



अन-विश्वविद्यालय विनियम
University Grants Commission
Bahadur Shah Zafar Marg
New Delhi 110002

No.F.3-1/94 (PS) Pt. file

15th February, 2008

The Registrar
(All Central/State/Deemed Universities)

The Education Secretary
All State Govts. and Union Territories.

The Officer Incharge
All Regional Offices of UGC

Sub.: Model Guidelines for Re-employment of superannuated Teachers.

Sir/Madam,

I am directed to inform you that the Commission has approved the Model Guidelines to provide a framework for the Re-employment of superannuated teachers in universities and colleges in India. A copy of the Model Guidelines is enclosed herewith.

These guidelines may be followed by the University while considering re-employment of superannuated teachers. These guidelines may also be brought to the notice of institutions/colleges affiliated to your University.

It may specifically be noted that re-employment of superannuated teachers may be made only against regular sanctioned posts, which could not be filled up and remained unfilled for at least one year.

Yours faithfully,

(Mrs. Shashi Munjal)
Under Secretary

Encl.: As above

Copy to :-
Shri R. Chakravarty, Deputy Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi - 110 001.

(Mrs. Shashi Munjal)
Under Secretary

**UNIVERSITY GRANTS COMMISSION
NEW DELHI**

Model Guidelines for Re-employment of Superannuated Teachers

1. Background:

Of late, it is observed that many Universities and Colleges in the Country have a number of Sanctioned teaching posts lying vacant for long periods. This may be due to various reasons, like non-availability of funds, ban on recruitment, non-availability of suitable candidates, difficulties in filling positions earmarked for the reserved category and problems brought out by litigation. Therefore, more often, the institutions are required to have the services of contract appointees and teachers engaged on per-lecture basis, as well as of research students for performing the required academic activities. As a result, such institutions are not able to maintain the quality and standard of their academic programmes and are also unable to keep pace with the growing expectations from their stakeholders, particularly students. One of the alternatives recommended by the UGC (as early as in the year 1990) to take care of this problem, is the selective re-employment of superannuated teachers up to their reaching the age of 65 years. This has also been reiterated by the Fifth Pay Commission in 1997 and in many UGC communications, wherein it has been suggested that the institutions may use this existing provision as a short term measure. The Ministry of Human Resource Development vide notification No.1-19/2006(U.II) dated 23rd March, 2007 has extended the age of superannuation to 65 years with a provision for re-employment up to 70 years in case of Centrally funded Institutes. The Model Guidelines given below have now been framed by the UGC to facilitate the implementation of this recommendation in the higher education system in the Country. The Model guidelines provide a frame work for the re-employment of superannuated teachers at Universities and Colleges in India.

2. Applicability:

The Model Guidelines shall be applicable to Central/State and other Universities and Constituent/Affiliated Colleges in the Indian University system and to any other educational institute engaged in higher/technical/professional education which opts for re-employment.

