



राष्ट्रसंत तुकडोजी महाराज नागपूर विद्यापीठ

(सेन्ट्रल प्रोविन्सेस शासन, शिक्षण विभागाची अधिसूचना क्रमांक ५१३ दिनांक १ ऑगस्ट, १९२३ द्वारा स्थापित, व महाराष्ट्र विद्यापीठ अधिनियम, १९९४ द्वारा संचालित राज्य विद्यापीठ)

अध्यादेश व परिनियम कक्ष

छत्रपती शिवाजी महाराज प्रशासकीय इमारत, रविन्द्रनाथ टागोर मार्ग, नागपूर - ४४० ००१, दूरध्वनी क्रमांक (कार्या.) - ०७१२ - २५२५ ४१७/२५५१६४३

पत्र क्र. रातुमनावि/अध्या/परि/२०१२/८३६

दिनांक: ३१ ऑगस्ट, २०१२

प्रति,

विद्यापीठ संलग्नित महाविद्यालयांचे सर्व प्राचार्य.

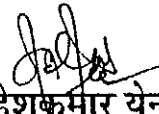
विषय: अध्यादेश क्रमांक २४ "College code" .

महोदय/महोदया,

वरील विषयाच्या संबंधात आपणास कळविण्यात येते की, दिनांक १७ मार्च, २०१२ रोजी संपन्न झालेल्या विधी सभेने घेतलेल्या निर्णयानुसार विद्यापीठाशी संलग्नित महाविद्यालयातील शिक्षकांकरिता असलेला अध्यादेश क्रमांक २४ "College code" ची प्रत तसेच या अध्यादेशाला दुरुस्ती दर्शविणारा किरकोळ रजेविषयी अध्यादेश क्रमांक २०/२०१० ची प्रत आपल्या माहिती व अंमलबजावणीकरिता सोबत जोडून पाठविण्यात येत आहे.

आपणास विनंती करण्यात येते की, वरील अध्यादेश आपल्या महाविद्यालयातील सर्व शिक्षकांच्या निदर्शनास आणून देण्यात यावे व त्यातील नियमानुसार अंमलबजावणी करण्यात यावी.

आपला विनित,


(डॉ. महेशकुमार येन्की)
कुलसचिव

***ORDINANCE NO. 20 OF 2010**

**AN ORDINANCE TO AMEND ORDINANCE NO. 24
COLLEGE CODE**

Whereas, it is expedient to amend Ordinance No.24 i.e. "The College Code", for the purposes hereinafter appearing the Management Council is hereby pleased to make the following Ordinance :-

1. This Ordinance may be called "The College Code, (Amendment) Ordinance, 2010.
2. This Ordinance shall come into force with effect from the date of its approval by the Management Council.
3. In sub para (a) of para 48.(1) of the main Ordinance no. 24, the College Code, be substituted by the following -
"48.(1)
(a) Casual leave of not less than eight days during an academic year;"

STATEMENT OF OBJECT & REASONS

As decided by the Higher and Technical Education Department, Mumbai, vide Government Resolution No. संकीर्ण २००८/(०८-अ/०८)/विशि-अर्थ, dated 11th May, 2009 and the Management Council in its meeting held on 31st Oct., 2009 vide item No. 179 having considered and approved the same, hence this Ordinance.

This Ordinance strictly adheres to present policy and orders of the State Government. While implementing the provisions of this Ordinance, no financial implications are involved at the Government as well as university level as of now or in future.

* Accepted by the Management Council on dt. 22nd March, 2010, vide item No. 27, under the draft Ordinance No. 23 of 2009

***ORDINANCE NO. 24**

College Code.

CHAPTER—I

Title and Applicability.

1. This Ordinance shall be called "The College Code" and shall come into effect from the academic session 1967-68*.

2. (1) This Code shall not apply to any college maintained by the University.

(2) Articles 24, 25, 26, 27, 28, 31, 33, 34, 35 and 36 shall apply to a College maintained by the State Government and admitted to the privileges of this University. The remaining provisions shall not apply.

* Latest amended by the Executive Council, dated 30-7-1976.

(3) This Code shall apply to all other colleges admitted to the privileges of the University.

3. The Executive Council may exempt for a specified period not exceeding 3 years, any college from the operation of all or any of the provisions of this Code.

After the College is of five years standing, the Executive Council may advance money from the College deposit for development expenditure to be repaid in such instalments as the Executive Council may fix.

4. The Executive Council may, exempt or relax the provisions of Articles 31 and 45 (a) and 45 (b) in the case of persons holding the post of Principal, Professor or Assistant Professor (so far called "Senior Lecturer") immediately before the commencement of this Code.

CHAPTER II.

(1) Foundation Society.

5. A Society which is registered or incorporated under any law for registration of statutory incorporation and which maintains a College admitted or seeking admission to the privileges of the University shall be called the "Foundation Society".

6. The Foundation Society shall be responsible for the proper maintenance of the College and for providing the necessary funds for maintaining the college upto the standard required by the University.

7. The Foundation Society shall carry out all lawful directions of the University made in accordance with the Act, Statutes, Ordinance and Regulations for the time being in force.

(2) Constitution of the Governing Body.

8. There shall be a Governing Body for the management of every College.

9. It shall consist of —

- (a) The Chairman of the Foundation Society (*Ex-Officio Chairman*),
- (b) The Secretary of the Foundation Society (*Ex-Officio Member*),
- (c) Four Members appointed by the Foundation Society,
- (d) The Principal of the College (*Ex-Officio Secretary*),
- (e) Three Members elected from among themselves by the teachers of the College who have been confirmed teachers in that college for not less than seven years: provided that during the first five years after admission of the College to the University the confirmed teachers need not be of seven years standing,

The number of teachers to be elected on the Governing Body should be two in case the total number of teaching staff in the College is 15 or less;

(f) *Foundation Donor :*

(Foundation Donor shall mean a person paying a donation of not less than Rupees Fifty Thousand to the Funds of the College within the first five years of its admission to the privileges of the University and who may be declared by the Executive Council of the University to be Foundation Donor of the College);

If the Foundation Donor is unable to attend any meeting he should have the right to nominate one representative in his place;

(The Foundation Donor will have a right of nominating the one member of the Governing Body in lieu of him and not in addition to it);

(g) (i) Foundation Donor who has been declared by the Executive Council to be a Foundation Donor before 1-7-1961 or who, by virtue of his donation in accordance with the provisions of the College Code, was eligible to be declared the Foundation Donor before 1-7-1961 and who has been subsequently declared Foundation Donor;

(ii) Such number of persons not exceeding two nominated by the Foundation Donor who is declared as such before 1-7-1961 or by his legal heirs as may be approved by the Executive Council;

(h) Member nominated by the Vice-Chancellor of Nagpur University.

10. Except in the case of Clauses 9 (a), (b), (d), (f) and (g) the term of office of a member of the Governing Body shall be three years.

11. The Governing Body shall elect its own Vice-Chairman from among its own members. In the absence of the Chairman the Vice-Chairman shall act as Chairman.

12. Five members of the Governing Body shall form a quorum.

13. In the absence of the Chairman and of the Vice-Chairman from any meeting, the members present shall elect a Chairman of the meeting.

14. A vacancy on the Governing Body shall be filled as soon as convenient by the person or body or authority who appointed, elected or nominated the person whose place has become vacant and the persons appointed, elected or nominated to a vacancy under 9 (c), (e) and (h) shall be a member for the rest of the term for which the person whose place he fills, would have been a member.

15. The Secretary of the Governing Body shall take the necessary steps for filling all vacancies on the Body as soon as they occur.

16. No act or proceedings of the Governing Body shall be invalidated merely by reasons of any vacancy in its membership.

(3) Functions of Governing Body and of the Foundation Society.

17. The Governing Body shall be responsible for the Management of the College and in particular for the —

- (a) management and regulation of the Finance, Accounts and Investments;
 - (b) preparation of the Budget and Financial Statements;
 - (c) institution of teaching and other posts;
- and (d) appointment of Teachers and other Servants of the College.

18. The Governing Body may make rules consistent with the provision of the University Act, Statutes and Ordinances with regard to —

- (a) laying down the procedure to be observed at its meetings;
 - (b) prescribing the manner in which its decision shall be given effect to;
- and (c) the management of the College.

19. The Governing Body shall submit to the Foundation Society not later than six months from the end of the year—

- (a) an annual report on the work of the college for the year ending 30th June;
 - (b) a Statement of the Annual Accounts for the year ending 31st March together with an Audit Report by an auditor approved by the Foundation Society;
- and (c) budget estimates for the ensuing year.

20. The Governing Body shall submit to the Foundation Society proposals for —

- (a) items of new expenditure not provided in the College budget exceeding Rs. 1,000/- in the case of recurring expenditure and exceeding Rs. 3,000/- in the case of non-recurring expenditure;
 - (b) institution of new teaching posts;
- and (c) any proposal involving liability on the Foundation Society or affecting directly or indirectly the rights of the Foundation Society or its members.

21. The Foundation Society for the proper discharge of its duties, functions and responsibilities may pass such resolutions as it may consider proper and forward the same to the Governing Body for necessary action.

22. In case it is not possible for the Governing Body to agree with the resolution or resolutions of the Foundation Society without detriment to the interest of the College, the difference may be referred to the Executive Council of the University for decision. Its decision shall be final.

23. (i) The Foundation Society or the Governing Body shall not—
- (a) without the previous approval of the Executive Council accept any donation in any form from a teacher of the College;
 - (b) by way of punishment terminate the service or reduce in pay of any teacher appointed on a written contract without holding an enquiry into the charges against the teacher.

(ii) When any action is proposed to be taken against any teacher a statement of the charges against him shall be given in writing to the teacher, who shall have a reasonable opportunity of defending himself. The Governing Body shall then take into consideration the proceeding of the enquiry and report together with his previous service and character and come to a decision by a majority of two thirds of the members present at a meeting convened for the purpose. Such decision shall not be taken at an adjourned meeting.

CHAPTER III.

The College Council and its Functions.

24. There shall be for each College, a College Council consisting of the Principal and all confirmed teachers of the College, providing that the above clause shall not apply to a college for the first two years from the date of admission and in such a college the Council shall comprise all teachers of that College.

25. The Principal and the Vice-Principal, if any, of the College shall respectively be the ex-officio President and the ex-officio Vice-President or Vice-Presidents of the Council.

26. The Secretary shall be elected by the Council from amongst its members. He shall hold office for one year.

27. The Council shall meet at regular and frequent intervals :—

- (a) to discuss the progress of studies in the College,
 - (b) to bring to the notice of the College authorities the needs of the students,
 - (c) to make recommendations to the Principal or the Governing Body for improvement of the academic efficiency of the College,
 - (d) to bring to the notice of the Governing Body any matter affecting the rights and privileges of the teachers of the College as a class,
- and (e) to advise the Governing Body of the College and the Principal on such matters relating to the internal management of the college and discipline of its students as may be referred to from time to time.

28. Subject to the Statutes, Ordinances and Regulations of the University —
- (a) the College Council may advise the Principal and the Governing Body of the College regarding the fixing of the maximum number of students to be admitted in each subject and each class and the preparation of the time-tables,
 - (b) the Council's decision regarding the promotion and detention of students on the results of the College examinations shall be final.

CHAPTER IV.

The Principal.

29. The Principal of the College shall be appointed by the Foundation Society.

30. The Foundation Society may appoint a Vice-Principal.

31. *Only persons with experience of University teaching upto the standard of the Bachelor's degree for a period of not less than ten years or with such other experience as may be deemed by the Academic Council to be equivalent to such experience in this behalf shall be eligible for appointment as Principal of a College.

32. The scale of pay of the Principal excluding allowances shall not be less than Rs. 600-50-900. Provided that in a College of not more than five years' standing the pay of the Principal may subject to the approval of the Academic Council, be less than Rs. 600/- per month for the first five years or any part thereof. Provided further that the scales of pay of the Principal of the Post-Graduate College shall not be less than Rs. 800-50-1200 excluding allowances.

33. The Principal shall be the Executive and Academic head of the College.

34. He shall participate in the teaching work of the College.

*Note : — In the event of an occurrence of a vacancy in the office of the Principal by reason of his transfer, resignation, proceeding on leave for a period of not less than one month, or for any reason the vacancy shall be filled in by a person qualified under the conditions prescribed in the above paragraph.

Such substitute appointment shall be communicated to the Registrar by (i) the Chairman or the Secretary of the Foundation Society along with a copy of the Resolution of the Society in the case of Non-Government Colleges; and (ii) by the Director of Education or by the Director of Higher Education or by the Director of Technical Education or by any other competent authority in case of Government Colleges.

Explanation : — If the person appointed in such vacancy happens to be a person not fulfilling the prescribed condition for recognition as Principal such person shall not be a member of the University Authorities in his ex-officio capacity as the officiating Principal.

35. Subject to the general control of the Governing Body, the Principal shall be responsible for —

- (a) the admission of students and discipline of the College;
 - (b) receipts, expenditure and maintenance of accounts;
 - (c) Management of the College Library;
 - (d) Correspondence of the College;
- and (e) Generally the administration of the college as an institution admitted to the privileges of the University.

36. A disciplinary action taken by the Principal against any student shall be final and shall not be liable to be revised by any Body or Authority.

37. The Principal shall retire on attaining the age of sixty.

CHAPTER V

1. Selection and Appointment of Teachers.

38. (1) The appointments of the teachers of a College, other than temporary teachers for a period not exceeding one academic year shall be made by the Governing Body of the College, after inviting applications for the posts by public advertisement, and after considering the recommendations of the Selection Committee as per Article 39.

The letter of appointment of a temporary teacher shall specify the period of notice of termination on each side, but it shall not be less than one month.

A temporary teacher who resigns his services after giving notice shall not be entitled to his summer vacation salary.

(2) Such teachers shall be appointed on a written contract in the form prescribed in Schedule-A.

39. (a) The selection of all teachers to be appointed on a written contract shall be made after consideration of the recommendations of a Selection Committee of three members appointed by the Governing Body (which shall include the member appointed by the Vice-Chancellor on the Governing Body). Before the Governing Body proceeds to make the appointment, a copy of the proceedings of the Committee shall be forwarded to the Vice-Chancellor of the University who may make and forward to the Governing Body such observations relating to the appointment as he may deem fit in the interest of the Academic efficiency of the University.

(b) The Selection Committee shall be of —

- (i) Chairman of the Foundation Society or his nominee (*Chairman*),
- (ii) Principal of the College (*Ex-officio Member*),

(iii) Nominee of the Vice-Chancellor (*Ex-officio-Member*),

(iv) Head of the Department of the subject concerned or the Senior most teacher of the subject in the college (*Co-opted*).

40. A teacher already in service whose appointment is required to be made on a written contract shall enter into such contract within three months of the commencement of this Code.

41. Appointments of Professors may be made on written contract for a specified period. Such appointment shall be terminable according to the terms of the contract between the parties. In other respect they shall be subject to the provision contained in this Ordinance.

42. Every college with a standing of not less than five years which provides courses upto the standard of the Bachelor's degree of the University shall have on its teaching staff for each subject of such courses, at least one Assistant Professor (Senior Lecturer) provided, that this provision shall not apply for the first five years from the affiliation of such College in a particular subject.

43. Every College which provides instructions upto the standard of the Master's degree, shall have on its teaching staff, for each subject of such course, at least one Professor.

44. (i) A College may appoint teachers possessing a Master's degree in the subject concerned for giving instruction to students in the practical work for courses in the respective faculties. Such teachers shall be designated as Demonstrators for the purposes of this Code.

(ii) A College may appoint teachers possessing Master's degree for tutorial work in the subject in which they hold the degree. Such teachers shall be designated as Tutors.

*45. There shall be the following grades of teachers and their qualifications shall be as follows :—

(A) *Professor* :—Who shall hold at least a Master's degree not lower than a Second Class and a research degree of the status of a Doctorate, and who shall have experience of University teaching upto the standard of the Bachelor's degree for a period of not less than ten years including experience in Post-Graduate teaching for a period of not less than five years or a senior lecturer who shall have experience of University teaching upto degree classes for a period of 15 years including experience in Post-Graduate Teaching for a period of 5 years.

% The operation of the Clause 42 to be effective from the session 1969-70.

* That the condition of five years teaching experience be relaxed to four years for those teachers in the Faculty of Medicine who join the Military Services to respect the call of the nation (Accepted by the Academic Council, dated 25-6-1966).

(B) *A Senior Lecturer* :—Who shall hold at least a Master's degree not lower than a Second Class and who shall have experience of University teaching upto degree classes for a period of not less than five years.

(C) *Lecturer* :—For under-graduate teacher—

(i) At least a Second Class Master's degree of a Statutory Indian University or any degree recognised as equivalent thereto with all or at least 75% papers in the subject concerned;

OR

(ii) A Doctorate Degree in the subject :

Provided further that, a person having Master's degree in English with Third Division and a Diploma in Teaching of English from the Nagpur University will be qualified for a Lecturer in English for degree classes.

Provided further that, for appointment of a Lecturer in Tabla the minimum qualifications shall be Matriculation with M. Mus. in Tabla in Second Division.

(D) *Tutor and Demonstrator* :—Who shall hold at least a Master's Degree.

(E) *Supervisor in Social Work* :—Who shall hold Post-Graduate Diploma or Degree in Social Work.

(F) *Librarian* :

(i) A Graduate with degree in Library Science in case of a College admitted to the privileges of the University for Post-Graduate Teaching in the scale of pay of not less than Rs. 160-10-330.

(ii) A Graduate with a Diploma in Library Science for other Colleges in the scale of pay of not less than Rs. 120-8-160-EB-10-250.

(iii) Holder of a Certificate in Library Science or Junior Diploma in Library Science for the first ten years of existence of College in the scale of pay of not less than Rs. 80-5-130-EB-8-170.

(G) *Physical Education Teachers* :

(i) A graduate of a recognised University with the Post-Graduate Diploma in Physical Education (Full term) of Nagpur University or any Diploma or Degree in Physical Education of an Institution of Physical Education recognised by an Indian University Grants Commission or State Government and considered as equivalent thereto in the scale of pay of not less than Rs. 150-10-250-EB-15-400.

- (ii) Under-Graduate with Diploma in Physical Education of recognised University or Institute in the scale of pay of not less than Rs. 80-5-130-EB-8-170.

2. Conditions of Service of Teachers.

46. The scale of pay of teachers excluding allowances shall be not less than the following, viz.—

- | | | |
|--|---------|---------------------------|
| (a) Professor | | Rs. 400-25-700. |
| (b) Senior Lecturer | | Rs. 300-25-600. |
| (c) Lecturer | | Rs. 200-15-320-EB-20-500. |
| (d) Tutor, Demonstrator and Supervisor
in Social Work | | Rs. 150-10-200. |

In addition to the above scales of pay the teachers (including tutors and Demonstrators) shall be entitled with effect from 1-7-1967 for (i) House Rent Allowance and (ii) Compensatory Local Allowances at rates and places sanctioned by the Government from time to time.

Provided firstly that a Tutor or Demonstrator who has obtained a Third Division in a Post-Graduate Examination of Nagpur University and who has put in not less than two academic years service in the University or in a College affiliated to the University may be granted a certificate that he has become eligible for appointment as a lecturer in that subject in the University or in a college affiliated to the University.

Provided he appears at the Post-Graduate Examination in the same subject on payment of the fees prescribed for that examination and obtains not less than 48 per cent of the aggregate marks in Part I and Part-II of the examination.

Provided further that in the case of a subject where laboratory work is required for the examination, he shall have attended a full course of laboratory instructions in that subject in a Department of the University or in a College affiliated to the University and shall have submitted certificate to that effect signed by the Head of the Department or Principal of the college.

Provided further that such person shall not be allowed to take each of the examination of Part-I and Part-II for more than two times and he shall not be eligible for admission to the Post-Graduate Degree a second time.

47. Tutors and Demonstrators shall not be given any lecturing work.

48. (1) A teacher shall be entitled to get leave in accordance with the rules made by the Governing Body, provided that a teacher who is appointed on a written contract shall be entitled to —

- (a) Casual leave of not less than ten days during an academic year;
- (b) leave on average pay for not less than ten days for every completed twelve months on duty;

- (c) leave on average pay for one-third of the period for which he has worked during the Summer Vacation in the case of a teacher who is entitled to such vacation and who is required by the College authorities to work during it;
- (d) leave on average pay on medical certificate for not less than one month for every completed twelve months on duty, subject to a maximum period of twelve months;
- (e) maternity leave (for lady-teachers) for not more than three months (of which at least six weeks shall be after delivery), provided that such leave shall not be granted at interval of less than three years and not more than thrice during the whole service.

Provided that leave under clauses (b), (c) and (d) may be accumulated, but leave on average pay may not be granted for more than thirty days at a time and leave on medical certificate may not be granted for more than three months at a time.

Provided further that leave on Medical Certificate may be granted on-half average pay for such further periods as the Governing Body may consider necessary one-half period of such leave shall be counted for the purpose of clause (d).

(2) Leave cannot be claimed as of right. It may be granted taking into consideration the exigencies of the college.

49. In calculating the period of service of a teacher for any purpose, service shall be counted from the date of his appointment under the agreement in writing executed in accordance with Paragraph 38. The period of College Vacations shall count as periods spent on duty.

50. Any person specified in clause 45 holding a temporary appointment, who has been in the service of the college for a full academic year shall be entitled to full pay for the ensuing vacation. If such person is in service of the college for less than full academic year but for more than three months he shall be entitled to salary for the ensuing vacation in the same proportion as the number of days of his service bears to the total number of days in the academic year.

Provided that such person shall not be entitled to any pay for the Summer Vacation when he is officiating in place of another person on leave entitled to draw pay for the said vacation.

Provided also that such person shall not be entitled for such proportionate salary if he leaves the services of his own accord or if he is drawing salary for the same period from any other source.

Provided further that he does not draw any salary from any other source during the period of summer vacation for which he is entitled to the vacation salary.

51. The Governing Body shall —

- (a) maintain a Provident Fund for the benefit of the teachers appointed on a written contract;
- (b) credit to the account of each permanent teacher a monthly contribution of ten per cent of his monthly pay;
- (c) deduct from his monthly pay ten per cent of the pay and credit it to his account in the Fund;
- (d) make rules for the management of the Fund, which shall be subject to the approval of the Executive Council of the University. In lieu of the contribution of the Governing Body and at the option of a teacher, the Governing Body shall pay the premium, in whole or in part, for such life insurance policy as may be selected by him.

52. On the application of a teacher, and Class-III, and Class-IV Non-teaching employee of the college, aggrieved by any decision of Governing Body, the Executive Council may cause an enquiry to be made and may make such order as it may deem fit and the Governing Body shall comply with at within such time as the Executive Council may fix.

SCHEDULE—A

Agreement with Members of Staff in Affiliated Colleges.

Agreement made thisday
of19 between the.....
of the first party and the Governing Body of the.....College,
through its Chairman/Secretary of the Second part.

Whereas the College has engaged the party of the First Part to serve the college as.....subject to the conditions and upon the terms hereinafter contained. Now this agreement witnesseth that the party of the First Part and the college hereby contract and agree as follows :—

1. That agreement shall begin from the.....day
of.....19and shall be determinable as hereinafter provided.

2. That the party of the first part is employed in the first instance, on probation for a period of one year and shall be paid monthly salary of Rs., the period of probation may be extended by such further period as the party of the second part may deem fit, but the total period of probation shall, in no case, exceed two years.

Provided during the probation period, of the benefit of normal increment which falls due after completion of one year's service is given.

3. That the party of the first part shall be entitled to the benefit of the Provident Fund in accordance with the provisions laid down by the College in this connection.

4. That the age of superannuation will be sixty years, the actual time of retirement for the party of the first part to be last day of the academic year in which he attains the age of sixty.

Provided that the Academic Council may, on the recommendation of the Governing Body, sanction extension for one year at a time upto the age of 65 years or for five such extensions at the most.

5. That the party of the first part shall be entitled to leave in accordance with the rules for the time being in force in the Institution.

6. That the party of the first part shall devote his whole time to the duties of his appointment and shall not engage, directly or indirectly, in any trade or business, or without the sanction of the Chairman of the Governing Body, take up any occupation which in his opinion is likely to interfere with the duties of his appointment.

7. That the party of the first part shall, in addition to the ordinary duties, perform such duties as may be entrusted to him by the Principal in connection with the social intellectual or athletic activities of the college.

8. After confirmation the services of the party of the first part can be terminated only on the following grounds :—

- (a) Wilful and persistent neglect of duty,
- (b) Misconduct,
- (c) Breach of any of the terms of contract,
- (d) Physical or mental unfitness,
- (e) Incompetence,
- (f) Abolition of the posts.

Provided firstly, that the plea of incompetence shall not be used against the party of the first part after he has served the part of the second part for five years or more.

Provided secondly, the services of the party of the first part shall not be terminated under clause (c) or (f) without the previous approval of Nagpur University.

9. Except when termination of service has taken place under sub-clause (a) or (b) of clause (8), neither the party of the first part nor the party of the second part shall terminate this agreement except by giving to the other party three calendar months notice in writing or by paying to the other party a sum equivalent to thrice the monthly salary, which the party of the first part is then earning.

Notice period of termination of service by or of the staff on temporary or probationary appointment should be restricted to one month only.

10. Nothing in this agreement shall affect the right of the party of the first part to refer any difference or dispute arising out of this agreement to the Tribunal of Arbitration constituted under the provisions of the College Code Ordinance (No. 24 of Nagpur University).

....., 19 . . . Signed this.....day of.....

(1)

(2)

In the presence of —

(1)

(2)

—/—