
Imperative Study of Pay Scales for Technical Cum Degree Teachers-A Feasible Case Study

*Manoj Kumar Varshaney**

(FAE, FIWRS, FIPHE, FIIBE, FISCE, MISTE, MIE, MCEGR, MISCA, MISRS, MEA, NES, MInSc.)

Sr. Lecturer /HOD, Civil Engineering, D.N. Polytechnic, Meerut (U.P.), India

**Corresponding Author*

Email Id: manojvarshaney17@rediffmail.com

ABSTRACT

Various pedagogies have been classified under various teaching category like teachers, lecturers, head, assistant professors, readers cum associate professors, professors and senior professors. These posts usually fall under various authorities like Madhyamic Shiksha, AICTE & UGC. Teachers have pay scale Rs.9300-34800/- with grade pay 4800/- under level-8, while they bear qualification post-graduation in relevant field with graduation in education. Lecturers are placed in technical institution with pay scale 15600-39100/- under ACP gradually 6000/-7000/-and 8000/-also head of department in the pay scale 37400-67000, under ACP-9000/-, wherein qualification exist post-graduation in engineering with certain experience preferable to doctorate. Assistant/ associate/ professor/senior professor exists in degree/ engineering/zonal universities/state universities/central universities/national importance institutions- IITs/ NITs/ IIMs, wherein qualification is same like doctorate in relevant field. The technical paper emphasis the quasi similarity in pay scales besides Madyamic. When this similarity is being exist in today's modern era, then diploma institution's imparting be treated as analogous to simple graduation and must made some extra pay scales for engineering professors as well as state/national university teachers and in addition to teachers from national importance institutions.

Keywords: SCVT/NCVT-State/National Council of Vocational Training, Simple graduation-Bachelor of humanities/commerce/science, 10-High School, 10+2=High School+ Intermediate, 10+3=High School+ Diploma, 12+2=Inter+ Diploma, 12+3=Inter+ Simple graduation, 12+4=Inter+ Degree in engineering, (10+3)+3=Diploma+ Engg. Degree, (10+2+2) +3=Diploma+ Engg. Degree, (10+2+3) +3=Simple graduation+ Engg. Degree, TGT-Trained Graduate Teacher, PGT-Post Graduate Teacher, LT-Licentiate Teacher, BTC-Basic Training Certificate, PRT-Primary Teacher, D.El.Ed-Diploma in Elementary Education, NET-National Eligibility Test, SLET-State Level Eligibility Test, CBSE-Central Board of Secondary Education, UGC-University Grants Commission, AICTE-All India Council for Technical Education.

INTRODUCTION

Since the diploma in engineering has been three-year duration after the high school and two years after intermediate/ITI, and these diploma holders pursue the four-year engineering degree course under lateral entry by three years, also the simple graduate pursue the same as three-year engineering degree. However, this diploma has been treated as equivalent to intermediate and such passers usually apply for Government posts where intermediate has been kept as essential qualification. So, the engineering diploma holders should be treated as analogous to simple graduation rather than intermediate as prescribed by state government by its order as equivalent to intermediate. Also seeing the next point of view of subjects studied by engineering diploma holders during three-year span, are much more than intermediate or

simple graduation. Also having industrial training of four weeks, diploma holders have some extra exposure of operation of equipment's, production work process, storage / supply of product, manual gesture and tacking with industrial resources. Pay scales of polytechnic teachers are alike similar to degree colleges during 5th pay commission at entry level like Rs.2200-4000/- and equivalent to 6th pay commission under pay scale Rs.15600-39100/- with grade pay 6000/- 7000/- and 8000/- for post-graduation bearers.

Over-all duration of completion of engineering degree by diploma holder as well as simple graduate is similar. Besides this simple graduation is governed by U.G.C. and diploma in engineering education is governed by AICTE, which both are having central level higher education standards besides intermediate as governed by state board or CBSE. As all around development is usually exists with technically sound bearers, merged in various field. So, on the basis of pay scales as cited by AICTE, the emphasis is for the diploma holders to be treated as analogous to simple graduation, which is the need of hour.

Intermediate Subjects

Intermediate has subjects like Physics, Chemistry, Mathematics, English and General Hindi, which contains only five subjects and it is in two parts like in eleventh and twelfth. As eleventh has part- 1st and twelfth has part 2nd. Say intermediate has ten subjects because in examination, part-1st and 2nd are measured separately.

Diploma in Engineering Subjects

Diploma in civil engineering has six semester , means three year, includes subjects cum student centered activities(co-curricular activities like extension lectures, games, hobby clubs like contests, seminars, declamation, photography *etc*, educational visits, industrial visits, construction site visits, treatment site visits, testing laboratories visits, NSS, NCC, Rangers, Scout-guides, disaster management, waste management, conservation of natural resources, fire safety & cultural activities, group discussions, get-togethers, farewells, welcomes, induction programs, etc.) with practical like communication skills-1,applied mathematics-1,applied physics-1,applied chemistry, engineering drawing, construction materials, general workshop practice-1 in first semester, applied mathematics-2nd,computer aided drawing, applied mechanics, basics of mechanical & electrical engineering, basics of information technology and general workshop practice-2nd for second semester, hydraulics & hydraulic machine, concrete technology, environmental studies, structural mechanics, building construction and building drawing for third semester, communication skills -2nd, highway engineering, irrigation engineering, surveying -1st, reinforced cement concrete structures, energy conservation and RCC drawing for 4th semester, water & waste water engineering, railways bridge & tunnels, earthquake engineering, soil mechanics & foundation engineering, surveying -2nd,waste water & irrigation engineering drawing and universal human values for 5th semester, Quantity surveying & valuation, construction management accounts & entrepreneurship development, design of steel structure, steel structure drawing, software application in civil engineering, repair & maintenance of buildings and project work with students centered activities in all semester comprise of co-curricular activities like extension lectures, games, hobby clubs includes photography *etc*, seminars, declamation contests, educational field visits, NSS, NCC, Cultural activities and self-study with survey camp etc. This has been illustrated for the year 2021. So, the diploma has lump-sum 33 as theory subject and approximately 30 as practical subject.

Teachers Pay Scale

Teachers are working in intermediate colleges, polytechnics and also in degree cum engineering colleges. Intermediate colleges have Lecturers in pasts, however in existing time TGT/PGT (Trained graduate teacher/Post graduate teacher) like in Physics, Chemistry, Hindi, English, History, Geography and Math *etc*, while in polytechnics teachers are in the form of Lecturers and Sr. Lecturers/Head of department like in Civil Engineering, Mechanical Engineering, Electrical Engineering, Electronics Engineering and Agriculture Engineering. Lecturers also exist in applied science department in polytechnics like in English, Physics, Chemistry and mathematics too. In degree colleges, initially they were posted as Lecturers & Reader and in present scenario as Assistant Professor, Associate Professor & Professor. In universities or engineering colleges, similar posts are in existence except Sr. Professor.

In intermediate colleges for the post of lecturer, post-graduation in relevant field plus B.Ed. is the required essential qualification and pay scale is provided Rs.9300-34800/- with grade pay 4800/- under level-8. The similarity exists with PGT. So far TGT is concern, where graduation in respective discipline is essential qualification for recruitment for pay scale Rs. 9300-34800/- with grade pay 4600/- under level-7. All such recruitments are done through written exam followed by interview.

In Polytechnics, there were two posts under state government with 6th pay commission as Lecturer and Sr. Lecturer/H.O.D. Lecturers were selected through interview with some % age of departmental promotion committee for the pay scale Rs.15600-39100/- with grade pay 5400/- under level-10, wherein qualification was minimum 55% bearing graduation in engineering or technology or equivalent and further after 8 years the grade pay converted into 6600/- under level-11. Sr. Lecturers / H.O.D.s were promoted through departmental promotion committee to grade pay 7600/- under level -12, wherein 8 years' experience including 5 years as lecturer or if post-graduation is there than 6 years' experience including 3 years as lecturer. In pasts lecturers in polytechnics were absorbed in the pay scale of Rs. 2200-4000/-. The Engineering graduation or analogous degree, in respective field was the required qualification with good academic record.

So far the Polytechnics in existing scenario are concern under All India Council for Technical Education (AICTE), written exams are conducted for lecturer-ship followed with interview, having engineering graduation degree or equivalent with post-graduation degree by any of minimum first class will be merged under level-10 with entry pay 57700/- under pay scale Rs. 15600-39100 (grade pay 5400/- for only engineering graduate and with P.G. by 6000/-), if only first-class engineering degree holding as qualification will be merged in entry level-9A, under entry pay 56100/- under pay scale Rs. 15600-39100/- (grade pay 5400). For applied science lecturers in polytechnics, first class masters degree in appropriate subject will be absorbed in level 9A under pay 56100/- under pay scale Rs. 15600-39100/- (grade pay 5400), while first class masters degree with NET/SLET/SET will be merged in pay 57700/- under level-10 for pay scale Rs. 15600-39100 (grade pay 6000/-) or after five years working in grade pay 5400 for without masters degree. Lecturer by promotion through screening on senior scale will be under level-11 with entry pay Rs. 68900/- with pay scale Rs. 15600-39100 (grade pay 7000/-) or after working 5 years in grade pay 6000/- and further promotion through screening on its selection grade-1 will be on level-12 for entry pay Rs.79800/- with pay scale Rs. 15600-39100 (grade pay 8000/-) or after working five years in grade pay 7000/-. Last promotion through selection will be on its selection grade-2nd for entry pay Rs.131400/- under level 13-A₁ with pay scale Rs. 37400-67000 (grade pay 9000/-) or 8 years working under grade pay 8000/-.

Direct selection for Head of the Department (H.O.Ds.) in Polytechnic will be merged in the pay scale 37400-68000/- with grade pay 9000/- under level 13A. Qualification has been made as Ph.D., wherein first class must be either at graduate level or post graduate level plus 12-year experience including minimum 2-year experience as lecturer of selection grade-1st after doctorate or 15-year experience including three year as lecturer of selection grade-2nd for non-PhDs.

In Arts degree colleges initially, lecturers were appointed through interview after having post-graduation in relative field plus Ph.D. or NET qualified and they were merged in the pay scale of Rs 15600-39100/- with grade pay 6000/- under academic level-10. Further promotion exists for grade pay 7000/- under level-11 and further next for grade pay 8000/- under level 12. In pasts the pay scale of lecturer in degree college had been Rs.2200-4000/-.

In existing scenario by UGC, designation has been changed even in educational degree colleges to Assistant professor from lecturer and Associate professor from Reader. Lastly it is Professor. As these posts were usually exist with university.

Associate professor is working at academic level 13-A for pay band-4 under pay scale 37400-67000/-with grade pay 9000/-Lastly professors are working in pay scale 37400-67000 under academic level 14 with grade pay 10000. Assistant professors are appointed through written examination conducted by state public service commission. Then they get promotion to successive posts after fulfilling career advancement scheme under 360-degree feedback.

Need of Post Graduation in Engineering for Technical Faculty

So, far the technical education is concern where the entry qualification for three-year diploma is high school and to teach such students, engineering degree teachers are required and seems sufficient qualification wise and make learning wise. In pasts the qualification for teaching was first class diploma in engineering for junior lecturer and degree in engineering for Lecturers. Now the AICTE has changed the qualification by avoiding Diploma and included as essential qualification as graduation plus post-graduation like M.E./M. Tech. with any one either first class. Desirable qualification is Ph.D.

Such highly qualified teachers have highly and over covered syllabi capacity and demonstrate the advance course contents, which is compel on students to overburden to learn. As their learning capacity and doing of work capacity is not up-to that level due to immaturity.

Engineering Degree Institution

Engineering institution, whether colleges, universities, NITs or IITs are there, all have posts same as existing in Arts colleges. Assistant professor is placed in the pay scale of Rs.15600-39100 with AGP of Rs.6000 (pre revised Rs. 8000-13500). If initially joined with Doctorate, then after 4 year or if possessing only post-graduation, then after 5 years or if only possessing graduation, then after 6 years, will proceed to get AGP 7000/- or persons working in previous pay scale 10000-15200, will be directly merged in AGP 7000/-.

After doing the same for further 5 years, will get AGP 8000/-. After doing 3 years of services in same cadre, AGP 9000/- will be admissible. After doing further 3 years in AGP 9000/- will be eligible for AGP 10000/- as Professor. Working as Professor for 10 year will be merged in AGP 12000/- as Sr. Professor.

Disparity in Teachers Pay Scale

Seeing and going through to the cited above data therein the technical paper, it is clear that pay scales are differ in intermediate colleges than polytechnic teachers and likewise alike with polytechnic teachers to degree vis-à-vis engineering college pedagogies. Intermediate teachers have their mandatory educational subjects and they deal individual subjects and syllabus too, hence their pay scales have their own category.

Technical teachers/ degree knowledge imparters / engineering college pedagogies/university professors have to deal various unlimited syllabus to cover all around development of learners, AICTE/UGC/MHRD is looking after their pay scales.

So, far the Polytechnic teachers and engineering teachers are concern to their qualification as well as pay scales, these are quite similar up-to level 13 A₁, which is quite enough. When the polytechnic teacher's selection criteria are taken into account, which is something lower than engineering teacher. Then interested must try to join in polytechnics. So far, the degree teachers and engineering teachers selection is concerned, selection of engineering pedagogies is difficult and transparent, though both have similar pay scales. In national level reputed institutions, selection criteria are much more typical with higher academic record from higher level institutions is basic requirement. At this stage governing bodies should make some more differences in the pay scales, so as recognition in doing jobs in national importance institutions will be something much more.

Though the government has made alike teachers similar pay scales in different institutions, however for it should differ IIMs-IITs-NITs have same pay scales, subsequent lower to state universities, than of zonal university, engineering colleges, degree colleges and lastly intermediate colleges.

CONCLUSION

The technical paper reveals that pay scales must differ with different institutions according as their standard and knowledge imparting criteria. Intermediate colleges, then polytechnics, further degree colleges and next more for engineering colleges, be given weight age in ascending order. Further engineering college teachers than university teachers than national importance institution's reputed teachers, be given preference in ascending order. The government should think over the matter to promote the education as well as pay scales in order to get the value in the society. People may know the standards of institution by the standards of pay scales.

REFERENCES

- 1) Perspective of Diploma in Engineering Courses vis-a-vis Simple Graduation within U.P. Province-A Case Study-2020. Journal of ISTE-New Delhi-IJTE bearing ISSN-0971-3034, volume-44, no.-4, oct-dec-2021, page-4-11.
- 2) Innovations in Multidisciplinary Research-volume -1, issue-1 of CR Subscription Agency. Diploma in Engineering an Equivalent to Intermediate -The State Level Study Published in "ANUSANDHAN" page number 79-80. (Science Research Journal)-ISSN-2322-0708/EISSN-2350-0123 (year-2021) volume-1, part-9, Impact Factor-7.247.
- 3) 3-Equivalency of Engineering Diploma-An Analytical View-Journal of ISTE-New Delhi-IJTE bearing ISSN-0971-3034, volume-45, no.-2, April-June-2022, page-30-32.