

SAVITRIBAI PHULE TEACHERS ASSOCIATION

Registration No. MH/1305/2021



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Outward No.: 008/16/22

Date: 18 February 2022

To,
Dr. Dhanraj Mane
Director,
Technical and Higher Education,
Govt. of Maharashtra, Pune.- 411001(M. S.)

Sub: Academic and administrative issues related to University Teachers.....

Respected Sir,

We the Executive Members of "Savitribai Phule Teachers Association, Pune" (Registration No. MH/1305/2021) after thorough deliberations and discussions with teachers of Savitribai Phule Pune University, would like to draw your attention to the following points:

1. Issues related to leaves:

A) Majority of the teachers on the campus are not aware about the leaves applicable to them. Therefore, it is necessary to bring out the clarity in this regard. As per the Government Resolution No. Misc-2018/C.R.56/18/UNI-1 dt. 8th March 2019 and Corrigendum No: Misc-2018/C.R.56/18/UNI-1 Dt. 10th May 2019), it is necessary to provide the clarification about availing different kinds of leaves, because there is confusion in interpreting the said circular. For example, on page 49 (point 16) of Misc-2018/C.R.56/18/UNI-1 dt. 8th March 2019 and page 7 (point 16) of Corrigendum No : Misc-2018/C.R.56/18/UNI-1 dt. 10th May 2019), there is only mention about study leave, maternity leave and casual leave, however there is no clarity and mention of other leaves. Therefore, apart from the above mentioned three leaves which are as per the employee of the Govt. of Maharashtra, the other leaves (as mention from point no. 1b to e, and point 2 to 16) may please be considered for University Teachers as per the government norms.

O/C

9/4/22
Savitribai Phule Teachers Association
Pune - 411001

B) As you are aware, being a University faculty, there are different academic and administrative responsibilities assigned from time to time to the campus teachers, such as conducting interviews for selection of teachers/Research staff/Research Project presentation funded by different National and International funding agencies /Ph.D. allocation/Ph.D. viva-voce examination/external examiner, referee/Paper setting for UPSC/MPSC /NET/SET Observer/attending National/International Conference, Symposium, Workshop, Special talk etc.

All these academic and administrative assignments should be considered as a 'Duty Leave' or 'On Duty'. In this regard you are kindly requested to bring these issues to the competent authorities of Govt. of Maharashtra for making necessary administrative reforms and make provisions to avail such leaves to University teachers.

C) In addition to above mentioned leaves, the other leaves required for attending compulsory training programs such as Refresher/Orientation/FDP etc. necessary for academic developments/CAS requirements may please be considered as duty leave/on duty by making special administrative provisions.

D) In order to create and maintain vibrant academic culture in the University, it is necessary for the faculty to participate in international research collaboration programs and avail fellowships such as DAAD, Humboldt, Erasmus Mundus etc. and faculty exchange programs of Govt. of India and other international academic agencies. In the present state-of-the-art, there is no provisions for availing leaves for attending the above-mentioned academic activities. You are kindly requested to bring this issue to the notice of competent authority of Govt. of Maharashtra for making provisions of special leaves for the same without financial loss of the teachers attending such programs.

E) Majority of the women faculties in SPPU University have raised concern about availing the child care leaves. At present there is discrepancies in between the contractual and permanent women employees. For example, the child care leaves are not entitled for the contractual women faculty. We humbly request you to please avoid this discrepancy and treat all the women employee equal towards availing child care leave.

Based on the background mentioned above and analysis of previous leave structure, we would like to suggest following leave structure for the University teachers which may also be applicable to college teachers.

2. Provision for Special Leave:

A) The teacher attending the meeting/conference/seminar/any other non-remunerative official business of the University/College/Institution/Central agencies should be provided special leave. The teacher attending such business of central agencies such as University Grants Commission (U.G.C.) or any other Central Body like Department of Science and Technology, Government of India (DST), Council of Scientific and

Industrial Research (CSIR), Indian Council of Agricultural Research (ICAR), and Indian Council of Medical Research (ICMR) etc. in India/abroad shall be entitled to avail special leave not exceeding 15 days in a year.

B) We also suggest that the special leave may be applicable for

(i) The teacher attending the examination work of the University should be treated as on special leave.

(ii) The teacher who is deputed/sponsored by the University/College/Institution for any special training/teaching/academic visit to other places of country /countries, or is to be away from his place of duty for work on behalf of UNESCO or similar other organisation or under Colombo Plan or Cultural Exchange Scheme or Collaboration Schemes or under similar schemes of the University Grants Commission or of Government of India or of the State Government or of similar other bodies, or has to attend national or inter-national conference, symposium or seminar on invitations from organizers of conference etc. shall be treated on special leave for the period of his absence from duty.

3. Suggestions for Amendments in the Casual Leave:

A) The currently available 8 casual leaves are not adequate for Teachers for carrying out their personal and family related matters, so we request for entitlement of 15 days casual leave to University Teachers in an academic year.

4. Request for Re-instating Earned Leave: We kindly request that,

A) The confirmed non-vacation teacher should be entitled to earned leave at the rate of one-eleventh of the period spent on duty subject to his accumulating maximum of 180 days of leave.

B) The teacher other than the one included in (a) above should be entitled to one twenty seventh of the period spent on duty subject to his accumulation of maximum of 90 days.

5. Suggestions for Reforms in Study Leave:

A) The permanent full-time teacher (other than Professor/Senior Professor of the University) may be granted study leave on full pay and allowances, together with leave due and admissible up to **36 months** to pursue study in special line of research in India or outside directly related to his/her work in the University/College/Institution.

B) In case the teacher does not complete Study/Research Programme within the period of study leave sanctioned, the teacher should be allowed to avail earned leave to his/her account to extra-ordinary leave.

6. Request for Re-instating Sabbatical Leave:

In order to get academic exposure of National and International research institutes to University teachers, we strongly propose that the Professor/Senior Professor of the

University should be entitled to avail Sabbatical Leave, on full pay and allowances, for a period of one semester, at the end of continuous service of six semesters, or two semesters after continuous service of twelve semesters, on the post of Professor/Senior Professor in the University for undertaking study/research and/or writing purpose, within the country or abroad. The Professor should be allowed to draw the normal increments on the due dates and the period of leave should be counted as continuous service for purpose of pension/retirement benefits.

7. Leave to teachers elected to the Parliament or the State Legislature: The teacher elected to the Parliament or State Legislature should be entitled to the leave during the Session of the Parliament or the Legislature of which he/she is a member. This leave should not be debited to any other kind of leave and should not affect the date of increment. This period should be considered as continuous service for the purposes of normal benefits.

8. Medical Leave: A clear provision of medical leaves may please be made to University teachers. We kindly request,

A) The teacher should be entitled to leave on medical ground for 10 days on commutation basis or 20 days on half of pay for each year of completed service. The medical leave should be granted on the production of medical certificate from the Registered Medical Practitioner. In view of the situation like Covid-19 pandemic or similar natural calamities arising in future, the teacher should be allowed to work from home for the period not exceeding 30 days or he/she becomes medically fit whichever is earlier. The teacher will produce another certificate of medical fitness at the time of re-joining the duty.

B) Teacher suffering from disease like Tuberculosis/Cancer/ Paralysis/Leprosy/other long-lasting diseases etc. should be entitled to special medical leave to the extent of one year in his entire career on full pay, in case he/she has exhausted all his earned leave and medical leave admissible. The teacher will produce a Medical Certificate from the Medical Board appointed by the University/College/Recognized Institution or from any specialised Medical Institute/Hospital/Clinic /Sanatorium/Civil Surgeon for the purpose of availing special medical leave, and before resumption of duty from such leave that he is medically fit. Special leave for long-lasting diseases may be granted two times in ordinary course, and for third time after the teacher is examined by the Medical Board.

9. Suggestions for Maternity Leave Reforms: After listening the problems of University lady teachers, we suggest,

A) The confirmed lady teacher or the lady teacher with the minimum two years' continuous service, having not more than two living children, should be entitled to maternity leave on full pay and allowances, for a maximum period of 90 days, subject to production of Medical Certificate.

B) The lady teacher with minimum one year's continuous service, and having not more than two living children, should be entitled to maternity leave on half pay and

allowance for a maximum period of 90 days, subject to production of medical certificate.

C) In case of miscarriage, abortion, including medical termination of pregnancy, the teacher should be entitled to maternity leave for maximum period of six weeks.

D) The lady teacher may be allowed to prefix or suffix this leave with other leave to her credit.

10. Provisions for Extra-Ordinary Leave:

A) The University permanent teachers should be granted extra-ordinary leave without pay if no other leaves by rule are admissible and available to his/her credit. The Extra-ordinary leave may be granted in combination with any other leave admissible.

11. Leave Preparatory to Retirement:

We also suggest that the teacher should be allowed to avail, leave to his/her credit, prior to the date of his/her retirement.

12. Provisions of availing 'Combination of Leave':

Except otherwise provided, the teacher may be allowed to avail any kind of leave in combination with or in continuation of any other kind of leave or vacation.

13. Special Disability Leave:

The teacher disabled by injury or illness caused on in consequence of the due performance of his official duty or in consequence of his official position should be entitled to Special Disability Leave on full pay only when the injury or illness is sustained as a result of a risk which is beyond the ordinary risk, attached to the post. Such leave should not be exceeding 4 months at a time. It should not be debited to any other kind of leave.

14. Surrender Leave:

The teacher should be entitled to encash earned leave up to 30 days on full pay and allowances, except house rent allowance.

15. Child Care Leave:

Child care leave should be applicable to all teachers (inclusive of all kind of appointments) at par with government of Maharashtra state employee. A Teacher should be able to avail Child Care Leave for a period of three (3) months, not exceeding 15 days in any spell, in the entire service to look after two children eldest up to the age of 18 years (22 years in case of disabled children) for any of their needs like examinations, sickness etc.

16. Suggestions for Availing Vacation:

The teacher should be entitled to ninety (90) days' vacation during the period of 12 months commencing from the beginning of the academic year. The teacher shall be expected to undertake such work in the University/College during the vacation,

relevant to his/her duties as a teacher, as may be assigned to him/her by the Competent Authority. Provided however, that the teacher shall not be assigned such work by the Competent Authority for more than 30 days of vacation, and for the period for which he is required, to undertake this work he/she shall earn leave at the rate of one-third of the days spent. Provided further that such work does not yield extra remuneration to him/her. The teacher shall remain present on the first and/or the last day of each term unless otherwise permitted by the Vice-Chancellor/Principal/Head of the Recognized Institution.

17. Regarding CAS Promotions of University teachers: While taking the suggestions from our University teachers regarding the CAS issues, following concerned were raised by University teachers.

A) Conflict regarding the due date of CAS promotions

In the current situation, the CAS benefits are given to teachers (specially to Associate Professor, Professor and Senior Professor) from the date of CAS interview instead, we request you to provide the CAS benefit from the due date of promotion. We have kind request to bring this discrepancy to the notice of competent authority of Government of Maharashtra. We would like bring to your kind notice that, such discrepancy is a trespass to the guidelines framed by the UGC in this regard, wherein it has been stated that "If the candidate finds that he/she fulfils the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria". (Please refer UGC notification No. 271, July 2018, Page 77).

So, we humbly request you to bring this issue towards Government Authority to make the necessary statutory changes in the existing rules of pay fixation and also give instructions to our concerned section for conducting CAS promotions in timely manner.

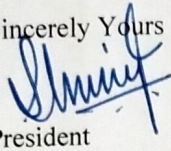
A) Issue about guided evidence

The university teachers have raised confusions related to the issues of 'guided evidence'. As per the UGC notification No. 271, July 2018, Page 83, it has been clearly mentioned that, for the promotion from academic level 12 to 13A (Associate Professor), there should be "**Evidence of having guided at least one Ph.D. candidate**", however, for CAS promotions from academic level 13A to 14 (Professor), the criterion clearly states that there should be "**Evidence of having successfully guided doctoral candidate.**" Looking towards both the statements of guided evidence, it is clear that, there is no need of award of Ph. D. in case of CAS promotions from academic level 12 to 13A, this also implies that the registration of at least one Ph. D. candidate can be considered as a 'guided evidence'. So we kindly request you to consider the registration of one Ph. D. student as a 'guided evidence' and consider all such teachers eligible for the CAS promotion from academic level 12 to 13A.

We re-iterate that the above-mentioned suggestions/amendments/reforms are raised by the Savitribai Phule Pune University Teachers after thorough deliberations and discussions. We honestly feel that, making such amendments and reforms as outlined above will increase the academic efficiency of teachers and freedom for carrying out the cutting-edge research at National and International forums. so, we kindly request you to provide immediate sanction to leaves which *per se* falls under your administrative powers and also request you to bring other leave related issues to the competent authorities of Govt. of Maharashtra for making necessary amendments. We request you to kindly communicate us the steps of action taken and the progressive updates made in this regard.

Thanking you.

Sincerely Yours



President

S. P. T. A

Savitribai Phule Pune University



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