



ACADEMIC LIBRARY ASSOCIATION

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To

The Chairman
Pay Revision Commission 2014
Swaraj Bhavan, Nandancode,
Kowdiar P.O., Thiruvananthapuram – 695 003

REPRESENTATION / MEMORANDUM SUBMITTED BY THE ACADEMIC LIBRARY ASSOCIATION (ALA) TO THE KERALA STATE PAY REVISION COMMISSION 2014

Sir,

1. Introduction

Libraries are considered as heart of any education and research institution and hence, good libraries with infrastructure facilities and qualified librarians are essential for ensuring quality in education and research. Public libraries are considered as peoples universities because these are the institutions to support lifelong learning and continuing education of people. At the same time, the library system is totally neglected in Kerala. This situation badly affecting the quality of education and research programmes in the state and also the performance of individuals and peaceful life in society in general.

The importance of Libraries has been emphasized by various Education Commissions, UGC, AICTE, National Knowledge Commission etc., as reflected in their reports, norms and guidelines. The VP Joy Committee of the Govt. of Kerala underlined the importance of standard libraries in schools, colleges and universities with professionally qualified Librarians for their effective functioning.

Most of the Pay Commissions appointed by the Central & State Governments recognized the role of Librarians. The most noteworthy among the Commissions was the IV Pay Commission (1983) appointed under the Chairmanship of Sri. V.P. Gopalan Nambiar. The Commission in their report remarked: ***“Libraries have very important part to play in the spreading of knowledge among the people and it is essential that Libraries should be manned by competent staff with adequate technical qualification in Library Science. Libraries are meant to serve as excellent training grounds and equip Centres for Students and for the reading Public”***.(Page 193, Para 81.1 of the Report).

Academic Library Association (ALA), the premier State wide organization of qualified Librarians & Information Scientists, has been playing a significant role during the last several years for the improvement of all types of Libraries and enhancement of the professional competence of Librarians across the State. Thus the placement stipulations for Librarians are equal to or still

higher than the requirements for the academic staff, although in reality, this is not satisfactorily reflected in the recognition/status given to the Library professionals in service with respect to their salary conditions and career advancement schemes. It is lamentable that the graph indicates a relatively downward trend with respect to the subsequent Pay Commission Reports. The details are clarified through the facts & figures furnished in this representation.

We therefore stress our great hopes in the present (Xth) Pay Revision Commission to rectify the anomalies and put back our professionals to the higher levels which they deserve indeed.

2. Need for a Change

The following factors call for a total re-look and remedial measures in the sector:

- a) Conventionally accepted importance of Libraries.
- b) Changing scenario of our Education System with a major shift from Teaching to Teaching-Learning process and consequential importance of modern Library & Information Systems.
- c) Technological advancement and its high impact in the information handling processes in Libraries, including New Gen Resource Development & User Services.
- d) Enhanced knowledge, skill and competence of Library professionals warranting better service conditions including adequate career advancement.
- e) Better salaries & assured job prospects to attract the best talents to the profession.

3. Major Drawbacks of the Present Library System

The internationally accepted principle of any library system is that it should have good location, building, and furniture; professional, semi-professional and supporting staff. The agencies and controlling bodies like UNESCO, UGC, NAAC, NCERT, CBSE etc have categorically requested to follow this principle. The Chief Librarian of the School, College, University and Research Laboratories should have similar qualifications, academic or research status and cadre of their teachers and scientists of the institution. This principle is totally adopted in Kerala's research institutions under KSCSTE and almost adopted in universities and colleges. But, this is totally neglected in the school education. The culture of individuals can frame largely through reading which should be rooted at the early childhood and should be developed and nurtured through life long reading support by Public Libraries. Though our Public Library System was built on strong social commitment of the then visionaries, it is to say that they are on the verge of collapse or closure without any life saving mechanism to develop or maintain it. Though the Kerala State Library Council (KSLC) was doing what they can do, it is to say that they could not appoint a single regular qualified library professional to look after or develop the public library system under its control.

It is a fact that for simple fever or wound, we are eager to consult specialist doctors or even super specialists. That is also the case of most of other areas. But, in the case of libraries, we are moving totally against the scientific principles of management or development. We don't want to search anywhere for reasons for the social issues like closing of our govt. and aided schools, growing anti-social activities like ragging, drugs, drinking, gambling, luxury life and so on.

So, we beg to the Respected Xth Pay Revision Commission 2014 to sincerely consider these issues and scientific recommendations to revamp our libraries, especially the school libraries. If

school libraries made functional, automatically the public libraries will and strengthened and the quality of education and research. In this context, let us point out the following suggestions on the library system in Kerala which having direct bearing on the performance of the people in the entire state.

3.1 Non Functional School Libraries

No functional school libraries are prevailing in any of the schools (15,000 nos. approx.) controlled by the state government. About 40 lack students are denied of this important facility. The quality of education and research is basically depending on the reading and self learning skill of the students. Moreover, several research studies revealed that persons with high reading habit will be less involved in crimes and anti-social activities. The most ideal time to inculcate reading and self learning skill is at the early childhood, and school library is the basic facility towards this end. Though our present school system shows more than 95% results in 10th standard and more than 80% results in 12th standard, many studies of the state and central government agencies shows the quality of education in state schools is on the downward trend. This shows that the heavy socio-economic investment already done by the state in this sector are getting futile and well to do parents and students are migrating to CBSE, ICSE or International schools and in near future the chance of becoming all these schools uneconomic is very high. The situation is nearing that most of the people spending all their earning for education and health and this in turn may raise many socio-economic and cultural problems in future.

3.2 SCERT and DIET Libraries

As the core agency to undertake educational training and research, the SCERT and DIETs should have good libraries with Chief Librarians in the same cadre of their Lecturers.

3.3 Unscientific Public Library System

Lifelong and continuing education is essential to perform the individuals in any society, especially in a democratic country. Public library system is the basic facility to ensure this service. Though, every residents in Kerala are paying Library Cess, in strict sense the public library service nowadays is also an almost denied service in Kerala. No effective State Central Library, District Central Libraries and Local Body Central Libraries with properly networked services are prevailing in Kerala. Though the name of the State Central Library represents state wide service, the present set up of the library is not capable in providing such a service. Similarly, though some libraries are recognized as district libraries, presently they are not providing any district wide service. So, it is the need of the society to have a Four Tier System of Public Libraries consisting of Ward/Division Libraries in Local Bodies, Local Body Central Libraries, District Central Libraries and State Central Library, effectively networked.

3.4 Improper Implementation of UGC/Central Scheme in Universities and Colleges

Libraries with good infrastructure facilities like space, furniture, equipments, books, journals and other learning materials and librarian of similar qualifications and equal cadre of other teachers/scientists are essential in any education/research institution. The research institutions of Kerala adopted this scientific practice at par with CSIR. But the govt. not implemented the UGC/IMC/INC/AICTE scheme for librarians in any medical, para medical, engineering and poly technique colleges in Kerala. UGC scheme is not implemented properly for librarians in any

universities and most of the govt. arts and science colleges in Kerala. Instead of 100% direct recruitment to the UGC posts as envisaged by UGC Scheme, none of the universities in Kerala have adopted this system for librarians. This situation not only lacks qualified and quality manpower in these libraries but also puts excess burden on state exchequer towards the salary of the librarians in universities and colleges. If properly implemented the UGC/Central Schemes, 80% of salary of librarians in universities and colleges for 5 years or 40% of 10 years will be borne by the Govt. of India. The present situation paved the way for another negative phenomenon in the state that Asst. Librarians with 18 years of UGC Service or Deputy Librarians with 13 years UGC service are not available in Kerala and hence all posts of University Librarians in the state are remain vacant. The university and college libraries are in dead lock without proper leadership, scientific management and effective service to support our education and research programmes.

3.5 Unscientific Designations and Cadre Names of Library Professionals

The following table shows the unscientific and unethical designations prevailing in various cadres.

	Under Library Council	In Panchayaths	In Colleges/ Govt. Dept.	In Universities
Part Time Librarian	Not applicable	Not require any qualification Part Time Librarian is being promoted as Part-Time Sweeper after 5-10 year of service and then promoted as Peon after 10-15 year of service	Not available	Not available
Library Asst.	Not applicable	Not applicable	Attender cadre/Class IV (7 th Std.)	Librarian Gr. III in Govt. (Degree + BLIS/MLIS)
Tech. Asst. - Library	Not applicable	Not applicable	Not applicable	Librarian Gr. II in Govt. (Degree + BLIS/MLIS)+ 5-6 yr experience
Reference Asst.	Not applicable	Not applicable	Not applicable	Librarian Gr. I in Govt. (Degree + BLIS/MLIS)+ 7-10 yr experience
Reference Asst. (HG)	Not applicable	Not applicable	Not applicable	Senior Librarian in Govt. (Degree + BLIS/MLIS)+ 11-15 yr experience
Asst. Librarian	Not applicable	Not applicable	Not applicable	Scientist B / Asst. Professor MLIS+NET/PhD
Asst. Librarian SG	Not applicable	Not applicable	Not applicable	Scientist C / Asst. Professor-SG (MLIS+NET/PhD+ 6 yr experience in UGC)
Asst. Librarian SI.Gr	Not applicable	Not applicable	Not applicable	Scientist D / Asst. Professor SI.Gr (MLIS+NET/PhD+ 11 yr experience in UGC)
Dy. Librarian	Not applicable	Not applicable	Not applicable	Scientist E / Asso. Professor (MLIS+NET/PhD+ 11 yr experience)

*Representation / Memorandum Submitted by the Academic Library Association
to the Kerala State Pay Revision Commission 2014*

Dy Librarian SG	Not applicable	Not applicable	Not applicable	Scientist F / Asso Professor-Sr.Gr. (MLIS+NET/PhD+ 14 yr experience)
Librarian	Honorarium Rs.750/- per month Not require any qualification	UDC Cadre in Govt. SSLC+ CLIS	Scientist B-E / Asst. Professor MLIS+NET/P hD	Registrar/ Professor in UGC (MLIS+PhD + 18 years experience in UGC

The above table gives a brief idea about the prevailing cadres of librarians in Kerala. Librarians are ranging from less than Part-Time Sweeper to Registrar/Professor/ Scientist F. This situation is not at all conducive for the effective use of knowledge resources available/accessible in our libraries. The solution is that either restrict the use of designation "Librarian" only for qualified persons or re-designate the "qualified librarians" similar to that prevailing in central govt. That also retards the quality of education, research, development and soft skills of the students, teachers, scientists, and citizens at large.

So we suggest the following designations that can automatically reflect the minimum qualifications, cadre, salary and status of the librarians similar to other professions/jobs. This will encourage the users to approach the librarians on the presumption that they are learned and experienced people who can satisfy their requirements. Then only the Social Return on Investment (SROI) can be achieved by the society.

Designation	Existing Equivalent Cadre in Govt. Dept.	Qualifications at entry level or on a promotion
School Libraries:-		
LP/UP Schools:-		
LP/UPSA (Library Education)	LPSA/UPSA	Plus 2+CLISc or higher like BLISc
High Schools:-		
HSA (Library Education)	HSA	Degree+BLISc or higher like MLISc
Higher Secondary Schools:-		
HSST (Library Education)	HSST	Degree+MLISc or higher like PhD
Colleges (Non UGC Cadre):-		
Jr. Reference Assistant	Librarian Gr. IV	Plus 2+CLISc or higher like BLISc
Universities (Non UGC Cadre):-		
Reference Asst.	Librarian Gr. III	Degree+BLISc / higher like MLISc
Colleges/Universities (UGC Cadre):-		
Asst. Professor (Lib. Education)	Asst. Professor (UGC)	As per UGC
Asso. Professor (Lib. Education)	Asso. Professor (UGC)	As per UGC
Asso. Professor (Lib. Education)	Asso. Professor (UGC)	As per UGC
Professor (Lib. Education)	Professor (UGC)	As per UGC
Universities (UGC Cadre):-		
Director of Libraries	Registrar / University	As per UGC

	Librarian (UGC)	
Public Libraries (Local Self Govt. Dept. Library Service):-		
Jr. Library Officer Gr. II (JLO II)	Librarian Gr. IV	Plus 2+CLISc or higher like BLISc
Jr. Library Officer Gr. I	Librarian Gr. III	Degree+BLISc or higher like MLISc
Library Officer Gr. II	Librarian Gr. II	Degree+BLISc/higher like MLISc
Library Officer Gr. I (LO Gr.I)	Librarian Gr. I	Degree+MLISc or higher like PhD
Sr. Library Officer II	Scientific Information Officer	Degree+MLISc or higher like PhD
Sr. Library Officer Gr. I	Chief Technical Librarian	Degree+MLISc or higher like PhD
Chief Library Officer Gr. II	Chief Technical Librarian Gr. I	Degree+MLISc or higher like PhD
Chief Library Officer Gr. I/ District Library Officer	Chief Technical Librarian Sr.Gr.	Degree+MLISc or higher like PhD
Director of Public Libraries / State Librarian	Addl. Secretary	Degree+MLISc or higher like PhD
Legislature Secretariat Library		
Director, Legislature Library	Addl. Secretary	Degree+MLISc or higher like PhD

4. Existing Anomalies and Proposals

4.1 Widening disparity in the salary - cum- status of Library professionals in comparison with equivalent posts in other sectors in the State

Eg: State Librarian: The State Librarian, by virtue of his/her role as the chief functionary of the apex body of the Library System in Kerala, had been given the status of the Head of the Department.

In view of the nature of work involved and the key role the State Librarian has to play, the status & Scale of Pay of the State Librarian be fixed at par with the Post of Additional Secretary, Government Secretariat, Kerala.

4.2 Non-Implementation UGC Induction to Library Staff in Universities

The UGC Scheme should have to be implemented for the existing teachers/physical education and library personnel in colleges and universities. But, this principle of induction to the UGC Scheme was not allowed in Kerala to the Library Staff, and hence aroused several seniority issues and inter-personnel clashes among them. Hence, they are also divided into several classes; and emerged many court cases.

The Pay Revision Commission 2014 may recommend the UGC Induction to Qualified Librarians with retrospective effect from 1986 as was allowed to teachers. For those with MLISc only, a one time exemption from NET qualification may be given on completion of 8 years of service. Here in after, direct recruitment should be ensured to all posts of Assistant Librarian/College Librarian as prescribed by the UGC Scheme. This proposal was already been forwarded by the Kerala State Higher Education Council to the government. It is known that this file has been referred for the consideration of the Pay Revision Commission 2014.

In order to ensure proper functioning of the libraries and effective utilization of knowledge resources for education and research, the posts in the libraries to be

identified in the UGC Cadre may be as follows. If number of library staff as on the date of induction exceeds than the required as below, excess staff may be retained as super numerary till their retirement:

Type of the College/ University Department	No. of shift the library should function	Essential College / Asst. University Librarian posts in each College/Dept.
Arts & Science, Poly technique, Para Medical, Ayurveda, Sidha and Yunani Colleges	01	01
Medical, Dental, Veterinary, Agriculture, Fisheries and Engineering Colleges	02	02
Teaching Departments of Universities	01	01
Depts./Divisions of the University Central Library (Minimum 05 Depts./ Divisions)	02	02
University Campus Library other than University Central Library (Minimum 02 Depts./ Divisions)	02	02

4.3 Non-Implementation of UGC/Central Scheme for Librarians in Govt. Colleges

The UGC/Central Scheme should be implemented in all colleges and universities in India. We have adopted UGC or similar Central Schemes for academic staff in medical, para medical, agriculture, engineering and poly technique colleges, other than library personnel. This situation lacks qualified and quality manpower in these libraries. If implemented the UGC/Central Schemes for librarians in these colleges also, 80% of salary of their salary for 5 years or 40% of 10 years in each pay revision period will be borne by the Govt. of India. Lack of this puts excess burden on state exchequer towards the salary of librarians.

The Pay Revision Commission 2014 may recommend the UGC/Equivalent Central Scheme for library staff in all medical, para medical, agriculture, engineering and poly technique colleges. The number of post of Library Staff in the UGC/Equivalent Central Scheme in these colleges should be based on number of shifts of functioning of the library as detailed in para 4.2 above.

4.4 Need for Separate cadre for Non-UGC Posts in Universities and Colleges

Under utilization of knowledge resources in colleges and universities in Kerala is mainly attributed to the lack of adequate number of qualified and competent staff in their libraries. This situation, adversely affects the quality of education and research in Kerala.

Hence, it is proposed the following very essential professional staff in the Non-UGC Cadre and non-professional staff for the libraries of colleges and universities:

Essential Library Professionals in Non-UGC Cadre in colleges and universities			
Type of the College/ University Department	No. of shifts the library should function	No. of Posts required in each Dept./Division	Designation of Library professional staff in the Non-UGC Cadre
Arts & Science, Poly technique, Para Medical, Ayurveda, Sidha,	01	01	Jr. Reference Asst. (JRA)

Yunani Colleges			
Medical, Dental, Veterinary, Agriculture, Fisheries and Engineering Colleges	02	04	Jr. Reference Asst. (JRA)
Teaching Departments of Universities	01	01	Reference Asst. (RA)
Depts./Divisions of the University Central Library (Minimum 05 Depts./ Divisions)	02	04	Reference Asst. (RA)
University Campus Library other than University Central Library (Minimum 02 Depts./ Divisions)	02	04	Reference Asst. (RA)

4.5 Library Support Staff in Universities and Colleges

Under utilization of knowledge resources in colleges and universities in Kerala is mainly attributed to the lack of adequate number of support staff also in their libraries. This situation adversely affects the effective utilization of resources.

Hence, it is proposed the following very essential support staff for the libraries of colleges and universities:

Essential Supporting Non Professionals in the Libraries of Colleges and Universities			
Type of the College/ University Department	No. of shifts the library should function	No. of Posts required in each college/ dept.	Designation of Non Professional staff in the Library
Arts & Science, Poly technique, Para Medical, Ayurveda, Sidha, Yunani Colleges	01	02	Non Technical Attender/ Library Assistant
Medical, Dental, Veterinary, Agriculture, Fisheries and Engineering Colleges	02	04	Non Technical Attender/ Library Assistant
Teaching Departments of Universities	01	01	Non Technical Attender/ Library Assistant
Depts./Divisions of the University Central Library (Minimum 05 Depts./ Divisions)	02	02	Non Technical Attender/ Library Assistant
University Campus Library other than University Central Library (Minimum 02 Depts./ Divisions)	02	02	Non Technical Attender/ Library Assistant

The Non Technical Attenders (Library Assistants) usually posted to a college as a pool not specific to the library. The nature of duties of this staff is entirely different from that in other departments. As many libraries should work in evening shifts and holidays, the Non Technical Attenders normally willing to move to other departments. This situation hinders the availability of experienced staff in the library and normal functioning of the library.

So, it is recommended either to post Non Technical Attenders exclusively to the libraries or allow a special allowance to those posted in the libraries that can attract the staff to opt the posting in the library.

4.6 Designations, Qualifications, Cadre and Mode of Appointment of Library Professional Staff in Colleges and Universities

Existing and suggested Designations, Qualifications, Cadre and Mode of Appointment of Library Staff in Colleges and Universities are detailed below:

Suggested Designations, Qualifications, Cadre and Mode of Appointment of Library Staff in Colleges and Universities				
Designation	Existing Equivalent Cadre in Govt. Dept.	Qualifications at entry level or on a promotion	Proposed Equivalent Scale of Pay	Mode appointment
Jr. Reference Assistant	Librarian Gr. IV	Plus 2+CLISc or higher like BLISc	13210-20740	Direct Recruitment
Reference Asst.	Librarian Gr. III	Degree+BLISc	16180-29180	Direct Recruitment/ Promotion
Sr. Reference Asst.	Librarian Gr. II	Degree+BLISc	18740-33680	By Promotion
Reference Officer	Librarian Gr. I	Degree+MLISc	21240-37040	By Promotion
Sr. Reference Officer	Senior Librarian	Degree+MLISc	24040-38840	By Promotion
Chief Reference Officer	Scientific Information Officer	Degree+MLISc	29180-43640	By Promotion

4.7 In College Libraries

Junior Reference Assistant, Reference Assistant, Reference Officer and Senior Reference Officer are the cadres essential in colleges.

Instead of the present system of Seniority/Retirement based promotion, it is suggested to have promotion on completion of 5 year service in each cadre as prevailing in some scientific departments.

4.8 In University Libraries and Dept. Libraries of Universities

Reference Assistant, Senior Reference Assistant, Reference Officer, Senior Reference Officer and Chief Reference Officer are the cadres essential in universities.

Instead of the present system of Seniority/Retirement based promotion, it is suggested to have promotion on completion of 4/5 year service in each cadre as prevailing in some scientific departments.

5 Need to Revamp Public Library System as a Panacea to Anti-Social Activities and Cultural Refinement

Public Libraries are considered and Peoples Universities. Our public libraries in the past have contributed much to the literacy and education movement of Kerala. But, nowadays our public libraries are either on the verge of collapse or without adequate momentum for development and growth. Hence, people are heavily resorting to other means like TV, other audio visual media to meet their recreational and cultural requirements. As there is no fruitful means to spend their time for reading and other cultural programmes, our socio-economic life is being adversely affected. Hence, we beg for the effective recommendations of the Commission by

providing competent and adequate staff to revamp our Public Library System as prevailing in most of other Indian States.

The following uniform designations are proposed for Public Libraries:

Designation	Existing Equivalent Cadre in Govt. Dept.	Mode of Appointment
Jr. Library Officer Gr. II	Librarian Gr. IV	2/3 rd posts By Direct Recruitment and 1/3 rd posts By Transfer from Qualified Part Time Librarians under State Library Council / Govt. Depts.
Jr. Library Officer Gr. I	Librarian Gr. III	By Promotion
Library Officer Gr. II	Librarian Gr. II	By Promotion
Library Officer Gr. I	Librarian Gr. I	By Direct/ Recruitment Promotion 1/3 rd posts may be reserved for JLOs and LOs
Sr. Library Officer II	Senior Librarian	By Promotion
Sr. Library Officer Gr. I	Scientific Information Officer	By Promotion
Chief Library Officer Gr. II	Chief Technical Librarian	By Promotion
Chief Library Officer Gr. I / District Library Officer	Chief Technical Librarian Sr.Gr.	By Promotion
Director of Public Libraries / State Librarian	Addl. Secretary	By selection from Chief Library Officer Gr. I/ District Library Officer

- 1. All Districts, Corporations, Municipalities and Panchayaths should have Central Libraries**
- 2. Minimum number of qualified library professionals should be Four in District Central Library; Three in Corporation Central Library; Two in Municipal Central Library and One in Panchayath Central Library.**
- 3. Additional full time or part time professionals and supporting staff may be provided according to the working of evening or night shift, number of families to serve and number of books and other materials.**
- 4. Panchayaths Central Libraries should have one post of JLO II each to be filled by direct recruitment/ by transfer.**
- 5. District, Corporation and Municipality Central Libraries should have one post each of LO Gr. I to be filled by direct recruitment/ by transfer.**
- 6. Library Service in Local Bodies, District Central Libraries and State Central Library may be named as Public Library Service similar to that of Engineering staff in Local Bodies**
- 7. Four promotions should be ensured for the staff at every 4/5 year of satisfactory service. That is, JO Gr. II should reach upto SLO Gr. II in their service. The person appointed in LO Gr. I will reach upto CLO Gr I or DLO. The system suggested will not put any pressure on excess post creation for promotion.**
- 8. Additional Library Cess 5% of Property Tax may be levied for mobilizing a part of fund for Public Library Expenditure.**

6 Other proposals

6.1 At present, only three promotions will be available for the library staff in Non-UGC Cadre in universities, one more cadre should be introduced with designation as

“Chief Reference Officer”. The scale of pay should be 29180-40640 (equivalent to the post of Under Secretary-Higher Grade/ Deputy Librarian in State Central Library).

6.2 As the job of library professionals warrant constant up gradation of knowledge and skills not only in Library and Information Science but also in the entire fields of knowledge/subjects, one advance increment each may be allowed who acquire additional qualifications like BLISc, MLISc, MPhil, and PhD over and above their required qualifications.

7 General Proposals

7.1 The vacancy based or retirement promotion in government calls for unnecessary creation of posts, especially in upper strata to ensure desired promotion. This is the father of most of the evils in government that works against computerization, automation, adaptability, e-governance, de-centralization, delegation and so on. It also paves the way creation of unwanted additional posts and develops clash between different departments regarding deputation, ex-cadre posts, seniority issues etc.

7.2 So, instead of the present system of vacancy based or grade promotion, we strongly suggest promotion on completion of every four year service for Secretariate staff and on every five year service for all other staff, including school teachers.

7.3 Gazatted cadre or other status of the posts should be based on in which scale the officer works. Eg: Presently, if a school teacher reaches any higher scale, he/she will not be in the gazetted cadre as they are eligible only grades. At the same time, even an LD clerk or typist with SSLC will be in Gazetted Cadre at the end of their service. The same injustice prevails in many of other technical posts. Even though the suggested measures incur any additional expenditure, it will help to boost up motivation and equity in treatment.

8 RECOMMENDATIONS IN BRIEF

8.1 Uniform and dignified designations for Librarians

As given in para 3.5, we recommend uniform and dignified designations that automatically reflect minimum qualifications, cadre, salary and status of the librarians

similar to other professions/jobs in order to encourage the users to approach the librarians on the presumption that they are learned and experienced people who can satisfy their requirements.

8.2 School Libraries

All schools should have Librarians/Library Education Teachers with similar qualifications and cadre of their teachers, that is, +2 and CLISc in LP/UPS, Degree & BLISc High Schools and Degree+MLISc in HSS.

SCERT and all DIETs should have librarians in the similar cadre and qualifications of their teachers.

8.3 Public Library System

Public libraries are considered and Peoples Universities. Hence, all local bodies should have central libraries with qualified library staff as detailed in para 5.

8.4 State Central Library

The existing anomaly crept up over a period of time, should be rectified. Having the status of the Head of the Department, the Post of State Librarian should be re-designated as Director of Public Libraries / State Librarian and equated at par with the Additional Secretary, Govt. of Kerala.

8.5 Legislature Secretariat Library

Parity with Library professionals in Common Pool & State Central Library should be maintained.

Chief Librarian's post should be re-designated as Director, Legislature Library (similar to the designation in Parliament Library) and equated at par with Director of Public Libraries / State Librarian or Additional Secretary, Govt. of Kerala.

8.6 Colleges (including medical, engineering, poly techniques etc.) and Universities UGC Cadre

Induct the qualified librarians to the UGC/Equivalent Central Scheme with retrospective effect from 1986 as was allowed to teachers. A one time exemption from NET may be given to those having MLISc with 55%, on completion of 8 years of service, as recommended by Kerala State Higher Education Council. Here in after,

direct recruitment should be ensured to all posts of Assistant Librarian/College Librarian as prescribed by the UGC Scheme/Equivalent Central Scheme.

8.7 Colleges (including medical, engineering, poly techniques etc.) and Universities Non-UGC Cadre

Suggested Designations of Library Staff in Non-UGC Cadre in Colleges and Universities are Jr. Reference Assistant (instead of Librarian Gr. IV); Reference Asst. (instead of Librarian Gr. III); Sr. Reference Asst. (instead of Librarian Gr. II); Reference Officer (instead of Librarian Gr. I); Sr. Reference Officer (instead of Senior Librarian) and Chief Reference Officer (instead of Scientific Information Officer). Number of posts, qualifications and other details are as given in paras 4.5 and 4.6.

8.8 Promotion Scheme:-

Instead of the present system of Seniority/Retirement based promotion, it is suggested to have promotion on completion of 4/5 year service in each cadre.

(Dr. A.T. Francis)
President, ALA

(P.A. Pradeep)
General Secretary, ALA