

Commissionerate of Collegiate Education | 2014
Government of Andhra Pradesh

Minutes of the meeting of the Commissioner with ACTA members and Non-Teaching Staff Association

The Commissioner, Collegiate Education held a meeting with ACTA members and Non-Teaching Staff Association to discuss certain issues related to Private Aided Degree Colleges on 20/11/2014 from 11:30AM onwards in the Committee Hall of Commissionerate of Collegiate Education.

Chair Person:

Smt.K.Sunitha, I.A.S, Commissioner of Collegiate Education

Members present:

The following A.C.T.A. members and Non-Teaching Staff Association attended the meeting held on 20.11.2014 to discuss certain issues pertaining to Private Aided Colleges.

1. Dr.N.Geethanjali, Joint Director, Collegiate Education
2. Dr.V.V.Subrahmanya Kumar, Special Officer, Collegiate Education
3. B. Polisu, Special Officer, Collegiate Education
4. Sri.Suresh Reddy, JAO, O/o CCE
5. K. Sambhi Reddy, President, A.C.T.A.
6. Dr. S. Pulla Rao, Chairman, A.C.T.A.
7. S.M. Maheswari, General Secretary, A.C.T.A.
8. Y.S. Muniratnamaiah, Addl. General Secretary, A.C.T.A.
9. Y.M. Chenna Reddy, Finance Secretary, A.C.T.A.
10. I. Sadasiva Reddy, Academic Secretary, A.C.T.A.
11. D.V. SomaiahSastry, Public Secretary, A.C.T.A.
12. V.V.J. Gopalakrishna, Area Secretary, A.C.T.A.
13. Dr. C.V. Ramana, Area Secretary, A.C.T.A.
14. L. Chendrasekhara Reddy, Area Secretary, A.C.T.A.
15. T. Umamaheswara Rao, Publication Secretary, A.C.T.A.
16. K. Nageswara Rao, General Secretary, N.T.S. Association.
17. M. Pitchaiah, Treasurer, N.T.S. Association

The minutes of the meeting are:

The members of ACTA (Teaching and Non-teaching) represented by their General Secretary placed their demands before the CCE. The demands of ACTA and the reply to their demands is as follows:

Demand : 1 :

a) Regularizing the services of all Part time/Un-aided lecturers working against Aided vacancies by withdrawing G.O.Ms. No.35.

b) Regularizing the services of lecturers appointed through G.O.12.

- a) The Government has issued G.O.Ms. No.35 Education dated: 26-3-2006 imposing a ban on recruitment (Teaching & Non-teaching posts) in Aided Colleges. As it is a policy issue, the Government has to take a decision on lifting of the ban on recruitment.
- b) The regularization/absorption of lecturers who were appointed in terms of G.O.Ms. No.12, Education dated: 10-1-1992 is a policy decision. The Government has to take a decision since the issue is pending at Hon'ble Supreme Court of India.

Commissionerate of Collegiate Education | 2014
Government of Andhra Pradesh

Demand : 2 : Payment of salaries on 1st of every month from the treasury directly i.e., 010 account (G.O.Ms. No.103).

- The issue of payment of salaries on 1st of every month in respect of staff working in Aided Colleges will be taken up with the Government. A letter will be addressed to the Government to resolve the issue.

Demand : 3 : Release of remaining UGC arrears to all the in-service lecturers for the period 1/1/2006 to 31/12/2009.

- The Department has been released an amount of Rs. 24,16.25,822/- in two spells during the years 2013 & 2014 to teaching staff in service @ Rs.38,000/- + Rs.68,500/- per lecturer to 2259 lecturers. An amount of Rs.130 Crores is required approximately to clear the U.G.C. arrears to the lecturers working in the Private Aided Colleges in the State. The balance of UGC arrears will be released only after receipt of the additional grant released by the Government. The proposals have already been submitted to Govt. on 08.07.2014 by this office.

Demand: 4 :NET/SLET exemption for M.Phil holders before 11.07.2009 (G.O.Rt.No.744, dt.01.10.2010) Extension of UGC scales to M.Phil holders

- The orders in G.O.Ms.No.744 is silent about the date from which the candidates with M.Phil can be permitted to opt for UGC Scales and can be allowed monetary benefit. Because different Lecturers may pass M.Phil.on different dates in between 01.01.1994 and 11.07.2009, it needs clarification as to the date from which they can be permitted to opt for UGC Scales and avail monetary benefit.
- Accordingly, proposals have been submitted to Government together with the financial commitment involved in the matter vide Letter No.612/UGC.PF.3/2010, dated 16.07.2013. Government orders are awaited. Now Govt. in their Memo No. 9530/CE-1-1/2010-8/H.E.(CE-1) Dept., dated 23.01.2014 have requested to submit certain information/clarification Reply letter will be sent to the Government.

Demand : 5 : Reckoning of total service rendered as Lecturer in State Scales in Degree Colleges for CAS Promotion by amending G.O.Ms.No.24.

- The matter pertaining to reckoning of total service rendered as Lecturer in State Pay Scales in Government Degree Colleges has already been referred to Government and the matter is under examination.
- However, Govt. vide Memo No.4537/CE-1-1/2011, dated 02.07.2013 while enclosing the Letter No. APSCHE/UM-591/CA/Reckoning of Past Service/2012, dt. 07.06.2012 of the Secretary, APSCHE, Hyderabad and requested to furnish remarks and views thereon. The Government awaits clarification from APSCHE.

Demand : 6 : Filling up of Aided Back-log vacancies

- The G.O for filling up of Back-log vacancies has been extended to June 2015 and necessary instructions have been issued vide this office Memo. No.330/Admn1-2/2014, dated: 26-12-2014 to all the Correspondents of aided Colleges in the state of Andhra Pradesh to submit the proposals if the backlog vacancies for SC/ ST are available in the college. If the managements submit the proposals for filling up of the back log vacancies, the Department will permit the managements to fill up the vacancies.

Demand : 7 : Implementation of UGC regulations 2010 from 30.06.2010.

- The U.G.C. committee which met on 30.04.2012 at Board Hall of Dr.MCRHRD, decided that guidelines on implementation of UGC Regulations 2010 is entrusted to AP State Council of Higher Education. Accordingly, a letter vide Rc.No.174/UGC.PF.3/2012, Dt.17.08.2012 was addressed to the Chairman, A.P. State Council of Higher Education for finalizing the Academic Performance Indicators (3 types of formats suggested by the CCE) as prescribed by the UGC for CAS and for guidelines on implementation of UGC Regulations 2010 as decided by the Committee. Further, a letter was addressed to Government vide Letter No.174/UGC.PF.3/2012, dated 15.10.2012 Government orders are awaited in the matter.

Demand : 8 :- Extension of earned leave encashment to the aided Lecturers.

- With regard to encashment of earned leave to the aided lecturers orders of the Government are required as it involves financial commitment.

Demand : 9 Change of nomenclature as Asst.Professor /AssociateProfessor/Professor.

- In terms of G.O.Ms.No.14 Education, dated: 20.02.2010 there shall be only three (3) categories of Teachers viz., Assistant Professors, Associate Professors and Professors in Degree Colleges in the State.
- According to G.O.14, the existing Lecturers who are drawing UGC Scales only are re designated as Assistant Professors/Associate Professors as the case may be. The others who are drawing State Scales may perhaps remain as Lecturers without being re designated. For that at the first instance the nomenclature of the posts born on the cadre strength of the Department may have to be changed as Assistant Professors/Associate Professors as the case may be, to that extent the number of Lecturers drawing UGC Scales and the nomenclature of the rest of the posts shall remain as Lecturer only. Accordingly, proposals have been submitted to Government vide Letter No.293/UGC.PF.3/2012, dated 01.09.2012. Government orders are awaited in the matter.

Demand : 10 : Issue of Health cards to the staff working in aided colleges.

- There is no provision for reimbursement of medical expenses to the staff of Aided Colleges (Working / Retired). However, the proposal has been submitted to Government vide this Office Letter Rc.No. 330/ Admn1-2/2014, dated: 26-12-2014, the Government orders are awaited for extension of the benefit of medical reimbursement.

Demand : 11 : Reckoning of un-aided service for the purpose of Pension, CAS and Increments.

- Government in G.O.Ms No.137 Higher Education, dated: 20-9-2000 has issued an amendment to G.O.Ms. No.208 dated: 29-6-1999 that, for the purpose of computing the prescribed period of service for placing in higher scale or promotion to higher post under Career Advancement Scheme, the service rendered, if any, by the teaching staff prior to their appointment to aided post shall not be taken into account for the purpose of Career Advancement Scheme. The service, for the said purpose, shall be a service after regular appointment but does not include adhoc or temporary service or part time service or notional service.
- According to Act 35 of 2005 which came into force w.e.f., 1-1-1980 the increments earned by an employee of private Educational Institutions prior to the Aided posts has been cancelled provided that any amount paid as per the orders will not be cancelled and not recovered.

Demand : 12 : Extension of revised maternity leave to women employees working in aided colleges, on par with women employees working in Government institutions. Extension of paternity leave to aided employees. Sanction of 5 days extra casual leave to the women employees. Child care leave to women employees in aided colleges.

- Necessary proposals will be submitted to Government for extending the above benefits.

Demand : 13: Continuation of increments to the Ph.D/M.Phil holders of 1996 UGC Scales.

- Government vide G.O.Ms.No.520 Education, dated: 15.12.1988 (Revised UGC Pay Scales of 1986) among other things ordered that in order to encourage research in continuation of P.G. studies, candidates who at the time of their recruitment as Lecturers, possess Ph.D., or M.Phil. Degree will be sanctioned three and one advance increment respectively.
- The scheme was also continued in Revised UGC Pay Scales 1996 issued vide G.O.Ms.No.208 Education, dated: 29.06.1999 according to which:
 - i) The advance increments shall be admissible to everybody acquiring additional qualifications. The advance increments shall be treated as personal pay.
 - ii) The advance increments shall be equal to the rate of increments admissible on the date on which the employees becomes eligible for advance increments.

- In terms of G.O.Ms.No. 14 Education, dated: 20.02.2010 Teachers, Librarians and Physical Directors who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil. while in service, shall not be entitled to advance increments under these Schemes/Regulations. For those who have already availed the benefits of advance increments for possessing Ph.D./M.Phil at the entry level in the earlier Schemes/Regulations shall not be entitled to the benefit of advance increments under these Schemes/Regulations.
- In view of this the advance increments once sanctioned to the teacher may have to be continued throughout the service at that rate at which it was sanctioned as personal pay. However, without any supporting order while implementing Revised UGC Pay Scales 2006 to the college teachers it was brought to the notice that the Advance Increments already sanctioned for acquiring M.Phil./Ph.D. Degree, were withdrawn.
- Hence, the Commissioner may take a view on the request of the Association to restore the advancement increments sanctioned to the teachers in terms of G.O.Ms.No.208 and which were withdrawn at the time fixing their pay in terms of Revised UGC Pay Scales 2006 until they reach Pay Band.IV.

Demand: 14: New fitment formula for conversion from State Scales to UGC Pay Scales

- Government in terms of G.O.Ms.No.14 Education, dated: 20.02.2010 revised the UGC Pay Scales of 2006 from 01.01.2006. According to the said Government the Lecturers with NET/SLET/Ph.D. are eligible for allowing UGC 2006 Scales.
- Whereas Government issued orders implementing the Revised State Pay Scales 2005/2010 from 01.07.2003 & 01.07.2008 respectively.
- Hence, it has become necessary for a formula for conversion of Revised State Pay Scales of 2005 & 2010 to the Lecturers who fulfilled the eligibility laid down by UGC for allowing UGC Scales and willing to come over to UGC Pay Scales.
- Accordingly, the Department proposed the fitment formula to fix the pay of the Lecturers in Revised UGC Scales of 2006 from State Pay Scales in respect of those who recruited/promoted after 01.01.2006 and are drawing State Pay Scales 2005 and to those who are recruited/promoted on or after 01.07.2008 and drawing State Pay Scales of 2010.
- Government in turn requested to report financial implications. The Regional Joint Directors/Principals have been addressed to report financial implications.
- Accordingly, proposals have been submitted to Government together with the financial commitment involved in the matter vide Letter No.144/UGC.P.F.3/2012, dated 21.01.2012 and 26.05.2012 and also sent report on Fitment Formula for conversion from State Pay Scales of 2005/2010 to UGC pay scales of 2006 vide Lr.Rc.No.144/UGC.P.F.3/2012, dated 24.09.2014. Government orders are awaited in the matter.
- However, a clarification will be issued by the Department on the matter.

Commissionerate of Collegiate Education | 2014
Government of Andhra Pradesh

Demand: 15: Alternative Scheme i.e. opening of compulsory saving bank accounts/PPF accounts in nationalized banks instead of buying NSC Bonds, due to the closure of TPF Scheme.

- This Department issued orders for closure the TPF Scheme in the year 2006-2007. They can open PPF account in State Bank of India or Post Office. If such an account is not opened, they can purchase NSC bonds. After discussions of the RJDCEs concerned necessary orders will be issued.

Demand: 16: Contributory Pension Scheme to those lecturers who are appointed after 2004.


- The Government in G.O.Ms. No.653 Finance (Pension-1) Department, dated: 22-09-2004 introduced the contributory pension Scheme to Andhra Pradesh State Government employees who appointed after 2004. This Scheme only applicable for Government employees but not to Aided employees. However proposals will be submitted to Government for extension of the benefit to the Aided employees. Guidelines have been issued by the Department vide this Office Proceedings Rc. No.330/Admni-2/2014, dated: 26-12-2014 for Contributory Pension Scheme.

Demand: 17: Reckoning of the workload of Ethics and Human values and Environmental Science as aided work load.

- The lecturers who have shortage of workload in their subjects can teach Human Values and Professional Ethics and Environmental Science.

Sd/- N.Geetanjali,
For Commissioner of Collegiate Education.

//True Copy Attested//


Special Officer,
O/o the Commissioner of Collegiate Education.

*Received copy
28th Jan 2015*