

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Lecturer/Assistant Professor, Reader/Associate Professor or Professor as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The candidate for direct recruitment has applied through proper channel only.
- (d) The concerned Assistant Professor, Associate Professor or Professor had possessed the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor or Professor, as the case may be.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Act, the Uttar Pradesh Higher Education Services Commission Act, 1980 and rules made thereunder and the statutes of university for such appointments.
- (f) The previous appointment was not as guest lecturer (by whatever name called) for any duration, or an adhoc or in a leave vacancy of less than one year duration. Adhoc or temporary service of more than one year duration can be counted provided that:
 - a. the period of service was of more than one year duration;
 - b. the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - c. the incumbent was selected to the permanent approved / sanctioned post in continuation to the adhoc or temporary service, without any break.
- (g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), was considered for counting past services under this clause.

15.33 PERIOD OF PROBATION AND CONFIRMATION (new)

- 15.33.01 Subject to this statute, it is obligatory on the part of the institution to issue an order of confirmation to the incumbents within 45 days of completion of probation period after due process of verification of satisfactory performance.
- 15.33.02 The provisions regarding probation and confirmation are applicable only at the initial stage of recruitment, issued from time to time under the Act or Statutes or Ordinances made thereunder.

CODE OF PROFESSIONAL ETHICS (new)

15.34.01 . I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself /herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i). adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii). manage their private affairs in a manner consistent with the dignity of the profession;
- (iii). seek to make professional growth continuous through study and research;

- (iv). express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v). maintain active membership of professional organizations and strive to improve education and profession through them;
- (vi). perform their duties in the form of teaching, tutorial, practical, practical teaching, seminar, symposium, workshop and research work conscientiously and with dedication;
- (vii). co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii). participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

- (i). respect the right and dignity of the student in expressing his/her opinion;
- (ii). deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii). recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv). encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v). inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi). be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii). pay attention to only the attainment of the student in the assessment of merit;
- (viii). make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix). aid students to develop an understanding of our national heritage and national goals; and
- (x). refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should:

- (i). treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii). speak respectfully of other teachers and render assistance for professional betterment;
- (iii). refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
- (iv). refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.



IV. TEACHERS AND AUTHORITIES:

Teachers should:

- (i). discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;
- (ii). refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii). co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv). co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- (v). co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- (vi). should adhere to the conditions of contract;
- (vii). give and expect due notice before a change of position is made; and
- (viii). refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

- (a) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and,
- (b) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers should:

Try to see through teachers' bodies and organizations, that institution maintains contact with the guardians, their students, sends reports of their performance to the guardians whenever necessary and meets the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers should:

- (a) recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (b) work to improve education in the community and strengthen the community's moral and intellectual life ;
- (c) beware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;

- (d) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (e) refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

CHAPTER-XVI
PART-I
CONDITIONS OF SERVICE OF TEACHERS OF COLLEGES

Existing Provisions	Provisions hereby substituted
<p>16.03. (1) A teacher of an affiliated college shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Conduct as set out in Appendix 'C' which shall form part of an agreement to be signed by the teacher at the time of appointment.</p> <p>(2) A breach of any of the provisions of the Code of Conduct as set out in Appendix 'C' shall be deemed to be misconduct within the meaning of Statute 16.04 (1).</p>	<p>16.03.(1) A teacher of the a College shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Professional Ethics mentioned in statute 15.34 and Code of Conduct as set out in Appendix C, which shall form part of the agreement to be signed by the teacher at the time of appointment.</p> <p>(2) A breach of any of the provisions of the Code of Professional Ethics mentioned in statute 15.34 and Code of Conduct as set out in Appendix C shall be deemed to be a misconduct within the meaning of Statute 15.04.(1)</p>
<p>16.05. The original contract of appointment of a Principal or other teacher shall be lodged with the University for registration within three months of the date of appointment.</p>	<p>16.05. The original contract of appointment referred to in Section 35 shall be lodged with the Registrar of the University for registration within three months of the date of joining, such contract shall be duly stamped as per the rates applicable.</p> <p>The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service contract/record.</p>
<p>16.09. No teacher of an affiliated college shall draw for any duties performed in connection with any examination referred to in Section 34 (1) in any calendar year, any remuneration in excess of one-sixth of the aggregate of his salary in that calendar year or twelve thousand rupees, whichever is less.</p>	<p>16.09. No teacher of a college shall draw for any duties performed in connection with any examination referred to in section 34 (1) in any calendar year, any remuneration in excess of one-sixth of the aggregate of his salary in that calendar year or forty thousand rupees, whichever is less.</p>
<p>16.11. The management of an affiliated college shall, with prior</p>	<p>16.11. TEACHING DAYS</p> <p>16.11.01. (a) Subject to sub-clause (b), the Colleges must adopt</p>

[Signature]

approval of the Vice-Chancellor, fix a minimum number of days during which such teacher shall be available in the college for his academic duties :

Provided that where a teacher of the college is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave, as may be due to him, and if no leave is due, then on leave without pay.

at least 180 working days, i.e. there should be a minimum of 30 weeks of actual teaching in a (6-day) week. Of the remaining period, 10 weeks may be devoted to admission and examination activities, and non-instructional (including preparation of examination) days for co-curricular, sports, college day, etc., 08 weeks for vacations and 4 weeks may be attributed to various public holidays.

The above is summarized as follows:-

Categorization	Number of weeks
Teaching and learning Process	30 (180 days)
Admissions/Examinations/	03
preparation for examination	02
Examination	05
Vacation	08
Public Holidays (to increase and adjust teaching days accordingly)	04
Total	52

- (b) For the courses regulated by the National Council for Teacher Education, there shall be atleast 200 working days, each session exclusive of the period of examination and admission, out of which atleast 40 days shall be for practice teaching or skill development in nearby schools. Adjustments shall be made accordingly.

The institution imparting teacher education shall work for a minimum of 36 hours in a week, during which physical presence in the institution of all the teachers and student-teachers is necessary to ensure their availability for individual advice, guidance, dialogues and consultations as and when

	<p>needed.</p> <p><i>Provided</i> that where a teacher of the University is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave, as may be due to him, and if no leave is due, then on leave without pay.</p> <p>16.11.02 The colleges may have an option of a total vacation of 08 weeks in a year and no earned leave except when required to work during the vacations for which, 1/3rd of the period will be credited as Earned Leave.</p>
--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

PART-II

LEAVE RULES FOR TEACHERS OF COLLEGES

<p>16.12. The provisions of Statutes 15.12 to 15.26 relating to the Leave Rules of teachers of the University shall be applicable to the teachers of an affiliated college with the substitution of the words "management" and "Principal" for the words "Executive Council" and "Vice Chancellor" respectively.</p>	<p>16.12. The provisions of Statutes 15.12 to 15.26 relating to the Leave Rules of teachers of the University shall be applicable to the teachers of a college with the substitution of the words "management" and "Principal" for the words "Executive Council" and "Vice Chancellor" respectively.</p>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

PART-III

AGE OF SUPERANNUATION OF TEACHERS OF COLLEGES

<p>16.13. In this part, the expression 'new scale of pay' shall have the meaning assigned to it in statute-15.23</p> <p>16.14. (1) The age of superannuation of a teacher of an affiliated/associated college shall sixty two years. (2) deleted</p> <p>16.15. No extension in service beyond the age of superannuation shall be granted to any teacher after the date of</p>	<p>16.13. Deleted</p> <p>16.14. The age of superannuation of a teacher of an affiliated/associated college shall be sixty two years.</p> <p>16.15 No extension in service beyond the age of superannuation shall be granted to any teacher;</p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------