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Tel.: 011-27651743

INDIAN LIBRARY ASSOCIATION

(Registered under the Societies Registration Act., 1860)

A/40-41, Flat No. 201
Ansal Buildings, Dr. Mukherjee Nagar
Delhi-110009 (India)

Ref.no. ILA/9

Dated: 26.09.2016

Prof. V.S. Chauhan

Chairman

7th Pay Review Committee

University Grants Commission

Bahadur Shah Zafar Marg'

New Delhi-110002

Subject: Recommendations for Pay Review Committee about "MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POST OF UNIVERSITY LIBRARIAN, DEPUTY LIBRARIAN AND ASSISTANT UNIVERSITY LIBRARIAN/COLLEGE LIBRARIAN and also for CAS

Respected Sir,

I am enclosing herewith the Recommendations, which have been prepared basically to remove anomalies in the qualifications for recruitment of librarians and teachers (in general and in library and information science in particular), in order to make their qualifications at par with each other. Sir this representation may be considered as a collective representation from all the Librarians in justifying their position as another segment of academic professionals who play equally a very important role in teaching

Hence, I request you to kindly consider our proposal and give favourable recommendations to rectify the existing anomalies of the library professionals working in University and College libraries in the country.

Thanking You

Yours Faithfully

General Secretary

Indian Library Association

Encls: As above

Office of the
INDIAN LIBRARY ASSOCIATION
A/40-41, Flat No.201
Ansal Building, Dr. Mukherjee Nagar,
Delhi-110009.

Dated: 26.09.2016

Recommendations for 7th Pay Review Committee

Excellence in Library and Information Services:

To impart excellence to Library and Information Services offered by the libraries, it is highly desirable that the qualifications for recruitment to the cadres having the status of 'Non-vacation Academic Staff' in College and University Libraries, be suitably amended to bring them at par with respective teaching cadres. The Non-vacation Academic Staff includes University Librarian, Deputy Librarian, Assistant Librarian/ College Librarian and equivalent ranks.

Besides, the Non-vacation Academic Staff of libraries should have an equal opportunity of appointment in the teaching departments and the teachers of library science be considered for identical positions in libraries.

Uniform Designations:

A number of committees and commissions appointed by MHRD and UGC have granted similar benefits to Librarians working in Colleges and Universities as available to teachers in relations to qualifications, conditions of service and pay scales etc. A number of disparities arose in the Vth and VIth pay reviews, mainly because of variations caused by separate rendering of conditions of service in the UGC- Regulation with respect to teachers and librarians.

In recent years the problem has been resolved by several states like Andhra Pradesh and Uttar Pradesh etc. by re-designating librarians as Assistant Professor, Associate Professor and Professor. Adoption of uniform designations for teachers and librarians and a singular rendering of regulation shall obviate several anomalies and disparities which become a subject of interpretation and discontentment amongst librarians. It is

therefore urged that librarians in Colleges and Universities may be re-designated as Assistant Professor, Associate Professor and Professor.

In additions to the aforesaid the anomalies of UGC Regulations may be resolved as proposed below, cadre wise.

MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POST OF UNIVERSITY LIBRARIAN, DEPUTY LIBRARIAN AND ASSISTANT UNIVERSITY LIBRARIAN/COLLEGE LIBRARIAN

1. Qualifications for Direct Recruitment to the post of University Librarian:

Disparity in UGC Regulations 2010, Clause 4.5.1: University Librarian and clause 4.1.0: Professor (Copy enclosed) with regard to qualifications for direct recruitment may be looked into. To remove the disparity, the following qualifications for University Librarian are proposed:

- (i) A Ph.D. degree in the concerned/allied/relevant discipline, Evidence of innovative library services and organisation of published work, Research projects OR ICT based modernization projects of a library.
- (ii) Master's degree in Library Science/Library & Information Science with at least 55% marks (or its equivalent grade where grading system is followed).
- (iii) A minimum of 10 years' experience of working in a University/ College Library as Assistant Librarian/ College Librarian or above.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out by UGC.
- (v) Provided that an incumbent Assistant Librarian/ College Librarian or above possessing the above qualifications will be eligible for appointment as Professor in Library & Information Science and Assistant Professor/ Associate Professor with 10 years of overall teaching experience shall be eligible for appointment to the post of University Librarian.

2. Qualifications for Direct Recruitment of Deputy Librarian in a University:

Disparity in UGC Regulations 2010, Clause 4.5.2: Deputy Librarian and clause 4.3.0: Associate Professor (Copy enclosed) with regard to qualifications for direct recruitment may be looked into. To remove the disparity, the following qualifications for appointment to the post of **Deputy Librarian in a University** are proposed:

- (i) Good academic record with a Ph.D. degree in the concerned/allied/relevant discipline.
- (ii) A Master's degree in Library Science/Library & Information Science with at least 55% marks (or its equivalent grade where grading system is followed).
- (iii) A minimum of 08 years' experience of working in a University/ College Library as Assistant Librarian/ College Librarian or above.
- (iv) ICT based modernization of library OR Research projects; Evidence of innovative

library services and organisation of published work.

- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out by UGC.
- (vi) Provided that an incumbent Assistant Librarian/ College Librarian or above possessing the above qualifications will be eligible for appointment as Associate Professor in Library & Information Science and Assistant Professor/ Associate Professor with 08 years of overall teaching experience shall be eligible for appointment to the post of Deputy Librarian.

3. Stages of Promotion under Career Advancement Scheme (CAS):

- 1.1 Promotion of Deputy Librarian to University Librarian Grade in AGP (10000): Disparity in UGC Regulations 2010, clause 6.4.8 (for Associate Professor) and Clause 6.6.5 (for Deputy Librarians) with regard to qualifications for promotion under CAS may be looked into. To remove the disparity, the following qualifications for promotion of Deputy Librarians/ College Librarians are proposed:

Deputy Librarian /College Librarian completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be promoted and to be placed in the next higher grade (stage 5), subject to:

- (a) satisfying the required credit points as per API based PBAS methodology provided in UGC Regulations from time to time,
- (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of University Librarian.
Provided that no Deputy Librarian/ College Librarian (Selection Grade), other than those with a Ph.D., shall be promoted to the University Librarian Grade at stage-5.

4. Pay Scale of Directly Recruited Deputy Librarians:

Disparity between Clause 6.3 (i) (for Deputy Librarian) and Clause 3.0 (for Associate Professor) of the schedule for Clause 6.8.0 of UGC Regulations-2010 with regard to pay scales, may be looked into. To remove the disparity, the following is proposed:

Directly recruited Deputy Librarians should also be placed in the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000.

The post of Deputy Librarians shall be in the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000. Directly recruited Deputy Librarians under these Regulations shall be placed in the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

5. Age of Superannuation

Disparity between the age of Superannuation of teachers and librarians in UGC Regulations 2010 be removed as stated below:

Prior to the recommendations of sixth pay commission, the age of retirement of

Librarians has invariably been at par the teachers. The MHRD notifications dated September 22, 2006 and March 22, 2007 had also approved the age of Superannuation of Librarians in Colleges and Universities to 62 years at par with teachers. In the VI pay commission, the logic of not enhancing superannuation age of Librarian up to 65 years that "there is no shortage in the categories of Librarians and Directors of Physical Education" is far from reality, because more than 50% positions of Librarians in University Libraries throughout the country are vacant. It is therefore proposed that age of superannuation of Librarians may also be extended to 65 years.

6. Ph.D. Guidance:

Disparity in UGC Regulations 2010 regarding Ph.D. guidance by teachers of Library and Information Science and Librarians be removed. The following points are, therefore, proposed to remove the disparity:

Librarians should be allowed to supervise the Ph.D. Students So that the provision of Research and Academic Contributions as stipulated in Category III of UGC Regulation 2010 (3rd amendment, 2016) may be rightfully implemented.

7. UGC Research Projects:

Librarians like teachers of Library Science used to get Minor/Major Research Projects from UGC. Of late the same has been withdrawn for Librarians, thus hampering their API scoring.

The following proposal may be accepted to remove the disparity:

Librarians should be allowed to take UGC Major/Minor Research Projects so that the provision of subcategory 'Research Project' as provided under Research and Academic Contributions Category III of UGC Regulation 2010 (3rd amendment, 2016) may be rightfully implemented.

8. Qualification for Recruitment of Documentation Officers:

In the Fifth Pay Commission, the post of Assistant Documentation Officer was clubbed with the post of Assistant University Librarian/College Librarian vide appendix –II page number 32 of UGC Notification on Revision of Pay Scales, Minimum Qualifications for Appointment of Teachers in Universities and Colleges & Other measures for the Maintenance of Standards, 1998. The same post of Documentation Officer was somehow left out in the Sixth Pay Commission and UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010, later UGC F.No.31-10/97 (JCRC) dated 24/6/2015 gave parity of Assistant University Librarian/College Librarian with Documentation Officer since 2006.

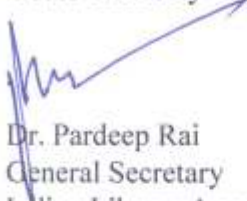
Recommendations: It is therefore recommended that:

- (i) The post of Documentation Officer be treated as per the recommendation of 5th Pay Commission, that is it should be made equivalent to the post of Assistant University Librarian/College Librarian. Qualification of Documentation Officer has already been decided by UGC. Report of Expert Committee on the minimum qualification and workload etc. for Librarians and Physical Education in University and College Libraries in 1987, at par with the College Librarian and Assistant Librarian with NET.
- (ii) The pay scale of Documentation Officer has been made equivalent to those of Assistant University Librarian/College Librarian, i.e. 15600-39100 AGP 6000, and this should be maintained.

Documentation Officer be treated at par with Assistant University Librarian/College Librarian for CAS and other benefits and for promotion to the post of Deputy Librarian and University Librarian through direct recruitment as well as promotion under Career Advancement Scheme (CAS) subject to the eligibility condition as prescribed in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010.

With profound regards,

Yours Sincerely



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**UGC REGULATIONS
ON MINIMUM QUALIFICATIONS
FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES
AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN
HIGHER EDUCATION
2010**

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**University Grants Commission
Bahadur Shah Zafar Marg
New Delhi-110002.**

No.F.3-1/2009

30 June, 2010

In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of Section 26 of University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the MHRD O.M.No.F.23-7/2008-IFD dated 23rd October, 2008, read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30th August, 2008, and in terms of the MHRD Notification No.1-32/2006-U.II/U.I(1) issued on 31st December, 2008 and in supersession of the University Grants Commission (Minimum Qualifications Required for the Appointment and Career Advancement of Teachers in Universities and Institutions affiliated to it) Regulations, 2000, issued by University Grants Commission *vide* Regulation No. F.3-1/2000 (PS) dated 4th April, 2000, together with all amendments made therein from time to time, the University Grants Commission hereby frames the following Regulations, namely:-

1. Short title, application and commencement:

- 1.1. These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2010.
- 1.2. They shall apply to every university established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognized by the Commission, in consultation with the university concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every institution deemed to be a university under Section 3 of the said Act.
- 1.3 They shall come into force with immediate effect.

Provided that in the event, any candidate becomes eligible for promotion under Career Advancement Scheme in terms of these Regulations on or after 31st December, 2008, the promotion of such a candidate shall be governed by the provisions of these Regulations.

Provided further that notwithstanding anything contained in these Regulations, in the event any candidate became eligible for promotion under Career Advancement Scheme

- 3.3.2 NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.
- 3.4.0 A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.
- 3.4.1 A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.
- 3.5.0 A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- 3.6.0 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 3.7.0 The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- 3.8.0 The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- 3.9.0. The period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions.

4.0.0 DIRECT RECRUITMENT

4.1.0 PROFESSOR

- A. (i) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
- (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

OR

- B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

4.2.0. PRINCIPAL

- i. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University.
- ii. A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in this Regulation in Appendix III for direct recruitment of Professors in Colleges.

4.3.0 ASSOCIATE PROFESSOR

- i. Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

- c. At least ten years teaching / research experience in a department / college of Physical Education out of which at least five years in the post graduate institution / University department.

(iii) ASSOCIATE PROFESSOR:

- a. A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)
- b. At least eight years teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level; and
- c. Ph.D. in Physical Education or Equivalent published work.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Professor / Reader as per above eligibility criteria, it would be permissible to appoint retired Professor / Reader in Physical Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of post-retirement service.

(iv) ASSISTANT PROFESSOR:

- a. A Master's Degree in Physical Education with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- b. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

4.5.0 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF LIBRARIAN, DEPUTY LIBRARIAN AND UNIVESRTY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

4.5.1 UNIVERSITY LIBRARIAN

- i. A Master's Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations.
- 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 organization of published work.
- iv. Desirable: A. M.Phil./Ph.D. Degree in library science/information science / documentation/achieves and manuscript-keeping.

4.5.2. DEPUTY LIBRARIAN

- i. A 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 service and organization of published work and professional commitment, computerization of library.
- iv. Desirable: A M.Phil./Ph.D. Degree in library science/Information science / Documentation/Archives and manuscript-keeping/computerization of library.

4.5.3 UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- i. A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- ii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Director of Physical Education/ College Director of Physical Education & Sports.

4.6.0 MINIMUM QUALIFICATIONS FOR THE POSTS OF DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS

4.6.1. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- (i) A Ph.D. in Physical Education.
- (ii) Experience of at least ten years as University Deputy or fifteen years as University Assistant DPEs/College (selection grade).
- (iii) Participation in at least two national/international seminars/conferences.
- (iv) Consistently good appraisal reports.
- (v) Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.
- (vi) Evidence of having produced good performance teams/athletes for competitions like state/national/inter-university/combined university, etc.,

4.6.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

SCHEDULE FOR CLAUSE 6.8.0

(FOR PAY SCALES, DESIGNATIONS AND STAGES OF PROMOTION UNDER CAS OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/ PROFESSORS AND OTHER EQUIVALENT CADRES IN LIBRARY AND PHYSICAL EDUCATION AND SPORTS IN CENTRAL UNIVERSITIES AND COLLEGES THEREUNDER AND INSTITUTIONS DEEMED TO BE UNIVERSITIES WHOSE MAINTENANCE EXPENDITURE IS MET BY THE UGC).

- 1.0. Persons entering the teaching profession in universities and colleges shall be designated as Assistant Professors and shall be placed in the Pay Band III of Rs.15,600 – Rs. 39,100 with AGP of Rs. 6,000. Lecturers already in service in the pre-revised scale of Rs. 8,000 – Rs.13,500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6,000. Their CAS promotions would be subject to the API criteria based PBAS system norms laid out in these regulations
- 1.1. An Assistant Professor with completed service of four years, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to AGP of Rs.7,000.
- 1.2. An 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 five years service as Assistant Professor.
- 1.3. An Assistant Professors who do not have Ph.D. or M.Phil. or a Master degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of six years' service as Assistant Professor.
- 1.4. The upward movement from AGP of Rs. 6,000 to AGP of Rs. 7,000 for all Assistant Professors shall be subject to their satisfying the API criteria based PBAS conditions as laid down by the UGC in these Regulations.
- 2.0. The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of Rs. 10,000 – Rs.15,200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band III of Rs.15,600 – Rs. 39,100 based on their present pay, with AGP of Rs. 7,000.
- 2.1. Assistant Professors with completed service of five years at the AGP of Rs. 7,000 shall be eligible, subject to other API requirements laid down by these UGC Regulations, to move up to the AGP of Rs. 8,000.
- 3.0. Posts of Associate Professor shall be in the Pay Band IV of Rs. 37,400 – Rs. 67,000, with AGP of Rs. 9,000. Directly recruited Associate Professors under these Regulations shall be placed in the Pay Band IV of Rs. 37,400 – Rs. 67,000 with an AGP of Rs. 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- 3.1. Incumbent Readers and Lecturers (Selection Grade) who have completed three years in the current pay scale of Rs. 12,000 – Rs. 18,300 on 1 January, 2006 shall be placed

- (v) The pay of the existing Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10,000 – Rs.15,200 shall be fixed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs.7,000 at an appropriate stage based on their present pay.

6.3. DEPUTY LIBRARIAN / ASSISTANT LIBRARIAN (SELECTION GRADE) / COLLEGE LIBRARIAN (SELECTION GRADE):

- (i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs. 15,600 – Rs. 39,100 with AGP of Rs. 8,000
- (ii) On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15,600 – Rs. 39,100, with Academic Grade Pay of Rs. 8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in these Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- (iii) After completing three years in the Pay Band of Rs.15,600 – Rs. 39,100 with an AGP of Rs. 8,000, Deputy Librarians /equivalent positions shall move to the Pay Band of Rs. 37,400 – Rs. 67,000 and AGP of Rs. 9,000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in these Regulations.
- (iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs. 7,000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed by the UGC for CAS promotion in these Regulations, shall also be eligible for being placed in the AGP of Rs. 8,000.
- (v) 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. 12,000 – Rs. 18,300 on 1 January, 2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37,400 – Rs. 67,000 with an AGP of Rs. 9,000. They shall continue to be designated as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)
- (vi) 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.12,000 – Rs. 18,300, for being eligible to be placed in the higher Pay Band of Rs. 37,400 – Rs. 67,000, shall be placed at an appropriate stage with Academic Grade Pay of Rs. 8,000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)



**University Grants Commission
Bahadur Shah Zafar Marg
New Delhi 110002**

No.F.3-1/94(PS)-7

19th October, 2006

**The Education Secretary
All State Govts. and Union Territories.**

**The Registrar,
All Universities including Deemed Universities.**

Sub:- Career Advancement Scheme (CAS) for Assistant Librarian/College Librarians/Assistant Director of Physical Education/College Director of Physical Education.

Sir/Madam,

I am directed to inform you that the Ministry of Human Resource Development vide its letter No.F.1-9/99-U.I. Dated 22nd September, 2006 has approved the revised CAS for Assistant Librarian/College Librarians/Assistant Director of Physical Education/College Director of Physical Education. The revised scheme as approved by the MHRD is as under:-

1. Career Advancement Scheme for Assistant Librarian/College Librarians.

(i) Every Assistant Librarian in a University and a Librarian in a College, who is in the scale of pay of Rs.8000-275-13500 will be eligible for placement in a Senior Scale of Rs.10000-325-15200 if he/she has:

- (a) completed 6 years of service as University Assistant Librarian/College Librarian after regular appointment;
- (b) participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC, and consistently satisfactory performance appraisal reports.

(ii) Every Assistant Librarian in the universities who has been placed in the Senior Scale will be eligible for promotion to the post of Deputy Librarian in the scale of pay of Rs.12000-420-18300 if he/she has:

- (a) completed 5 years of service in the Senior Scale provided that the requirement of 5 years will be relaxed if his/her total service is not less than 11 years;
- (b) obtained a Ph.D. degree or has an equivalent published work;
- (c) made significant contribution to the development of Library service in the University as evident from self-assessment, reports of referees, professional improvement in the Library services, etc; as the case may be;
- (d) participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC after placement in the Senior Scale; and
- (e) consistently satisfactory performance appraisal reports.

(iii) Promotion to the post of Deputy Librarian will be through a process of selection by a Selection Committee as in the case of promotion to the post of Readers. Posts of Deputy Librarians will be created for this purpose by upgrading the post of Assistant Librarian (Senior Scale).

(iv) Those Assistant Librarians in the universities in the Senior Scale who do not have Ph.D. degree or equivalent published work, but fulfill the other criteria, mentioned in para (ii) above, will be placed in the grade of Rs.12000-420-18300, subject to the recommendations of the Committee. They will be designated as Assistant Librarian in the Selection Grade.

(v) The College Librarians who have been placed in the Senior Scale will also be eligible for placement in the Selection Grade of Rs.12000-420-18300 if they fulfill the criteria prescribed for University Assistant Librarians (Senior Scale) as contained in paras (ii) & (iii) or (iv) above.

(vi) The Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade with 5 years as on 1/1/1996 shall be eligible for placement at the minimum of Rs.14940/- as done in the case of Readers.

2. Career Advancement Scheme for Assistant Director of Physical Education/College Director of Physical Education.

(i) Every Assistant DPE/College DPE who is in the scale of pay of Rs.8000-275-13500 will be eligible for placement in the Senior Scale of Rs.10000-325-15200 if he/she has;

- (a) Completed six years of service as University Assistant DPE/College DPE after regular appointment;
- (b) Passed the physical fitness test;
- © Consistently good appraisal reports;
- (d) Should have attended at least one orientation and one refresher course of not less than four weeks duration each with proper and well-defined evaluation procedure;

(ii) Every Assistant DPE in Universities who has been placed in the Senior Scale will be eligible for promotion to the post of deputy DPE in the scale of pay of Rs.12000-420-18300 if he/she has;

- (a) Obtained a Ph.D.degree 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 Mater's degree level;
- (b) Five years experience as University Assistant DPE (Senior Scale)/College DPE (Senior Scale) or in the equivalent post in the same pay scale (excluding three years of research experience for Ph.D.)
- (c) Evidence of organizing competitions and conducting coaching camps.
- (d) Evidence of having produced good performance teams/athletes for inter-university/combined university and at higher level etc.
- (e) Passed the physical fitness test; and
- (f) Consistently good appraisal reports.

(iii) Promotion to the post of Deputy DPEs will be through a process of selection by a Selection Committee as in the case of promotion to the post of Readers. Posts of Deputy DPE will be created for this purpose by upgrading the post of Assistant DPEs (Senior Scale).

(iv) Those Assistant DPEs in the universities in the Senior Scale who do not have Ph.D. degree or equivalent published work, but fulfill the other criteria, mentioned in Para (ii) above, will be placed in the grade of Rs.12000-420-18300 subject to the recommendations of the Committee. They will be designated as Assistant DPEs in the Selection Grade.

(v) The College DPEs who have been placed in the Senior Scale will also be eligible for placement in the Selection Grade of Rs.12000-420-18300 if they fulfill the criteria as prescribed for Assistant DPEs (Senior Scale) in Universities as contained in paras (ii) & (iii) or (iv) above. They will be designated as College DPEs in the selection grade.

(vi) The Deputy DPEs/Assistant DPEs (Selection Grade)/College DPEs (Selection Grade) with 5 years as on 1.1.1996 shall be eligible for placement at the minimum of Rs.14940/- as done in the case of Readers.

1. Date of Implementation of the revised Career Advancement Scheme.

The Career Advancement Schemes as mentioned above will be effective, for the present, from 27.7.1998, i.e. the date from which the CAS for teachers is applicable under the existing orders, vide this Ministry's letter No.F.1-22/97.U.I. dated 27.7.1998.

2. Age of Superannuation

It has been decided that the age of superannuation for Assistant Librarians/College Librarians and Assistant Directors of Physical Education/College Directors of Physical Education would henceforth be 62 years.

The above scheme will come into force with immediate effect. These will be notified as regulations shortly. The Universities are requested to bring this to the notice of all the colleges affiliated to it for necessary action.

Yours faithfully,

Sd/-

(Dr. (Mrs.) Pankaj Mittal)
Joint Secretary

**UGC Notification on
Revision of Pay Scales, minimum Qualification
for Appointments of Teachers in Universities,
Colleges & Other measures for the
Maintenance of Standards, 1998**



**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI – 110 002
Website : www.ugc.ac.in**

Minimum Qualifications for direct recruitment to the posts of Librarian, Dy. Librarian and Asstt. 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;

Desirable

M.Phil./Ph.D. degree in library science/information science/ documentation/archives and manuscript-keeping, computerisation of library.

(iii) For the posts of Assistant University Librarian/College Librarian/Documentation Officer

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 a consistently good academic record, computerisation of library.

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23237721/ 23232317/23234116/ 23236351

All communications should be addressed to
the Secretary by designation and not by name



UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002

विश्वविद्यालय अनुदान आयोग
बहादुरशाह जफर मार्ग
नई दिल्ली - 110 002

F. No 31-10/97 (JCRC)

June, 2015

The Registrar
Jawaharlal Nehru University
New Mehrauli Road
New Delhi - 110 067

24 JUN 2015

Subject : Report of the Joint Cadre Review Committee (JCRC) on reforms in Cadre Recruitment Rules for various categories of posts in respect of 24 identified service/cadre structures on uniform staffing pattern of the non-teaching staff of the Central Universities, UGC maintained deemed to be Universities and Delhi Colleges.

Sir,

In continuation of this office letter of even no. dated 01.10.2014, on the subject mentioned above, the undersigned is directed to refer to para (vii) which reads as under

(vii) Parity of the posts of Assistant Documentation Officer and Assistant Documentation Officer (Senior Scale) with the posts of Assistant Librarian and Assistant Librarian (Senior Scale) with the Grade Pay of Rs.6000/- and Rs. 7000/- respectively is agreed to. However, the MHRD has not agreed for parity at further levels viz. Assistant Librarian (Selection Grade)/ also designated as Deputy Librarian as post as Assistant Documentation Officer (Selection Grade) did not exist earlier.

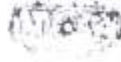
In has now been decided that the effective date of implementation of pay parity of Documentation Officer with Assistant Librarian is 01.01.2006.

Also the nomenclature of the post of Documentation Officer/Assistant Documentation Officer can be termed as one and same.

Yours faithfully,

(R.K. Sharma)
Under Secretary

डॉ. के. पी. सिंह
संयुक्त सचिव
Dr. K.P. Singh
Joint Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)
बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002
दूरभाष Phone : कार्यालय OH : 011-2323 7597
फैक्स Fax 011-2323 6347, e-mail kpsingh.ugc@nic.in

F. No 6-7/97 (JCRC) Vol. IV

1 OCT 2014
October, 2014

Registrar
All Central Universities (39)
Deemed to be Universities (8)

Sub : Report of the Joint Cadre Review Committee (JCRC) on reforms in Cadre Recruitment Rules for various categories of posts in respect of 24 identified services/cadre structures on uniform staffing pattern of the non-teaching staff of the Central Universities, UGC maintained deemed to be Universities and Delhi Colleges.

Sir,

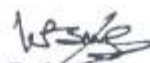
The undersigned is directed to state that on the request of the MHRD, UGC had constituted the Joint Cadre Review Committee (JCRC) to recommend uniform staffing pattern, service conditions etc. of non-teaching staff (Group A, B, C & D) of Central Universities, UGC-maintained Deemed to be Universities and the colleges affiliated to Delhi University. The Report of JCRC containing its recommendations on 24 cadres (Non-teaching) were submitted to the MHRD vide letters dated 18.1.2008, 12.6.2009 and 23.9.2010. In this regard MHRD has conveyed its decision vide their letter No.F.No.19-16/2008-Desk(U) dated 7.05.2014 on the following aspects of the report.

- (i) As per MHRD letter No.1-32/2006-U.II/U(II) dated 31.12.2008, Deputy Registrar, in the pay scale of 15600-39100 with Grade Pay of 7600, on completion of 5 years is eligible to move to the Pay Band of Rs.37400-67000 with a Grade Pay of Rs.8700. MHRD has now approved the proposal to re-designate such Deputy Registrars as Joint Registrar, with the stipulation that the post will revert as Deputy Registrar when it falls vacant.
- (ii) The requirement of 8 years' service in respect of Assistant Registrars who are placed in PB 3 with Grade Pay 6600, is reduced to 5 years' service for promotion to Deputy Registrar.
- (iii) Extension of Career Advancement Scheme (CAS) to the posts of Scientific Officers / Technical Officers is not agreed to. Instead, Modified Assured Career Scheme (MACP) will govern their career progression.
- (iv) The following recommendations of JCRC in respect of University Science Instrumentation Centre (USIC) professionals are accepted with the stipulation that utilizing their services in teaching in absence of their specified work would not entail extension of Academic Grade Pay and applicability of CAS to them:
 - a. Continuing with services of USIC personnel until they vacate their positions.
 - b. Once the posts are vacated, the Universities will follow the XIth Plan guidelines to engage persons on contractual basis as per provision under the Scheme, and
 - c. Expertise of Scientific and Technical Officers may be utilized in strengthening teaching and learning besides handling of sophisticated equipment.

- (v) MHRD has agreed to creation/re-designation of the post of Vice Principal in schools having students' strength more than 1000 and to be filled from among the PG Teachers based on seniority-cum-fitness. The Vice-Principal designated be paid an honorarium of Rs.2000/- per month (applicable for Schools under Banaras Hindu University, Aligarh Muslim University, Visva-Bharati, Jamia Millia Islamia, University of Hyderabad and Maulana Azad National Urdu University and Delhi University).
- (vi) Recommendations of JCRC to equate the post of ICT with scientists of ICAR is not agreed to.
- (vii) Parity of the posts of Assistant Documentation Officer and Assistant Documentation Officer (Senior Scale) with the posts of Assistant Librarian and Assistant Librarian (Senior Scale) with the Grade Pay of Rs.6000/- and Rs.7000/- respectively is agreed to. However, the MHRD has not agreed for parity at further levels viz. Assistant Librarian (Selection Grade) / also designated as Deputy Librarian as post as Assistant Documentation Officer (Selection Grade) did not exist earlier.
- (viii) Abolition of Posts like Malis and Head Malis as and when such posts fall vacant, has been agreed to and such services are to be outsourced.

The UGC is separately communicating with the MHRD seeking clarification regarding other aspects of the JCRC recommendations. In the meanwhile, the University may initiate action for giving effect to the above decisions of the MHRD under intimation to the UGC. The above decision will be effective from the date of the issue of this letter.

Yours faithfully,


(K.P. Singh)

Copy to :-

1. Shri Surat Singh, Deputy Secretary MHRD, Department of Higher Education, Central University & Language Bureau, with reference to his letter No. F.No.19-16/2008-Desk(U) dated 7.05.2014.
2. PO (Website) UGC, with a request to upload the letter on the UGC website.
3. JS (PS) UGC, New Delhi.

**REPORT OF THE EXPERT COMMITTEE
ON
THE MINIMUM QUALIFICATIONS AND
WORKLOAD ETC.
FOR
LIBRARIANS AND DIRECTORS
OF PHYSICAL EDUCATION
IN UNIVERSITIES AND COLLEGES**

**UNIVERSITY GRANTS COMMISSION
NEW DELHI
JULY 1987**

1.4.2 Recommendations for Librarians Pay scales

The pay scales recommended for the various categories of Librarians in universities and colleges are as follows:

<i>Universities</i>	<i>Pay scale in the existing framework Rs.</i>
(i) Asstt. University Librarian/ Documentation Officer	700-40-1100-50-1600
(ii) Asstt. University Librarian (Senior scale)/ Documentation Officer (Senior scale)	1200-50-1300-60-1900
(iii) Asstt. University Librarian (Selection grade)/ Documentation Officer (Selection grade)	2000-125/2-2250
(iv) Deputy University Librarian	1500-60-1800-100- 2000-125/2-2250
(v) University Librarian	1800-100-2000-125/2- 2750-125-3000
 <i>Colleges</i>	
(i) College Librarian	700-40-1100-50-1600
(ii) College Librarian (Senior scale)	1200-50-1300-60-1900
(iii) College Librarian (Selection grade)	2000-125/2-2250

1.4.3 Recommendations for Directors of Physical Instructions and Sports

The categories of Directors of Physical Instructions and Sports in the universities and colleges and the pay scales recommended for them are as follows:

<i>University/College</i>	<i>Pay scale in the existing framework</i>
1. Director of Physical Instructions & Sports	700-40-1100-50-1600
2. D.P.I.S. (Senior scale)	1200-50-1300-60-1900
3. D.P.I.S. (Selection grade)	2000-125/2-2250.

The Committee felt that in the new set up of Physical Instructions and Sports, it might be necessary to appoint Coordinator(s) of Physical Instructions and Sports in affiliating universities. Where there is a large network of colleges having substantial sports and physical fitness activities, the post of a Chief Coordinator of Physical Instructions may also be required in the university. Details regarding these may be worked out by an expert Committee.

Officer may be considered for promotion to Assistant University Librarian/ College Librarian/Documentation Officer (senior scale) Rs. 1200-1900 after completing eight years of service as an Assistant University Librarian/ College Librarian/Documentation Officer or on reaching a basic pay of Rs. 1020/- and having the following minimum qualifications:

- (i) Master's degree in Library Science/Information Science/Documentation or one year course of specialisation in an area of information technology/Archive and manuscript keeping or Master's degree in an area of thrust in the institution;
- (ii) Should have attended atleast two summer institutes or refresher courses or orientation course of about five weeks duration each with proper and well defined evaluation procedure; and
- (iii) Consistently good appraisal reports.

2.2.3 An Assistant University Librarian/College Librarian/Documentation Officer would cease to earn his annual increments beyond Rs. 1300 in case he does not acquire the following minimum qualifications:

- (i) Master's degree in Library Science/Information Science/Documentation or One year course of specialisation in an area of information technology/Archive and manuscript keeping or Master's degree in an area of thrust in the institution.

2.2.4 Assistant University Librarian/College Librarian/Documentation Officer (Selection Grade)

An Assistant University Librarian/College Librarian/Documentation Officer (senior scale) could be promoted to Assistant University Librarian/ College Librarian/Documentation Officer (selection grade) provided:

- (i) he has reached the basic pay of Rs. 1900 in the scale of Rs. 1200-1900;
- (ii) he has attended atleast two refresher courses or summer institutes of about five weeks duration with proper and well defined evaluation procedure after his placement in the scale of Rs. 1200-1900; and
- (iii) his performance appraisal reports are found satisfactory by the selection Committee including atleast one outside expert.

2.2.5 Deputy University Librarian

- (i) Master's Degree in Library Science/Information Science/Documentation with atleast fiftyfive per cent marks or its equivalent grade and a consistently good academic record;