



RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY

***Established by Government of Central Provinces Education Department by Notification No. 513 dated the 1st of August, 1923
& presently a State University governed by Maharashtra Public Universities Act, 2016 (Mah. Act No. VI of 2017)**

DIRECTION NO. 24 OF 2022

PROCEDURE FOR APPOINTMENT AND SUBSEQUENT CONTINUATION OF SUPERANNUATED TEACHERS IN NON-AIDED (SELF FINANCING) AFFILIATED COLLEGES OF THE UNIVERSITY, DIRECTION, 2022.

(Direction issued under Section 12(8) of Maharashtra Public University Act, 2016).

Whereas, the Maharashtra Public Universities Act, 2016 (herein after Maharashtra Act No. VI of 2017) has come into force with effect from 1st March 2017 and the same has been made applicable to the Rashtrasant Tukadoji Maharaj Nagpur University (hereinafter the "University");

AND

Whereas, it is an acknowledged fact that large number of sanctioned teaching posts in the aided as well as non-aided educational institutions are lying vacant due to several reasons including non-availability of funds, ban on recruitment imposed by the State, non-availability of suitable candidates, difficulties arising out of uncertainty in the reservation policy and litigation, severely affecting the quality of higher education;

AND

Recognizing, the fact that the inability of the educational institutions to fill the teaching posts on permanent basis has seriously distorted the students: teacher ratio, prescribed by the University Grants Commission and other apical regulating bodies, adversely affecting the interest of the students of higher education in the State of Maharashtra;

AND

Being aware about the commitment of the University to lift the standard of higher education of which a full time dedicated teacher is an integral component;

AND

Whereas, as a matter of principle the University Grants Commission in the year 2008 has accepted the mechanism of re-employment of a superannuated teacher, until he/she attains the age of 65 years, either in the same college or any other college by following certain procedure and on specified terms and conditions, which was accepted by the State Government of Maharashtra by issuing government resolution number USG-2008/41248/(119/08)/Vi.Shi.-4 dt 22nd April 2008;

AND

Whereas, the Government Resolution No. Misc-2018/C.R.56/18/UNI-1, dt. 08 March 2019, issued by the Government of Maharashtra, for revision of pay scales of teachers in non-agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission and UGC Regulations on Minimum Qualifications for Appointment of Teachers and other academic staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018, adopted by the University by issuing Direction No. 20 of 2019, in clause 17 provides for continuation of the scheme of reemployment of teachers on superannuation;

AND

Whereas, the Management Council in its meeting held on 03/06/2019 appointed the committee for prescribing the guidelines for re-appointment of superannuated teachers in non- aided (self financing) colleges, under the chairmanship of Dr. Sudhir Fulzele, the Member of Management Council of the University, the report of the said committee



having been accepted, on behalf of the Management Council of the University under section 12 (7) of the Act;

AND

Whereas, the subject matter of appointment of superannuated teachers against the vacant sanctioned posts of teachers in the affiliated non-aided colleges of the University requires making of a Statute but the procedure to make Statute being time consuming one and there is an urgent need to provide a mechanism for appointment of superannuated teachers against the sanctioned vacant posts of teachers in the affiliated non-aided educational institutions/colleges;

AND


Whereas, Direction No.38 of 2019 entitled "Procedure for appointment and subsequent continuation of superannuated teacher in Non-Aided (Self Financing) Affiliated colleges of the University, Direction, 2019" was issued on 8.8.2019 and the same has been automatically lapsed after completion of six months from the date of its issuance under the provision made in the proviso of sub-section (8) of section 12 of the Maharashtra Public Universities Act, 2016; necessitating the issuance of a new Direction incorporating the provisions of Direction No. 38 of 2019, since lapsed;

Now, therefore, I Dr. Subhash R. Chaudhari, Vice-Chancellor, Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur in exercise of the powers vested in me under provision of sub-section (8) of section 12 of the Act do hereby issue following Directions:

1. This Direction shall be called "Procedure for appointment and subsequent continuation of superannuated teachers in non-aided (Self Financing) affiliated colleges of the university, Direction, 2022.
2. This Direction shall come in to force from the date of its issuance, however, all the actions taken under the Direction 38/2019 since lapsed shall be considered to be performed under this Direction.



3. In this Direction, unless the context otherwise requires:-
- a) "Teacher" means a full time approved Principal, Professor, Associate Professor or an Assistant Professor who has superannuated from any U.G.C. recognized University or its conducted or affiliated college and is appointed against the vacant sanctioned post of a teacher in an affiliated non-aided college/institution under this Direction but has not attained the age of 65 years.
 - b) "Affiliated College" means a non-aided (self financing) college/institution including the non-aided faculties, courses, subjects or divisions in an aided college, which has been granted affiliation by the University.
 - c) "Management" means management as defined in section 2 (37) of Maharashtra Public Universities Act, 2016.
 - d) "Superannuated teacher" means a teacher who has retired from service in any U.G.C. recognised University; conducted or affiliated College/Institution of such university, on attaining the age of retirement and includes a teacher who has retired under the voluntary retirement scheme and also a teacher who has retired after extension of service and a teacher who has resigned before attaining the age of 65 years.
 - e) "University" means University recognized by U.G.C.
4. This Direction shall govern the appointment and subsequent continuation of a superannuated teacher in the non-aided (self financing) affiliated colleges of the university and also the non-aided faculties, courses, subjects or divisions in an aided college, which has been granted affiliation by the University.

5. Notwithstanding anything to the contrary in any Statute, Ordinance, Direction or Regulations of the University a full time approved Principal, Professor, Associate Professor and Assistant Professor who has superannuated from any U.G.C. recognised University or its conducted or affiliated college/Institution shall be eligible for appointment against the vacant sanctioned post in University and non-aided (self financing) affiliated college/ institution of the University including the non-aided faculties, courses, subjects or divisions in an aided college, which has been granted affiliation by the University. Such appointment shall be initially for a period of one year (12 months) and shall be liable to be continued till the appointee teacher attains the age of 65 years. The continuation shall be on year to year basis. The changes in minimum qualifications for recruitment of teachers in the University/College/Institution shall not be applicable to the superannuated teacher.
6. The affiliated non-aided (self financing) college or an institution desiring to make appointment of a superannuated teacher under this Direction, for the first time, shall first obtain the permission of the University. The University while according permission for appointment of the superannuated teacher shall bear in mind the following principles:
- i. That the proposed appointment is against the post which has been duly sanctioned by the University taking in to consideration the teaching workload in the college/institution for the subject for which the appointment is going to be made.
 - ii. That the appointment under this Direction is in the best interest of the institution and the students keeping in mind the students: teacher ratio prescribed by the competent



bodies.

- iii. That the college/institution in question was unable to make appointment of a regular full time teacher and the post has remained vacant. In this regard the college shall be required to submit necessary documents like advertisement, proceedings of the selection committee so that the process under this Direction is not being resorted to circumvent the necessity of appointment of teachers in the regular mode.
 - iv. That the college/institution in question is financially sound to make the payment of monthly salary of the appointed teachers, as shown by its balance sheet.
 - v. That as far as practicable representation is given to all classes of people in the society bearing in mind the reservation policy of the State Government.
7. After obtaining the permission from the University the affiliated college/institution shall duly advertise the post in at least two news papers having national circulation of which one shall be in Marathi language of the region of the University.
 8. The selection committee for appointment of a teacher under this Direction shall be the same as is prescribed for appointment of a full time regular teacher in the affiliated colleges.
 9. The college/ institution shall obtain the approval of the University to the appointment of the teacher made under this Direction.
 10. Unless any disciplinary action has been taken against the appointed teacher under this Direction he/she shall be eligible for continuation in the next academic session without any further selection process being followed. However, the college/institution must forward the proposal for continuation to the University and

obtain its approval.

11. Every teacher appointed and continued in service under this Direction shall be required to enter in to an agreement in the prescribed format. He/She shall be eligible to be paid the last salary drawn minus the amount of the pension.
12. A teacher appointed under this Direction shall not be eligible for being co-opted, nominated or contest any election to any bodies/authorities/committee of the University. Nor such teacher shall be eligible to continue in the body/authority/committee of the University/college of which he/she was a member prior to his/her superannuation. However, such re-employed teacher shall be eligible to be appointed as a paper setter, moderator or examiner/evaluator for the examinations of the University/College/Institution.
13. During the period of re-employment, the superannuated teacher would be under the disciplinary jurisdiction of the concerned management and/or university under the relevant statues, ordinances, rules and regulations of the university.
14. A reemployed teacher under this Direction shall have the same workload as that of a regular full time teacher and shall have the following duties and responsibilities:
 - (a) Academic work, like teaching courses, conducting examinations and research guidance.
 - (b) Conducting research and /or taking up sponsored research projects.
 - (c) Launching continuing education programmes in new and emerging areas.
 - (d) Organizing/Attending National/International Conferences/



Seminars / Symposia/ Workshops.

- (e) Undertaking knowledge-based advisory / consultancy assignments.
- (f) Accepting invitations and delivering Guest Lectures at other institutions.
- (g) Participation in academic / research committees at the institution and elsewhere, when required.



Place:- Nagpur
Date : 04.7.22

(Dr. Subhash R. Chaudhari)
Vice-Chancellor

