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Sub: Draft Statutes to repeal the Statutes relating to upgradation of certain academic posts 2009 – reg.

Ref: University Notification No. ET4/419/2009-10, dated 22.2.2012 implementing the upgradation Statutes with the approval of the Hon'ble Chancellor.

Preamble:

In the Statutes relating to upgradation of certain academic posts, the University has provided UGC pay scales to certain non-teaching posts in Oriental Research Institute, Prasaranga and Kuvempu Institute of Kannada Studies limiting to a few incumbents. This has not been extended to all the employees identically placed in those Institutions. Besides, implementation of UGC pay scales to the non-teaching employees creates certain problems which have no solution under the existing provisions, i.e., there is no pay fixation formula to fix the pay for those who come to the UGC pay scales from the State pay scales. Once the UGC pay scale is extended, the incumbents naturally demand for Career Advancement and other UGC benefits. But, the API scoring and evaluation prescribed for Career Advancement for teachers, is totally inapplicable to non-teachers. The demand for higher age of retirement for these non-teachers on a par with the teachers on the ground of UGC pay scales, goes against the provisions of University Act and Statutes. Therefore, the Statutes governing the upgradation of certain posts makes it impossible to give effect to because of number of anomalies that may crop up. Therefore, the University has not implemented the approved Statutes, so far.

In the meantime, the University wrote to the State Government on 24.10.2013 to clarify as to how to implement the approved Statutes in these circumstances explained above. So far no reply is received.

Therefore, it is necessary to repeal the Statutes governing the upgradation of certain posts to avoid discrimination among similarly placed employees and also to avoid a precedence of extending UGC pay scales to the non-teachers which is contrary to UGC Regulations.

Vice-Chancellor
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Registrar
University of Mysore
Mysore