

DEPARTMENT OF COLLEGIATE EDUCATION

From  
Dr. J. Manjula , M.Sc, B.Ed, M.Phil, Ph.D.,  
Director of Collegiate Education,  
Chennai 600 006.

To  
1. All Regional Joint Directors of Collegiate  
Education,  
2. All Principals of Government Colleges

Rc.No.1723/J1/2018 Dated : -05-2018

Sir / Madam,

Sub : Collegiate Education Department – rectification of Junior getting more pay anomaly than the seniors and other related issues of College Teachers – clarifications – Issued by Government – copy communicated – Reg.

Ref : 1. G.O (Ms) No.306 Hr. Edn. (F1) Department Dated 27.10.2017  
2. This office proceedings Rc.No.1321/J1/2012 Dated 01.02.2013.  
3. This office proceedings Rc.No.1321/J1/2012-2 Dated 01.02.2013.  
4. This office proceedings Rc.No.1321/J1/2012-2 Dated 07.02.2013.  
5. Government letter (1D) No.163 Hr. Edn. (F1) Department Dated 14.05.2018.

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I invite your attention to the references cited. The Government in their letter 5<sup>th</sup> cited have issued clarification with regard to rectification of Junior getting more pay anomaly than the seniors and other related issues. I forward herewith the copy of the Government letter for information and necessary action.

I also request that the clarification issued by the Government in para (5) shall be followed scrupulously and necessary action may be initiated to rectify the anomalies.

I also state that the violation pointed out by the Chief Internal Auditor of Internal Audit and Statutory Board shall be reviewed and the amount may be recovered where such action is warranted.

I request you to acknowledge the receipt of this letter immediately.

*Dr. J. Manjula 15/5/18*  
Director of Collegiate Education

Copy to  
1. The Accountant General  
Chennai – 18.  
2. The Treasury Officers / PAOs concerned



Letter (1D) No.163, dated 14.05.2018

From  
Thiru.Sunil Paliwal, I.A.S.,  
Principal Secretary to Government

To  
✓ The Director of Collegiate Education,  
Chennai-6.

Madam,

Sub : Collegiate Education – Rectification of Junior getting more pay than the seniors and other related issues of College Teachers – Clarifications – Regarding.

- Ref :
1. Government Letter No.17905/F1/2015-1, dated 19.09.2015.
  2. Government Letter No.18846/F1/2015-1, dated 08.10.2015.
  3. From the Chief Internal Auditor, Internal Audit and Statutory Board Unit, Chennai-2, Letter Na.Ka.No.13304/E2/2015, dated 28.08.2017.
  4. G.O.(Ms) No.306, Higher Education (F1) department, dated 27.10.2017.
  5. Your Letter Rc.No.1723/J1/2018, dated 05.02.2018.

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I am directed to refer to Government letter first cited, wherein it has been requested to keep in abeyance the following proceedings issued by the then Director of Collegiate Education until further orders of the Government:-

- i. Proc.Rc.No.1321/J1/2012, dated 01.02.2013 regarding rectification of anomaly of junior drawing more pay by comparing the anomaly between teachers belonging to any discipline instead of same discipline;
- ii. Proc.Rc.No.1321/J1/2012-2, dated 01.02.2013 regarding sanction of incentive increments for Ph.D. and M.Phil. degrees in inter disciplines instead of relevant discipline; and
- iii. Proc.Rc.No.1321/J1/2012-2, dated 07.02.2013 regarding implementation of Career Advancement Scheme (CAS) w.e.f 01.01.1996 instead of 27.07.1998.

2. I am also to state that the Chief Internal Auditor of Internal Audit and Statutory Board was also requested to take up a special audit on the proceedings

issued by the then Director of Collegiate Education mentioned in para 1 above and to send a detailed report to Government.

3. In the reference second cited, the Director of Treasuries and Accounts was also requested to issue necessary instructions to the Pay and Accounts Officer / Treasury Officers not to pass any claim bills pertaining to the proceedings issued by the then Director of Collegiate Education.

4. In the Government order fourth cited, the Government have already directed that all privileges including advance increments shall be made applicable to the faculty members with inter-disciplinary Ph.D., by ensuring that the inter-disciplinary Ph.D., is in the relevant discipline. It was also reiterated in the said Government order that the relevance of inter-disciplinary Ph.D., will be decided by the University concerned with the help of subject experts in the concerned / related field.

5. I am to state that the proceedings mentioned in para 1 above, issued by the then Director of Collegiate Education was reviewed in detail in light of the report from the Chief Internal Auditor of Internal Audit and Statutory Board and the Director of Collegiate Education. Accordingly, the following clarifications are issued in respect of rectification of junior getting more pay than the seniors and the other related issues of college teachers:-

- I. Career Advancement Scheme has to be implemented from 27.07.1998 only i.e the date of issue of clarification by University Grants Commission as clarified in G.O.(Ms) No.435, Higher Education(H1) Department, dated 25.10.2000. As benefit has been given to faculty who have served longer at the lower feeder levels, lecturers who have already been awarded senior scale prior to 27.07.1998 have to be awarded selection grade based on the total number of years of service, as per the **para (d) under Career Advancement Scheme** of G.O.(Ms) No.111, Higher Education (H1) department, dated 24.03.1999.
- II. As the seniority list of lecturers is a combined seniority list, the anomaly of junior getting more pay has to be rectified by comparison to a junior of any discipline and not just the same discipline subject to the condition that qualification of senior and junior are comparable, eg. a senior with M.Phil., cannot compare with a junior who has Ph.D., comparison with junior has to be done only once as clarified in Government Letter No.45113/ Finance (Pay Cell) department/2009-1, dated 17.08.2009.
- III. In respect of certain glaring violations pointed out by the Chief Internal Auditor of Internal Audit and Statutory Board in awarding increments based on Ph.D., subject, all such cases have to be reviewed completely and wherever it is seen that the subject of Ph.D., is not relevant, the increments awarded have to be cancelled and benefits already drawn have to be recovered.

IV. A special drive has to be undertaken to rectify other errors all the pointed out by the Chief Internal Auditor of Internal Audit and Statutory Board and effect recoveries in all such cases where benefits / higher pay has been wrongly drawn and to fix the pay of the retired Grade-I Principals as per the above clarifications.

6. This letter issues with the concurrence of Finance department vide its U.O.No.23816/Edn-I/2018, dated 10.05.2018.

Yours faithfully,

T. Nallin  
15/5/2018

for Principal Secretary to Government

8/10  
15/5/18

Copy to  
The Finance (Edn-I) Department, Chennai-9.  
The Accountant General, Chennai-18.  
The Chief Internal Auditor, Internal Audit and  
Statutory Board Unit, Integrated Complex for  
Finance department, Nandanam, Chennai-35.  
Higher Education (E,H and K) Department, Chennai-9.  
Sf/Sc



Higher Education (F1) Department  
Secretariat, Chennai-9

Letter No.10322/F1/2016- 14, dated 14.05.2018

From  
Thiru. Sunil Paliwal, I.A.S.,  
Principal Secretary to Government

To  
The Deputy Accountant General (GAD),  
O/o, the Principal Accountant General,  
361, Anna Salai,  
Chennai-18 (w.e)

Sir,

Sub : Collegiate Education – Rectification of Junior getting more pay than the seniors and other related issues of College Teachers – Clarifications Issued – Regarding.

Ref : 1. Your Letter No.GAD3/II/16-17/84503, dated 09.12.2010 and 01.05.2018.  
2. G.O.(Ms) No.306, Higher Education (F1) department, dated 27.10.2017.  
3. Government Letter (D) No.163, Higher Education (F1) department, dated 14.05.2018  
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I am directed to refer to your letter first cited wherein you have requested the Government to communicate the decision taken in the matter regarding sanction of incentive increments for Ph.D., in inter-discipline instead of relevant discipline and other related issues.

2. In this connection, I am to enclose a copy of each of the references second and third cited for appropriate action at your end.

Yours faithfully,

*T. Nallin*  
15/5/2018

for Principal Secretary to Government

*5/18*  
15/5/18

Copy to  
The Director of Collegiate Education,  
Chennai-6



Letter No.10322/F1/2016- 15, dated 14.05.2018

From  
Thiru. Sunil Paliwal, I.A.S.,  
Principal Secretary to Government

To  
The Principal Secretary / Commissioner of  
Treasuries and Accounts,  
Integrated Complex for Finance department,  
3<sup>rd</sup> Floor, Anna salai, Nandanam,  
Chennai-35.

Sir,

Sub : Collegiate Education – Rectification of Junior getting more pay than the seniors and other related issues of College Teachers – Clarifications Issued – Regarding.

Ref : 1. Government Letter No.18846/F1/2015-1, dated 08.10.2015.  
2. Government Letter (D) No.163, Higher Education (F1) department, dated 14.05.2018

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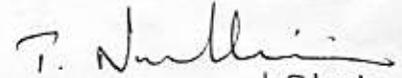
I am directed to refer to the Government letter first cited, wherein it was informed that the following proceedings issued by the then Director of Collegiate Education have been kept in abeyance until further orders of the Government:-

- i. Proc.Rc.No.1321/J1/2012, dated 01.02.2013 regarding rectification of anomaly of junior drawing more pay by comparing the anomaly between teachers belonging to any discipline instead of same discipline;
- ii. Proc.Rc.No.1321/J1/2012-2, dated 01.02.2013 regarding sanction of incentive increments for Ph.D. and M.Phil. degrees in inter disciplines instead of relevant discipline; and
- iii. Proc.Rc.No.1321/J1/2012-2, dated 07.02.2013 regarding implementation of Career Advancement Scheme (CAS) w.e.f 01.01.1996 instead of 27.07.1998.

2. I am to state that, in the reference second cited (copy enclosed), the Government have issued clarifications for rectification of anomaly arising out of junior getting more pay than seniors and other related issues.

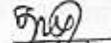
3. In view of the above, I am to request you to issue necessary instructions to concerned PAOs / Treasury Officers to pass the claim bills pertaining to the proceedings of the then Director of Collegiate Education if they are otherwise found to be in order in light of the clarifications issued by Government in the letter second cited.

Yours faithfully,



15/5/2018

for Principal Secretary to Government

  
15/5/18

Copy to  
✓ The Director of Collegiate Education,  
Chennai-6