

# Sixth Pay Commission and related Issues

23rd Sept. 2010

The AIITFF met on 9th Sept. regarding the implementation of pending issues arising out of the recommendations of the 6th PC and the assurances given by the Minister, HRD last year. The AIITFF wrote to the Minister listing 6 points and submitted a memorandum to the Minister seeking permission to present their concerns in the IIT Council meeting held on 10th Sept. The AIITFF did not get a chance to present its views in the Council meeting. However, the memorandum has been sent to the Directors of all IITs and the MHRD has sought their comments on each of the six items.

Director, IITK has asked FF to meet him early next week and give its feedback on each point. The executive comm. of the FF met on Tue. and briefly discussed its feedback. Below is a brief summary of the discussions in the exec. committee. Please feel free to mail me (hk@) with your comments/ suggestions/ corrections. We will incorporate your feedback in our response to the Director.

## ITEMS IN AIITFF MEMORANDUM TO MINISTER, HRD

1. Implementation of Performance Related Incentive Scheme [PRIS (O + I)].

**Status:** A report of the Prof. Ananth committee (was circulated to the faculty in Mar. 2010 for feedback). We assume this was submitted to the MHRD around the same time (i.e. in Mar.). It is yet to be accepted by the IIT Council before it can be implemented. The PRIS has two components O(Organization) and I(Individual). The ratio between O and I is to be decided by each BoG.

**IITK-FF position:** The O component is in the nature of scholastic pay since a typical faculty member spends anywhere from 6-10 years after the first degree in acquiring higher degrees and post-doc experience before joining as a faculty member. During this period the person foregoes a substantial amount of money that he/she could have earned through a regular job. So the O part should be the dominant part of any PRIS scheme (about 75-80%). The I part, should be a simple and transparently implementable scheme. The current I calculation is spread over 30 columns of a spread sheet with different weightages, normalization etc. It appears to be far too complex.

Substantial scholastic achievement is best rewarded by one's peers through awards, memberships of academies, chaired positions etc. Large pay differences in a collegial system like an academic institute is not desirable.

2. Movement to higher academic grade pay (AGP) of Rs. 12000/- per month and any other higher pay scales such as HAG+, etc.

**Status:** The order of 15 Sept. 2010 from MHRD abolishes the Rs.12000/- AGP but gives the HAG scale(Rs.67000 - 79000). Other conditions remain the same as the earlier order and it will be applicable from 18-8-2009 when the new pay order became effective.

**IITK-FF position:** This is acceptable with the change, that the HAG scale should become operational on the same day as the pay order and not from a prospective date. The norms to move into HAG should

be specific to an institute and explicitly articulated. Everyone who qualifies as per the norms should be given the HAG scale without artificial percentage caps.

3. Issues in Movement from PB3 to PB4 for Assistant Professors.

**Status:** Our *unverified* information is that on this point the IITs are interpreting the pay order in the most conservative way possible in spite of the Minister, HRD categorically stating that individual IITs are free to interpret the pay order suitably in the light of local conditions. The most widely adopted interpretation seems to be: 3 years as AP in the current IIT (there are disputes on even counting service as APs at other IITs).

**IITK-FF position:** The interpretation should be: three years preferably in a teaching position as AP or equivalent where a person's previous experience is converted into IIT-equivalent years as evaluated by the concerned department/institute. It is important that we exercise this judgment on the suitability of an individual's earlier experience since a rule cannot presume to cover all eventualities.

4. Eligibility criteria to apply for post of Professor.

**Status:** The eligibility criterion of 4 years as an Assoc. Prof. is being strictly applied. It is important to understand that earlier the eligibility criterion was 8 years as AP for AsP and 2 years as AsP for P giving a total of 10 years for P. In the new pay order this has changed to 6 years as AP for AsP and 4 years as AsP for P again giving a total of 10 years. Faculty who have completed 10 years as (AP+AsP) but have not completed 4 years as AsP are being considered ineligible.

**IITK-FF position:** There are always some anomalies in transitioning from an old system to a new system when the rules change. For incumbent faculty the interpretation should adhere to the spirit of the rule, namely 10 years as (AP+AsP). The current interpretation is patently unfair to those who spent 8 or more years as AP and then 2 years as AsP. These individuals will have to wait at least another 2 years before they are even considered eligible for P (that is a total of 12 years) whereas in the earlier scheme they were eligible. There is no hint anywhere that the old position of P and the new position of P are different in any way so the eligibility criteria should be similar.

5. Common high quality medical facilities, for serving as well as retired employees (irrespective of place of stay).

**Status:** Several IITs have a local hospital or health centre with a reimbursable and/or insurance scheme for current and retired faculty. At IITK we have a reimbursable scheme for current faculty and dependants and the PRMS for retired faculty. Many faculty feel that the PRMS cap amount would be quite inadequate after retirement given the rate at which medical costs are rising.

**IITK-FF position:** High quality health care for all employees and their dependants, while in service and after retirement should be a basic right. The minimum the IITs should do is to adopt schemes comparable to the best such scheme that is available to employees in government. There should be no compromise and corner cutting on health.

6. Representation of AIIITFF in IIT Council.

**Status:** No representation of any kind at present.

**IITK-FF:** Representation should be given. It is ironic that those who stay the longest in the IIT system and form the base atop which the whole educational edifice of the IITs functions have no say in the highest policy making body. Faculty representation on the council can provide inputs (and continuity) which can be important in arriving at good, implementable policy informed by what is happening on the ground.