



ODISHA GOVERNMENT POLYTECHNIC TEACHERS' ASSOCIATION

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To

N. 17 / 26.11.16

The Commissioner-Cum-Secretary
Skill Development & Technical Education
Government of Odisha

Sub: Restructuring of Pay Scale of Polytechnic Teachers & Implementation of AICTE Scale of Pay_ Regarding

Sir,

With all humility, the ODISHA GOVERNMENT POLYTECHNIC TEACHERS ASSOCIATION (OGPTA) would like to bring before the notice of your esteemed some pertinent facts pertaining to the long pending issue of implementation of AICTE Scale of Pay for Polytechnic teachers with relevant documents in support of them.

1. All India Council for Technical Education (AICTE) is the statutory national level apex body formed by an Act of Parliament bestowed with the responsibility of policy formulation and maintenance of uniform standard and equitable growth of technical education which includes uniformity in faculty norms, pay scale and service conditions etc. across the country. Although both the Degree and Diploma level technical Education of the state are governed by AICTE Guidelines, it is a matter of great regret that the AICTE recommended pay scale has only been granted to the faculties of the Government Degree Engineering Institutions. This amounts to discrimination against the faculties of Diploma Engineering Institutions of the state and thus causing heavy financial loss to the teachers without any justifiable reasons despite repeated prayers. (ANNEXURE-A)
2. It is pertinent to mention that almost all the States and UTs have implemented AICTE recommended pay structures in polytechnics since long for qualitative improvement of technical education without having made any distinction between Degree and Diploma institutions. Unfortunately, Odisha has been the only exception in this respect. (ANNEXURE-B Series).

3. It is further stated that implementation of AICTE Scale of Pay and service conditions including **Academic Performance Index (API) based Career Advancement Scheme (CAS)** etc. to the faculties is a mandatory precondition for granting approval to polytechnics and the courses run by them. Non-adherence of these conditions will attract penal measures like putting the institutions under no admission status, and/or withdrawal of approval. (ANNEXURE-C Series)
4. **The history of AICTE Scale of Pay** dates back to late eighties and early nineties after the AICTE ACT 1985 and thus recommendation of pay scale and service conditions for teachers of Polytechnics came into existence.
- i. During the execution of World Bank Assisted Technician Education Programme in Polytechnics, implementation of AICTE Scale of pay was one of the covenants for availing the World Bank Aid. During this period sincere efforts were made by the government in this direction. (ANNEXURE-D)
 - ii. A comprehensive survey of eight states was conducted by the DTE&T to know if other states were giving AICTE scale to the teachers of Polytechnics in their state. The survey revealed that all the states were paying either AICTE scale of pay or a higher scale of pay. The DTE&T, Odisha in its Letter NO. 15254 Dt. 19.10.93 suggested the Government to form a committee to examine the proposal of implementation of AICTE scale of pay. (ANNEXURE-E)
 - iii. Consequent upon the survey report, a higher power committee was appointed under the Chairmanship of the then Additional Secretary of Industries Department to study various aspects of implementation of AICTE scale of pay. The committee in its Report dated 30.06.1994 unanimously recommended in favour of AICTE scale of pay citing the mandatory provisions. (ANNEXURE-F)

It is pertinent to mention the summary of the observation made by the committee in the last paragraph and it is as follows:

- "While approving establishments of new polytechnics, introduction of additional disciplines in the existing polytechnics, AICTE has stipulated a condition for implementation of AICTE scale of pay for teachers to maintain quality of training. Also implementation of AICTE scale of pay is an agreed condition while availing World Bank Assistance for strengthening of Technician Education for improvement of its quality."

Recommended Scale of Pay

| | | |
|--------------------|---|-------------|
| Lecturer | : | 2200-4000/- |
| Lecturer Sr. Scale | : | 3000-5000/- |

| | | |
|---|---|--|
| Lecturer (Selection Grade/HOD/ Principal for B Grade Institutions with student strength less than 500/ Deputy Directors) | : | 3700-5700/- |
| Principal (A Grade Institutions and Joint Directors) | : | 4500-6300/- |
| Additional Directors | : | 4500-6300 + Rs. 100 (Spl. Allowance) |
| Director | : | 4500-6300 + Rs. 250/- (Spl. Allowance) |

iv. As the matter did not progress further beyond the recommendation, taking cognizance of the problem, Prof. J P Gupta, Member Secretary AICTE vide his letter No. 1-65/CD/NEC/95-96 dated 12th March 1997 requested the government to implement AICTE scale of pay in polytechnics. In the said letter, he emphasized the crucial nature of the issue in view of the impending pay revision (V Th pay commission). (ANNEXURE-G)

v. Further, the National Project Implementation Unit (NPIU) in its letter No. A/ADC/95/1936 dated 2nd June 1997 in citation of the AICTE letter as above requested the government to implement AICTE scale of pay at the earliest. The contents of the said letter in its last paragraph read thus. (ANNEXURE-H)

- "We request that your government may take effective measures urgently for implementation in toto of AICTE pay scales of 1986 in the polytechnics (i.e., for Principals, HODs, Sr. Lecturers, Lecturers) so that teachers in polytechnics may not suffer in the forthcoming revision. We request you an immediate action in this matter and shall await information about the action taken."

The legitimate claim of the teachers was found betrayed in the V TH pay revision 1996 and with the World Bank assisted Technician Education Programme coming to an end in late nineties, the matter of AICTE scale of pay was relegated to oblivion only to survive in the repeated communication from government to DTE&T and vice versa.

vi. In the meantime, the DTE&T Odisha, vide his letter No. 1851 dated 06.02.2013 submitted a proposal for implementation of AICTE Scale of Pay for the faculties of polytechnics. This was followed by another reminder from the DTE&T Odisha, vide his letter No. 675 dated 13.01.2014 with a request to implement of AICTE Scale of Pay 2010 in order to attract quality faculties. (ANNEXURE-I)

vii. In response to the above letter, the Govt. in its letter No. 4917 dated 19.08.2014 sought information from DTE&T, Odisha on requirement of additional funds for implementation of AICTE Scale of Pay

2010. Again, in its letter No. 5986 dated 24.11.2015 to DTE&T, Odisha the Govt. reminded to furnish the above information based on queries from the office of the Chief Minister, Odisha vide letter No. 1846 dated 12.11.2015. (ANNEXURE-J)

- viii. In reply, the DTE&T, Odisha in its letter No. 5641 dated 19.05.16 submitted a detailed proposal for implementation of AICTE Scale of Pay along with justification. (ANNEXURE-K)
5. While the matter stood thus, the Government of Odisha availed central assistance of more than 300 crores under **SUBMISSION SCHEME** for establishment of 22 numbers of new polytechnics and for up gradation of existing polytechnics. Adherence to AICTE Regulations and guidelines for the polytechnic teachers which includes Pay Scale and Service Conditions was an agreed condition to avail the aid. (ANNEXURE-L)
6. As the matter stood thus, the DTE&T, Odisha, in its letter no. 12622 dt. 11.11.2016 has submitted a proposal for revision of pay structure with a subject heading of "Proposal for Revision of Pay Structure for base level posts of lecturers to Class I (Jr.) grade in Group- A and other promotional posts under OTE&T Service Cadre regarding." In this letter the proposed revision to the scale of pay has been justified by citing examples of other states those are implementing AICTE Scale. However, the proposed revision violates both the AICTE Regulation 2010 (Pay Scales, Service Conditions and Qualifications for the Teachers and Other Academic Staff in Technical Institutions, Diploma) and AICTE Regulations 2012 (Career Advancement for Teachers and other Academic Staff in Technical Institutions, Diploma) in letter and spirit. The spirit of this letter is in complete contravention to the earlier proposals including the previous one vide letter No. 5641 dated 19.05.2016. The fact of the matter can be clearly understood from conjoint reading of the proposed scale of pay and the AICTE recommended scale of pay. The association does not support the proposed pay structure vide letter no. 12622 dt. 11.11.2016 of DTE&T, Odisha. (ANNEXURE-M)
7. AICTE Scale of Pay aims at attracting and retaining the best of human resource in polytechnic education. But, this very objective has been defeated due to non-implementation of the pay scale. The resignations of a number of faculties in recent past are a testimony of the same. In addition, quality teachers are essential for the success of Mission Skill India which cannot be realised without befitting pay structure.
8. In the meantime, the association has submitted a memorandum of demands with all the supporting documents in favour of the movement of AICTE Scale of pay before the **FITMENT COMMITTEE 2016** vide its letter No. OGPTA/15/2016 dated 21.11.2016 with request to implement AICTE Scale of Pay as is. The representatives of the association could convince the committee about the statutory provisions of AICTE Regulations for implementation of AICTE Scale. During the meeting, the

COMMITTEE acknowledged stand of the association with an assurance to look into the matter in its true spirit.

9. In view of the facts as above, the association is of the view that the interest of polytechnic teachers has not been properly taken care of in earlier pay revisions especially after the AICTE Act 1987 and subsequent Regulations on Scale of Pay of Polytechnic teachers. The present pay structure of the polytechnic teachers instead of encouraging competitiveness among the teachers promotes mediocrity and complacency. On the other hand, AICTE Scale of Pay if implemented would promote competitiveness and academic excellence among the teachers.
10. A comparative statement between the existing scale of pay and that of the AICTE recommended scale of pay during the last pay revision (VI TH pay commission) is presented hereunder for your kind perusal.

A. COMPARATIVE STATEMENT OF PRESENT SCALE VS AICTE SCALE OF PAY AS PER 6TH PAY REVISION

| Sl. No. | Name of the cadre | Scale of Pay (Implemented from 1.1.2006) | AICTE scale of pay, 2006 | Remarks |
|---------|--------------------------|--|---|---|
| 1 | Lecturer | Rs. 9,300 - 32,800, GP - Rs. 4600/- | Rs. 15,600 - 39,100, AGP - Rs. 5400/- | Lecturer with Master degree and PhD AGP - Rs. 6000/- |
| 5 | Sr. Lecturer/HOD (AICTE) | Rs. 15600 - 39,100, GP - Rs. 6600 | Rs. 37,400 - 67,000, AGP - Rs. 9000/- | Sr. Lecturer is same as HOD |
| 5 | Principal | Rs. 15,600 - 39,100, GP - Rs. 6600/- | Rs. 37,400 - 67,000, AGP - Rs. 10000/- | ----- |
| 6 | Joint Director - II | Rs. 15,600 - 39,100, GP - Rs. 7600/- | Rs. 37,400 - 67,000, AGP - Rs. 10000/- | The Joint Director and Additional Director are considered in the rank of Principal as no higher scale is recommended by AICTE |
| 7 | Joint Director - I | Rs. 15,600 - 39,100, GP - Rs. 7600/- | Rs. 37,400 - 67,000, AGP - Rs. 10000/- | |
| 8 | Additional Director | Rs. 15,600 - 39,100, GP - Rs. 7600/- | Rs. 37,400 - 67,000, AGP - Rs. 10000/- | |

B. CAREER ADVANCEMENT SCHEME AS PER AICTE RECOMMENDATION (AS PER VITH PAY REVISION)

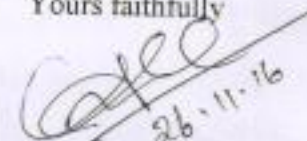
| Sl No. | Designation | AICTE Pay scale | Remarks |
|--------|---|-------------------------------------|--|
| 1. | Lecturer Senior Scale (Stage-2) | Rs. 15600-39100/- AGP Rs.7000/- | After 9 years/5 years/4 years with B.Tech./M.Tech./ Ph.D. in Lecturer grade(Stage-1) + API score |
| 2. | Lecturer Selection Grade I (Stage-3) | Rs. 15600-39100/- AGP Rs.8000/- | Minimum 5 years at Stage-2 + API score |
| 3. | Lecturer Selection Grade II (Stage-4) (HOD Level) | Rs. 39400-67000/- AGP Rs.9000/- | Minimum 3 years at Stage-3 with M.Tech./Ph.D. + API score |
| 4. | Lecturer Selection Grade III (Stage-5) (Principal Level) | Rs. 39400-67000/- AGP Rs.10000/- | Minimum 3 years at Stage-4 with Ph.D + API score |

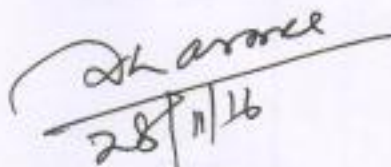
Note: API (Academic Performance Index) that takes into account academic activities like research, publication etc.

In view of the facts as above, the Association earnestly request your esteemed self for implementation of AICTE recommended Scale of Pay as per AICTE Regulation 2010 (Pay Scales, Service Conditions and Qualifications for the Teachers and Other Academic Staff in Technical Institutions, Diploma) and AICTE Regulations 2012 (Career Advancement for Teachers and other Academic Staff in Technical Institutions, Diploma). (ANNEXURE - N)

With Regards

Yours faithfully


26.11.16
General Secretary, OGPTA


28/11/16

