To,

The Joint Secretary (Pay Scales)

University Grants Commission,

New Delhi.

Sub :- Representation on the UGC Regulations 2010.

Sir,

The Higher Education wing of ABRSM which met on 11 and 12th Sept, 2010 analysed the UGC Regulations 2010 notified on 30th June, 2010 and decided to request you to make appropriate changes in the regulations.

(i) The UGC Regulations 2010 should not be made enforceable retrospectively from 31-12-2008 on the basis of equity, justice and fairness. They must be made applicable prospectively.

(ii) The MHRD Notification dated 31st Dec, 2008, which from the part of UGC Regulations 2010 clearly states that Readers/lecturers (Selection Grade) as on 31st Dec, 2008 would automatically be placed in the pay band IV as and when they completed 3 years. In some States it is not being implemented accordingly. This matter is to be addressed accordingly.

(iii) Some State Governments have not implemented the CAS for those Readers/Lecturers Selection Grade who were promoted as per the old Regulations as and when they complete 3 years in case of Associate Professors and 6 years in case of professors from the date of placements as Readers/Lecturers Selection Grade. This needs to clarify so that the CAS in Universities and Colleges is given automatically on fulfillment of the above conditions.

(iv) The incentives for Ph.D be awarded in case of interdisciplinary research to attract meritorious scholars to join the teaching profession particularly at this juncture when corporate sector is luring the young talented persons away from higher education with better pay packages.

(v) Imposing a selection criteria for the award of Associate Professorship to eligible teachers is not in tune with the spirit of CAS. We therefore request you to replace word selection with word screening of academic and research conditions to award Associate Professorship.

(vi) To do away the anomaly of a Junior drawing higher salary than the seniors with respect to Ph.D holders. The UGC Regulations 2010 should incorporate the provision for the sanction of 3 increments as and when they are placed at the position of Associate Professor to rectify this anomaly.

(vii) A clause in UGC Regulations 2010 needs to be incorporated to do away the hardship to those who have not completed number of years required in a feeder cadre but completed more than the total number of years required in their entire service for the eligibility to the position of Associate Professor.

(viii) We request you that there should be complete parity among Teachers, Librarians and Physical Directors in matters of Career Advancements.

(ix) Government assistance be made available to all those posts existing/created and filled by the State Governments on or after 1st Jan, 2006.

We request you to do needful to incorporate all the points mentioned above to do away the hardship to the teaching fraternity.

Thanking you,

Yours sincerely

(J.P. Singhal)

Vice- President