

MINUTES OF THE THIRD JUTA EXECUTIVE MEETING HELD OFFLINE ON 31ST MARCH, 2021

At the onset, President JUTA welcomed the executive members and briefed them about progress made by JUTA on several issues pertaining to teachers' welfare.

Following items were placed as agenda:

1. Uniform Enhancement in Superannuation Age
2. Counting of past service as per UGC regulations
3. Career Advancement Scheme (CAS)-PBAS
4. Seniority list-UGC regulations
5. Enhancement in accumulation of Earned Leave upto 300 days.
6. Summer break and other holidays
7. LTC, CGHS and Ayushman Bharat
8. Vaccination against Covid-19

After thorough discussions the house resolved the following:

Item 1: Uniform Enhancement in Superannuation Age

Resolution 1: Executive endorsed uniform enhancement of age of superannuation of all the teachers of the University irrespective of any hierarchy; i.e., Assistant Professor, Associate Professor and Professor. Executive also asked JUTA to give a representation, in this regard, to the Hon'ble LG, Union Territory of Jammu and Kashmir, and the Hon'ble Chancellor, at the earliest possible.

Item 2: Counting of past service as per UGC regulations

Resolution 2: Upon pressing demand of counting past services of the faculty, a committee had already been constituted in 2020. The document is awaiting the approval of the University decision making bodies. Executive resolved to follow up the release of policy document framed by the duly

constituted committee, and its implementation in true letter and spirit, as emphasized by the recent communication received by University of Jammu from UGC, New Delhi.

Item 3: Career Advancement Scheme (CAS)-PBAS

Resolution 3: It has been reiterated by executive that CAS placements and promotions be conducted in a time bound manner. Though online PBAS submission has been started by the University on pursuance of JUTA, various aspects of CAS-PBAS online submission needs improvement, specifically the digital time stamp and movement of PBAS submitted file of faculty within a time frame of six months, as specified in the UGC Regulations. Moreover, if the time stamp can be provided at the time of PBAS submission time, its status may be updated as per time schedule as per UGC regulations, and the unnecessary fatigue on the part of faculty members is avoided. It will also expedite the process of CAS placements/promotions. Further in this regard, the executive observed that a large number of faculty members due for Associate Professorship and Professorship are unable to apply because their previous placement notification in eligible grade i.e., Rs. 8000 grades pay and Rs. 9000 grade pay were still underway. This delay further adds to their frustration and impedes their career growth. In this context, executive resolved that CAS placements be conducted in a time bound manner, and if in between the incumbents are due for their next placement or promotion, they should be allowed to fill up or upgrade their forms, if they feel that they have fulfilled the eligibility conditions, because such delays, which are rather not on part of the faculty members, lead to further suffering, which they keep on justifying, without any relief. Further, the teachers found eligible for promotion to the post of Associate Professor and Professor be allowed to undertake PhD students as per their next grade. This step at least will lessen the academic loss incurred to the faculty. It has also been observed that some of the faculty members have not been allotted PhD scholars, impeding their growth process. There should be a justifiable distribution of scholars, especially to the DDE Faculty members. **It was also resolved that CAS promotions should be given from the date of eligibility and not from the date of application as recommended in the UGC guidelines.**

Item 4: Seniority list as per UGC regulations

Resolution 4: The Executive has unanimously decided that Seniority list of University faculty (Professors and Associate Professors) be drawn at the earliest possible as per the UGC regulations 2010. University of Jammu has already received a communication, in this matter, from University Grants Commission, wherein it has been categorically mention that UGC regulations 2010 should be the guiding light for drawing the seniority list. Moreover, to ease the process, executive is of the opinion that seniority list of faculty members falling directly under UGC regulations 2010, may be released at the earliest possible and faculty members prior to 2010 can be released as and when the University arrives at some decision about them. Further, the members observed that if there is no issue of determination of seniority at the stages of Associate and Assistant Professors, in the same analogy their should be no issue with regards to settling of the issue of Professors too.

Item 5: Enhancement of earned leave

Resolution 5: Earned leave in University of Jammu is only 120 days, whereas in other neighboring universities it is up to 300 days. The Executive, after thorough discussions, resolved that earned leave should be enhanced upto 300 days, as per the UGC Regulations. Executive also urged JUTA to follow the issue with the authorities.

Item 6: Summer break and other holidays

Resolution 6: Faculty of University of Jammu has been playing a key role in imparting education to the students in testing times of COVID-19. For the last one year, all faculty members having been regularly teaching both online and offline mode without a break as a daily routine, even on Saturdays, Sundays and holidays, sometimes. Several universities have taken into consideration the mental health of the faculty members and have facilitated their movement to native places during summer and winter vacations. The Executive resolved that University of Jammu should also consider this matter and a brief summer and winter break be given to the faculty members so that they can refresh their minds and also visit their native places, to meet their parents, and families. Moreover, working on Saturdays, for 50% faculty members of the University, be made exclusively online to avoid unnecessary exposure of the faculty members as also the students.

Item 7: LTC, CGHS and Ayushman Bharat

Resolution 7: Executive resolved that Leave Travel Concession (LTC) be given to the University faculty as per rules. Moreover, home-visits be consider for LTC, once every two years. Further, it was resolved that University should expedite the process of implementation of Central Government Health Scheme (CGHS) for University faculty and other employees as well. It will be beneficial to the entire university employees. Ayushman Bharat Scheme has been implemented in the UT of J & K, in this context, University authorities can approach the Civil Administration to put up camps for Aysuhman Scheme at the University premises at the earliest possible.

Item 8: Vaccination against Covid-19

Resolution 8: In the present scenario of Covid-19 spike in the UT of Jammu and Kashmir and all over the Country, for protecting the health of the University faculty, non-teaching and other employees and their families, vaccination camp may be arranged at the University Health Centre on urgent basis.

In the end executive demanded that JUTA should settle the issues with the Authorities in a time bound manner.

Meeting ended with a vote of thanks to the members.



(Prof. Neeru Sharma)

President, JUTA