

- (ii) The Director shall be appointed by the Executive Council on the recommendation of the selection committee constituted as per the suggestion made by the University Grants Commission. He shall, subject to the age limit of 65 years, hold office for three years and subject to the afore-mentioned age limit be eligible for another term of three years.

(3) The pay-scale of the Director shall be Rs. 1500-60-1800-100-2000-125/2-2500 plus D.A. and other allowances as admissible to University employees.

**RULES REGULATING LEAVE AND CONDITIONS OF SERVICE OF THE  
NON-TEACHING STAFF OF THE AFFILIATED COLLEGES AND  
RECOGNISED INSTITUTIONS**

**O. 168 :**

The following shall be the rules regulating leave and conditions of service of the non-teaching staff of the affiliated colleges and recognised institutions:

- (a) Rules Regulating Leave and Allowances :  
No leave can be claimed as a matter of right, it may be granted after taking into account the exigencies, if any, of the service and the need of the institutions.

**I. Casual Leave**

- (1) An employee of an affiliated college or a recognised institution will get 15 days' Casual Leave in a calendar year, subject to a maximum of 8 days at a time.
- (2) Sundays or weekly offs in lieu thereof, if any, and public holidays may be allowed to be enjoyed in conjunction with any spell of casual leave whether by prefixing or suffixing or both. Any Sunday or weekly off in lieu thereof if any, or a Public Holiday, falling within a period of casual leave should not be counted as a part of casual leave.
- (3) An employee proceeding on such leave is entitled to full pay including work and conveyance allowances, if any, during the period of this leave.
- (4) A new employee will be entitled to such leave commensurate with the period of his appointment during the year, even though he may not have actually earned it at the time of his going on leave. If he fails to complete the full period of appointment proportionate deduction will be made from his salary at the time of the last payment.

**II. Privilege Leave or Earned Leave**

*[These leave rules shall not be applicable to the laboratory staff of science colleges having vacation benefit.]*

- (1) Every permanent non-teaching employee or an employee on probation in an affiliated college or a Recognised Institution shall be entitled to one month's privilege leave for every eleven months' active service or one day for eleven days of active service.

- (2) The employees shall be entitled to full pay during such leave.
- (3) An employee shall not be entitled to earn privilege leave for the period which he enjoys as privilege leave.
- (4) privilege leave can be joined with sick leave, if any.
- (5) No employee shall be entitled to privilege leave, unless he has put in at least five and a half months in service.
- (6) The privilege leave will accumulate upto a period not exceeding two hundred and forty days.
- (7) The privilege leave admissible to employees on probation or to temporary employees will be 1/22 of the period spent on duty during such period but employees on probation shall, on confirmation, be entitled to a credit of additional 1/22 of the period spent on duty during probation in their leave account.
- (8) However the privilege leave, if accumulated as specified above, should be granted to the employee, prior to eight months of his retirement, as a special case treating the same as leave prior to retirement period spent on privilege leave shall count for increment.

*Note.* - Pay includes all allowances excluding work and conveyance allowances, if any.

- (9) An employee shall be entitled to have benefit of encashment of Unutilised earned leave maximum 240 days from 1-7-1986 in respect of following categories as notified by the Government of Gujarat vide their resolution No. PCR-1086-2083(4)-M dated 1st January 1987.
  - (i) retirement on attaining the age of superannuation.
  - (ii) Cases where the service of an employee has been extended in the interest of public service beyond the date of retirement on superannuation;
  - (iii) Voluntary/Pre-mature retirement;
  - (iv) Where the services of an employee are terminated by notice or by payment of pay and allowances in lieu of notice, or otherwise in accordance with the conditions of his appointment;
  - (v) In the case of termination of re-employment after retirement;
  - (vi) In the case of death of employee while in service to the family of the deceased;
  - (vii) In the case of leave preparatory to retirement;
  - (viii) In the case of transfer of employee to an industrial establishment;

- (ix) On absorption of an employee in the State Public Sector undertaking and;
  - (x) In the case of invalid pension.
- (10) An employee who resigns or quits service shall be entitled to cash equivalent in respect of earned leave at credit on the date of cessation of service, to the extent of half of such leave at his credit, subject to a maximum of 120 days.

### III. Sick Leave

- (1) Sick leave shall be given to an employee of an affiliated college or a recognised institution at the rate of one month for one year's active service, provided a medical certificate is produced from a Registered Medical Practitioner.
- (2) The employees shall be entitled to half pay only during the period of such leave.
- (3) This leave can accumulate upto any period, but no employee shall be entitled to more than 12 months' sick leave at a time.
- (4) This leave may, at the option of the employee concerned, be commuted into full pay leave subject to a maximum of three months' full pay leave at a time. The rate of commutation will be 2 months' half pay leave = 1 month's full pay leave.
- (5) An employee proceeding on leave whether on half pay or on full pay shall have to produce a medical certificate without which no sick leave will be granted.
- (6) This leave can be joined with privilege leave.
- (7) A person returning from sick leave on medical ground shall have to produce a certificate of physical fitness from a Registered Medical Practitioner before resuming his duties.
- (8) The period spent on sick leave shall count for increment.
- (9) Employee appointed on a temporary basis shall not be entitled to such leave.

*Note.* - Pay includes all allowances excluding work and conveyance allowances, if any.

### IV. Extra-ordinary Leave

- (1) Extra-ordinary leave may be granted to any employee in an affiliated college or a recognised institution on his submission in writing an application for such leave -
  - (a) when no other leave is by rule admissible;

**OR**

- (b) when other leave is admissible, but the employee in an affiliated college or a recognised institution concerned applies in writing for the grant of extra-ordinary leave.
- (2) Except in the case of a permanent employee, the duration of extra-ordinary leave shall not exceed three months on any one occasion.
- (3) The authority empowered to grant leave may commute retrospectively period of absence without leave into extra-ordinary leave.
- (4) An employee proceeding on extra-ordinary leave shall not be entitled to any leave salary or allowances.

#### V. Maternity Leave

A female employee in permanent employment shall be entitled to maternity leave for a period not exceeding three months from the date of commencement or to the end of six weeks from the date of confinement whichever is earlier provided that such leave shall not be granted to a female employee who has two living children.

*Note.* - Leave under this clause is admissible in case of miscarriage or abortion but not in case of a female employee who has two living children.

#### VI. Rules Regarding Suspension

(1) If the Management or the Principal of an affiliated college or the Director of a recognised institution is of the opinion that the presence or behaviour of a particular employee of his college or institution, as the case may be, is against the interest of the institution, he shall immediately suspend such employee from the service. Such suspended employee shall not enter the premises of the affiliated college or recognised institution concerned during the period of inquiry without the written permission of the Principal or the Director, or the Management, as the case may be.

It shall be the duty of such employee to co-operate fully in the enquiry against him and shall have to provide all the necessary information required for that purpose.

- (a) During the first three months of the period of suspension, the suspended employee shall be entitled to receive 50% of the basic salary plus allowances taken together other than personal allowance, if any.
- (b) During three to six months of the period of suspension, the suspended employee shall be entitled to receive 75% of the basic salary plus allowances taken together other than personal allowance, if any.
- (c) Where the period of suspension exceeds six months, the suspension shall be treated as cancelled and the employee concerned shall be reinstated in his position and shall be paid the balance salary of the period under suspension. However the Vice-

Chancellor upon request and after providing an opportunity of hearing to the parties concerned, be authorised to extend the period of suspension for a further period of two months only.

(2) No suspended employee shall undertake any work either remunerative or otherwise during the period of enquiry.

(3) At the end of enquiry, if such employee is declared innocent, he will be paid the remaining pay (including allowances) for the period of suspension and will be entitled to all the rights and benefits as per rules to which he would have been entitled had he not been suspended if, however, he is declared guilty, he shall have to undergo the punishment (including the loss of remaining salary ) that may be imposed by the Management, subject to the approval by the Vice-Chancellor of the University or such officer as may be nominated by him in that behalf under Sec. 51 (A) of the Gujarat University Act.

#### **VII. Officiating Allowances**

When a vacancy arises on a temporary basis for the substantive post it should be filled in by appointing on officiating basis an employee normally serving on the post below him looking to the duties of the said post etc. When the officiating appointment is not found necessary, the person serving on the post below the rank should be given an additional charge.

When such appointments are made and the additional charge is given, the additional pay/special pay should be given as per State Government rules.

Such vacant post should be for two weeks or more than that period.

#### **VIII. Powers regarding grant of leave**

The Principal of an affiliated college or the Director of a recognised institution, as the case may be, will be competent to sanction leave to the members of his staff.

#### **IX. Rules of Seniority and Promotion**

As amended under the resolution No. 2 (4) (5) (6) and (7) by the Executive Council held on 30-7-1983.

In the case of posts upto and inclusive of the Office Superintendent, the vacancy shall be filled in by promotion strictly by Seniority as per the following rules from amongst the non-teaching employees of the colleges concerned or in case there are more colleges than one under the same Management, non-teaching employees of all such colleges taken together who possess the minimum qualifications prescribed for the post. The employee, who declines the offer in writing or does not accept the offer within the specified time-limit, loses his right to promotion on that post for that turn only.

1. The Seniority of the employees in any particular cadre shall be considered on the length of service put in by them in that cadre.
2. In case two or more employees in a particular cadre have joined on the same date, the person joining earlier shall be considered senior.

3. If two or more persons joining in the same cadre on the same date and at the same time the seniority shall notwithstanding what is stated in clause No. 1, be considered on the basis of the total length of continuous service put in by such employees in the college/institution and if the total length of continuous service of such employees in the college/institution is equal, the seniority shall be considered on the educational qualifications (including the class obtained by them) which they possess on the date of joining.
4. If two persons join on the same date and time with identical educational qualifications and are also given promotion and join on the post to which they are promoted on the same date and at the same time, the older person shall be considered senior.
5. The seniority of employees working in the same cadre at various sections and departments of the college/institution will be considered cumulatively.

### **X. Fixation of the Initial Pay**

(As amended by the Executive Council at its meeting held on 12-1-1984.)

- (a) An employee holding a post in a substantive, temporary or officiating capacity promoted or appointed in a substantive, temporary or officiating capacity to another post carrying duties and responsibilities of greater importance than those attaching to the post held by him, in the normal course of promotion or transfer, his initial pay in the time-scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by or increment at the stage at which such pay has accrued, provided that where an employee immediately before his promotion or appointment to the higher post is drawing pay at the maximum of the time-scale of the lower post the benefit of notional increase shall be extended, and for this purpose the pay of the employee be increased notionally by adding an amount equal to the amount of the last increment in the lower post and then his pay should be fixed at the stage next higher to the notional pay so worked out. These orders shall not apply in cases where an employee is appointed to another post by nomination through competition test or otherwise by departmental Selection Boards or committees etc. In all cases of pay fixation due to revision of pay scale, the pay fixation should be done in the revised scale at a stage next above the existing pay.

(The benefit of this revised ordinance be given to the employees promoted on or after 1-1-1973.)

- (b) If the pay fixed for a senior employee holding a higher post is lower than the pay of a junior employee, the pay of such a senior employee be so fixed that it is on par with the pay of the junior employee from the date on which it is fixed for a junior employee.

**(b) Rules Regarding Conditions of Service :**

(1) (a) No person shall be substantively appointed to any permanent post carrying a minimum salary of Rs.150/- in an affiliated college or a recognised institution unless he produces a medical certificate of health from the Civil Surgeon, Ahmedabad, or in the case of mofussil colleges from a Registered Medical Practitioner which may be affixed to his first pay bill. The production of fresh medical certificate under this rule is not necessary if he has produced a medical certificate and has been in the service of the affiliated college or recognised Institution concerned since that time without a break.

(b) A medical certificate of fitness for service in an affiliated college or a recognised institution shall be in the following form :

"I hereby certify that I have examined.. .....  
 ..... a candidate for employment in  
 ..... College/Institution and cannot discover that  
 ..... has any disease (communicable or  
 otherwise) constitutional weakness or bodily infirmity, except  
 ....."

I do not consider this a disqualification for employment in the Office of an  
 affiliated college or a recognised institution's age is according to own  
 statement .....  
 ..... appearance he is about  
 ..... years of age. He has been vaccinated.

Marks of identification.....  
 ..... impression of left  
 hand thumb ( ..... ) of

Signature of the Civil Surgeon or  
 Registered Medical Practitioner

(2) An employee in an affiliated college or a recognised institution shall ordinarily be appointed on one year probation in the first instance. The period of probation may, however, be extended to a period of two years in special circumstances.

*Note:* - Explanation : A non-teaching staff who has put in not less than two years' continuous service in college or Institution concerned shall be deemed to be a confirmed "Non-teaching staff for the purposes of this Ordinance. (As resolved by Ex. Council in its meeting held on 29-8-1981.)

(3) The whole time employee of the affiliated college or a recognised institution shall be at the affiliated college or the recognised institution as the case may be and he may be employed in any manner for the college work required by the affiliated college or the recognised institution, as the case may be.

- (4) (a) No employee in an affiliated college or a recognised institution shall, without the previous sanction of the Management, engage directly or indirectly in any trade or business or undertake any other employment provided that an employee or an affiliated college or recognised institution may, without such sanction, undertake honorary work of a social and charitable nature or occasional work of literary, artistic or scientific character subject to the condition that his official duties do not thereby suffer; but he shall not undertake or shall discontinue such work if so directed by the Management.
- (b) No employee in an affiliated college or a recognised institution shall be required to obtain previous permission of the management for writing, translating or editing books and for participating in the programme of AH India Radio and for accepting remuneration therefrom. He shall, however, furnish information in this regard to the Management.
- (5) An employee of an affiliated college or a recognised institution shall not, except with the previous sanction of the Management
- (a) accept directly or indirectly on his own behalf or on behalf of any person;
- OR*
- (b) permit any member of his family so to accept any gift, gratuity or reward from a person, not a member of his family.
- (6) An employee in an affiliated college or recognised institution may not unless generally or specially empowered in writing by the Management or Principal or Director in this behalf, communicate directly or indirectly to any other employee of an affiliated college or a recognised institution or a non-official person or to the Press, any document or information which has come into his possession in the course of his duties, or has been prepared or collected by him in the course of those duties, whether from official sources or otherwise.
- (7) No employee of an affiliated college or a recognised institution shall publish or cause to be published any statement of fact or information, which may embarrass the authorities of his college or institution, as the case may be.
- (8) No employee of an affiliated college or a recognised institution shall become a member of any political party or organisation that has been declared by the Government unconstitutional or unlawful.
- (9) No employee of an affiliated college or a recognised institution shall apply for employment elsewhere directly. Every such application should be submitted through the Principal of his college or the Director of his institution, as the case may be. The Principal or the Director shall forward his application within a reasonable time.
- (10) (a) No permanent employee shall resign his post without giving at least three calendar months' notice in writing.



- (b) In case of an employee, temporary or on probation, the minimum period of notice shall be one calendar month.
  - (c) No employee shall leave the employment without giving to the authorities three months' notice if he is confirmed, or one month's notice if he is temporary or on probation. In case, however, he does not give the required notice the college authorities shall be entitled to claim from him an amount not exceeding the salary and such allowance as may be payable to him for the period of notice.
  - (d) The management of the college or the institution, as the case may be, may however relieve such employees earlier if it desires.
- (11) A temporary employee may be discharged with at least one calendar month's notice or one month's pay in lieu thereof, unless the appointment is for a specified period.
- Note.* - Discharge does not include dismissal.
- (12) No permanent employee or an employee on probation shall be punished or dismissed or terminated from services or reduced in rank without being given a reasonable opportunity of being heard in his defence. In the case of dismissal or termination of services a regular inquiry should be held by the competent authority of the affiliated college or recognised institution concerned. The procedure in this behalf shall be as under:
- (a) A preliminary inquiry to see, there is a prima facie case for action.
  - (b) A written charge-sheet specifying the charge or charges brought shall be given to the employee.
  - (c) The employee concerned shall be asked to submit his reply to the charge-sheet within the period to be specified in the charge-sheet.
  - (d) The employee concerned shall have a right to cross-examine any witness against him and to lead evidence (documentary or oral) in his defence.
- (13) The date of compulsory retirement of an employee in the affiliated college or recognised institution is the date on which he attains the age of sixty years. If the birth date is 1st date of the month the retiring date shall be the last date of the previous month and if the birth date is another date of the month the retiring date shall be last date of that month.
- (14) Provident fund rules applicable to the teachers of the affiliated colleges and recognised institutions be made applicable to the non-teaching employees of the affiliated colleges and recognised institutions
- (15) Any other rules in force from time to time.
- (16) The following shall be the pay-scales for the various posts which may be held by the non teaching employees of the affiliated colleges and recognised institutions :

(As notified by the Govt. of Gujarat vide their resolution No. NGC-1587-29780-KH dated 22 6-1987)

<i>Sr. Designation No.</i>	<i>Pav Scale</i>
1. Office Superintendent	1640-2900
2. Head Clerk	1400-2600
3. Head Clerk (Accounts)	1400-2600
4. Gas Mechanic	1200-2040
5. Accounts Clerk	1200-2040
6. Senior Clerk/Store Keeper	1200-2040
7. Laboratory Assistant (for S.S.C. & Higher qualification)	1150-1500
8. Junior Clerk	950-1500
9. Plumber	950-1500
10. Senior Typist	950-1500
11. Cashier	950-1500
12. Library Clerk	950-1500
13. Electrician	950-1400
14. Laboratory Assistant (for others)	950-1400
15. Head Peon	775-1025
16. Peon/Hamal/Safai Kamdar	750-940
17. Library Attendant	750-940
18. Duplicating Machine Man	750-940
19. Chowkidar/Mali	750-940

(17) All appointments in future to the non-teaching posts shall be made in accordance with the qualifications prescribed for similar categories of posts in the State Government.

(18) All appointments to the posts shall be made by the Staff Selection Committee of the college from amongst the candidates recommended by the Local Employment Exchange.

The Director of Education or his nominee shall be one of the members of the said Committee.

(19) The employees shall be entitled to the benefits of medical aid as per the rules applicable to the employees of the State Government, provided that these benefits will be effective on approval thereto being given by the State Govt. vis-a-vis its grant-in-aid rules for the affiliated colleges and recognised institutions.

**O.-169 :**

Full-time permanent employees, both teaching and non-teaching, of the colleges affiliated to and the institutions recognised by the University shall be paid gratuity under the following rules :

- (1) No gratuity shall be payable to an employee dismissed from the service of the colleges affiliated to and the institutions recognised by the University for misconduct
- (2) Gratuity shall be paid on the death, retirement, disability, resignation or termination of service at the rate of-
  - (a) 1/2 month's basic salary (inclusive of Dearness Pay, if any, as defined by the State Government from time to time but exclusive of all allowances) for each completed year of service on completion of 7 years' service.
  - (b) 3/4 month's basic salary (inclusive of Dearness Pay, if any, as defined by the State Government from time to time but exclusive of all allowances) for each completed year of service on completion of 12 years' service, and
  - (c) One month's basic salary (inclusive of Dearness Pay, if any, as defined by the State Government from time to time but exclusive of all allowances) for each completed year of service on completion of 15 years' service. The total amount of the gratuity shall be a maximum of 20 months' basic salary (inclusive of Dearness Pay, if any, as defined by the State Government from time to time but exclusive of all allowances) or Rs.36,000/- whichever is less.

Notwithstanding anything contained above, the heir/heirs of an employee who dies during the course of his employment shall be paid gratuity at the rate of one month's basic salary (inclusive of Dearness Pay, if any, as defined by the State Government from time to time but exclusive of all allowances) per year of service for the number of years he would have, otherwise ordinarily served, had he continued to live till the date of his retirement, subject to a maximum of 20 months' salary (inclusive of Dearness Pay, if any, as defined by the State Government from time to time but exclusive of all allowances) or Rs.36,000/- whichever is less.

- (3) Salary for the purpose of gratuity under (2) above shall mean average basic salary {inclusive of Dearness Pay, if any, as defined by the State Government from time to time but exclusive of all allowances) drawn by the employee during the twelve months' period of active service immediately preceding death, retirement, disability, resignation or termination of service, as the case may be.

The maximum limit of Rs.36,000/- for payment of Gratuity shall be applicable in case of those employees who become eligible to payment of gratuity on or after 31-1-1982.

Provided that in case of employees who have retired, died, resigned or whose services have been terminated between 30-9-1977 and 28-2-1978 and between 31-1-1982 to 29-6-1982 for the purpose of payment of gratuity the basic salary shall also include one half of the dearness pay in force from time to time;

Provided further that in case of employees who retire, die, resign or whose services have been terminated on or after 28-2-1978 or may be terminated any time in future, for the purpose of payment of gratuity, the basic salary shall also include full dearness pay in force from time to time;

Provided further that in case of employees who are in receipt of basic salary of Rs.2180/- or more and have retired, died, resigned or whose services have been terminated between 1-12-1978 to 30-4-1979 for the purpose of payment of gratuity the basic salary shall also include half dearness pay in force from time to time;

Provided further that in case of employees who are in receipt of basic salary of Rs.2180/- or more and have retired, died, resigned or whose services have been terminated on or after 30-4-1979 or may be terminated any time in future for the purpose of payment of gratuity, the basic salary shall also include full dearness pay in force from time to time.

**O. 170 :**

"Every student admitted to an affiliated College, recognised institution and University Department shall pay a fee Re. 1.00 paise per term towards the expenses for organising cultural activities in the University, out of which Rs.0.50 paise per student shall be remitted to the University by the College/Institution/University Department within one month from the date of commencement of the term. The amount shall be used by the University towards the expenditure incurred in the organisation of the cultural activities of the University students community and remaining amount of Rs.0.50 paise per student per term can be retained and shall be used by the College/Institution/University Department for promotion of the cultural activities of the respective College/Institute/University Department."

**O. 171 :**

All Foreign Students seeking enrolment in this University for any course either at undergraduate or post-graduate level shall be required to register themselves with the office of the foreign students advisor's office within a month of the issuance of Eligibility Certificate and pay a fee of Rs.25/- for such registration or renewal thereof, it being clearly understood that such registration or renewal thereof shall be valid only for the concerned academic year.

**O. 172 :**

Recruitment, Appointment and other Service conditions including conduct and Discipline Rules of the Teachers of Affiliated Colleges and Recognised Institutions (other than Govt. Colleges/Institutions OR Colleges/Institutions maintained by the Govt.)

1. This Ordinance may be called "The College/Institution Teacher's Conditions of Service (Conduct and Discipline) Rules Ordinance, 1985." The provisions of this ordinance shall not apply for a Govt. College/Institution, maintained by the Govt.
2. (a) Every teacher shall, on his appointment, be provided with a letter of appointment, the terms and conditions of which shall not be repugnant to those prescribed by the University from time to time.
- (b) The salary scales and allowances for members of the teaching staff in all the affiliated Colleges and recognised institutions, shall be such as may be laid down by the Executive Council, subject to the approval of the State Govt.

3. Subject to the under-mentioned provision, a member of the teaching staff in an affiliated college or in a recognised institution who ceases to be a teacher shall be paid the vacation salary in accordance with the following:
  - (a) If he has served for the major part of the whole academic year, he shall be paid three months' salary and in the case of part-time teachers three months' emoluments as vacation salary.
  - (b) If he has served for the major part in any of the terms he shall be paid one month's salary and in case of part-time teachers one month's emoluments as vacation salary.  
Notwithstanding anything contained in 3(a) and (b) above, the said provisions shall not apply to teachers who superannuate at the end of academic term, as decided from time to time, irrespective of term and vacation arranged by in ordinance 75.
4. Maximum teaching load of a teacher shall be as prescribed under Ordinance 120-A in force from time to time.
5. No person appointed as a teacher in an affiliated College or recognised Institution shall be required to put in more than two years' service as a probationer before he is confirmed. During the probation period he shall be entitled to a yearly increment in his salary.

**Explanation :**

A teacher who has put in not less than two years' continuous service in College or Institution concerned shall be deemed to be a confirmed teacher for purposes of this Ordinance:

- 5.(a) A teacher may be transferred from one affiliated College to another affiliated College provided they are under the same management and are located in the same city, town or village.
6. Member of the teaching staff in an affiliated College (except those who have opted for pension) or a recognised Institution who have been confirmed shall be entitled to the benefit of Provident Fund as per rules that may be framed by the University from time to time.
7. Leave rules for College/Institution teachers shall be such as may be prescribed by the Executive Council.
8. No member of the staff shall leave the employment of the College-Institution in the midst of any term and without giving to the authorities three months' notice if he is confirmed or one month's notice, if he is temporary or on probation, provided that such notice shall not end in the middle of an academic term. In case, however, a member does not give the required notice the College/Institution authorities shall be entitled to claim from him an amount not exceeding the salary and such allowances as may be payable to him for the period falling short of notice.

No teacher shall be entitled to payment of salary from both the Colleges and/or Institutions.

If a member of the staff leaves the service in the middle of an academic term without due notice and joins any College/Institution affiliated to or recognised by the University, the Executive Council may not approve his appointment in the new college or recognise him as a teacher for the academic term.

9. A teacher (including Principal or Head of a recognised institution) who has given a written acceptance of an appointment in an affiliated College or a recognised Institution shall be bound to join and serve that College/Institution for at least one academic term and if he fails to do so without reasonable cause, he shall not be considered as a recognised teacher for appointment in an affiliated College or a recognised Institution for one year.
10. A teacher in an affiliated College or a recognised Institution (when applying) for any post at another College affiliated to or an Institution recognised by this University or at a new College or Institution to be started in the University area, shall invariably send his application through the Head of his College or the Institution, as the case may be.
11. It shall be incumbent on the Principal of the College or the Head of the Institution to forward the application of any teacher working under him addressed to a College or Institution affiliated or seeking affiliation to the University.
12. Where a teacher is appointed on a specified contract, the period and conditions of such contract shall not be inconsistent with the conditions as laid down by the University and the terms of such contract shall be submitted to the University for approval.
13. Officiating appointment on the post of Principal shall not be made for more than a year.

A member of the staff appointed temporarily to the post of a Principal shall be given the Principal's scale of pay and allowances admissible to the Principal and other benefits if he officiates for more than three months.

14. **Conduct and Discipline :**

A College/Institution teacher is expected to work with the consciousness of the responsibilities and the trust placed in him to mould the character of youth and to advance knowledge, intellectual freedom and social progress and he is expected to realise that he can fulfil the role of moral leadership more by example than precept through a spirit of dedication, moral integrity and purity in thought, words and deeds.

Without prejudice to the above mentioned general principles the following code of conduct is laid down for College/Institution teachers:

**A. Misconduct :**

1. The following lapses would constitute improper conduct on the part of a College/Institution teacher:

- (i) Failure to perform academic duties such as preparation of lectures, demonstrations, assessment, guidance, invigilation and all other work connected with the examinations.
- (ii) Gross partiality in assessment of students, deliberately overmarking, undermarking or attempts at victimization on any grounds.
- (iii) Inciting students against other students, colleagues or administration. This does not interfere with the right of a teacher to express his opinion on principles in seminars or other places where students are present.
- (iv) Raising questions of caste, religion, race or sex in his relationship with his colleagues and trying to use the above considerations for improvement of his prospects.
- (v) Refusal to carry out the decisions by appropriate administrative and academic bodies and/or functionaries of the College/Institution. This will not inhibit his right to express his opinion on their policies or decisions.

**B. Maintenance of Integrity and devotion to duty :**

- (i) Every College/Institution teacher shall at all times maintain absolute integrity and devotion to duty.
- (ii) In his way of living and outlook, every College/Institution teacher shall set an example to his colleagues and students.
- (iii) Every College/Institution teacher shall at all times conduct himself in accordance with the orders regulating behaviour and conduct which may be in force in the College/Institution.
- (iv) No College/Institution teacher shall discriminate against any pupil on grounds of caste, creed, sect, religion, sex, nationality or languages or any of them. He shall also discourage such tendencies amongst his colleagues and students.
- (v) Every College/Institution teacher shall devote himself diligently to his work and utilise his time to the service of the College/Institution and to the cause of education and give full co-operation in all academic programmes and other activities conducive to the welfare of the student community.

**C. Taking part in politics and elections :**

- (i) No College/Institution teacher shall without previous intimation to the Vice-Chancellor stand for election or accept nomination to any local body, Legislature of the State or Parliament nor shall he in any manner force his subordinates or his students against their will for the canvassing of his election.
- (ii) A College/Institution teacher shall before seeking election or accepting nomination as aforesaid give an undertaking to the College/Institution that in the

event of his being elected or nominated he shall, if so required by the College/Institution remain on leave with or without pay as may be admissible to him under the rules for the period he remains a member of such local body, Legislature or Parliament.

- (iii) The College/Institution may direct a College/Institution teacher who has been elected or nominated to any local body, Legislature or Parliament to apply for leave for the whole or part of the period referred to in sub-rule (ii) and the teacher shall comply accordingly.

Provided that the granting of any leave to-a-College/Institution teacher nominated to any local body, Legislature or Parliament shall not prejudice his right to promotion, increments or other benefits, if any, to which he would have been entitled had he not proceeded on leave.

**D. Unauthorised communication of information :**

No College/Institution teacher shall except in accordance with any general or special order of the University or in the performance in good faith or duties assigned to him divulge or communicate directly or indirectly any official document or other information whatsoever to any College/Institution teacher or to any other person to whom he is not authorised to divulge or communicate such document or information.

**E. Private trade, employment or tuition :**

- (i) No College/Institution teacher shall except with the previous sanction of the Vice-Chancellor or Management be engaged directly or indirectly in any trade or business or undertake any other employment.
- (ii) No College/Institution teacher shall engage himself in any private tuition for which a fee/remuneration is charged either within or outside the precincts of the College/Institution in which he is working.

**F. Borrowing :**

No College/Institution teacher shall borrow money from his subordinate or students.

**G. Canvassing of non-official or other outside influence :**

No College/Institution teacher shall bring or attempt to bring any influence to bear upon any question in respect of matters pertaining to his services.

**H. Unauthorised communication of information :**

No College/Institution teacher shall enter into any pecuniary arrangement with any other College/Institution teacher or student of the College/Institution so as to afford any kind of advantage to either or both of



them in any unauthorised manner or against the specific or implied provisions of any rule or the time being in force.

**I. Improper use of amenities :**

No College/Institution teacher shall misuse or carelessly use amenities provided to him by the College/Institution to facilitate the discharge of his duties.

15. Age of Retirement:

The age of superannuation for teachers shall be 58 years provided that the age of superannuation for teachers including Principals of non-Government Colleges who are originally recruited prior to 1-10-1984 shall continue to be 60 years.

- (1) The teacher who superannuates in midst of any term, the date of superannuation will be the last day of the respective term of the respective year.
- (2) The teacher who superannuates in midst of vacation, the date of superannuation will be the last day of the concerned month irrespective of the commencement of the next academic term.
- (3) Arrangement of term and vacation to be considered for superannuation of teacher shall be the respective term and vacation as may be decided by the University in any respective academic year if so prescribed. In absence of any change in the terms and vacation, the terms and vacation as laid down in Ordinance 75 will be taken into consideration.

16. Gratuity :

A teacher who has been appointed on or before 1-4-1982 and has retired on or after 1-4-1982 prior to the date of issue of Education Department, Government Resolution No. NGC-1582-9505 (84/KH) and who has not opted for pension shall be paid gratuity as per provisions of Ordinance 169 whereas a teacher who has opted for pension under above stated Government Resolution shall be paid gratuity as per State Government rules in this behalf.

17. Pension:

A teacher who has been appointed on or before 1-4-1982 and has retired on or after 1-4-1982 and prior to the date of issue of Education Department, Government Resolution No. NGC/MISC 1582-9505-(84/KH) shall be entitled to pensionary benefits given by the State Government to its employees from time to time.

A teacher who has been appointed on or **after 1st April** 1982 shall automatically be governed by pension's scheme as per Government Resolution quoted above. Such teachers shall not be allowed to opt for contributory provident fund scheme.

## 18. Suspension :

- (a) In the event of charges of gross misconduct or moral turpitude having been made against a teacher working in an affiliated College or a recognised Institution and on inquiry is having been instituted the governing body of the College or institution, as the case may be, may, if in its opinion the presence of the teacher concerned is prejudicial to the working of the College or the Institution, place him under suspension.
- (b) (i) During the first three months of the period of suspension, the suspended teacher shall be entitled to receive 50% of the basic salary plus allowances taken together other than personal allowance, if any.
- (ii) During three to six months of the period of suspension, the suspended teacher shall be entitled to receive 75% of the basic salary plus allowances taken together other than personal allowance, if any.
- (Hi) Where the period of suspension exceeds six months, the suspension shall be treated as cancelled and the teacher concerned shall be reinstated in his position and shall be paid the balance salary of the period under suspension.
- (c) At the end of enquiry, if such employee is declared innocent, he will be paid the remaining pay (including allowances) for the period of suspension and will be entitled to all the rights and benefits as per rules to which he would have been entitled had he not been suspended.

## O. 173 :

Rules of provident fund for the employees of the Affiliated Colleges and Recognised Institutions: .

(Note. - This Ordinance shall not apply to (1) Government Colleges/Institutions or Colleges/Institutions maintained by the Government and (2) Teachers who have opted for pension as per Education Department Government Resolution No. NGC-1582/9505/84/KH dated 15th October 1984.)

- (1) The rules shall be called provident fund rules.
- (2) In these rules, unless there is anything repugnant to the subject or context -
- (a) an "Employee" shall mean a person who is appointed to a permanent post in the service of the College/Institution either substantively or on probation;  
(Note.- Employees appointed on probation and subsequently confirmed shall subscribe to the fund retrospectively from the date of his joining the College/Institution.)
- (b) "College"VInstitution means the .....

- (c) The term "Contribution" means the amount credited under these rules to the credit of an individual account in the provident fund by the College/Institution by the way of addition to the subscription of the employees;
- (d) The term "salary" shall mean the basic salary of an employee and shall not include other allowances;
- (e) "Provident Fund" means the fund in which subscriptions of employees are received and held on their individual accounts and includes any contributions and any interest accruing on such subscriptions or contributions under these rules, and it shall consist of the subscription and contribution received by the College/Institution of accumulations thereof and of interest credited in respect of such contributions and accumulations and of securities purchased therewith and of any capital gains arising from the transfer of capital assets of the fund and of other sums;
- (f) "Service" means employment in the College/Institution to a permanent post either substantive or on probation;
- (g) "Subscription" means the amount liable to be deducted under these rules from the monthly salary of an employee;
- (h) The "Trustees" means the persons appointed as Trustees by the Institution which runs the College/Colleges and in whose names the monies in respect of the fund shall for the time being be held or by whom the said fund shall be managed and administered. However 1/2 of the trustees shall be from amongst the employees of the College/Institution, at least one of whom shall be an employee belonging to the teaching staff:

The Management which runs more than one College/Institution, may, if it so desires, form a common trust for these Colleges/Institutions in respect of their provident funds.

- (i) The word "Family" shall be defined as meaning any of the following persons who reside with and are wholly dependent on the member, namely, his wife, legitimate children, step-children, parents, sisters and minor brothers.
- (3) All full-time employees appointed on permanent post shall, as a condition to his employment, subscribe compulsorily to the provident fund at the rate of 8.33% of the basic salary which is not less than one-twelfth of the basic salary of the employees;
  - (4) The contribution of the College/Institution shall be equal to the subscription of an employee;
  - (5) All provident fund monies shall be vested in trustees whose number shall not be less than three. The fund so contributed shall not be revocable save with the consent of all the beneficiaries;

- (6) Any vacancy among the trustees shall be filled in as soon as possible but in the meanwhile trustees may continue to act notwithstanding any vacancy. A trustee being an employee of the College/Institution whose service with the College/Institution is terminated for any reason shall ipso facto cease to be a trustee;
- (7) The monies of the fund not immediately required for the purposes of the fund shall be invested by the trustees in their joint names in (i) Securities of the nature specified in clauses *ft*), *(a)*, *(b)*..*(c)*. *(d)*, or *(e)* of Section 20 of the Indian Trusts Act, 1982 and payable both in respect of capital and of interest in India, or *(ii)* in time deposits of scheduled banks;
- (8) The subscription of the members, collected as provided hereinabove shall for the purpose of investment be handed over to the trustees every month and the contribution of the College/Institution shall be handed over to the trustees not later than 3 months;
- (9) The trustees shall deduct one per cent out of the income received by the Trust from its investment as administration charges of the trust.

The balance of the interest shall be utilised towards crediting the employee's subscriptions account and College/Institution's contributions account annually;

- (10) The trustees shall maintain an account of the fund which shall be in such form and for such periods and shall contain such particulars as the Central Board of Revenue may prescribe from time to time;
- (11) Each employee shall have a pass-book or a statement supplied to him in which shall be entered the amount of the employee's subscription to the fund and the College/Institution's contribution to the fund and the respective amounts of interest on such contribution as well as the advance, if any, made to the employee under the rules hereinafter contained and such other particulars as the trustees may from time to time think fit to enter therein.
- (12) When an employee ceases to be in employment he shall be entitled to get subject to deduction on account of the amount of advances and interest thereon, if any, and any money claim due to the College/Institution as under:
  - (a)* The whole amount to his credit in his account on account of subscription interest thereon; and
  - (b)* In case other than dismissal, amount to his credit in his account on account of contribution and interest thereon in the following proportions:
    - ft)* Nil, if the total period of service is less than Three years.
    - (ii)* Full, if the total period of service is Three years or more.

For the purposes of these rules services already put in by an employee of an affiliated College or a recognised Institution, as the case may be, shall be calculated from the date on which he first joined any affiliated College or Institution.

*Note.* - The continuous services put up by an employee in more than one College or more than one Institution, as the case may be, under the same Management shall be considered as services in the same College or Institution, as the case may be.

The duration of the service put up as a surplus teacher in a High School shall also be considered for the purpose. However, the total service rendered by a surplus teacher in the College and High School of less than three years he will not be entitled for contribution of the Management.

- (13) A subscriber who has completed at least twelve years of service in the employment of the College or Institution, as the case may be, may be granted an advance by the P. F. Trust Committee of the College or Institution as the case may be in its discretion for constructing or purchasing a house or carrying out the repairs of his house to the extent of his own subscription plus the contribution of the College or Institution as the case may be, credited to his Provident Fund Account as on 31st March immediately preceding his application, such advance shall be repaid in monthly installments not exceeding 120 and at such rate of interest as may be fixed by the P. F. Trust Committee of the College or Institution as the case may be from time to time.

Such advances shall be recovered by deductions from the salary paid by the College or Institution as the case may be to the subscriber. The First of such deductions shall be made from the first payment of a full month's salary after the subscriber has drawn the advance. The amount of such installments shall be fixed in round numbers and the last installment shall cover the entire balance then to be refunded by the subscriber provided that the subscriber may, at his option, pay an additional sum over and above the amount of the installment fixed in round figures.

Advance from the amount standing to the credit of subscriber on account of his own subscription may, at the discretion of the P. F. Trust Committee of the College or Institution, as the case may be, be granted to him in the case of the illness of the subscriber or of members of his family or for any other reason deemed sufficient by the P. F. Trust Committee of the College or Institution as the case may be. Such loans shall be repaid at a rate of interest and in a number of installments, to be fixed by the P. F. Trust Committee of the College or Institution as the case may be in each case.

The amount so sanctioned shall be paid directly to the Government or semi-Government agency, as the case may be.

- (14) A second advance shall not be permitted until the amount of the first advance has been fully paid up.
- (15) The amount of advance shall be repaid in such equal monthly installments not exceeding 24 in all as the trustees may fix and in all cases it shall bear interest at the rate fixed by the trustees subject to the condition that it shall not be less than the rate of interest which is credited to the subscriber's account of the fund. Such interest being calculated on the amount outstanding from time to time. Interest shall be

payable by the employee in the month succeeding the one on which the last installment is paid.

- (16) The College/Institution shall deduct such installments from the employee's pay. The deduction shall commence from the second monthly payment made after the advance, or in the case of the employee on leave without pay, from the second month's payment made after his return on duty.

- (17) A Non refundable advance :

After the completion of 15 years of service (including broken period of service if any) of a subscriber or within ten years before the date of his retirement on Superannuation, whichever is earlier final withdrawal may be made from (the aggregate amount of subscription and interest thereon standing to his credit in the fund) for meeting the expenditure in connection with the betrothal/marriage of the subscriber's sons or daughters and any other family relations actually dependent on him.

Any sum withdrawn by a subscriber from the amount of subscription and interest thereon standing to his credit in the Fund shall not ordinarily exceed one half of such amount or six months' pay whichever is less. The sanctioning authority may, however, sanction the withdrawal of an amount in excess of the said limit upto 3/4th of the balance of the aggregate amount of subscription and interest thereon to his credit in the Fund.

- (18) All lapses and forfeiture, occurring at any time shall be transferred to a separate account to be called "The lapses and forfeiture account" and shall be used and applied by the trustees to meet any loss in or depreciation of investments of the monies of the said provident fund of the College/Institution or loss in varying the investment or in selling the securities for making payments.
- (19) An employee shall make a declaration in the prescribed form stating the names of the persons to whom he desires the payment of the amount standing to his credit in the provident fund in the event of his demise.
- (20) Amounts payable to an employee under rule 12 shall be paid to the employee or in case of his demise to such person or persons as he may have nominated by the last of his declarations filed with the College/Institution, if major, or to their legal guardians, and failing such a declaration, to such of his legal representative as may produce a succession certificate, or letters of administrations or probate or such other evidences as may satisfy the trustees about the title of the legal representative to the effects of the deceased.
- (21) Save in so far as any powers are hereby reserved up to the College/Institution the management, investment, administration and control of the fund, shall, in all respects, be vested in the trustees and the decision of the trustees on all matters relating to the fund, save as aforesaid, shall be final and binding on the employees, their representatives and on the College/Institution.

- (22) In the event of any difference or dispute arising between the trustees, regarding the execution or exercise by the trustees of any of the trusts, power or discretions hereby vested in them, decision of the majority of the trustees shall be final and binding.
- (23) Any Payment authorized by these rules shall operate as a discharge in the fund either complete or prorata as the case may be.
- (24) Any loss or diminution in value of the investments of the fund from whatever cause or source shall be borne by the fund alone and the trustees shall incur no responsibility by reason or on account thereof.
- (25) The trustees shall prepare and submit to the College/Institution every year the account of the fund duly audited by a Chartered Accountant showing the position on the last day of financial year of the College/Institution.
- (26) No trustee shall be responsible or chargeable save and except for monies actually received by him notwithstanding his having signed any receipt for the sake of conformity or otherwise, nor shall he be responsible or chargeable for the acts, default or neglects of his co-trustees Or of any bankers, brokers, auctioneers or other persons with whom or into whose hands any trust monies or securities may be deposited or come, nor for the insufficiency or deficiency of any security, nor for any other loss unless, the same shall happen through his willful default or gross negligence.
- (27) The trustees shall pay and discharge all the expenses incurred in or about the execution of the trust or power conferred upon them.
- (28) Every trustee shall be at liberty to retire by notice in writing in that behalf addressed to the Governing Body of the College/Institution.
- (29) The decision of the trustees shall be final and binding upon the employees in all respects and upon all matters, questions and disputes relating to or in connection with these rules or the fund or the administration thereof, or the right or obligations of the employees including all disputes or differences which may arise between any employee or his executors, administrators, nominees, or representatives and the trustees as to the meaning or effect of any rule or to any matter relating to or arising out of the same:
- (30) The trustees shall have the power to make such rules and regulations from time to time for regulating the conduct of the meetings and the management of the funds and otherwise as they may think proper.
- (31) Subscriber's account shall be closed-
  - fa) on the date after the date of his death, or
  - (b) from the day on which he ceases to be in the employment of the College/Institution.

No contribution or interest shall be credited in respect of any period after the date on which the account is closed.

- (32) In case of part-time teachers working in two affiliated Colleges, the rules hereunder shall be applicable to them in both the Colleges.

O. 174-A :

(1) (i) An application for Registration as an external student by a candidate whose mother-tongue is Gujarati, shall be endorsed in a prescribed form by a member of the court of this University for time being or a Head-master of a High School in the Gujarat State or a Judicial Magistrate of the First Class or a Principal of an affiliated College of this University.

(ii) An application for Registration as an external student by a candidate whose mother-tongue is not Gujarati must be supported, in addition to the endorsement by any of the persons mentioned in (i) above, by an affidavit that the candidate has been continuously staying for a period of not less than one year in the State of Gujarat immediately preceding his application for Registration.

(Hi) A candidate whose mother-tongue is not Gujarati and desires registration for the external examination on the basis of the last examination passed from any of the Universities in the State of Gujarat if recognized by this University shall be exempted from the conditions as shown in clause (ii) above.

(2) No student whose name is registered in a college or at the University during an academic year for any course either in the Arts Faculty or in other Faculty shall be registered as an external student during that academic year except in exceptional cases to be sanctioned by the Executive Council.

(3) Every student intending to register as an external student must obtain from the Registrar, the appropriate registration form. This duly completed must be received at the University together with the Registration fee on or before the last date this Prescribed for receiving applications in this behalf. It will; however, be competent for the Registrar to accept, in his discretion, applications received after the prescribed date with the late fee.

(4) The Registrar shall send before 30th June, an Official intimation of registration to every student who has applied for registration and paid necessary fees, provided the application is in order.

(5) Registration for an external examination is valid only for the particular examination and for the same year and it cannot be reserved or transferred for any subsequent examination.

A candidate who has once registered himself for an external examination and appeared and failed at that examination can appear at a subsequent examination only after a fresh Registration.

O. 174-B :

No candidate who has appeared at any examination as an external student shall be eligible for any scholarship, prize, fellowship, medal or other award of the University Examination which is not specifically reserved for external students.



**O. 174-C :**

Exemption earned by candidate at an external examination may be claimed only if the candidate appears subsequently as an external candidate.

**O. 174-D :**

A candidate appearing at any external examination shall be required to affix on the space provided on the examination form his passport size photograph duly signed by him and certified by either (1) a Government Gazetted Officer or (2) Principal of the College affiliated to this University or (3) any other member of the Court of this University, or (4) the Head Master of a recognized High School in the State of Gujarat.

**O. 174-E :**

The date of the Commencement of the First B.A., Second B.A. and Third B.A. External Examinations, last date of receiving the applications for admission to the examination and fee for registration in this behalf will be as under:

<i>Examination</i>	<i>Last date for receiving application</i>	<i>Date of Commencement</i>	<i>Registration Fee Rs.</i>
First B.A., Second B.A.,	28th February -do-	4th Monday in October Monday following on 5th October	80/- 100/-
Third B.A.	-do-	4th Monday in October	120/-

Registration fees once paid by the candidates shall be refundable as per the following Rules :

- (1) In case where no registration can be done by the University either because he is not found eligible or he has failed to submit required documents such as mark sheets, migration certificate, endorsement and /or affidavit in connection with mother-tongue or residence required etc. he will be considered as an ineligible candidate and half of the said total fees shall be retained by the University and the other half will be refunded at his cost.
- (2) If a candidate expires prior to the date of the commencement of the examination, full fees will be refunded to the First claimant, such claimant being his/her kith and kin.
- (3) Where a candidate remains absent at an external examination in case of Pre-University Arts and Pre-University Commerce Examination Rs. 15 in case of the First B.A. Examination, Rs. 20 in case of the Second B.A. Examination, Rs: 25 in case of the Third B.A. Examination will be refunded to him at his cost.

Such refund must be claimed by the candidate within a period of six months from the date of declaration of the result of the examination in which he/she was to have appeared.

- (4) Notwithstanding anything quoted above if a candidate requests cancellation of his registration one half of the said total fees shall be retained by the University and the other half will be refunded at his cost.  
 [N.B. - Refund, if any, will be made after, the declaration of the result of First B.A. (External) Examination.]

O. 174-G :

No candidate shall be eligible for registration for the First B.A. (External) Examination unless he has (a) passed the Higher Secondary School Certificate examination or passed Pre-University examination of any Faculty of this University or an equivalent Examination, (b) applied for the registration on or before 28th February of each year, and (c) allowed an interval of at least one academic year between his passing Pre-University examination or its equivalent examination and his appearance at the First B.A. Examination, provided that a candidate who is allowed to keep terms for the First B.A. Examination of the University will be considered eligible for registration for the examination.

O. 174-H : Deleted.

O. 174-I :

Candidates who have passed the T.D. or D.Ed; Examination of this University or an equivalent examination of any other University, shall be eligible for Registration directly for the First B.A. Examination.

Students registering for the First B.A. Examination as external students shall be exempted from regular attendance and the keeping of terms at an affiliated college under Section 22 (2) (ix) of the Act as per R. 21 -G.

## REGULATIONS

### **RECOGNITION OF EXAMINATIONS OF OTHER UNIVERSITIES AND STATUTORY' EXAMINING BODIES**

*[Under Section 22 (x) of the Act]*

R. 1 :

In all cases in which recognition has been given to the Examinations of other Statutory Universities and Examining Bodies as equivalent to the corresponding examinations of this University, such recognition is available only to those Universities and Examining Bodies which reciprocate with this University, and applicable only to such students as have attended a regular course of study laid down for the Examination at a college affiliated to the said University or included among its constituent colleges, or at an Institution recognized by the Examining Body concerned

Notwithstanding anything contained hereinabove external examination is deemed as equivalent to the corresponding external examination of this University, provided corresponding regular examination of that University or Board is recognized on reciprocal basis.

R. 2 :

In no circumstances examination conducted by colleges affiliated to any other University be considered equivalent to the corresponding examination held by this University.

R. 3 :

In special cases, the Academic Council shall have power, on the recommendation of the Standing Committee on equivalence of Examinations, to grant recognition to examinations of other Universities and Examining Bodies on the merits of each individual case.

R. 4 :

Notwithstanding anything contained in the foregoing Regulations, Academic Council shall have power, on the recommendation of the Standing Committee on equivalence of Examinations on the merits of each individual case, to recognize a term or terms kept by a student in another University or Board for any examination, as equivalent to the corresponding terms at a college or colleges affiliated to this University, provided that the terms are of the same duration and that the migration of the student is due to communal disturbances, civil commotion or other causes of like nature.

R. 5 :

The following are the examinations of other Universities and Bodies which have been recognized as equivalent to corresponding examinations of this University, as on 30-11-80.