



## GOVERNMENT OF KERALA

### Abstract

Health & Family Welfare Department–Medical Education Service – Pay and Allowances of Teachers in Government Medical, Dental, Nursing and Pharmaceutical Science Colleges in the State - Modified - Orders Issued.

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### HEALTH & FAMILY WELFARE (S) DEPARTMENT

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**GO(P)No.143/2010/H&FWD**

**Dated, Thiruvananthapuram, 03.04.2010**

- Read: 1. GO (P) No. 318/2009/H&FWD dated 10.09.2009.  
2. GO (P) No. 326/2009/H&FWD dated 16.09.2009  
3. GO (P) No. 425/2009/H&FWD dated 14.12.2009  
4. GO (P) No.433/2009/H&FWD dated 21.12.2009.  
5. GO (P) No.20/2010/H&FWD dated 15.01.2010  
6. GO (P) No.42/2010/H&FWD dated 01.02.2010.  
7. No.MCI 12 (2)/2009-Med.Misc./56925 dated 15.12.2009.

### ORDER

1. As per the Government Order read as 3<sup>rd</sup> paper above, Government have issued orders revising the scales of pay of the teaching staff of Government Medical, Dental, Nursing and Pharmaceutical Science Colleges in the State w.e.f. 01.01.2006 in super session of Government orders read as I<sup>st</sup> and II<sup>nd</sup> above. But it has been noticed that there are certain anomalies in the Government Order. Therefore following modifications are ordered in the Government Order read as 3<sup>rd</sup> above with immediate effect and the clauses mentioned below shall stand modified to the effect as here under..

**2. Para 7.5 a (ii) of Annexure I is modified as below :**

The following words “and a total service of 8 years after acquiring Post Graduate degree (5 years for super specialty degree)” is substituted as “and a total service of 8 years (5 years for super specialty degree holders working in superspecialty departments)”.

**3. Para 7.5 a (iii) is modified as below:**

The following words “ and a total service of 8 years after acquiring Post Graduate Degree (5 years for Superspecialty degree holders) in all grades put together” is substituted as “and a total service of 8 years (5 years for Superspecialty degree holders working in superspecialty departments, including 2 years after acquiring superspecialty degree) in all grades put together”.

4. For the placement as Associate Professor as in para 7.5 a (ii) & (iii) above, the date of effect will be 01.01.2006 or later as eligible. However, for those who had completed 8 years of total service as prescribed and have become eligible for TBCP as Associate Professor prior to 1.1.2006 in terms of the previous orders applicable, notional placement will be given in the pre-revised scale of Associate Professor from the due date without any arrears.

**5. Para 7.5 a (iv) is modified as below:**

There are instances of teachers in Medical College who have acquired P.G. Degree after joining service and after rendering some period of service in the Lecturer grade. Only their post P.G. service was being counted for promotion under Career Advancement scheme as per existing norms. It has been decided to review such cases and it is ordered as follows.

**(aa)** Incumbent Lecturers in Medical Colleges who have joined service prior to 10.09.2009 and acquire Postgraduate degree qualification in the concerned speciality/ superspeciallty will be redesignated and placed as Assistant Professor as provided in para 7.4(i) above and on completing 5 years total service as Lecturer/Lecturer trainee/Senior Lecturer/Assistant Professor put

together (3 years total service as above for superspeciality degree holders) they will be placed as Assistant Professor in the pay band of Rs.15, 600-39100 at the starting pay of Rs.22,320 with AGP of Rs.8000/- w.e.f 01.01.2006 or later as the case may be. Further they will be eligible to be considered for career advancement promotion to the cadre of Associate Professor on completion of 3 years as Assistant Professor in the AGP of Rs.8000/- (2 years service in the case of superspeciality degree holders in superspeciality departments).

**(ab)** Similarly incumbent Medical category teachers in Medical Colleges who have completed 10 years of teaching service in Lecturer/Lecturer trainee/ Senior Lecturer/Assistant Professor grades put together and completed 5 years of service after acquiring Post Graduate medical degree (2 years after acquiring Superspecialty degree for teachers in superspeciality departments), prior to 1.1.2006, will be deemed to have been promoted as Associate Professor on the date of completion of 10 years total service as above, on notional basis only in the pre-revised scale of pay, and they will be placed in the revised pay band of Rs.37,400-67,000 with AGP of Rs.9,000/- w.e.f. 01.01.2006, subject to fulfilling academic performance requirements as specified. Arrears will be given only from 01.01.2007 in such cases also.

**6. Para 7.5a(v) is modified as below :**

In terms of the Amendment Notifications of Medical Council of India dated 21.7.2009 and 15.12.2009 in the "Minimum Qualifications for Teachers in Medical Institutions Regulations 1998", Assistant Professors in Medical category in broad specialties completing 4 years teaching service as Assistant Professor and drawing AGP of Rs.8, 000/- will be eligible to be promoted and

placed in the appropriate stage in the pay band of Rs.37, 400–67,000 with Academic Grade Pay of Rs.9,000/- and redesignated as Associate Professors, with effect from 24.7.2009, subject to completion of total teaching service of 7 years after acquiring P.G degree in the concerned discipline and fulfilling other academic performance requirements to be specified. For the Assistant Professors in Super specialty departments, the period of teaching service as Assistant Professor to become eligible for promotion as above will be 2 years after acquiring Supersepcialty degree. The teachers in both categories will have to publish two Research Papers in Indexed/National Journals, provided that these research publications are published/accepted for publication in the Journals by the National Associations/Societies of the respective specialties, with the concerned person as the first author. Further provided that the requirement of 2 research publications for promotion to the post of Associate Professor should be fulfilled with 2 research publications published during the tenure of the Assistant Professor.

Further provided that for the transitory period of 5 years in the case of broad specialties and 2 years in the case of super specialties, w.e.f. 24th July 2009, the appointment/promotion to the post of Associate Professor will be made in accordance with provisions elsewhere in this order and other Government orders related to pay revision-2009, without insisting for research publications.

**7. Para 7.6(b) is modified as follows:**

Associate Professors in the pay scale of Rs.14, 300 – 450 – 19,200, on completion of 3 years of service as Associate Professor will be eligible to be promoted as Professor and placed in the new

pay band of Rs.37, 400–67,000 with Academic Grade pay of Rs.10,000w,e,f 01.01.2006 or later; subject to the availability of vacancy and satisfying other Academic performance requirements as specified. In terms of the Amendment Notifications of MCI mentioned in para 6 above, such persons shall publish 4 Research Papers in Indexed / National Journals; provided that these research publications are published/accepted for publication in the Journals by the National Associations/Societies of the respective specialties, with the concerned person as the first author. Further provided that the requirement of 4 research publications for promotion to the post of Professor should be taken on cumulative basis with minimum of 2 research publications to be published during the tenure of the Associate Professor.

Further provided that during the transitory period of 4 years w.e.f. 24th July, 2009, the appointment/ promotion to the post of Professor will be made in accordance with the provisions elsewhere in this order other Government orders related to pay revision-2009, without insisting for research publications.

*However the existing Associate Professors who were eligible for regular promotion as Professor in a vacancy which has arisen before 14.12.2009 will be given promotion as per the norms prevailing before 14.12.2009.*

**8. Para 8 (e) is modified as follows.**

A new grade of Additional Professor for career advancement promotion in Medical and Dental category is created. Associate Professors in Medical and Dental categories who complete 5 years service will be eligible for placement as Additional Professors in the pay band of Rs.37, 400 – 67,000 with AGP of Rs.10, 000/- subject to the publication of four research papers in peer indexed / national journal; provided that these research publications are

published/accepted for publication in the Journals by the National Associations/Societies of the respective specialties, with the concerned person as the first author. Further provided that the requirement of 4 research publications for placement as Additional Professor should be taken on cumulative basis with minimum of 2 research publications to be published during the tenure of the Associate Professor. **This will have effect from 14.12.2009 only.**

9. With respect to para 11 of Annexure I it is clarified that wherever teaching service is mentioned, the service in the post of Tutor in MLT will be also reckoned for promotion in the case of teachers in MLT.

10. Para 11 (c) of Annexure I is transferred to Para 12, below (b) and numbered as (ba) since the category mentioned in this paragraph relates to Non-Medical.

**11. Para 12. (b) is modified as follows:**

Existing Lecturers or Senior Lecturers in the Non-medical subjects mentioned in 12 (a) above who have Post-graduate Degree in the subject concerned and having 6 years of teaching experience as Lecturer/Senior Lecturer shall be redesignated as Assistant Professor (Non-medical) and placed in the pay band of Rs.15, 600-39100 in the appropriate stage with Academic Grade pay of Rs.7000/- as per the Fitment Table Annexured w.e.f 01.01.2006 or later. Those who do not have 6 years service will be continued as Lecturer /Senior Lecturer as the case may be and placed in the pay band of Rs.15600 -39100 with grade pay of Rs.6, 000/-w.e.f 01.01.2006 or later and will be redesignated as Assistant Professor (Non-Medical) in the AGP of Rs.7000/- on completion of 6 years of

total teaching service. Fitment Table !4 B attached to pay revision order dated 14.12.2009 stands modified to this effect.

**12. Para 12 (g)** is modified as follows - Assistant Professors in non-Medical Categories with completed service of 5 years (3 years of service after acquiring Ph.D degree for persons with Ph.D) in the concerned subject in the Academic Grade Pay of Rs.8, 000/- shall be eligible to be placed in the pay band of Rs.37, 400 -67,000 with Academic Grade pay of Rs.9, 000/- and redesignated as Associate Professor (Non-medical) subject to fulfilling academic performance requirements to be specified.

**13.** Academic Performance Requirements for career advancement promotion (CAP) envisaged by UGC relates to the number of teaching/lecture hours, tutorials, clinical practice, guidance, co-curricular activities in the college etc to be performed/achieved by the faculty. No prescribed norms regarding this have been insisted for promotion for faculties under Medical Education Service till now. Hence Academic Performance Requirements wherever mentioned in the Pay Revision Order dated 14.12.2009 and in this order will not be insisted for granting Academic Grade Pay/Career Advancement Promotion in all the cases of placement which become due till the end of this academic year ie 30.04.2010. Academic Grade Pay/Career Advancement Promotion shall be granted in all such cases on the basis of eligible teaching service prescribed (including eligible sanctioned leave; but excluding unauthorized absence and LWA on non-medical grounds etc) and Confidential Reports and other existing norms of Time Bound Cadre Promotion if any.

14. The time for filing options has already been over on 13.03.2010.. But it is to noticed that a large number of faculties have not submitted options within the stipulated time and requested Government to extend the date. Government have considered the case and are pleased to extend the time for filing options up to a further period of two months w.e.f 14.03.2010. It is also ordered that based on the above modifications if any faculty who had exercised his/her option desires to change the option, they shall also be permitted to submit revised options within the extended period of time frame.

By Order of the Governor

K.A.Kumary Lakshmy  
Joint Secretary to Government

To

The Director of Medical Education, Thiruvananthapuram  
The Director of Treasuries, Thiruvananthapuram  
The Treasury Officers of all District Treasuries and Sub Treasuries  
(through Director of Treasuries)  
The Principal, Government Medical Colleges/Dental Colleges/Nursing  
Colleges/Pharmacy Colleges in the State. (through DME)  
The Secretary to Government, Finance Department  
The Accountant General (A&E/ Audit), Kerala, Thiruvananthapuram  
Finance Department (vide U.O.No. 6726/H&L B2/10/ Fin dated 29.01.2010.  
Stock File /Office Copy

Forwarded/By Order,

Sd / -  
Section Officer