

tion 5(2) of the Bihar Inter University Board Act, 1981 for implementation in your University :

Statute for placement of lecturers in the senior pay scale (Rs. 3000-5000) under career advancement scheme.

1. Notwithstanding anything to the contrary as contained in the Statutes, it is hereby provided that :

A Lecturer, serving in a University Department or in a Degree College managed and maintained by the University shall, on the recommendation of the Bihar State University (Constituent College) Service Commission will be placed in a senior scale of Rs.3000-5000 under revised pay scale of University and Degree College teachers introduced by the State Government (vide No. 14/P2-05/87 HRD 1044 dated 7.8.1989) subject to the following conditions:

- (a) That he holds the qualification as prescribed for the post of Lecturer under the Statute enforced at the time of his appointment as Lecturer and has fulfilled the conditions, if any attached thereto, as laid down in the Statute.
- (b) That, he holds substantive appointment on the post of Lecturer and his appointment has been made as per provisions of the Act and Statutes existing at that time.
- (c) That, he has completed eight years of continuous service after regular appointment against a sanctioned post with the relaxation that a candidate who, at the time of his recruitment as Lecturer, possesses Ph.D. or M.Phil degree will be sanctioned three and one advance increments respectively in the scale of Rs.2200-4000 along with the benefit of corresponding years of service for the purposes of this placement and further promotion. The existing Lecturers without research degree, and those similarly situated and recruited in future will be eligible for a similar benefit in service for the purpose of subsequent promotion as and when they acquire research degree, but will not be eligible for advance increments. Existing Lecturers with research degrees will also be eligible for a similar benefit.

Provided that, in case of a Degree College, the service rendered during the period the College was not affiliated in the subject concerned shall not be taken into account for the purpose of this Statute; provided further that, the service rendered in more than one University shall be deemed to be continuous if the period elapsed between leaving the service of a University and joining the service of another University does not exceed the normal joining time as prescribed in the service Statute.

Provided further that if a teacher appointed by the University as per proper procedure through open advertisement but placed in a Degree College even not imparting teaching in the subject concerned upto Degree level will be eligible for the above benefits.

Provided further, that the total period of experience in a Degree College managed and maintained by the University shall be taken into account but only 2/3rd of the total period in an affiliated Degree College prior to its conversion into a Constituent Unit shall be considered.

- (d) That he has participated in two Refresher Courses/Summer Insti-

tutes, each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U.G.C.

(e) That, he possesses satisfactory performance appraisal reports.

2. The placement in the Senior pay Scale shall not be automatic but shall be made on the recommendation of the Bihar State University (Constituent Colleges) Service Commission on consideration of experience and performance appraisal reports.

3. The Registrar of the University with the approval of the Vice-Chancellor, shall place a list of eligible candidates giving all the required information about each of them alongwith all the relevant papers including service and performance appraisal records before the Screening Committee to be appointed by the Vice-Chancellor for scrutiny.

The Screening Committee shall consist of the Vice-Chancellor, the Dean of the Faculty concerned, the Head of the University Department concerned as Internal Expert and two External Experts in the subject concerned appointed by the Vice-Chancellor from the panel prepared by the Bihar Inter University Board.

Provided that the recommendation of the Screening Committee shall become invalid if any one of the two External Experts appointed by the Vice-Chancellor is from outside the panel prepared by the Bihar Inter University Board.

Provided further that the report of the Screening Committee in each case shall be referred to the Bihar State University (Constituent Colleges) Service Commission within a period of one month for its recommendations.

Provided that the Bihar State University (Constituent Colleges) Service Commission shall send its recommendation within six months.

4. The recommendation of the Bihar State University (Constituent Colleges) Service Commission shall be placed before the Syndicate at the next meeting for orders.

5. Also provided that hereafter performance appraisal records shall be regularly maintained in respect of each teacher according to the procedure and in the form to be approved by the Chancellor for the purpose.

6. The seniority of teachers promoted under this Statute shall be determined from the date of promotion, but the *inter-se* seniority of teachers promoted from the same date shall be the same as they had on their lower post.

7. Placement under the above clauses shall be admissible only in the faculties in which U.G.C. scale of pay effective from 1.1.1986 have been implemented by the University.

8. The case of the teacher, who is not recommended by the said Commission for placement in the senior pay scale may again be considered after one year has elapsed since his name was last considered. The placement in such a case shall take effect from the date of the recommendation of the Commission.

9. The *Inter-se* seniority of the teachers will not be adversely affected by placement in the senior pay scale.