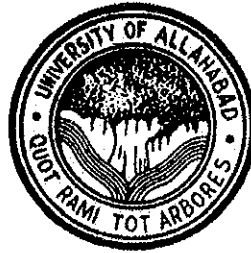
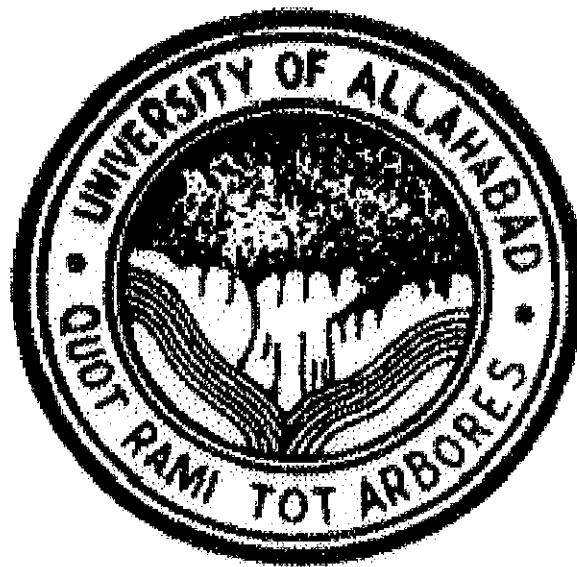


UNIVERSITY OF ALLAHABAD



A CENTRAL UNIVERSITY



**ACT, STATUTES &
FIRST ORDINANCES
(ENGLISH)**

ORDINANCE UNIVERSITY OF ALLAHABAD

INDEX

ORDINANCE No.	INDEX	PAGE No.
CHAPTER I	THE OFFICERS OF THE UNIVERSITY	
ORDINANCE I	THE PRO VICE-CHANCELLOR	02 - 03
ORDINANCE II	THE DEANS OF THE FACULTIES	03 - 04
ORDINANCE III	THE REGISTRAR	04 - 07
ORDINANCE IV	THE FINANCE OFFICER	07 - 11
CHAPTER-II	FUNCTIONARIES OF THE UNIVERSITY	
ORDINANCE V	HEADS OF DEPARTMENTS	12 - 13
ORDINANCE VI	THE DEAN OF RESEARCH AND DEVELOPMENT	13 - 14
ORDINANCE VII	THE DEAN OF COLLEGE DEVELOPMENT	15 - 16
ORDINANCE VIII	THE DEAN STUDENTS WELFARE	16 - 17
ORDINANCE IX	THE PROCTOR	18 - 19
ORDINANCE X	THE LIBRARIAN	19 - 20
ORDINANCE XI	THE BOARD OF FACULTIES	20 - 27
ORDINANCE XII	SELECTION COMMITTEES FOR APPOINTMENTS OF TEACHERS	27 - 33
ORDINANCE XIII	APPOINTMENTS OF CHAIRS AND EMERITUS PROFESSORS AND ADJUNCT FACULTY,	33 - 34
ORDINANCE XIV	THE BOARD OF STUDIES	35 - 38
ORDINANCE XV	THE DEPARTMENTAL COMMITTEE	38 - 39
ORDINANCE XVI	PLANNING AND DEVELOPMENT BOARD	39 - 42
ORDINANCE XVII	THE BUILDING AND WORKS COMMITTEE	42 - 44
ORDINANCE XVIII	THE DEAN COLLEGE DEVELOPMENT COUNCIL	44 - 46
ORDINANCE XIX	THE INTERNATIONAL STUDENTS ADVISORY BOARD	46 - 49
ORDINANCE XX	THE LIBRARY SYSTEM AND LIBRARY COMMITTEE	49 - 55
ORDINANCE XXI	THE BOARD OF STUDENT WELFARE	55 - 57
ORDINANCE XXII	THE BOARD OF HEALTH	57 - 59
ORDINANCE XXIII	THE DELEGACY AND THE BOARD OF RESIDENCE	59 - 74
ORDINANCE XXIV	THE BOARD OF DISCIPLINE	74 - 79
ORDINANCE XXV	THE WOMEN ADVISORY BOARD	79 - 80
ORDINANCE XXVI	UNIVERSITY COLLEGE MAINTAINED BY THE UNIVERSITY	80 - 86
ORDINANCE XXVII	UNIVERSITY INSTITUTES, INDEPENDENT CENTRES AND SCHOOLS	86 - 97
ORDINANCE XXVIII	THE INSTITUTE OF INTER-DISCIPLINARY STUDIES	97 - 102
ORDINANCE XXIX	THE INSTITUTE OF PROFESSIONAL STUDIES	102 - 106
ORDINANCE XXX	THE NATIONAL CENTRE OF EXPERIMENTAL MINEROLOGY AND PETROLOGY	106 - 108
ORDINANCE XXXI	THE CENTRE OF BEHAVIOURAL AND COGNITIVE SCIENCES	108 - 109
ORDINANCE XXXII	THE INSTITUTE OF CORRESPONDENCE COURSES AND CONTINUING EDUCATION	109 - 116
ORDINANCE XXXIII	UNIVERSITY COLLEGES MAINTAINED BY THE UNIVERSITY	116 - 117
ORDINANCE XXXIV	CONSTITUENT INSTITUTES	117 - 122
ORDINANCE XXXV	CONSTITUENT COLLEGES	122 - 156
ORDINANCE XXXVI	GRANT OF AUTONOMOUS STATUS TO CONSTITUENT COLLEGES	156 - 166
ORDINANCE XXXVII	TEACHING AND ACADEMIC STAFF	166 - 167
ORDINANCE XXXVIII	SELECTION AND APPOINTMENT OF TEACHERS (INCLUDING PRINCIPAL IN THE CONSTITUENT COLLEGES)	168 - 176

INDEX

ORDINANCE No.	INDEX	PAGE No.
ORDINANCE XXXIX	QUALIFICATIONS FOR APPOINTMENT TO THE POST OF TEACHERS (INCLUDING PRINCIPALS) IN THE UNIVERSITY AND CONSTITUENT COLLEGES	176 - 184
ORDINANCE XLI	CONDITIONS OF SERVICE OF TEACHERS OF THE UNIVERSITY	185 - 199
ORDINANCE XLII	CONSIONS OF SERVICE OF TEACHERS OF THE CONSTITUENT COLLEGES	199 - 213
ORDINANCE XLIII	LEAVE RULES FOR TEACHERS OF THE UNIVERSITY AND THE CONSTITUENT COLLEGES	213 - 235
ORDINANCE XLIV	PART TIME LECTURERS AND GUEST FACULTY	235 - 240
ORDINANCE XLV	CAREER ADVANCEMENT OF TEACHERS OF THE UNIVERSITY	240 - 247
ORDINANCE XLVI	CAREER ADVANCEMENT OF TEACHERS OF THE CONSTITUENT COLLEGES	247 - 254
ORDINANCE XLVII	ACADEMIC STAFF OTHER THAN TEACHERS	254 - 255
ORDINANCE XLVIII	CLASSIFICATION AND APPOINTMANT OF THE NON-TEACHING STAFF OF THE UNIVERSITY	255 - 256
ORDINANCE XLIX	CLASSIFICATION AND APPOINTMANT OF THE NON-TEACHING STAFF OF THE CONSTITUENT COLLEGES	256 - 257
ORDINANCE L	TERMS AND CONDITIONS OF SERVICE OF NON-TEACHING EMPLOYEES OF THE UNIVERSITY AND THE CONSTITUENT COLLEGES	257 - 310
ORDINANCE LI	ACADEMIC PROGRAMMES AND THE ORGANIZATION AND CONDUCT OF TEACHING	310 - 314
ORDINANCE LII	GENERAL PROVISION OF ADMISSION	314 - 321
ORDINANCE LIII	ADMISSION TO COURSES OF STUDY UNDER THE UNIVERSITY	321 - 325
ORDINANCE LIV	GENERAL PROVISIONS ON COURSES OF STUDY	325
ORDINANCE LV	THE ORGANIZATION AND CONDUCT OF RESEARCH	325 - 326
ORDINANCE LVI	THE DOCTOR OF PHILOSOPHY PROGRAMME	326 - 343
ORDINANCE LVII	THE MASTER OF PHILOSOPHY	344
ORDINANCE LVIII	THE DEGREES OF DOCTOR OF LETTERS, DOCTOR OF SCIENCE AND DOCTOR OF LAW	344
ORDINANCE LIX	THE AWARD OF FELLOWSHIP, SCHOLARSHIPS, STUDENTSHIP, MEDALS AND PRIZES.	345
ORDINANCE LX	THE ORGANIZATION AND CONDUCT OF EXAMINATIONS	345 - 353
ORDINANCE LXI	GENERAL PROVISIONS ON EXAMINATIONS	353 - 358
ORDINANCE LXII	CONVOCATIONS AND INVERSTITURES	358 - 359
ORDINANCE LXIII	THE REGISTRATION OF GRADUATES	359 - 363
ORDINANCE LXIV	ADMINISTRATIVE RULESAND PROCEDURES	363 - 364
ORDINANCE LXV	APPOINTMENT OF COMPASSIONATE GROUNDS	364 - 367
ORDINANCE LXVI	ASSOCIATION OF THE STAFF AND THE STUDENTS	367 - 369
ORDINANCE LXVII	GENERAL ASSOCVIATIONS OF REPRESENTATIVE COUNCILS OF STUDENTS	369 - 370

भारत का राजपत्र
The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड I

PART II—Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

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GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(DEPARTMENT OF SECONDARY AND HIGHER EDUCATION)

UNIVERSITY OF ALLAHABAD, ALLAHABAD

THE ORDINANCES OF THE UNIVERSITY

NOTIFICATION

No.: C-187/A-3/VC-08

Dated: Allahabad, the 9th February, 2008

The Vice-Chancellor, in exercise of the powers conferred by sub-section (2) of Section 29 of the University of Allahabad Act, 2005, hereby makes the first Ordinances of the University, as set forth in the APPENDIX. Notification

The previous approval of the Central Government has been accorded to the Ordinances, vide letter of the Ministry of Human Resource Development, Department of Secondary and Higher Education, No. F.32-24/2006-Desk (U), dated New Delhi, the 1st February, 2008.

The Ordinances shall come into force with immediate effect.

prescribed for the purpose by the National Laboratory or other national Scientific Organisation in or under which the earlier post was held:

- (v) no relaxation shall be admissible in respect of any of the conditions specified in serial numbers (i), (ii), (iii) and (iv), and in sub-clause (a);
- (vi) in case such application is granted, the Lecturer concerned shall not be eligible for placement in the Senior Scale on any date earlier than the date of his confirmation as Lecturer; and
- (vii) such inclusion shall not affect —
 - (1) the *inter se* seniority of the concerned Lecturer in the cadre of Lecturers; and
 - (2) the entitlements of the concerned Lecturer to terminal benefits, except in accordance with the rules governing the same.

(c) A Lecturer, eligible for promotion to the post of Reader, who is not serving in the Senior Scale in the circumstances referred to in the first proviso to serial number (ii) of sub-clause (a) of clause 5, may submit an application in the manner specified in sub-clause (a), for inclusion of his earlier tenure on a post referred to in serial number (i), or an assignment referred to in serial number (ii), of sub-clause (a), in case the benefit of such earlier tenure has not been availed of already, but such application shall not be granted, except in accordance with the conditions specified in sub-clause (b).

9. The first Regulations under the proviso to serial number (i) of sub-clause (a) of clause 4, the second proviso to serial number (ii) of sub-clause (a) of clause 5, the first proviso to serial number (i) of sub-clause (a) of clause 6, and the proviso to sub-clause (a) of clause 8, shall, where necessary or expedient, be drawn up by the Vice-Chancellor, and any Regulations so drawn up shall be reported to the Executive Council.

ORDINANCE XLVI: CAREER ADVANCEMENT OF TEACHERS OF THE CONSTITUENT COLLEGES

(Under clause (2) of Statute 31)

ORDINANCE

Career
Advancement of
Teachers of the
Constituent
Colleges

1. For the purposes of this Ordinance, unless the context requires otherwise —
- (i) "Career Advancement" means placement in the Senior Scale or the Selection Grade of, or the grant of the designation of Reader to, a teacher eligible for the same under the provisions of this Ordinance;
 - (ii) "College" means a Constituent College;
 - (iii) "date of eligibility", in relation to Career Advancement, means the date on which a teacher completed the qualifying period of service for placement in the Senior Scale or the Selection Grade or for the grant of the designation of Reader, under the provisions of this Ordinance;
 - (iv) "Governing Body" means the Governing Body of the College;
 - (v) "Principal" means the Principal of the College;
 - (vi) "regular appointment" means appointment on the recommendation of the Selection Committee constituted in accordance with statutory provisions;
 - (vii) "Screening Committee" means the Screening Committee constituted, under the provisions of this Ordinance, for assessing teachers for placement in the Senior Scale;
 - (viii) "Selection Committee" means the Selection Committee constituted, under

the provisions of this Ordinance, for assessing teachers the grant of the designation of Reader;

- (ix) "Selection Grade" or "Senior Scale" means the higher scale of pay, as approved by the University Grants Commission, admissible to Lecturers in accordance with the provisions of this Ordinance:

Provided that the Selection Grade shall, unless specified otherwise by the University Grants Commission, be the same as the scale of pay for Readers;

- (x) "service" means the period of service in the concerned College after regular appointment on the post of Lecturer —

(1) to which may be added the period of such earlier service on the post as is admissible for inclusion in determining the length of service of the teacher as Lecturer, under the provisions of serial numbers (iii) and (iv) of sub-clause (c) of clause 12 of Ordinance XLII, and such period of experience in other categories of tenures as is admissible under the provisions of clause 7; and

(2) from which shall be deducted the length of all instances of break of service and of Extraordinary Leave availed of for non-academic purposes other than serious illness, during the period of service on the concerned post in the College, after regular appointment thereto, and the period of the earlier service referred to in item 1; and

- (xi) "teacher" means a teacher of the College serving on whole-time capacity on an approved post after regular appointment thereto.

2. (a) Subject to the provisions of the Statutes and the Ordinances, teachers shall have the opportunity for Career Advancement, as follows —

- (i) for Lecturers, placement in the Senior Scale;
 (ii) for Lecturers in the Senior Scale, placement in the Selection Grade and the grant of the designation of Reader; and
 (iii) for Lecturers in the Selection Grade, the grant of the designation of Reader:

Provided that in the circumstances specified in the first proviso to serial number (ii) of sub-clause (a) of clause 5, a Lecturer, not serving in the Senior Scale, may be considered for placement in the Selection Grade and the grant of the designation of Reader.

(b) The provisions relating to the conditions of eligibility and the procedure for Career Advancement, as specified in this Ordinance, shall be subject to the directions in that regard issued by the University Grants Commission, from time to time, and such directions shall, upon being reported to the Executive Council, come into effect from the respective dates of the issuance thereof.

(c) Placement in the Senior Scale or the Selection Grade shall not be granted with effect from any date prior to July 27, 1998.

(d) The Vice-Chancellor may, in pursuance of any direction of the University Grants Commission to that effect, and in accordance with the norms laid down by the University Grants Commission in that regard, nominate Observers for the Screening Committees and Selection Committees constituted under the provisions of this Ordinance.

(e) The Orientation Programmes and Refresher Courses attended by a teacher shall not be admissible for purposes of placement in the Senior Scale or the Selection Grade, or of the grant of the designation of Reader, except if sponsored or approved by the University Grants Commission and of a duration of not less than twenty-one days:

Provided that such Continuing Education Programme of the said duration, as is

recognised in this regard by the University Grants Commission, shall be deemed equivalent to a Refresher Course.

Provided also that the requirement of attending Refresher Courses for purposes of the grant of the designation of Reader shall be subject to such relaxations as may be specified, from time to time, by the University Grants Commission.

3. (a) The teacher eligible, under the provisions of this Ordinance, for Career Advancement, as specified in sub-clause (a) of clause 2, shall submit, to the Chairperson of the Governing Body, on the Form prescribed for the purpose by the Vice-Chancellor, a Self-Assessment Report, containing information, *inter alia* relating to the performance of his work and his academic attainments, in respect of the matters that are to be, or may be, considered or assessed by the concerned Screening Committee or Selection Committee.

EXPLANATION: For the purposes of this sub-clause, the term "work" shall mean the work done with reference to the work expected from a teacher under the provisions of the Act, the Statutes, the Ordinances and the Regulations.

(b) The Self-Assessment Report, referred to in sub-clause (a), shall be submitted, with the required endorsements and annexures, through the Principal.

(c) The Principal shall, with the approval of the Chairperson of the Governing Body, issue notice for appearing before the Screening Committee or the Selection Committee, as the case may be, to the teachers whose cases for consideration for Career Advancement are, after the examination of the Self-Assessment Reports submitted by them and the records of the College, *prima facie* found to be in order, but any such notice shall not be proof or acknowledgement of any entitlement of the concerned teachers to be considered for Career Advancement.

(d) The Principal shall, before issuing the notice, referred to in sub-clause (c), submit to the Registrar the details of the teachers proposed to be called for appearing before the Screening Committee, or the Selection Committee, as the case may be, specifying the grounds on which their cases have *prima facie* been found suitable in that regard.

4. (a) A confirmed Lecturer shall be eligible for placement in the Senior Scale, after assessment by the Screening Committee, if he has —

- (i) subject to the provisions of sub-clauses (a) and (b) of clause 7, completed —
 - (1) in case he holds a doctoral degree, four years of service;
 - (2) in case he holds the M. Phil. degree, but does not hold a doctoral degree, five years of service; or
 - (3) in case he does not hold a doctoral or the M. Phil. degree, six years of service;

Provided that the Executive Council may, by Regulations, specify the minimum period of service required to have been completed on the post of Lecturer in the concerned College for purposes of eligibility for placement in the Senior Scale;

- (ii) after regular appointment as Lecturer, attended, subject to the provisions of sub-clause (e) of clause 2, one Orientation Programme and, in case he does not hold a doctoral degree, one Refresher Course as well; and
- (iii) consistently satisfactory performance appraisal reports.

(b) The Screening Committee, referred to in sub-clause (a), shall consist of the following members —

- (i) the Pro-Vice-Chancellor or, where there is no Pro-Vice-Chancellor, one of

- the Deans of Faculties, nominated by the Vice-Chancellor (Chairperson);
- (ii) the Chairperson of the Governing Body, or a member of the Governing Body, not being a person in the service of the College, nominated by him;
- (iii) two experts nominated by the Vice-Chancellor from amongst the panel of experts for the Selection Committee of the University for the direct recruitment of Lecturers in the subject professed by the teacher;
- (iv) the Head of the Department to which the subject professed by the teacher is assigned;
- (v) the Convenor of the Staff Committee of the College for the subject concerned, not being a teacher with a service as such of less than ten years:

Provided that where the said Convenor is a teacher with a service as such of less than ten years, his place in the Selection Committee shall be assigned to the senior-most among the Convenors of the Staff Committees of the subjects (taken together) assigned to the Faculty to which the subject belongs, with a length of service of not less than ten years:

Provided that where the senior-most of the Convenors referred to in the preceding proviso is a teacher with a service as such of less than ten years, the senior-most amongst the Convenors of the Staff Committees shall be the member of the Selection Committee; and

- (vi) the Principal (Convenor):

Provided that four members of the Screening Committee, including at least two persons from amongst the members referred to in serial numbers (iii) and (iv), shall form the quorum for any meeting thereof, but no recommendation of the Screening Committee shall be valid, except if the same has the approval of at least one of the experts referred to in serial number (iii).

(c) The Screening Committee shall consider the Self-Assessment Report, the annual Academic Progress Reports, and the teaching and *other academic* work, and the service record, of the teacher, and such other relevant records as may be placed before, or considered necessary by, it, and shall also interview him, and shall recommend whether the teacher is suitable or not suitable for placement in the Senior Scale.

5. (a) A confirmed Lecturer shall be eligible for the grant of the designation of Reader, after assessment by the Selection Committee, if he —

- (i) holds a doctoral degree, or has to his credit published work that is considered by the Selection Committee as equivalent to a doctoral degree;
- (ii) has, subject to the provisions of sub-clause (c) of clause 7, completed five years of service in the Senior Scale:

Provided that a Lecturer serving in the Senior Scale for less than five years who was not, on any earlier occasion, denied placement in the Senior Scale, or a Lecturer who is not serving in the Senior Scale on account of the fact that the Screening Committee was not convened after he had become eligible for placement therein, shall be required to have completed, as Lecturer —

- (1) in case he holds a doctoral degree, nine years of service;
- (2) in case he holds, the M. Phil. degree, but does not hold a doctoral degree, ten years of service; or
- (3) in case he does not hold a doctoral degree or the M. Phil. degree, eleven years of service.

Provided further that the Executive Council may, by Regulations, specify the minimum period of service required to have been completed on the post of Lecturer in the concerned College for purposes of eligibility for the grant

of the designation of Reader:

(iii) has made some mark in the areas of scholarship, teaching and other academic work, as evidenced *inter alia* by his Self-Assessment Report and the reports of referees, with special reference to the quality of his publications, including teaching materials, and his contribution to educational innovation, design of new courses and curricula, and extension activities;

(iv) has attended —

(1) after placement in the Senior Scale, two Refresher Courses; or

(2) in the case of a Lecturer who is not serving in the Senior Scale on account of the fact that the Screening Committee was not convened after he had become eligible for placement therein, one Orientation Programme and three Refresher Courses, or in case such Lecturer holds a doctoral degree, one Orientation Programme and two Refresher Courses; and

(v) has consistently satisfactory performance appraisal reports.

(b) The Selection Committee, referred to in sub-clause (a), shall consist of the following members—

(i) the Pro-Vice-Chancellor or, where there is no Pro-Vice-Chancellor, one of the Professors of the University nominated by the Vice-Chancellor (Chairperson);

(ii) the Chairperson of the Governing Body, or a member of the Governing Body, not being a person in the service of the College, nominated by him;

(iii) one Professor or former Professor of a Central University, other than this University, from one of the subjects under the Faculty to which the subject professed by the teacher is assigned, nominated by the Vice-Chancellor, from a panel drawn up by the Academic Council on the recommendation of the Vice-Chancellor;

(iv) two experts nominated by the Vice-Chancellor from amongst the panel of experts for the Selection Committee of the University for the direct recruitment of Lecturers in the subject professed by the teacher;

(v) the Head of the Department to which the subject professed by the candidate is assigned; and

(vi) the Principal (Convener);

Provided that the person referred to in serial number (iii) shall be a member of the Selection Committees constituted under this sub-clause, for the academic year, for all subjects assigned to the concerned Faculty;

Provided further that four members of the Selection Committee, including at least two persons from amongst the members referred to in serial numbers (iv) and (v), shall form the quorum for any meeting thereof, but no recommendation of the Selection Committee shall be valid, except if the same has the approval of at least one of the experts referred to in serial number (iv).

(c) The Selection Committee shall consider the Self-Assessment Report, the annual Academic Progress Reports, the details of the teaching and other academic work and publications, and the service record, of the teacher, and such other relevant records as may be placed before, or considered necessary by, it, and shall also interview him, and shall recommend whether the teacher is suitable or not suitable for placement in the Selection Grade and the grant of the designation of Reader.

(d) Where a teacher is not found suitable for the grant of the designation of Reader on the ground that he does not meet the standards scholarship and academic work

expected of a Reader or that his published work, in case he does not hold a doctoral degree, is not equivalent to such degree, the Selection Committee may, in case it is of the view that he fulfils the other criteria specified in sub-clause (a) and has a good record in teaching and has, preferably, contributed in various ways to the extension activities, examinations and corporate life of the College, recommend his placement in the Selection Grade.

6. (a) The Screening Committee and the Selection Committee shall, as far as possible, meet once every year to consider the cases of eligible teachers, and their meetings shall be held at the Headquarters of the University.

(b) The provisions in respect of the convening of the meeting, and the issue of notice to the members, of the Screening Committee or the Selection Committee, the quorum for such meeting, and the withdrawal of members, on grounds of personal interest, from such meeting and from the meeting of the Governing Body convened to consider the recommendations thereof shall be the same as for the Selection Committee for direct recruitment to the post of Lecturer:

Provided that the period of notice to teachers for appearing before the Screening Committee or the Selection Committee may be of a duration lesser than that in the case of direct recruitment to the said post.

(c) Where —

- (i) the Screening Committee does not recommend the placement of the teacher in the Senior Scale; or
- (ii) the Selection Committee does not recommend the award of the designation of Reader to the teacher, including a teacher already in the Selection Grade, or recommends that the teacher not found suitable for the award of such designation be placed in the Selection Grade, in case he is not so placed already,

it shall record the reasons for the same.

(d) The recommendation of the Screening Committee or the Selection Committee shall be considered by the Governing Body, which may approve or disagree with the same, and where it disagrees therewith, it shall record the reasons for such disagreement.

(e) Where the Governing Body resolves to grant the designation of Reader to the teacher, such resolution shall not be implemented, except with the prior approval of the Vice-Chancellor.

(f) The grant of the designation of Reader shall take effect from the date specified in sub-clause (c) of clause 6 of Ordinance XXXVIII.

(g) Where the Governing Body disagrees with the recommendation of —

- (i) the Screening Committee, the same Screening Committee shall re-consider such recommendation, with reference to the reasons recorded for the said disagreement by the Governing Body, and where the Screening Committee reaffirms the original recommendation, the Governing Body shall approve the same; or
- (ii) the Selection Committee, the provisions in that regard in the case of direct recruitment to the post of Lecturer shall apply.

(h) A teacher, who is not granted —

- (i) placement in the Senior Scale;
- (ii) the designation of Reader, but granted placement in the Selection Grade; or
- (iii) the designation of Reader and placement in the Selection Grade, if not so placed already,

may offer himself again, after one year, for being considered for such placement or promotion, and in such a case he shall be assessed for the same by the Screening Committee or the Selection Committee, as the case may be, constituted for considering the cases of teachers who may have become eligible for the grant of such placement or designation in the mean time.

(i) Where, upon appearing for the first time before the Screening Committee or the Selection Committee, the teacher is approved for placement in the Senior Scale, or for placement in the Selection Grade with or without the grant of the designation of Reader, as the case may be, he shall be granted such placement with effect from his date of eligibility for the same:

Provided that the benefit of this provision shall not be admissible where the teacher had voluntarily not availed of the opportunity of appearing before the concerned Screening Committee or Selection Committee on the earlier occasion on which it had been convened, on or after his date of eligibility for the same, and in such a case the provisions of sub-clause (i) shall apply to the teacher.

(j) A teacher who was earlier not granted placement in the Senior Scale or the Selection Grade, or who voluntarily did not avail of the opportunity of appearing before the Screening Committee or the Selection Committee on the earlier occasion that it was convened, on or after his date of eligibility in that regard, shall, upon approval for such placement after appearing before a subsequent meeting of the concerned Screening Committee or Selection Committee, be granted the same from the date of the said subsequent meeting.

7. (a) A Lecturer, who fulfils the conditions of eligibility for placement in the Senior Scale specified in serial numbers (ii) and (iii) of sub-clause (a) of clause 4, may submit an application to the Vice-Chancellor, through the Principal, for the inclusion, in the service admissible for such placement under the provisions of serial number (i) of the said sub-clause (a), of the period of his experience, immediately before his appointment as Lecturer, on a tenure (hereafter in this clause referred to as "the earlier tenure") in —

- (i) a post in or under a National Laboratory or other national Scientific Organisation; or
- (ii) an assignment, awarded by the University Grants Commission or other national funding agency, on a position such as Research Scientist, Research Associate or Pool Officer,

for which the prescribed qualifications and the scale of pay were not lower than, or were equivalent to, the qualifications prescribed for the post of Lecturer in the College, but such application shall not be granted, except in accordance with the conditions specified in sub-clause (b):

Provided that the Executive Council may, by Regulations, specify that categories of the assignment, referred to in serial number (ii), which shall be admissible for the purposes of such inclusion and the extent to which the period of experience in any such category may so be included.

(b) The following conditions shall govern any application for the inclusion of the earlier tenure referred to in sub-clause (a) —

- (i) the appointment to the post referred to in serial number (i), or the assignment on the position referred to in serial number (ii), of sub-clause (a), was not of an *ad hoc* or temporary nature and was made or granted in accordance with the procedure prescribed for the same:

Provided that where such appointment or assignment of a temporary or an *ad hoc* nature was of a duration of not less than one year and was followed, without any break, by regular appointment to the same post, or the

- regularisation of the same assignment, such duration may be added to the period of experience on the earlier tenure:
- (ii) the earlier tenure was held continuously for a duration of not less than one year;
 - (iii) the concerned Lecturer fulfilled, during the earlier tenure, the qualifications prescribed for the post of Lecturer in the College;
 - (iv) where the earlier tenure was on a post referred to in serial number (i) of sub-clause (a), the appointment of the concerned Lecturer in his present post was in pursuance of an application submitted through the proper channel prescribed for the purpose by the National Laboratory or other national Scientific Organisation in or under which the earlier post was held;
 - (v) no relaxation shall be admissible in respect of any of the conditions specified in serial numbers (i), (ii), (iii) and (iv), and in sub-clause (a);
 - (vi) in case such application is granted, the Lecturer concerned shall not be eligible for placement in the Senior Scale on any date earlier than the date of his confirmation as Lecturer; and
 - (vii) such inclusion shall not affect —
 - (1) the *inter se* seniority of the concerned Lecturer in the College; and
 - (2) the entitlements of the concerned Lecturer to terminal benefits, except in accordance with the rules governing the same.
- (c) A Lecturer, eligible for the grant of the designation of Reader, who is not serving in the Senior Scale in the circumstances referred to in the first proviso to serial number (ii) of sub-clause (a) of clause 5, may submit an application in the manner specified in sub-clause (a), for inclusion of his earlier tenure on a post referred to in serial number (i), or an assignment referred to in serial number (ii), of sub-clause (a), in case the benefit of such earlier tenure has not been availed of already, but such application shall not be granted, except in accordance with the conditions specified in sub-clause (b).
8. The first Regulations under the proviso to serial number (i) of sub-clause (a) of clause 4, the second proviso to serial number (ii) of sub-clause (a) of clause 5, and the proviso to sub-clause (a) of clause 7, shall, where necessary or expedient, be drawn up by the Vice-Chancellor, and any Regulations so drawn up shall be reported to the Executive Council.

ORDINANCE XLVII: ACADEMIC STAFF OTHER THAN TEACHERS

(Under clauses (1) and (2) of Statute 17, clauses (1), (2) and (3) of Statute 20, and clauses (1), (2), (3), (4) and (5) of Statute 23)

ORDINANCE

Academic Staff
other than
Teachers

1. (a) The provisions in respect of the classification and the designations of the academic staff, other than teachers, shall be as laid down by the Executive Council by Regulations.
- (b) The first Regulations under sub-clause (a) shall be laid down by the Vice-Chancellor, and shall be reported to the Executive Council.
- (c) The academic staff, other than teachers, shall be appointed to approved posts on whole-time basis, in permanent or temporary capacity, on scales of pay determined by the University Grants Commission.
- (d) The procedure for the selection and appointment of the academic staff, other than teachers, and the qualifications for such appointment, shall be as laid down by