

IN THE HIGH COURT OF DELHI AT NEW DELHI

%

Judgment Reserved On: 14<sup>th</sup> July, 2010  
Judgment Delivered On: 6<sup>th</sup> August, 2010

+

W.P.(C) 1325/2010

GOVERNMENT OF NCT OF DELHI ..... Petitioner  
Through: Mr. V.K. Tandon, Ms. Mamta  
Tandon, Advs.

Versus

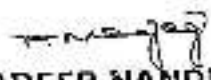
PARMANAND ..... Respondent  
Through: Mr. Arun Bhardwaj, Mr. Piyush  
Gaur, Ms. Ruchika, Advs.

**CORAM:**  
**HON'BLE MR. JUSTICE PRADEEP NANDRAJOG**  
**HON'BLE MR. JUSTICE MOOL CHAND GARG**

1. Whether the Reporters of local papers may be allowed to see the judgment?
2. To be referred to Reporter or not?
3. Whether the judgment should be reported in the Digest?

**PRADEEP NANDRAJOG, J.**

For orders, see W.P.(C) No.10640/2009.

  
(PRADEEP NANDRAJOG)  
JUDGE

  
(MOOL CHAND GARG)  
JUDGE

AUGUST 06, 2010  
mm

W.P.(C) No.1325/2010

Page 1 of 1

Signature Not Verified

Digitally Signed By: AMULYA  
Certify that the digital file and  
physical file have been compared and  
the digital data is as per the physical  
file and no page is missing.

7

+ IN THE HIGH COURT OF DELHI AT NEW DELHI

% Judgment Reserved On: 14<sup>th</sup> July, 2010  
Judgment Delivered On: 6<sup>th</sup> August, 2010

+ W.P.(C) 10640/2009

GOVT OF NCT OF DELHI ..... Petitioner  
Through: Mr. V.K. Tandon, Ms. Manita  
Tandon, Advs.

Versus

SURESH CHAND VASHIST & ORS. .... Respondents  
Through: Mr. Arun Bhardwaj, Mr. Piyush  
Gaur, Ms. Ruchika, Advs.

W.P.(C) 1325/2010

GOVERNMENT OF NCT OF DELHI ..... Petitioner  
Through: Mr. V.K. Tandon, Ms. Manita  
Tandon, Advs.

Versus

PARMANAND ..... Respondent  
Through: Mr. Arun Bhardwaj, Mr. Piyush  
Gaur, Ms. Ruchika, Advs.

W.P.(C) 1326/2010

GOVERNMENT OF NCT OF DELHI ..... Petitioner  
Through: Mr. V.K. Tandon, Ms. Manita  
Tandon, Advs.

Versus

SMT. SWATANTRA NAYYAR ..... Respondent  
Through: Nemo.

W.P.(C) 1358/2010

GOVERNMENT OF NCT OF DELHI ..... Petitioner  
Through: Mr. V.K. Tandon, Ms. Manita  
Tandon, Advs.

86

Versus

SHEO RAJ SINGH ..... Respondent  
Through: Mr. Harish Kumar Mehra, Adv.

W.P.(C) 1375/2010

GOVERNMENT OF NCT OF DELHI ..... Petitioner  
Through: Mr. V.K. Tandon, Ms. Mamta  
Tandon, Advs.

Versus

ASHOK KUMAR ..... Respondent  
Through: Mr. Harish Kumar Mehra, Adv.

W.P.(C) 1767/2010

GOVERNMENT OF NCT OF DELHI ..... Petitioner  
Through: Mr. V.K. Tandon, Ms. Mamta  
Tandon, Advs.

Versus

SHIV RAM SUMAN ..... Respondent  
Through: Mr. Sanjoy Ghose, Adv.

W.P.(C) 13189/2009

UNION OF INDIA AND ORS ..... Petitioners  
Through: Mrs. Avnish Ahlawat, Ms. Latika  
Chaudhary, Advs.

Versus

ASHOK KUMAR ..... Respondent  
Through: Nemo.

W.P.(C) 13200/2009

UNION OF INDIA AND ORS ..... Petitioners  
Through: Mrs. Avnish Ahlawat, Ms. Latika  
Chaudhary, Advs.

Versus

DHANESH KUMAR ..... Respondent  
Through: Nemo.

W.P.(C) 13213/2009

UNION OF INDIA AND ORS ..... Petitioners  
Through: Mrs. Avnish Ahlawat, Ms. Laxika  
Chaudhary, Advs.

Versus

DRAUPADI ..... Respondent  
Through: Nemo.

W.P.(C) 13238/2009

GOVT OF NCT OF DELHI AND ORS ..... Petitioner  
Through: Mrs. Avnish Ahlawat, Ms. Laxika  
Chaudhary, Advs.

Versus

PARAMJEET KAUR DHILLON ..... Respondent  
Through: Nemo.

CORAM:  
HON'BLE MR. JUSTICE PRADEEP NANDRAJOG  
HON'BLE MR. JUSTICE MOOL CHAND GARG

1. Whether the Reporters of local papers may be allowed to see the judgment?
2. To be referred to Reporter or not?
3. Whether the judgment should be reported in the Digest?

PRADEEP NANDRAJOG, J.

1. On 23.12.1987, All India Council for Technical Education Act, 1987 (hereinafter referred to as the "AICTE Act") was enacted by the Parliament by virtue of its powers under Entry 66 of Union List wherein exclusive power is vested with the Central Government, with regard to technical education. The Preamble to AICTE Act reads as under:-

10

\*An Act to provide for the establishment of an All India Council for Technical Education with a view to proper planning and co-ordinated development of the technical education system throughout the country, the promotion of qualitative improvement of such education in relation to planned quantitative growth and the regulation and proper maintenance of norms and standards in the technical education system and for matters connected therewith.\*

2 Under Section 3 of the AICTE Act, the Central Government has the power to appoint a Council called All India Council of Technical Education (hereinafter referred to as "AICTE"). Relevant would it be to note that Section 10 of AICTE Act enumerates the powers and functions of the Council and reads as under:-

\*10. Functions of the Council - It shall be the duty of the Council to take all such steps as it may think fit for ensuring coordinated and integrated development of technical education and maintenance of standards and for the purpose for performing its functions under this Act, the Council may:-

(a) undertake survey in the various fields of technical education, collect data on all related matters and make forecast of the needed growth and development in technical education;

(b) coordinate the development of technical education in the country at all levels;

(c) allocate and disburse out of the Fund of the Council such grants on such terms and conditions as it may think fit to-

(i) technical institutions, and

(ii) Universities imparting technical education in coordination with the Commission;

(d) promote innovations, research and development in established and new technologies, generation, adoption and adaptation of new technologies to meet

developmental requirements and for overall improvement of educational processes;

(e) formulate schemes for promoting technical education for women, handicapped and weaker sections of the society;

(f) promote an effective link between technical education system and other relevant systems including research and development organisations, industry and the community;

(g) evolve suitable performance appraisal systems for technical institutions and Universities imparting technical education, incorporation norms and mechanisms for enforcing accountability;

(h) formulate schemes for the initial and in-service training of teachers and identify institution or centres and set up new centres for offering staff development programmes including continuing education of teachers;

(i) lay down norms and standards for courses, curricula, physical and instructional facilities, staff pattern, staff qualifications, quality instructions, assessment and examinations;

(j) fix norms and guidelines for charging tuition and other fees;

(k) grant approvals for starting new technical institutions and for introduction of new courses or programmes in consultation with agencies concerned;

(l) advise the Central Government in respect of grant of charter to any professional body or institution in the field of technical education conferring powers, rights and privileges on it for the promotion of such profession in its field including conduct of examinations and awarding of membership certificates;

(m) lay down norms for granting autonomy to technical institutions;

(n) take all necessary steps to prevent commercialisation of technical education;

12

(o) provide guidelines for admission of studies to technical institutions and Universities imparting technical education;

(p) inspect or cause to inspect any technical institution;

(q) withhold or discontinue grants in respect of courses, programmes to such technical institutions which fail to comply with the directions given by the Council within the stipulated period of time and take such other steps as may be necessary for ensuring compliance of the directions of the Council;

(r) take steps to strengthen the existing organisations, and to set up new organisations to ensure effective discharge of the Council's responsibilities and to create positions of professional, technical and supporting staff based on requirements;

(s) declare technical institutions at various levels and types offering courses in technical education fit to receive grants;

(t) advise the Commission for declaring any institution imparting technical education as a deemed University;

(u) set up a National Board of Accreditation to periodically conduct evaluation of technical institutions or programmes on the basis of guidelines, norms and standards specified by it and to make recommendation to it, or to the Council, or to the Commission or to other bodies, regarding recognition or de-recognition of the Institution or the programme;

(v) perform such other functions as may be prescribed.\* (Emphasis Supplied)

3. Consequent upon revision of pay scales of Central Government employees on the recommendations of 5<sup>th</sup> Central Pay Commission, Ministry of Human Resource and Development, Government of India issued orders dated 09.10.1998 and 14.09.1999 directing AICTE to frame a scheme for revision of pay scales of teachers employed in Technical Institutions pursuant to which AICTE framed such a scheme. AICTE issued notification dated 30.12.1999 relating to revision

13

of pay scales and service conditions of teachers, librarians and physical education personnel employed in diploma level Technical Institutions. The relevant portion of the said notification reads as under:-

**\*AICTE NOTIFICATION FOR REVISION OF PAY-SCALES AND ASSOCIATED TERMS AND CONDITIONS OF SERVICE OF TEACHERS, LIBRARIANS AND PHYSICAL EDUCATION PERSONNEL FOR DIPLOMA LEVEL TECHNICAL INSTITUTIONS**

**1.0 PREAMBLE**

The Government of India, Ministry of Human Resource Development, Department of Education has issued orders vide letter No.37-104/95-15-I, dated October 9, 1998 and of even No, dated January 14, 1999 implementing a scheme of revision of pay scales of teachers of degree level Technical Institutions, following revision of pay scales of Central Government employees on the recommendation of Fifth Central Pay Commission. The Government orders require that AICTE notify other terms and conditions of service of such teachers with the approval of Ministry of Human Resource Development.

In line with the revised pay scales of teachers of degree level technical institutions and the associated service conditions, AICTE has now revised the pay-scales and associated service conditions of teachers, librarians and physical education personnel in diploma level technical institutions, with the concurrence of Ministry of Human Resource Development. These revised pay scales and associated service conditions are given in this notification.

**2.0 COVERAGE**

**2.1 Scope:**

The provisions of this notification apply to teachers, librarians and physical education personnel in diploma level technical institutions, covered under the AICTE Act.

**2.2 Date of Effect:**

14

The revised pay-scales, Career Advancement Scheme and incentives for higher qualification given in this notification shall be effective from January 1, 1996. All other terms and conditions come into force with effect from date of this notification.

#### 2.3 State Government Institutions and Private Aided Institutions:

Taking into account the local conditions, a State Government may implement the revised pay-scales from a date later than January 1, 1996 and/or implement pay-scales other than those given in this notification, but which are not higher than the pay-scales given in Tables (Appendix A 1, 2 and 3). In such cases, the details of the modification proposed either to the scales of pay or the date from which the Scheme is to be implemented, should be furnished to the All India Council for Technical Education for its approval.

#### 4.0 PAY-SCALES

The revised pay-scales for teachers of diploma level technical institutions are given in Tables (Appendix A-1 and 2).

#### 5.0 QUALIFICATIONS

1. The prescribed minimum qualifications and experience requirements for various teaching posts in diploma level technical institutions are given (Appendix - B)

2. Where qualifications and experience prescribed for a post in this pay revision are higher than the qualifications and experience prescribed by AICTE for that post prior to this revision,

(i) the revised qualifications and experience will be required only for fresh appointees to that post and will not be insisted on for existing incumbents working on those positions.

(ii) for open selection to a higher cadre position through advertisement internal candidates presently working in a lower position will be exempted from the prescribed higher qualification and experience to the extent that they will be required to possess only the

the candidate's 100 experience or record for the past 10 years prior to this application. The candidate's record for the past 10 years shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application.

The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application.

## 2. SUPERANNUATION AND RETIREMENT

The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application.

The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application. The candidate's record shall be available for a period of 10 years from the date of the application.

## 3. SALARY SCHEDULE FOR TEACHERS HOD IN PIONEER SCHOOLS

### TECHNICAL STAFF POSITIONS

| No. | Grade               | Pay Scale       | Pay Grades      | Pay Grades (R)  |
|-----|---------------------|-----------------|-----------------|-----------------|
| 1   | Lecturer            | 15,000-20,000   | 15,000-20,000   | 15,000-20,000   |
| 2   | Senior Lecturer     | 20,000-25,000   | 20,000-25,000   | 20,000-25,000   |
| 3   | Associate Professor | 25,000-30,000   | 25,000-30,000   | 25,000-30,000   |
| 4   | Professor           | 30,000-35,000   | 30,000-35,000   | 30,000-35,000   |
| 5   | Dean                | 35,000-40,000   | 35,000-40,000   | 35,000-40,000   |
| 6   | Principal           | 40,000-45,000   | 40,000-45,000   | 40,000-45,000   |
| 7   | Headmaster          | 45,000-50,000   | 45,000-50,000   | 45,000-50,000   |
| 8   | Teacher             | 50,000-55,000   | 50,000-55,000   | 50,000-55,000   |
| 9   | Assistant Teacher   | 55,000-60,000   | 55,000-60,000   | 55,000-60,000   |
| 10  | Junior Teacher      | 60,000-65,000   | 60,000-65,000   | 60,000-65,000   |
| 11  | Senior Teacher      | 65,000-70,000   | 65,000-70,000   | 65,000-70,000   |
| 12  | Headmaster          | 70,000-75,000   | 70,000-75,000   | 70,000-75,000   |
| 13  | Principal           | 75,000-80,000   | 75,000-80,000   | 75,000-80,000   |
| 14  | Dean                | 80,000-85,000   | 80,000-85,000   | 80,000-85,000   |
| 15  | Professor           | 85,000-90,000   | 85,000-90,000   | 85,000-90,000   |
| 16  | Associate Professor | 90,000-95,000   | 90,000-95,000   | 90,000-95,000   |
| 17  | Senior Lecturer     | 95,000-100,000  | 95,000-100,000  | 95,000-100,000  |
| 18  | Lecturer            | 100,000-105,000 | 100,000-105,000 | 100,000-105,000 |
| 19  | Senior Lecturer     | 105,000-110,000 | 105,000-110,000 | 105,000-110,000 |
| 20  | Associate Professor | 110,000-115,000 | 110,000-115,000 | 110,000-115,000 |
| 21  | Professor           | 115,000-120,000 | 115,000-120,000 | 115,000-120,000 |
| 22  | Dean                | 120,000-125,000 | 120,000-125,000 | 120,000-125,000 |
| 23  | Principal           | 125,000-130,000 | 125,000-130,000 | 125,000-130,000 |
| 24  | Headmaster          | 130,000-135,000 | 130,000-135,000 | 130,000-135,000 |
| 25  | Teacher             | 135,000-140,000 | 135,000-140,000 | 135,000-140,000 |
| 26  | Assistant Teacher   | 140,000-145,000 | 140,000-145,000 | 140,000-145,000 |
| 27  | Junior Teacher      | 145,000-150,000 | 145,000-150,000 | 145,000-150,000 |
| 28  | Senior Teacher      | 150,000-155,000 | 150,000-155,000 | 150,000-155,000 |
| 29  | Headmaster          | 155,000-160,000 | 155,000-160,000 | 155,000-160,000 |
| 30  | Principal           | 160,000-165,000 | 160,000-165,000 | 160,000-165,000 |
| 31  | Dean                | 165,000-170,000 | 165,000-170,000 | 165,000-170,000 |
| 32  | Professor           | 170,000-175,000 | 170,000-175,000 | 170,000-175,000 |
| 33  | Associate Professor | 175,000-180,000 | 175,000-180,000 | 175,000-180,000 |
| 34  | Senior Lecturer     | 180,000-185,000 | 180,000-185,000 | 180,000-185,000 |
| 35  | Lecturer            | 185,000-190,000 | 185,000-190,000 | 185,000-190,000 |
| 36  | Senior Lecturer     | 190,000-195,000 | 190,000-195,000 | 190,000-195,000 |
| 37  | Associate Professor | 195,000-200,000 | 195,000-200,000 | 195,000-200,000 |
| 38  | Professor           | 200,000-205,000 | 200,000-205,000 | 200,000-205,000 |
| 39  | Dean                | 205,000-210,000 | 205,000-210,000 | 205,000-210,000 |
| 40  | Principal           | 210,000-215,000 | 210,000-215,000 | 210,000-215,000 |
| 41  | Headmaster          | 215,000-220,000 | 215,000-220,000 | 215,000-220,000 |
| 42  | Teacher             | 220,000-225,000 | 220,000-225,000 | 220,000-225,000 |
| 43  | Assistant Teacher   | 225,000-230,000 | 225,000-230,000 | 225,000-230,000 |
| 44  | Junior Teacher      | 230,000-235,000 | 230,000-235,000 | 230,000-235,000 |
| 45  | Senior Teacher      | 235,000-240,000 | 235,000-240,000 | 235,000-240,000 |
| 46  | Headmaster          | 240,000-245,000 | 240,000-245,000 | 240,000-245,000 |
| 47  | Principal           | 245,000-250,000 | 245,000-250,000 | 245,000-250,000 |
| 48  | Dean                | 250,000-255,000 | 250,000-255,000 | 250,000-255,000 |
| 49  | Professor           | 255,000-260,000 | 255,000-260,000 | 255,000-260,000 |
| 50  | Associate Professor | 260,000-265,000 | 260,000-265,000 | 260,000-265,000 |
| 51  | Senior Lecturer     | 265,000-270,000 | 265,000-270,000 | 265,000-270,000 |
| 52  | Lecturer            | 270,000-275,000 | 270,000-275,000 | 270,000-275,000 |
| 53  | Senior Lecturer     | 275,000-280,000 | 275,000-280,000 | 275,000-280,000 |
| 54  | Associate Professor | 280,000-285,000 | 280,000-285,000 | 280,000-285,000 |
| 55  | Professor           | 285,000-290,000 | 285,000-290,000 | 285,000-290,000 |
| 56  | Dean                | 290,000-295,000 | 290,000-295,000 | 290,000-295,000 |
| 57  | Principal           | 295,000-300,000 | 295,000-300,000 | 295,000-300,000 |
| 58  | Headmaster          | 300,000-305,000 | 300,000-305,000 | 300,000-305,000 |
| 59  | Teacher             | 305,000-310,000 | 305,000-310,000 | 305,000-310,000 |
| 60  | Assistant Teacher   | 310,000-315,000 | 310,000-315,000 | 310,000-315,000 |
| 61  | Junior Teacher      | 315,000-320,000 | 315,000-320,000 | 315,000-320,000 |
| 62  | Senior Teacher      | 320,000-325,000 | 320,000-325,000 | 320,000-325,000 |
| 63  | Headmaster          | 325,000-330,000 | 325,000-330,000 | 325,000-330,000 |
| 64  | Principal           | 330,000-335,000 | 330,000-335,000 | 330,000-335,000 |
| 65  | Dean                | 335,000-340,000 | 335,000-340,000 | 335,000-340,000 |
| 66  | Professor           | 340,000-345,000 | 340,000-345,000 | 340,000-345,000 |
| 67  | Associate Professor | 345,000-350,000 | 345,000-350,000 | 345,000-350,000 |
| 68  | Senior Lecturer     | 350,000-355,000 | 350,000-355,000 | 350,000-355,000 |
| 69  | Lecturer            | 355,000-360,000 | 355,000-360,000 | 355,000-360,000 |
| 70  | Senior Lecturer     | 360,000-365,000 | 360,000-365,000 | 360,000-365,000 |
| 71  | Associate Professor | 365,000-370,000 | 365,000-370,000 | 365,000-370,000 |
| 72  | Professor           | 370,000-375,000 | 370,000-375,000 | 370,000-375,000 |
| 73  | Dean                | 375,000-380,000 | 375,000-380,000 | 375,000-380,000 |
| 74  | Principal           | 380,000-385,000 | 380,000-385,000 | 380,000-385,000 |
| 75  | Headmaster          | 385,000-390,000 | 385,000-390,000 | 385,000-390,000 |
| 76  | Teacher             | 390,000-395,000 | 390,000-395,000 | 390,000-395,000 |
| 77  | Assistant Teacher   | 395,000-400,000 | 395,000-400,000 | 395,000-400,000 |
| 78  | Junior Teacher      | 400,000-405,000 | 400,000-405,000 | 400,000-405,000 |
| 79  | Senior Teacher      | 405,000-410,000 | 405,000-410,000 | 405,000-410,000 |
| 80  | Headmaster          | 410,000-415,000 | 410,000-415,000 | 410,000-415,000 |
| 81  | Principal           | 415,000-420,000 | 415,000-420,000 | 415,000-420,000 |
| 82  | Dean                | 420,000-425,000 | 420,000-425,000 | 420,000-425,000 |
| 83  | Professor           | 425,000-430,000 | 425,000-430,000 | 425,000-430,000 |
| 84  | Associate Professor | 430,000-435,000 | 430,000-435,000 | 430,000-435,000 |
| 85  | Senior Lecturer     | 435,000-440,000 | 435,000-440,000 | 435,000-440,000 |
| 86  | Lecturer            | 440,000-445,000 | 440,000-445,000 | 440,000-445,000 |
| 87  | Senior Lecturer     | 445,000-450,000 | 445,000-450,000 | 445,000-450,000 |
| 88  | Associate Professor | 450,000-455,000 | 450,000-455,000 | 450,000-455,000 |
| 89  | Professor           | 455,000-460,000 | 455,000-460,000 | 455,000-460,000 |
| 90  | Dean                | 460,000-465,000 | 460,000-465,000 | 460,000-465,000 |
| 91  | Principal           | 465,000-470,000 | 465,000-470,000 | 465,000-470,000 |
| 92  | Headmaster          | 470,000-475,000 | 470,000-475,000 | 470,000-475,000 |
| 93  | Teacher             | 475,000-480,000 | 475,000-480,000 | 475,000-480,000 |
| 94  | Assistant Teacher   | 480,000-485,000 | 480,000-485,000 | 480,000-485,000 |
| 95  | Junior Teacher      | 485,000-490,000 | 485,000-490,000 | 485,000-490,000 |
| 96  | Senior Teacher      | 490,000-495,000 | 490,000-495,000 | 490,000-495,000 |
| 97  | Headmaster          | 495,000-500,000 | 495,000-500,000 | 495,000-500,000 |
| 98  | Principal           | 500,000-505,000 | 500,000-505,000 | 500,000-505,000 |
| 99  | Dean                | 505,000-510,000 | 505,000-510,000 | 505,000-510,000 |
| 100 | Professor           | 510,000-515,000 | 510,000-515,000 | 510,000-515,000 |



second product, did not argue for any change in the qualifications and experience required for personnel in the posts of librarians and physical training instructors in the said institutes. A period of 2 years was allotted to the existing incumbents on the said posts to acquire required qualifications and service experience.

The matter regarding the revision of pay scales of teachers, librarians and physical education personnel in diploma level technical institutions as prescribed in the notification dated 01.12.1993 issued by AICTE, was submitted by the Department of Technical Education, Government of National Capital Territory, Delhi for consideration of the relevant policy of the Government. The matter was also submitted by DTE to the cabinet dealing with revision of pay scales and age of superannuation of librarians and physical education personnel in diploma level technical institutions as under:-

#### PAY SCALES OF LIBRARIANS AND PHYSICAL EDUCATION PERSONNEL

Besides the teachers, AICTE has also recommended revision of pay scales for librarians and physical education personnel as under:-

#### FOR COLLEGE

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Librarian/Teacher | Rs 4-9-10-20-25-30-35-40-45-50-55-60-65-70-75-80-85-90-95-100-105-110-115-120-125-130-135-140-145-150-155-160-165-170-175-180-185-190-195-200-205-210-215-220-225-230-235-240-245-250-255-260-265-270-275-280-285-290-295-300-305-310-315-320-325-330-335-340-345-350-355-360-365-370-375-380-385-390-395-400-405-410-415-420-425-430-435-440-445-450-455-460-465-470-475-480-485-490-495-500-505-510-515-520-525-530-535-540-545-550-555-560-565-570-575-580-585-590-595-600-605-610-615-620-625-630-635-640-645-650-655-660-665-670-675-680-685-690-695-700-705-710-715-720-725-730-735-740-745-750-755-760-765-770-775-780-785-790-795-800-805-810-815-820-825-830-835-840-845-850-855-860-865-870-875-880-885-890-895-900-905-910-915-920-925-930-935-940-945-950-955-960-965-970-975-980-985-990-995-1000-1005-1010-1015-1020-1025-1030-1035-1040-1045-1050-1055-1060-1065-1070-1075-1080-1085-1090-1095-1100-1105-1110-1115-1120-1125-1130-1135-1140-1145-1150-1155-1160-1165-1170-1175-1180-1185-1190-1195-1200-1205-1210-1215-1220-1225-1230-1235-1240-1245-1250-1255-1260-1265-1270-1275-1280-1285-1290-1295-1300-1305-1310-1315-1320-1325-1330-1335-1340-1345-1350-1355-1360-1365-1370-1375-1380-1385-1390-1395-1400-1405-1410-1415-1420-1425-1430-1435-1440-1445-1450-1455-1460-1465-1470-1475-1480-1485-1490-1495-1500-1505-1510-1515-1520-1525-1530-1535-1540-1545-1550-1555-1560-1565-1570-1575-1580-1585-1590-1595-1600-1605-1610-1615-1620-1625-1630-1635-1640-1645-1650-1655-1660-1665-1670-1675-1680-1685-1690-1695-1700-1705-1710-1715-1720-1725-1730-1735-1740-1745-1750-1755-1760-1765-1770-1775-1780-1785-1790-1795-1800-1805-1810-1815-1820-1825-1830-1835-1840-1845-1850-1855-1860-1865-1870-1875-1880-1885-1890-1895-1900-1905-1910-1915-1920-1925-1930-1935-1940-1945-1950-1955-1960-1965-1970-1975-1980-1985-1990-1995-2000-2005-2010-2015-2020-2025-2030-2035-2040-2045-2050-2055-2060-2065-2070-2075-2080-2085-2090-2095-2100-2105-2110-2115-2120-2125-2130-2135-2140-2145-2150-2155-2160-2165-2170-2175-2180-2185-2190-2195-2200-2205-2210-2215-2220-2225-2230-2235-2240-2245-2250-2255-2260-2265-2270-2275-2280-2285-2290-2295-2300-2305-2310-2315-2320-2325-2330-2335-2340-2345-2350-2355-2360-2365-2370-2375-2380-2385-2390-2395-2400-2405-2410-2415-2420-2425-2430-2435-2440-2445-2450-2455-2460-2465-2470-2475-2480-2485-2490-2495-2500-2505-2510-2515-2520-2525-2530-2535-2540-2545-2550-2555-2560-2565-2570-2575-2580-2585-2590-2595-2600-2605-2610-2615-2620-2625-2630-2635-2640-2645-2650-2655-2660-2665-2670-2675-2680-2685-2690-2695-2700-2705-2710-2715-2720-2725-2730-2735-2740-2745-2750-2755-2760-2765-2770-2775-2780-2785-2790-2795-2800-2805-2810-2815-2820-2825-2830-2835-2840-2845-2850-2855-2860-2865-2870-2875-2880-2885-2890-2895-2900-2905-2910-2915-2920-2925-2930-2935-2940-2945-2950-2955-2960-2965-2970-2975-2980-2985-2990-2995-3000-3005-3010-3015-3020-3025-3030-3035-3040-3045-3050-3055-3060-3065-3070-3075-3080-3085-3090-3095-3100-3105-3110-3115-3120-3125-3130-3135-3140-3145-3150-3155-3160-3165-3170-3175-3180-3185-3190-3195-3200-3205-3210-3215-3220-3225-3230-3235-3240-3245-3250-3255-3260-3265-3270-3275-3280-3285-3290-3295-3300-3305-3310-3315-3320-3325-3330-3335-3340-3345-3350-3355-3360-3365-3370-3375-3380-3385-3390-3395-3400-3405-3410-3415-3420-3425-3430-3435-3440-3445-3450-3455-3460-3465-3470-3475-3480-3485-3490-3495-3500-3505-3510-3515-3520-3525-3530-3535-3540-3545-3550-3555-3560-3565-3570-3575-3580-3585-3590-3595-3600-3605-3610-3615-3620-3625-3630-3635-3640-3645-3650-3655-3660-3665-3670-3675-3680-3685-3690-3695-3700-3705-3710-3715-3720-3725-3730-3735-3740-3745-3750-3755-3760-3765-3770-3775-3780-3785-3790-3795-3800-3805-3810-3815-3820-3825-3830-3835-3840-3845-3850-3855-3860-3865-3870-3875-3880-3885-3890-3895-3900-3905-3910-3915-3920-3925-3930-3935-3940-3945-3950-3955-3960-3965-3970-3975-3980-3985-3990-3995-4000-4005-4010-4015-4020-4025-4030-4035-4040-4045-4050-4055-4060-4065-4070-4075-4080-4085-4090-4095-4100-4105-4110-4115-4120-4125-4130-4135-4140-4145-4150-4155-4160-4165-4170-4175-4180-4185-4190-4195-4200-4205-4210-4215-4220-4225-4230-4235-4240-4245-4250-4255-4260-4265-4270-4275-4280-4285-4290-4295-4300-4305-4310-4315-4320-4325-4330-4335-4340-4345-4350-4355-4360-4365-4370-4375-4380-4385-4390-4395-4400-4405-4410-4415-4420-4425-4430-4435-4440-4445-4450-4455-4460-4465-4470-4475-4480-4485-4490-4495-4500-4505-4510-4515-4520-4525-4530-4535-4540-4545-4550-4555-4560-4565-4570-4575-4580-4585-4590-4595-4600-4605-4610-4615-4620-4625-4630-4635-4640-4645-4650-4655-4660-4665-4670-4675-4680-4685-4690-4695-4700-4705-4710-4715-4720-4725-4730-4735-4740-4745-4750-4755-4760-4765-4770-4775-4780-4785-4790-4795-4800-4805-4810-4815-4820-4825-4830-4835-4840-4845-4850-4855-4860-4865-4870-4875-4880-4885-4890-4895-4900-4905-4910-4915-4920-4925-4930-4935-4940-4945-4950-4955-4960-4965-4970-4975-4980-4985-4990-4995-5000-5005-5010-5015-5020-5025-5030-5035-5040-5045-5050-5055-5060-5065-5070-5075-5080-5085-5090-5095-5100-5105-5110-5115-5120-5125-5130-5135-5140-5145-5150-5155-5160-5165-5170-5175-5180-5185-5190-5195-5200-5205-5210-5215-5220-5225-5230-5235-5240-5245-5250-5255-5260-5265-5270-5275-5280-5285-5290-5295-5300-5305-5310-5315-5320-5325-5330-5335-5340-5345-5350-5355-5360-5365-5370-5375-5380-5385-5390-5395-5400-5405-5410-5415-5420-5425-5430-5435-5440-5445-5450-5455-5460-5465-5470-5475-5480-5485-5490-5495-5500-5505-5510-5515-5520-5525-5530-5535-5540-5545-5550-5555-5560-5565-5570-5575-5580-5585-5590-5595-5600-5605-5610-5615-5620-5625-5630-5635-5640-5645-5650-5655-5660-5665-5670-5675-5680-5685-5690-5695-5700-5705-5710-5715-5720-5725-5730-5735-5740-5745-5750-5755-5760-5765-5770-5775-5780-5785-5790-5795-5800-5805-5810-5815-5820-5825-5830-5835-5840-5845-5850-5855-5860-5865-5870-5875-5880-5885-5890-5895-5900-5905-5910-5915-5920-5925-5930-5935-5940-5945-5950-5955-5960-5965-5970-5975-5980-5985-5990-5995-6000-6005-6010-6015-6020-6025-6030-6035-6040-6045-6050-6055-6060-6065-6070-6075-6080-6085-6090-6095-6100-6105-6110-6115-6120-6125-6130-6135-6140-6145-6150-6155-6160-6165-6170-6175-6180-6185-6190-6195-6200-6205-6210-6215-6220-6225-6230-6235-6240-6245-6250-6255-6260-6265-6270-6275-6280-6285-6290-6295-6300-6305-6310-6315-6320-6325-6330-6335-6340-6345-6350-6355-6360-6365-6370-6375-6380-6385-6390-6395-6400-6405-6410-6415-6420-6425-6430-6435-6440-6445-6450-6455-6460-6465-6470-6475-6480-6485-6490-6495-6500-6505-6510-6515-6520-6525-6530-6535-6540-6545-6550-6555-6560-6565-6570-6575-6580-6585-6590-6595-6600-6605-6610-6615-6620-6625-6630-6635-6640-6645-6650-6655-6660-6665-6670-6675-6680-6685-6690-6695-6700-6705-6710-6715-6720-6725-6730-6735-6740-6745-6750-6755-6760-6765-6770-6775-6780-6785-6790-6795-6800-6805-6810-6815-6820-6825-6830-6835-6840-6845-6850-6855-6860-6865-6870-6875-6880-6885-6890-6895-6900-6905-6910-6915-6920-6925-6930-6935-6940-6945-6950-6955-6960-6965-6970-6975-6980-6985-6990-6995-7000-7005-7010-7015-7020-7025-7030-7035-7040-7045-7050-7055-7060-7065-7070-7075-7080-7085-7090-7095-7100-7105-7110-7115-7120-7125-7130-7135-7140-7145-7150-7155-7160-7165-7170-7175-7180-7185-7190-7195-7200-7205-7210-7215-7220-7225-7230-7235-7240-7245-7250-7255-7260-7265-7270-7275-7280-7285-7290-7295-7300-7305-7310-7315-7320-7325-7330-7335-7340-7345-7350-7355-7360-7365-7370-7375-7380-7385-7390-7395-7400-7405-7410-7415-7420-7425-7430-7435-7440-7445-7450-7455-7460-7465-7470-7475-7480-7485-7490-7495-7500-7505-7510-7515-7520-7525-7530-7535-7540-7545-7550-7555-7560-7565-7570-7575-7580-7585-7590-7595-7600-7605-7610-7615-7620-7625-7630-7635-7640-7645-7650-7655-7660-7665-7670-7675-7680-7685-7690-7695-7700-7705-7710-7715-7720-7725-7730-7735-7740-7745-7750-7755-7760-7765-7770-7775-7780-7785-7790-7795-7800-7805-7810-7815-7820-7825-7830-7835-7840-7845-7850-7855-7860-7865-7870-7875-7880-7885-7890-7895-7900-7905-7910-7915-7920-7925-7930-7935-7940-7945-7950-7955-7960-7965-7970-7975-7980-7985-7990-7995-8000-8005-8010-8015-8020-8025-8030-8035-8040-8045-8050-8055-8060-8065-8070-8075-8080-8085-8090-8095-8100-8105-8110-8115-8120-8125-8130-8135-8140-8145-8150-8155-8160-8165-8170-8175-8180-8185-8190-8195-8200-8205-8210-8215-8220-8225-8230-8235-8240-8245-8250-8255-8260-8265-8270-8275-8280-8285-8290-8295-8300-8305-8310-8315-8320-8325-8330-8335-8340-8345-8350-8355-8360-8365-8370-8375-8380-8385-8390-8395-8400-8405-8410-8415-8420-8425-8430-8435-8440-8445-8450-8455-8460-8465-8470-8475-8480-8485-8490-8495-8500-8505-8510-8515-8520-8525-8530-8535-8540-8545-8550-8555-8560-8565-8570-8575-8580-8585-8590-8595-8600-8605-8610-8615-8620-8625-8630-8635-8640-8645-8650-8655-8660-8665-8670-8675-8680-8685-8690-8695-8700-8705-8710-8715-8720-8725-8730-8735-8740-8745-8750-8755-8760-8765-8770-8775-8780-8785-8790-8795-8800-8805-8810-8815-8820-8825-8830-8835-8840-8845-8850-8855-8860-8865-8870-8875-8880-8885-8890-8895-8900-8905-8910-8915-8920-8925-8930-8935-8940-8945-8950-8955-8960-8965-8970-8975-8980-8985-8990-8995-9000-9005-9010-9015-9020-9025-9030-9035-9040-9045-9050-9055-9060-9065-9070-9075-9080-9085-9090-9095-9100-9105-9110-9115-9120-9125-9130-9135-9140-9145-9150-9155-9160-9165-9170-9175-9180-9185-9190-9195-9200-9205-9210-9215-9220-9225-9230-9235-9240-9245-9250-9255-9260-9265-9270-9275-9280-9285-9290-9295-9300-9305-9310-9315-9320-9325-9330-9335-9340-9345-9350-9355-9360-9365-9370-9375-9380-9385-9390-9395-9400-9405-9410-9415-9420-9425-9430-9435-9440-9445-9450-9455-9460-9465-9470-9475-9480-9485-9490-9495-9500-9505-9510-9515-9520-9525-9530-9535-9540-9545-9550-9555-9560-9565-9570-9575-9580-9585-9590-9595-9600-9605-9610-9615-9620-9625-9630-9635-9640-9645-9650-9655-9660-9665-9670-9675-9680-9685-9690-9695-9700-9705-9710-9715-9720-9725-9730-9735-9740-9745-9750-9755-9760-9765-9770-9775-9780-9785-9790-9795-9800-9805-9810-9815-9820-9825-9830-9835-9840-9845-9850-9855-9860-9865-9870-9875-9880-9885-9890-9895-9900-9905-9910-9915-9920-9925-9930-9935-9940-9945-9950-9955-9960-9965-9970-9975-9980-9985-9990-9995-10000-10005-10010-10015-10020-10025-10030-10035-10040-10045-10050-10055-10060-10065-10070-10075-10080-10085-10090-10095-10100-10105-10110-10115-10120-10125-10130-10135-10140-10145-10150-10155-10160-10165-10170-10175-10180-10185-10190-10195-10200-10205-10210-10215-10220-10225-10230-10235-10240-10245-10250-10255-10260-10265-10270-10275-10280-10285-10290-10295-10300-10305-10310-10315-10320-10325-10330-10335-10340-10345-10350-10355-10360-10365-10370-10375-10380-10385-10390-10395-10400-10405-10410-10415-10420-10425-10430-10435-10440-10445-10450-10455-10460-10465-10470-10475-10480-10485-10490-10495-10500-10505-10510-10515-10520-10525-10530-10535-10540-10545-10550-10555-10560-10565-10570-10575-10580-10585-10590-10595-10600-10605-10610-10615-10620-10625-10630-10635-10640-10645-10650-10655-10660-10665-10670-10675-10680-10685-10690-10695-10700-10705-10710-10715-10720-10725-10730-10735-10740-10745-10750-10755-10760-10765-10770-10775-10780-10785-10790-10795-10800-10805-10810-10815-10820-10825-10830-10835-10840-10845-10850-10855-10860-10865-10870-10875-10880-10885-10890-10895-10900-10905-10910-10915-10920-10925-10930-10935-10940-10945-10950-10955-10960-10965-10970-10975-10980-10985-10990-10995-11000-11005-11010-11015-11020-11025-11030-11035-11040-11045-11050-11055-11060-11065-11070-11075-11080-11085-11090-11095-11100-11105-11110-11115-11120-11125-11130-11135-11140-11145-11150-11155-11160-11165-11170-11175-11180-11185-11190-11195-11200-11205-11210-11215-11220-11225-11230-11235-11240-11245-11250-11255-11260-11265-11270-11275-11280-11285-11290-11295-11300-11305-11310-11315-11320-11325-11330-11335-11340-11345-11350-11355-11360-11365-11370-11375-11380-11385-11390-11395-11400-11405-11410-11415-11420-11425-11430-11435-11440-11445-11450-11455-11460-11465-11470-11475-11480-11485-11490-11495-11500-11505-11510-11515-11520-11525-11530-11535-11540-11545-11550-11555-11560-11565-11570-11575-11580-11585-11590-11595-11600-11605-11610-11615-11620-11625-11630-11635-11640-11645-11650-11655-11660-11665-11670-11675-11680-11685-11690-11695-11700-11705-11710-11715-11720-11725-11730-117 |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Engineering and College of Arts in the pay scale of Rs. 1000-1500. There is no post for Director, Physical Education in College of Physical Education. But a post of Director exists in the pay scale of Rs. 1450-2000. In Polytechnics there are posts of P.T. Instructors where the posts exist in lower pay scale the incumbents can not be transferred to higher pay scales as it will have to be created in the scales and eligibility of existing incumbents will have to be submitted. The recommendations of AGTE for these posts need to be examined in consultation with the Finance Department separately before implementation of the recommendations of AGTE. In their cases also, the Government proposed that the categories of employees viz. librarians and P.T. Instructors may be carried over after the issue of qualifications and introduction of new posts. It is suggested to consult with Finance Department and their cases examined separately in consultation with Finance Department.

14. As regards Librarians and Physical Education personnel they are not being denied the benefit of the pay scale. As regards to upgradation in the existing posts and educational qualifications, that needs to be considered in consultation with Finance Department before this can be considered for implementation of AGTE pay scales.

15. Vice-Chancellor, Government College, dated 23.05.2003, the Government of NCT of Delhi approved the grant of revised pay scales to the teachers at each post in diploma level technical institutions under DTE. However, the cabinet did not take a decision with respect to pay scale of librarians and physical education personnel employed in technical institutions under DTE. The reason for the same is that in the technical institutions AGTE recommended scales of pay for teachers, librarians and physical education personnel at par with some post holders in degree colleges. The enhancement of requirement of higher educational qualification only for

Physical Education  
Selected Grade

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

Physical Education

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

153000

**ORIGINAL SOURCE IS NOT READABLE**

lent teachers and librarians paid with teachers' or librarians' degrees or degrees but not with the recognition of similar "seniority increments" in the educational qualifications of librarians (e.g., physical education teachers and the Government of New Zealand) should not be obliged to pay same scale or pay to those having higher qualifications and thus of lesser qualifications.

After a visit to Notification No. 65, dated 29 October 2001, December 1999, has given the pay scale and career advancement scheme for 'Librarian' and 'Physical Training Instructors' for 'Diploma' level Technical Institutions (Table A.3).

As kindly as dry weather, these scales are linked with the qualifications of the student and his/her. In the instructions, it is to be given to all prospective and very qualified ones.

In case the pay scales are linked with the qualification, you are required to provide the qualifications for Librarians/Physical Training Instructors attached to each grade as the same is not reflected in your notification.

dated 23/09/2004 to DTE, the relevant portion whereof is filed under

2) The normal practice to use revised pay scales for the existing staff (i.e. employees of Coaching Uterians/Physical Training Instructors) for the post they are holding at the time of revision of the pay scales. In 1998, in the previous scheme, the revised traditionalists' and experienced staff vary

presented with the relevant issues and the application for transfer of employment was duly considered and approved in the revised pay scales. The existing fact is that neither the person concerned was appointed in the date of order nor to the date of revision in 01.01.1996.

6. Vide cabinet decision No. 1024 dated 14.12.2005 Government of N.E. of India accepted the AICTE recommendation pertaining to enhancement of age of superannuation from 60 to 62 years for teachers at degree and diploma level technical institutions under DTF and further decided to not extend the said benefits to librarians and physical training instructors at diploma level technical institutions.

10. Feeling aggrieved by the action of Government of N.E. of India in respect of revision of pay scales for librarians and physical education personnel at diploma level technical institutions under DTF, a few librarians and physical training instructors working in various colleges under DTF filed applications under Section 9 of Administrative Tribunals Act, 1985 before Central Administrative Tribunal, Patna Bench New Delhi. The matter referred to as the CAT. Later did seeking issuance of direction against the government to revise the pay scales of librarians and physical trainers at diploma level technical institutions under DTF. In course of the proceedings dated 30.7.1999 issued by AICTE. The details of the applications filed before CAT are being noted hereunder.

S.No. Number of names of the persons in the application.

1024/2005

2451/2006

50/01

50/01

Chanderjit Singh

Vasjit Singh

Kashyap Singh

Chanderjit Singh

|      |           |                     |                                                                              |
|------|-----------|---------------------|------------------------------------------------------------------------------|
| iii  | 2207/2006 | Shekhar Suman       | Librarian<br>Paramanand<br>Institute of<br>Business Studies                  |
| iv   | 2208/2006 | Pampraha            | Librarian<br>Paramanand<br>Institute of<br>Business Studies                  |
| v    | 2232/2006 | Asish Kumar         | Librarian<br>Paramanand<br>Institute of<br>Business Studies                  |
| vi   | 2233/2006 | Shekhar Singh       | Librarian<br>Paramanand<br>Institute of<br>Business Studies                  |
| vii  | 2339/2006 | Varantra Nayyar     | Librarian<br>Paramanand<br>Institute of<br>Business Studies                  |
| viii | 2020/2006 | Shlok Kumar         | Physical Training<br>Instructor in Arya<br>Dharmayogtechnic                  |
| ix   | 2073/2006 | Shraddha            | Physical Training<br>Instructor in GBF<br>Polytechnic                        |
| x    | 2022/2006 | Shardesh Kumar      | Physical Training<br>Instructor in GGU<br>Vardhola Dev School<br>Polytechnic |
| xi   | 2029/2006 | Paramdeep<br>Chhler | Physical Training<br>Instructor in<br>Meerut National<br>Polytechnic         |

1. A perusal of the pleadings filed by the petitioner on behalf of the appellants reveals that the same taken by the V.P.C. Madras 2003 is concerned with

government was that since the object of AICTE's recommendation was that the pay scales of the librarians and physical education persons in diploma level technical institutions were upgraded to the level of their counterparts in degree level technical institutions it was necessary that the qualifications and service experience required for appointment of librarians and physical education persons in diploma level technical institutions should have also been upgraded in the same manner and that there is a delay in the implementation of AICTE recommendation as AICTE upgrade the qualifications and service experience required for appointment for various technical posts in diploma level technical institutions while revising the pay scales of teachers in diploma level technical institutions but ignored all aspects of the matter while revising pay scales of librarians and physical education instructors in diploma level technical institutions. Thus the Government of NCT of Delhi justified its decision to implement a different pay scale for librarians and physical education persons in diploma institutions in Delhi.

Before the aforesaid matters could be decided by the court a significant development took place in the year 2006, one Mr. X. Mario who was working as a librarian in Arya Bhair Ho Technol. Under DTE of Government of NCT of Delhi filed an application under Section 9 of Administrative Tribunal Act, 1985 before CAT challenging the decision of Government of NCT of Delhi not to implement 1992 of superannuation of librarians in polytechnics under DTE of Government of NCT of Delhi from 01/01/2006 onwards in terms of notification dated 30/12/1999 issued by AICTE. In the said proceedings the stand taken by the Government of NCT of Delhi was two fold, (i) notification dated 30/12/1999 issued by AICTE is

to temporary and non-mandatory in the United States in the form of a 1990 recommendation that the US made to teacher retirement superannuation, civil servants and private training institutions diploma level technical institutions who live are or with teachers from 50 to 62 years of age said obligation now or states that by 1995 are to be created in line with the teachers.

13. A wage order, dated 30.01.2007, issued by the Labour Commissioner, Coimbatore, in response to the application filed by the Union, contains the following findings and recommendations of the LCR: Continued for a period dated 01/2/2009 on a maternity in India and that the Association who are located at po with the teachers, according to paragraph 127 of the said notification includes all above and physical education personnel, teaching staff at po with teachers.

14. Feeling aggrieved by the aforesaid order, dated 10.04.2007, passed by CAT, the Government of Nizamatul Uloom-ul-Hind, bearing W.P.(C) No.688/2006 Mr. this Court challenging to the aforesaid order, which petition was dismissed by this Court vide order dated 22.03.2008, file noting the decisions of Supreme Court reported as Dr. Krishnan P. v. State of A.P. (1993) 5 SC 658 (Civil Appeal No. 1514 of 1990), Ed. National Society (1905) 3 SCC 243, Jaya Sankar Educational Trust v. Commissioner and Secretary to Govt. Higher Education Dept. Thiruvananthapuram (13/2000 SC 1614) and State of Tamil Nadu v. Arivumalai Educational & Research Institute (1995) 4 S.C. 101, this Court was of the view that the recommendation of the Education Officer, the notification dated 20.12.1999, and the mandator of the title. The relevant observations of this Court are hereby extracted, verbatim as follows:-

Therefore, the validity of the judgment of the Tribunal and of the petition is in the sole power of the State Government and that is whether it has the competence to accept or not to accept the offer of the said petition and to make any final say in the matter.

4. A common thread, which is discernible from the aforesaid judgments is that in the field of technical education covered by the Act and to maintain the uniformity of standards prescribed by the Council established under this Act would prevail. It was necessary to have uniformity in the educational standards in so far as technical education in this country is concerned. Once a standard is prescribed, it should also follow that the service conditions laid down by the AICTE would also have uniform application, and has in fact, done so. Once it is recognized that norms, standards and the requirements of technical education are to be uniform, it cannot be believed in case the service conditions of all employees working in these institutions are so uniform. It would, therefore, logically follow that the retirement requirement as recommended by the AICTE and duly accepted by the MHRD would be applicable to the persons working in DTIs as well.

15. Being approved by the State notis, order dated 28.03.2008 passed by the Government of NCT of Delhi is a policy order and is in accordance with the Constitution of India before Supreme Court. When petition was dismissed by Supreme Court in the following terms:

The special leave petition is dismissed leaving open the question of law.

16. Reliance on the decision of this Court dated 23.3.2008 in Writ No. 6581/2008 filed in Chief Secretary Govt. of MCT, for Delhi v. Ch. Manoj (date order dated 23.03.2008) is not

allowed the applications) before it holding that it was the responsibility of Government of NCT of Delhi to fix the pay scales of Librarians and physical training instructors under the 1955 pay scale of NCT of Delhi in terms of recommendations of AICTE contained in the notification dated 20.12.1983 for the said recommendations were mandatory in nature. The CAT directed the Government of NCT of Delhi to grant pay scale Rs.8000-13500/- at the entry level, Rs.10000-15200/- at senior scale level and Rs.12000-18000/- at selection grade level pay scale as per norms in the notification dated 20.12.1983 to the Librarians and physical training instructors.

17. Aggrieved by the order dated 23.05.2008 passed by CAT Government of NCT of Delhi filed application before CAT seeking revision of the said order which applications were dismissed by CAT vide order dated 27.11.2009 for the reason that there was an inordinate delay in filing the said applications and that no satisfactory explanation has been furnished by the Government to the said delay.

18. In view of the decision dated 23.11.2009 of this Court in W.P.(C)-No.6484/2008 titled Chief Secretary Govt. of NCT of Delhi v. K. K. Mann vide order dated 23.01.2008 and the order dated 23.05.2008 passed by CAT allowing the applications filed by the Librarians vide order dated 23.05.2008 and allowing the applications filed by the physical training instructors.

19. Aggrieved by the order dated 23.05.2008 and 23.01.2008 by CAT allowing the applications filed by the Librarians and physical training instructors respectively, Government of NCT of Delhi has filed the above captioned writ petitions challenging the said orders.

20. On the hearing of the present petitions following arguments were advanced by the learned counsel for the petitioners.

1. The learned counsel for the petitioners

Page 20 of 28



26

Government of NCT of Delhi was fully justified in seeking to make appropriate modifications in the said recommendations in respect of librarians and physical education personnel in diploma level technical institutions under DTTE, Government of NCT of Delhi.

III The modifications sought to be made by Government of NCT of Delhi in the recommendations of AICTE contained in the notification dated 30.12.1999 are based on sound rationale and logic. Counsel argued that when scales of pay of librarians and physical education personnel of diploma level technical institutions are sought to be upgraded it is most reasonable that the qualifications and service experience required for appointment in the cadre of librarian and physical training instructor in diploma level technical institutions be upgraded accordingly. To demonstrate the reasonableness of the decision of Government of NCT of Delhi to upgrade the qualifications and service experience required for appointment to the cadre of librarian and physical education personnel in diploma level technical institutions while granting them benefit of higher scales of pay, counsel pointed out similar step has been taken by AICTE in the matter of revision of pay scales of teachers in diploma level technical institutions inasmuch as while recommending higher pay scales for teachers in diploma level technical institutions AICTE has also recommended upgradation of qualifications and service experience required for appointment to various teaching posts in the said institutions.

21 Per contra, learned counsel for the respondent contended that:-

1 The view taken by CAT that recommendations of AICTE contained in the notification dated 30.12.1999 are mandatory in nature and thus it is the bounden duty of the Government of

21

NCT of Delhi to implement the pay scales prescribed in the said notification in respect of librarians and physical education personnel in diploma level technical institutions is perfectly legal. It was further submitted that when the stand taken by Government - that the said recommendations are recommendatory in nature already stood rejected by a Division Bench of this Court there was no occasion for the government to re-agitate the same argument in the present matters.

II As per the notification dated 30.12.1999 as also the view taken by this Court in K.R. Mann's case (supra), the librarians and physical education personnel in the diploma level technical institutions are to be treated "at par" with the teachers. In the face of said factual position, the decision of the government to accept the recommendations of AKTE only qua teachers and not in respect of librarians and physical education personnel is most arbitrary.

III In the teeth of the direction issued by CAT to grant pay scales prescribed in the notification dated 30.12.1999 to the librarians and physical training instructors in diploma level technical institutions, the government was not justified in issuing office order dated 09.01.2009 which provided that pay scales in question would be granted to the librarians and physical training instructors subject to their possessing revised qualifications and service experience required for appointment to the said posts. According to the counsel, the aforesaid attempt of the government to modify the aforesaid direction of CAT particularly when the matter was sub-judice before this Court demonstrates that the decision of government to not to implement the recommendations of AKTE in respect of librarians and physical education personnel in diploma level technical institutions smacks of malafide.

IV. The stand taken by government to not to implement the recommendations of AICTE in respect of librarians and physical education personnel in diploma level technical institutions is most untenable in view of the fact that many states and union territories namely Mizoram, Arunachal Pradesh, Andhra Pradesh, Madhya Pradesh and Rajasthan have implemented the said recommendations in respect of librarians and physical education personnel in diploma level technical institutions.

22. The primary question which has arisen for consideration in the instant matter is whether the recommendations of AICTE contained in the notification dated 30.12.1999 are mandatory or recommendatory in nature.

23. We may not delve on said aspect of the matter for a Co-ordinate Bench of this Court has already taken a view that the said recommendations are mandatory in nature in K.R. Mann's case (supra). However, since great emphasis was laid by the learned counsel for the petitioner that Section 10 of AICTE Act which prescribes the powers and functions of AICTE and holds the key to the answer to the aforesaid question has not been examined in K.R. Mann's case (supra), we proceed to examine the said aspect of the matter in the light of Section 10 of AICTE Act.

24. It is an established proposition of law that where a specific power is conferred without prejudice to the generality of the general powers already specified, the specific power is only illustrative and does not in any way restricts the general power. (See the decisions of Supreme Court reported as Om Prakash v Union of India (1970) 3 SCC 942 and Ajay Genu v Union of India & Ors (1988) 4 SCC 155). In view of the aforesaid settled legal position, a perusal of Section 10 of the AICTE Act reveals that the council is entrusted with the duty to ensure coordinated and integrated development of technical

21

education and maintenance of standards in technical institutes and for which it may exercise various powers as per clause (a) to (u). As per clause (i) the council specifically empowered to lay down norms and standards pertaining to staff pattern, staff qualifications and quality instructions.

25. As per clause (i) of Section 10 which provides that AICTE is empowered to 'lay down norms and standards for courses, curriculum, physical and instructional facilities, staff pattern, staff qualifications, quality instructions, assessment and examinations' and hence must include power to prescribe service conditions of staff of technical institutions. The expression 'staff pattern' occurring in clause (i) of Section 10 is wide enough to include within its ambit service conditions of staff of technical institutions.

26. We may incidentally note that the Preamble to AICTE Act, contents whereof have been noted in 1 above, as also decisions of Supreme Court reported as Govt. of A.P. v J.B. Educational Society (2005) 3 SCC 212, Jaya Gokul Educational Trust v Commissioner and Secretary to Govt. Higher Education Deptt Thiruvananthapuram AIR 2000 SC 1624 and State of Tamil Nadu v Adhiyaman Educational & Research Institute (1995) 4 SCC 104 lay down that AICTE shall have primacy in the matter of technical education in this country.

27. It is thus apparent that AICTE is empowered to recommend pay of staff of technical institutions.

28. The question arises whether the State Government can modify the recommendations of AICTE as per the notification dated 30.12.1999?

29. A perusal of the notification, contents whereof have been noted in para 3 above, vide para 2.3 clearly show that while making the 'recommendations' AICTE has left it to the State Government to implement the revised pay scales from a date

23

later than 1.1.1996 and even to implement different pay scales but with a rider that in such case the same should be furnished to the council for its approval.

30. Thus, exercising its statutory power, AICTE has not mandatorily directed the State Governments to implement its recommendations. The State Governments have been given the freedom to implement different pay scales, but with the approval of AICTE.

31. The obvious rationale behind the aforesaid decision of the AICTE is that ordinarily it should be expected that the State Governments should implement the recommendations of AICTE, but for valid reasons may chose not to do so, but the justifiability of the said reasons has to be made good to AICTE, evidenced by the requirement that in such situation, approval from the council should be taken.

32. What has happened in the instant case is that AICTE has recommended pay scales for lecturers, librarians and physical education persons in technical institutes awarding diplomas at par with what is paid in institutes imparting education in engineering for graduate courses, but with respect to lecturers has enhanced the educational qualifications at par with those required in regular engineering colleges, but has failed to upgrade the education qualifications for physical education persons and librarians to bring them at par with engineering colleges and for this reason the Government of NCT Delhi sought a clarification on the issue of the enhancement of educational qualification for said two category of posts when it wrote the letter dated 2.8.2004, to which the council gave a evasive reply vide its letter dated 23.7.2004. The result is that a stalemate has ensued.

33. We see no reason why AICTE could not be specific on the issue of educational qualifications as it did in the case of

teachers by requiring teachers in technical education to have same qualifications as required by teachers in engineering colleges.

34. Thus, the Government of NCT Delhi has acted within the scope of its right as per the notification dated 30.12.1995, which vide para 2.3 left it to the discretion of the respective State Government to implement or not the pay scales recommended by AICTE and instead implement some other pay scale, but has fallen foul in not taking the prior approval of AICTE, which council has also contributed to the mess by not according due consideration to the controversy arising out of AICTE enhancing educational qualifications for teachers and bringing the same at par with teachers in engineering colleges and simultaneously requiring same scale of pay to be made applicable but qua librarians and physical education persons recommending pay scale at par with corresponding posts in engineering colleges but without enhancing the requisite educational qualifications by bringing the same at par with the posts in engineering colleges.

35. Thus, the inevitable conclusion has to be that the impugned directions issued by the Tribunal in all the writ petitions are required to be quashed and as a consequence the applications filed by the respondents before the Tribunal being dismissed, but with a direction to the Government of NCT Delhi and AICTE to resolve the deadlock.

36. The impugned orders passed by the Tribunal which are the subject matter of challenge in all the writ petitions are quashed.

37. Since Government of NCT Delhi is permitted to implement pay scales for the post of librarian and physical education persons in technical institutions in Delhi other than those recommended by AICTE, but subject to the approval of

94  
7

A CTE, which has not been done we issue a direction requiring AICTE to decide specifically the issue of educational qualifications required by the librarians and physical education persons in technical institutes in Delhi and in what scale of pay they must be put. A specific approval shall be granted by AICTE in clear language for the reason its notification dated 30.12.1999, vide para 2.3 thereof casts an obligation on AICTE to consider for approval the pay scales to be applied if the State Government seeks not to implement the scales of pay recommended by AICTE and this must of necessity require AICTE to pass a specific order.

39. No costs.

(PRADEEP NANDRAJOG)  
JUDGE

(MOOL CHAND GARG)  
JUDGE

AUGUST 06, 2010  
mm