

**Federation of University and College Teachers' Associations in Karnataka (R.)**

President :

**Prof. C.H. Murigendrappa**

HOD of Political Science,  
A.V.K. College for Women,  
Davangere -577 002.  
Ph: College 08192-232331  
Res 08192-645000 Mob 099455 24999  
Fax : 08192-232959  
Email : chm\_dvg@rediffmail.com

General Secretary :

**Prof. K.M. Nagaraju**

Dept. of Commerce,  
B.E.S. College,  
4th Block, 16th Main, Jayanagar,  
Bangalore-11. Ph : 080-26637295  
Mob 99009 61370  
Email : kmnagarajmys@gmail.com

Treasurer :

**Prof. K.M. Venkatesh Reddy**

HOD of History,  
Govt. Arts College,  
Dr. Ambedkar Veedhi,  
Bangalore-01  
Mob : 90082 75310  
Email : kmv.reddy5@gmail.com

**Sri Jagadish Shetter**

Hon'ble Chief Minister  
Government of Karnataka  
Bangalore

Dt. 05-11-2012

Dear Sir

**Sub: Revision of Pension for University and College Teachers drawing UGC Scales of Pay – from 1-7-2005**

The University and College teachers in Karnataka are under the scheme of UGC Scales of Pay. It is to be noted that the pay scales are revised once in 10 years and not as the state government scales of pay which are revised once in every 5/6 years. The teachers covered under UGC scales of pay also will draw DA on par with the central pay scales. Since the Pay structure and the DA are different from state pay scales, problem arises as to revision of pensioner benefits. In fact in Karnataka, the Finance department has not been able to issue the GO till now revising the pensioner benefits for teachers under UGC Scales of Pay who attained the age of superannuation on or after 1-7-2005.

We strongly feel that the fixation of pension/family pension should be based on the following broad principles:

1. 50% of the basic pay last drawn
2. Existing rate of Dearness Allowance
3. Benefits of commutation and Gratuity at the existing rates
4. Medical allowance as existing in many states
5. Providing pay revision benefits whenever revised for the existing scheme
6. **There must not be wide disparity between those who retire earlier and those who retire later**

We wish to bring to your kind notice that the above mentioned principles have been broadly followed by our neighboring states i.e. Kerala, Andhra Pradesh & Tamil Nadu based on the guidelines of Government of India. Our contention is supported by the GOs issued by Government of Kerala and Andhra Pradesh (The GOs are enclosed). However, in Tamil Nadu government employees are drawing pay scales on par with the central employees and therefore, the problem does not arise.

You may also kindly recall that those civil servants under Indian Administrative and such other services and also the Judicial Officers in Karnataka will get the pension benefit based on central pay scales.

You may also note that at present the DA rate for teachers drawing UGC Scales of Pay is 72% and maximum pension limit is Rs.39,900. This must be the basis for pension benefits.

Teachers who attained the age of superannuation between 1-7-2005 and 31-3-2012 have suffered due to the following two factors:

1. The maximum Pension limit was only Rs.19950. Even when the basic pay was Rs.60,000, the fixation was reduced to Rs.19,950 (50%) when under normal circumstances he/she would have drawn Rs.30,000.
2. Consequently the commutation benefit and also the benefit of Gratuity (which was raised from Rs.6,00,000 to Rs. 10 lakhs) have been denied.

In the light of above, we request you to revise the pension of those retiring under UGC Scales of pay only as and when the UGC Scales are revised in the state. i.e., once in ten years instead of clubbing them under state government employees. This will avoid any further complications and confusions.

Retired teachers are senior citizens moreover they are not organized; therefore the request is to considered very sympathetically. Please consider our view points in ensuring that necessary Government Orders are issued without any further delay.

Regards

  
President

  
General Secretary

Encl: GOs of Kerala and Andra Pradesh.

Copy to:

1. Hon'ble Minister for Higher Education
2. Principal Secretary, Finance Department, GoK.
3. Principal Secretary, Department of Higher Education, GoK.
4. Commissioner for Collegiate Education.
5. Director for Collegiate Education.
6. Additional Director for Collegiate Education.

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[Affiliated to All India Federation of University and College Teachers' Organisation (AIFUCTO)]

Office Address : No.2, Prasanna Kumar Block, Gandhinagar, Palace Road, Bangalore-560 009.

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**Units of Organisation :**

Karnataka Government College Teachers' Association (KGCTA)  
Association of Mangalore University College Teachers (AMUCT)  
Gulbarga University Private College Teachers' Association (GUPCTA)  
Kuvempu University Private College Teachers' Association (KUPCTA)

Mysore University Private College Teachers' Association (MUPCTA)  
Bangalore University College Teachers' Association (BUCTA)  
Karnataka University College Teachers' Association (KUCTA)  
Tumkur University College Teachers' Association (TUCTA)