

UNIFORM STATUTES

**GOVERNING TERMS AND CONDITIONS OF
SERVICE OF TEACHERS WORKING IN THE
AFFILIATED COLLEGES, RECOGNIZED
INSTITUTIONS, AUTONOMOUS COLLEGES,
COMMUNITY COLLEGES, EMPOWERED
AUTONOMOUS COLLEGES, EMPOWERED
AUTONOMOUS CLUSTER INSTITUTIONS,
EMPOWERED AUTONOMOUS SKILL
DEVELOPMENT COLLEGES IN MAHARASHTRA**

**[FRAMED UNDER SECTION 72 (10)
READ WITH SECTION 71 (20) AND
SECTION 105 (10) OF THE MAHARASHTRA
PUBLIC UNIVERSITIES ACT, 2016]**



INDEX

Statute No.	Particulars
S.151	Short Title and Commencement
S.152	Definitions
S.153	Classification of Teachers
S.154	Qualifications for various cadres of teachers
S.155	Workload of the Teachers and Remission
S. 156	Recruitment
S. 157	Advertisement of Vacancies
S. 158	Scrutiny Committees for Direct Recruitment
S.159	Selection Committees for Direct Recruitment of Teachers of College/Institution
S.160	Selection Procedure for Assistant Professor/Associate Professor/Professor/Principal/Director in the College/Institution
S.161	Conditions and Procedure for Grant of Approval to The Appointments of the Teachers in Colleges and Recognized Institutions and Suspension and Withdrawal thereof
S.162	Career Advancement Scheme Promotion for Teachers of the College/Institution:
S.163	Adoption and Implementation of the Regulations of the University Grants Commission:
S.164	Appointment order for teachers
S.165	Joining the Duties
S.166	Probation
S.167	Surplus Teachers
S.168	Lien on the original post
S. 169	Counting of Duty Period
S. 170	Transfer of Teachers
S.171	Assessing Authority
S. 172	Service Book
S. 173	Personal File
S.174	Seniority of Teachers
S.175	Medical Incapacitation
S.176	Payment of Salary
S.177	Additional Charge

- S.178 Pay Fixation on Personal Promotion
- S.179 Pay Fixation on Reversion
- S.180 Pay Protection on New Post
- S.181 Date of Increment
- S.182 Personal Pay
- S.183 Allowances
- S.184 Pay on Leave
- S.185 Travelling Allowance/ Dearness Allowance for Tour & Transfer
- S.186 Medical Reimbursement
- S.187 Vacation Salary
- S.188 Leaves
- S.189 Competent Authority to Sanction Leave
- S.190 Kinds of Leave
- S.191 Casual Leave
- S.192 Special Casual Leave
- S.193 Duty Leave
- S.194 On Duty
- S.195 Earned Leave
- S.196 Leave on Half-Pay
- S.197 Commuted Leave
- S.198 Extra-ordinary Leave
- S.199 Leave Not Due
- S.200 Study Leave
- S.201 Sabbatical Leave
- S.202 Maternity, Paternity and Adoption Leave
- S.203 Special Medical Leave for Tuberculosis, AIDS, Cancer and Heart Surgery
- S.204 Special Provisions for the Female Teachers
- S.205 Code of Conduct for Teachers
- S.206 Misconduct
- S.207 Disciplinary Authority
- S.208 Penalties
- S.209 Procedure for imposing Minor Penalty
- S.210 Action not Amounting to Penalty
- S.211 Suspension
- S.212 Preliminary Enquiry
- S.213 Procedure of Enquiry
- S.214 Enquiry Report

- S.215 Action on Enquiry Reports
- S.216 Appeal
- S.217 Appellate Authority
- S.218 Service of Order, Notices, etc.
- S.219 Retirement
- S.220 Age of Superannuation
- S.221 Extension in Service after superannuation
- S.222 Re-employment
- S.223 Submission of Pension Proposal
- S.224 Voluntary Retirement
- S.225 Retirement on Medical Grounds
- S.226 Removal or Compulsory Retirement
- S.227 No Claim for Compensation
- S.228 Post Retirement Benefits
- S.229 Holding Public Office
- S.230 Foreign/Home Service
- S.231 Break Condonation
- S.232 Discharge Certificate
- S.233 Head of the Department
- S.234 Application for Another Post
- S.235 Tenure of Post
- S.236 Deserting the Service
- S.237 Notice for Leaving the Service
- S.238 Abolition of Post
- S.239 Resignation
- S.240 Handing Over the Charge
- S.241 Contributory Provident Fund (C.P.F.)/Defined Contributory Pension Scheme (DCPS)
- S.242 Duties of Teacher
- S.243 Duties of Librarian
- S.244 Improper Conduct
- S.245 Code of Professional Ethics
- S.246 Statutes for Teachers in Engineering/ Technology/Management/ Pharmacy/ Architecture Colleges
- S. 247 Duties of Principals/Directors
- S.248 Duties of Director of Physical Education and Sports
- S.249. Repeal and Saving

gender in his/her relationships with the students and his/her colleagues and trying to use the above considerations for improvement of his/her prospects.

- (e) Refusal to carry out the decisions of appropriate authorities, officers, administrative and academic bodies of the University.

This will not inhibit his/her right to express his/her difference with their policies or decisions, expression, provided that he/she will not use the facilities or forum of the University, College or Recognized Institution to propagate his/her own ideas or beliefs for or against a particular political party or alignment of political or religious activities.

- (f) Accepting tuitions, conducting/participating in private coaching directly or indirectly or any classes or courses in any manner.

- (g) Involvement in non-academic activities directly or indirectly such as

i) Writing of questions-answers, guides, key, likely questions, cyclostyled or photocopied notes, etc.

ii) Undertaking of any office of profit, agency.

- (h) Intoxicating drinks or drugs in force in any area in which he/she may happen to be for the time being;

(i) Consume any intoxicating drink or be under the influence of any intoxicating drink or drug during the course of his/her duty; and the performance of his/her duties at any time is affected in any way by the influence of any such drink or drug;

- (j) Consuming any intoxicating drink or drug and appearing in a public place in a state of intoxication, unable to control his/her behavior.

Explanation : For the purpose of this rule, "Public Place" means any place or premises (including conveyance) to which the public have or are permitted to have access, whether on payment or otherwise.

S.245 Code of Professional Ethics

- (1) Teachers and their rights :

The Teachers shall enjoy full civic and political rights as provided by the Indian Constitution. The teachers shall have a right to adequate emoluments, and academic freedom, social position, just conditions of service, professional independence and adequate social insurance.

- (2) The Code of Professional Ethics :

- (a) The teachers and their responsibilities :

Any person who takes teaching as profession assumes the obligation to conduct himself in accordance with the ideals of the profession. The

teacher is constantly under the scrutiny of his/her students and the society at large. Therefore, every teacher shall see that there is no incompatibility between his/her 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, duly reflecting in his conduct. The profession further requires that the teacher shall be calm, patient and communicative by temperament and amiable in disposition.

A teacher shall :

- (i) adhere to a responsible pattern of conduct and demeanor expected of him/her by his/her peers and the community.
- (ii) manage his/her private affairs in a manner consistent with the dignity of the profession.
- (iii) seek to make professional growth continuous through study and research, writing and decent conduct.
- (iv) express free and frank opinion by active participation at professional meetings, seminars, conferences, etc. towards the contribution of knowledge.
- (v) maintain active membership of professional organizations, subscribing academic/subject periodicals, and strive to improve education and profession through them.
- (vi) perform his/her duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication.
- (vii) co-operate and assist in carrying out functions relating to the educational responsibilities of the College or Recognized Institution and the University such as : assisting in appraising applications for admission, advising and counseling students as well as assisting in the conduct of University and College examinations, including supervision, invigilation and evaluation, and
- (viii) participate in extension, co-curricular and extracurricular activities including community service.

(b) Teachers and the students :

The teacher shall

- (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, sex, political, economic, social and physical status.
- (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, progressive and rational 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 himself available to the students even beyond their class hours and help and guide them 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.

(c) Teachers and Colleagues :

The teachers shall always

- (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,
- (iv) refrain from exploiting considerations of caste, creed, religion, race or gender in their professional endeavor,
- (v) be thoroughly social and humane, democratic and rational, towards other teachers,
- (vi) strive at any cost to remove and wash out the local tensions and controversies and disputes.
- (vii) believe in union and unity of the colleagues.

(d) Teachers and authorities :

The teachers shall

- (i) discharge their professional responsibilities according to the existing rules and adhere to procedure 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) not undertake any other employment and commitment including private tuitions and coaching classes;

- (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 with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
 - (v) should adhere to the conditions of contract;
 - (vi) give and expect due notice before a change of position is made; and
 - (vii) 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.
- (e) Teachers and nonteaching employees :
- (i) the teachers should treat the non-teaching employees as colleagues and equal partners in a co-operative undertaking, within every educational institution.
 - (ii) the teachers should help in the function of joint staff council covering both teachers and the nonteaching employees.
- (f) Teachers and guardians :
- The teachers shall try to see through teachers' bodies and organizations that institutions maintain contact with the guardians of their students, send report of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.
- (g) Teachers and Society :
- The teachers shall
- (i) recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided.
 - (ii) work to improve education in the community and strengthen the community's moral and intellectual life.
 - (iii) be aware of social and economical problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.
 - (iv) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public office.
 - (v) 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, relations or linguistic groups but actively work for National Integration.

S.246 Statutes for Teachers in Engineering/ Technology/Management/ Pharmacy/ Architecture Colleges :

Provisions regarding recruitment, workload and CAS Promotion in the AICTE Notification /respective Apex bodies accepted by the State Government and approved by the University, shall be applicable to the teachers of Engineering, Pharmacy, Architecture Colleges.

S. 247 Duties of Principals/Directors

Subject to the supervision and general control of the Management, the Principal as the Principal Executive and Academic Head of the College / Recognized Institution, shall be responsible for -

- 1) academic growth of the College.
- 2) participation in the teaching, research and training programmes of the College.
- 3) assisting in planning and implementation of academic programmes such as Refresher / Orientation course, seminars, in-service and other training programmes organized by the University / College for academic competence of the Faculty Member.
- 4) admission of students and maintenance of discipline of the College.
- 5) receipts, expenditure and maintenance of true and correct accounts.
- 6) The overall administration of the College and Recognized Institution and their Libraries and Hostels, if any.
- 7) correspondence relating to the administration of the College.
- 8) administration and supervision of curricular, co-curricular / extra-curricular or extra-mural, students' welfare activities of the College and Recognized Institution and maintenance of records.
- 9) observance of the Act, Statutes, Ordinance, Regulations, Rules and other Orders issued there under by the University authorities and bodies, from time to time.
- 10) supervision of the examinations, setting of question papers, moderation and assessment of answer papers and such other work pertaining to the examinations of College / Recognized Institution.
- 11) overall supervision of the University Examinations.
- 12) observance or provisions of Accounts Code.
- 13) maintenance of Assessment Reports of teachers and administrative staff as prescribed and their Service Books.
- 14) any other work relating to the College or Recognized Institution relating to the administration of the College as may be assigned to him by the Management, from time to time.
- 15) Preparation of institutional development plan for every five years with action plan of implementation.

- 16) Identification of avenues for resource generation.
- 17) Preparation for assessment, accreditation and academic audit of the college/institution
- 18) Teacher welfare programmes for teachers which include promotions to administrative staff and Career Advancement Scheme on time.
- 19) Working as mentor for teachers and administrative staff of the college.
- 20) Maintenance and updating college/institutional website giving all mandatory disclosures of the college/institution and adopt ICT in-governance and administration.
- 21) Practice inclusive leadership by involving all teachers in various committees for smooth conduct of the college/recognized institution.
- 22) Connecting college/institution with societal needs.

S.248 Duties of Director of Physical Education and Sports

The Director of Sports and Physical Education shall,—

- (a) cultivate excellence in various domains of sports and also to promote a spirit of healthy competition;
- (b) promote sports, culture and organize activities in the field of sports in college / institution.
- (c) co-ordinate and organize activities related to various sports jointly with regional and national bodies.
- (d) organize university level competitions, sports skill development camps in various sports in the college campus.
- (e) train students for regional, national and international competitions in various sports.
- (f) to prepare the report of the Board of Physical Education to be submitted before the Principal / Director / Management of the concerned college / institute.
- (g) undertake any other task that may be assigned to him by the college / institute authorities, so as to carry out objectives of the Physical education.
- (h) exercise such other powers and perform such other duties as prescribed by or under the Act or assigned by him by the Principal / Director of the concerned college / institute, from time to time.

S.249. Repeal and Saving

1. All Statutes framed by the Universities relating to the service conditions of the teachers shall stand repealed from the date of commencement of these Statutes.
2. These Statutes shall not alter or change any terms and conditions of service to the disadvantage of the teachers who are already in service of the University.

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Gawande
PRINCIPAL,
Smt. Sakunbhai Bhat Arts &