

  
**KANNUR UNIVERSITY**  
(Academic Branch)

Staff Profile –The terms and conditions of teaching staff working in unaided colleges  
-implemented-orders issued.

Academic 'D' Section

No.Acad.D4/9749/14

Civil Station (P.O) Dated: 17/06/2015

- Read: 1. G.O.(MS) No.552/2014 H.Edn dated 19.07.2014, Government of Kerala  
Higher Education (B) Department, Thiruvananthapuram.  
2. Letter No. 6764/B1/2011/H.Edn dated 13.01.2015 from Higher  
Education (B) Department, Thiruvananthapuram.  
3. Minutes of the meeting of the Syndicate vide item No. 2014.355.  
4. U.O. of even No. dated 03.12.2014.  
5. Minutes of the meeting of the Syndicate vide item No.2015.127.

**ORDER**

1. As per the paper read 1<sup>st</sup> above, Government of Kerala, Higher Education Department, have forwarded the decision of the Committee constituted for framing guidelines for the terms and conditions of service of Teaching Staff Working in Self Financing institutions in the state and directed the Universities to constitute a monitoring Committee at the University level.
2. Government of Kerala, have also informed that the self financing institutions run by LBS, IHRD, CAPE and Universities will also come under the purview of this Government order, as per paper read 2<sup>nd</sup> above.
3. The matter was referred to the Syndicate and the Syndicate resolved to constitute a monitoring Committee at the University level, vide paper read 3<sup>rd</sup> & 4<sup>th</sup> above. The Committee recommended to accept and implement the Government Order dated 19.07.2014, as detailed below.

**Scale of pay:-**

Those faculty members who possess qualifications like UGC, NET, and Ph.D should be given the state scale of pay of the equivalent post. Such qualified teaching faculty of Engineering Colleges should be paid the scale of pay prescribed by the AICTE. Other teaching faculty should be paid a minimum of Rs.10,000/- (Rupees Ten Thousand) per month.

**Terms and conditions of Service:-**

- The practice of using the word 'Guest Lecturers' should be discontinued and new nomenclature 'Assistant Professor on contract' and 'Associate Professor on contract' should be introduced according to the qualifications of the faculty.

(Contd...2)



- There should be a minimum contract period for the faculty for atleast 3 years.
- The Statutory benefits like maternity leave, ESI, EPF, CPF should be given to the teaching staff.
- The service of the qualified teachers should be provided for the University exams and valuation of answer papers with duty leave.(including the institutions run by LBS, IHRD & CAPE under this University).

The University level monitoring Committee further recommended the following:-

- Each College should maintain an acquittance and establishment register related to the disbursement of monthly salary and extending benefits like ESI, EPF, CPF etc which should be ensured by the management by the month of May 2015 and from June 2015 onwards the revised salary/ benefits be extended to teachers.
  - The Committee will make lightning visits in unaided Colleges to ensure the payment mechanism of Teachers from June 2015 onwards.
4. The Syndicate also, resolved to approve the report of the monitoring Committee, vide paper read 5<sup>th</sup> above.
  5. After considering the mater in detail, Vice-Chancellor has accorded sanction to implement the above Government Order and also the report of the monitoring Committee with effect from June 2015.
  6. Orders are issued accordingly.

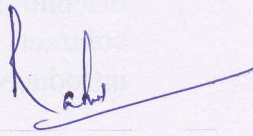
Sd/-  
JOINT REGISTRAR (Acad.)  
For REGISTRAR

To  
The Principals of Affiliated Unaided Colleges.

Forwarded/By Order

Copy to:

1. PS to VC
2. PA to R/FO/CE
3. JR/AR- II (Acad.)
4. SF/DF/FC

  
SECTION OFFICER