

ORDINANCE NO. 4

QUALIFICATIONS AND THE CONDITIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN THE UNIVERSITY TEACHING DEPARTMENTS / SCHOOLS OF STUDIES IN VARIOUS FACULTIES / SUBJECTS

[(Refer section 37(XV))]

The minimum qualifications for appointment and other service conditions, including Career Advancement Scheme of teachers and academic staff (Librarians, Directors of Physical Education) in School of Studies/University Teaching Departments (UTD) shall be as per UGC regulations (Gazette notification dated 18/09/2010 amended upto 11/07/2016). The minimum qualifications amended time to time by the UGC in regard to eligibility for appointment and promotion shall become applicable after the approval of the Executive Council from the date of Gazette notification of the UGC. However, UGC recommendations related to financial implications such as revised pay scales shall be applicable only after approval from the State Government.

APPENDIX - I

AGREEMENT OF SEVICE BETWEEN THE TEACHERS OF THE UNIVERSITY AND THE UNIVERSITY

Agreement made this day of20
Between of the first part and the
University of the second part where as the
University has engaged the party of the first constituted under the part (herein after called
the executants) to serve it 1973, (here in after as
.....subject to the condition and
upon the terms here-in-after contained. Now this agreement witnessed that the party of
the first part and the University hereby contract and agree as follows:-

1. That the agreement shall begin from the day of
20 and shall be terminable as here in after provided.

2. That the executants is employed on probation for a period of two years During the
period of probation the executants shall be paid a monthly salary of Rs.
in the scale

He shall be entitled to annual increment of the grade, during the period of probation.
Provided further that the executants shall not be confirmed in the service of the
University till he has submitted the necessary documents in proof of his age and the
same has been accepted by the Executive Council.

3. That after confirmation the University shall continue the executants' service in the
scale of Rs.

Provided that no increment of the executants shall be withheld or postponed save by a
resolution of the Executive Council on reference made to it by the Kulpati after the
Executant has been given sufficient opportunity to make his written representation
and the same has been duly considered by the Kulapati.

4. That the executants will be entitled to the benefit of CPF/Pension, Gratuity and Family Pension benefits in accordance with the Statutes of the University for the time being in force, and as amended from time to time.
5. That the age of superannuation shall be sixty five years.
Provided that on a reference by the Kulpati made either on his intrastate or on the request of the of the Executant, the Executive Council in special case may grant though the Executant who has reached the age of superannuation also and extension for a further period exceeds five years, if the Executive Council is satisfied that such extension is in the interest of the University.
6. That the executants shall be entitled to such leave as may be due in accordance with the rules of the University for the time being force, and as amended from time to time.
7. That the Executants shall devote his whole time to the duties of his appointment and shall not engage, directly- or indirectly, in any trade or business without the sanction of the Executive Council, or take up any occupations which, in the opinion of the Kulpati are likely to interfere with the duties of his appointment.
8. After confirmation, the service of the Executants can be terminated only on the following grounds.
 - a. Misconduct.
 - b. Permanent physical or mental unfitness to be determined by a medical Board constituted by the Executive Council,
 - c. Breach on any of the terms of the contract,
 - d. Abolition of the post.
9. Except when termination of service has taken place under clause 8(a) above neither the Executants nor the University shall terminate this agreement when entitled to terminate it, except by giving to the other party three months notice of his intention to do so or a sum equivalent to three times the monthly salary, which the Executants is then earning, in lieu thereof, unless in a special case the Executive Council agrees to release the Executants of his obligation under this clause. The period of three month's

notice on the part of the Executants may, however, be reduced or waived altogether by the Executive Council.

10. Nothing in this agreement shall affect the right of the executants of the University to refer any difference or dispute arising out of this agreement to the Kuladhipati for reference to a Tribunal of Arbitration constituted under the provisions of section 59 of the Adhinyam.

11. Notwithstanding anything contained in the aforesaid terms, the executants shall be bound by the provisions of the various sections of the Act, Statutes, Ordinances and Regulation for the time being in force and as framed from time to time

Signed this day of20.....

Signature

In the presence of

1.....

2.....

Registrar
