

SCHEME OF RECRUITMENT - ACADEMIC GRADE

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No.	Post and Salary Scale	Method of Recruitment	Qualifications
		(2) By advertisement	<p>Since his first appointment to the Higher Educational Institution had been satisfactory.</p> <p>(1) A first or Second class (Upper division) in a Special degree in the relevant field or approved professional qualifications; and</p> <p>(2) In the relevant field of study –</p> <p>(i) a postgraduate research degree; <u>or</u></p> <p>(ii) published research of exceptionally high quality; <u>or</u></p> <p>(iii) approved professional qualifications; and</p> <p>(3) at lease fifteen (15) years' experience <u>after</u> obtaining a first degree or at least ten(10) years' experience <u>after</u> obtaining a postgraduate research degree or an approved professional qualification in one or more than one of the following :-</p> <p>(i) teaching at university level;</p> <p>(ii) professional experience;</p> <p>(iii) research in a recognized institution.</p> <p><u>Note:</u> (a) The relevant field or fields of study should be specified in the advertisement.</p> <p>(b) A person of exceptional merit who does not possess the above qualifications, but is, for other reasons, eminently suitable, may be appointed, with the prior approval of the commission.</p>
		(3) By normal promotion	
		(3) By invitation	An eminently qualified person may be invited by the governing authority with the prior permission of the University Grants Commission to accept a Professorship Grade II.

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G. 1.3	Professor Grade I, (Medical) Rs. 2950 – 4x75 – 3250 p.m.	<p>(1) By merit promotion</p> <p>(2) By normal promotion</p>	<p>A professor grade II, who has obtained a D.Sc. or degree or an equivalent higher doctorate from a recognized University;</p> <p><u>OR</u></p> <p>A Professor Grade II, who has published research of exceptional merit after his promotion/appointment as such. In evaluating such research, the Selection Committee shall be furnished with reports from two or more than two experts appointed from outside the Higher Educational Institution concerned by the governing authority on the recommendation of the Senate/Academic syndicate.</p> <p><u>Note :</u> Every application for a merit promotion to the grade of Professor Gd. I shall be accompanied by –</p> <p>(iii) the curriculum vitae of the applicant; and</p> <p>(iv) a statement containing a self assessment on his contribution to research.</p> <p>A Professor Gr. II who was in the service of a Higher Educational Institution as at the date on which this scheme of recruitment came into operation and who has completed ten(10) years' of service as such.</p>

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G. 1.4	Professor Grade II, (Medical) ¹ Rs. 2500 – 10x75 – 3250 p.m.	(4) By merit promotion	<p>An Associate Professor who has served at least one year on the maximum of the salary scale or has served eight (8) years in the grade of Associate Professor may be considered for promotion, if he has published research of exceptional merit <u>after</u> his promotion/appointment as such. In evaluating such research, the selection Committee shall be furnished with reports from two or more than two experts appointed from outside the Higher Educational Institution concerned by the governing authority on the recommendation of the Senate/Academic Syndicate. Such Committee should ensure that no credit is given to work on the basis of which the applicant had previously received confirmation in his appointment or a promotion, to such work in a modified form or in translation.</p> <p><u>Notes</u> : (a) Every application for a merit promotion to the grade of Professor Gr. II should be accompanied by –</p> <ul style="list-style-type: none"> (i) the curriculum vitae of the applicant ; <u>and</u> (ii) a statement containing a self-assessment as regards his contribution as a teacher, participation in research and in various other aspects of University Life. <p>(b) Every application for merit promotion to the grade of Professor grade II should be referred to a Pre-Selection committee if the applicant had not obtained First of second Class Honours in his first Degree. The pre-Selection committee which shall consist of the dean of each faculty of the Higher Educational Institution concerned, shall evaluate the report on the applicant's general academic background and whether his academic performance since his first appointment to the Higher Educational Institution had been satisfactory.</p>

¹ See Commission Circular No. 228 for

No.	Post and Salary Scale	Method of Recruitment	Qualifications
		(2) By advertisement	<p>(1) A first or Second class (Upper division) in the MBBS degree. (Where recruitment is for pre clinical or para-clinical subjects, a candidate who has obtained a First of second class (Upper Division) in the second or the third MBBS Examination, as the case may be and has passed the Final MBBS Examination, may also be considered) <u>and</u></p> <p>(2) In the relevant field of study –</p> <ul style="list-style-type: none"> (i) a postgraduate research degree; <u>or</u> (ii) published research of exceptionally high quality; <u>or</u> (iii) approved professional qualifications; <u>and</u> <p>(3) at least fifteen (15) years' experience <u>after</u> obtaining a first degree or at least ten(10) years' experience <u>after</u> obtaining a postgraduate research degree or an approved professional qualification in one or more than one of the following :-</p> <ul style="list-style-type: none"> (i) teaching at university level; (ii) professional experience; (iii) research in a recognized institution. <p><u>Note:</u> (a) The relevant field or fields of study should be specified in the advertisement.</p> <p>(c) A person of exceptional merit who does not possess the above qualifications, but is, for other reasons, eminently suitable, may be appointed, with the prior approval of the commission.</p>
		(5) By normal promotion	
		(3) By invitation	<p>An eminently qualified person may be invited by the governing authority with the prior permission of the University Grants</p>

			Commission to accept a Professorship Grade ii.
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No.	Post and Salary Scale	Method of Recruitment	Qualifications
G. 2.1	Associate Professor, (Non-Medical) ¹ Rs. 2080 – 3x60 & 4x75- 2560 p.m.	(6) By merit promotion	A Senior Lecturer may be considered for promotion to the grade of Associate Professor if he has published research of exceptional merit <u>after</u> his promotion/appointment as such. In evaluating such research, the selection committee shall be furnished with reports from two or more than two experts appointed from outside the Higher Educational Institution concerned by the governing authority on the recommendation of the Senate/Academic syndicate. Such Committee should ensure that no credit is given to work on the basis of which the applicant had previously received confirmation in his appointment or a promotion, or to such work in a modified form or in translation. <u>Notes :</u> (a) Every application for a merit promotion to the grade of Associate Professor should be accompanied by - (i) the curriculum vitae of the applicant; and (ii) a statement containing a self assessment as regard his contribution as a teacher, participation in research and in various other aspects of University Life.. (b) Every application for merit promotion to the grade of associate Professor should be referred to a Pre-Selection committee if the applicant had not obtained First or second Class Honours in his first degree. The pre-Selection Committee, which shall consist of the dean of each faculty of the Higher educational Institution concerned, shall evaluate and report on the applicant's general academic background and whether his academic performance
		(2) By normal promotion	

			satisfactory.
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No.	Post and Salary Scale	Method of Recruitment	Qualifications
		(2) By promotion	<p>A Senior Lecturer Grade I, who has served at least two (2) years on the maximum of the salary scale or has served ten (10) years in the grade of senior Lecturer may be considered for promotion, if he has research publications or other acceptable evidence of research to his credit <u>after</u> his promotion/ appointment as such, or is an outstanding teacher..</p> <p><u>Notes</u> : (a) The number of posts of Associate Professor to be filled by normal promotion shall be determined by the University grants commission from time to time on the recommendation of each Higher Educational Institution.</p> <p>(c) Every application for a normal promotion to the grade of associate Professor should be referred to a Pre-Selection committee if the applicant had not obtained First or second class Honours in his first degree. The Pre-Selection committee, which shall consist of the dean of each Faculty of the Higher Educational Institution concerned, shall evaluate and report on the applicant's general academic background and whether his academic performance since his first appointment to the Higher Educationally Institution had been satisfactory.</p>

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¹ See Commission Circular No. 228 for amendment

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G.3.2	Senior Lecturer Gr. I (Medical) Rs. 1800-2x50 & 6x60 – 2260 p.m.	(1) By promotion	A Senior Lecturer (Medical) Grade II, who has complete one year on the maximum of the salary scale attached his post or four years in that grade may be considered for promotion.
G 3.3	Senior Lecturer Gr. II (Medical) ¹ Rs. 1600 – 3x50 – 1750 p.m.	(1) By advertisement	<p>(1) (i) A first of second class (Upper Division) in the MBBS degree . (Where recruitment is for pre-clinical or para-clinical subjects, a candidate who has obtained a First or Second class (Upper Division) in the Second or the third MBBS examination, as the case may be, and has passed the Final MBBS examination, may also be considered; <u>or</u></p> <p>(ii) A pass in the final MBBS Examination with an approved postgraduate qualificaiton in the relevant field.</p> <p><u>And</u></p> <p>(2) (i) A postgraduate research degree in the relevant field, provided that the prescribed period of registration for such degree was not less than two academic years; <u>or</u></p> <p>(ii) Such professional qualifications as may be approved by the University Grants Commission upon the recommendation of the Higher Educational Institution concerned.</p> <p><u>And</u></p> <p>(2) At least six (6) years' experience (including the time devoted to acquiring the qualifications specified at (2) (I) or 2 (ii) above in one or more than one of the following</p> <p>(i) teaching at University Level;</p> <p>(ii) professional experience</p> <p>(iii) research in recognized institution</p> <p><u>Note</u> : (a) No credit will be given under (2) (I) of (2) (ii) above to a postgraduate qualificaiton recognized under (I) (ii) above..</p> <p>:</p>

¹ See Commission Circular No. 228 for amendment

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G 4.1	Lecturer (Non - Medical) ¹ Rs. 1500 – 5x50 – 1750 p.m.	<p>(3) By normal promotion</p> <p>(1) By advertisements</p> <p>(2) By normal promotion</p>	<p>(b) The eligibility of non-medical graduate for appointment to positions in the Faculty of Medicine will be determined on the basis of qualifications.</p> <p>A Lecturer who has been confirmed as such may be considered for promotion, if he possesses the qualifications specified at (2) and (3) above for appointment by advertisement. No credit will however be given to a postgraduate qualification, which had been recognized for the purpose of his appointment as lecturer.</p> <p>(1) (i) A First of second class (upper Division) in a special degree in the relevant subject; <u>or</u> (ii) A Second Class (Lower Division) in a Special degree in the relevant subject, <u>And</u> (2) a postgraduate research degree in the relevant field, provided that the prescribed period of registration for such degree was not less than two academic years; <u>And</u> (3) at least five(5) years' experience (including the time devoted to acquiring the qualification specified at (2) above) in one or more than one of the following; (i) Teaching at University level (ii) Professional experience (iii) Research in recognized institution.</p> <p>An Assistant Lecturer who has been confirmed as such may be considered for promotion, if he possesses the qualifications specified at (2) and (3) above for appointment by advertisement. So credit will however be given under (2) above to a postgraduate degree which had been recognized for the purpose of his appointment as an Assistant Lecturer.</p>

No.	See Commission Circular No. 198 & 228 for amendments.		uitment	Qualifications
G.4	Lecturer I (Medical) Rs. 1100-5x50– 1350 p.m.	(1) By advertisement		(1) A First or Second Class (Upper Division) in the MBBS degree. (Where recruitment is for pre-clinical or para –clinical subjects, a candidate who has obtained a First or Second Class (Upper Division) in the second or the Third MBBS Examination, as the case may be, and has passed the Final MBBS examination, may also be considered); <u>OR</u> (2) A pass in the Final MBBS examination with an approved postgraduate qualificaiton in the relevant field. <u>Notes:</u> (a) An advertisement for a post of Lecturer may also specify that applicants with the requisite postgraduate qualifications and experience may be considered for appointment to the grade of Senior Lecturer Grade II. (b) The eligibility of non-medical gradates for appointment to positions in the Faculty of Medicine will be determined on the basis of qualifications prescribed for non-medical appointments.
G 3.3	Senior Lecturer Gr. II (Medical) ¹ Rs. 1600 – 3x50 – 1750 p.m.	(1) By advertisement		

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G.5	Assistant Lecturer Rs. 1000-6x50– 1300 p.m.	(1) By advertisement	<p>(1) A First or Second class (Upper Division) in a Special degree in the relevant subject; <u>or</u></p> <p>(2) A Second class (Lower division) in a Special degree in the relevant subject; <u>or</u></p> <p>(3) A pass in a Special degree examination in the relevant subject with a recognized postgraduate degree in the relevant field; <u>or</u></p> <p>(4) Such other qualifications as may be approved by the University Grants commission upon the recommendation of the Higher Educational Institution concerned.</p> <p><u>Notes :</u> (a) An applicant who is eligible under (3) Above could be considered for Appointment <u>only</u> if no applicant Qualified under (1) or (2) above is Available.</p> <p>(b) An applicant who is eligible under (2) above could be considered for appointment <u>only</u> if no applicant qualified under (1) above is available.</p> <p>(c) The following qualifications will apply to Assistant Lectureships in Education as alternatives to (2) and (3) Above, respectively :-</p> <p>(1) A pass in a Special or General Degree examination with a distinction or a merit pass at the Postgraduate Diploma in Education; <u>or</u></p> <p>(2) A pass in a Special or General degree Examination with a recognized postgraduate degree in Education.</p> <p>(d) An advertisement for a post of assistant Lecturer may also specify that applicants with the requisite postgraduate qualifications and experience may be considered for appointment to the grade of Lecturer or Senior Lecturer, as the case may be.</p>

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G.6	<p>Librarian.</p> <p>Rs. 2500 – 10x75– 3250 p.m.</p>	By advertisement	<p>(1) A First or Second class in a Special degree or a first or a second class (upper Division) in a General Degree.</p> <p><u>And</u> (2) the academic Postgraduate Diploma in Librarian ship of the University of London or an equivalent or higher qualificaiton;</p> <p><u>And</u> (3)at least fifteen (15) years’ experience after obtaining a first degree or at least ten (10) years after obtaining the qualificaiton at</p> <p>(2) above in one or both of the following;-</p> <p>(i) experience in Librarian ship in a recognized Library;</p> <p>(ii) research in Library science or any other field in a recognized institution.</p> <p><u>And</u> (4) Publications in the field of Library Science.</p> <p><u>Note</u> : A person of exceptional merit who does not possess the above qualifications, but is, for other reasons, eminently suitable, may be appointed with the prior approval of the Commission.</p>

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G.7	Deputy Librarian Rs. 2080-3x60 & 4x75 – 2560 p.m.	(1) By merit promotion	<p>A Senior Assistant Librarian may be considered for promotion if he has published research of exceptional merit <u>after</u> his promotion/appointment as such. In evaluating such research, the Selection Committee shall be furnished with reports from two or more than two experts appointed from outside the Higher Educational Institution concerned by the governing authority on the recommendation or the senate/Academic Syndicate. Such Committee should ensure that no credit is given to work on the basis of which the applicant had previously received confirmation in his appointment or a promotion, or to such work in a modified form or in translation.</p> <p><u>Note</u> : (a) Every application for a merit promotion to the grade of Deputy Librarian should be accompanied by –</p> <ul style="list-style-type: none"> (i) the curriculum vitae of the applicant; <u>and</u> (ii) a statement containing a self-assessment as regards his contribution as a teacher participation in research and in various other aspects of University Life. <p>(b) Every application for merit promotion to the grade of deputy Librarian should be referred to a Pre-Selection Committee if the applicant had not obtained First or second Class Honours in his First Degree. The Pre-selection committee which shall consist of the Librarian and the dean of each faculty of the Higher Educational Institution concerned, shall evaluate and report on the applicant" general academic background and whether his academic performance since his first appointment to the Higher Educational Institution had been satisfactory.</p>

No.	Post and Salary Scale	Method of Recruitment	Qualifications
		(1) By normal promotion	<p>A Senior Assistant Librarian who has served at least two (2) years on the maximum of the salary scale or has served ten (10) years in that grade may be considered for promotion, if he has research publications or other acceptable evidence of research to his credit <u>after</u> his last promotion/appointment.</p> <p><u>Notes</u> : (a) The number of posts of deputy Librarian to be filled by normal promotion shall be determined by the University grants commission from time to time on the recommendation of each Higher Educational Institution.</p> <p>(b) Every application for a normal promotion to the grade of Deputy Librarian should be referred to Pre-Selection committee if the applicant had not obtained First or second Class Honours in his first degree. The Pre-Selection committee, which shall consist of the Librarian and the dean of each Faculty of the Higher Educational Institution concerned, shall evaluate and report on the applicant's general academic background and whether his academic performance since his first appointment to the Higher Educational Institution had been satisfactory.</p>

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G.8	Senior Assistant Librarian Rs. 1800-2x50 & 6x60 – 2260 p.m.	<p>(1) By advertisement</p> <p>(2) By normal Promotion</p>	<p>(1) (i) A First or second Class in Special degree <u>or</u> a First or a Second Class (Upper Division) in a General degree; <u>or</u></p> <p>(ii) A pass in a Degree Examination with the academic Postgraduate diploma in Librarian ship of the University of London or an equivalent or higher qualificaiton.</p> <p><u>And</u> (2) the Academic Postgraduate Diploma in Librarian ship of the University of London or an equivalent or higher qualificaiton:</p> <p><u>And</u> (3) at least eleven (11) years' experience (of which not less than six (6) years should have been <u>after</u> obtaining the qualificaiton at (2) above) in one or both of the following;</p> <p>(i) experience in Librarian ship in a recognized Library;</p> <p>(ii) research in Library science or any other field in a recognized institution</p> <p><u>Note</u> : (a) No credit will be given under (2) above to a postgraduate diploma recognized under 910 (ii) above.</p> <p>(b) Evidence of continuing active participation in research or of professional experience will also be an important factor in the selection.</p> <p>At Assistant Librarian who has served one year on the maximum of the salary scale or has served six (60 years in the grade of Assistant Librarian may be considered for promotion. If he has research publications or other acceptable evidence of research to his credit <u>after</u> his last promotion/ appointment.</p> <p><u>Note</u> : Evidence of active participation in various aspects of University Life will also be an important factor for promotion.</p>

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G.9	Assistant Librarian Rs. 1500-5x50– 1750 p.m.		<p>(1) (i) A first or second Class in a Special degree <u>or</u> a First or second class (Upper division) in a General degree; <u>or</u></p> <p>(ii) A pass in a degree examination with the academic Postgraduate diploma in Librarian ship of the University of London or an equivalent or higher qualificaiton;</p> <p><u>and</u> (2) The Academic Postgraduate Diploma in Librarian ship of the University of London or an equivalent or higher qualificaiton;</p> <p><u>and</u> (3) at lease five (5) years' experience, including the time devoted to acquiring the qualificaiton at (2) above, in one or both of the following;</p> <p>(i) experience in Librarian ship in recognized Library;</p> <p>(ii) research in Library science or any other field in a recognized institution.</p> <p><u>Note</u> : (a) no credit will be given under (2) above to a postgraduate diploma recognized under (1) (ii) above.</p> <p>(b) An advertisement for a post of Assistant Librarian may also specify that applicants with the requisite postgraduate qualifications and experience may be considered for appointment to the grade of senior Assistant Librarian.</p> <p>A junior Assistant Librarian who has been confirmed as such may be considered for promotion, if he possesses the qualifications specified at (2) and (3) above for appointment by advertisement. No credit will however be given under (2) above to a postgraduate diploma which had been recognized for the purpose of his appointment as a Junior Assistant Librarian.</p>

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G. 10	Junior Assistant Librarian Rs. 1000-6x50– 1300 p.m.	By advertisement	<p>(1) A First of Second class (Upper Division) in a Special Degree) <u>or</u></p> <p>(2) A Second Class (Lower Division) in a Special Degree or a First <u>or</u> a Second Class (Upper Division) in a general Degree: <u>or</u></p> <p>(3) A pass in a degree examination with the academic Postgraduate diploma in Librarianship of the University of London or an equivalent or higher qualification.</p> <p><u>Notes</u>: (a) An applicant who is eligible under (3) above could be considered for appointment <u>only</u> if no applicant qualified under (1) or (2) above is available.</p> <p>(b) An applicant who is eligible under (2) above be considered for appointment <u>only</u> if no applicant qualified under (1) above is available.</p> <p>(c) An advertisement for a post of Junior Assistant Librarian may also specify that applicants with the requisite postgraduate qualifications and experience may be considered for appointment to the grade of Assistant Librarian or Senior Assistant Librarian, as the case may be.</p>
G11	Field Teaching Assistant (Agriculture Faculty) Rs. 900 – 3x40 & 12x50 – 1700 p.m.	By advertisement	<p>B.Sc. 9Agri.) Degree, preferably with field experience.</p> <p><u>Note</u> : The appointee may be required to obtain before confirmation, such qualifications as may be approved by the University Grants commission on the recommendation of the Higher Educational Institution concerned.</p>

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G.12	Engineering Teaching Assistant Rs. 980-3x40 & 12x50 – 1700 p.m.	By advertisement	1) B.Sc. (Eng.) Degree or equivalent qualification in the relevant engineering field; <u>or</u> 2) (i) the N.D.T. or equivalent qualificaion in the relevant engineering field; <u>and</u> (ii) not less than five (5) years' experience in one or both the following after obtaining such qualification :- (a) Practical experience (b) Craft level teaching experience.
G 13	Instructor in English, Grade I Rs. 980 – 3x40 & 12x50 – 1750 p.m.	By promotion	(1) A degree of a recognized University: <u>and</u> (2) (i) The first Class trained teachers' certificate with at least 3 years' experience after training; <u>or</u> (ii) The Specialist English trained teachers' Certificate with at least 3 years' experience after training; <u>or</u> (iii) The Diploma or certificate in the teaching of English as a Second Language from the University of Colombo or an equivalent qualificaion obtained from a recognized University or other Institution after having satisfactorily completed a course of study of not less than ten months' duration; <u>and</u> (3) at least three (3) years' experience as an instructor in English, grade II. <u>*Note:</u> The number of posts in Grade I will be determined annually by the Commission upon the recommendation of the respective Higher Educational Institutions

* This Note has been deleted bpy the Commission
Circular No. 229 of 08.06.83

No.	Post and Salary Scale	Method of Recruitment	Qualifications
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G.14	Instructor in English Grade II Rs. 905-3x30– 1025 p.m.	By promotion	An Instructor in English, grade III, who has served the one year on the maximum on the salary scale or has served seven (7) years in that grade may be considered for promotion.
G 15	Instructor in English Grade III Rs. 725 – 6x25 – 875 p.m.	By advertisement	<p>(1) (i) A degree of a recognized University; <u>or</u> (ii) the First class trained teachers’ with at least 3 years’ experience after training; <u>or</u> (iii) the Specialist English Trained teachers’ Certificate with at least 3 years’ experience after training; <u>or</u> (iv) the Diploma or Certificate in the Teaching of English as a second Language from the University of Colombo or an equivalent qualification obtained from a recognized University or other Institution after having satisfactorily completed a course of study of not less than ten months’ duration;</p> <p><u>and</u> (2) A very good command of Sinhala/Tamil <u>and</u> English</p> <p><u>Note:</u> Preference will be given to –</p> <p>(i) applicants with the Diploma or certificate in the Teaching of English as a second Language from the University of Colombo or an equivalent qualification obtained from a recognized University or other Institution after having satisfactorily completed a course of study of not less than ten months’ duration;</p> <p>(ii) applicants with qualifications in subjects relevant to the courses of study provide by the Faculties to which appointees would be allocated.</p>
G 13			

No.	Post and Salary Scale	Method of Recruitment	Qualifications
G.16	Temporary Research Assistant Rs. 1000/- p.m.	By advertisement	A First or Second Class (Upper Division) in a special degree in the relevant subject.
G 17	Temporary Tutor (In faculties other than Medicine) Graduate : Rs. 875/- p.m. Awaiting results of a Final/Degree examination: Rs. 750/- p.m.	To be decided by the governing authority of the Higher Educational Institution concerned.	A graduate or a person awaiting results of a Final/Degree examination.
G 18	Temporary Demonstrator (in faculties other than Medicine) Graduate : Rs. 875/p.m. Awaiting results of a Final/degree examination: Rs. 750/- p.m.	To be decided by the governing authority of the Higher Educational Institution concerned.	A graduate or a person awaiting results of a Final/Degree examination.
G 19	Temporary Instructor (Engineering Faculty) Graduate : Rs. 875/- p.m. Awaiting results of a Final degree Examination; Rs. 750/- p.m. Instructor in English, Grade I Rs. 980 – 3x40 & 12x50 – 1750 p.m.	To be decided by the governing authority of the Higher Educational Institution concerned.	A graduate or a person awaiting results of a Final/Degree examination.