Chapter VI

SUMMING UP

The Pay Review Committee after detailed deliberations has made the following recommendations about various aspects of revision of pay and allowances, service and working conditions of teachers, Librarians, Directors of Physical Education and other Academic Staff in colleges and universities recognized by the University Grants Commission.

I New Nomenclature for various teaching posts

Assistant Professor for Lecturer
Assistant Professor (Senior Scale) for Lecturer (Senior Scale)
Assistant Professor (Selection Grade) for Lecturer (Selection Grade)
Associate Professor for Associate Professor
Senior Associate Professor New Position
Professor for Professor
Senior Professor New Position
Professor of Eminence New Position

II New Scales of Pay and Allowances

*Table- 5.1*

EXISTING AND PROPOSED SCALES OF PAY FOR UNIVERSITY AND COLLEGE TEACHERS

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>EXISTING PAY SCALE</th>
<th>NEW PAY BAND</th>
<th>GRADE PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Assistant Professor</td>
<td>8000- 275-13500</td>
<td>15600 – 39100</td>
<td>6600</td>
</tr>
<tr>
<td>2 Assistant Professor (Senior Scale)</td>
<td>10000 – 325 – 15200</td>
<td>15600 – 39100</td>
<td>7200</td>
</tr>
<tr>
<td>3 Assistant Professor (Selection Grade)/ Associate Professor</td>
<td>12000 -420 – 18300</td>
<td>15600 - 39100</td>
<td>8000</td>
</tr>
<tr>
<td>4 Professor</td>
<td>16400-450-20900-500-22400</td>
<td>37400 - 67000</td>
<td>11000</td>
</tr>
<tr>
<td>5 Senior Professor</td>
<td>New Post Proposed</td>
<td>37400 - 67000</td>
<td>12000</td>
</tr>
<tr>
<td>6 Pro-VC</td>
<td>18400—500-22400.</td>
<td>37400-67000 Plus 4 Adv increments</td>
<td>12000</td>
</tr>
<tr>
<td>7 Professor of Eminence</td>
<td>New Post Proposed</td>
<td>80000 (fixed)</td>
<td>Nil</td>
</tr>
<tr>
<td>8 Vice – Chancellor</td>
<td>25000 (Fixed)</td>
<td>80000 (Fixed)</td>
<td>Nil</td>
</tr>
<tr>
<td></td>
<td>Position Description</td>
<td>Pay Scale 1</td>
<td>Pay Scale 2</td>
</tr>
<tr>
<td>---</td>
<td>--------------------------------------------------------------------------------------</td>
<td>---------------</td>
<td>---------------</td>
</tr>
<tr>
<td>9</td>
<td>Librarian/Director of PE</td>
<td>16400-450-20900-500-22400</td>
<td>37400-67000</td>
</tr>
<tr>
<td>10</td>
<td>Deputy Librarian/Deputy Director of PE</td>
<td>12000-420-18300</td>
<td>15600-39100</td>
</tr>
<tr>
<td>11</td>
<td>Asstt Librarian (Sr. Scale)/ Asstt Director of PE (Sr. Scale)</td>
<td>10000-15200</td>
<td>15600-39100</td>
</tr>
<tr>
<td>12</td>
<td>Asstt Librarian/Asstt Director PE/Sports Officer/Physical Instructor</td>
<td>8000-275-13500</td>
<td>15600-39100</td>
</tr>
</tbody>
</table>

**B. POSTS SPECIFIC TO COLLEGES**

<table>
<thead>
<tr>
<th></th>
<th>Position Description</th>
<th>Pay Scale 1</th>
<th>Pay Scale 2</th>
<th>Pay Scale 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Assistant Professor</td>
<td>8000-275-13500</td>
<td>15600 – 39100</td>
<td>6600</td>
</tr>
<tr>
<td>2</td>
<td>Assistant Professor (Senior Scale)</td>
<td>10000 – 325 – 15200</td>
<td>15600 – 39100</td>
<td>7200</td>
</tr>
<tr>
<td>3</td>
<td>Assistant Professor (Selection Grade)/Associate Professor</td>
<td>12000 -420 – 18300</td>
<td>15600 - 39100</td>
<td>8000</td>
</tr>
<tr>
<td>4</td>
<td>Senior Associate Professor</td>
<td>New Post Proposed</td>
<td>37400 – 67000</td>
<td>8700</td>
</tr>
<tr>
<td>5</td>
<td>Professor in PG Colleges</td>
<td>New Post Proposed</td>
<td>37400 - 67000</td>
<td>11000</td>
</tr>
<tr>
<td>6</td>
<td>a. Principal of UG College</td>
<td>12000-18300</td>
<td>37400-67000</td>
<td>8700</td>
</tr>
<tr>
<td></td>
<td>b. Principal of PG College</td>
<td>16400-450-20900-500-22400</td>
<td>37400-67000 Plus 2 Adv increments</td>
<td>11000</td>
</tr>
<tr>
<td>7</td>
<td>College Librarian / Director of PE/ Sports Officer/ PI</td>
<td>8000-13500</td>
<td>15600-39100</td>
<td>6600</td>
</tr>
<tr>
<td>8</td>
<td>College Librarian/ Director PE (Senior Scale)</td>
<td>10000-15200</td>
<td>15600-39100</td>
<td>7200</td>
</tr>
<tr>
<td>9</td>
<td>College Librarian(S.G)/ Director of Physical Education (SG)</td>
<td>12000-18300</td>
<td>15600-39100</td>
<td>8000</td>
</tr>
<tr>
<td>10</td>
<td>*Senior College Librarian (Selection Grade)Senior College DPE (Selection Grade)</td>
<td>New Post Proposed</td>
<td>37400-67000</td>
<td>8700</td>
</tr>
</tbody>
</table>

* The eligibility condition for promotion for this position may better be decided by the UGC in consultation with the special committee heading by a Senior Professor of Library / senior professor of Physical education
Annual Increment

3% of the Basic Salary (Basic Pay + Grade Pay) with compounding effect

4% of the Basic Salary (Basic Pay + Grade Pay) with compounding effect for 2 years for a select few 25% in the Pay Band Rs. 15600-39100 on the basis of better teaching and research performance. Fresh appraisals to be made after two years.

The Committee recommends that annual increments may be allowed to the teachers in the similar way as applicable to Central Government employees.

Pay Fixation Formula

The Pay Fixation formula evolved by the VI Central Pay Commission should be adopted without any change.

Stagnation Removal

An incumbent after reaching the top of the scale in the pay band shall move to the next pay band without any change in the grade pay.

Increments for Higher Qualifications/on Promotion.

Five advance increments instead of present four to a Ph.d degree holder at the time of recruitment as Assistant Professor.

Three advance increments instead of present two to an M.Phil degree holder at the time of recruitment as Assistant Professor.

Three advance increments to an incumbent holding M.Tech, M.D., M.S. L.L.M. degree at the time of recruitment as Assistant Professor.

Two advance increments to an incumbent who joins as Assistant Professor with basic M.A./MSc./M.Com etc. with NET/SET examination qualifications.

Two advance increments to an incumbent who joins as /Associate Professor in open selection.

Two advance increments to an incumbent on being promoted as /Associate Professor under CAS.

Three advance increments instead of present two to an in-service teacher on completing Ph.d. degree.

Two advance increments instead of present one to an in-service teacher on completing M.Phil degree.
A selection committee may recommend up to seven instead of present five advance increments to an incumbent with higher merit, better publications and more experience etc.

All advance increments to be given on non-compounding basis

**Allowances**

**House Rent Allowance**

30% of basic salary for Category X cities (A-1 earlier) population 50 lakhs and above)

20% of basic salary for Category Y cities (A, B-1, B-2 earlier) population between 5 and 50 lakhs)

10% of basic salary for Category Z cities (C and unclassified earlier) (population below 5 lakhs)

**City Compensatory Allowance**  Abolished

**Transport Allowance**

Rs. 3200/- plus DA thereon per month for A-1/A Class cities (13 notified cities)

Rs. 1600/- plus DA thereon per month for other Cities

**Children’s Education Allowance (CEA)**

Rs. 1000/- per child per month for up to a maximum of two children

Rs. 3000/- per child per month for those residing in hostel, for up to two children.

However, both hostel subsidy and children education allowance cannot be availed of concurrently.

**Academic Allowance**

Rs. 1500/- per month for Assistant Professor, Assistant Professor (Senior Scale), Assistant Professor (Selection Grade)

Rs. 1200/- per month for Associate Professor, Senior Associate Professor, Professor and Professor.
Research Promotion Grant (RPG)

The PRC recommends that new entrants to the profession should be given one time start up seed money of Rs. 2.00 lakhs and Rs. 5.00 lakhs for humanities/social sciences and sciences respectively as financial support for carrying out research against duly approved projects.

Special Compensatory (Hill Area) Allowance

The Committee has taken note of the problems in filling the posts in the hill districts and therefore recommends that a Special Compensatory (Hill Area) Allowance of Rs.600 per month may be allowed to teachers posted in these areas as notified by the Central/ State Governments.

Special Compensatory (Remote Locality) Allowance

The Committee has taken note of the large number of vacancies of teachers in the remote areas and feels some special compensation is called for to attract teachers to work in the remote areas. The Committee therefore recommends Special Compensatory (Remote Locality) Allowance to the teachers as admissible to the Central Government employees on the terms and conditions governing the grant of Special Compensatory (Remote Locality) Allowance.

Provided that in places where more than one Special Compensatory Allowance is admissible, the teachers in such stations will have the option to choose between the allowances (mentioned at 5.2.13 and 5.2.14 above) whichever benefits them the most.

Special (Duty) Allowance for Teachers Serving in North Eastern Region including Sikkim and Ladakh

The Committee recommends a Special (Duty) Allowance at the rate of 12.5% on pay plus grade pay to teachers serving in these areas as applicable to Central Government employees.

Deputation Allowance

5% for local deputation subject to a maximum of Rs. 2000.

10% for outstation deputation subject to a maximum of Rs. 4000.

Leave Travel concession

LTC travel to Home Town three times in a four year block, not exceeding once in a year.

LTC may be allowed for any place in India once in a block of four years. Thus four LTC in a block of 4 years but not exceeding one in any one year.
No encashing of LTC if not availed of during a block year.

LTC for family members may be allowed to be combined with seminars/workshops and other academic assignments being attended.

Modifications made by the VI Central Pay Commission as notified by the Government may be adopted for teachers as well.

**Traveling Allowance**

TA rules admissible to central Government employees wherein all those with grade pay of Rs. 5400 and above have been allowed air travel may also be extended to teachers as well. Teachers may also be allowed TA/DA as admissible from time to time to Central / State Government employees, as the case may be.

**Medical Insurance**

Medical Insurance for all teachers with a teacher contributing 30% of the premium and the rest to be contributed by the employer. UGC to negotiate with leading medical insurance companies to get a better all India deal.

**Group Insurance**

The VI Central Pay Commission recommendations of raising an employee’s contribution from Rs. 120/- to Rs. 720/- for a group insurance may be adopted for all university and college teachers throughout the country. UGC should once again negotiate with leading insurance companies to get a better deal for all institutions.

**Consultancy**

Teachers in universities and colleges should be encouraged to accept Consultancy, Directing Projects, registering patents, R&D products and technology transfers. Resources earned to be in the following manner:

Money received upto 30% of the gross salary (basic salary+grade pay+academic allowance) No sharing

Money received beyond 30% and upto the gross salary sharing of money beyond 30% in the ratio 70% and 30% between the teacher and the Institution

Money receive beyond the gross salary 50-50 of the money received beyond the gross salary between the teacher and
This arrangement should work for five years thereafter it should be reviewed in view of future developments.

Superannuation, Reemployment, Pension, Provident Fund and Gratuity

The age of superannuation of all college and university teachers throughout India to be 65 years.

Individual teachers should retire from service at the end of the academic year irrespective of the date of superannuation.

Reemployment of Teachers

Teachers may be reemployed selectively after superannuation on contract basis upto the age of 70 years.

3 years in the first instance and further for 2 years on the basis of merit, experience and area of specialization and Peer Group Review.

Pension

The Sixth Central Pay Commission recommendations in respect of pension as notified by the Government of India may be adopted in toto, including the eligibility of full pension after 20 years of qualifying years. UGC should take up the matter of restoring triple benefit scheme for teachers employed after 2004 with the Central Government.

The revised rates of family pension to the family of the deceased employee-minimum of Rs. 3500/- per month and a maximum of 30% of the highest pay in the Government of India should be extended to teachers as well.

Additional quantum of pension to senior pensioners and family pensioners as per the chart given below:

<table>
<thead>
<tr>
<th>Sr. No</th>
<th>Age of Pensioners</th>
<th>Additional Quantum of Pension Admissible</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>From 80 years to less than 85 years</td>
<td>20% of Basic Pension</td>
</tr>
<tr>
<td>2</td>
<td>From 85 years to less than 90 years</td>
<td>30% of Basic Pension</td>
</tr>
<tr>
<td>3</td>
<td>From 90 years to less than 95 years</td>
<td>40% of Basic Pension</td>
</tr>
<tr>
<td>4</td>
<td>From 95 years to less than 100 years</td>
<td>50% of Basic Pension</td>
</tr>
<tr>
<td>5</td>
<td>From 100 years and more</td>
<td>100% of Basic Pension</td>
</tr>
</tbody>
</table>

Provident Fund
Teachers governed by Contributory Provident Fund should be given another chance to opt for General Provident Fund.

**Gratuity**

The upper limit of gratuity to be paid to teachers should be revised to Rs. Ten lakhs from present three and half lakhs as has been done for central Government employees by the government of India.

**Ex-Gratia Lump sum compensation in case of Death On Duty**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Circumstances Justifying Compensation</th>
<th>Amount of Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Death occurring due to accidents in the course of performance of duties.</td>
<td>Rs. 10 Lakhs</td>
</tr>
<tr>
<td>2</td>
<td>Death occurring due to accidents in the course of performance of duties attributable to acts of violence by terrorists/ anti social elements etc.</td>
<td>Rs. 10 Lakhs</td>
</tr>
</tbody>
</table>

**Financial Support for implementation of the Pay Review Committee recommendations.**

Central government to provide 100% assistance for additional expenditure for five years for implementing the recommendations of the Pay Review Committee.

Addition assistance to the extent of 50% for next five years for only those states that implement the recommendations successfully in toto. UGC to review the implementation in the fifth year for the additional assistance.

**Implementation from a single date**

All recommendations to be implemented in toto as a package with effect from 1.1.2006.

However, various allowances except DA to be admissible with effect from 1.9.2008.

**Service and Working Conditions of Teachers**

All institutions should fill vacant positions on urgent basis.

All bans on recruitment of teachers imposed by states should be lifted immediately and UGC should monitor this situation.
UGC to make special efforts from attracting persons from socially challenged sections to teaching.

**Contract Teachers**

Teachers should be appointed on contract only if absolutely necessary and their qualifications and procedure of selection should be the same as for a regularly appointed teachers.

The fixed emoluments to be paid per month to a teacher on contracts should not be less than the monthly gross salary of a regularly appointed teacher.

Teachers should not be appointed on contract basis for more than one year at a time and their performance should be reviewed before renewing their contract.

**Guest Teachers / Part Time Teachers**

If there is a need for appointing a teacher as a guest teachers/part time teachers, he should be paid @ Rs. 1000/- per teachers and the total payment during a month should not exceed Rs. 25000.

Retired teachers could also be involved in teaching as guest teachers.

**Deviations from recommended Scales of Pay**

No teachers should be appointed in universities and colleges who do not possess minimum qualifications laid down by the UGC.

No teacher should be appointed in a scale evolved by the state and which is lower than that recommended by the UGC.

**Eligibility Conditions for appointment in universities and colleges**

Besides the other qualifications laid down by the UGC for the post of Assistant Professor, qualifying in the NET/SET examination shall be essential for being eligible to apply for the post of Assistant Professor.

However, those who possess a Ph.d. degree in the subject shall be exempted from the NET/SET qualifications, provided the Universities, however, carry out reforms to raise the standard of Ph.d. degrees.

Those possessing M.Phil degrees shall be no more exempt from qualifying the NET/SET examination.

**Selection Process/Selection Committees**

The UGC should draw up exhaustive lists of experts in each subject and put them up
on their website. It should be incumbent on institutions holding selections to include at least one of the subject experts on the selection committee from this list.

The UGC should monitor this for compliance.

**New Positions**

Positions of Professor should be sanctioned for direct recruitment in colleges for disciplines which have post graduate teaching.

There should be at least one post of Professor in each of these disciplines where there is post graduate teaching.

The basic qualifications and the procedure for selection of Post of Professor in colleges shall be the same as for the post of Professor in a university department, chaired by the Vice-Chancellor or his nominee.

Position of Adjunct Professor and Concurrent Professor should be created in universities in order to encourage mobility between institutions and industry/corporate world and also between one institution and another.

Upto 15% of the total strength of the teaching faculty in a university may be Floating Positions for making appointments in a department where no vacancy exits.

UGC should lay down detailed guidelines for appointment as Adjunct Professor and Concurrent Professor, including rules for transfer of various benefits when a teacher moves from one institution to another.

**Promotion of Teachers through Career Advancement Scheme (CAS)**

A new position of Associate Professor should be created as a third avenue for promotion for college teachers under CAS.

A Associate Professor or a Assistant Professor (Selection Grade) who possesses a Ph.d. degree and who has completed six years in the grade of Associate Professor or Assistant Professor (Selection Grade) may apply for promotion as Associate Professor.

A New position of Senior Professor should be created in the universities for promotion of Professors. A Professor with 10 years experience as Professor would become eligible for the position of Senior Professor.

The title of Professor of Eminence may be conferred on not more than 10% of the total strength of professors in a university.

Only a Professor of twelve years’ standing with national/international stature acquired on the basis of her/his contribution to the philosophy of the subject shall be appointed Professor of Eminence.
The appointment should be made on the recommendation of a panel of Professors appointed specifically for the purpose of reviewing the contribution of the candidate.

**Process of Promotion of teachers under CAS**

The process of promotion of a teacher under CAS should be started at least three months before s/he becomes eligible for promotion.

For College teachers, greater emphasis should be laid on class room teaching, holding tutorials, conducting examinations and evaluating answer scripts and less on research work while considering their cases for promotion under CAS.

**Composition of Selection Committee under CAS**

Institutions should include one of the experts on the selection committee from the list of experts drawn up by the UGC and put on its website.

**Promotion to the position of Professor under CAS**

For the post of Professor in a university under CAS, not more than one Professor who has evaluated the published work of a candidate may be included in the selection committee constituted for her/his promotion.

**Eligibility**

- (1) Atleast six years as Associate Professor
- (2) At least five Publications during the teaching tenure as Associate Professor in referred Journals/Books recognised by the University.
- (3) The equivalence of single authored books to research papers to be decided by the University.

Other desirable criteria to be considered by the Selection Committee

(1) Research work, in the form of projects undertaken, research reports and independent research.

(2) Contribution to teaching including updating of curriculum and other innovations authorship of standard text books.

(3) Participation in other academic activities including conferences, workshops, lectures.

(4) Membership of Committees, Advisory Committees, Editorial Committees and others.

Promotion to the post of  Associate Professor in College under CAS
As for the selection of Associate Professor in colleges under CAS, a set of two Professors shall evaluate the published work at least three publications, one of which may be a book of a candidate and on the receipt of their unanimous recommendations a candidate may be called for an interview.

One of the experts on the committee may be the one who has evaluated the candidate’s published work.

One of the experts should be from the UGC list of experts in the subject put up on its website.

The selection process of Associate Professor shall be handled by the department concerned.

**Eligibility for candidates in disciplines where no Refresher Courses are conducted.**

Condition of Refresher Course participation may be relaxed in the case of candidates in whose disciplines no Refresher Courses are conducted.

However, a candidate will have to produce evidence before the selection committee of his having upgraded his skills and knowledge through other means such as participation in conferences, workshops and review of the latest literature in the concerned subject.

**Those who are not eligible for promotion as Associate Professor**

Those who are not eligible for promotion as Associate Professor and/or are not found suitable for promotion shall move into the pay band of Associate Professor after reaching the top of the pay band of Associate Professor carrying their earlier grade pay.

**Upgradation of Teachers’ skills and knowledge**

UGC may asking its Standing Committee on Academic Staff Colleges to review various aspects relating to Refresher Courses, Orientation Courses and other methods of upgrading the skills and knowledge of teachers in universities and colleges.

**Various Kinds of Leave admissible to teachers**

The duration of leave admissible to teachers under FIP for pursuing a Ph.d programme may be increased from present three years( two + one) to four years (three + one)

Also restricting such leave up to the age of 45 years should be removed. A teacher may be able to get this leave any time in her/his career till five years before the superannuation.
A teacher in a university or a college should be entitled to study leave for a span of two years to pursue an approved research project.

A teacher would be entitled to study leave only once in her/his career.

Both university and college teachers should be entitled to Sabbatical leave which should be available to any teacher for a year after six years of teaching or for a semester after three years of teaching.

A teacher should be entitled for sabbatical for only two years or four semesters during her/his entire career.

There should be no bar on a teacher getting both sabbatical and study leave against approved research projects.

Maternity leave may be granted to a female teacher for 180 days and twice in one’s career.

Paternity leave of 15 days may be granted to teacher father.

Child care leave for 2 years (730 days) may be granted to a female teacher.

Admissibility of other kinds of leave remains unchanged.

**Teaching Workload**

A teacher must spend five hours everyday for five days in a week in the institution for teaching, holding tutorials, guiding research or carrying out co-curricular activities.

Formal mechanisms must be developed by institutions for recording this presence.

The practice of dual workload—one for directly appointed teachers and another for promoted teachers—in a particular category is abolished. All teachers in a category should carry out the same workload prescribed for their category.

UGC must make large scale inputs to improve the infrastructure and support services for teaching and research in institutions, particularly in post graduate colleges.

**Evaluation of Teachers’ performance and academic accountability**

Multi-source evaluation—self assessment, assessment by students who have been taught a course by the teacher and assessment by the academic head/s.

Multiple parameters like regularity in class room teaching, holding tutorials, availability to students for consultation, participating in faculty meetings, guiding and carrying out research, and participating in other academic activities like seminars, etc should be taken into consideration while assessing a teacher’s academic accountability.
The assessment should be made once a year and should be made available to the teacher concerned.

The assessment should be placed before the selection committee at the time of the teacher’s promotion.

UGC should evolve parameters relevant to universities and colleges respectively for carrying out such evaluations uniformly throughout the country.

**Librarians and Directors of Physical Education**

Deputy Librarians and Deputy Directors of Physical Education should be considered for promotion to Librarian and Director of Physical Education respectively under CAS.

The eligibility conditions should be similar to those for promotion to the post of Professor under CAS.

The senior most Librarian and Senior most Director of Physical Education should be redesignated as Chief Librarian and Chief Director of Physical Education respectively.

In colleges, College Librarian (Selection Grade) and College Director of Physical Education (Selection Grade) should be eligible for promotion to Senior College Librarian (Selection Grade) / Senior College DPE (Selection Grade) six years’ service in the grade.

The eligibility conditions should be similar to those of Associate Professor and the procedure of selection should also be similar.

**Upgradation of skills and knowledge of Librarians and Directors of Physical Education**

UGC should devise programmes for upgrading the skills and knowledge of Librarians and Directors of Physical Education.

Those Sports Officers and Physical Instructors who possess qualifications equivalent to Directors of Physical Education and who have been selected against regular posts according to the procedure laid down by the UGC should be given the UGC scales and should also be redesignated as College Director of Physical Education.

**Principals of Colleges**

The scale of pay of a Principal of an undergraduate college should be equivalent to that of a Associate Professor. His basic pay should be fixed after granting her/him two advance increments.
The scale of pay of a Principal of a postgraduate college should be equivalent to that of a Professor and the basic pay should be fixed after two advance increments.

The essential qualifications for the post of a principal for an undergraduate college should be Ph.d. plus ten years' teaching/research experience.

The essential qualifications for the post of a principal for a postgraduate college should be Ph.d plus fifteen years' teaching/research experience.

**Appointment and Scale of Pay of Vice Chancellor**

Appointment of a Vice Chancellor should be made through a search-cum selection committee.

The Committee should, among others, hold consultations with the senior faculty of the institution.

The term of appointment of a Vice-Chancellor should uniformly be for five years and no person should hold the term of Vice Chancellor for more than twice altogether—whether in the same institution or elsewhere.

**The scale of pay of Vice Chancellor should be Rs. 80000/-**

A Vice-Chancellor may be allowed lump sum terminal benefit on prorata basis of Rs. 1.00 lakh for every completed year of service as Vice-Chancellor.

**Anomalies and Non-Implemented Parts of the last PRC**

All teachers should be given the benefits of the last pay revision w.e.f. 1.1.1996.

Teachers should be paid arrears of salary w.e.f. 1.1.1996.

Teachers who were in the scale of Associate Professor/Assistant Professor (Selection grade) on 1.1.1996 and who completed five years between 1.1.1996 and 27.7.1998 should be placed at Rs 14940/- basic.

Dual emoluments of Associate Professors under CAS and MPS should be abolished and all teachers should be placed in the same scale of pay of Associate Professor.

All teachers who are promoted as Associate Professor under CAS should be given two advance increments at the time of promotion.

Teachers promoted under CAS should be given the news scales of pay with effect from the date of their eligibility and not from a later date.
All those teachers who were promoted earlier under MPS should be considered eligible for a subsequent promotion under CAS.

A teacher who has applied for an open position should not be debarred from applying for a position under CAS.

**Other Academic Categories**

System Analysts who possess qualifications equivalent to that of a Assistant Professor or MCA/M.Tech.(Computer Science or Information Tech.) should be placed in the scale of pay of Assistant Professor and be considered for promotion under CAS as has been recommended by the Committee for Librarians and DPEs.

Senior System Analysts may be placed in appropriate scale of pay-Assistant Professor(Senior Scale)/Assistant Professor(Selection Grade) / Associate Professor if they possess equivalent qualifications and experience.

**Anomalies Settlement and Monitoring Committee**

The Pay review committee recommends that the UGC should set up a standing committee for resolving all issues relating to the implementation of its recommendations and monitoring the performances of the State Governments in this regard.