) pay of a teacher, who, in the existing scale was drawing immediately before the 01.01.1996 more pay than another employee junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note 6.- Where a teacher is in receipt of personal pay on the 01.01.1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such an employee as personal pay to be absorbed in future increases in pay.

Note 7.- In cases, where a senior teacher promoted to a higher post before the 01.01.1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 01.01.1996, the pay of the senior teacher should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher, subject to the fulfilment of the following conditions, namely:-

(a) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and

(c) the anomaly should be directly as a result of the application of the provisions of these rules or any other rules or order regulating pay fixation on such promotion in the revised scale.

The orders relating to refixation of the pay of the senior teacher in accordance with the above provisions should be issued and the senior teacher will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

Note 8.- In the case of a teacher promoted to a higher post on or after 01.01.1996, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay fixed in the revised scale of the higher post under normal rules.

Note 9.- In the case of a teacher who is drawing reduced pay as on 01.01.1996 in the existing scale on, account of imposition of penalty under the provisions of the respective Statutes in the concerned Universities the pay in such cases should be fixed as under:-

(a) on the basis of pay actually drawn on 01.01.1996, and on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 01.01.1996 to the date of expiry of penalty and the revised pay fixed at (b) above, from the date following the date of expiry of the penalty after allowing increments, if any, that might have notionally fallen due in the revised scale during the period from 01.01.1996 to the date of expiry of the penalty. The next increment in the revised scale will be regulated in accordance with rule 2 of these rules.

Note 10.- Where a teacher is on leave on the 01.01.1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of a teacher under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on a pending disciplinary proceedings.

2. Date of next increment in the revised scale:

The next increment of a teacher whose pay has been fixed in the revised scale in accordance with sub-rule (1) of rule 1, shall be granted on the date he would have drawn his increment had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of Note 3 or Note 5 or Note 7 to sub-rule (1) of rule 1, the next increment shall be granted on the completion of the qualifying service of twelve months from the date of stepping up of the pay in the revised scale:

Provided further that in cases other than those covered by the preceding proviso, the next increment of a teacher whose pay is fixed on the 01.01.1996 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date admissible to his junior, if the date of increment of the junior happens to be earlier.

Provided also that in the case of teacher who had been drawing maximum of the existing scale for more than a year as on the 01.01.1996 the next increment in the revised scale shall be allowed on the 01.01.1996:

Provided that in cases where a teacher reached the maximum of the pre-revised scale after 01.01.1995, the next increment in the revised scale shall be granted on the completion of service for the full incremental period counting from the date on which he reached the maximum of the existing scale:

Note 1.- Where a teacher who is held up at the efficiency bar in the existing scale elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under these rules and he should be granted the next increment on the date on which it is due in the revised scale provided that if the authority competent to allow a teacher to cross the bar certifies that a teacher would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

Note 2.- Where by grant of one additional increment in terms of the third proviso in the revised scale applicable to the substantive post, the substantive post of a teacher exceeds his officiating pay at any time, a teacher may be allowed, in addition to officiating pay and the substantive pay as personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the officiating pay.

Note 3.- In cases where two existing scales, one being a promotional scale for other, are merged, and the junior teacher, now drawing his pay in the lower scale happens to draw more pay in the revised scale due to grant of additional increment under third proviso above than the pay of the senior teacher in the existing higher scale, the pay of the senior teacher in the revised scale shall be stepped up to that of his junior from the same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

3. Fixation of pay in the revised scale subsequent to the 01.01.1996.

Where a teacher continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 01.01.1996. his pay in the revised scale from such date shall be fixed as under:-

(a) in respect of a teacher who draws his increment annually and who opts to switch over to the revised scale of pay from the date of his increment following after 01.01.1996 but not later than 31.12.1997 in respect of the post held by him on 01.01.1996 his pay shall be fixed in accordance with the provisions of rule 1. However, such a teacher shall not be eligible for 40 per cent of basic pay per month for the period from the 01.01.1996 till the date on which he switches over to the revised scale.

(b) in the case of a teacher who elects to come over to the revised scale later than 31.12.1997, his pay from that date shall be fixed under the normal pay fixation rules

and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, of sub-rule (a) of rule 1 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where a teacher is in receipt of special pay, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay. Such employee shall not, however, be eligible for 40 per cent of basic pay in the existing scale per month for fixation of pay in the revised scale.

TABLE I

Existing Pay Scale: Rs. 1400-40-1800-EB-50-2300

Revised Pay Scale: Rs. 4500-125-7000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (col.9-6)	IR III 10% of basic min of Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	1400	2072	100	140	3712	560	4272	4500	788	140
02	1440	2131	100	144	3815	576	4391	4500	685	144
03	1480	2190	100	148	3918	592	4510	4625	707	148
04	1520	2250	100	152	4022	608	4630	4750	728	152
05	1560	2309	100	156	4125	624	4749	4750	625	156
06	1600	2368	100	160	4228	640	4868	4875	647	160
07	1640	2427	100	164	4331	656	4887	5000	669	164
08	1680	2486	100	168	4434	672	5106	5125	691	168
09	1720	2546	100	172	4538	688	5226	5250	712	172
10	1760	2605	100	176	4641	704	5345	5375	734	176
11	1800	2664	100	180	4744	720	5464	5500	756	180
12	1850	2738	100	185	4873	740	5613	5625	752	185
13	1900	2812	100	190	5002	760	5762	5875	873	190
14	1950	2886	100	195	5131	780	5911	6000	869	195
15	2000	2960	100	200	5260	800	6060	6125	865	200
16	2050	3034	100	205	5389	820	6209	6250	861	205

17	2100	3108	100	210	5518	840	6358	6375	857	210
18	2150	3182	100	215	5647	860	6507	6625	978	215
19	2200	3256	100	220	5776	880	6656	6750	974	220
20	2250	3330	100	225	5905	900	6805	6875	970	225
21	2300	3404	100	230	6034	920	6954	7000	966	230

TABLE II

Existing Pay Scale : Rs.1640-60-2660-EB-75-2900

Revised Pay Scale: Rs.5500-175-9000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs.100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (col.9-6)	IR III 10% basic min Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	1640	2427	100	164	4331	656	4987	5500	1169	164
02	1700	2516	100	170	4486	680	5166	5500	1014	170
03	1760	2605	100	176	4641	704	5345	5500	859	176
04	1820	2694	100	182	4796	728	5524	5675*	879	182
05	1880	2782	100	188	4950	752	5702	5850	900	188
06	1940	2871	100	194	5105	776	5881	6025	920	194
07	2000	2960	100	200	5260	800	6060	6200	940	200
08	2060	3049	100	206	5415	824	6239	6375	960	206
09	2120	3138	100	212	5570	848	6418	6550	980	212
10	2180	3226	100	218	5724	872	6596	6725	1001	218
11	2240	3315	100	224	5879	896	6775	6900	1021	224
12	2300	3404	100	230	6034	920	6954	7075	1041	230
13	2360	3493	100	236	6189	944	7133	7250	1061	236
14	2420	3582	100	242	6344	968	7312	7425	1081	242
15	2480	3670	100	248	6498	992	7490	7600	1102	248
16	2540	3759	100	254	6653	1016	7669	7775	1122	254
17	2600	3848	100	260	6808	1040	7848	7950	1142	260
18	2675	3959	100	268	7002	1070	8072	8125	1123	268
19	2750	4070	100	275	7195	1100	8295	8300	1105	275
20	2825	4181	100	283	7389	1130	8519	8650	1261	283
21	2900	4292	100	290	7582	1160	8742	8825	1243	290

*Bunching stage

TABLE III

Existing Pay Scale: 1740-60-2700-EB-75-3000

Revised Scale: 5500-175-9000.

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs.100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of R 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)

01	1740	2575	100	174	4589	696	5285	5500	911	174
02	1800	2664	100	180	4744	720	5464	5500	756	180
03	1860	2753	100	186	4899	744	5643	5675	776	186
04	1920	2842	100	192	5054	768	5822	5850	796	192
05	1980	2930	100	198	5208	792	6000	6025	817	198
06	2040	3019	100	204	5363	816	6179	6200	837	204
07	2100	3108	100	210	5518	840	6358	6375	857	210
08	2160	3197	100	216	5673	864	6537	6550	877	216
09	2220	3268	100	222	5828	888	6716	6725	897	222
10	2280	3374	100	228	5982	912	6894	6900	918	228
11	2304	3463	100	234	6137	936	7073	7075	938	234
12	2400	3552	100	240	6292	960	7252	7425	1133	240
13	2460	3641	100	246	6447	984	7431	7600	1153	246
14	2520	3730	100	252	6602	1008	7610	7775	1173	252
15	2580	3818	100	258	6756	1032	7788	7950	1194	258
16	2640	3907	100	264	6911	1056	7967	8125	1214	264
17	2700	3996	100	270	7066	1080	8146	8300	1234	270
18	2775	4107	100	278	7260	1110	8370	8475	1215	278
19	2850	4218	100	285	7453	1140	8593	8650	1197	285
20	2925	4329	100	293	7647	1170	8817	8825	1178	293
21	3000	4440	100	300	7840	1200	9040	9000	1160	300

TABLE IV

Existing Pay Scale : Rs.2000-60-2300-EB-75-3200-100-3500

Revised Pay Scale : 6500-200-10500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs.100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (col.9-6)	IR III 10% of basic min of R 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	2000	2960	100	200	5260	800	6060	6500	1240	200
02	2060	3049	100	206	5415	824	6239	6500	1085	206
03	2120	3138	100	212	5570	848	6418	6500	930	212
04	2180	3226	100	218	5724	872	6596	6700*	976	218
05	2240	3315	100	224	5879	896	6775	6900	1021	224
06	2300	3404	100	230	6034	920	6954	7100	1066	230
07	2375	3515	100	238	6228	950	7178	7300	1072	238
08	2450	3626	100	245	6421	980	7401	7500	1079	245
09	2525	3737	100	253	6615	1010	7625	7700	1085	253
10	2600	3848	100	260	6808	1040	7848	7900	1092	260
11	2675	3959	100	268	7002	1070	8072	8100	1098	268
12	2750	4070	100	275	7195	1100	8295	8300	1105	275
13	2825	4181	100	283	7389	1130	8519	8700	1311	283
14	2900	4292	100	290	7582	1160	8742	8900	1318	290
15	2975	4403	100	298	7776	1190	8966	9100	1324	298
16	3050	4514	100	305	7969	1220	9189	9300	1331	305
17	3125	4625	100	313	8163	1250	9413	9500	1337	313
18	3200	4736	100	320	8356	1280	9636	9700	1344	320
19	3300	4884	100	330	8614	1320	9934	10100	1486	330
20	3400	5032	100	340	8872	1360	10232	10300	1428	340

21	3500	5180	100	350	9130	1400	10530	10500	1370	350
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*Bunching stage

TABLE V

Existing Pay Scale: Rs.2200-75-2800-EB-100-3700

Revised Pay Scale: 7450-225-11500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs.100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (col.9-6)	IR III 10% of basic min of Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	2200	3256	100	220	5776	880	6656	7450	1674	220
02	2275	3367	100	228	5970	910	6880	7450	1480	228
03	2350	3478	100	235	6163	940	7103	7450	1287	235
04	2425	3589	100	243	6357	977	7327	7675*	1318	243
05	2500	3700	100	250	6550	1000	7550	7675	1125	250
06	2575	3811	100	258	6744	1030	7774	7900	1156	258
07	2650	3922	100	265	6937	1060	7997	8125	1188	265
08	2725	4033	100	273	7131	1090	8221	8350	1219	273
09	2800	4144	100	280	7324	1120	8444	8575	1251	280
10	2900	4292	100	290	7582	1160	8742	8800	1218	290
11	3000	4440	100	300	7840	1200	9040	9250	1410	300
12	3100	4588	100	310	8098	1240	9338	9475	1377	310
13	3200	4736	100	320	8356	1280	9636	9700	1344	320
14	3300	4884	100	330	8614	1320	9934	10150	1536	330
15	3400	5032	100	340	8872	1360	10232	10375	1503	340
16	3500	5180	100	350	9130	1400	10530	10600	1470	350
17	3600	5180	100	360	9240	1440	10680	10825	1585	360
18	3700	5180	100	370	9350	1480	10830	11050	1700	370

*Bunching stage

TABLE VI

Existing Scale: 2200-75-2800-100-4000

Revised Scale: 8000-275-13500.

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs.100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2200	3256	100	220	5776	880	6656	8000	2224	220	2004
02	2275	3367	100	228	5970	910	6880	8000	2030	228	1802
03	2350	3478	100	235	6163	940	7103	8000	1837	235	1602
04	2425	3589	100	243	6357	970	7327	8275*	1918	243	1675
05	2500	3700	100	250	6550	1000	7550	8275*	1725	250	1475

06	2575	3811	100	258	6744	1030	7774	8275*	1531	258	1273
07	2650	3922	100	265	6937	1060	7997	8550*	1613	265	1348
08	2725	4033	100	273	7131	1090	8221	8550*	1419	273	1146
09	2800	4144	100	280	7324	1120	8444	8550	1226	280	946
10	2900	4292	100	290	7582	1160	8742	8825	1243	290	953
11	3000	4400	100	300	7840	1200	9040	9100	1260	300	960
12	3100	4588	100	310	8098	1240	9338	9375	1277	310	967
13	3200	4736	100	320	8356	1280	9636	9650	1294	320	974
14	3300	4884	100	330	8614	1320	9934	10200	1586	330	1256
15	3400	5032	100	340	8872	1360	10232	10475	1603	340	1263
16	3500	5180	100	350	9130	1400	10530	10750	1620	350	1270
17	3600	5180	100	360	9240	1440	10680	10750	1510	360	1150
18	3700	5180	100	370	9350	1480	10830	11025	1675	370	1305
19	3800	5180	100	380	9460	1520	10980	11025	1565	380	1185
20	3900	5180	100	390	9570	1560	11130	11300	1730	390	1340
21	4000	5180	100	400	9680	1600	11280	11300	1620	400	1220

*Bunching Stage

TABLE VII

Existing Scale: 3000-100-3500-125-5000

Revised Scale: 10000-325-15200

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	3000	4440	100	300	7840	1200	9040	10000	2160	300
02	3100	4588	100	310	8098	1240	9338	10000	1902	310
03	3200	4736	100	320	8356	1280	9636	10000	1644	320
04	3300	4884	100	330	8614	1320	9934	10325*	1711	330
05	3400	5032	100	340	8872	1360	10232	10325	1453	340
06	3500	5180	100	350	9130	1400	10530	10650	1520	350
07	3625	5180	100	363	9268	1450	10718	10975	1707	363
08	3750	5180	100	375	9405	1500	10905	10975	1570	375
09	3875	5180	100	388	9543	1550	11093	11300	1757	388
10	4000	5180	100	400	9680	1600	11280	11300	1620	400
11	4125	5180	100	413	9818	1650	11468	11625	1807	413
12	4250	5180	100	425	9955	1700	11655	11950	1995	425
13	4375	5180	100	438	10093	1750	11843	11950	1857	438
14	4500	5180	100	450	10230	1800	12030	12275	2045	450
15	4625	5180	100	463	10368	1850	12218	12275	1907	463
16	4750	5273	100	475	10598	1900	12498	12600	2002	475
17	4875	5411	100	488	10874	1950	12824	12925	2051	488
18	5000	5550	100	500	11150	2000	13150	13250	2100	500

*Bunching Stage

TABLE VIII

Existing Scale: 3200-100-3700-125-4700

Revised Scale: 10650-325-15850

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs.100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of R 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	3200	4736	100	320	8356	1280	9636	10650	2294	320
02	3300	4884	100	330	8614	1320	9934	10650	2036	330
03	3400	5032	100	340	8872	1360	10232	10650	1778	340
04	3500	5180	100	350	9130	1400	10530	10975*	1845	350
05	3600	5180	100	360	9240	1440	10680	10975*	1735	360
06	3700	5180	100	370	9350	1480	10830	10975*	1625	370
07	3825	5180	100	383	9488	1530	11018	11300*	1812	383
08	3950	5180	100	395	9625	1580	11205	11300*	1675	395
09	4075	5180	100	408	9763	1630	11393	11625	1862	408
10	4200	5180	100	420	9900	1680	11580	11625	1725	420
11	4325	5180	100	433	10038	1730	11768	11950	1912	433
12	4450	5180	100	445	10175	1780	11955	12275	2100	445
13	4575	5180	100	458	10313	1830	12143	12275	1962	458
14	4700	5217	100	470	10487	1880	12367	12600	2113	470

*Bunching Stage

TABLE IX

Existing Scale: 3700-125-4950-150-5700

Revised Scale : 12000-420-18300

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs.100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of R 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	3700	5180	100	370	9350	1480	10830	12000	2650	370
02	3825	5180	100	383	9488	1530	11018	12000	2512	383
03	3950	5180	100	395	9625	1580	11205	12000	2375	395
04	4075	5180	100	408	9763	1630	11393	12420*	2657	408
05	4200	5180	100	420	9900	1680	11580	12420*	2520	420
06	4325	5180	100	433	10038	1730	11768	12420*	2382	433
07	4450	5180	100	445	10175	1780	11955	12840*	2665	445
08	4575	5180	100	458	10313	1830	12143	12840*	2527	458
09	4700	5217	100	470	10487	1880	12367	12840*	2353	470
10	4825	5356	100	483	10764	1930	12694	13260*	2496	483
11	4950	5495	100	495	11040	1980	13020	13260	2220	495
12	5100	5661	100	510	11371	2040	13411	13680	2309	510
13	5250	5828	100	525	11703	2100	13803	14100	2397	525
14	5400	5994	100	540	12034	2160	14194	14520	2486	540
15	5550	6161	100	555	12366	2220	14586	14940	2574	555
16	5700	6327	100	570	12697	2280	14977	15360	2663	570

*Bunching State

TABLE X

Existing Scale: 3700-125-4950-150-5700

Revised Scale: 12000-420-18300
With a minimum start of Rs.12840

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs.100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	3700	5180	100	370	9350	1480	10830	12840	3490	370
02	3825	5180	100	383	9488	1530	11018	12840	3352	383
03	3950	5180	100	395	9625	1580	11205	12840	3215	395
04	4075	5180	100	408	9763	1630	11393	12840	3077	408
05	4200	5180	100	420	9900	1680	11580	12840	2940	420
06	4325	5180	100	433	10038	1730	11768	12840	2802	433
07	4450	5180	100	445	10175	1780	11955	12840*	2665	445
08	4575	5180	100	458	10313	1830	12143	13260*	2947	458
09	4700	5217	100	470	10487	1880	12367	13260*	2773	470
10	4825	5356	100	483	10764	1930	12694	13260*	2496	483
11	4950	5495	100	495	11040	1980	13020	13680*	2640	495
12	5100	5661	100	510	11371	2040	13411	13680	2309	510
13	5250	5828	100	525	11703	2100	13803	14100	2397	525
14	5400	5994	100	540	12034	2160	14194	14520	2486	540
15	5550	6161	100	555	12366	2220	14586	14940	2574	555
16	5700	6327	100	570	12697	2280	14977	15360	2663	570

*Bunching Stage

TABLE XI

Existing Scale: 4500-150-5700-200-6300

Revised Scale: 16400-450-20000
With a minimum start of Rs 17300/-

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	4500	5180	100	450	10230	1800	12030	17300	7070	450
02	4650	5180	100	465	10395	1860	12255	17300	6905	465
03	4800	5328	100	480	10708	1920	12628	17300	6592	480
04	4950	5495	100	495	11040	1980	13020	17750*	6710	495

05	5100	5661	100	510	11371	2040	13411	17750*	6379	510
06	5250	5828	100	525	11703	2100	13803	17750*	6047	525
07	5400	5994	100	540	12034	2160	14194	18200*	6166	540
08	5550	6161	100	555	12366	2220	14586	18200*	5834	555
09	5700	6327	100	570	12697	2280	14977	18200	5503	570
10	5900	6549	100	590	13139	2360	15499	18650*	5511	590
11	6100	6660	100	610	13470	2440	15910	18650*	5180	610
12	6300	6660	100	630	13690	2520	16210	18650*	4960	630

Bunching Stage

TABLE XII

Existing Scale: 4500-150-5700-200-7300

Revised Scale: 16400-450-22400

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (Col 9-6)	IR III 10% of basic min of Rs. 100	Differ 2 w.e.f. 01.04.96 Col 10-11
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4500	5180	100	450	10230	1800	12030	16400	6170	450	5720
02	4650	5180	100	465	10395	1860	12255	16400	6005	465	5540
03	4800	5328	100	480	10708	1920	12628	16400	5692	480	5212
04	4950	5495	100	495	11040	1980	13020	16850	5810	495	5315
05	5100	5661	100	510	11371	2040	13411	16850	5479	510	4969
06	5250	5828	100	525	11703	2100	13803	16850	5147	525	4622
07	5400	5994	100	540	12034	2160	14194	17300	5266	540	4726
08	5550	6161	100	555	12366	2220	14586	17300	4934	555	4379
09	5700	6327	100	570	12697	2280	14977	17300	4603	570	4033
10	5900	6549	100	590	13139	2360	15499	17750	4611	590	4021
11	6100	6660	100	610	13470	2440	15910	17750	4280	610	3670
12	6300	6660	100	630	13690	2520	16210	17750	4060	630	3430
13	6500	6660	100	650	13910	2600	16510	18200	4290	650	3640
14	6700	6660	100	670	14130	2680	16810	18200	4070	670	3400
15	6900	6660	100	690	14350	2760	17110	18200	3850	690	3160
16	7100	6816	100	710	14726	2840	17566	18650	3924	710	3214
17	7300	7008	100	730	15138	2920	18058	18650	3512	730	2782

TABLE XIII

Existing Scale 4500-150-5700-200-7300

Revised Scale: 16400-450-22400
With a minimum start of Rs. 17300/-

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col.2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min Rs. 100
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
01	4500	5180	100	450	10230	1800	12030	17300	7070	450
02	4650	5180	100	465	10395	1860	12255	17300	6905	465
03	4800	5328	100	480	10708	1920	12628	17300	6592	480
04	4950	5495	100	495	11040	1980	13020	17750*	6710	495
05	5100	5661	100	510	11371	2040	13411	17750*	6379	510
06	5250	5828	100	525	11703	2100	13803	17750*	6047	525
07	5400	5994	100	540	12034	2160	14194	18200*	6166	540
08	5550	6161	100	555	12366	2220	14586	18200*	5834	555
09	5700	6327	100	570	12697	2280	14977	18200	5503	570
10	5900	6549	100	590	13139	2360	15499	18650*	5511	590
11	6100	6660	100	610	13470	2440	15910	18650*	5180	610
12	6300	6660	100	630	13690	2520	16210	18650*	4960	630
13	6500	6660	100	650	13910	2600	16510	19100*	5190	650
14	6700	6660	100	670	14130	2680	16810	19100*	4970	670
15	6900	6660	100	690	14350	2760	17110	19100*	4750	690
16	7100	6816	100	710	14726	2840	17566	19550*	4824	710
17	7300	7008	100	730	15138	2920	18058	19550*	4412	730

*Bunching Stage

Accompaniment to Government Resolution, Education and Employment No. NGC-**1298/(4619)/UNI-4, dated 11.12.1999****APPENDIX III****Form Of Option**

I, substantive holder of the post of in the scale of Rs in the scale of Rs in the College hereby

*(i) elect the revised scale of the post With effect from 01.01.1996,

*existing

*(ii) elect to retain the Scale of pay of the post until:

*Pre-January 1996

*the date of my next increment.

*the date of my subsequent increment.

*raising my pay to Rs.....

*I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date:

Signature.

Signed before me

Date

Signature
(Principal of the College)

(Received the above declaration)

Date

Signature
(Head of the Institution)

*Note: The option should be exercised separately in respect of substantive and officiating appointments. * To be scored out if not applicable*

Accompaniment to Government Resolution, Education and Employment Department No. NGC-12981/(4619)/UNI-4, dated 11.12.1999

APPENDIX IV

Form of Agreement

THIS AGREEMENT made this day of One thousand Nine hundred and Ninety Nine between Shri./Smt./Kum.

Demonstrator/Tutor/Reader/Senior/Junior Lecturer/Professor of

Principal of..... College/University Established

byhereinafter referred to as "the Employee" (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and

College/University hereinafter referred to as "the said College/University" of the Other Part.

WHEREAS the Employee has been working as a Demonstrator /Tutor/Reader/Senior/ Junior Lecturer/Professor of...../Principal of the said College/University from the day of..... 199

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, bearing No. NGC-1298/(4619)1UNI-4, dated the 11.12.1999 (hereinafter referred to as "the said Resolution" a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said Resolution which the Employee has agreed to do.

NOW THIS AGREEMENT WITNESSTH AND IT IS HEREBY AGREED AND DECIDED by and between Parties hereto as follows :-

- (1) agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
- (2) agree to have these conditions inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter.
- (3) agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

IN WITNESS WHEREOF Shri./Smt./Kum. the Employee above named has hereto set his/her hand and

Common seal of University has been here unto affixed.

Members of the Managing Committee/Governing Body of..... have set their respective hands the day and year first hereinabove written.

Signed and Delivered by—

Shri./Smt./Kum. the Employee above named in the presence of—

- 1.
- 2.
- 3.

OR

Signed and delivered by—

- 1.
- 2.
- 3.
- 4.
- 5. Etc. the present Members.....of the Managing Committee / governing Body of

In the presence of

- 1.
- 2.

Appendix-V

Minimum Qualifications for direct recruitment to the posts of Librarian, Deputy Librarian and Assistant Librarian.

(i) Librarian (University)

- i) Master’s degree in library science/information science / documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record;
- ii} At least thirteen years as a Deputy Librarian in a university library or eighteen years’ experience as a College Librarian.
- iii) Evidence of innovative library service and organisation of published work.

Desirable

M.Phil./ Ph.D. degree in library science / information science/ documentation archives and manuscript-keeping.

(ii) Deputy Librarian

i) Master's degree in library science/information science/ documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.

ii) Five years' experience as an Assistant University Librarian/ College Librarian

iii) Evidence of innovative library services, published work and professional commitment, computerisation of library.

(iii) For the posts of Assistant University Librarian/ College Librarian / Documentation Office.

Minimum Qualifications

i) Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC.

ii) Master's degree in library science / information science/ documentation or an equivalent professional degree with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale plus

consistently good academic record, computerisation of library.

APPENDIX VI

MINIMUM QUALIFICATIONS FOR RECRUITMENT TO THE POST OF REGISTRAR IN UNIVERSITIES.

Registrar

1. A Master's Degree with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale.
2. At least 15 years of experience as Lecturer (Senior Scale)/Lecturer with 8 years experience in Reader's Grade along with experience in educational administration.

OR

Comparable experience in research establishment and/or other institutions of Higher Education

OR

- 15 Years of Administrative Experience of which 8 years as Deputy Registrar or an equivalent post.

Appendix-VII

Minimum qualifications for the posts of Director, Physical Education, Deputy Director, Physical Education and Assistant Director, Physical Education.

(a) University: Assistant Director of Physical Education and Sports/College DPEs (Lecturer-scale)

- (i) Master's degree in Physical Education (two years course) or Master's degree in Sports or an equivalent degree with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale plus a consistently good academic record.
- (ii) Record of having represented the university/college at the inter-university/inter-collegiate competitions or the State in national championships.
- (iii) Passed the physical fitness test. *
- (iv) Qualifying in the national test conducted for the purpose by the UGC or any other agency approved by the UGC.

(b) University: Assistant DPEs/College DPEs (Senior-Scale)

- (i) Should have completed six years of service as University Assistant DPEs/College DPEs with a benefit of two years for Ph.D. and one year for M.Phil. Degree holders.
- (ii) Passed the physical fitness test. *
- (iii) Consistently good appraisal reports.
- (iv) Should have attended at least one orientation and one refresher course of about three to four week's duration each with proper and well-defined evaluation procedure (exemption from one refresher course is granted to Ph.D. degree holders).

(c) University: Assistant DPEs/College DPEs (Selection-grade)

- (i) Completed five years of service as University Assistant DPEs/ College DPEs in the senior-scale.
- (ii) Has attended at least two refresher courses of about three-four weeks' duration with proper and well-defined evaluation procedure after placement in the scale of Rs.3000-5000.
- (iii) Shown evidence of having produced good teams/athletes and of having organized and conducted coaching camps

(d) University Deputy DPEs/College DPEs (Reader's scale)

Essential

- (i) Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% of the marks or an equivalent grade of B in the UGC 7 point scale at the Master's Degree level.

- (ii) Five years' experience as University Assistant DPEs/College DPEs,/Lecturer (Physical Education) or in the equivalent post in the same pay scale (including 3 years of research experience for Ph.,D)
- (iii) Evidence of organising competitions and conducting coaching camps
- (iv) Evidence of having produced good performance teams/athletes for Inter University/Combined University and at higher level etc.
- (v) Passed the physical fitness test. *
- (vi) Consistently good appraisal reports.

(e) University DPEs

- (i) Ph.D. in physical education.
 - (ii) Experience of at least ten years as University Deputy or Reader (Physical Education) or fifteen years as University Assistant DPEs/College DPEs (selection grade)/Lecturer (Senior Scale or Selection Grade) in Physical Education.
 - (iii) Participation in at least two national/international seminars/conferences.
 - (iv) Consistency in good appraisal reports.
 - (v) Evidence of organizing competitions and conducting coaching camps
- (i) Evidence of having produced good performance teams / athletes at inter university / combined university and at higher level etc.

*

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 Years	Up to 45 Years	Up to 50 years
1800 mtrs.	1500 mtrs	1200 mtrs	800 mtrs.
NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 Years	Up to 45 Years	Up to 50 Years
1000 mtrs	800 MTRS	600 MTRS	400 Mtrs

However, before taking the test a candidate shall produce a medical certificate certifying that he/she is medically fit.

Appendix -VIII

Selection Committees Recommended by the UGC

Lecturer in a Private College

1. Chairperson of the Governing Body of the college or his/her nominee to be the Chairperson of the Selection Committee.
2. The Principal of the concerned College.
3. One senior teacher/Head of the Department (of the concerned subject) preferably having not less than 10 years of services as a teacher.
4. Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body out of a panel of names approved by the Vice Chancellor.

For Government colleges, the State Public Service Commissions must invite three subject experts for which the State PSC will involve the University in the selection. The Principal and Head of the Department should be necessarily included in the Selection Committee.

The quorum for the meeting should be lived of which at least two must be from out of the three subject-experts.

For the Post of University Lecturer.

At the University level, all selections must be done within the system with the VC as the head of the Selection Committee.

1. The vice Chancellor to be the Chairperson of the Selection Committee.
2. Three experts in the concerned subject, to be invited on the basis of the list recommended by the Vice Chancellor and approved by the Executive Council/ Syndicate.
3. Dean of the concerned Faculty/Head /Chairperson of the Department.
4. An academician nominated by the Visitor/Chancellor.

The quorum should be four out of which at least two outside subject-experts must be present.

For the Post of Reader

The process of selection should involve inviting the biodata and reprints of three major publications of the candidate before interview and getting them assessed by the same three external experts, who are to be invited to interview the candidate. The Selection committee should have the following composition.

1. Vice Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor/Chancellor.

3. Three experts in the concerned subject/field, out of the list recommended by the Vice-Chancellor and approved by the Executive Council / Syndicate.
4. Dean of the Faculty.
5. Head/Chairperson of the Department.

At least four members, including two outside experts, must constitute the quorum.

For the Post of Professor

The process of selection should involve inviting the biodata and reprints of three major publications of which one could be a book or research report, before the interview, and getting them assessed by the same three external experts who are to be invited for the interview. The assessment report must be placed before the Selection Committee. The composition of the Selection Committee for the post a Professor will be the same as proposed for the post of a Reader.

It may be ensured that the process of selection in every case is transparent and credible.

In the case of posts of Readers and professors in Colleges, besides the Chairperson Governing Body, the Principal of the College, and the Head of the Department, there will be two University representatives, one of whom, will be the Dean of College or equivalent position in the University, who will substitute the visitor's and the VC should be substituted by the VC's Nominee.

Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education, Registrars, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Reader and Lecturer respectively, except that the concerned expert in Physical Education or Administration or Library Science, as the case may be, shall be associated with the Selection Committee.

For the Post of Principal

1. Chairperson of the Governing Board as Chairperson.
2. One member of the Governing Board to be nominated by the Chairperson.
3. Two Vice Chancellor's nominees, out of whom should be an expert.
4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Board) out of a panel of experts approved by the Vice Chancellor.

At least four members, including two experts, should constitute the quorum.

The process of selection should involve the following:

- a) Assessment of aptitude for teaching and research.
- b) Ability to communicate clearly and effectively.
- c) Ability to analyse and discuss.
- d) Optional: Ability to communicate may be assessed by requiring the candidate to participate in a group discussion or by exposure to a class room situation/lecture, wherever it is possible.

FIXATION OF PAY IN THE REVISED UGC SCALE OF PAY

ILLUSTRATION-1

A Lecturer is drawing a basic pay of Rs. 2275/- as on 01.10.1995 in the existing scale of pay of Rs. 2200-75-2800-100-4000. Revised scale of pay applicable to the post of Lecturer is Rs. 8000-275-13500. His date of increment is on 1st October every year. His pay in the revised scale shall be fixed as follows:

	Rs
Basic Pay	2275/-
D.A. at 1510 points i.e. 148% basic pay	3367/-
Interim Relief-I	100/-
Interim Relief-II	<u>228/-</u>
Emoluments	5970/-
Add 40% of Basic Pay	<u>910/-</u>
Total	6880/-

Pay to be fixed in the new scale of pay at Rs. 8000/-

The next date of annual increment in the revised scale shall be effect from 01.10.1996

ILLUSTRATION-2

	Rs.
Basic Pay	2800/-
D.A. at 1510 points i.e. 148% basic pay	4144/-
Interim Relief-I	100/-
Interim Relief-II	<u>280/-</u>
Emoluments	7324/-
Add 40% of Basic Pay	<u>1120/-</u>
Total	8444/-

Pay to be fixed in the new scale of pay at Rs. 8550/-

The next date of annual increment in the revised scale shall be effect from 01.04.1996

ILLUSTRATION-3

A Lecturer (Senior Scale) is drawing a basic pay of Rs. 3300/- as on 01.10.1995 in existing scale of pay of Rs. 3000-100-3500-125-5000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs. 10000-325-15200. His date of increment is on 1st October every year. His pay in the revised scale shall be fixed as follows:

	Rs.
Basic Pay	3300/-
D.A. at 1510 points i.e. 148% basic pay	4884/-
Interim Relief-I	100/-
Interim Relief-II	<u>330/-</u>
Emoluments	8614/-
Add 40% of Basic Pay	<u>1320/-</u>
Total	9934/-

Next stage in the revised scale of pay at Rs. 10000/-

Add one increment for three increments in the existing scale of pay-325/-

Therefore pay to be fixed in the new scale of pay at Rs. 10325/-

The next date of annual increment in the revised scale shall be with effect from 01.01.1997.

ILLUSTRATION-4

	Rs.
Basic Pay	3750/-
D.A. at 1510 points i.e. 148% of basic pay subject to minimum of Rs. 5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	<u>375/-</u>
Emoluments	9405/-
Add 40% of Basic Pay	<u>1500/-</u>
Total	10905/-

Pay to be fixed in the new scale of pay at Rs. 10975/-

The next date of annual increment in the revised scale shall be with effect from 01.07.1996.

ILLUSTRATION-5

A Lecturer (Selection Scale) is drawing a basic pay of Rs. 3825/- as on 01.04.1995 in the existing scale of pay of Rs. 3700-125-4950-150-5700. Revised scale of pay applicable to the post of Lecturer (Selection Scale) is Rs. 12000-420-18300. His date of increment is on 1st April every year. His pay in the revised scale shall be fixed as follows:

	Rs.
Basic Pay	3825/-
D.A. at 1510 points i.e. 111% of basic pay Subject to minimum of Rs. 5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	<u>383/-</u>
Emoluments	9488/-
Add 40% of Basic Pay	<u>1530/-</u>
Total	11018/-

Pay to be fixed in the new scale of pay at Rs. 12000/-

The next date of annual increment in the revised scale shall be with effect from 01.04.1996

ILLUSTRATION-6

A Lecturer (Selection Grade) is drawing a basic pay of Rs. 4450/- as on 01.01.1996 in the existing scale of pay of Rs. 3700-125-4950-150-5700. He has completed 5 years of service as Selection Grade Lecturer on 01.01.1996. Revised scale of pay applicable to the post of Lecturer (Selection Grade) is Rs. 12000-420-18300. With service of 5 years and more in the post of Lecturer (Selection Grade) is eligible for a minimum pay of Rs. 14,950/- His pay in the revised scale shall be fixed as follows:

	Rs.
Basic Pay	4450/-
D.A. at 1510 points i.e. 111% of basic pay Subject to minimum of Rs. 5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	<u>445/-</u>
Emoluments	10175/-
Add 40% of Basic Pay	<u>1780/-</u>
Total	11955/-

Next stage in the revised new scale of pay at Rs. 12000/-

Pay to be fixed in the revised scale of pay taking into account the service of more than 5 years at Rs. 14,950/-

The next date of annual increment in the revised scale shall be with effect from 01.01.1997

NOTE: The above minimum pay of Rs. 14,950/- may be allowed after declaration by the concerned Principal / Regional Joint Director that the individual Lecturer (Selection Grade) has completed 5 years of service on/after 01.01.1996.

ILLUSTRATION-7

A Principal (Grade II) is drawing a basic pay of Rs. 4325/- as on 01.10.1995 in existing scale of pay of Rs. 3700-125-4950-150-5700 with a minimum of pay at Rs. 4200/-. Revised scale of pay applicable to the post of Principal (Grade II) is Rs. 12000-420-18300 with minimum pay of Rs. 12840/- His pay in the revised scale shall be fixed as follows:

	Rs.
Basic Pay	4325/-
D.A. at 1510 points i.e. 111% of basic pay Subject to a minimum of Rs. 5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	<u>433/-</u>
Emoluments	10038/-
Add 40% of Basic Pay	<u>1730/-</u>
Total	11768/-

Pay to be fixed in the new scale of pay at Rs. 12000/-

Pay to be fixed at the minimum applicable to the post at Rs. 12840/-

The next date of annual increment in the revised scale shall be with effect from 01.10.1996.

ILLUSTRATION-8

A Principal (Grade II) is drawing a basic pay of Rs. 5700/- as on 01.07.1995 in existing scale of pay of Rs. 3700-125-4950-150-5700 with a minimum of pay at Rs. 4200/-. Revised scale of pay applicable to the post of Principal (Grade II) is Rs. 12000-420-18300 with minimum pay of Rs. 12840/- His date of increment is on 1st July every year. His pay in the revised scale shall be fixed as follows:

	Rs.
Basic Pay	5700/-
D.A. at 1510 points i.e. 111% of basic pay Subject to a minimum of Rs. 5180/-	6327/-
Interim Relief-I	100/-
Interim Relief-II	<u>570/-</u>
Emoluments	12697/-
Add 40% of Basic Pay	<u>2280/-</u>
Total	14977/-

Pay to be fixed in the new scale of pay at Rs. 15360/-

The next date of annual increment in the revised scale shall be with effect from 01.07.1996.

ILLUSTRATION-9

A Principal (Grade I) is drawing a basic pay of Rs. 4500/- as on 01.04.1995 in existing scale of pay of Rs. 4500-150-5700-200-7300. Revised scale of pay applicable to the post of Principal (Grade I) is Rs. 16400-450-20900-500-22400 with a minimum pay of Rs. 17300/- His pay in the revised scale shall be fixed as follows:

	Rs.
Basic Pay	4500/-
D.A. at 1510 points i.e. 111% basic pay Subject to a minimum of Rs. 5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	<u>450/-</u>
Emoluments	10230/-
Add 40% of Basic Pay	<u>1800/-</u>
Total	12030/-

Next stage in the new scale of pay at Rs. 16400/-

Pay to be fixed at the minimum pay applicable to the post at Rs. 17300/-

The next date of annual increment in the revised scale shall be with effect from 01.04.1996.

ILLUSTRATION-10

A Principal (Grade I) is drawing a basic pay of Rs. 5550/- as on 01.10.1995 in existing scale of pay of Rs. 4500-150-5700-200-7300. Revised scale of pay applicable to the post of Principal (Grade I) is Rs. 16400-450-20900-500-22400 with a minimum pay of Rs. 17300/- His pay in the revised scale shall be fixed as follows:

	Rs.
Basic Pay	5550/-
D.A. at 1510 points i.e. 111% of basic pay Subject to a minimum of Rs. 5180/-	6161/-
Interim Relief-I	100/-
Interim Relief-II	<u>555/-</u>

Emoluments	12366/-
Add 40% of Basic Pay	<u>2220/-</u>
Total	14586/-

Stage in the new scale of pay Rs. 17300/-

Add: two increments in the new scale of pay

For having earned 6 increments in the existing scale..Rs. 900/-

Pay to be fixed in the new scale of pay atRs. 18200/-

The date of next annual increment in the revised scale shall be with effect from 01.01.1997.

ILLUSTRATION-11

A Demonstrator is drawing a basic pay of Rs. 2220/- with effect from 01.10.1995 in the existing scale of pay of Rs. 1740-60-2700-EB-75-3000. Revised scale of pay applicable to the post of Demonstrator is Rs. 5500-175-9000. His pay in the revised scale shall be fixed as follows:

	Rs.
Basic Pay	2220/-
D.A. at 1510 points i.e. 148% basic pay	3286/-
Interim Relief-I	100/-
Interim Relief-II	<u>222/-</u>
Emoluments	5828/-
Add 40% of Basic Pay	<u>888/-</u>
Total	6716/-

Pay to be fixed in the new scale of pay at Rs. 6725/-

The next date of annual increment in the revised scale shall be with effect from 01.10.1996.

REVISED RATES OF DEARNESS ALLOWANCE IN THE REVISED PAY							
PAY	WITH EFFECT FROM 1.7.96 DA 4%	WITH EFFECT FROM 1.1.97 DA 8%	WITH EFFECT FROM 1.7.97 DA 13%	WITH EFFECT FROM 1.1.98 DA 18%	WITH EFFECT FROM 1.7.98 DA 22%	WITH EFFECT FROM 1.1.99 DA 32%	WITH EFFECT FROM 1.7.99 DA 37%
5500	220	440	715	880	1210	1760	2035

5675	227	454	738	908	1249	1816	2100
5850	234	468	761	936	1287	1872	2165
6025	241	482	783	964	1326	1928	2229
6200	248	496	806	992	1364	1984	2294
6375	255	510	829	1020	1403	2040	2359
6550	262	524	852	1048	1441	2096	2424
6725	269	538	874	1076	1480	2152	2488
6900	276	552	897	1104	1518	2208	2553
7075	283	566	920	1132	1557	2264	2618
7250	290	580	943	1160	1595	2320	2683
7425	297	594	965	1188	1634	2376	2747
7600	304	608	988	1216	1672	2432	2812
7775	311	622	1011	1244	1711	2488	2877
7950	318	636	1034	1272	1749	2544	2942
8000	320	640	1040	1280	1760	2560	2960
8125	325	650	1056	1300	1788	2600	3006
8275	331	662	1076	1324	1821	2648	3062
8300	332	664	1079	1328	1826	2656	3071
8475	339	678	1102	1356	1865	2712	3136
8550	342	684	1112	1368	1881	2736	3164
8650	346	692	1125	1384	1903	2768	3201
8825	353	706	1147	1412	1942	2824	3265
9000	360	720	1170	1440	1980	2880	3330
9100-	364	728	1183	1456	2002	2912	3367
9375	375	750	1219	1500	2063	3000	3469
9650	386	772	1255	1544	2123	3088	3571

9925	397	794	1290	1588	2184	3176	3672
10000	400	800	1300	1600	2200	3200	3700
10200	408	816	1326	1632	2244	3264	3774
10325	413	826	1342	1652	2272	3304	3820
10475	419	838	1362	1676	2305	3352	3876
10650	426	852	1385	1704	2343	3408	3941
10750	430	860	1398	1720	2365	3440	3999
10975	439	878	1427	1756	2415	3512	4061
11025	441	882	1433	1764	2426	3528	4079
11300	452	904	1469	1808	2486	3616	4181
11575	463	926	1505	1852	2547	3704	4283
11625	465	930	1511	1860	2558	3720	4301

11850	474	948	1541	1896	2607	3792	4385
11950	478	956	1554	1912	2629	3824	4422
12000	480	960	1560	1920	2640	3840	4440
12125	485	970	1576	1940	2668	3880	4486
12275	491	982	1596	1964	2701	3928	4542
12400	496	996	1612	1984	2728	3968	4588
12420	497	994	1615	1987	2732	3974	4595
12600	504	1008	1638	2016	2772	4032	4662
12675	507	1014	1648	2028	2789	4056	4690
12840	514	1027	1669	2054	2825	4109	4751
12925	517	1034	1680	2068	2844	4136	4782
12950	518	1036	1684	2072	2849	4144	4792
13225	529	1058	1719	2116	2910	4232	4893
13250	530	1060	1723	2120	2915	4240	4903
13260	530	1061	1724	2122	2917	4243	4906
13500	540	1080	1755	2160	2970	4320	4995
13575	543	1086	1765	2172	2987	4344	5023
13680	547	1094	1778	2189	3010	4378	5062
13900	556	1112	1807	2224	3058	4448	5143
14100	564	1128	1833	2256	3102	4512	5217
14225	569	1138	1849	2276	3130	4552	5263

14520	581	1162	1888	2323	3194	4646	5372
14550	582	1164	1892	2328	3201	4656	5384
14875	595	1190	1934	2380	3273	4760	5504
14940	598	1195	1942	2390	3287	4781	5528
15200	608	1216	1976	2432	3344	4864	5624
15360	614	1229	1997	2458	3379	4915	5683
15780	631	1262	2051	2525	3472	5050	5839
16200	648	1296	2106	2592	3564	5184	5964
16400	656	1312	2132	2624	3608	5248	6068
16620	665	1330	2161	2659	3656	5318	6149
16850	674	1348	2191	2696	3707	5392	6235
17040	682	1363	2215	2726	3749	5453	6305
17300	692	1384	2249	2768	3806	5536	6401
17460	698	1397	2270	2794	3841	5587	6460
17750	710	1420	2308	2840	3905	5680	6567
17880	715	1430	2324	2861	3934	5722	6616

18200	728	1456	2366	2912	4004	5824	6734
18300	732	1464	2379	2928	4025	5856	6771
18650	746	1492	2425	2984	4103	5968	6901
19100	764	1528	2483	3056	4202	6112	7067
19550	782	1564	2542	3128	4301	6256	7234
20000	800	1600	2600	3200	4400	6400	7400
20450	818	1636	2659	3272	4499	6544	7567
20900	836	1672	2714	3344	4598	6688	7733
21400	856	1712	2782	3424	4708	6848	7918
21900	876	1752	2847	3504	4815	7008	8103
22400	896	1792	2912	3584	4928	7168	8288

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994, and where as the State Government, by their Notification No.USG1492/104201/(131/92)-UNI 3 dated 22.07.1994,have appointed 22.07.1994 as the date for the commencement of the Act;

AND

WHEREAS as per Section 65 of the Maharashtra Universities Act, 1994, admissions to all courses in the University Departments and Affiliated Colleges shall be made on the basis of competitive merit in accordance with the rules, if any, made by the State Government and published in Official Gazette, or by the University and published in the University Gazette by the University.

AND

WHEREAS the Management Council of the University of Pune in its meeting held on 05.06.1996.has decided to make centralized admissions by the University of all M. Sc Courses in the

Faculty of Science that are conducted in the University Departments as well as in the Post-Graduate Centres under University jurisdiction.

AND

WHEREAS for implementation of the above mentioned resolution dated 05.06.1996 it is necessary for the University authorities to issue Ordinance as per the provisions of Section 53(i) of the Maharashtra Universities Act, 1994.

AND

WHEREAS for issuing Ordinance it is necessary to get approval of the University authorities.

AND

WHEREAS meeting of the Academic Council of the University is not likely to take place shortly.

AND

WHEREAS it would take considerable time to make Ordinance to get approval of the University for the same.

THEREFORE, I, Vasant R.Gowariker, Vice-Chancellor, University of Pune, in exercise of the powers vested in me under Sub-section (8) of Section 14 of the Maharashtra Universities Act, 1994 hereby issue the following directions for centralized admissions to Post-Graduate courses (In the Faculty of Science).

- (1) The admissions of all Regular Post-Graduate Courses in the Faculty of Science which are conducted in the University jurisdiction, for the academic year 1997-1998 and onwards shall be made centrally by the University.
- (2) Notwithstanding anything contained in the above it shall be lawful for the Department of the University to make admissions through entrance test to the courses run by it, if prior permission of the Vice-Chancellor is obtained for the same.

- (3) All admissions shall be made on competitive merit basis, subject to rules regarding reservation of seats for candidates belonging to B.C.category as per rules laid down by the Government of Maharashtra from time to time and that there shall be no discretionary quota for Management of College or District quota or quota of any other type.
- (4) The Head of the Department of the University is authorized to make admissions to the courses concerning his department. He shall make admissions both for his department as well as for outside Post-Graduate centres.
- (5) The Admissions Committee will be as under:
- (a) Head of the University Department concerned Chair-Person
 - (b) Not more than 5 teachers nominated by the Departmental Committee
 - (c) Not more than 5 Heads of the Departments of the concerned Post-Graduate Centres in the Affiliated Colleges appointed by the Head of concerned University Department.
- (6) The complaints about the admissions received should be referred to the Committee consisting of Dean, Faculty of Science, Director, Post-Graduate Studies and a Nominee of the Vice-Chancellor and Head of the Department concerned.
- (7) The admission Committee will follow rules regarding reservation of seats for B.C.categories as laid down by the Government of Maharashtra from time to time.
- (8) The University will appoint panel of experts to follow rules of Government of Maharashtra regarding reservation. Each department will select two members from the panel. They shall be invited to attend interviews of students.
- (9) Details regarding the admission procedure shall be as notified by the University from time to time.
- (10) If any difficulty arises in giving effect to provisions of the above directions, the Vice-Chancellor in consultation with the Head of the Department of the University concerned shall take decision in the

matter which shall not be inconsistent with the objects to these directions and decision of the Vice-Chancellor shall be final.

PUNE

Sd/-

No.Law/97/246
Gowariker)

(Vasant R.

Date: 16.06.1997
Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature have enacted the Maharashtra University Act, 1994 and the Government by their Notification No. USG 1492/104201/(131/92) -Uni. 3., dated 22.07.1994. have notified that the said Act be commenced with effect from 22. 07.1994.

WHEREAS Section 18 (1) provides the post of Controller of Examinations and appointment is to be made by the Vice-Chancellor on the recommendations of a Selection Committee constituted in this regard as per Section 79(1) (b) and whereas the qualifications for the said post are required to be regulated by the Statutes, as provided for by Section 51 (8) of the Act.

WHEREAS there is no provision existing in the Act, in the Statute or in the Ordinance regarding the qualifications required for the post of Controller of Examinations.

WHEREAS the Vice-Chancellor is satisfied that in absence of the Statutes prescribing the qualifications required for the post of Controller of Examinations and whereas it would take some time to make the Statutes to that effect;

THEREFORE, I Dr. VASANT R. GOWARIKER, Vice-Chancellor of the University of Pune, by and under the powers vested in me under sub-section (8) of Section 14, hereby issue the following directions:

D. 14: QUALIFICATIONS AND EXPERIENCE FOR THE POST OF CONTROLLER OF EXAMINATIONS.

(A) Essential Qualifications:

A person to be appointed as Controller of Examinations must have a Master's Degree of any faculty with atleast 55% marks or its equivalent grade conferred by statutory University.

(B) Desirable Qualifications:

A Ph.D. Degree in any faculty.

(C) Experience:

- (i) Ten years' experience as Lecturer/Reader in the University/College/Recognised Institution. This experience includes teaching, educational administration and conduct of examinations.

OR

- (ii) A person should have worked as a Deputy Registrar for a period of five years or as an Assistant Registrar for a period of ten years.

OR

- (iii) A comparable experience in research establishment or other institutes of Higher Education or Public Service Commission (UPSC/MPSC).

(D) He must be familiar with the Examination system of Indian Universities.

(E) He should have proficiency in Marathi, Hindi and English languages.

In the case of an outstanding person having long teaching and or administrative experience in Educational Institution or Government Organization or Corporate Bodies etc. the above requirement in terms of experience, qualifications etc. may be relaxed.

AGE LIMIT:

At the time of appointment the candidates shall not be below the age of forty years.

PAY SCALE:

Rs. 4100-125-4850-150-5300

A candidate already in service and fulfilling above conditions may apply through proper channel.

PUNE

No. Law/96/463

Sd/-

Date:20.09.1996

(Vasant R. Gowariker)

P.U.P.-700-9-96 (I080) [m-3]

Vice-Chancellor

UNIVERSITY OF PUNE**ORDER**

WHEREAS the Maharashtra State Legislature have enacted the Maharashtra Universities Act, 1994 and the Government by their Notification No. USG 1492/104201/ (I31/92)-UNI.3 dated 22. 07.1994. have notified that the said Act be commenced with effect from 22. 07.1994.

WHEREAS Section 114 provides that the authorities under the Act be reconstituted within a period of six months from the date of commencement of the Act.

WHEREAS the procedure of constituting various authorities of the University, provided for in the Act, has inter-dependence with the constitution of other particular body or authority.

WHEREAS Section 115 provides that the Statutes and Ordinances made under the said Act (namely Poona University Act, 1974) shall, in so far as are not inconsistent with the provisions of this Act (namely Maharashtra Universities Act, 1994), continue to be in force.

WHEREAS it is necessary under sub-section (4) read with sub-section (17) of Section 51 to prescribe by Statute the procedure of nominations or of co-options to the various authorities and bodies

under this Act and the absence of which makes it difficult to complete the procedure of nomination/co-option and reconstitute the authorities.

WHEREAS sub-section (8) of Section 14 of the Act provides that where any matter is required to be regulated by the Statutes, Ordinances or Regulations and no Statutes, Ordinances or Regulations are made in that behalf, the Vic-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary.

THEREFORE, I Vasant R. Gowariker, Vice-Chancellor, University of Pune, -oy and under the powers vested in me by sub-section (8) of Section 14 of the Act, hereby issue the following directives.

D.13:

This directives shall be applicable in respect of nominations/co-options to the various bodies and authorities under Maharashtra Universities Act, 1994.

The authorities concerned shall conduct the meetings as prescribed:

(1) When any position (s) on any authority/body is/are to be filled in by nomination/ co-option the Registrar shall place the item before the competent authority.

(2) When the item comes up for consideration, the Chairman of the meeting shall state the item and call for name(s) of the eligible candidate(s). The member present may propose a name of the person who is eligible for nomination/co-option as prescribed. The name proposed shall have to be seconded by another member who is not a person proposed.

(3) In case the number of name(s) proposed is equal or lesser than the number of nominations/cooptions to be made, the person(s) proposed shall be declared to have been nominated/coopted by the said authority/body to the respective authority/body.

(4) In case the number of eligible persons proposed and seconded is larger than the number of position(s) to be filled in, the Chairman shall call for ballot.

(5) The Registrar shall arrange to provide ballot papers to the members present. The members present shall note the name(s) of candidates to whom he/she prefers. The preference(s) shall be limited only to the number of nominees/co-optees to be made to the concerned authority. In case, the number gives preference of more than the nominations/ co-options to be made, the ballot papers shall be treated as invalid.

(6) The Registrar shall count the number of votes polled by each of the candidates proposed. The Registrar shall arrange the names of candidates and shall notify the name(s) of candidate(s) from the top upto the number of nomination(s) to be made.

Provided that, in case there are two or more candidates who have polled equal number of votes and nominations/co-options of all of them makes the number larger than the prescribed, the Registrar shall draw the lot and the candidate in whose favour the lot is drawn shall be declared to have been nominated/coopted. The process shall be continued till the positions by nominations/cooptions are duly filled in.

PUNE 411007
No. Law/95/641
Date: 13.10.1995

Sd/-
(Vasant R. Gowariker)
Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 (hereinafter referred to as the Act) and has repealed the Poona University Act, 1974, and whereas the State Government, by their Notification No. USG 1492/104201/(131/92)-UNI.3 dated 22. 07.1994, have appointed 22. 07.1994 as the date for the commencement of the Act;

WHEREAS the teacher imparting postgraduate teaching, guiding research leading to the Master's Programme, M.Phil. and Ph.D. is required to be recognized as a teacher of the University by the Academic Council, under clause (1) of sub-section (2) of Section 30 and whereas the matter is required to be regulated by the Ordinances, as provided for by Section 53 (vii) of the Act;

WHEREAS there is no provision existing in the Act, in the Statute or in the Ordinance to recognize a teacher as the University teacher;

WHEREAS the Vice-Chancellor is satisfied that in absence of the Ordinances the postgraduate teaching research and guidance is likely to be seriously hampered and whereas it would take some time to make the Ordinances to that effect;

THEREFORE, I, Vasant R. Gowariker, Vice-Chancellor, University of Pune, by and under the powers vested in me by subsection (8) of Section 14 of Act, hereby issue the following directions.

- D.11 (1) There shall be a Recognition Committee for every subject prescribed under Statute 158. The Recognition Committee shall consist of the following members, viz.
- (i) Dean of the Faculty concerned, (Chairman)
 - (ii) The Head of University Department of Co-ordinator of interdisciplinary School concerned Provided that, where there is no University Department/School for the subject, the Vice-Chancellor shall nominate one Head of the Department in affiliated college/recognized institution, having postgraduate in that subject.
 - (iii) Two recognised University teachers in the faculty concerned by the Vice-Chancellor out of a panel of five persons recommended by the Faculty.
 - (iv) Two experts outside the University in the subject concerned, nominated by the Vice-Chancellor.
- (2) The teacher appointed by the university in the grade of Professor or of Reader in the subject shall be deemed to have been a recognized University teacher in the said subject and related areas, for all the purposes.
- (3) (a) The teacher appointed by the university in the grade of lecturer shall be deemed to have been a recognized postgraduate teacher, [4(a)(i)]. He will have to apply for recognition for 4(a)(ii) and (a) (iii) given below. The teacher appointed by the affiliated college by the recognized institution shall apply to the Registrar of University for recognition for any of the clauses of 4(a). The application shall be in the prescribed form.
- (b) The Secretary shall scrutinize the applications and place them before the Recognition Committee.
- (4) (a) The Recognition Committee shall recommend to the Academic Council that the teacher be recognized as teacher under any of the following categories:
- (i) Postgraduate Teacher,
 - (ii) M.Phil. Teacher by papers/research.
 - (iii) Research Guide for Ph.D.
- (b) In case the Recognition Committee does not recommend a teacher, it shall record its reasons in writing and inform the teacher accordingly.
- (5) (a) The conditions and requirements for the teacher to be eligible for being recognized as a University teacher shall be prescribed by the Academic Council from time to time. Ordinarily, the teacher seeking recognition for 4(a) above shall not be above sixty years of age.
- (b) The teacher recognised for postgraduate teaching only shall to be so on completion of 65 years of age; and the research guide on completion of 70 years of age. Provides, however, the research guide shall not register a new student after completing 65 years of his age.
- (6) (a) The Recognition Committee shall meet at least once in a year with eight clear days' notice
- (b) In exceptional cases, the Vice-Chancellor may grant provisional recognition on the recommendation of the Dean concerned till the regular meeting of the concerned recognition committee is held.

(7) The term of nominated members shall be for five years.

PUNE

No. Law/95/334

Date: 02.08.1995

Sd/-

(Vasant R. Gowariker)

Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature has enacted the Maharashtra Universities Act, 1994 and the Government by their notification No USG 1492/104201/ (131/92)-UNI. 3 dated 22. 07.1994 have notified that this Act be commenced with effect from .22. 07.1994,

WHEREAS Section 114 provides that the authorities under the Act be reconstituted within a period of six months from the date of commencement of the Act,

WHEREAS the procedure of constituting various authorities of the University, provided in the Act, has inter-dependence with the constitution of the other particular body or authority,

WHEREAS Section 115 provides that the Statutes and ordinances made under the said Act (namely Poona University Act, 1974) shall, in so far as they are inconsistent with the provisions of this Act (namely Maharashtra Universities Act, 1994), continue to be in force,

WHEREAS the procedure of elections to various bodies prescribed by some of the Statutes makes it difficult to complete the elections and reconstitute the authorities within the stipulated period and hence become inconsistent,

WHEREAS sub-section (8) of Section 14 of this Act provides that where any matter is required to be regulated by the Statutes, ordinances or Regulations and no Statutes, Ordinances or Regulations are made in that behalf, the Vice-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary,

WHEREAS I under the powers vested in me under sub-section (8) of Section 14 of this Act had issued the directions by letter No. Law/94/673, dated 11.01.1994,

WHEREAS it is revealed that there exists the necessary Statutes and Ordinances and therefore, there is no need to issue the directions under Section 14 (8) of this Act,

THEREFORE, I, Professor SHRIDHAR CHANDRASHEKHAR GUPTA, Vice-Chancellor of the University of Pune, by and under the powers vested in me under sub-sections 8, Section 14, do hereby issue following directions.

Delete the words " and (n) " in the second line and put the word " and " between the word " (1) " and " (m) " of clause (ii) of D.1, and;

Delete the clauses (i), (ii), (iii), (iv) and (v) of D.5 and delete the clause No. " (vi) " of the last para of D.5.

PUNE

No. Law/95/152

Date: 20.03.1995

Sd/-

(S.C.Gupte)

Vice-Chancellor

UNIVERSITY OF PUNE



ORDER

WHEREAS the Maharashtra State Legislature have enacted the Maharashtra Universities Act, 1994 and the Government by their notification No. USG 1492/104201/(131/92)-UNI.3 dated 22.07.1994 have notified that the said Act, be commenced with effect from 22. 07.1994,

WHEREAS Section 114 provides that the authorities under the Act be reconstituted within a period of six months from the date of commencement of the Act,

WHEREAS the procedure of constituting various authorities of the University, provided for in the Act, has inter-dependence with the constitution of other particular body or authority,

WHEREAS Section 115 provides that the Statutes and Ordinances made under the said Act (namely Poona University Act 1974) shall, in so far as are not inconsistent with the provisions of this Act (namely Maharashtra Universities Act, 1994), continue to be in force,

WHEREAS the procedure of elections to various bodies prescribed by some of the Statutes makes it difficult to complete the elections and reconstitute the authorities within the stipulated period and hence become inconsistent,

WHEREAS sub-section (8) of Section 14 of the Act provides that where any matter is required to be regulated by the Statutes, Ordinances or Regulations and no Statutes, Ordinances or Regulations are made in that behalf, the Vice-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary,

THEREFORE, I, Professor SHRIDHAR CHANDRASHEKHAR GUPTE, Vice-Chancellor of the University of Poona, by and under the powers vested in me under sub-section (8) of Section 14, hereby issue the following directions.

- D.1 Subject to the provisions of the Act, the definitions prescribed by the Statute 354, the Voting Paper prescribed by the Statute 355, voting pattern and invalidity prescribed by the Statutes 356 and 357, the powers of the Vice-Chancellor and the Registrar as prescribed by the Statutes 358 and 360;
- (i) elections to the authorities under clauses (l), (m), (p), (r) of sub-section (2) of Sections 25; under clause (f) of sub-section (2) of Section 29; and under Clause (b) of sub-section (2) of Section 37 shall be conducted at the Polling Centres as prescribed.
 - (ii) elections to the authorities under sub-section (2) of Section 15; under clauses (j), (k), (l), (m), and (n) of sub-section (1) of Section 27; clause (c) of sub-section (5) of Section 33; under sub-section (4) of Section 37; and under sub-section (3) and clause (b) of sub-section (4) of Section 40 shall be held at the meetings of the concerned authorities.
- D.2
- (a)
 - i) The Registrar shall prepare the Electoral Rolls as prescribed by the Statutes 361 to 365.
 - ii) The Registrar shall issue, Public Notice of Election-at-Polling-Centres, at least 25 clear days before the date of election, and at least 16 clear days before the date of receipt of nominations.
 - (b) The Registrar shall issue, Notice of Election-at-Meeting, to all electors, namely the members of the authority concerned at least 15 clear days before the date of the meeting.
 - (c) Subject to the provisions of the Statute 372 and the Statute 159, the Vice-Chancellor may appoint an Adhoc Board in a Subject or Group of Subjects under provisions of sub-section (11) of Section 24.

- (d) The Nomination Paper shall be submitted in the prescribed Form. Any two electors, entitled to vote, may nominate a candidate who is an elector and is eligible to contest the election, and with the candidate's consent on the Form, submit the nomination before 4.00 p.m. on the last date. No person shall propose or second his own nomination.

Provided, however, that in case there are three or less electors, the candidate may nominate or propose his/her own nomination.

- (e) The nomination, which does not comply with any of the requirements mentioned herein and in the Form, fully and properly, shall be invalid.
- (f) The nomination so received shall then be processed as prescribed prescribed by the Statutes 370 to 372.

Provided, however, that the appeal on the decision of scrutiny to the Vice-Chancellor, under clause (b) of Statute 371 shall be tenable only if filed on the same day.

Provided, further, that in case a situation as prescribed by the Statute 372 arises, the notice of meeting for the purpose of election shall stand withdrawn.

- D.3 (a) the procedure for election at polling centres shall as prescribed by the Statute 380-A.
- (b) the procedure for election at meeting shall be as prescribed by the Statutes 378 to 380.
- (c) the scrutiny and the counting of voting papers shall be as prescribed by the Statutes 382 to 391.

D.4 For the purpose of election of twenty teachers to the Senate, under clause (p) of sub-section (2) of Section 25, the seats being allotted faculty-wise proportionately, the following principle shall be adopted;

- (i) each faculty shall get at least one seat;
- (ii) the remaining seats shall be allotted according to the following formula:

$$n = \frac{20 \times f}{t} - 1$$

where

n = number of additional seats to be allotted to a particular faculty,

f = number of teachers under that particular faculty, and

t = total number of teachers on the electoral rolls,

- (iii) initially only the integers shall be considered by the above formula;
- (iv) if all the seats are not allotted by
- (iii) above, the seats shall be allotted for the fractions in descending order, till all the remaining seats are so allotted;
- (v) if the integers or the fractions of more than one faculty are equal for the last vacancy, the Registrar shall draw a lot, and such faculty shall stand excluded.
- (vi) for this purpose, the electoral rolls of the teachers shall be prepared faculty wise.

D.5 For the purpose of elections under clause (n) of sub-section (1) of section 27, Subject to the provisions of direction D.3 (c) and of Statute 372;

- (i) If in the first or subsequent round (s) three candidates, belonging to the three different faculties get quota, they shall be declared elected, otherwise the counting shall continue.
- (ii) As soon as a continuing candidate gets the quota, the other continuing candidates from the same faculty, if any, shall stand excluded, and then next available preferences shall be allotted to the continuing candidates:
- (iii) if more than one candidate from the same faculty get quota in the same round, the candidate having largest surplus shall be declared elected, and other candidate (s) shall stand excluded, the surplus votes of the elected candidate shall be transferred first and then the next available preferences of excluded candidate (s) shall be transferred.
- (iv) The procedure under (ii) above, shall continue till the three candidates are so elected. If the number of continuing candidate(s), at any stage, is equal to the remaining vacancy (vacancies), they shall be declared elected; however, no faculty shall have more than one representative.

(v) Under this direction (i.e.D.5), the Faculties represented in the Management Council once shall not be represented again until the remaining Faculties have had their turns.

(vi) The Vice-Chancellor shall assign the faculties to the members of the Academic Council, other than those under clauses (c), and (h) of sub-section (2) of Section 29, for this purpose.

D.6(a) Person intending to register as Registered Graduate, under sub-section (3) of Section 99, shall apply in the form prescribed in Appendix I, available on payment of Rs. 10/- (Rupees Ten only). The registration shall be made on payment of fees of Rs. 40/- (Rupees Forty only) alongwith the application. The person may request for inclusion of his/her name in the electoral roll, under sub-section (5) of Section 99, by requesting in the same application, without payment of any additional fees.

(b) person already registered as Registered Graduate may apply, for inclusion of his/her name under sub-section (5) of Section 99, in the form prescribed in Appendix II, available on payment of Rs. 10/- (Rupees Ten only).

D.7(a) The nomination, for nominating a person to contest the election, shall be in the form Prescribed in Appendix III, available on payment of Rs. 100/- (Rupees Hundred only).

(b) The nomination may be withdrawn by applying in the form prescribed in Appendix IV available on payment of Rs. 10/- (Rupees Ten only).

D.8 It shall be the responsibility of the Principal of the college-Head of the University Department/Head of the Recognized Institution to

(i) bring the entries in the electoral rolls to the notice of all concerned, in respect of his/her institution.

(ii) Organize election at the Polling Centre, wherever there is a Polling Centre.

(iii) provide necessary infrastructure facilities for smooth and proper conduct of the elections, wherever required.

D.9 (a) The identity of the elector, shall be verified from Driving License or Identity Card Issued by the employer to him/her or Ration Card or Identity Card issued by the Competent Authority for the purpose of General election or certified copy of the Degree Certificate

(b) The mark of indelible ink shall be made on the first finger of the right hand before voting paper is issued to the elector.

PUNE

No. Law/94/673

Sd/-

Date: 01.11.1994

(S.C. Gupte)

500-11-94 (1557) (Lap)

Vice-

Chancellor

UNIVERSITY OF POONA

DIRECTIONS OF THE VICE CHANCELLOR UNDER SECTION 11

SUB SECTION 6 CLAUSE (b) OF THE POONA UNIVERSITY ACT 1974

1) WHEREAS Faculty of Management and Faculty of Pharmaceutical Sciences have been included in Statute No.132 w.e.f. 25.03.1985. and 18.05.1991.espectively.

AND

2)WHEREAS Sections 23 Sub-section (1) clause (xi) provides that three persons, representing the Faculties or group of Faculties elected by the Academic Council from amongst its members, as prescribes by the Statutes, shall be members of the Executive Council.

AND

3) WHEREAS Statute 113 provides such representation of group of Faculties to the Executive Council.

AND

4) WHEREAS Statute 113 does not include Faculty of Management and Faculty of Pharmaceutical Sciences and also does not provide procedure for addition of Faculties that may come into existence subsequently. The procedure for addition of Faculties coming into existence subsequently is requires to be provided, for giving-representation to much Faculties on the Executive Council as mentioned in Section 23 sub-section (1) Clause (xi) of the Poona University Act, 1974.

AND

5) WHEREAS such procedure is required to be prescribed by Statute and there is no Statute in existence for the same.

AND

6) WHEREAS, if meanwhile no representation to the Faculty of Pharmaceutical Sciences and Faculty of management is provided it may result into discrimination.

AND

7) WHEREAS it will take considerable tire to frame the Statutes and to get approval of all necessary authorities of the University to the same.

8) Professor, (Dr.) Shridhar Chandrashekhar Gupte, Vice-Chancellor, University of Poona, Therefore, in exercise of the powers conferred upon me by Clause (b) Sub-Section (6) of Section 11 of the Poona University Act, 1974, issue the following directions:

9) In order to provide representation to the Faculties on the Executive Council which are not included in Statute 113 and the faculties that may come into existence hereinafter, the same shall

first be added in Statute 113 to the Group of Faculties having less number of Faculties in order to equalise number of Faculties under each group and thereafter in Group (1) to (3) seriatim according to the dates of their establishment and in case of there being same date of establishment, in alphabetical order of their names.

10) These orders shall come into force with immediate effect.

University of Poona

Ganeshkhind, Pune-7

Ref. No. law/178/91-92

10.03.1992.

Sd/-

(S.C. GUPTE)

VICE-CHANCELLOR.

Copy f.w.cs. for information to-

1. The heads of all Teaching Departments
2. The Principals of all affiliated Colleges
3. The Directors of Recognised Institutes
4. The Administrative Officers/ Heads of Branches of University of Poona.

**DIRECTIONS OF THE VICE-CHANCELLOR, UNIVERSITY OF POONA, UNDER SECTION 11 SUB-SECTION 6
CLAUSE B OF THE POONA**

UNIVERSITY ACT, 1974

WHEREAS Government of Maharashtra vide their Resolution No.NGC1286/(1224)/-UNI-4 dated 27.02.1989. prescribed revised pay-scales, qualifications and other conditions for certain categories of teachers.

AND

WHEREAS directions of the Vice-Chancellor were issued on 22.05.1989. for implementation of said Government Resolution.

AND

WHEREAS Government of Maharashtra vide their Resolution No. USG 1990(1727)-UNI-4 dated 08.01.1991 and Resolution No. USG 1990 (1727) UNI-4 dated 04.05.1991 have again prescribed some other qualifications for the post of Lecturer.

AND

WHEREAS Competent Authority of the University has approved said qualifications and requested the Vice-Chancellor to regulate matter by issuing directions under Section 11 Sub-Section 6 Clause (b) of the Poona University Act,1974.

AND

WHEREAS qualifications for the post of teacher are required to be prescribed by Ordinance.

AND

WHEREAS it will take considerable time to frame Ordinance and get approval of the Competent Authorities.

AND

WHEREAS due to above mentioned circumstances I believe that the said additional qualifications should be prescribed by issuing directions under Section 11 Sub-Section (6) Clause (b) of the Poona University Act,1974.

I, Dr.Shridhar Chandrashekhar Gupte, Vice-Chancellor, University of Poona, therefore, in exercise of the powers conferred upon me by Clause (b) Sub-Section (6) of Section 11 of the Poona University Act,1974 issue following directions.

In continuation of Paragraph No.7 of above mentioned directions dated 22.05.1989. following qualifications are hereby prescribed for the post of Lecturer.

All those candidates, who have secured 55% marks at the Master's degree level may be exempted from appearing in comprehensive "Eligibility Test" for recruitment to the post of lecturer in Universities and Colleges as under :

- (1) All candidates, who have passed UGC/CSIR/IRF Examination;
- (2) All candidates who have already been awarded Ph.D/M.Phil Degree;
- (3) All candidates who will be awarded Ph.D. up to December 1992.

And all those candidates who have already done the M. Phil and Ph.D./ previously existing regulations for Minimum qualifications for appointment as Lecturer for Universities and College as mentioned below would be applicable:

University Lecturers:

- (a) A Doctorate degree or research work of an equally high standard; and
- (b) Good academic record with at least second class (C in the Seven point scale) Master's degree in a relevant subject from an Indian University of an equivalent degree from a foreign University Having regard to the need for developing interdisciplinary programmes, the degrees in (a)and (b) above may be in relevant subject.

College Lecturers:

- (a) An M. Phil degree of a recognized degree beyond the Master's level or published work indicating capacity Of a candidate for independent work; and
- (b) Good academic record with, at least second class (C in the seven point scale) Master's degree in a relevant subject from an Indian University or equivalent degree from a foreign University.

Provided that if the selection committee is of the view that the research work of a candidate as evident Either from his thesis or from his published work is of a very high standard it may relax any of the qualifications prescribed in (b) above.

These directives shall come into force with immediate effect.

University of Poona

Ganeshkhind, Pune 7

Ref. No.Law/91/381

Date: 05.07.1991

Sd/-

(S.C. GUPTA)

VICE-CHANCELLOR

Copy f.w.c. for information to:

- 1) The principals of Constituent/Affiliated colleges
- 2) The Heads of Recognised Institutions
- 3) The Heads of University Departments
- 4) The Heads of Sections in the University Office

DIRECTIVES OF THE VICE-CHANCELLOR, UNIVERSITY OF POONA

Sub :- Extension of benefits of concession of Medical Treatment as admissible to State Government employees to the certain teaching and non-teaching employees of the University and Non-Government Affiliated Colleges.....

Ref :- Government Resolution Education and Employment Department No. NGC_1279/181280/ (206)/UNI-4 dt. 04.06.1985.

WHEREAS by above mentioned Government Resolution the Government of Maharashtra has been pleased to extend benefits of concession of medical treatment and reimbursement of medical expenses, as admissible to State Government employees, to the certain teaching and non-teaching staff of the University and Non-Government Affiliated Colleges.

AND

WHEREAS the matter is required to be regulated by making the Statutes under Section 42 and 73 of the Poona University Act 1974.

AND

WHEREAS there are no statutes made by the University in this behalf.

AND

WHEREAS considerable long time is required, to get the statutes made and approved by the Competent Authorities of the University and to receive the assent of the Chancellor for into same.

AND

WHEREAS the above mentioned benefits have been extended to the employees, entitled to receive them, w.e.f. 01.05.1985 and the employees would be deprived of these benefits till the statutes come into existence in this matter.

AND

WHEREAS the Government has requested the Universities to initiate action with a view to applying the Medical Attendance Rules of Government employees to the certain employees of University and Affiliated Colleges.

I, therefore, Dr.V.G.Bhide, Vice-Chancellor, University of Poona in exercise of the powers conferred upon me by Clause (b) of sub-section (6) of Section 11 of the Poona University Act 1974, issue the following directives :

1) The benefits of concessions of medical treatment in Government and Government Hospitals and reimbursement of medical expenses granted to the State Government Employees under the Maharashtra State Service (Medical Attendance) Rules,1961 as amended to date, are hereby made applicable, **munatis** mutandis, of the full-time teaching and non-teaching employees, of the University, and the non-Government Colleges affiliated to the University, covered under the Salary Payment Scheme. The benefits of further amendments to the aforesaid rules as and when they are made by the Government, shall become applicable to these employees.

2) In case of employees, eligible to receive the said concession and who are in receipt of the cash medical allowance, option may be allowed to them, either to retain the existing cash medical allowance or to avail of the concessions made applicable by these directives. For this purpose the employees

shall exercise their option in the form prescribed under Rules by 31.10.1985. If no option is exercised till that date by the employees to cash medical allowance it shall be presumed that the employees concerned have opted for the cash medical allowance, hitherto received by them. The option once exercised shall be final.

The said rules have been made applicable w.e.f. 01.05.1985 The bills of the employees shall be paid only after amount for the same is received from the Government.

UNIVERSITY OF POONA

)(

GANESHKHIND PUNE 7

)(

Date: 23.10.1985.

)(

Ref .No.Law/153

)(

Sd/-

VICE-CHANCELLOR

Copy f. w.c.s. to:-

(1) The Principals of Colleges affiliated to the University.

- (2) The Heads of Institutions Recognized by the University.
- (3) The Heads of Departments.
- (4) The Heads of Sections/Branches.
- (5) Director, Educational media Research Centre.
- (6) Research Director, Developmental Communication. Research Project.
- (7) Director, Post Graduate Instruction.
- (8) Co-ordinator, Interdisciplinary School-Sciences
- (9) Co-ordinator, Interdisciplinary School-Social Sciences.
- (10) Hon. Director, Distance Education.
- (11) Director, Continuing and Adult Education and Extension.

Law/238-240/85

UNIVERSITY OF PUNE



ORDER NO.1 of 1985-86

ORDER OF THE VICE-CHANVELLOR, UNIVERSITY OF POONA

WHEREAS the order was issued by the Vice-Chancellor on 17.08.1984.(Law 138) whereby refusal or non performance of University examination work by teaching or non-teaching employees of the University, Colleges, Recognized Institutions was constituted as misconduct, punishable as. per Statutes, Ordinances, Rules etc. applicable to them

AND

WHEREAS the assurance has been given on behalf of teaching and non-teaching employees of the University, its affiliated colleges and recognized institutions, that they will perform their duties in respect of examination work to the satisfaction of the University authorities.

THEREFORE, I, Dr. V.G. Bhide, Vice-Chancellor, University of Poona, in exercise of the powers conferred upon me under Section 11(6) (B) of the Poona University Act, 1974, modify the said order of 17.08.1984. (Law 138) as follows, subject to the condition that if the concerned employees fail to fulfil the assurance given by them as mentioned above the order may be modified again.

1) NOTWITHSTANDING anything contained in any other Statutes, Ordinances, Rules and Regulations issued under Poona University Act or in any contract it is expected that every employees of every educational institution.

shall do any work assigned to him in connection with any examination which might be assigned by any competent officer, by general or special order and to comply with such directives as may be issued by the authority/competent officer from time to time in consultation with that work.

*

DEFINITIONS:

- (a) "Competent Authority" in respect of employees of the University shall be the Executive Council; Academic Council; the Examination Procedure Committee and any other statutory authorities of the University, and in respect of employees of the College/Recognised Institution shall be the Executive Council; Academic Council, Examination procedure Committee or any other statutory authority of the University; and the governing Body or the Board/Society etc. under which the said College/Recognized Institution is functioning.
- (b) "Competent Officer" in the case of the employees, of the University means Vice-Chancellor of the University, the Registrar of the University, and in case of the employees of any college

affiliated to the employees of the any college affiliated to the University or institutions recognised by it shall be Principal or Head of the Institution.

2) Any order made under Rule (1) shall be published in such a manner as the competent officer/authority considers appropriate to bring it to the notice of the employees concerned.

as the case may be.

(c) “Educational Institution” means University or college affiliated to the University or Institution recognised by it.

(d) “Educational means” any examination held by or proposed to be held by the University.

This order shall come into force with effect from 27.03.1985.

University of Poona,
Ganeshkind, Pune-7
Date: 27.03.1985.
Ref. N. Law/33/35

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Sd/-
VICE CHANCELLOR

Copy f. w. cs. To:

- (1) The principals of colleges affiliated to the University.
- (2) The Heads of Recognised Institution.
- (3) The Heads of Departments
- (4) The Heads of Sections/Branches

Jvc. 1500-1502(85).

Order of the Vice-Chancellor, University of Poona,

Under S. 11(6) (b) of the Poona University Act, 1974.

Subject: – Faculty of Engineering New subjects, Boards of Studies & College Departments.

Reference: – Meeting of the Committee to examine all the issues relating to statutory provisions for the new Engineering Colleges. Started during the academid year 83/84, dated 28.5.1984.

WHEREAS New Engineering Colleges, were started during the academic year 1983-84, AND
WHEREAS permission to start new engineering subjects was granted to these colleges by Government of Maharashtra

AND

WHEREAS it is likely that some more new subjects would be started in Engineering Colleges,

AND

WHEREAS the subjects are required to be regulated by statutes,

AND

WHEREAS there are no statutes in existence to regulate these new subjects,

AND

WHEREAS it will take long time to frame the statutes and get the approval and assent of necessary statutory University authorities,

AND

WHEREAS Committee as referred to above under the Chairmanship of Dean of Engineering Faculty has recommended additions to Statute 133, 158, 160 to regulate aforementioned subjects as the respective Statutes do not, at present, include them,

AND

WHEREAS there are reasonable grounds for me to believe that there is an emergency which requires the matter to be regulated urgently.

I, therefore, Dr. R. G. Takwale, Vice-Chancellor, University of Poona in exercise of the powers conferred upon me by the clause (b) of sub-section (6) of Section 11 of the Act issue the following order:

Under Section 27(3) of the Act, in additions to the subjects already included in St. 133 the following subjects shall comprise the faculty of Engineering.

FACULTY OF ENGINEERING

Petroleum Engineering, Electronics & Computer Engineering, Polymer Engineering, Production Engineering, Polymer & Plastics.

Construction Technology, Petroleum Technology, Industrial Electronics, Chemical Technology, Computer Technology & Science, Plant Engineering, Automobile Engineering, Mechanical Engineering (Diesel), Electrical Engineering (Drives & Controls), Construction Engineering, Environmental Engineering, Electronics Engineering, Machine Tools, Power Electronics, Digital systems of Micro-processors, Digital Signal Processing.

Under Section 29 (1) of the Act, the following Boards of Studies shall be there for the abovementioned subjects of groups of subjects.

FACULTY OF ENGINEERING.

Subject or Group of subjects. Board of Studies

1. Construction Technology)	Civil Engineering.
2. Construction Engineering)	
3. Environmental Engineering)	
1. Production Engineering)	Mechanical Engineering.
2. Plant Engineering)	
3. Automobile Engineering)	
4. Mechanical Engineering (Diesel))	
5. Machine Tools)	
1. Electrical Engineering, (Drives & Controls))	Electrical Engineering.
1. Industrial Engineering)	Tele-Communication Engineering.
2. Computer Technology & Science)	
3. Electronics Engineering)	
4. Power Electronics)	
5. Digital Systems & Micro Processors)	
6. Digital Signal Engineeringing)	
1. Polymers & Plastics)	Chemical Engineering.
2. Petroleum Technology)	
3. Chemical Technology)	

Under Section 29 (2) (ii) of the Act, the following college Departments shall correspond to the Board of Studies as indicated below.

<u>College Department</u>		<u>Corresponding Board of Studies.</u>
1. Construction Technology)	Civil Engineering.
2. Construction Engineering)	
3. Environmental Engineering)	
1. Production Engineering)	Mechanical Engineering.
2. Plant Engineering)	
3. Automobile Engineering)	
4. Mechanical Engineering)	
5. Machine Tools)	
1. Electrical Engineering (Drives & Controls))	Electrical Engineering.
1. Industrial Electronics)	Tele-communication Engineering.
2. Computer Technology & Science)	
3. Electronics Engineering)	
4. Power Electronics)	
5. Digital Systems & Microprocessors)	
6. Digital signal Processing)	

- | | | |
|-------------------------|---|-----------------------|
| 1. Polymers & Plastics |) | |
| 2. Petroleum Technology |) | Chemical Engineering. |
| 3. Chemical Technology |) | |

These directives shall come into force with immediate effect.

Sd/-

University of Poona,)
 Ganeshkhind, Pune 7.)
 Law/139)
 Date: 17.08.1984.)

(R.G. Takwale)
 Vice-Chancellor.

Copy f.w.cs. to:

- 1) The Principals of Colleges affiliated to the University.
- 2) Heads of Recognised Institutions.
- 3) Heads of Departments.
- 4) Heads of Sections/Branches.

Law/84-47/84

ORDER OF THE VICE CHANCELLOR UNDER SECTION 11(6) (b) OF THE POONA UNIVERSITY ACT 1974.

Sub:– To fix statutory duties on employees of University of Poona and its affiliated colleges and recognized Institutions, in respect of University examination work.

Ref: 1) Maharashtra Ordinance No III of 1982 dt 25.05.1982.

2) Section 24 (XXXII, XXXIII & XXXIV) of the Act.

3) Recommendations of Examination Reforms Committee E.C.R. 50 PE-158/84.

WHEREAS the committee referred to above has recommended to the Executive Council of the University to make the examination work compulsory.

AND

WHEREAS Executive Council by its aforementioned resolution has accepted the recommendations of the said committee.

AND

WHEREAS matter is required to be regulated by making the Statutes.

AND

WHEREAS there are no Statutes made by Senate in this behalf.

AND

WHEREAS considerable long time is required to get the Statute approved by the Senate and to receive the assent of chancellor for the same.

AND

WHEREAS there are reasonable grounds for me to believe that there is an emergency which required the matter to be regulated urgently by issuing the order under S.11 (6) (b) of Poona University Act, 1974.

AND

WHEREAS the Executive Council has also resolved that the Vice-Chancellor may issue the order under Section Section 11 (6) (b) of Poona University Act, to regulate the matter.

I, THEREFORE, Dr. R.G. Takwale, Vice-Chancellor, University of Poona in exercise of the powers conferred upon me by the Clause (b) of Sub-Section (6) of Section 11 of the Act issue the following orders

- 1) Notwithstanding anything contained in any other Statutes Ordinances, Rules and Regulations issued under Poona University Act or in any contract it shall be the statutory duty of every employee of every educational institution to do any work. assigned to him in connection with any examination which might be assigned any competent officer, by general or special order and to comply with such directives as may be issued by the authority/competent officer from time to time in connection with that work.
- 2) Any order made under Rule (1) shall be published in such a manner as the competent officer/authority considers appropriate to bring it to the notice of the employee concerned.
- 3) If any such employee, without reasonable cause, refuses to do the work assigned to him or fails to do the work to the satisfaction of the competent officer/authority, the same shall be considered as misconduct, and he shall be liable to the disciplinary action and appropriate major or minor punishment for misconduct on his part in accordance with Rules and Statutes governing his service.

- 4) If the Principal of the College or the Head of the Institution fails to take necessary action as provided in clause No. 3) within reasonable time, it shall be competent for Executive Council of the University to take such a necessary disciplinary action as it deems fit.
- 5) DEFINITIONS:-
- a)Competent Authority” in respect of employees of the University shall be the Executive Council; Academic Council; the Examination procedure Committee and any other Statutory authorities of the University, and in respect of employees of the College/Recognised Institution shall be the Executive Council; Academic Council, Examination Procedure Committee or any other Statutory authority of the University; and the governing Body of the Board/Society excetra under which the said College/Recignised Institution is functioning.
 - b) “Competent Officer” in the case of the employees of the University means Vice-Chancellor of the University, the Registrar of the University, and in case of the employees of any college affiliated to the University of Institutions recognised by it shall be Principal or Head of the Institution as the case may be.
 - c) “Educational Institution” means University or College affiliated to the University or Institution recognised by it.
 - d) “Examination” means any examination held by or proposed to be held by the University.
 - e) “Refusal to work” in relation to any employee of the University or affiliated college or recognised institutions to whom any work in connection with any examination has been assigned under this order means his failure to attend at or absence from the place of work without obtaining permission of the competent authority to grant such a permission or any other conduct on his part which results in or is likely to result in ce ion or subeutenantial retardation of work, and refusal to to the work with all their gramatical variations and cognate expressions shall be constituted accordingly.

This order shall come into force with effect from 27.08.1984.

University of Poona,
Ganeshkhind, Pune-7
Law/ 138
Date 27.08.1984

Sd/-
VICE-CHANCELLOR.

- Copy f.w.cs.to: 1) The Principals of Colleges affiliated to the University
2) Heads of Recognised Institutions 3)Heads of Departments 4)Heads of Section/Branch.

Law/83-84/

UNIVERSITY OF PUNE



ORDER

- READ: (i) (A) Government Resolution, Education, Employment and Youth Services Department No. NGC/1279/164770/XXXII (Cell) dated 01.08.1979.
- (B) Government Corrigendum, Education and Employment Department No. NGC 1279/164770-XXXII (CELL) (279) dated 17.05.1980.
- (C) Government Resolution, Education and Employment Department No. NGC-1279/161196 (13)-UNI-4 dated 09.04.1981.
- (D) Government Letter Education and Employment Department No. USG-1181/112008/ (541)-UNI-4 dated 30.01.1982.
- (ii) Clause (xvi) of Section 37, read with sub-Section (3) of Section 73 of the Poona University Act, 1974.
- (iii) Section 77-A of the Poona University Act, 1974, read with Section 77-(b) of the same Act.
- (iv) Vice-Chancellor's order No. V. C. /Admn/79-80/5370 dated 18.08.1979.
- (iv) Vice-Chancellor's order No. VC. /Admn/80-81/8117 dated 30.07.1980.

WHEREAS the Government have communicated vide their Resolution stated at (i) (A) above, the revised scales of pay for certain categories of non-teaching Personnel appointed by the University for implementation with effect from 01.04.1976.

AND

WHEREAS the Government have also issued vide their Resolution stated at (i) (c) above, further, directives in regard to revision of pay scales for the posts of Deputy Registrars, Assistant Registrars and other equivalent posts, as mentioned in the accompanying Statement appended to the said government Resolution as quoted at (i) (c) above;

AND

WHEREAS, said matter is required to be implemented by framing statute.

AND

WHEREAS no statutes have yet been framed and revised scales are required to be implemented immediately.

Therefore, I, Dr.R.G. Takwale, Vice-Chancellor of the University of Poona, in exercise of the powers conferred upon me under

Section 11(6) (b) of the Poona University Act, 1974, hereby direct the following revised scales of pay "shall be implemented" and made applicable to the existing eligible concerned employees, subject to orders/instructions, clarifications as may be issued by the state Government in that behalf and made applicable to the existing concerned non teaching employees of the University with effect from 01.04.1976.

Sr. No.	Designation	No. of Posts	Existing (Pre-1976) Scale of pay Rs.	Revised Scale of pay Rs.
1.	Finance Officer	1	Pay 1100-1600 + D.P. 160-100 Total : 1260-1700	1100-50-1550-75-1700
2.	Dy. Registrar (including one post of Development Officer which is now designated as the Dy. Registrar-Development)	3	Pay 700-1250 + D.P. 180-160 Total 880-1410	-do-
3.	Assistant Registrar	5	Pay 400-950 + D.P. 210-180 610-1130	680-40-1000-EB-50-1500.

The terms and conditions relating to service, qualifications, work-load, made of re cruitment, assignment of work, code of conduct etc. shall be according to the statutes that will be framed in this behalf and shall be made applicable to the existing University appointed non-teaching personnel including those who do not opt for the revised scale and also to those to be appointed hereafter.

No. AN-23/82-83/96
Date: 03.08.1983.

Vice-Chancellor

To

The Heads of Branches/sections

Copy f.w.c.s. to:

1. The Secretary to Government of Maharashtra, Education & Employment Department, Mantralaya Annexe, Bombay-400032.
2. The Director of Education (HE), Maharashtra State, Central Buildings, Pune 411001.
3. The Officer on special Duty for Higher Education Grants, Pune Region, 17, Ambedkar Road, Pune-411 001.

Law/4/83

Revision of pay Scales of teachers and equivalent cadres in Higher Education as per UGC Scheme (6th Pay commission)
Universities, Affiliated Colleges, Government Colleges/ Institutes of Science etc.

GOVERNMENT OF MAHARASHTRA

Higher & Technical Education Department,
Resolution No. NGC 2009/(243/09)-UNI-1,
Mantralaya Annex, Mumbai – 400 032.

Date: 12th August 2009.

- Read :-**
1. Government Resolution, Higher and Technical Education Department No. NGC-1298[4619]/uni.4, dated 11th December 1999.
 2. Government of India, MHRD Letter No. 1-32/2006-U.II/U. I(i) dated 31st December, 2008.

Preamble:-

Government of India vide its letter dated 31st December, 2008 referred to 2 above has revised the pay scales of teachers and equivalent cadres in the Central Universities subject to various provisions of the scheme of revision of pay scales as contained in the said letter, and regulations to be framed by the UGC in this behalf. Government of India has mentioned in the said letter that scheme may be extended to Universities, colleges and other higher educational institutions coming under the purview of State Legislatures, **provided State Governments wish to adopt and implement the scheme.** It has further been clarified by the Government of India that payment of central assistance for implementing this scheme is subject to the condition that the entire scheme of revision of pay scales together with all the conditions etc. shall be implemented by the State Governments as a composite scheme without any modification etc.

1.2 The question of revising the pay scales etc. of teachers and equivalent cadres in universities, colleges under State Legislature was under active consideration of the Government for some time. The Government after considering all the aspects has decided:

to revise pay scales and the dearness allowance of all teachers and equivalent cadres w.e.f. 01/01/2006 as per the Central Government (UGC) scheme while other allowances as per the State Government employees; to keep the age of superannuation and leave package unchanged and to take all necessary steps for improving the quality of education for meeting the requirements of the globalised economy and serious concerns expressed by the Hon. High Courts with regards to the poor quality and low employability of education.

2. Accordingly, detailed orders are as follows:

(1) General:

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC and the State Government.

(v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET)/State Eligibility Test (SET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations from time to time. NET/SET shall not be required for such Masters' programmes in disciplines for which there is no NET/SET.

(2) Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(a) Assistant Professor/Associate Professors/Professors in Colleges and Universities

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100

with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC from time to time.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000; however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors in Under Graduate and Post Graduate Colleges:

(i) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor

for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

(ii) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

(3) Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:

(i) Pro-Vice-Chancellor:

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80000.

(ii) Vice Chancellor:

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month.

(4) Pay Scales of Principals in Colleges:

(i) Principal of Under Graduate Colleges:

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(ii) Principal of Post Graduate Colleges:

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of

Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(5) Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian/ College Librarian:

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC, shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

(c) Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade):

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band

of Rs. 15600-39100, with Academic Grade Pay of Rs.8000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (University):

(i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6th CPC in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(6) Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education (Assistant DPE)/ College Director of Physical Education (College DPE):

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pay scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the fixation formula attached.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale):

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university from time to time, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible subject to guidelines prescribed by the UGC and if any by the university, for the higher AGP of Rs. 7000.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, in accordance with the fixation formula attached.

(c) Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade):

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade)

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE / Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000, in accordance with the fixation formula attached.

(7) Incentives for Ph.D / M.Phil. And Other Higher Qualifications:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC in its Regulation.

(ii) M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.

(iii) Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech etc. recognized by the relevant statutory body / council, shall also be entitled to 2 non-compounded advance increments at the entry level.

(iv) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work and evaluation, etc in its Regulation.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC in its Regulation.

(viii) Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in its Regulation, in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.

(x) Assistant Librarian / College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process

prescribed by the UGC in its Regulation, in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian / College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xiii) Assistant Librarian / College Librarian and others in higher Library positions in service who have not yet enrolled for Ph. D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC in its Regulation.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian / College Librarian with M.Phil. degree in Library Science at the entry level, Assistant Librarian / College Librarian and those in higher positions acquiring M.Phil. degree in Library Science at any time during the course of their service shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education / College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in its Regulation, in respect of enrolment, course work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education / College DPE or higher positions acquiring the degree of Ph.D. in the discipline of physical Education, at any time while in service from a university complying with the process prescribed by the UGC in its Regulation, in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education / College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course –work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education / College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education / College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education / College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education / College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil, under the earlier scheme, the benefit of five advance increments for possessing Ph.D./M.Phil shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D. / M. Phil while in service, would not be entitled to benefits under this Scheme.

(8) (A) Other terms and conditions:-

(a) Increments:

- (i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- (ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- (iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(b) Pay Fixation Formula:

- (i) The initial pay of the teacher and the employee in the equivalent cadre in University or colleges who elect, or are deemed to have elected the revised pay structure on and from 1.1.2006 shall be fixed in the manner explained in Appendix I. The pay of the individual teacher should be fixed in accordance with the prescribed procedure. The fitment tables 1 to 6 in Appendix-II are to be used for fixation of teachers in service or directly recruited and opted for the revised pay structure.
- (ii) The revised designations, pay bands and Academic Grade Pay (AGP) thereon corresponding to the pre-revised designations, and pay scales effective from 1st January 2006 for various cadres are given in Appendix -I.

8(B) Following allowances and benefits shall be at par with the state government employees. However for those areas where the teachers are already drawing more allowances or enjoying more benefits than the state government employee (even after the 6th pay commission) the higher rates and / or benefits shall continue i.e. the teachers shall continue to get whichever is higher (existing rates and benefits or as per state government employees after 6th pay commission.)

(i) Allowances:

Allowances such as Leave Travel Concession, Transport Allowance, House Rent Allowance, Deputation Allowance, Traveling Allowance.

The persons with disabilities (Visual, Orthopodic, Hearing and other disabilities) under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the State Government for its employees on the recommendation of sixth pay commission.

(ii) Study Leave:

(iii) Age of Superannuation:

(iv) Pension:

(v) Family Pension:

(vi) Gratuity:

(vii) Provident Fund:

8(C) Research Promotion Grant:

A scheme with appropriate guidelines for providing by way of appropriate 'start up grant' to teachers and other cadres taking up research in all disciplines including basic science research on strengthening of Basic Science Research' and suitably adopted on research in social sciences / humanities and other disciplines as and when prescribed by the UGC will be admissible.

8(D) Consultancy Assignments:

The model of revenue sharing between institution and consultant-teachers as and when worked out by University Grant Commission will be permissible to the teachers and other cadres.

8(E) Applicability of the Scheme:

(i) This scheme shall be applicable to teachers and other equivalent cadres of library and physical education in all the Universities, Colleges and other higher educational institutes coming under the purview of state legislature through the department of Higher and Technical Education of Maharashtra and governed by the rules of University Grants Commission. However, the unaided colleges will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes of the Government assistance will only be limited to the posts approved by the Government from time to time. The revised scales are not applicable to the teachers who retired on or before 31st December 2005 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this Resolution as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall amend their relevant statutes and

ordinances in line with this Resolution and the UGC Regulations issued in this regard from time to time.

(ii) This scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Notification is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors, Part Time teachers and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/institution corresponding to such fixation in respect of State Government employees as approved by the State Government on the basis of the recommendations of 6th Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the State Government.

(v) The revised pay scales shall be applicable only to those teachers who have been lawfully appointed.

(9) Date of Implementation of revised pay and allowance and payment of arrears:-

(i) The revised scales of pay and revised rates of Dearness Allowance under this scheme shall be effective from 1.01.2006 and the non-compounded advance increments / special allowances as applicable shall take effect from 1.09.2008.

(ii) Pay in the revised pay structure is payable in cash from 1st day of April 2009. The 80% of the amount of arrears admissible for the period from 1st day of January 2006 to 31st March 2009 will be paid in cash on receipt of the grants from Government of India. The remaining 20% amount will be credited to Provident Fund as per the procedure adopted for the State Government Employees.

(iii) The amount of arrears admissible shall be the net amount –

- (a) after deduction of arrears of Profession Tax payable on revised amount of pay,
- (b) after deducting increased amount of license fee payable on revised pay in respect of occupying Government quarter,
- (c) after adjusting the amount of advance sanctioned vide Government Resolution, Finance Department No. RPS-1208/CR-72/SER-9 dated 6th October 2008.
- (d) after adjusting the amount, where subscription to the Provident Fund already made falls short of the minimum prescribed in the Provident Fund rules on the basis of pay fixed in the revised pay structure.
- (e) after deducting the appropriate Income Tax.
- (f) after adjustment of Government dues, if any payable for the period from 1.1.2006 to 31.03.2009.

(10) Code of Professional Ethics:

Each University should evolve its own professional ethics after full discussion in the academic bodies and associations and incorporate the same in its Acts, Ordinances and/or Statute, as the case may be, for strict observance by the academic faculty.

(11) Option for the revised scales of pay:

- (i) Within a period of one month from the date of issue of this Government Resolution, the teachers/Librarians/Physical Education Staff and other personnel will have to opt in the prescribed form (Appendix-III) for the revised pay scales.
- (ii) The teachers opting for the new pay scales will have to enter into an agreement as mentioned in Appendix-III with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.
- (iii) The teachers /Librarians / Directors of Physical Education/other personnel who were in service on 1st January 2006 and those who were not in service after 1st January, 2006 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for revised scale of pay with effect from 1st January 2006 and should be held entitle to the benefit of these rules.
- (iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in HRD Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC, dated 30.8.2008 (Appendix – III).

(12) Procedure to be adopted by the Universities and Director of Education (Higher Education):

- i) As per the provisions of the Maharashtra Universities Act 1994, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, **Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that :**
 - “ all the teachers have been lawfully appointed,
 - “ the pay of each teacher has been properly fixed as per this scheme and
 - “ in case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants)payable to the Universities and Colleges.”
- ii) The university shall submit these certificates along with the fixation forms etc. to the concerned Regional Joint Director, Higher Education who shall thereafter release the necessary grants after broadly satisfying themselves.

iii) The director of Higher Education, Maharashtra State, Pune, should send a quarterly statement to the Accountant General, Maharashtra – 1, Mumbai, and the Accountant General, Maharashtra II, Nagpur, and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra – 1, Mumbai should be requested to credit the Government of India's share under receipt head "1601-Grant –in-aid from Central Government- Education.

iv) The additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and Non Government colleges as on 1st January 2006 shall be shared for the period from 1st January 2006 to 31st March 2010 between the Government of India and the State Government in the ratio of 80:20. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1st January 2006 will be treated as post existing as on 1st January 2006, for this purpose. The additional expenditure on pay proper, on account of application of revised pay scales to all posts of teachers created after 1st January 2006 shall be borne entirely by the State Government. The Universities and non-Government colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed, if proper sanction of the Director of Education (Higher Education), Maharashtra State, Pune, has not been obtained by them.

Budget Heads: The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head Demand No. W-2 "2202-General Education" as under:

A) 03, University and Higher Education-

102, Assistance to Universities-

(00)(01) Grants to Universities for General Education 35 Grants-in-aid (Salary) (2202 0683)

(00)(03) Grants for improvement of salary scales (2202 0692)

103, Government Colleges and Institutes-

(01)(01) Government Arts Colleges - 01, Salaries (2202 0772)

103(02) Government Science Colleges-

(02)(01) Government Science Colleges - 01 Salaries (2202 0792)

103(03) Government Law Colleges- 01 Salaries (2202 0816)

(03)(01) Government Law Colleges-

103(04) Government Commerce Colleges-

(04)(01) Government Commerce Colleges-01 Salaries (2202 0834)

104, Assistance to non- Government Colleges and Institutes –

(01) Assistance to non- Government Colleges-

(01)(02) Grants for introduction of U.G.C. Scales (2202 0881)

(B) 02 Secondary Education

105 Teachers Training

(01) (01) Government Colleges of Education - 01 Salaries (2202 0291)

105 (02) Assistance to non- Government Colleges of Education

(02)(01) Ordinary Maintenance Grants (2202 0306) 35 Grants-in-aid (Salary)

(13) Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately.

(14) This Government Resolution is subject to the decision taken by the State Government on the scheme forwarded by Government of India by its letter dated 31/12/2008. Therefore,
C:\Documents and Settings\Administrator\Desktop\Final G.R. (6th pay teaching)1508.doc/Page 16 of 41

anomalies, if any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.

These orders issue with the concurrence of the Finance Department vide their unofficial reference No.395/SER.9, dated 10-08-2009.

This Government Resolution is available on website www.maharashtra.gov.in and its Unique Code No.is 20090813194514001.

By order and in the name of Governor of Maharashtra.

R.G. JADHAV

Deputy Secretary to Government.

To,

The Secretary to the Governor, Raj Bhavan, Malabar Hill, Mumbai. (By letter)
The Principal Secretary to the Chief Minister.
The Secretary to the Dy. Chief Minister.
The Secretary to the Government of India, MHRD, (Depart of Education), New Delhi.
The Secretary, University Grants Commission, New Delhi.
The Private Secretary to the Minister, Higher & Technical Education.
The Director of Higher Education, Maharashtra State, Pune. (with 500 spare copies for being supplied to Colleges)
The Regional Joint Directors of Higher Education, Mumbai. Pune, Kolhapur, Nagpur, Aurangabad, Amravati, Nanded, Jalgaon.
The Registrars of all non- Agriculture Universities.
The Account General (accounts), Maharashtra- I and II, Mumbai and Nagpur.
The Account General (Audit), Maharashtra- I and II, Mumbai and Nagpur.
The Pay and Accounts Officer, Mumbai.
All District Treasury Officers.
The Planning Department.
The Finance Department.
The Personal Assistant to Chief Secretary.
All Desks in Higher & Technical Education Department.
The Director General of Information & Publicity. Mumbai. (with request to issue a suitable press note and send 25 copies to the Department)
Select File UNI-1.

Appendix-I

1. Drawal of pay in the revised pay structure : Save as otherwise provided in these rules a teacher and person working on the equivalent post shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that he may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or cease to draw pay in that scale.

Provided further that in case where the teacher has been placed in a higher pay scale between 1.1.2006 and the date of issue of this Resolution on account of promotion, up gradation of pay scale etc, shall have option to elect to switch over to the revised pay structure from the date of such promotion, up gradation, etc.

Explanation 1 – The option to retain the existing scale shall be admissible only in respect of one existing scale.

Explanation 2 – The aforesaid option shall not be admissible to any person appointed to a post on or after 1st day of January 2006, whether for the first time in the service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3– When a person exercise such option to retain the existing scale in respect of the post held by him in an officiating capacity on a regular basis for the purposes of regulation of pay in that scale under any rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn and he had retained the existing scale in respect of the permanent post on which he hold a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which have acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

2. Rules for fixation of pay in the revised Pay Band:- (1) The initial pay of the teacher and the employee in the equivalent cadre in University or college who elect, or is deemed to have elected the revised pay structure on and from 1.1.06 shall be fixed in the manner, namely:-

(A) In case of all teachers –

- (i) The pay in the pay band will be determined by multiplying the existing basic pay (excluding dearness pay) by a factor of 1.86 (which is equal to the sum of the existing basic pay, applicable dearness pay and dearness allowance) and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band is more than the amount arrived as per (i) above, the pay shall be fixed at the minimum of the revised pay band.
- (iii) In addition to the pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.
- (iv) If amount arrived as per (i) above, is more than the maximum of the revised Pay Band, pay shall be fixed at the maximum of the pay band.

(B) In case of teachers who are in receipt of special pay in addition to the pay in the existing scale and where the existing scale with special pay has been replaced by a Pay Band after merging the special pay, the pay shall be fixed in the revised Pay Band in accordance with the provision of clause (A) above except that in such cases existing basic pay (excluding D.P.) shall include the basic pay (excluding D.P.) in the existing scale and existing amount of special pay.

(C) In case of teachers who are in receipt of special pay in addition to the pay in the existing scale and in whose case special pay continues with the revised Pay Band either at the rate or at a different rate, the pay in the revised Pay Band shall be fixed in accordance with the provision of clause (A) above with reference to existing basic pay (excluding D.P.) calculated in accordance with the Explanation thereto, after excluding the existing special pay. In such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1 - A teacher who is on leave on the 1st day of January,2006 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1.01.2006 or the date of option for the revised pay structure. This is also applicable to the teacher who is on study leave on the 1st day of January,2006.

Note 2 - A teacher under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order of the pending disciplinary proceedings.

Note 3 - Where a teacher is holding a permanent post and is officiating in a higher post in a regular basis and the scales applicable to these two posts are merged in to one Pay Band /scale, the pay shall be fixed with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay. The provisions of this note shall apply mutatis mutandis, to teachers holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.

Note 4 - Where the existing emoluments exceeds the revised emoluments, in case of any teacher, the difference shall be allowed as a personal pay to be absorbed in future increase in pay, except in case covered by proviso (iv) of sub Rule 2(A) above.

Note 5 - Where in the fixation of pay under sub rule 2(A), the pay of a teacher, who, in the existing scale was drawing immediately before the 1st January, 2006 more pay than the other teacher junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

Note 6 - In case where a senior teacher promoted to a higher post before the 1st day of January,2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January,2006, the pay in the pay band of such senior teacher should be stepped up to an amount equal to the pay in pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher subject to the fulfillment of the following conditions.

- (i) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (ii) the pre-revised scale of pay and revised Pay Band and Academic Grade Pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (iii) the senior teacher at the time of promotion should have been drawing equal or more pay than the junior.
- (iv) the anomaly should be directly as a result of the application of the provision of these rules or any other rules or order regulating pay fixation on such promotion in the revised pay structure.

Note 7 – In the case of teacher promoted to the higher post on or after 1st January, 2006, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay shall be fixed for higher post under normal rules.

Note 8 – In the case of teacher drawing reduced pay as on 1.1.2006, in the existing scale on account of imposition of penalty under the provision of the respective statutes in the concerned Universities the pay in such cases shall be fixed as :

- (a) on the basis of pay actually drawn on 1.1.2006. and
- (b) on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 1.1.2006 to the date of expiry of penalty and at (b) above, thereafter.

Note 9 – The direct recruits to a particular post carrying a specific Academic Grade Pay will be fixed on or after 1.1.2006. This will be also applicable to those recruited between 1.1.2006 and the date of issue of this notification. In such cases their pay shall be fixed as per rule 2(A).

Note 10 – Incumbent Lecturers (SG) / Readers not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed as described in Illustration-5, till they complete 3 years of service in the grade of Lecturer (SG) / Reader, and thereafter shall be fixed as described in Illustration-6.

3. Fixation of pay in the revised Scales subsequent to the 1st day of January 2006:

Where the teacher continues / elect (under the provision of rule) to draw his pay in the existing scale and is brought over to the revised pay structure from a date latter than 1.1.2006, his pay from the latter date in the revised pay structure shall be fixed in the following manner:-

- (i) Pay in the pay band will be fixed by adding the basic pay, the dearness pay applicable on the latter date, and the dearness allowance based on the rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and then become pay in the applicable in pay band. If the minimum of the revised pay band is more than the amount arrived as per above, the pay shall be fixed at the minimum of the revised pay band. In addition to this pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.
- (ii) Where the teacher is in receipt of special pay, the methodology followed will be as prescribed in Rule 2 (B) or (C) as applicable, except the basic pay and the dearness pay to be taken in to account will be that on the latter date, and the dearness allowance will be calculated as per rates applicable as on 1.1.2006.

4. Date of Next increment in revised pay structure:

There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July 2006 to 1st January 2007.

5. Table showing Pre-revised Designations / Pay Scales and corresponding Designations / Pay bands and Academic Grade Pay (AGP) as on and from 1st January 2006 for University/ College Teachers and Other personnel in University / College.

Sr No	Pre-revised Designation / Pay Scales	Revised Designation / Pay band + AGP	Fixation of Incumbents / New Entrants
1	Lecturer : 8000-275- 13500	Assistant Professor : 15600-39100 + AGP 6000	i) Incumbent Lecturers shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 6000 and re-designated as Assistant Professor.
2	Lecturer (Sr. Scale) : 10000-325- 15200	Assistant Professor : 15600-39100 + AGP 7000	i) Incumbent Lecturers (Senior Scale) shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 7000 and re-designated as Assistant Professor. ii) Assistant Professors after completion of 4 years for those possessing Ph.D at entry level., 5 years possessing M.Phil/ M.Tech. etc. at entry level and 6 years for others (without Ph.D./M.Phil.etc) in AGP 6000 on satisfying the eligibility conditions laid down by the UGC from time to time.
3	Lecturer(Selecti on Grade)/ Reader: 12000-420- 18300 (Not completed 3 years on 1.1.06)	Lecturer(SG) / Reader (till they complete 3 years) / Assistant Professor: 15600-39100 + AGP 8000	i) Incumbent Lecturers (SG) / Readers not completed 3 years on 01.01.2006 shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 8000 till they complete 3 years in 12000-18300, and thereafter shall be placed in PB - 37400-67000 with AGP of 9000 and re-designated as Associate Professor. ii) Assistant Professors after completion of 5 years in AGP 7000 on satisfying the eligibility conditions laid down by the UGC from time to time.
4	Lecturer (Selection Grade) / Reader: 12000-420- 18300 (Completed 3 years on 1.1.06)	Associate Professor : 37400-67000 + AGP 9000	i) Incumbent Lecturers (SG) / Readers completed 3 years on 1.1.06 in the scale of 12000-420- 18300, shall be placed in P.B.- 37400-67000 with AGP 9000 and re-designated as Associate Professor. ii) Assistant Professors after completion of 3 years in AGP 8000 on satisfying the eligibility conditions laid down by the UGC from time to time.

5	Professor : 16400-22400	Professor : 37400-67000 + AGP 10000	i) All Professors in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.
6	Principal : 16400-22400	Principal PG College: 37400-67000 + AGP 10000	i) All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.
7	Principal : 12000-420-18300 (Min. Rs 12840 /-)	Principal UG College 37400-67000 + AGP 10000	i) All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.
8	Asst. Librarian/ College Librarian/ Asst. DPE/ College DPE : 8000-275-13500	Asst. Librarian/ College Librarian/ Asst. DPE/ College DPE : 15600-39100 +AGP 6000	Incumbents shall be appropriately fixed in the Pay Band with the AGP of Rs. 6000.
9	Asst. Librarian (Sr.Scale)/ College Librarian (Sr.Scale) / Asst. DPE (Sr.Scale) / College DPE (Sr.Scale) : 10000-325-15200	Asst. Librarian (Sr.Scale)/ College Librarian (Sr.Scale) / Asst. DPE (Sr.Scale) / College DPE (Sr.Scale) 15600-39100 + AGP 7000	i) Incumbents shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 7000. ii) For others after completion of 4 years for those possessing Ph.D at entry level., 5 years possessing M.Phil at entry level and 6 years for others (without Ph.D./M.Phil.) in AGP 6000 on satisfying the eligibility conditions laid down by the UGC from time to time.
10	Dy. Librarian/ Asst. Librarian (SG)/ College Librarian (SG) / Dy.DPE/Asst. DPE (SG) / College DPE (SG) :(Less than 3years of service) 12000-420-18300	Dy. Librarian/ Asst. Librarian (SG)/ College Librarian (SG) / Dy.DPE/ Asst. DPE (SG) / College DPE (SG) : 15600-39100 + AGP 8000	i) Incumbents not completed 3 years on 01.01.2006 shall be fixed at the appropriate stage in P.B. - 15600-39100 with AGP 8000 till they complete 3 years in 12000-18300, and thereafter shall be placed in PB- 37400-67000 with AGP 9000. ii) For others After completion of 5 years in AGP 7000 on satisfying the eligibility conditions laid down by the UGC from time to time.
11	Dy. Librarian/ Asst. Librarian (SG)/ College Librarian (SG) / Dy.DPE/Asst. DPE (SG) / College DPE (SG) : (Completed 3 years of service) 12000-420-18300	Dy. Librarian/ Asst. Librarian (SG)/ College Librarian (SG) / Dy.DPE/Asst. DPE (SG) / College DPE (SG) : 37400-67000 + AGP 9000	i) Incumbents completed 3 years on 1.1.06 in the scale of 12000-420-18300, shall be placed in P.B.- 37400-67000 with AGP 9000. ii) For others After completion of 3 years in AGP 8000 on satisfying the eligibility conditions laid down by the UGC from time to time.
12	Librarian / DPE (University): 16400-22400	Librarian / DPE (University): 37400-67000 + AGP 10000	Incumbents shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

13	Director of Physical Education 16400-22400	Director of Physical Education 37400-67000 + AGP 10000	Incumbents shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.
14	Pro- Vice-Chancellor : 16400-22400/ 18400-500- 22400	Pro- Vice-Chancellor. 37400-67000 + AGP 10000 / 12000 as applicable	Incumbents shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000 / 12000 as applicable.
15	Vice-Chancellor. 25000 (fixed)	Vice-Chancellor. 75000 (fixed)	Incumbents shall be fixed at Rs. 75000/-.
Note- Incumbents working on the dying posts such as Documentation Officer, Accompanists, Coaches, Tutor, Demonstrator, Part Time Lecturer or professionals like System Analysts, Senior Analysts, Research Officers, etc. shall be fixed at the appropriate stage in the respective Pay Band and the corresponding/ proportionate AGP shall be applicable.			

6. Fixation of Pay in the Revised Pay Band: Illustrations.

Illustration- 1

A lecturer is drawing a basic pay of Rs. 8275/- as on 1.08.2005 in the existing scale of pay of Rs. 8000-275-13500. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 6000/-. His date of increment is 1st August every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 8275/-
2. 1.86 X Basic Pay	= Rs 15392/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs.15400/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.15600/-
5. AGP applicable	= Rs . 6000/-
6. Revised Basic Pay	= Rs.21600/-

He shall be fixed at Basic Pay of Rs. 21600/- and re-designated as Assistant Professor.

The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 22250/-.

Illustration- 2

A lecturer (Sr. Scale) is drawing a basic pay of Rs. 11625/- as on 1.10.2005 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/-. His date of increment is 1st October every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 11625/-
2. 1.86 X Basic Pay	= Rs 21623/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 21630/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.21630/-
5. AGP applicable	= Rs. 7000/-
6. Revised Basic Pay	= Rs. 28630/-

He shall be fixed at Basic Pay of Rs. 28630/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 29490/-.

Illustration- 3

A lecturer is drawing a basic pay of Rs. 10200/- as on 1.04.2006 in the existing scale of pay of Rs. 8000-275-13500. His date of increment is 1st April every year and he opts for revised pay on 1.03.2006. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 6000/-. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 10200/-
2. Dearness Pay	= Rs 5100/-
3. Dearness Allowance	= Rs. 3213/-
4. Total emoluments (1+2+3)	= Rs. 18513/-
5. Rounding off the resultant figure to the next multiple of 10	= Rs. 18520/-
6. Pay in the Pay Band (as per Fitment Table)	= Rs.18980/-
7. AGP applicable	= Rs. 6000/-
8. Revised Basic Pay	= Rs. 24980/-

He shall be fixed at Basic Pay of Rs. 24980/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 25730/-.

Illustration- 4

A lecturer (Sr. Scale) is drawing a basic pay of Rs. 14875/- as on 1.02.2006 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/-. His date of increment is 1st February every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 14875/-
2. Dearness Pay	= Rs 7438/-
3. Dearness Allowance	= Rs. 4686/-
4. Total emoluments (1+2+3)	= Rs. 26999/-
5. Rounding off the resultant figure to the next multiple of 10	= Rs. 27000/-
6. Pay in the Pay Band (as per Fitment Table)	= Rs.27670/-
7. AGP applicable	= Rs. 7000/-
8. Revised Basic Pay	= Rs. 34670/-

He shall be fixed at Basic Pay of Rs. 34670/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 35720/-.

Illustration- 5

A lecturer (Selection Grade) / Reader was placed in the pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of Rs. 12420/- as on 1.11.2005 in the existing scale of pay. Since he has not completed three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable is 15600 – 39100 with Academic Grade Pay of Rs. 8000/-. His date of increment is 1st November every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay	= Rs. 12420/-
2. 1.86 X Basic Pay	= Rs 23101/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 23110/-
4. Pay in the Pay Band(as per Fitment Table)	= Rs. 23110/-
5. AGP applicable	= Rs. 8000/-
6. Revised Basic Pay	= Rs.31110/-

He shall be fixed at Basic Pay of Rs. 31110/- without change in his designation till he completes three years in the pay scale of 12000-18300. Thereafter shall be placed in the higher pay Band 37400-67000 with AGP 9000 as described in illustration-6 and shall be re-designated as Associate Professor.

The next date of annual increment in PB- 15600-39100 shall be 1st July 2006 & pay after increment is Rs. 32050/-.

Illustration- 6

A lecturer (Selection Grade)/ Reader was placed in the pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of Rs. 12420/- as on 1.11.2005 in the existing scale of pay. Since he had not completed three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable as on 1.01.2006 is 15600 – 39100 with Academic Grade Pay of Rs. 8000/-. His pay in the revised Pay Band shall be fixed as described in illustration-5 above and shall draw the revised pay in PB – 15600-39100 till 2.11.2007 with the same designation as case may be. Thereafter his pay on 2.11.2007 (i.e. on completion of three years from the date of placement in Selection Grade / Reader) shall be fixed as follows:

1. Basic Pay as on 2.11.07 (he would have drawn in pre-revised Scale)	= Rs. 13260/-
2. 1.86 X Basic Pay	= Rs 24664/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 24670/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs 37400/-
5. AGP applicable	= Rs. 9000/-
6. Revised Basic Pay	= Rs. 46400/-

He shall be fixed at Basic Pay of Rs. 46400/- as on 2.11.2007 and re-designated as Associate Professor. The next date of annual increment shall be 1st July 2008 & pay after increment is Rs. 47800/-.

Illustration- 7

A lecturer (Selection Grade) / Reader was placed in the pre-revised scale of 12000-420-18300 on 27.07.1998 and is drawing a basic pay of Rs. 14940/- as on 1.07.2005 in the existing scale of pay. Since he has completed more than three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable is 37400-67000 with Academic Grade Pay of Rs. 9000/-. His date of increment is 1st July every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 14940/-
2. 1.86 X Basic Pay	= Rs 27788/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 27790/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs 38530/-
5. AGP applicable	= Rs. 9000/-
6. Revised Basic Pay	= Rs. 47530/-

He shall be fixed at Basic Pay of Rs. 47530/- and re-designated as Associate Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 48960/-.

Illustration- 8

A Professor is drawing a basic pay of Rs. 20450/- as on 1.07.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1st July every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay	= Rs. 20450/-
2. Dearness Allowance	= Rs. 7362/-
3. 1.86 X Basic Pay	= Rs 38037/-
4. Rounding off the resultant figure to the next multiple of 10	= Rs. 38040/-
5. Pay in the Pay Band (as per Fitment Table)	= Rs. 46050/-
6. AGP applicable	= Rs. 10000/-
7. Revised Basic Pay	= Rs. 56050/-

He shall be fixed at Basic Pay of Rs. 56050/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 57740/-.

Illustration- 9

A Principal is drawing a basic pay of Rs. 17040/- as on 1.09.2005 in the existing scale of pay of Rs. 12000-420-18300 (min. at Rs.12840/-). In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1st September every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 17040/-
2. 1.86 X Basic Pay	= Rs 31694/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 31700/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.40890/-
5. AGP applicable	= Rs. 10000/-
6. Revised Basic Pay	= Rs. 50890/-

He shall be fixed at Basic Pay of Rs. 50890/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 52420/-.

Illustration- 10

A Principal is drawing a basic pay of Rs. 21400/- as on 1.12.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1st December every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 21400/-
2. 1.86 X Basic Pay	= Rs 39408/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 39410/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.47440/-
5. AGP applicable	= Rs. 10000/-
6. Revised Basic Pay	= Rs. 57440/-

He shall be fixed at Basic Pay of Rs. 57440/-.
The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 59170/-.

Appendix-II

FITMENT TABLE – 1

- (i) **Incumbent Assistant Professor**
(ii) **Incumbent Assistant Librarian / College Librarian**
(iii) **Incumbent Assistant DPE /College DPE.**

Pre-Revised Scale : 8000-275-13500				
Revised Pay Band : 15600 - 39100 + AGP 6000				
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	8000	15600	6000	21600
2	8275	15600	6000	21600
3	8550	15910	6000	21910
4	8825	16420	6000	22420
5	9100	16930	6000	22930
6	9375	17440	6000	23440
7	9650	17950	6000	23950
8	9925	18470	6000	24470
9	10200	18980	6000	24980
10	10475	19490	6000	25490
11	10750	20000	6000	26000
12	11025	20510	6000	26510
13	11300	21020	6000	27020
14	11575	21530	6000	27530
15	11850	22050	6000	28050
16	12125	22560	6000	28560
17	12400	23070	6000	29070
18	12675	23580	6000	29580
19	12950	24090	6000	30090
20	13225	24600	6000	30600
21	13500	25110	6000	31110
22	13775	25630	6000	31630
23	14050	26140	6000	32140
24	14325	26650	6000	32650

FITMENT TABLE – 2

- (i) **Incumbent Assistant Professor[Formerly Lecturer (Sr. Scale)]**
(ii) **Incumbent Assistant Librarian (Sr.Scale) / College Librarian(Sr.Scale)**
(iii) **Incumbent Assistant DPE (Sr.Scale) / College DPE (Sr.Scale).**

Pre-Revised Scale : 10000-325-15200				
Revised Pay Band : 15600 - 39100 + AGP 7000				
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	10000	18600	7000	25600
2	10325	19210	7000	26210
3	10650	19810	7000	26810
4	10975	20420	7000	27420
5	11300	21020	7000	28020
6	11625	21630	7000	28630
7	11950	22230	7000	29230
8	12275	22840	7000	29840
9	12600	23440	7000	30440
10	12925	24050	7000	31050
11	13250	24650	7000	31650
12	13575	25250	7000	32250
13	13900	25860	7000	32860
14	14225	26460	7000	33460
15	14550	27070	7000	34070
16	14875	27670	7000	34670
17	15200	28280	7000	35280
18	15525	28880	7000	35880
19	15850	29490	7000	36490
20	16175	30090	7000	37090

FITMENT TABLE – 3

- (i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service
(iii) Incumbent Dy. DPE / Asst. DPE (SG) / College DPE (SG) with less than 3 years of service.

Pre-Revised Scale : 12000-420-18300				
Revised Pay Band : 15600 - 39100 + AGP 8000				
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	12000	22320	8000	30320
2	12420	23110	8000	31110
3	12840	23890	8000	31890
4	13260	24670	8000	32670
5	13680	25450	8000	33450
6	14100	26230	8000	34230
7	14520	27010	8000	35010
8	14940	27790	8000	35790
9	15360	28570	8000	36570
10	15780	29360	8000	37360
11	16200	30140	8000	38140
12	16620	30920	8000	38920
13	17040	31700	8000	39700
14	17460	32480	8000	40480
15	17880	33260	8000	41260
16	18300	34040	8000	42040
17	18720	34820	8000	42820
18	19140	35610	8000	43610
19	19560	36390	8000	44390

FITMENT TABLE – 4

- (i) Incumbent Readers and Lecturers (SG) with 3 years of Service
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service
(ii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG) with 3 years of Service.

Pre-Revised Scale : 12000-420-18300				
Revised Pay Band : 37400 - 67000 + AGP 9000				
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	13260	37400	9000	46400
2	13680	37400	9000	46400
3	14100	37400	9000	46400
4	14520	37400	9000	46400
5	14940	38530	9000	47530
6	15360	38530	9000	47530
7	15780	39690	9000	48690
8	16200	39690	9000	48690
9	16620	40890	9000	49890
10	17040	40890	9000	49890
11	17460	42120	9000	51120
12	17880	42120	9000	51120
13	18300	43390	9000	52390
14	18720	43390	9000	52390
15	19140	44700	9000	53700
16	19560	44700	9000	53700

FITMENT TABLE – 5

- (i) Incumbent Professor in Colleges and Universities
- (ii) Incumbent Principals of PG Colleges
- (iii) Incumbent Librarian (University)
- (iv) Incumbent Director of Physical Education (University)

Pre-Revised Scale : 16400-450- 20900 - 500 – 22400				
Revised Pay Band : 37400 - 67000 + AGP 10000				
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	16400	40890	10000	50890
2	16850	40890	10000	50890
3	17300	42120	10000	52120
4	17750	42120	10000	52120
5	18200	43390	10000	53390
6	18650	43390	10000	53390
7	19100	44700	10000	54700
8	19550	44700	10000	54700
9	20000	46050	10000	56050
10	20450	46050	10000	56050
11	20900	47440	10000	57440
12	21400	47440	10000	57440
13	21900	48870	10000	58870
14	22400	48870	10000	58870
15	22900	50340	10000	60340
16	23400	50340	10000	60340
17	23900	51860	10000	61860

FITMENT TABLE – 6
Incumbent Principals of UG Colleges.

Pre-Revised Scale : 12000-420-18300 Minimum at 12840/-				
Revised Pay Band : 37400-67000 + AGP 10000				
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	12840	37400	10000	47400
2	13260	37400	10000	47400
3	13680	37400	10000	47400
4	14100	37400	10000	47400
5	14520	37400	10000	47400
6	14940	38530	10000	48530
7	15360	38530	10000	48530
8	15780	39690	10000	49690
9	16200	39690	10000	49690
10	16620	40890	10000	50890
11	17040	40890	10000	50890
12	17460	42120	10000	52120
13	17880	42120	10000	52120
14	18300	43390	10000	53390
15	18720	43390	10000	53390
16	19140	44700	10000	54700
17	19560	44700	10000	54700

**Appendix – III
Form of Option**

1. I,----- substantive / officiating
holder of the post ----- in the scale of Rs.-----
----- in the College / Institution -----
hereby

* (i) elect the revised scale of the post with effect from 1st January, 2006.

* (ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:

* the date of my next increment

* the date of my subsequent increment

* raising my pay to Rs. -----

* I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date :

Signature :

Place :

Signed before me

Signature

(Principal of College)

(Received the above declaration)

Date :

Signature

(Head of the Institution)

**To be scored out, if not applicable.*

UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No. F.23-7/2008-IFD dated 23.10.2008]

I hereby undertake that any excess payment that may be found to have been made as a result incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Signature -----

Station:-

Name -----

Designation -----

College/Institution. -----

**Accompaniment to Government Resolution, Higher & Technical Education Department No.NGC
2009/(243/09)-Uni.1, dated 12th August, 2009.**

AGREEMENT

THIS AGREEMENT made this-----day of -----two thousand nine between Shri/Smt/Kum-----
-----Demonstrator /Tutor/Reader/ Lecturer/Professor of -----Principal-----of -----
-----College/University. Established by -----hereinafter referred to
as “the Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and
administrators of the One Part and -----College/University hereinafter referred to as
“the said College/University” of the other part.

WHEREAS the Employee has been working as a Demonstrator /Tutor/Reader/ Lecturer/Professor of -----
-----/Principal of the said college/University from the -----day of -----199.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education
Department, being No. ----- (hereinafter referred to as “the said
Resolution: a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scales of the University and
College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the
Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of
Maharashtra by the said resolution which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows :-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
2. Agree to have these conditions, insedrted in the contract of his appointment which he has already executed
or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised
pay scales.

In witness whereof Shri/Smt/Kum-----the employee above
named has hereto set his/her hand and n seal of University has been unto affixed.

Members of the Managing Committee/Governing Body of -----have set their respective
hands the day and year first hereinabove written.

Signed and Delivered by

Shri/Smt/Kum----- the Employee above named in the presence of

- 1.-----
- 2.-----

OR

Signed and delivered by

- 1.-----
- 2.-----

5. Elc. the present Members-----of the Managing Committee/Governing body of ----

In the presence of-----

- 1.-----
- 2.-----

**Appendix – IV
PROFORMA FOR FIXATION OF PAY**

[For Assistant Professors / Equivalent Posts & Readers / Lecturer (SG) / equivalent posts not completed 3/ 5 years as on 01.01.2006]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sr.No	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or no ----- (latter date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay (including stagnation increment, if any)	
	b) Dearness Pay	
	c) Dearness Allowance	
	d) Total [(a) to (c)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	15600-39100 AGP -
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sr.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9or 10 above whichever is applicable	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 st July 200			
2	1 st July 200			
3	1 st July 200			
4	1 st July 200			

13. Any other relevant information :

Date :
Place :

Signature & seal of Principal / Director

Attached herewith: 1. Form of option 2. Service Agreement 3. Undertaking

PROFORMA FOR FIXATION OF PAY

[For Associate Professors and Equivalent Posts & Incumbent Readers / Lecturer (SG) and equivalent posts either completed 3 & 5 years as case may be as on 01.01.2006 or thereafter]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sr.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on ----- (latter date)	
2	Status (Substantive / Officiating)	
3	a) Pre-revised Designation and Pay Scale	12000 – 420 - 18300
	b) Date of placement in the Pre-revised Scale (should be either or before 01.01.2006)	
	c) Date on which completed 3 /5* years in the Pre-revised Scale	
4	Existing emoluments as on 01.01.2006 or on ----- --- (as per pre-revised scale)	
	a) Basic Pay (including stagnation increment, if any)	
	b) Dearness Pay	
	c) Dearness Allowance	
	d) Total [(a) to (c)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	37400 - 67000
		AGP -
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sr.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9or 10 above whichever is applicable	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 st July 200__			
2	1 st July 200__			
3	1 st July 200__			
4	1 st July 200__			

13. Any other relevant information :

Date :
Place :

Signature & seal of Principal / Director

Attached herewith: 1. Form of option 2. Service Agreement 3. Undertaking

**To be scored out, if not applicable*

**Accompaniment to Government Resolution, Higher & Technical Education Department No.NGC
2009/(243/09)-Uni.1, dated 12th August, 2009.**

PROFORMA FOR FIXATION OF PAY

[For Professors / Principals (PG College) and Equivalent Posts]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sr.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on ----- (latter date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay (including stagnation increment, if any)	
	b) Dearness Pay	
	c) Dearness Allowance	
	d) Total [(a) to (c)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	37400 - 67000 AGP -
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sr.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9or 10 above whichever is applicable)	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 st July 200_			
2	1 st July 200_			
3	1 st July 200_			
4	1 st July 200_			

13. Any other relevant information :

Date :
Place :

Signature & seal of Principal / Director

Attached herewith: 1. Form of option 2. Service Agreement 3. Undertaking

UNIVERSITY OF PUNE



ORDER

The Government of Maharashtra, vide its Resolution No.NGC 2009/(243/09)-UNI-1, dated 12th August, 2009 has revised the pay scales of teachers and equivalent cadres in higher education as per UGC Scheme (6th Pay Commission) extended to the Universities, Affiliated Colleges, Government Colleges/Institutes of Science etc. (Copy enclosed).

WHEREAS the terms and conditions of service of the teachers in the Universities/Affiliated Colleges/ Recognized Institutions are to be laid down by the Statutes made under Section 51(8) of the Maharashtra Universities Act, 1994.

AND WHEREAS having regard to the provisions of the said Government Resolution dated 12th August, 2009, the draft Statutes relating to pay scales of teachers in the Universities/Affiliated Colleges/Recognized Institutions, will have to be framed and placed before the statutory authorities as laid down in Section 52 of the Maharashtra Universities Act, 1994 and it will take some time before the Senate of the University approves these draft statutes and the Chancellor's assent is received thereto.

THEREFORE, I, Dr. Arun Adsool, Acting Vice-Chancellor of the University of Pune, in exercise of the powers conferred upon me under Section 14(8) of the Maharashtra Universities Act, 1994, hereby direct that the provisions of the Government Resolution dated 12th August, 2009 be made applicable with effect from 1st January, 2006 to the teachers and equivalent cadres in higher education as per UGC Scheme (6th Pay Commission) extended to the Universities, Affiliated Colleges, Government Colleges/Institutes etc.

No.Law/2009/426
Ganeshkhind,
Pune 411 007.
Dated : 29th September, 2009.


Dr. Arun Adsool
Acting Vice-Chancellor

Copy for information to :

1. The Principals of Affiliated Colleges
2. The Head of Recognized Institutions
3. The Head of University Departments
4. The Head of Sections in the University Office