



**University Grants Commission
Bahadur Shah Zafar Marg
New Delhi 110002**

No.F.3-1/94(PS)-7

19thOctober,2006

**The Education Secretary
All State Govts. and Union Territories.**

**The Registrar,
All Universities including Deemed Universities.**

Sub:- Career Advancement Scheme (CAS) for Assistant Librarian/College Librarians/Assistant Director of Physical Education/College Director of Physical Education.

Sir/Madam,

I am directed to inform you that the Ministry of Human Resource Development vide its letter No.F.1-9/99-U.I. Dated 22nd September, 2006 has approved the revised CAS for Assistant Librarian/College Librarians/Assistant Director of Physical Education/College Director of Physical Education. The revised scheme as approved by the MHRD is as under:-

1. Career Advancement Scheme for Assistant Librarian/College Librarians.

(i) Every Assistant Librarian in a University and a Librarian in a College, who is in the scale of pay of Rs.8000-275-13500 will be eligible for placement in a Senior Scale of Rs.10000-325-15200 if he/she has:

- (a) completed 6 years of service as University Assistant Librarian/College Librarian after regular appointment;
- (b) participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC, and consistently satisfactory performance appraisal reports.

(ii) Every Assistant Librarian in the universities who has been placed in the Senior Scale will be eligible for promotion to the post of Deputy Librarian in the scale of pay of Rs.12000-420-18300 if he/she has:

- (a) completed 5 years of service in the Senior Scale provided that the requirement of 5 years will be relaxed if his/her total service is not less than 11 years;
- (b) obtained a Ph.D. degree or has an equivalent published work;
- (c) made significant contribution to the development of Library service in the University as evident from self-assessment, reports of referees, professional improvement in the Library services, etc; as the case may be;
- (d) participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC after placement in the Senior Scale; and
- (e) consistently satisfactory performance appraisal reports.

(iii) Promotion to the post of Deputy Librarian will be through a process of selection by a Selection Committee as in the case of promotion to the post of Readers. Posts of Deputy Librarians will be created for this purpose by upgrading the post of Assistant Librarian (Senior Scale).

(iv) Those Assistant Librarians in the universities in the Senior Scale who do not have Ph.D. degree or equivalent published work, but fulfill the other criteria, mentioned in para (ii) above, will be placed in the grade of Rs.12000-420-18300, subject to the recommendations of the Committee. They will be designated as Assistant Librarian in the Selection Grade.

(v) The College Librarians who have been placed in the Senior Scale will also be eligible for placement in the Selection Grade of Rs.12000-420-18300 if they fulfill the criteria prescribed for University Assistant Librarians (Senior Scale) as contained in paras (ii) & (iii) or (iv) above.

(vi) The Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade with 5 years as on 1/1/1996 shall be eligible for placement at the minimum of Rs.14940/- as done in the case of Readers.

2. Career Advancement Scheme for Assistant Director of Physical Education/College Director of Physical Education.

(i) Every Assistant DPE/College DPE who is in the scale of pay of Rs.8000-275-13500 will be eligible for placement in the Senior Scale of Rs.10000-325-15200 if he/she has;

- (a) Completed six years of service as University Assistant DPE/College DPE after regular appointment;
- (b) Passed the physical fitness test;
- © Consistently good appraisal reports;
- (d) Should have attended at least one orientation and one refresher course of not less than four weeks duration each with proper and well-defined evaluation procedure;

(ii) Every Assistant DPE in Universities who has been placed in the Senior Scale will be eligible for promotion to the post of deputy DPE in the scale of pay of Rs.12000-420-18300 if he/she has;

- (a) Obtained a Ph.D.degree in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% of the marks or an equivalent grade of 'B' in the UGC 7 point scale at the Mater's degree level;
- (b) Five years experience as University Assistant DPE (Senior Scale)/College DPE (Senior Scale) or in the equivalent post in the same pay scale (excluding three years of research experience for Ph.D.)
- (c) Evidence of organizing competitions and conducting coaching camps.
- (d) Evidence of having produced good performance teams/athletes for inter-university/combined university and at higher level etc.
- (e) Passed the physical fitness test; and
- (f) Consistently good appraisal reports.

(iii) Promotion to the post of Deputy DPEs will be through a process of selection by a Selection Committee as in the case of promotion to the post of Readers. Posts of Deputy DPE will be created for this purpose by upgrading the post of Assistant DPEs (Senior Scale).

(iv) Those Assistant DPEs in the universities in the Senior Scale who do not have Ph.D. degree or equivalent published work, but fulfill the other criteria, mentioned in Para (ii) above, will be placed in the grade of Rs.12000-420-18300 subject to the recommendations of the Committee. They will be designated as Assistant DPEs in the Selection Grade.

(v) The College DPEs who have been placed in the Senior Scale will also be eligible for placement in the Selection Grade of Rs.12000-420-18300 if they fulfill the criteria as prescribed for Assistant DPEs (Senior Scale) in Universities as contained in paras (ii) & (iii) or (iv) above. They will be designated as College DPEs in the selection grade.

(vi) The Deputy DPEs/Assistant DPEs (Selection Grade)/College DPEs (Selection Grade) with 5 years as on 1.1.1996 shall be eligible for placement at the minimum of Rs.14940/- as done in the case of Readers.

1. Date of Implementation of the revised Career Advancement Scheme.

The Career Advancement Schemes as mentioned above will be effective, for the present, from 27.7.1998, i.e. the date from which the CAS for teachers is applicable under the existing orders, vide this Ministry's letter No.F.1-22/97.U.I. dated 27.7.1998.

2. Age of Superannuation

It has been decided that the age of superannuation for Assistant Librarians/College Librarians and Assistant Directors of Physical Education/College Directors of Physical Education would henceforth be 62 years.

The above scheme will come into force with immediate effect. These will be notified as regulations shortly. The Universities are requested to bring this to the notice of all the colleges affiliated to it for necessary action.

Yours faithfully,

Sd/-

(Dr. (Mrs.) Pankaj Mittal)
Joint Secretary