



GOVERNMENT OF KERALA

Abstract

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

HEALTH & FAMILY WELFARE (S) DEPARTMENT

GO(P)No.32/2011/H&FWD Dated, Thiruvananthapuram, 24.01.2011

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. GO(P)No.143/2010/H&FWDdated, 03.04.2010.
8. GO(P) No.511/2010/H&FWD dated 31.07.2010.
9. GO(P)No.647/2010/H&FWD dated, 29.10.2010
10. Letter No.GE5/A/GL/PR 2006/2010/866 dated 12.11.2010 and 26.11.2010 from the Accountant General (A&E), Thiruvananthapuram.

ORDER

1. As per the Government Order read as 3rd 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 supersession of Government orders read as Ist and IInd above. Thereafter some modifications were ordered in the Government Orders read as 4th to 9th papers above. But it is noticed that some orders were wrongly interpreted and pay fixation and Career Advancement Promotion have been sanctioned wrongly in the case of some Medical/Dental College Teachers. Accountant General has also brought to the matter to the notice of the Government. Government having examined the matter in detail, are pleased to order the following clarificatory orders in the matter.

2. The amendment orders issued in para 7.5 (a) (iv) (ab) vide the Government Order read as 7th paper above stipulated that incumbent teachers who completed 10 years teaching service prior to 01.01.2006 (or later) and satisfy other conditions 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. This 'deemed to be promotion' was sanctioned to rectify an anomaly in the previous pay revision orders dated 16.06.2000 with respect to time bound Career Advancement Promotion for doctors as per which a service of 10 years after acquiring P.G. degree or 5 years in the regular cadre of Assistant Professor was stipulated to get TBCP as Associate Professor. No pay fixation prior to 01.01.2006 in the pre-revised scale of Associate Professor was envisaged or meant to be sanctioned in such cases of "deemed to be promotions".

3. Hence it is ordered that in the case of teachers who are granted "deemed to be promotions" on notional basis in terms of the above clause 7.5 (a) (iv) (ab) vide Government Order read as 7th paper above, no pay fixation or increment will be allowable in the grade of Associate Professor in the pre-revised scale from such notional dates of promotion till 01.01.2006. Similarly, in the case of teachers who have already been promoted as Associate Professor/Professor in terms of previous pay revision orders, sanctioning of deemed – to – be notional promotions on a back date in terms of the above order will not entitle them to get pay fixation in the pre-revised scales. They will be eligible for pay fixation in the revised scale of Rs. 37,400-67,000 w.e.f 01.01.2006 or later only, as per the rules for pay fixation and protection of senior's, pay as per clause 14 of Annexure II to the Government Order read as 3rd paper above, with monetary benefits from 01.01.2007 as ordered. However, the notional service in the grade of Associate Professor on granting deemed to be promotion as above will be reckoned as eligible service (duty) for further promotions to the grade of

Additional Professor and regular promotion as Professor. In view of this, the teachers who have already got regular promotion as Professors will not be required to get any notional promotions as above in lower grades prior to 01.01.2006 but will be entitled to pay protection with respect to juniors as mentioned above. Further, no deemed to be promotion as Associate Professor or Assistant Professor as above shall be given effect from a date before the date of issue of previous pay revision orders; that is, the effective cut off date for deemed to be promotions on back date in all cases will be 16.06.2000.

4. It is also clarified that those who get deemed to be promotion as above on a back date cannot claim seniority over the teachers who are senior to them and have got regular promotion as Associate Professor or Professor with effect from a later date based on DPC select list by virtue of their cadre seniority. Similarly, the teachers who are redesignated as Assistant Professor or granted Career Advancement Promotion as Associate Professor in terms of the Pay revision orders dated 14.12.2009 and amendments thereafter will not be able to claim any seniority over other teachers who have been sanctioned regular promotion as Assistant Professor and above in terms of the extant Special Rules/Government Orders regarding such promotions. The service seniority as per rules in the respective cadres will prevail in all cases for determining the interse seniority between two employees, in case of dispute. However, this will not prevent reassignment of DPC seniority in the case of any employee due to wrong calculations done earlier or due to court order or similar claims.

5. A doubt has arisen as to whether the placement of the teachers in Medical and Dental Colleges in the pay band Rs.15,600-39,100 with AGP of Rs.8,000 granted to the teachers who have acquired P.G degree and completed total service of 5 years will be modified in view of Clause 5 of the Government Order read as 9th paper above. It is clarified that no such modification is required and they will be eligible to draw salary as ordered earlier in the AGP of

Rs.8,000/-. That is the teachers who acquire P.G. degree after joining service and complete 5 years of regular service in all grades put together will be eligible for the AGP of Rs.8,000/-. However, they will be eligible for next promotion as Associate Professor only from the date of completion of 5 years regular service after acquiring P.G. degree (2 years after acquiring Super Speciality degree for Super Speciality departments).

6. Further, with respect to clause 7.5 a (ii) and 7.5 (a) (iii) of the Government Order dated 14.12.2009 regarding Dental college teachers, it is clarified that there is no post of Associate Professor in the regulations of Dental Council of India. The teachers in Dental colleges who have joined service before 27.10.2005 and who complete 5 years regular service after acquiring P.G degree in the concerned discipline and having a total service of 8 years in all grades put together will be eligible for placement as Associate Professor in the pay band of Rs.37,400-67,000.

7. On the basis of the above said orders Career Advancement Promotions granted in this regard earlier shall be reviewed and revised orders shall be issued. Accountant General shall also be intimated such cases for further action.

8. Seniority lists of all the teachers in Medical and Dental colleges in the various departments/cadres will be prepared and published by Director of Medical Education with Government approval, within one month, to bring more clarity in the matter. The Academic Performance Requirements for grade/career advancement promotion including nature of research publications required will be also published by DME by 31.03.2011, with Government approval.

9. Further it is ordered that Associate Professor will continue to be the feeder category for regular promotion to the post of Professor, by selection by Departmental Promotion Committee, as per the existing norms/rules. However probation need not be declared separately in the cadre of Associate Professor to become eligible for promotion as Professor. Probation will have to be declared

in the entry cadre of Assistant Professor only here after for considering for further career advancement/regular promotion upto the grade of Professor.

By Order of the Governor

B.S. MAVOJI

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.

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.

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Forwarded/By Order,

Sd /-

Section Officer