

**PANDIT JAWAHARLAL NEHRU COLLEGE OF AGRICULTURE & RI  
SERUMAVILANGAI – NEDUNGADU – KARAİKAL**

No.33/PJN/E1/Absorption/2000

dt.30.06.2000

**NOTE**

**Sub: PAJANCOA & RI – Karaikal – Estt – Conferment of  
Senior Scale to Assistant Prof. – advancement of date  
of conferment of Senior Scale – Reg.**

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This proposal relates to the advancement of the date of conferment of Senior Scale to Seven (7) Assistant Professors who have been conferred with Senior Scale on completion of 8 years of continuous service in accordance with pre-revised UGC norms and the Recruitment Rules of the Post of Assistant Professors. The XIX Meeting of the Governing Body under Agenda Item No.5 held on 11.02.1998 approved the granting of Senior Scale to the following Seven (7) Assistant Professors with effect from the date of completion of 8 years of continuous service.

SLNo.	Name & Designation	Date of Appointment as Asst.Professors	Date of Completion of 8 years service	Date of conferment of Senior Scale
1.	Dr.K.Omar Hattab, AP(SS&AC)	03.05.1988	02.05.1996	03.05.1996
2.	Dr.R.Govindarasu, AP(Ag. Botany)	11.08.1988	10.08.1996	11.08.1996
3.	Dr.J.Rammohan, AP(Agron)	17.04.1989	16.04.1997	17.04.1997
4.	Dr.C.Rettinasababady, AP (Plant Pathology)	01.11.1989	31.10.1997	01.11.1997
5.	Dr.G.Md.Yassin, AP(Hort)	15.11.1989	14.11.1997	15.11.1997
6.	Dr.R.Hariharane, AP (SS&AC)	15.11.1989	14.11.1997	15.11.1997
7.	Dr.A.Shalk Allaudeen, AP (Ag.Extension)	04.12.1989	03.12.1997	04.12.1997

2. Subsequently, on implementation of Revised UGC-ICAR scales of pay with effect from 01.01.1996 which require only 6 years of service for conferment of Senior Scale, the following 7 Assistant Professors have conferred with Senior Scale on the dates noted against each in the Departmental Promotion Committee held on 06.06.2000.

Sl.No.	Name & Designation	Date of Appointment as Assistant prof.	Date of Completion of 6 years of Service	Date of Conferment of Senior Scale
1.	Dr.K.Madhiyazhagan, AP (Plant Pathology)	06.07.1990	05.07.1996	06.07.1996
2.	Dr.S.Muthukumarasamy, AP (Ag.Microbiology)	14.09.1990	13.09.1996	14.09.1996
3.	Dr.Dr.Adiroubane, AP (Ag.Entomology)	05.11.1990	04.11.1996	05.11.1996
4.	Dr.P.Pandian, AP (SS & AC)	30.09.1991	29.09.1997	30.09.1997
5.	Dr.R.Sankar, AP(SS & AC)	03.08.1992	02.08.1998	03.08.1998
6.	Dr.A.Pouchepparadjou, AP (Agr.Economics)	05.11.1992	04.11.1998	05.11.1998
7.	Dr.S.Thirumani, AP (Plant Breeding & Genetics)	11.03.1993	10.03.1999	11.03.1999

3. All these Seven (7) Assistant Professors are Juniors to those mentioned in para/1 above and since they have been conferred with Senior Scale on completion of Six years of service prior to that of the date of their seniors due to the implementation of Revised UGC-ICAR scales of pay with effect from 01.01.1996.

4. To rectify the anomaly arisen to the Senior due to the implementation of the Revised UGC-ICAR norms with effect from 01.01.1996 to their juniors, it is proposed to advance the dates of conferment of Senior Scale with effect from 01.01.1996 even though they would have completed 6 years of service prior to 01.01.1996 since the Revised UGC-ICAR norms will be applicable only from 01.01.1996 as detailed below:



Sl.No.	Name & Designation	Date of Appointment as Asst.Profs.	Date of Completion of 6 years service	Date from which the Senior Scale's already conferred	Date from which the Senior Scale will become effective due to rectification of anomaly on completion of 6 years
1.	Dr.K.Omar Hattab, AP(SS&AC)	03.05.1988	02.05.1994	03.05.1996	01.01.1996
2.	Dr.R.Govindarasu, AP(Ag. Botany)	11.08.1988	10.08.1994	11.08.1996	01.01.1996
3.	Dr.J.Rammohan, AP(Agron)	17.04.1989	16.04.1995	17.04.1997	01.01.1996
4.	Dr.C.Rettinasababady, AP (Plant Pathology)	01.11.1989	31.10.1995	01.11.1998	01.01.1996
5.	Dr.G.Md.Yassin, AP(Hort)	15.11.1989	14.11.1995	15.11.1995	01.01.1996
6.	Dr.R.Hariharane, AP (SS&AC)	15.11.1989	14.11.1995	15.11.1995	01.01.1996
7.	Dr.A.Shahk Allaiddin, AP (Ag.Extension)	04.12.1989	03.12.1995	04.12.1995	01.01.1996

5. Therefore, it is requested to rectify the anomalies and approve the advancement of the date of conferment of Senior Scale with effect from 01.01.1996 in consonance with the Revised UGC-ICAR norms scale of pay to the above said Senior Assistant Professors.

6. Submitted for orders please.

*phl*  
4.2.2000  
DEAN

Development Commissioner

*Please examine.*

Chief Secretary and Chairman

*Phl*  
*4.2.2000*

*isf.*

(from pre-page)

-4-

7. The revised pay and service benefits as approved by the ICAR has been introduced in PAJANCOA. The revised scales of pay is effecting from 1.1.96. As per item 4 (iii) length of service required for the eligibility to move to senior scale for Assistant Professor is 6 years in respect of the non-Phd. and non-M.Phil. Dr. K. Omar Hattab and six other Assistant Professors mentioned in para 4 have completed their six years of service in the grade of Assistant Professor even before the date of implementation of the scheme. Therefore, they may be given career advancement to senior scale of Rs. 10000-15200 with effect from 1.1.96.

Sr. No.	Name & Designation	Date of Appointment	Date of Completion of 6 years service	Senior Scale to which the staff already promoted	Effective date of promotion
1	Dr. K. Omar Hattab (APSSAC)	01.01.1990	01.01.1996	01.01.1996	01.01.1996
2	Dr. H. Govindarajan (Botany)	01.01.1990	01.01.1996	01.01.1996	01.01.1996
3	Dr. J. Ramakrishna (Plant Pathology)	01.01.1990	01.01.1996	01.01.1996	01.01.1996
4	Dr. C. Raghunathaiah (Botany)	01.01.1990	01.01.1996	01.01.1996	01.01.1996
5	Dr. G. Madhavaiah (Botany)	01.01.1990	01.01.1996	01.01.1996	01.01.1996
6	Dr. R. Harinarayan (Botany)	01.01.1990	01.01.1996	01.01.1996	01.01.1996
7	Dr. A. Subbarao (APSSAC)	01.01.1990	01.01.1996	01.01.1996	01.01.1996

(K. RAJAN) 17/2/2000

Under Secretary (Finance)

Development Commissioner

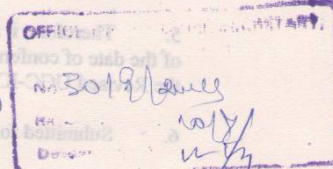
8. The proposal at para 5 may be approved.

Dr. K. Omar Hattab  
10/1/2000

CS/Chairman

It is requested to rectify the anomalies and approve the advancement of the date of completion of 6 years service with effect from 01.01.1996 in accordance with the provisions of the ICAR regulations for the promotion of Assistant Professors.

2. Appd. This may be got satisfied by the Gov. Body at the next meeting.



Dr. K. Omar Hattab

Dr. K. Omar Hattab

Dr. K. Omar Hattab  
17.7.2000



ATTENTION - DAG. PONDY ①

OFFICE OF THE PR. ACCOUNTANT GENERAL (AUDIT) - J. TAMIL NADU AND  
PONDICHERY, BRANCH OFFICE, THIRUVALLUVAR NAGAR, PUDUPALAYAM,  
PONDICHERY, 605 003.

2. BE RETURNED WITH REPLY NOT LATER THAN 30 DAYS:

No.Pr.AG(Aud I)/PBS/I/6/IR68/2001-02/56 Dt. 8-11-2001

To  
The Chief Secretary to Govt.,  
Govt. of Pondicherry, Pondicherry.  
Sir,



I forward herewith the Report of Inspection on the Accounts of the PAJANCOA & RT Karaikal. Copy of the report has been forwarded to him. You may kindly arrange to send replies with your remarks/orders indicating the action taken thereof.

2.1 Part I D of the Report indicates the paragraphs of the previous Inspection Report still remaining unsettled. The settlement of these outstanding paragraphs requires expeditious action.

2.2 Part I C of the Report brings out persistence of defects, omissions and irregularities pointed out in the previous Inspection Reports but not rectified. These requires investigation into the continued existence of the defects etc. and immediate remedial measure.

2.3 Part II of the Report deals with important defects and irregularities for which action has to be initiated at the level of the Head of the Department/Government.

3. Part II A, list of other defects and omissions noticed during the local audit has been issued on the spot to the Head of Office inspected with a request to set right the defect and omissions. A report of the action taken on this list may kindly be verified during departmental inspections. The rectification of the defects and omissions will be verified during next audit by the audit party.

4. The receipt of the Inspection Report may kindly be acknowledged.

Yours faithfully,

*[Signature]*

for DY. ACCOUNTANT GENERAL  
PONDICHERY.

Endt. No. Pr. AG (AU I) / PBS / I / 6 / IR 68 / 2001-02 / 57 Dt. 8-11-2001.

Copy forwarded to the Dean Pandit Jayashankar Nehru College of Agriculture with a copy of the Inspection Report and supplement of Part III. Sevundi (Test Audit Note) for information and necessary action. Reply to Vilanga Supplement of Part III is not required to be sent to this office. Nedungudi However, the rectification of the defects pointed out therein P.C. Karaikal will be verified during next local audit. W. Narayana

*[Signature]*

for DY. ACCOUNTANT GENERAL  
PONDICHERY. 609 663.

Endt. No. Pr. AG (AU I) / PBS /

Dt.

Copy forwarded to the Secretary, Finance Department, Pondicherry, for information and necessary action.

for DY. ACCOUNTANT GENERAL  
PONDICHERY.

## ATTENTION - DAG, PONDY (2)

Part II A

### SUMMARY OF OBJECTIONS

1. Revised ICAR/UGC Scales of pay-implemented in PAJANCOA & RI - Irregular Fixation of pay - a review and Recovery of over payments Rs.12,39,605/-.

Part II B

2. Grant - in - aid by Union Territory Government of Pondicherry to PAJANCOA & RI - Utilization Certificate - defective certificate - Issued Loss of Interest to a tune of Rs.195 lakh.
3. Misutilization of public fund to a tune of Rs.72.85 lakh towards Secured Advance to the Contractor and loss of revenue to a tune of Rs.1.49 lakh.
4. Reconciliation of Departmental figures with Bank figures not done-difference Rs.25,58,427.90.
5. Cumulative loss shown in Accounts instead of Actual loss.
6. Discrepancies in the Account for the year 1996-97 Rs.13,45,235/- shown in 1997-98.
7. Discrepancies between BCR figures and Account figures.
8. Fabricating and supplying of dining tables to Girls Hostel for PAJANCOA & RI Extra Expenditure of Rs.23400 + 10643.
9. Difference between Account and Receipt of fee collection Register Rs.1,04,311.
10. In admissible sanction of HRA Rs.10,499.
11. Incorrect fixation of pay to the superintendent Gr.I promoted as Junior Accounts Officer recovery of Rs.2,252/-
12. Non maintenance of Basic Financial Records.
13. OBA ADVANCE - Irregular Drawal of Advance and delayed remittance without expenditure - Non-levy of penal interest.
14. Non Preparation of annual accounts for the year 98-99, 99-2000 and 2000-2001 and incorrect preparation of Annual accounts for the year 97-98.
15. Project Review of Sponsored/Funded by Government of India/ Government of Pondicherry.
16. Non recovery of pension contribution Rs.81,353/-
17. (a) Non maintenance of Register of Assets.  
(b) Non-Creation of Pension fund.  
(c) Non-Inclusion of value of stock on hand in final Accounts.
18. PAJANCOA - Acquisition of land - Non execution of lease agreement.



PART IIA

ATTENTION - DAGI - PONDY (3)

1. REVISED ICAR/UGC SCALES OF PAY-IMPLEMENTED IN PAJANCOA & RI -  
IRREGULAR FIXATION OF PAY - A REVIEW AND RECOVERY OF OVER  
PAYMENT OF Rs.12,39,605/-.

Government of India in the Ministry of Agriculture Department of Agricultural Research and Education, New Delhi in their letter F.No.1 (15)/98, per IV dt.3.3.99 have communicated revised pay scales as extended to ICAR Scientists to the corresponding teaching posts in Central Agricultural Universities, Imphal and State Agricultural Universities. The Revised pay scales, Incentives for Degrees and Career Advancement Scheme extended to Central Agricultural University and State Agricultural Universities would be as notified by the Ministry of Human Resources Development Letter No.1-22/87-UI, dated 27.7.98, 22.9.98 and 6.11.98.

Tamil Nadu Agricultural University, Coimbatore have communicated these orders to PAJANCOA & RI, Karaikal which is an affiliated college to that University.

On a review of the pay fixation statements of the Teaching staff of this college with reference to the revision of pay Scales orders, the following observations are made in Audit.

1. In respect of incentives under career Advancement vide item (iii) under para 2 of Government of India, Ministry of HRD (Department of Education) orders No.F.1-22/97-UI, dated 27.7.98 the minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D. Five years for those with M.Phil and six years for others as a lecturer. Accordingly, it was seen that in the case of the lecturer listed in the Annexure from Serial number 8 to 11, i.e. in the case of lecturer, Dr.K. Madhiahagan, Dr. S.Muthukumarasamy Dr. D. Adiroubane and Dr.P.Pandian (others) have completed six years service as lecturer of 'Other' category as on the date noted against each and were sanctioned career Advancement Scale i.e. Senior Scale of Rs.10000-325-15200 and their pay had been fixed accordingly at Rs.10,000/- retrospectively.

However, in terms of Government of India Department of Agrl. research and education, New Delhi No.F.No.1.(15)/98-Per IV dated 3.3.99 read with Government of India, Ministry of HRD (Dept. of Education) letter, dt.27.7.98, the revised Scale applicable to the career Advancement Scheme has to be given prospective effect from the date of issue of the above Government order i.e. 27.7.98 (para-V of the above G.O.I. orders).

**ATTENTION - DAG, PONDY ④**

The overpayment may be worked out accordingly and excess amount paid may be recovered under intimation to audit.

2. Further in the case of Asst. Professors listed in the Annexure (from Sl.No.1 to 10) were sanctioned incentive increment for acquiring Ph.D i.e. two increments, the moratory effect was given with retrospective effect from the dates noted against each which was also not in order. The incentive of two increments have to be sanctioned from 27.7.98 only. Therefore the over payment due to this may be worked out and recovered under intimation to audit.

3. In the case of Lecturer who were given Senior Scale in old career Advancement scheme (Eight years) ordered in XIX Meeting of the Governing Body under Agenda item Nos. held on 11.2.98 listed in the Annexure from Serial No.1 to 7 were sanctioned the advancement of the conferment of Senior Scale with effect from 1-1-96 on par with the Asst. Professors who were awarded senior scale from 7.7.96 to 11.2.96 (Sl.No.8 to 11) which was also not in order. If the G.O.I. instructions contained in their letter dated 27.7.98 were applied as stated above in respect of Asst. Professors from the Sl.No.8 to 11, the Question of anomaly of Junior getting more pay than the senior from 1.1.96 would not arise. Hence the advancement of date of conferment of Senior Scale ordered in the Note.No.33/PJN/E1/Absorption/2000 dated. 30.6.2000 is also not in order and needs revision and regularisation of over payment.

4. In terms of para 7.4.0 reader promotion, (Associate professor) of U.G.C. notification of 1998 revised guidelines for recruitment/promotion-etc. a lecturer(Asst.Professor) in the Senior Scale will be eligible for promotion to the post of Reader (Assoc.Professor) if the individual had completed 5 years of service in the Senior Scale with Ph.D. However in the case of the Asst. Professor in the Annexure (Sl.No.1 to 10) were promoted as Associate Professor before completion of the stipulated 5 years of service in the Senior Scale. Their effective service in the Senior Scale would be from the dates as noted against each in the annexure. Further if is pertinent to mention here that the above guidelines of the UGC notification '98 was not brought out in the file note dt.10.9.98 submitted to the Government for implementation of the guidelines of U.G.C. and consequential implementation of Revised pay scales, incentives and promotion etc. which had resulted in incorrect implementation of revised pay rules and leads to over payment



**ATTENTION - DAG - PONDY 5**  
**Annexure to para 11.A**

Sr. No.	Name & Designation	Date of Appointment as Asst. Prof.	Date of award of Senior Scale 10000-325-15200	Date of acquiring Ph.D.	Pay fixed with Sr. Scale of 10000-325-15200	Pay to be fixed in the Sr. Scale of 10000-325-15200 w.e.f. 22.7.98 with ref ADP Scale of 8000-275-13500	Increment (i.e) Two advance increments sanction	Pay fixed in the Senior Scale 12000-425-18100	Date from which promotion as Asst. Prof. is eligible 12000-425-18100 with PFR in Asst. Prof. 3.5.2001
1.	Dr. K. Omar Habib	03.09.82	01.01.96	25.08.95	10000 3.5.96	10000 3.5.96	650 1.1.96	12000 5.11.99	11.8.2001
2.	Dr. R. Govindarajan	17.8.96	1.1.96	18.11.95	10000 17.8.96	10000 17.8.96	650 1.1.96	12000 5.11.99	11.8.2001
3.	Dr. J. Ram mothan	17.4.89	1.1.96	27.5.97	10000 17.4.97	10000 17.4.97	650 25.5.97	12000 5.11.99	17.4.2002
4.	Dr. G. Md. Yassin	15.11.89	1.1.96	1.5.96	10000 15.11.97	10000 15.11.97	650 2.5.96	12000 5.11.99	15.11.2002
5.	Dr. R. Hariharan	15.11.89	1.1.96	13.5.96	10000 15.11.97	10000 15.11.97	650 14.5.96	12000 5.11.99	15.11.2002
6.	Dr. C. Retinasabandhy	1.11.99	1.1.96	20.11.96	10000 1.11.97	10000 1.11.97	650 21.11.96	12000 5.11.99	1.11.2002
7.	Dr. A. Shaik Alauddin	4.12.89	1.1.96	9.12.96	10000 4.12.97	10000 4.12.97	650 10.12.96	12000 5.11.96	4.12.2002
8.	Dr. K. Masachagan	6.7.90	6.7.96	3.12.96	10000 6.7.96	10000 6.7.96	650 4.12.96	12000 13.6.2000	27.7.2003
9.	Dr. S. Mohankumarasamy	14.9.90	13.9.96	1.9.97	10000 14.9.96	10000 14.9.96	650 2.9.97	12000 13.6.2000	27.7.2003
10.	Dr. D. Adroubane	5.11.90	5.11.96	25.5.98	10000 5.11.96	10000 5.11.96	650 30.5.98	12000 13.6.2000	27.7.2003
11.	Dr. P. Pandian	30.9.97	30.9.98	13.8.98	10000 29.9.97	10000 29.9.97	650 14.8.98	12000 13.6.2000	27.7.2003

Pay fixed in the Senior Scale on completion of eight years as Asst. Prof. (Old Scheme) Pay as on 22.7.98 Increment granted (Two advance increments) as per Col. 8 of the above table has to be postponed to 22.7.98.

*Handwritten signature*  
*Per the Asst. Prof.*

**ATTENTION - DAG - PONDY**



Supdt. A  
8.7.13

कार्यालय प्रधान महालेखाकार (सिविल लेखापरीक्षा)  
तमिलनाडु एवं पुदुचेरी  
डी.ए.टी. बिल्डिंग, दूसरी तल, नया मुनिसिफल रोड  
कुमारगुरुपल्लम, पुदुचेरी - 605 001.

**OFFICE OF THE PRINCIPAL  
ACCOUNTANT GENERAL (CIVIL AUDIT)**

Tamil Nadu & Puducherry,  
DAT Building, IInd Floor, New Municipal Road,  
Kumaragurupallam, Puducherry - 605 001.

**TO BE RETURNED WITH REPLY NOT LATER THAN 30 DAYS**

No.Pr.AG(G&SSA)/ PBS 1/2/IR -34/2013-14/ 5

Dated: 28-6-13

10

**The Secretary to Government (Agriculture),  
Chief Secretariat,  
Puducherry.**

Sir,

I forward herewith the Inspection Report on the Accounts of the **Pandit Jawaharlal Nehru College of Agriculture and Research Institute, Karaikal**. Copy of the report has been forwarded to **Dean, PAJANCOA**. You may kindly arrange to send his/ her replies with your remarks/ orders indicating the action taken thereof.

2.1 Part IB of the Report indicates the paragraphs of the previous Inspection Report still remaining unsettled. The settlement of these outstanding paragraphs requires expeditious action.

2.2 Part IC of the Report brings out persistence of defects, omissions and irregularities pointed out in the previous Inspection Report but not rectified. These require investigation into the continued existence of the defects etc., and immediate remedial measures.

2.3 Part II of the Report deals with important defects and irregularities for which action has to be initiated at the level of the Head of the Department/ Government.

3. Part III list of other defects and omissions noticed during the local audit has been issued on the spot to the Head of Office inspected with a request to set right the defects and omissions. A report of the action taken on this list may kindly be verified during department inspections. The rectification of the defects and omissions will be verified during next audit by the audit party.

4. The receipt of the Inspection Report may kindly be acknowledged.

Yours faithfully,

sd/-

**For Deputy Accountant General (P)**

✓ Endt. No.Pr.AG(G&SSA)/ PBS 1/2/IR-34/2013-14/ 5

Dated: 28.06.13

Copy forwarded to the **Dean, Pandit Jawaharlal Nehru College of Agriculture and Research Institute, Neduangadu, Karaikal-609603**, with a copy of Inspection report and supplement of Part III (Test Audit Note) for information and necessary action. Reply to supplement of Part III is not required to be sent to this office. However, the rectification of the defects pointed out therein will be verified during next audit.

**For Deputy Accountant General (P)**

दूरभाष / Phone : 0413 - 2210082

तार / Telegram : "AUDITONE" Chennai

फैक्स / Fax : 0413 - 2214224

तार / E-mail : pageciviltnp@bsnl.in



**PART I B**

**Outstanding paras of Previous Inspection Reports**

**IR 68/2001-02**

Para 1/II A:- Revised ICAR/UGC scale of pay implemented in PAJANCOA & RI-  
Irregular fixation of pay-a review and recovery of over payment of  
Rs.12,39,605/-

**IR 08/2009-10**

Para 1/II B:- Review of the functioning of PAJANCOA & RI not conducted so far

Para 3/II B:- Actual Receipts collected –Not reflected into bank accounts.

**IR 150/2009-10**

Para 03/II B:- Counting of previous services in violation of UGC Guidelines

**IR 147/2010-11**

Para 1/II B:- Government of India and other funding agency scheme funds kept outside  
PAJANCOA Account.

Para 3/II B:- Non existence of Internal Audit Mechanism.

Para 04/II B:- GIA received for the year 08-09 brought in the accounts during 09-10-  
Rs.1.10 crore –Not in order.

Para 8/II B:- Fixed Deposits of PAJANCOA-Discrepancy in the register and Accounts

**IR 29/2012-13**

Para 1/II B:- Establishment of DNA Finger Print Lab-Delay in commissioning

Para 2/II B:- Unproductive Expenditure on Engineering cell Rs.37.66 lakh per annum.

Para 3/II B:- Transfer of PAJANCOA land, Building and infrastructure-Nonadherence of provision  
on functioning of cell

Para 4/II B:- Non provision of funds to research activities leading to non-achievement of  
objective.

Para 5/II B:- (i) Non preparation of receipt and payment statement  
(ii) Incorrect exhibition of excess of expenditure over income

Para 8/II B:- Details regarding of institutional charges not produced

Para 9/II B:- Difference in cost to be recovered Rs. 9.42 lakh

Para 10/II B:- Non disposal of condemned computers for more than 3 years.

No.F.1-22/97-U.I. 47  
Government of India

Ministry of Human Resource Development  
(Department of Education)

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37-  
New Delhi, the 27<sup>th</sup> July, 1998.

To,  
The Secretary  
University Grants Commission  
Bahadur Shah Zafar Marg,  
New Delhi.

Subject: Revision of pay scales of teachers in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of Fifth Central Pay Commission.

Sir,

I am directed to say that the Government of India have, after taking into consideration the recommendations made by the University Grants Commission, decided to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers will be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and the Regulations to be framed by the UGC in this behalf. The revised pay scales and other provisions of the Scheme are as under :

1.(i) Pay Scales

A statement showing the existing and revised scales of pay is attached as Annexure.

The revised scales of Demonstrators/Tutors is for the existing incumbents only. No fresh recruitment shall be made to the cadre of Demonstrators/Tutors.

(ii) Incentives for Ph.D./M.phil.

- (a) Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil degrees, respectively, at the time of recruitment as Lecturers.
- (b) One increment will be admissible to those teachers with M.Phil who acquire Ph.D. within two years of recruitment.
- (c) A Lecturer with Ph.D. will be eligible for two advance increments when he moves into Selection grade as Reader.
- (d) A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.



(iii) Career Advancement

- (a) Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil, and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- (b) For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. Those teachers without Ph.D. can go up to the level of Lecturer (Selection Grade).
- (c) A Reader with a minimum of eight years of service will be eligible for consideration for appointment as a Professor.
- (d) For every upward movement, a selection process would be evolved, for which appropriate guidelines would be laid down by the UGC in consultation with the Government.

(iv) Rewarding the Merit

- (a) A supertime scale of Rs.22000-500-24500 will be given to such Professors of Eminence who are directly recruited and have completed 28 years of service. The eligibility criteria and the selection process will be determined by the UGC.
- (b) University Grants Commission would prepare a specific scheme in consultation with Government to reward and recognise meritorious teachers who may not have M.Phil or Ph.D. but who have made outstanding contributions in teaching and research.

(v) Allowances, effective date and fitment formula

- (a) The revised scale of pay as contained in the Annexure-I will be given prospective effect from the date of issue of this letter.
- (b) For the period from 1.1.96 to the day on which these decisions take effect, pay will be fixed in the replacement scales recommended by the UGC appointed Pay Review Committee as per Annexure-II (withdrawn later vide letter dated 6<sup>th</sup> November, 1998 of Ministry of Human Resource Development).
- (c) Pay with effect from 1.1.96 in the revised scale of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997, and governed by other relevant provisions of Central Civil Services (Revised Pay) Rules, 1997 as applicable.
- (d) Pay in the revised scales of pay as at Annexure-I of this letter shall be fixed at the same stage with reference to the stage admissible vide para (c) above. In cases where the same stage is not available, the pay may be fixed at the stage next above the pay admissible vide para (c) above.

(c) The payment of arrears will be made in one instalment.

(f) Teachers in Central Universities will be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance, City Compensatory Allowance and other allowances at the same rates and dates as applicable to the Central Government employees.

(vi) Age of Superannuation

The age of superannuation of university and college teachers would be 62 years and thereafter no extension in service should be given. However, it will be open to a university or college to re-employ a superannuated teacher according to the existing guidelines framed by the UGC up to the age of 65 years.

(vii) Professors for colleges

Posts of Professor will be created in UGC recognized Autonomous Colleges in the ratio of 1:4:12 for Professors, Readers and Lecturers. The procedure of selection of Professor will be the same as that in the university. Other colleges of similar standard will be subsequently identified by the UGC as per the norms developed by the Commission in consultation with the Government.

(viii) Other terms & conditions of service of teachers.

Other terms and conditions of service of teachers shall be notified by the UGC by way of Regulations incorporating the approved pay scales and other related conditions on the line of existing scheme(s) with the approval of Government.

2. In the meantime, the revised scales of pay including arrears of salary may be given to teachers pending issue of the Regulations by the UGC.

3. The above scheme will be applicable to the teachers in all the Central Universities and Colleges thereunder and the Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales will be subject to the acceptance of all the conditions mentioned in this letter as well as the Regulations to be framed by the UGC in this behalf. The Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.

4. These orders are subject to the conditions as contained in para 4 of Ministry of Finance O.M. No.7(34)/E.III-A/97 dated 2.12.1997 on pay revision of employees of quasi-Government/autonomous organisations, statutory bodies, etc., set up and funded by the Central Government.

5. It is requested that necessary action may please be taken to revise the pay scales of teachers in the Central Universities and other institutions as per the conditions laid down in the instant letter and the Regulations to be framed by the UGC.



6. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education, Ministry of Human Resource Development for clarification.

7. The receipt of this letter may kindly acknowledged.

Yours faithfully,

Sd/-

[ LALMALSAWMA ]  
Director

Copy to:

1. Vice-Chancellors of all Central Universities.
2. Member-Secretary, AICTE.
3. Secretary, Indian Council for Agricultural Research, Krishi Bhawan, New Delhi.

Sd/-

[ LALMALSAWMA ]  
Director

61  
Govt. of India  
Ministry of Agriculture  
Department of Agricultural Research & Education  
Krishi Bhavan : New Delhi

F.No. 1(15)/98-Per.IV

March 3, 1999

To

The Chief Secretaries of all the States

Sub: Revision of pay scales of teachers in Agricultural Universities and colleges following the revision of pay scales of Central Government employees on the recommendation of Fifth Central Pay Commission.

Sir,

I am directed to say that in fulfillment of the constitutional responsibility for coordination, determination and maintenance of standards in the field of agricultural education, the Indian Council of Agricultural Research (ICAR) on behalf of the Govt. of India has taken from time to time, several measures. It has now been decided that the revised scales as extended to ICAR Scientists may be extended to the corresponding teaching posts in the Central Agricultural University, Imphal and the State Agricultural Universities. The revised Pay Scales, Incentives for Degrees, and Career Advancement Scheme extended to CAU and SAUs will be as detailed in this letter. Copies of the notification issued by the Ministry of HRD vide their letter No. 1-22/87-U, dated 27.7.98, 22.9.98 and 6.11.98 alongwith its enclosure are also enclosed. (Annexure -I)

2. As regards the non-teaching posts such as Registrar, Librarian, Director of Education Finance Officers, Controller of Examination, Director of Physical Education, documentation staff, etc. it has been decided that in case such posts are already covered under the UGC pay package during Fourth Pay Commission their pay scales may also be revised accordingly in accordance with the pay-scales notified by the Ministry of Human Resource Development.

3. A copy of the letter No. F3(1)/94-PS dated 24th December, 1998 from Secretary, UGC addressed to Vice Chancellors of all the Universities, Education Secretaries of all the State Universities relating to minimum qualifications for teachers of universities and colleges and measures for maintenance of standards is also enclosed (Annexure-II). This may be adopted in SAUs without any alteration.

4. (i) Pay Scales

A statement showing the existing and revised scales of pay is attached as Annexure II.

(ii) Incentives for Ph.D/M.Phil

- (a) Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil degrees, respectively, at the time of recruitment as Asstt. Professors/Lecturer.



- (b) One increment will be admissible to those teachers with M.Phil who acquire Ph.D within two years of recruitment.
- (c) A Lecturer /Asstt Professor with Ph.D will be eligible for two advance increments when he moves into Selection Grade as Associate Professor/Reader.
- (d) A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

### (iii) Career Advancement

- (a) Minimum length of service for eligibility to move into the grade of Lecturer (Sr. Scale)/Asstt. Professor (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil, and six years for others as Assistant Professor/Lecturer and for eligibility to move into the Grade of Assistant Professor (Selection Grade)/Lecturer (Selection Grade)/ Associate Professor/Reader, the minimum length of service as Lecturer (Sr. Scale)/ Assistant Professor (Senior Scale) shall be uniformly five years.
- (b) For movement into grades of Associate Professor/Reader and above, the minimum eligibility criterion would be Ph.D. Those teachers without Ph.D. can go upto the level of Assistant Professor (Selection Grade)/Lecturer (Selection Grade).
- (c) An Associate Professor /Reader with a minimum of eight years of service will be eligible for consideration for appointment as a Professor.
- (d) For every upward movement, a selection process would be evolved, for which appropriate guidelines would be laid down by the ICAR.

### (iv) Rewarding the Merit

- (a) A supertime scale of Rs. 22000-500-24500 will be given to such Professors of Eminence who are directly recruited and have completed 28 years of service. The eligibility criteria and the selection process will be issued by the ICAR separately.
- (b) The ICAR would prepare a specific scheme in consultation with Government to reward and recognise meritorious teachers who may not have M.Phil or Ph.D but who have made outstanding contribution in teaching and research.

### (v) Allowances, effective date and fitment formula

- (a) While the revised scales of pay as contained in the Annexure-III will be given effect from 1.1.96, allowances at the revised rates will be effective from 1st August, 1997.

- 62
- (b) Pay with effect from 1.1.96 in the revised scales of Pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997, and governed by other relevant provisions of Central Civil Services (Revised Pay) Rules, 1997 as applicable.
  - (c) Pay in the revised scales of pay as at Annexure-III of this letter shall be fixed at the same stage with reference to the stage admissible vide para (b) above. In cases where the same stage is not available, the pay may be fixed at the stage next above the pay admissible vide para (b) above.
  - (d) Teachers in SAUs will be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance, City Compensatory Allowance and other allowances at the same rates and dates as applicable in the respective State Governments.
  - (e) Teachers in Central Agricultural University, Imphal will be entitled to Dearness Allowance, House Rent allowance, Transport Allowance, City Compensatory Allowance and other allowances at the same rates and dates as applicable to the Central Government employees.

(vi) Age of Superannuation

While concurring in the proposal of the Council for enhancement in the age of retirement of Teachers from 60 to 62 years, the competent authority has advised to place it before the Government. Accordingly necessary action has already been taken and after the final decision, separate order in this regard will be issued. Until such time, the age of superannuation will continue to be 60 years.

5. These orders are subject to the conditions as contained in para 4 of Ministry of Finance O.M. No. 7(34)/E.III-A/97 dated 2.12.97 on pay revision of employees of quasi-Government/autonomous organisations, statutory bodies, etc., set up and funded by the Central Government.

6. It is requested that necessary action may please be taken to revise the pay scales of the teachers of the State Agricultural Universities and Central Agricultural University, Imphal as per the conditions laid down in the instant letter and the Regulations to be framed by the ICAR.

7. Further clarification, if any, in the implementation of the scheme may be sought from the ICAR.

8. The revision of pay scales is further subject to the following conditions:-

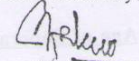
- i. The pay scales and the service conditions of SAU's/CAU's personnel will be determined only by ICAR and that decisions taken by UGC in this regard will not be applicable unless they are accepted by the ICAR.
- ii. The ICAR will provide assistance to the State Governments to the extent of 80% of the expenditure involved in giving effect to the revision of scales of pay.
- iii. The assistance to the extent mentioned above will be available for the period from 1.1.1996 to 31.3.2000. The State Governments will meet the remaining 20% of the



64  
expenditure from their own resources and will not pass on the liabilities to the State Agricultural Universities.

- iv. The State Governments will take over the entire responsibility for maintaining the revised scales of pay w.e.f. 1.4.2000.
- v. The assistance will be restricted to the revision of pay scales of only those posts which were in existence as on January 1, 1996.
- vi. 50% of the assistance will be given to those States only which give a clear commitment of the State Governments to meet 20% of the expenditure.
- vii. The State Governments will ensure that State Agricultural Universities will abide by the service conditions of teachers/faculties laid down by the ICAR regulations.

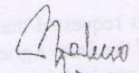
Yours faithfully,

  
(M. Aslam)

Director (DARE)

Copy to :-

1. Vice-Chancellors/Registrars of all State Agricultural Universities/Central Agricultural University, Imphal.
2. Secretary, ICAR.
3. FA(DARE).
4. DDG(Edn.)
5. All officers in ICAR/KAB.

  
(M. Aslam)

Director (DARE)

No.F.1-22/97-U.I  
Government of India  
Ministry of Human Resource Development  
(Department of Education)  
\*\*\*

New Delhi, the 24th March, 1999

To,

The Secretary,  
University Grants Commission,  
Bahadurshah Zafar Marg,  
New Delhi - 110 002

45522  
10/5/99  
98/14/5/99

Subject : Revision of pay scales of teachers in universities  
and colleges - clarifications on various points  
of doubt - reg.

Sir,

A reference is invited to this Department's communications of even number dated the 27th July, 1998 and 6th November, 1998 about the revision of pay scales of teachers in universities and colleges. A number of enquiries have been received from various quarters seeking clarifications on points of doubt in the implementation of these orders. The various points raised have been examined in this Department and also in consultation with the Ministry of Finance (Department of Expenditure). The points of doubt raised with reference to the orders contained in this Department's communications of even number dated the 27th July, 1998 and 6th November, 1998 are clarified below :

S.No. Point of doubt

Clarification

1. How the pay of Readers/  
Lecturers (Selection Grade) is  
to be fixed in the revised scale  
of pay.  
In the case of Readers/  
Lecturers (Selection Grade)  
having five years of service  
in the grade as on 1.1.96,  
the pay may be fixed initially  
in terms of CCS(RP) Rules,  
1997. If the pay so fixed  
as on 1.1.96 is less than  
the stage of Rs.14,940/-, it  
may be stepped up to the  
stage of Rs.14,940/-.
2. How the pay of Readers/  
Lecturers (Selection Grade)  
who were in position as on  
1.1.96 but did not have five  
years of service in the grade  
as on 1.1.96 is to be regulated.  
In case of Readers/  
Lecturers (Selection Grade)  
who were in position as on  
1.1.96 but did not have  
five years of service in the  
grade as on 1.1.96, their  
pay may be stepped up to the

...cont./-



No. Point of doubt

Clarification

3. How the pay of Principals of Colleges/Heads of Engineering Colleges etc. is to be regulated in the revised scale of pay of Rs.16,400-22,400/-.

stage of 14,940 on completion of five years of service in the grade if the pay otherwise admissible in terms of CCS(RP) Rules, 1997 is less than the stage of Rs.14,940/-.

In the case of Principals of Colleges/Heads of Engineering Colleges, the pay may be initially fixed in terms of CCS(RP) Rules, 1997 as on 1.1.96. However, if the pay so fixed is less than Rs.17,300/-, it may be stepped up to the stage of Rs.17,300/-.

4. Whether fixation of pay at Rs.14,940/- in the case of Readers/Lecturers (Selection Grade) with service ranging from 5 to 12 years as on 1.1.96 constitutes an anomaly.

In the process of fixation of pay as clarified against point 1, the pay of Readers/Lecturers (Selection Grade) with service ranging from 5-12 years will get fixed at the same stage of Rs.14,940/- but it cannot be termed as an anomaly. Anomalous situation will arise only if the pay is fixed at a stage lower than Rs.14,940/-.

5. Whether the benefit of fixation of pay on completion of five years in the case of Readers/Lecturers (Selection Grade) at the minimum of Rs.14,940/- in the revised scale of pay of Rs.12000-420-18,300/- is available to other categories of employees who are in the same scale of pay.

The benefit of fixation of pay at the minimum of Rs.14,940/- is available only to Readers/Lecturers (Selection Grade) on completion of five years in the grade. This benefit is NOT available to any other category of employees.

...Contd/-

S.No. Point of Doubt

Clarification

6. Whether the benefit of career advancements and provision of increments including exemption from NET allowed in the case of teachers is available to other category of employees like Assistant Librarians, Deputy Librarian, Assistant Registrar, Deputy Director of Physical Education, etc.

No. This benefit is available only to teachers.

7. Whether the benefit of enhancement in the age of superannuation, allowed in the case of Readers/Professors is available to non-teaching employees with comparable designations such as System Analyst, Scientific Officer, Engineering, etc.

The benefit of enhancement in the age of retirement is available only to Teachers and Registrars/Librarians/Physical Education Personnel/Controllers of Examinations/Finance Officers only. In the case of other non-teaching employees, the age of retirement will be 60.

8. Whether the promotion on completion of requisite number of years, which has been reduced now will be from a retrospective date or from a prospective date.

Only the revised pay scale are effective from a retrospective date i.e. 1st January, 1996. Other benefits are allowed from the dates of issue of the respective notifications by the Govt. of India i.e. 27th July, 1998 or 6th Nov. 1998, as the case may be.

2. It is requested that the pay fixation and other relevant conditions of service of teachers in universities/colleges may be decided in accordance with the clarifications furnished above.

Yours Faithfully,

*LALMALSAWMA*  
(LALMALSAWMA)  
Director (U)

Copy to :-

- (i). Education Secretaries of all States/UTs.
- (ii). Registrars of all universities.
- (iii). The Secretary, ICAR, Krishi Bhawan, New Delhi.
- (iv). The Member Secretary, AICTE, IP Estate, New Delhi-110 002.
- (v). JEA (T).

Encl No 145522/Edn Sdk/24/99 dt 24-5-99

copy communicated to the Director, Kanchi Mahavidyalaya for the consideration of the Principals of all colleges at Kanchi, Madurai, Karaikal, Pondicherry and Yanam for necessary action.

The  
Kanchi  
P. K. Mah.  
DE

DE UNDER SECRETARY TO GOVT. SEC. H.S. COLLEGE, KANCHI.



GOVERNMENT OF TAMIL NADU

Abstract

University – Tamil Nadu Agricultural University – Teaching staff including Librarians and  
Director of Physical education – Revised Career Advancement Scheme for the Teachers in Tamil  
Nadu Agricultural University – Orders – Issued.

AGRICULTURE (AU) DEPARTMENT

G.O.Ms.No.270,

Dated 8-10-2001.

Read the following

- 1) G.O.Ms.No.360 Agriculture, dated 16-8-1999.
- 2) From the Director, Indian Council for Agricultural Research, letter No.21(10)/99-Per.IV, dated 19-7-2000.
- 3) From the Registrar, Tamil Nadu Agricultural University, letter No.A2/2100/99, dated 11-9-2000.
- 4) From the Registrar, Tamil Nadu Agricultural University, letter No.A2/2100/99, dated 9-11-2000.

ORDER:

In the G.O. first read above orders were issued for the implementation of the revised UGC scales of pay to the teaching staff of Tamil Nadu Agricultural University with effect from 1-1-1996, wherein it has been ordered that the scheme for incentives for Ph.D. and Career Advancement will be considered later, on receipt of guidelines to be approved by Indian Council of Agricultural Research. In the letter second read above, the Director, ICAR has communicated a copy of the revised Career Advancement Scheme for the Teachers in the State Agricultural Universities and Colleges effective from 1-1-1996 for information and necessary action.

2. Accordingly, the Registrar, Tamil Nadu Agricultural University was requested to send his proposal indicating the details of Qualification, length of service etc, for implementing Career Advancement Scheme in the Tamil Nadu Agricultural University as per the guidelines of ICAR. The Registrar, Tamil Nadu Agricultural University has sent his proposal for implementation of revised Career Advancement Scheme in the TNAU in conformity with the guidelines of the ICAR.

3. The Government after careful examination, have decided to implement the revised Career Advancement Scheme in the Tamil Nadu Agricultural University in conformity with the guidelines of the ICAR and accordingly issue the following orders:-

### (1) Career Advancement

- a) The minimum length of service for eligibility to move into the grade of Assistant Professor (Senior Scale) will be four years for those with Ph.D., five years for those with M.Phil., and six years for others as an Assistant Professor, and for eligibility to move into the Grade of Assistant Professor (Selection Grade)/ Associate Professors, the minimum length of service as Assistant Professor (Senior Scale) shall be uniformly five years.
- b) For movement into grades of Associate Professors and above, the minimum eligibility criterion would be Ph.D. Those teachers without Ph.D. can go up to the level of Assistant Professor(Selection Grade).
- c) All Associate Professors with a minimum of eight years of service will be eligible for appointment as Professor.
- d) The Selection Committee for Career Advancement shall be the same as those for direct recruitment for each category.
- e) If the number of years as required in a feeder cadre are less than those stipulated in the notification, thus entailing hardship to those who have completed more than the total number of years in their entire service, for eligibility in the cadre may be placed in the next higher cadre after adjusting the total number of years.

### (2) Eligibility Criteria

#### (2.1). Assistant Professor(Senior Scale) :

Assistant Professors will be eligible for placement in Senior Scale through a procedure of screening and selection if she/ he has;

- Completed 6 years of service after regular appointment with relaxation of one year and two years respectively for those with M.Phil and Ph.D.
- Participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission / ICAR. (Those with Ph.D. degree would be exempted from one refresher course).
- Consistently satisfactory performance reports.



(2.2). Assistant Professor (Selection Grade) :

Assistant Professors in the Senior Scale who do not have a Ph.D. degree or equivalent published work and who do not meet the scholarships and research standards, but fulfill the other criteria given for the post of Associate Professor and have a good record in teaching and preferably have contributed in various ways such as to the corporate life of the institution, examination work, or through extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Associate Professor. They are designated as Assistant Professors in the Selection Grade. They could offer themselves for fresh assessment after obtaining Ph.D. and/ or fulfilling other requirements for promotion as Associate Professors and, if found suitable could be given in the designation of Associate Professors from the date of acquiring Ph.D.

The minimum service in the cadre of Assistant Professor (Senior Scale) can be relaxed if the incumbent has a total service of 11 years and above for placement as Assistant Professor (Selection Grade).

(2.3). Associate Professor :

Assistant Professors in the Senior Scale will be promoted and appointed to the post of Associate Professors, if she/ he has:

- Completed 5 years of service in the senior scale.
- Obtained a Ph.D. degree or has equivalent published work.
- Made some mark in the areas of scholarship and research as evidenced by quality of publications, contribution to education innovation, design of new courses and curricula and extension activities.
- After placement in the Senior Scale participate in two refresher courses/ summer institutes of approved duration, or engaged in other appropriate continuous education programmes of comparable quality as may be specified or approved by the University Grants Commission / ICAR; and
- Possessed consistently good performance appraisal reports.

(2.4). Promotion to the post of Associate Professor :

Promotion to the post of Associate Professor will be through a process of selection by a Selection Committee to be set up by the appointing authorities.

The minimum service in the cadre of Assistant Professor (Senior Scale) could be relaxed if the incumbent possesses a Ph.D. degree and a total service of nine years and more for promotion as Associate Professors.

(2.5). Professor :

In addition to the sanctioned positions of Professors, which must be filled in through direct recruitment through All India advertisements, promotions may be made from the post of Associate Professors to that of Professors after 8 years of service as Associate Professor.

The Selection Committee for promotion to the post of Professor should be the same as that for direct recruitment. Based on the following promotion could be effected.

- Self – appraisal reports.
- Research contribution/ books/ articles published
- Academic contributions/ books
- Contribution to teaching/ academic environment/ institutional corporate life.
- Seminars/ Conferences attended.
- Extension and field outreach activities.

The requirement of participation in orientation/ refresher courses/ summer institutes, each of at least 3 to 4 weeks duration, and consistently satisfactory performance appraisal reports, shall be the mandatory requirement for Career Advancement from Assistant Professor (Senior Scale) / Assistant Professor (Selection Grade). Wherever the requirement of orientation/ refresher course has remained incomplete, the promotions would not be held up but these must be completed by the year 2002.

The requirement for completing these courses would be as follows;

- For Assistant Professor to Assistant Professor (Senior Scale), one orientation course would be compulsory. Those without Ph.D. would be required to do one refresher course in addition.
- Two refresher courses for Assistant Professor (Senior Scale) to Assistant Professor (Selection Grade).
- The Senior teachers like Associate Professor (Selection Grade) / Assistant Professor (Selection Grade) and Professor may opt to attend two seminars / conference in their subject area and present paper as one aspect of their promotion / selection to higher level or attend refresher course.

The minimum service requirement of eight years in the cadre of Associate Professor for promotion as Professor can be relaxed if the incumbent possesses a Ph.D. degree and a total service of 17 years and above in the University.



(3.0). Assistant Directors of Physical Education would be promoted as Assistant Director of Physical Education (Senior Scale), Assistant Director of Physical Education (Selection Grade) / Deputy Director of Physical Education and Director of Physical Education under Career Advancement Schemes similar to Assistant Professors.

(3.1). Assistant Librarians would be promoted as Assistant Librarian (Senior Scale), Assistant Librarian (Selection Grade) / Deputy Librarian and Librarian under Career Advancement Schemes similar to Assistant Professors.

(3.2). The revised Career Advancement Scheme will take effect from 1.1.96 onwards. The promotions under Career Advancement Schemes will be done as per procedure already followed in the University and all the benefits for the individual will be given from the date of attainment of service eligibility of the individual though selection is done at a later date.

(4). Incentives for Ph.D. / M.Phil Holders :

- Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil Degrees, respectively at the time of recruitment. Candidates with D.Litt., D.Sc, should be given benefit on par with Ph.D. and M.Litt., on par with M.Phil.
- One increment will be admissible to those teachers with M.Phil., who acquire Ph.D. within two years of recruitment.
- An Assistant Professor with Ph.D. will be eligible for 2 advance increments when he/she is promoted as Assistant Professor(Selection Grade) / Associate Professor.
- An Assistant Professor/ Associate Professor/ Professor will be eligible for 2 advance increments as and when he / she acquires a Ph.D. degree in his/ her service career.

All the incentives mentioned above will be effective from 24.12.1998 as allowed to teachers governed by UGC scales of Pay, i.e TANUVAS and other Universities in Tamil Nadu. The Registrar, Tamil Nadu Agricultural University is requested to adhere to the terms and conditions issued in G.O.Ms.No.360, Agriculture, dated 16.8.1999. The anomaly arising out of this like Junior getting more pay than the Senior with similar conditions may be rectified as per existing procedure.

4. This order issues with the concurrence of Finance Department vide its U.O. No. 158/JS(SF)/2001, dated: 5.10.2001.

(By Order of the Governor)

(M.B. PRANESH)  
SPECIAL COMMISSIONER AND  
SECRETARY TO GOVERNMENT.

To  
The Vice-Chancellor, Tamil Nadu Agricultural University, Coimbatore - 3.  
The Registrar, Tamil Nadu Agricultural University, Coimbatore - 3.  
The Director of Local Fund Audit, Chennai-104.

Copy to President/ General Secretary, Tamil Nadu Agricultural University Teachers' Association,  
Coimbatore.

Forwarded/ By Order

Sd/- xxxxxxx  
Section Officer

TAMIL NADU AGRICULTURAL UNIVERSITY

Office of the Registrar,  
Coimbatore - 641 003.  
Dated: 31.10.2001.

Endt.No.A2/2100/99

Copy of G.O.Ms.No.270 Agriculture (AU) Department, dated: 8.10.2001 is communicated with the approval of the Board of Management through its Circulation Agenda No.R2/BM.CA-116/2001, dated: 12.10.2001 for the implementation of the revised Career Advancement Scheme to the Teachers including Library Staff and Physical Education Staff of TNAU for information and guidance.

Sd/- M. Swamiappan,  
Registrar.

To  
All the University Officers  
All the Heads of Departments  
All the Heads of Research Stations  
Cc: to the Comptroller, TNAU, Coimbatore. (3 Copies- General/Accounts/Pension)  
Cc: to the Deputy Director of Local Fund Audit, TNAU, Coimbatore.  
Cc: to the Deputy Registrar (AC-I)/T&PO to VC/PC to Regr./AAO(R)/LO/ A1/A3/A4/A6/Stock File/Spare.

/True Copy/

*Sourdarang*  
Administrative Officer.

1.11.2001





OFFICE OF THE SECRETARY PLANNING  
CUM DEV. COMM. PONDICHERRY.  
No: 2277/2002  
Received on 25 JUL 2002  
Despatched on

A. GOPI I.A.&A.S.,  
DEPUTY ACCOUNTANT GENERAL

No. / No.

Dear Sir,

Sub: Award of Career Advancement Scheme to Lecturers - regarding  
-000-

According to Government of India, Ministry of Human Resources Development, Department of Education, New Delhi in O.M. No.1-22/97-UI dated 27.7.1998, the minimum length of service for eligibility to move into the grade of Lecturers (Senior Scale) would be four years for those with P.hd., five years for those with M. Phil and 6 years for others as Lecturer. Further, the Career Advancement Scheme has to be given with prospective effect from the date of issue of the order i.e. 27.7.1998. During the course of local audit on the accounts of Pandit Jawaharlal Nehru College of Agriculture and Research Institute, a society fully funded by Government of Pondicherry, it was found that some of the Lecturers who had not put in the minimum length of service were awarded Career Advancement and their pay was also fixed with retrospective effect from 1.1.1996, resulted in excess payment of Rs.12.40 lakh, which may please be arranged to be recovered under intimation to audit.

Yours sincerely,

Shri B. Vijayan I.A.S.,  
Secretary to Government (Finance)-  
-cum-Development Commissioner,  
Government of Pondicherry,  
Chief Secretariat,  
Pondicherry.

Phone : 95413-335082.  
"AUDITONE" Chennai.

महालकाकाएलखा परीक्षा  
तमिलनाडु एवं पॉडिचेरी,  
डी.ए.टी. भवन दूसरा तल,  
तिरुवल्लुवर नगर,  
पुदुपालयम, पॉडिचेरी - 605 003.

OFFICE OF THE ACCOUNTANT GENERAL (AUDIT)  
Tamil Nadu and Pondicherry  
DAT Building II Floor,  
Thiruvalluvar Nagar,  
Pudupalayam, Pondicherry - 605 003.

दिनांक :  
Date :

D.O.No.PBS/DP/02-03/ 11  
Dated: 18.7.2002.

फैक्स / Fax : 014-4352579

ई-मेल / E-mail : auditor@vsnl.com

13

Put up to  
Dean

J. A. D. M  
K

No.G.25012/14/2002/F3  
Government of Pondicherry  
Finance Department  
-o0o-



Pondicherry, dt. 31.7.2002.

**I.D. NOTE**

Sub:- Award of Career Advancement Scheme to Lecturers-  
Reg.

-o0o-

75075

A copy of D.O.Letter No.PBS/DP/02-03/429 dated  
18.07.2002 received from the Deputy Accountant General (Audit) I,  
Pondicherry is enclosed for taking appropriate action, under intimation  
to Finance Department, Pondicherry.

(K. RAJAN)

UNDER SECRETARY TO GOVT(FINANCE)

Encl:As above

To

The Under Secretary to Government (Agriculture),  
Chief Secretariat,  
Pondicherry.

Chief Secretariat (Agri.)

Encl. No 75075/CS(Agr)/2002/Aty

dt. 2 AUG 2002

Forwarded for taking appropriate action  
under intimation to this Secretariat Department.

Agri.

G. MAI ARKANNAM



Copy of Letter No.27308/AU/2002-5, dated 13.2.2003, Agriculture Department, Secretariat, Chennai.

From  
Thiru T.S.Sridhar, I.A.S.,  
Agricultural Production Commissioner and  
Secretary to Government.

To  
The Registrar,  
Tamil Nadu Agricultural University,  
Coimbatore-3.

Sir,

Sub:-Establishment - Tamil Nadu Agricultural University - Teaching staff including Librarians and Director of Physical Education - Revised Career Advancement Scheme - For the teachers in Tamil Nadu Agricultural University - Government Orders - Issued of - Clarification - Regarding.

Ref:-1) G.O.Ms No.270, Agri. dated 8.10.2001.  
2) Your Letter No.A2/2100/99, dated 8.7.2002.  
3) Govt. Letter No.11853/AU/98-99, dated 18.11.02.

\*.\*.\*

I am directed to invite attention to your letter second cited and the clarification sought for by you are furnished as follows;

Point No.	Clarification sought for by Registrar	Clarification of the Government in the light of clarification issued by ICAR.
1.	The date from which the teachers are eligible for incentives for having acquired Ph.D. Whether all categories of teachers viz. Assistant Professor/ Associate Professor / Professor are eligible for incentives though for some of the categories viz., Associate Professors and above it is the minimum required qualification.	<p>Para 4 of G.O.ms.No.270 Agri. dated 8.10.2001 has clearly stipulated the eligibility of granting two advance increment to the Assistant Professor / Associate Professor / Professor.</p> <p>Accordingly, the two advance increment shall be granted to the Assistant Professor / Associate Professor / Professor as and when he / she acquires the Ph.D. Degree in his / her career of service. The same has also clarified by the UGC Ref. D.D. Letter No.5-2/99(PS) dated 15.2.2000 indicating that the benefit of two advance increment in lieu of Ph.D. is available to the teachers who have acquired / will acquire on or after 1.1.98.</p> <p>The ICAR mentioned the effective date as 27.7.98 only. Hence based on this monetary benefit for PH.D. qualification on Career Advancement scheme to the Assistant Professor / Associate Professor / Professor of Tamil Nadu Agricultural University shall be given effect from 27.7.1998 as per ICAR norms.</p>
2.	Whether for all orders given under Career Advancement scheme except Assistant Professor (Selection Grade) and Assistant Professor (Senior Scale) it has to be indicated as "Promoted" instead of "appointed". If "Promoted" whether they are eligible for fixation of pay under FR22(B) with 5%.	<p>Para 2.2 to Para 2.5 of the Government Order clearly specifies the conditions and eligibility criteria for the posts of Assistant Professor (Senior Scale) / Assistant Professor (Selection Grade) / Associate Professor.</p> <p>Hence those who acquire or possess such qualification only be promoted and appointed to the post of Associate Professor / Professor and to act upon the Government order fixation of pay arising thereon may be done as per F.R. and A.S.R. of Tamil Nadu Agricultural University in force.</p>

Point No.	Clarification sought for by Registrar	Clarification of the Government in the light of clarification issued by ICAR.
3.	Whether the pay of all elevated under Career Advancement Scheme may be fixed as per the Government letter No. 3752/AU/90-42, dated 22.11.93 ie. FR22 ruling 35.	While fixing pay in the Career Advancement the UGC/ICAR norms and Rules in force governing Tamil Nadu Agricultural University may be adopted scrupulously.
4.	Whether the elevation to the higher post may be given from the date of attainment of service eligibility on or after 27.7.98 as per the clarification issued by ICAR in the reference letter No.F1(15)09-Per.IV, dated 28.3.2001 (or) from the date of joining in the elevated post.	As per para 3.2. of the Government order the promotion under Career Advancement scheme will be done as per procedure already followed in the University. All the benefits for the individual will be given from the date of attainment of such eligibility of the individual, though selection is done at a late date. However, since the ICAR has now revised its formulation on the Career Advancement with effect from 27.7.98 onwards only, the promotion may be given with retrospective effect from 27.7.98 as per ICAR norms

2. In this connection, I am to inform that the effective date of Career Advancement Scheme should be 27.7.98 and not 1.1.96 as per the discussions had during the 128<sup>th</sup> Meeting of the Board of Management of Tamil Nadu Agricultural University on 3.8.2002 and also as indicated clearly by the Deputy Director General of ICAR in letter F.No.21(10)/99, Per-IV, dated 6.12.2000.

3. This letter issues with concurrence of Finance Department vide its U.O.No.91002/Agri/2002-1, dated 27.12.2002.

Yours faithfully  
Sd/-V.Nagalakshmi  
for Agricultural Production Commissioner and  
Secretary to Government.

Copy to  
The Vice-Chancellor Tamil Nadu Agricultural University, Coimbatore-3.  
The Director of Local Fund Audit, Chennai.104.  
The Accountant General, Chennai.18 (by name)  
The Accountant General, Chennai.35 (by name)  
The Director, DARE, Ministry of Agriculture, Govt. of India, New Delhi-110 001.  
The Director, Indian Council of Agricultural Research, Krishi Bhavan, New Delhi.1.

TAMIL NADU AGRICULTURAL UNIVERSITY

Office of the Registrar,  
Coimbatore - 641 003.  
Dated:12.03.2003.

No.A2/1235/2003

Copy communicated with the following guidelines

- 1). a. Two advance increments shall be granted to the Assistant Professors / Associate Professors / Professors as and when he / she acquires Ph.D. in his / her career of service. This benefit shall be granted to all teachers who have acquired / will acquire Ph.D. on or after 27.7.1998. The monetary benefit for Ph.D. qualification shall be given effect from 27.7.1998 for Assistant Professors / Associate Professors / Professors. Those Assistant Professors / Assistant Librarians / Assistant Director of Physical Education who were recruited after 1.1.1996 and possess Ph.D./ M.Phil qualification at the time of recruitment are eligible for four and two advance increments respectively with effect from 27.7.1998.



- b. It should be ensured that the teachers who were already sanctioned with advance increments for Ph.D. qualification are not eligible for the above benefit as it is a one time benefit.
- 2). The fixation of pay for all Associate Professors / Professors who have been appointed/promoted as per the provision in G.O.Ms.No.270 Agriculture Department dated 8.10.2001 may be done as per Regulation Chapter-IV-Item No. 10(2) of ASR. (i.e.) FR22B with minimum monetary benefit of 5% over the pay drawn in the lower post.
- 3). The pay of the Assistant Professor (Senior Scale) / Assistant Professor (Selection Grade) may be fixed as per FR.22 ruling 35.
- 4). All the benefit for the individuals who have been appointed/promoted/placed as per the provisions in G.O.Ms.No.270 Agriculture Department, dated 8.10.2001 shall be given effect from the date of attainment of such eligibility of the individual though selection is done at a later date i.e. with retrospective effect from 27.7.1998 or after as the case may be.

In respect of teachers appointed /promoted/placed under Career Advancement scheme/ direct recruitment after 27.7.1998 and before the implementation of G.O.Ms.No.270 Agriculture Department, dated 8.10.2001, separate guidelines will be issued.

An undertaking may be obtained from each individual for whom fixation/incentives are given to the effect that he/she will repay the amount if found excess at a later date.

The above orders holds good for all the teachers of TNAU including the Library and Physical Education staff promoted/ appointed/placed as per the provisions of G.O.Ms.No.270 Agriculture Department, dated 8.10.2001.

For drawal of arrears etc., separate guidelines will be issued by the Comptroller based on the financial positions.

(By order of the Vice-Chancellor)

Sd/-S.D.Sundar Singh,  
Registrar.

To  
All University Officers  
All Heads of Departments  
All Heads of Research Stations.

Cc:to the Comptroller, TNAU, Coimbatore. Necessary guidelines may be issued for the drawal of arrears.

Cc:to the Deputy Director of Local Fund Audit, TNAU, Coimbatore.  
Cc:to the Deputy Registrar(Ac-I) / PO to VC / Law Officer / PC to Regr. / AAO(R) / A1/ A3/ A4/  
Stock File / Spare.

/True Copy/

K. [Signature] 18/11/2009  
Administrative Officer.

B  
13/11/08

# INDIAN COUNCIL OF AGRICULTURAL RESEARCH

KRISHI BHAWAN, DR. RAJENDRA PRASAD ROAD,  
NEW DELHI - 110 001.

F. No. : 1(15)93-Per.IV

Date : 19 April, 2004

All Directors/Project Directors of the Institutes/National Research  
Centres/Bureaux/Project Directors of ICAR

Sub. :- Revision of pay scales of the Scientists of ICAR Universities -  
Clarifications of points of doubt.

Sir,

Reference is invited to the Council's letter of even number dated 27.2.99 by which revised pay-scales of scientists of ICAR were notified. A number of references have been received seeking clarifications regarding implementation of these orders and specifically in respect of regulation of incentives for Ph.D/M.Phil as well as revised Career Advancement Scheme notified vide ICAR circular dated 19-07-2000. The issues have been examined by the Council in consultation with Ministry of Human Resource Development (MHRD)/University Grants Commission (UGC) and Ministry of Finance (MoF) and Department of Personnel & Training (DoPT) and are clarified as under.

Sl N.	Points of Doubt	Clarifications
1.	What would be the effective date of 4/2 advance increments for possessing Ph.D./M.Phil degrees respectively at the time of appointment as Scientist in the pay scale of Rs.8000-13500.	4/2 advanced increments will be admissible to those who hold Ph.D and M.Phil Degrees respectively at the time of appointment as Scientist in the pay scale of Rs.8000-13500. These advance increments will be effective from 27.07.98 and not from 01.01.96. The notification dated 27.02.99 and any other clarification issued by the Council in this regard will stand modified to this extent.



2.	How to apply the provision according to which a Scientist with Ph.D. becomes eligible for two advance increments when he moves into the Selection grade as Sr. Scientist.	A Scientist (Sr. Scale) with Ph.D will be eligible for two advanced increments on appointment as Sr. Scientist through Career Advancement Scheme. On the same analogy a non Ph.D Scientist (including those in Sr. Scale) who has been allowed the grade of Scientist(Sel. Grade) would be entitled to two advance increments for acquiring Ph.D Degree as well as two advance increments for being designated as Sr. Scientist on acquisition of Ph.D Degree. This will, however be effective from <u>27.07.98</u> , the date on which the revised career advancement scheme has been made effective.
3.	Whether the pay of seniors can be stepped up at par with the juniors who get more pay as a result of grant of 4/2 advance increments granted for qualifications.	The pay of seniors cannot be stepped up if a junior is drawing more pay on account advance increments for acquiring Ph.D Degree/M.Phil Degrees.
4.	Whether the service rendered in the pay scale of Rs.12,000-18,300 or equivalent in other outside organisations such as CSIR, DRDO, UGC, ICSSR, ICHR etc may be counted for grant of pay fixation benefit of Rs.14,940/- in the pay scale of Rs.12000-18300.	The service rendered in the pay scale of Rs. 12000-18300 or equivalent in NAAS system may be counted for giving the benefit of pay fixation at Rs. 14940/- in the pay scale 12000-18300 subject to fulfillment of other conditions as per rules.
5	a) whether a Scientist who acquires Ph.D. within 9	a) A Scientist (Sr. Scale) who acquires Ph.D. at any time within 9

	<p>years of service is eligible for promotion to the post of Sr. Scientist or whether it is necessary to have 9 years of service after acquiring Ph.D., and</p> <p>b) whether a Scientist (Sel. Grade) on acquiring Ph.D degree would be promoted as Principal Scientist irrespective of the date of acquiring the Ph.D. degree.</p>	<p>years of service is eligible for promotion to the post of Sr. Scientist after completion of 9 years service in Scientist /Scientist (Sr. Scale) or equivalent .</p> <p>b) Since 8 years of service as Sr. Scientist is mandatory for being considered for the post of Principal Scientist, Scientist (Selection Grade) would be promoted as Principal Scientist only after he completes eight years service after he becomes Sr. Scientist on acquiring Ph.D Degree.</p>
6.	<p>Whether the past service as regular Sr. Scientist against a permanent vacancy appointed through duly constituted selection committee in the pay scale of Rs.3700-5700(pre-revised) or Rs.12,000-18300 (revised) without any break in another University/ College may be counted for promotion to the post of Principal Scientist subject to conditional clauses analogous with those for counting past service as Scientist.</p>	<p>The past service rendered as Sr. Scientist in the pay scale of 3700-5700 (pre-revised) or Rs. 12000-18300 (revised) in any other recognized university/college under NAAS be counted for the promotion to the post of Principal Scientist under revised Career Advancement Scheme.</p>
7.	<p>Whether a Scientist who has not been granted Sr. Scale is eligible for placement in Selection Grade after completion of</p>	<p>A Scientist has to be first placed in the Sr. Scale and then may be considered for promotion as Scientist (Sel. Grade)/Sr. Scientist after putting in a total of 9 years of service</p>



2/2

	total number of years of service as per para 2.6 of Career Advancement Scheme notified vide letter dated 19 <sup>th</sup> July, 2000.	in Scientist/Scientist (Sr. Scale)
8.	Whether study leave availed by the scientists may be counted as duty period for computing the residency period for promotion under CAS.	The period of study leave may be counted for Career Advancement provided it is sanctioned by the competent authority.
9.	Whether the candidates who were alive as on 27.7.98 and were otherwise eligible for promotion from the post of Sr. Scientist to the post of Principal Scientist and have expired after 27.7.98 may be considered for promotion to the post of principal Scientist under revised CAS without being present before the Selection Committee.	The deceased teachers cannot be considered for promotion to the post of Principal Scientist.
10.	As per UGC letter No.2-16/2202(PS) dated 17.10.2002 the teachers who are superannuating within next three years be exempted from attending Refresher Courses. From which date the period of three years has to be counted.	The period of three years is to be computed from the date of issue of orders.

31

11.	Whether the date of final viva-voce exam as indicated in the Provisional Degree Certificate or the date of issue of provisional degree certificate may be taken as crucial date of acquisition of Ph.D. for eligibility of grant of advance increments.	The date of viva-voce exam as indicated in the Provisional degree Certificate has to be taken as the crucial date.
-----	---	--

It is requested that necessary action for grant of incentives and other relevant conditions of service of Scientists of ICAR may be decided in accordance with the above clarifications.

Yours faithfully,



(K.K. Bajpai)  
Director (Personnel)

- Copy : 1. All DDGs of ICAR;  
2. Sr. PPS to DG (ICAR);  
3. PPS to Secy. ICAR;  
4. DS (GAC)/ARIS Cell for Website;  
5. All Deputy Secretaries/Under Secretaries of Institute Administration Sections;  
6. Sr. Sanjeev Kumar, Director (UGC), MHRD, Shastri Bhawan, New Delhi;  
7. Dr. (Mrs.) Pankaj Mittal, Joint Secretary, UGC.  
8. All Sr. Scientists/Scientists (Selection Grade)/Scientists (Sr. Scale) of Krishi Bhawan, KAB-I & II;  
9. Under Secretary to the Govt. of India, Deptt. of Expenditure, Min. of Finance, North Block;



AUDIT / URGENT

GOVERNMENT OF PONDICHERRY  
AGRICULTURE DEPARTMENT

--

No.9559/Ag/AA.1/2004-05/

Pondicherry, dt. 17.09.2004  
23

To

The Dean,  
PAJANCOA & RI,  
Karaikal.

Sir,

Sub:- Agriculture – Audit and Advances – Review Report  
on the “Functioning of the Professional Colleges in  
the Union territory of Pondicherry – PAJANCOA”  
Reply called for.

Ref:- D.O. Letter No. PBS III/DP/2004-05/NIT/610 dated  
26.8.2004 of the Dy. Accountant General, O/o. the  
Principal Accountant General (Audit)I, Pondicherry.

\*\*\*

I am to enclose herewith a copy of the letter cited on the subject  
mentioned which is self explanatory. The facts mentioned therein may kindly be verified  
and arrange to furnish replies thereon within a fortnight.

Yours faithfully,

Enc:- As above

(R. SATHIYASEELAN)

ADDL.DIRECTOR OF AGRICULTURE (AGRO)



Chandrasekhara Pillai, I.A.&A.S.  
Deputy Accountant General

कार्यालय प्रधान महालेखाकार (लेखापरीक्षा) I  
तमिलनाडु एवं पण्डिचेरी,  
"लेखा परीक्षा भवन",  
361, अण्णा सालै,  
तेनाम्पेट, चेन्नै - 600 018.

OFFICE OF THE PRINCIPAL ACCOUNTANT GENERAL (AUDIT) I  
Tamil Nadu and Pondicherry  
"LEKHA PARIKSHA BHAVAN",  
361, Anna Salai,  
Teynampet, Chennai - 600 018.

DAT Building II Floor, New Municipal Road,  
Kumaragurupalem, Pondicherry-605 001

D.O.No.PBS III/ DP /2004-05/ FNIT/ 610  
Dated the 28<sup>th</sup> August 2004

Madam,

I am enclosing a Review Report on the 'Functioning of the Professional Colleges in the Union Territory of Pondicherry' which is proposed to be included in the Report of Comptroller and Auditor General of India for the year 2003-04.

I shall be thankful if you could kindly verify the facts mentioned therein and arrange to furnish Government's reply within a period of four weeks.

With regards,

Yours sincerely,

Tmt. M. Sathiyavathy, IAS  
Secretary to Government (Agriculture)  
Government of Pondicherry  
Chief Secretariat  
Pondicherry

OFFICE OF THE SECRETARY  
(FINANCE, CO. OP., AGRI)  
PONDICHERRY.

No. 1999/Gen/FCO/RS/04

Date 26 AUG 2004

Despatched 28 AUG 2004

फ़ोन / Phone : 24330519, 24330973  
टेलीग्राम / Telegram : "AUDITONE" Chennai

फैक्स / Fax : 044-24330012  
ई-मेल / E-Mail : auditone@vsnl.com



URGENT

FINANCE DEPARTMENT

Order No. 70558/F2/2004 dt. 31.8.2004.

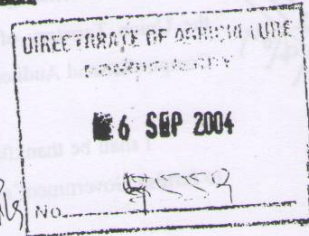
Forwarded to the  
Under Secretary (Agriculture)  
for taking necessary action.

70558

S. VENKATANATHAN  
UNDER SECRETARY (FINANCE)  
CHIEF SECRETARIAT  
PONDICHERRY

A2  
D  
11/10/04

The Under Secretary  
(Agriculture)  
Chief Secretariat,  
Pondicherry.



AUDIT / URGENT  
Chief Sect. (Agri.)

Encl. No. 70558/CS (Agri.)/2004/A4

Dr. 6-3 SEP 2004

Forwarded for verification of facts  
mentioned in the Review Report and reply to this  
Actt. Dept early.

Encl: Review Report.

SAO  
7/09/04  
TO  
The ADA (Agriculture)  
Pondicherry.

for  
UNDER SECRETARY TO GOVT.  
CHIEF SECRETARIAT (AGRI.)  
PONDICHERRY.

Review on the functioning of the Professional Colleges in the Union Territory of Pondicherry

Department	Professional College
HEALTH DEPARTMENT	MAHATMA GANDHI DENTAL COLLEGE AND HOSPITAL
ANIMAL HUSBANDRY DEPARTMENT	RAJIV GANDHI COLLEGE OF VETERINARY AND ANIMAL SCIENCES
AGRICULTURE DEPARTMENT	COLLEGE OF AGRICULTURE AND FISHERIES

**REVIEW REPORT  
ON  
THE FUNCTIONING OF  
THE PROFESSIONAL COLLEGES  
IN THE UNION TERRITORY OF  
PONDICHERRY**

Four states of students in Professional Colleges leading to  
excellent cost ratio and under utilization of infrastructure  
facilities provided at high cost  
(Para 5.1)

Non-acceptance of reduced quantum of direct teaching hours  
as per UGC norms resulting in irregular appointment of UGC  
staff and extra expenditure towards classes teaching  
(Para 5.2)

Expenditure on investment from UPP for recruitment resulting  
in extra liability towards interest in subject's balance  
(Para 5.3)

Extension of permanent benefits to the employees of  
Autonomous bodies against the instructions issued by  
Govt. of India - Consequent avoidable creation of Pension  
Fund by Veterinary College and Dental College to the tune  
of Rs.194.39 lakh  
(Para 5.4)



1

70

**Review on the functioning of the Professional Colleges in the Union Territory of Pondicherry**

Professional College	Department
MAHATMA GANDHI DENTAL COLLEGE AND HOSPITAL	HEALTH DEPARTMENT
RAJIV GANDHI COLLEGE OF VETERINARY AND ANIMAL SCIENCES	ANIMAL HUSBANDRY DEPARTMENT
PANDIT JAWAHARLAL NEHRU COLLEGE OF AGRICULTURE AND RESEARCH INSTITUTE	AGRICULTURE DEPARTMENT

**Highlights**

The main objective of these Professional Colleges was to extend professional/technical expertise to the aspiring students of the Union Territory of Pondicherry. However, this objective could not be achieved due to poor intake of students even though infra-structural facilities were provided at huge cost through Grant-in-Aid from Government. Significant points noticed during the review are as under:

- \*\* Poor intake of students in Professional Colleges leading to exorbitant cost ratio and under utilisation of infrastructural facilities provided at huge cost (Para 8.1)
- \*\* Non-adoption of required quantum of direct teaching hours as per UGC norms resulting in irregular application of UGC Pay Scales and extra expenditure towards excess teaching staff - Rs.87.29 lakh (Para 8.2)
- \*\* Injudicious investments from GPF accumulations resulting in extra liability towards interest in subscriber's balances - Rs.52.04 lakh (Para 8.3)
- \*\* Extension of pensionary benefits to the employees of Autonomous Bodies against the instructions issued by Govt. of India - Consequent avoidable creation of Pension Fund by Veterinary College and Dental College to the tune of Rs.194.89 lakh (Para 8.4)

- ✓ \*\* Ineligible claim of Non-Practicing Allowance by Dental and Veterinary Colleges- Rs.114.69 lakh (Para 8.5)
- \*\* Ineligible drawal of Project Allowance by the Professional Colleges- Rs.14.05 lakh (Para 8.6)
- ✓ \*\* Ineligible payment of Patient Care Allowance - Rs.28.51 lakh (Para 8.7)
- ✓ \*\* Implementation of UGC/ICAR Pay scales to teaching staff of PAJANCOA & RI, Karaikal - Reimbursement of 80% expenditure by ICAR not obtained - Rs.195.48 lakh (Para 8.8)
- \*\* Revised ICAR/UGC scales of pay implemented in PAJANCOA & RI, Karaikal - Irregular fixation of pay/promotion - Rs.6.75 lakh (approximately) (Para 8.9)
- \*\* Incorrect grant of incentives in the revised scale to the teachers who are appointed prior to 1/1/1996 - overpayment of Rs.5.54 lakh (Para 8.10)
- \*\* Incorrect application of CCS leave rules for teaching staff governed by UGC guidelines resulting in excess crediting and availing of leave - Rs.3.5 lakh (Para 8.11)
- \*\* Irregular counting of past services rendered in Non-Government and Foreign institutions by the Board of Governors of the institution (Para 8.12)
- \*\* Irregular drawal of grant-in-aid funds without proper government sanction deviating from Receipt and Payment rules and General Financial Rules - Rs.1.25 crore (Para 8.13)
- \*\* Blocking of capital due to construction of Hostel rooms in excess of requirement in three professional colleges (Para 8.14)
- ✓ \*\* Establishment of 100 bed hospital for Dental college Pondicherry - unwarranted and extra expenditure - Rs.63.00 lakh (Para 8.15)
- \*\* Non-adoption of certified Annual Accounts by the Board of Governors and Non-tabling Statutory Audit reports under Section 14 of the DPC Act of CAG before the Governing body (Para 8.16)



## Introduction

Mention was made in Para 3.4 of the Report of the CAG of India for the year ended 31.3.2003, Government of Pondicherry, regarding the working of the Pondicherry Engineering College, Pondicherry. A review of the three other professional colleges in the state viz. Rajiv Gandhi College of Veterinary and Animal Sciences (RAGACOVAS), Pondicherry; Mahatma Gandhi Dental College and Hospital (MGDCH), Pondicherry and Pandit Jawaharlal Nehru College of Agriculture and Research Institute (PAJANCOA & RI), Karaikal were taken up for review for the years 1998-99 to 2003-04. The main aspects of review were regarding the availability of infrastructure, teaching faculty, intake of students, revenue augmentation, sources of funding etc.,.

## 2. Organisation Set up

All the three colleges are autonomous bodies registered as Societies under Societies registration Act and are governed by the respective by laws.

However in terms of Societies Registration Act and Memorandum of Articles of Association the Governing body should meet at least once in a quarter, but none of these three Professional colleges which are registered societies follow this rule. The meeting conducted each year and the short fall is detailed below during the last six years.

Year	No. of meetings to be convened	B.G Meeting convened and short fall					
		PAJANCOA		MGDCH		RAGACOVAS	
		No. of meeting convened	Short fall	No. of meeting convened	Short fall	No. of meeting convened	Short fall
1998	4	2	2	2	2	3	1
1999	4	3	1	4	--	5	--
2000	4	3	1	3	1	1	3
2001	4	3	1	2	2	2	2
2002	4	2	2	2	2	1	3
2003	4	2	2	1	3	1	3

### 3. Infrastructure

The three colleges are located in vast landscapes with buildings for Administration Blocks, Hostels, Laboratories, Libraries etc. The infrastructural facilities created to the end of 2002-03 was to the tune of Rs.20.29 crore in respect of PAJANCOA & RI, Karaikal, Rs.17.62 crore in respect of MGDCH, Indira Nagar, Gorimedu, Pondicherry and Rs.12.83 crore in respect of RAGACOVAS, Kurumbapet, Pondicherry. The Dental College and Veterinary Colleges are within a radius of 10 km. of Pondicherry region while the Agriculture College is in Karaikal region..

### 4. Sources of Funding

All the three colleges receive grant-in-aid for infrastructural development and administrative expenditure from Govt. of Pondicherry. The total grants received to the end of 2003-04 by the three colleges are detailed below:

	(Rs. in lakh)						
	1997-98	1998-99	1999-2k	2000-01	2001-02	2002-03	2003-04
PAJANCOA & RI	593.60	129.00	285.00	307.03	300.00	595.78	650.00
MGDCH	765.37	600.00	475.93	670.00	725.00	590.00	590.00
RAGACOVAS	485.71	600.00	472.00	511.00	546.21	500.47	542.19



A scrutiny of the funding pattern to all these colleges detailed in the Annexure-I reveals that extension of grant-in-aid was inconsistent to the effect that the actual requirement was not taken into consideration. With the result there had been excess funding in the case of RAGACOVAS and deficit funding in the case of PAJANCOA & RI and MGDCH. The expenditure figures mentioned in the Annexure-I are as reflected in Income and Expenditure Statement appended to Annual Accounts. The policy on funding pattern reflects a poor financial management. It may also be mentioned here while PAJANCOA & RI does not maintain any investment accounts, both RAGACOVAS and MGDCH maintain investment account and the holdings thereunder was Rs.10.93 lakh (Pension fund) and Rs.101.18 lakh and Rs.84.92 lakh (Pension fund) respectively.

#### 5. Intake of students and sanctioned strength

The sanctioned strength of the students in all the three colleges was 60 in PAJANCOA & RI, Karaikal, 40 in MGDCH, Pondicherry and 40 in RAGACOVAS, Pondicherry which was not raised so far.

##### Dental College

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
	SS:40	SS:40	SS:40	SS:40	SS:40	SS:40
	(AIQ 6)	(AIQ 6)	(AIQ 6 & NRI 5)	(AIQ 6 & NRI 5)	(AIQ 6 & NRI 5)	(AIQ 6 & NRI 5)
Union Territory	32	28	16	10	1	29
All India Quota	6	3	6	2	2	3
NRI			5		4	5
Total (*)	38	31	27	12	7	37
SC	6	6	4	2	1	5

##### Agriculture College

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
	SS:60	SS:60	SS:60	SS:60	SS:60	
Union Territory	47	43	22	11	24	21
Others			6	48	29	28
Total	47	43	28	59	53	47
SC	9	6	7	8	7	9

## Veterinary College

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
Union Territory	33	33	33	28	35	36

(\*) Total strength includes SC candidates also

#### 6. Augmentation of revenue

Due to poor sanctioned strength and intake in the colleges and low rate of fee collected the revenue augmentation on account of fees from students did not have any impact on the running of the college. The administration of the college purely depended on the recurring grant-in-aid released by the Govt. from time to time.

Revenue and expenditure during the period 1998-99 to 2002-03 are as follows:

Year	MGDCH			RAGACOVAS			PAJANCOA & RI		
	Revenue		Expen.	Revenue		Expen.	Revenue		Expen.
	Fee collected	Other receipts		Fee collected	Other receipts		Fee collected	Other receipts	
1998-99	5.34	14.16		6.71	22.36		7.71	35.63	
Total Revenue & Expenditure	19.50		256.08	29.07		322.91	43.34		206.45
1999-00	4.62	14.72		8.09	25.22		4.96	42.12	
Total Revenue & Expenditure	19.34		352.14	33.31		369.00	47.08		225.40
2000-01	6.21	10.82		7.22	16.01		9.14	20.15	
Total Revenue & Expenditure	17.03		366.14	23.23		416.02	29.59		272.87
2001-02	12.33	13.66		13.57	30.66		10.40	22.92	
Total Revenue & Expenditure	25.99		639.58	44.23		444.97	33.32		280.57
2002-03	27.72	3.84		25.39	38.20		13.96	12.23	
Total Revenue & Expenditure	31.56		616.77	63.59		449.73	26.19		283.25



## 7. Availability of teaching faculty

All the three colleges are fully equipped with highly qualified faculty and there were no shortfalls. (Details in Annexure-II).

With the above preamble the following observations are made in Audit.

### 8.1. Poor intake of students in Professional Colleges leading to exorbitant cost ratio and under utilisation of infrastructural facilities provided at huge cost

The sanctioned intake of students in the Professional Colleges of PAJANCOA&RI, Karaikal, RAGACOVAS, Pondicherry and MGDCH, Pondicherry was 60, 40 and 40 respectively. However, the actual intake of students during the period 1998-99 to 2003-04 (detailed in Para 5 above) was very poor despite the availability of teachers and infrastructural facilities which resulted in under utilisation of facilities created by utilising Govt. grants and in increasing the cost per student which is worked out as Rs.17.44 lakh, Rs.16.18 lakh and Rs.19.00 lakh respectively per student for course incurred by these institutions which are run wholly on Govt. grant (Details in the Annexure-III). Further, the poor intake in students strength affected the augmentation of fee revenue of the institutions.

No cognizant steps have been taken either by Govt. or by the respective institutions to increase the student intake/strength and in the matter of review of fee structure.

**8.2. Non-adoption of required quantum of direct teaching hours as per UGC norms resulting in irregular application of UGC Pay Scales and extra expenditure towards excess teaching staff - Rs.87.29 lakh**

The Professional Colleges of MGDCH and RAGACOVA were following CCS (Pay) Rules (IV CPC) upto 1.1.1996 while PAJANCOA & RI was adopting ICAR scales. However, from 1.1.1996 all the three colleges have switched over to UGC Scales of pay. In this connection it is pointed out that The University Grants Commission (UGC) while recommending the pay scales for Lecturers, Assistant Professors and Professors etc have stipulated certain guidelines/conditions depending on which these scales could be made applicable.

UGC have issued a notification "UGC Notification 1998" on the revision of pay scales, the minimum qualification requirements for the appointment of teachers in university and colleges and other measures for the maintenance of standards.

These shall apply to every university established or incorporated by or under a Central Act or a State Act, every institution including a constituent or an affiliated college recognized by the Commission in consultation with the concerned university under Clause (f) of Section 2 of the UGC Act 1956 and every university deemed to be university under Section 3 of the UGC Act 1956.

The scheme applies to University, College Teachers, Librarians, Directors of Physical Education and Registrars of University (excluding Agricultural Universities) and Colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the universities unless they



specifically exercise an option in writing to remain out of the scheme.

RAGACOVAS, PAJANCOA & RI and MGDCH - all these three Professional Colleges being Veterinary Science, Agricultural and Medical Colleges can not apply the pay scales recommended by UGC/ICAR at the first instant.

Similarly the UGC Notification 1998 also stipulated regarding the teaching days that the Universities/Colleges must observe at least 180 actual teaching days i.e. there should be a minimum of 30 weeks of actual teaching in a 6 day-a-week. Of the remaining period 12 weeks may be devoted to admission and examination activities and non-instructional days (i.e. for Sports, College Day etc.) 8 weeks for vacation and 2 weeks may be attributed to various public holidays.

If the University/College adopts a 5-day week pattern, then the number of weeks should be increased, correspondingly to ensure equivalent of 30 weeks with a 6 days week which is summarized as follows:

	University		College	
	Days	No. of weeks	Days	No. of weeks
Teaching	180	30	180	30
Admission/Exams/Preparation for Exams	72	12	60	10
Vacation	48	8	60	10
Public holidays to increase and adjust teaching days accordingly	12	2	12	2
Total	312	52	312	52

As regards workload of the teaching in full employment the UGC stipulated that it should not be less than 40 hours a week for 30 weeks (180 teaching days) in an academic Year. It should

be necessary for the teacher to be available for atleast 5 hours daily in the University/College for which necessary space and infrastructure should be provided by the University/College. The direct teaching hours should be as follows

Lecturers/Senior-Lecturers	16 hours
Reads and Professors	14 hours

However as seen from the time table furnished by the above three professional colleges the direct teaching hours adopted was furnished in the Annexure-IV.

As seen from the annexure none of the colleges have adopted the UGC guidelines and conditions that a minimum of 40 hours of direct teaching per week per teacher in full employment in their colleges which would enable them to adopt UGC pay scales for their teaching staff. As the required quantum of direct teaching hours were not adopted by these colleges which ranged from 1.5 hours to 5.33 hours of direct teaching hours per teacher in respect of RAGACOVAS, 0.33 hours to 5.5 hours in respect of PAJANCOA & RI and 1.50 hours to 18.45 hours in respect of MGDCH, the application and drawal of UGC scales for their teaching staff was not in order.

Further, on the basis of UGC standard of teaching hours of 40 hours per week per teacher the present teaching staff strength would be in excess of requirement and leads to extra expenditure of Rs.87.29 lakh for one year 2003-04 as shown in the Annexure-IV.

i.e., Dental College

For 40 hrs. of direct teaching - 1 teacher

Oral Pathology: Total 975 per year = 32.50 hr. per week

Staff eligible = 1 teacher.



infrastructural facilities are being met by Govt. of Pondicherry by extending grant-in-aid.

PAJANCOA & RI, MGDCH &, RAGACOVAS have implemented UGC/ICAR scales for their teaching staff from 01.01.96.

Eventhough the implementation of ICAR scales for teaching staff in Agricultural Colleges are subject to reimbursement to the extent of 80%, neither the College nor the Agriculture Department have claimed the reimbursement from ICAR so as to minimize the financial liability for Govt. and PAJANCOA & RI, Karaikal.

The total expenditure incurred in implementing the UGC/ICAR scales in Agricultural College, Karaikal from 01.01.1996 to 31.03.2000 was Rs.2,44,34,811 out of which 80% of the expenditure comes to Rs.1,95,47,849 which has to be got reimbursed from ICAR. As the Union territory Govt. of Pondicherry had been meeting the entire expenditure through grant-in-aid, the reimbursement would come in a big way to lesser its financial liability towards PAJANCOA & RI, Karaikal.

✓ **8.9. Revised ICAR/UGC scales of pay- implemented in PAJANCOA & RI - Irregular fixation of pay/promotion - Rs.6.75 lakh (approx.)**

Govt. of India in the Ministry of Agriculture, Department of Agricultural research and Education (DARE), New Delhi in letter No.F.No.1(15)/98 Per IV dated 03.03.99 have communicated revised pay scales as extended to ICAR scientists to the corresponding teaching posts in central Agricultural University, Imphal and State Agricultural Universities. The revised pay scales incentive for degrees and career advancement scheme extended to central agricultural University and state Agricultural Universities would be as notified by the Ministry of Human Resources

Development letter No.1-22/87-UI dated 27.07.98 and 06.11.98 and communicated by Tamil Nadu Agriculture University.

On a review of the pay fixation statements of the teaching staff of this college with reference to the revision of pay scales orders, the following observations have come out.

In respect of incentives under career advancement vide item (iii) under Para 2 of Govt. of India, Ministry of Human Resources Development (Department of Education) orders F.1-22/97-UI dated 27.07.98, the minimum length of service for eligibility to move to the grade of Lecturer (Senior Scale) would be four years for those with Ph.D for those with M.Phil and six years for others as a lecturers. Accordingly it was seen, that in the case of the lecturers in the Annexure-VI i.e. in the case of Dr.K.Mathialagan, Dr.S.Muthukumarswamy, Dr.D.Andirouhane and Dr. P.Pandian (others) have completed six years service as Lecturers in 'others' category as on the date noted against each and were sanctioned career advancement scale i.e. Senior Scale of Rs.10,000-325-15200 and their pay had been fixed accordingly at Rs.10,000 retrospectively. However in terms of Govt. of India, Department of Agricultural research and Education (DARE), New Delhi letter No.F.No.1-15/98 Per IV dated 03.03.99, read with Govt. of India, Ministry of Human resources development (Department of Education) letter dated 27.07.98, the revised scales applicable to career advancement scheme had to be given prospective effect from the date of issue of the Govt. orders i.e. 27.07.98 (Para V of the above Govt. of India orders). As such the pay fixation in the above four Lecturers to Senior Scale with retrospective effect was not in order and leads to over payment of Rs.2.62 lakh (approximately).



In the case of Asst. Professors listed in the Annexure-VII from they were sanctioned incentive increments for acquiring Ph.D i.e. two increments, the monetary effect was given retrospectively from the dates noted against each, which was also not in order as the incentive of two increments have to be sanctioned from 27.07.98 only as per the Government of India Order dated 27.7.98. The over payment works out to Rs.1.30 lakh (approximately).

The Lecturers mentioned in Annexure-VIII were given Senior Scale in the previous Career Advancement scheme (8 years). Attributing the reasons viz. Anomaly in Junior getting more pay than Seniors, they were ordered in XIX meeting of the Governing Body held on 11.02.98 advancement of Conferment Senior Scale w.e.f. 01.01.96 on par with the Asst. Professors who were awarded Senior Scales from 06.07.96 to 30.09.97 (Sl.No. 8 to 10 which was not in order. If the Govt. of India instructions contained in the letter dated 27.07.98 were applied as stated above in respect of Asst. Professors from Sl.No.8 to 11, the question of anomaly of Juniors getting more pay than the Seniors from 01.01.96 would not arise. Hence the advancement of date of conferment of Senior Scale ordered in the Note No. 33/PJN/E1/Absorption/2000 dated 30.06.2000 needs revision and regularisation of overpayment of Rs.6.75 lakh (approximately).

In terms of Para 7.4.0 of UGC notification of 1998 regarding 'Reader Promotion' (Associate Professor), for recruitment/promotion etc., a Lecturer (Asst. Professor) in the Senior Scale would be eligible for promotion to the post of Reader (associate Professor) if the individual had completed 5 years of service in the Senior Scale with Ph.D. However in the case of the Asst. Professors in the Annexure-VIII (S.No. 1 to 10) were

promoted as Associate Professors before completion of the stipulated 5 years of service in the Senior Scale. Their effective service in the Senior Scale would be from the date noted against each in the Annexure-VIII. Further it is pertinent to mention here that the above guidelines of the UGC notification 1998 was not brought out in the note file dated 10.09.99 submitted to the Govt. for implementation of the guideline of UGC and consequential implementation of revised pay scale incentives, and promotion etc. for approval which had resulted in incorrect implementation of revised pay scales.

**8.10. Incorrect grant of incentives in the revised scales to the teachers who were appointed prior to 01.01.1996—overpayment of Rs.5.54 lakh.**

The board of Governors of Pondicherry Veterinary College Society (PVCS) in its 24th meeting held on 11.06.2002 resolved "to approve the proposal to fix the revised pay scale as on 01.01.1996 in respect of teachers who joined the college before 01.01.1996 without reckoning the incentive increments and to give the increments after the pay fixation in the revised scale in order to rectify the anomaly as opined by the Director of accounts and Treasuries and agreed by the Finance Department (i.e.) the incentive increments of these teachers who joined before 01.01.96 were merged with basic pay (pre-revised) and thus these incentive increments got nullified while fixing their pay in the revised scale as on 01.01.96 whereas the teachers who joined after 01.01.96 automatically came into revised scale at the time of their joining and were given incentive increments in the revised scale of pay and thus got higher advantage. This resulted in anomaly in the case of those in service before 01.01.1996 in PVCS drawing equivalent pay or even lesser pay than their juniors who joined after 01.01.1996.



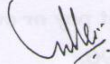
creation of 100 bed hospital by the Dental College on its own was for the purpose of teaching of all medical subjects and clinical training in general Medicine and in General Surgery.

In as much as to say that when the creation of 100 bed hospital by the Dental College did not serve the purpose of teaching of all medical subjects and clinical training in General Medicine and General Surgery, the entire expenditure of Rs.63.00 lakh to overall construction of 100 bed hospital would become unwarranted. Further, it was also seen from the records of the Hospital that the total number of Inpatients admitted from July 2001 to March 2004 were 438 only. On an average 13 patients were admitted in a month.

**8.16 Non-adoption of certified Annual Accounts by the Board of Governors and Non-tabling Statutory Audit reports under Section 14 of the DPC Act of CAG before the Governing body**

The annual certified accounts by the Chartered Accountant appointed by the Board of Governors are to be adopted by the Board by placing the certified accounts in the Annual General Meeting and passed by a resolution. These accounts, then, are subjected to Statutory Audit by the Accountant General under Section 14 of the DPC Act of the CAG. The Statutory Audit reports are also tabled before the Governing Body for adoption by a resolution.

It was seen that none of the Professional Colleges place either the certified accounts of the Chartered Accountants or the Statutory Audit report of the Accountant General before the Governing Body. Further, there had been inordinate delay in getting the accounts certified by the Chartered Accountants.

  
Deputy Accountant General (Pondy)

**ANNEXURE-I (Para 4) (Source of funding)**

Year	College	Opening balance	Grant-in-aid received	Total	Expenditure	Balance	Deficit (*)	Surplus (*)
1990-91	MGDCH	--	40.00	40.00	9.60	30.91	--	30.91
	RAGACOVAS	--	--	--	--	--	--	--
1991-92	PAJANCOA & RI	--	--	--	--	--	--	--
	MGDCH	30.91	--	30.91	13.44	17.47	11.98	--
1992-93	RAGACOVAS	--	--	--	--	--	--	--
	PAJANCOA & RI	--	--	--	--	--	--	--
1993-94	MGDCH	17.47	25.00	42.47	19.03	23.44	--	8.01
	RAGACOVAS	--	--	--	--	--	--	--
1994-95	PAJANCOA & RI	23.44	50.00	73.44	37.50	35.94	--	15.20
	RAGACOVAS	--	--	--	--	--	--	--
1995-96	MGDCH	35.94	88.00	123.94	64.32	59.62	--	26.93
	RAGACOVAS	--	112.91	112.91	21.40	91.51	--	94.86
1996-97	PAJANCOA & RI	--	--	--	--	--	--	--
	MGDCH	59.62	122.28	181.90	92.52	89.38	--	40.45
1997-98	RAGACOVAS	91.51	249.00	340.51	69.92	270.59	--	15.57
	PAJANCOA & RI	--	--	--	--	--	--	--
1998-99	MGDCH	89.38	222.00	311.38	153.12	158.26	--	90.37
	RAGACOVAS	270.59	268.41	539.00	116.92	422.08	--	18.98
1999-00	PAJANCOA & RI	--	--	--	--	--	--	--
	MGDCH	158.26	665.37	823.63	203.79	619.84	--	488.33
2000-01	RAGACOVAS	422.08	330.00	752.08	196.57	555.51	--	18.82
	PAJANCOA & RI	--	--	--	--	--	--	--

Purkha Centre,  
Fethanagar



1998-99	MGDCH	619.84	600.00	1219.84	256.08	963.76	--	363.68
	RAGACOVAS	555.51	755.71	1311.22	322.91	988.31	--	29.02
	PAJANCOA & RI	--	129.00	--	206.45	(-) 77.45	162.89	--
1999-2000	MGDCH	963.76	575.93	1539.69	352.14	1187.55	88.27	--
	RAGACOVAS	988.31	472.00	1460.31	369.00	1091.31	--	--
	PAJANCOA & RI	(-) 77.45	285.00	207.85	225.40	(-) 17.85	178.32	--
2000-01	MGDCH	1187.55	670.00	1857.55	366.14	1491.41	--	13.31
	RAGACOVAS	1091.31	511.00	1602.31	416.02	1186.29	--	--
	PAJANCOA & RI	(-) 17.85	300.00	282.15	272.87	9.28	243.28	--
2001-02	MGDCH	1491.41	725.00	2216.41	639.58	1576.83	88.59	--
	RAGACOVAS	1186.29	546.21	1732.50	444.97	1287.53	--	--
	PAJANCOA & RI	9.28	307.03	316.31	280.57	35.74	247.25	--
2002-03	MGDCH	1576.83	590.00	2166.83	616.77	1550.06	130.21	--
	RAGACOVAS	1287.53	596.13	1883.66	449.73	1433.93	--	--
	PAJANCOA & RI	35.74	595.78	634.52	283.25	351.27	257.07	--

(\*) Deficit—Excess expenditure over income  
Surplus—Excess income over expenditure  
As reflected in accounts

#### Investments

Dental College	Rs. 109.93 lakh (Pension fund)
Veterinary College	Rs. 101.18 lakh
Interest on investment (Fixed Deposit)	Rs. 84.92 lakh (Pension fund)
Agriculture College	Rs. 64.76 lakh
	Nil

Pinkpa Amang  
Section Officer

**ANNEXURE -VI**

S.No.	Name & Designation	Date of award as senior scale	Period From To	Pay fixed in Senior scale	Pay to be drawn in AP scale 8000-275-13500	Difference per month	Total Difference
1	Dr. K. Madhazhagan DNI: 1/7	05/07/1996	05/07/1996	10000	8275	1725	13948
			01/07/1997	10325	8550	1775	21300
			01/07/1998	10650	8825	1825	1300
			27/07/1998	10650	10000	650	10882
			01/07/1999	10875	10325	650	7800
			01/07/2000	11300	10650	650	7800
			01/07/2001	11625	10975	650	7800
			01/07/2002	11950	11300	650	7800
			01/07/2003	12275	11625	650	7800
			01/07/2004				86430
2	Dr. S. Muthukumarasamy DNI: 1/9	14/09/1996	14/09/1996	10000	8550	1450	16772
			01/09/1997	10325	8825	1500	16258
			27/07/1998	10325	10000	325	377
			01/09/1998	10650	10000	650	6500
			01/07/1999	10650	10325	325	650
			01/09/1999	10975	10325	650	6500
			01/07/2000	10975	10650	325	650
			01/09/2000	11300	10650	650	6500
			01/07/2001	11300	10975	325	650
			01/09/2001	11625	10975	650	6500
			01/07/2002	11625	11300	325	650
			01/09/2002	11950	11300	650	6500
			01/07/2003	11950	11625	325	650
			01/09/2003	12275	11625	650	6500
			01/09/2004				75857



S.No.	Name & Designation	Date of award as senior scale	Period From To	Pay fixed in Senior scale	Pay to be drawn in AP scale	Difference per month	Total Difference
3 Dr. D. Adirubane DNI:1/11		04/11/1996	31/10/1997	10000	8550	1450	17255
			01/11/1997	10325	8825	1500	13258
			27/07/1998	10325	10000	325	1027
			01/11/1998	10650	10000	650	5200
			01/07/1999	10650	10325	325	1300
			01/11/1999	10975	10325	650	5200
			01/07/2000	10975	10650	325	1300
			01/11/2000	11300	10650	650	5200
			01/07/2001	11300	10975	325	1300
			01/11/2001	11625	10975	650	5200
			01/07/2002	11625	11300	325	1300
			01/11/2002	11950	11300	650	5200
			01/07/2003	11950	11625	325	1300
			01/11/2003	12275	11625	650	5200
							69240
4 Dr. P. Pandian DNI:1/10		29/09/1997	29/09/1997	10000	8825	1175	11839
			27/07/1998	10000	10000	0	0
			01/09/1998	10325	10000	325	3250
			01/07/1999	10325	10325	0	0
			01/09/1999	10650	10325	325	3250
			01/07/2000	10650	10650	0	0
			01/09/2000	10975	10650	325	3250
			01/07/2001	10975	10975	0	0
			01/09/2001	11300	10975	325	3250
			01/07/2002	11300	11300	0	0
			01/09/2002	11625	11300	325	3250
			01/07/2003	11625	11625	0	0
			01/09/2003	11950	11625	325	3250
							31139

Grand Total 262466

Purepa Arany  
fiction office

**ANNEXURE-VI**

**Incorrect Grant of Incentive**

S.No.	Name & Designation	Date of acquiring Ph.D	Period		Incentive (Two advance increments)		Total Difference
			From	To	Due P.M.	Drawn P.M.	
1	Dr. K. Omar Hattab	25/08/1995	01/01/1996	31/12/1996	0	650	650 7800
			01/01/1997	31/12/1997	0	650	650 7800
			01/01/1998	26/07/1998	0	650	650 4445
							20045
2	Dr. R. Govindarasu	18/11/1995	01/01/1996	31/12/1996	0	650	650 7800
			01/01/1997	31/12/1997	0	650	650 7800
			01/01/1998	26/07/1998	0	650	650 4445
							20045
3	Dr. J. Ram Mohan	27/05/1997	25/05/1997	31/12/1997	0	650	650 4897
			01/01/1998	26/07/1998	0	650	650 4445
							9142
4	Dr. G.Md.Yassin	01/05/1996	02/05/1996	31/12/1996	0	650	650 5179
			01/01/1997	31/12/1997	0	650	650 7800
			01/01/1998	26/07/1998	0	650	650 4445
							17424
5	Dr. R. Hantharane	13/05/1996	14/05/1996	31/12/1996	0	650	650 4927
			01/01/1997	31/12/1997	0	650	650 7800
			01/01/1998	26/07/1998	0	650	650 4445
							17172
6	Dr. C. Retinassababady	20/11/1996	21/11/1996	31/12/1996	0	650	650 387
			01/01/1997	31/12/1997	0	650	650 7800
			01/01/1998	26/07/1998	0	650	650 4445
							13112



S.No.	Name & Designation	Date of acquiring Ph.D	Period		Incentive(Two advance increments)			
			From	To	Due P.M.	Drawn P.M.	Difference P.M.	Total Difference
7	Dr. A. Shaik Allaiddin	09/12/1996	10/12/1996	31/12/1996	0	650	650	481
			01/01/1997	31/12/1997	0	650	650	7800
			01/01/1998	28/07/1998	0	650	650	4445
								12706
8	Dr.K. Madiazhagan	03/12/1996	04/12/1996	31/12/1996	0	650	650	587
			01/01/1997	31/12/1997	0	650	650	7800
			01/01/1998	28/07/1998	0	650	650	4445
								12832
9	Dr. S. Muthukumarasamy	01/09/1997	02/09/1997	31/12/1997	0	650	650	2558
			01/01/1998	28/07/1998	0	650	650	4445
							7003	
10	Dr. D. Adiroubane	25/05/1998	30/05/1998	28/07/1998	0	650	650	1237
								1237

Pls. sign names  
section officer

<u>Date of award of senior scale</u>	<u>Date of promotion as Reader</u>	<u>Date from which promotion is to be awarded</u>
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[illegible]



S.No.	Name & Designation	Date of award of senior scale	Date of promotion as Reader	Date from which promotion is to be awarded	Period From To	Pay Due	Pay Drawn	Difference P.M.	Total Difference
4	Dr.G.Md. Yassin	15/11/1997 Pay:10000	05/11/1997 Pay:12000	15/11/2002 Pay:12000	05/11/1998 31/10/2000 01/11/2000 31/10/2001 01/11/2001 31/10/2002 01/11/2002 14/11/2002 15/11/2002 31/10/2003 01/11/2003 30/06/2004	10850 10975 11300 11625 12000 12425	12000 12425 12850 13275 13275 13700	1350 1450 1550 1650 1275 1275	16020 17400 18600 770 14705 10200 77695
5	Dr. R. Hantharane	15/11/1997 Pay:10000	05/01/1999 Pay:12000	15/11/2002 Pay:12000	05/11/1998 31/10/2000 01/11/2000 31/10/2001 01/11/2001 31/10/2002 01/11/2002 14/11/2002 15/11/2002 31/10/2003 01/11/2003 30/06/2004	10850 10975 11300 11625 12000 12425	12000 12425 12850 13275 13275 13700	1350 1450 1550 1650 1275 1275	16020 17400 18600 770 14705 10200 77695
6	Dr.C. Retinassababdy	01/11/1997 Pay:10000	05/11/1999 Pay:12000	01/11/2002 Pay:12000	05/11/1998 31/10/2000 01/11/2000 31/10/2001 01/11/2001 31/10/2002 01/11/2002 31/10/2003 01/11/2003 30/06/2004	10850 10975 11300 12000 12425	12000 12425 12850 13275 13700	1350 1450 1550 1275 1275	16020 17400 18600 15300 10200 77695
7	Dr.A. Shaik Allaiddin	04/12/1997 Pay:10000	05/11/1999 Pay:12000	04/12/2002 Pay:12000	05/11/1998 30/11/1999 01/12/1999 31/10/2000 01/11/2000 30/11/2000 01/12/2000 31/10/2001 01/11/2001 30/11/2001 01/12/2001 30/10/2002 01/11/2002 30/11/2002 01/12/2002 03/12/2002 04/12/2002 31/10/2003 01/11/2003 30/11/2003 01/12/2003 30/06/2004	10325 10850 10850 10975 10975 11300 11625 12000 12425	12000 12000 12425 12425 12850 12850 13275 13275 13700 13700	1875 1350 1775 1450 1875 1550 1975 1650 1700 1275	1452 14850 1775 15950 1875 17050 1975 180 13902 1700 8925 75614

S.No.	Name & Designation	Date of award of senior scale	Date of promotion as Reader	Date from which promotion is to be awarded	Period From	To	Pay Due	Pay Drawn	Difference P.M	Total Difference
8	Dr. K. Madiazhagan	27/07/1998	13/08/2000	27/07/2003	13/08/2000	30/06/2000	10325	12000	1675	1005
					01/07/2001	31/05/2001	10850	12000	1350	14850
					01/06/2001	30/06/2001	10850	12425	1775	1775
					01/07/2001	31/05/2002	10975	12425	1450	15950
					01/08/2002	30/06/2002	10975	12850	1875	1875
					01/07/2002	31/05/2003	11300	12850	1550	17050
					01/08/2003	30/06/2003	11300	13275	1975	1975
					01/07/2003	28/07/2003	11625	13275	1650	1384
					27/07/2003	31/05/2004	12000	13275	1275	12956
					01/06/2004	30/06/2004	12000	13700	1700	1700
										70520
9	Dr. S. Muthukumarasamy	27/07/1998	13/08/2000	27/07/2003	13/08/2000	30/06/2000	10325	12000	1675	1005
					01/07/2001	31/05/2001	10850	12000	1350	14850
					01/06/2001	30/06/2001	10850	12425	1775	1775
					01/07/2001	31/05/2002	10975	12425	1450	15950
					01/08/2002	30/06/2002	10975	12850	1875	1875
					01/07/2002	31/05/2003	11300	12850	1550	17050
					01/08/2003	30/06/2003	11300	13275	1975	1975
					01/07/2003	28/07/2003	11625	13275	1650	1384
					27/07/2003	31/05/2004	12000	13275	1275	12956
					01/06/2004	30/06/2004	12000	13700	1700	1700
										70520
10	Dr. D. Adiroubane	27/07/1998	13/08/2000	27/07/2003	13/08/2000	30/06/2000	10325	12000	1675	1005
					01/07/2001	31/05/2001	10850	12000	1350	14850
					01/06/2001	30/06/2001	10850	12425	1775	1775
					01/07/2001	31/05/2002	10975	12425	1450	15950
					01/08/2002	30/06/2002	10975	12850	1875	1875
					01/07/2002	31/05/2003	11300	12850	1550	17050
					01/08/2003	30/06/2003	11300	13275	1975	1975
					01/07/2003	28/07/2003	11625	13275	1650	1384
					27/07/2003	31/05/2004	12000	13275	1275	12956
					01/06/2004	30/06/2004	12000	13700	1700	1700
										70520



# Abstract

S.No.	Name & Designation	Amount
1	Dr. K. Omar Hattab	42488
2	Dr. R. Govindarasu	44809
3	Dr. J. Ram Mohan	64020
4	Dr. G. Md. Yassin	77895
5	Dr. R. Hariharane	77520
6	Dr. C. Retinassababdy	79614
7	Dr. A. Shaik Allaiddin	70520
8	Dr. K. Madiazahagan	70520
9	Dr. S. Muthukumarasamy	70520
10	Dr. D. Adiroubane	

Total **675401**

Plutonium  
Section Officer