

TERMS OF REFERENCE OF THE COMMITTEE:

The University Grants Commission hereby appoints a Committee to Review the Scales of Pay of the Teachers in the Universities and Colleges. The Commission in consultation with the Ministry of Human Resource Development has finalized the terms of reference of the Committee, which are as follows:

- (a) To review the implementation of the previous decision of the Government/UGC under the Scheme of Revision of Pay Scales approved for University and College Teachers, Librarians, Physical Education Personnel and other academic staff in Universities and Colleges, and in the process, to evaluate the extent to which the earlier recommendations in relation to qualifications, service conditions and pay-scales etc. have been implemented.
- (b) To examine the present structure of emoluments and conditions of service of University and College Teachers, Librarians, Physical Education Personnel and other academic staff in Universities and Colleges and to suggest revision in the structure, taking into account the minimum qualifications, career advancement opportunities, and total packet of benefits available to them (such as superannuation benefits, medical, housing facilities, etc.).
- (c) To make recommendations on the ways and means of attracting and retaining talented persons in the teaching profession, as well as for the furtherance of research in the University System and also for their career advancement in teaching and equivalent positions in order to improve the quality of higher education.
- (d) To look into the cases of anomalies, if any, in the matter of pay structure and/or career advancement opportunities for any categories of academic staff, consequent on revision of pay scales based on the recommendations of the preceding Pay Review Committee and to suggest remedial measures.

The pay structure and service conditions of the non-academic staff who may be governed by the Central Pay Commission's recommendations, including those of the officers and staff working in the University Grants Commission shall be outside the purview of the Pay Review Committee.

The Committee may initiate necessary studies and analysis in regard to the terms of reference, keeping in mind the demands and requirements of university and higher education institutions.