



# KERALA LIBRARY ASSOCIATION

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KLA/2017-18

10.11.2017

The Vice Chancellor  
University of Kerala  
Thiruvananthapuram

Sir,

**Sub: Promotion of Assistant Librarians (UGC) under  
Career Advancement Scheme**

Kerala Library Association (KLA) is the premier professional Association representing all categories of professional librarians in the State. We have been championing the cause of professional librarians at the state level and national level for the last 45 years.

We are writing this to invite your kind attention to a long pending issue pertaining to the Career Advancement Scheme (CAS) promotions of Assistant Librarians (UGC) working in the University of Kerala.

The Government of Kerala implemented the U.G.C Scheme in the State of Kerala in the year 1992. Accordingly, Assistant Librarian Gr. II in the Universities in Kerala, who were promoted on or before 31.03.1990 were placed in the UGC Scheme and those Asst. Librarian Gr. II promoted after 31.03.1990 were placed in the State Pattern with State Pay scale. UGC scheme was implemented for the second time in the University in 2003 as per the direction of the High Court, and Shri. V. Sasikumar, who was then the Assistant Librarian in the Kerala University Library, was placed under the UGC scheme since he had qualified the UGC NET. Since then the Assistant Librarians who have NET or Ph.D. when desired to opt UGC scheme are placed under the scheme.

For promotion of Assistant Librarians in the UGC Scheme, the Career Advancement Scheme (CAS) of the UGC stipulates the promotion of Assistant Librarians who had completed four years of service with Ph.D. or five years with M. Phil or six years without Ph. D./ M. Phil. and had participated in two refresher courses are eligible to be promoted as Assistant Librarian in the Senior Scale.

Letter from UGC (letter No. F.3-1/94 (PS)-7 dt. 19<sup>th</sup> October 2006) to the Registrars of all the Universities in India clearly stipulates the criteria for the promotion of Assistant Librarians under CAS and the same accepted by the Govt. of Kerala for Implementation. Also, as per Clause 5(b)(ii), Appendix 1 and Clause 6.6.1 of the UGC Regulations 2010 (page. 80), and Kerala Gazette (**Kerala Gazette Vol. III No. 27, Part III-University of Kerala Clause 6.2 (ii), P.9**), Assistant Librarian possessing Ph. D. in Library and Information Science at the entry level after completing 4 years in the AGP of Rs.6000/- and if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, are eligible for the next higher AGP of Rs. 7000/- (Stage 2) with the Pay Band of Rs.15,600-Rs.39,100.

The Assistant Librarians (UGC) working in the University of Kerala represented all these matters to the University but they have not been placed in the senior scale on the ground that Career Advancement Scheme for librarians are not implemented in the Kerala University. But all the benefits were granted to the librarians who were in the UGC scheme implemented in 1992 and are even getting the pension benefits accordingly. Moreover, all the universities in the state of Kerala have extended the benefits to the U.G.C Librarians as and when it became due.

Besides, in a recent judgment, the Hon. Kerala High court has observed that once the UGC Regulations have been implemented by the State Government, each and every university need not issue separate orders for implementing UGC Regulations, which has been reported in the Hindu and other newspapers on February 24, 2016. But the University of Kerala has been putting forth untenable and lame reasons for denying the promotion benefits to UGC Assistant Librarians.

Hence KLA in its 46<sup>th</sup> Annual General Body Meeting held in Thiruvananthapuram on 20<sup>th</sup> August 2017, had in fact

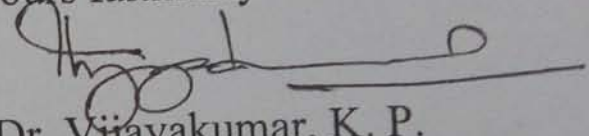


expressed concern over this unjust treatment meted out to Assistant Librarians and unanimously passed a Resolution, requesting the Vice Chancellor, University of Kerala to look into the matter and issue orders for their deserving promotion at the earliest.

We look forward to your active consideration and favorable decision in this issue

Thanking You,

Yours faithfully



Dr. Vijayakumar, K. P.  
President, KLA

