

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services – Higher Education – Pay Scales – Revised University Grants Commission Pay Scales of 1986 and 1996 to Lecturers in Government Degree Colleges – Career Advancement Scheme – Reckoning in service rendered as junior lecturer in Government Colleges for the purpose of Career Advancement Scheme – Certain Clarification – Issued.

HIGHER EDUCATION (CE.I.1) DEPARTMENT

G.O.Ms.No.04

Dt.07.01.2008

Read the following:

1. G.O.Ms.No.423, Education (UE) Department, Dated:19.4.1979
2. G.O.Ms.No.520, Education (UE) Department, Dated: 15.12.1988
3. G.O.Ms.No.169, Education (UE2) Department, Dated 7.7.1990
4. G.O.Ms.No.10, Higher Education (CE.I-1) Department, Dated 19.2.2004
5. From the Accountant General (pension) O/o. The Accountant General (A&E) Andhra Pradesh, Hyderabad

Lr.No.PM/I/2006-2007/43, dated 9.3.2007

ORDER:-

In the G.O. 1st read above, Government have created promotional avenue to the Junior Lecturers as Lecturers in Government Degree Colleges. In the G.Os.2nd and 3rd read above the Government have issued orders to implement the Career Advancement Scheme to the College and University Teachers. The Scheme is applicable to all the Lecturers who were in the pre revised UGC Scales of pay of Rs.700-1600. Those who have completed 8 years of service as on 1.1.1986 were directed to be awarded the senior scale of Rs.3000-5000. A selection grade has to be awarded on the same lines after the completion of 16 years of service. In the matter of computing the prescribed period of 8/16 years of service, the service rendered as Assistant Lecturer in any Government Degree College before 1976 or thereafter has been directed to be reckoned for granting the senior/selection grade scale for the Lecturers.

2. In the G.O.3rd read above, the Government have directed that the service rendered as Junior Lecturer in any College including the Composite and Post Graduate Colleges shall not be counted for the purpose of reckoning the period of 8/16 years of service as lecturer for the purpose of granting Senior/Selection Grade.

3. Subsequently, on the representation received from the Government College Gazetted Teachers Association, Government in the G.O.4th read above, issued orders to the effect that the weightage of 50% of service over and above the Five years of service in the category of Junior Lecturer (which is required for promotion to Lecturer category) in Government Junior College/Government Degree college shall be reckoned only for the purpose of Career Advancement Scheme prospectively without prejudice to the existing seniority among the Lecturers working in Degree colleges drawn from various sources of recruitment and that higher pay by virtue of this will not be entitled to seniority over other Lecturers. The monetary benefit would also be prospective.

4. In the letter 5th read above the Deputy Accountant General (Pension), Office of the Accountant General (A&E), Andhra Pradesh, Hyderabad has sought for clarification on the following points in G.O.Ms.No.10, higher Education (CE.I) Department, Dt.19.2.2004.

1. The Lecturers who have taken the benefit of Automatic Advancement Scheme in lower cadre i.e. Junior Lecturer, are not eligible for another promotion i.e. Career Advancement Scheme on the ground that the purpose of Automatic Advancement Scheme is to ensure that employees with limited promotional opportunities are assured of at least three increases in emoluments as a compensation for lack of adequate promotion opportunities in their service career. As such, the benefit of selection grade even after completion of 8 years of service in the promotional cadre, if they have got 22/24 years benefit under Automatic Advancement Scheme in the lower cadre has been denied by the Government and therefore it is not justified to give two Career Advancement benefits without putting in any service in promotional posts (Lecturer) by counting service which was already counted under Automatic Advancement Scheme, in Junior Lecturer Cadre. This issue needs re-examination of Government.
 2. That reckoning the weightage of service put in the category of Junior Lecturer shall be prospective i.e. from 19.2.2004. But on verification of pension cases the benefit was given retrospectively i.e. from 2001-02, also need clarification.
5. The Government after careful examination of the matter have decided to adopt the following procedure to avoid dual benefits:
- i. Lecturers shall be given an option either to retain appointment to Automatic Advancement Grades to the category of junior Lecturers or to get weightage of service over and above (5) years of service in the category of Junior Lecturers for Career Advancement Scheme.
 - ii. The pay shall be revised depending upon the option and future pay may be regulated accordingly.
 - iii. In case of pension, the pension and their benefits shall be revised based on the pay so brought down.
 - iv. The amount already paid, if any, shall not be recovered.
6. The Commissioner of Collegiate Education, A.P., Hyderabad shall take further action in the matter.
7. This order issues with the concurrence of Finance (Exp.HE) Department vide their U.O.No.31576/6087/Expr.HE/07, dated 21.11.07.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

ASUTOSH MISHRA

PRINCIPAL SECRETARY TO GOVERNMENT