



UNIVERSITY GRANTS COMMISSION

Commission Circular No. 935

20, Ward Place

Colombo 07

October 25th, 2010

Vice Chancellors of Universities

Directors of Institutes

Rectors of Campuses

SCHÉMES OF RECRUITMENT OF ACADEMIC STAFF

Reference is drawn to the schemes of recruitment for the posts of Lecturer (Probationary) (Medical/Dental) and Non-(Medical/Dental) sent with Commission Circular No.721 of 21st November 1997 where it has been mentioned that at least one year of experience in teaching/research/professional work/postgraduate studies is required for appointment of Lecturer(Probationary).

At its 810th meeting held on 19.08.2010, the Commission having reviewed the above provisions decided to relax the requirement of one year experience specified in the schemes of recruitment and also to introduce the following provisions only in place of one year experience as indicated below.

- (a) All candidates as specified in the scheme of recruitment i.e. Category (1) first and then category(2) and so on, be summoned for the interview and that they are required to make a presentation before the Selection Committee in order to prove their teaching ability as Lecturer(Probationary).
- (b) If the Selection Committee is satisfied with the performance of the candidate/candidates interviewed, they be appointed as Lecturers (Probationary) depending on the availability of cadre vacancies. If the Selection Committee is not satisfied with the performance of candidate/candidates, but otherwise well qualified, such candidate/candidates be appointed as Temporary Lecturer/Lecturers for a period of one year and at the end of such period they may be appointed as Lecturer(Probationary) having subjected them for another interview and presentation.
- (c) Such Temporary Lecturers be paid the initial salary step of U-AC 3(IV) Salary Scale having included the cost of living allowance payable at present as a fixed salary per month. Temporary Lecturers are not entitled to receive academic allowance.
- (d) The above amendments are applicable for recruitment of Lecturers (Probationary) in the Faculties of Medicine and Dental Sciences as well.

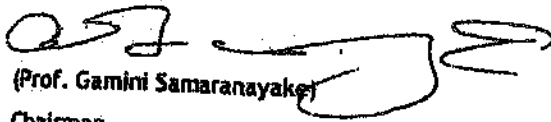
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(e) Other terms and conditions given as Notes at the end of the schemes of recruitment for both Medical/Dental and Non-Medical/Dental will remain unchanged subject to provisions in Establishments Circular Letter No.08/2005 of 11th August 2005 so far they are applicable to Lecturer (Probationary).

(f) However, all new appointments to the post of Lecturer (Probationary) for both Medical/Dental and Non-Medical/Dental be made at the initial of salary scale concerned, until further notice.

The provisions of this Circular will come into force with effect from 01st November 2010.

Please take action accordingly.


(Prof. Gamini Samaranyake)

Chairman

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CIRCULARS

Comm. Circular 05/2014 : Scheme of Recruitment for the Posts of AS/AR/SAS/SAR and DS/DR

Commission Circular No: 721

21st November 1997

Vice-Chancellors of Universities,
Rectors of Campuses,
Directors of Institutes.

SCHEMES OF RECRUITMENT OF ACADEMIC STAFF

University Grants Commission has approved the following scheme of recruitment for the posts of Lecturer/Senior Lecturer in the University

System:-

- | | |
|--|----------------------------|
| 1. Lecturer (Probationary) (Medical/Dental) | : B-04 By advertisement |
| 2. Lecturer (Probationary) Non-(Medical/Dental) | : B-04 By advertisement |
| 3. Lecturer (Medical/Dental) /Non-(Medical/Dental) | : B-04(a) Transitional |
| 4. Senior Lecturer, Gr.II (Medical/Dental) | : B-03 By advertisement |
| 5. Senior Lecturer, Gr.II, (Medical/Dental) | : B-03 By Promotion |
| 6. Senior Lecturer, Gr.II Non-(Medical/Dental) | : B-03 By advertisement |
| 7. Senior Lecturer, Gr.II Non-(Medical/Dental) | : B-03 By Promotion |
| 8. Senior Lecturer Gr.I (Medical/Dental) | : B-03(a) By advertisement |
| 9. Senior Lecturer, Gr.I (Medical/Dental) | : B-03(a) By Promotion |
| 10. Senior Lecturer, Gr.I Non-(Medical/Dental) | : B-03(a) By advertisement |
| 11. Senior Lecturer, Gr.I Non-(Medical/Dental) | : B-03(a) By Promotion |

The details of the schemes of recruitment are **ANNEXED here with**.

These schemes of recruitment will come into effect from 01st December 1997 and will replace all previous schemes of recruitment approved in respect of the posts of Lecturer/Senior Lecturer.

Universities/Institutes may take action to fill vacancies in the above posts in terms of the provisions of the above schemes of recruitment. A further Circular on the schemes of recruitment for the posts of Associate Professor/Professor/Senior Professor will follow.

(Prof. S. Tilakaratna- Chairman)

Cc:

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Vice-Chairman/UGC
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2. Post & Salary Code

Lecturer (Probationary) Non-(Medical/Dental)
B-04

Method of Recruitment

By open advertisement

Qualifications

(1) A Degree with specialization in the relevant subject with First or Second Class (Upper Division) Honours and at least 01 year of experience in teaching/research/professional work/ postgraduate studies;

OR

(2) A Degree with specialization in the relevant subject with Second Class (Lower Division) Honours and at least 01 year of experience in teaching/research/professional work/ postgraduate studies;

OR

(3) (a) A degree with specialization in the relevant subject without Honours or any other degree with at least Second Class Honours,

and

(b) A Postgraduate Degree of at least 02 academic years duration in the relevant subject with a research component by way of thesis/dissertation;

OR

However should have a degree & professional qualifications

(4) Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the Higher Educational Institution concerned.

Notes:

(a) An applicant who is eligible under (2) or (3) above could be considered for appointment only if applicants qualified under (1) above are either not available or evaluated and considered as unsatisfactory by the Selection Committee. Such appointment would require a special justification and approval of the University Grants Commission.

(b) An applicant recruited with a Degree with specialization in the relevant subject and First or Second Class (Upper Division) Honours and Masters Degree of 02 academic years duration with a research component by way of thesis/dissertation may be placed one (01) step above the initial of the B-04 salary scale.

(c) An applicant recruited with a Degree with specialization in the relevant subject with First or Second Class (Upper Division) Honours and a Doctoral Degree may be placed two (02) steps above the initial of the B-04 salary scale.

Special Note:

All Lecturers (Probationary) shall complete an induction training course (which includes Teaching/Learning Methodologies) within a period of one year from the date of first appointment. This is a pre-requisite for probationary study leave and confirmation in the post. The University Grants Commission will organise this course of training twice a year, i.e: December/January and June/July.

6. Post & Salary Code

Senior Lecturer, Gr. II [Non-(Medical/Dental)]

B-03

Method of Recruitment

By open advertisement

Qualifications

- (1) Candidates shall possess the academic qualifications required for Lecturer (Probationary) [Non-(Medical/Dental)] as specified under post 2 in this document.

AND

- (2) (i) A Masters Degree in the relevant field obtained after a full-time course of study of at least two academic years (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or a Doctoral Degree.

In the case of Faculties of Science/Applied Science the required qualification shall be a Masters Degree in the relevant field with full-time research of at least 02 years or a Doctoral Degree.

In the case of Faculties of Arts, Humanities, Social Sciences, Law and Management/Business Studies a Masters Degree of one year's duration in the relevant field may be accepted when combined with an evaluated research record in conformity with current guidelines. (See note below)

OR

- (ii) Such professional qualifications and experience as may be approved by the University Grants Commission, upon the recommendation of the Higher Educational Institution concerned.

AND

- (3) At least six (06) years experience in one or more of the following:-
- (i) Teaching at University Level,
 - (ii) Professional experience,
 - (iii) Research in a recognized Institution,
 - (iv) Postgraduate Studies to acquire the qualifications stipulated at (2) above.

Notes:

- (a) An applicant who qualifies only under (3) of the qualifications for Lecturer (Probationary) as specified under post 2 in this document may be exempted from (2)(i) above if he/she has a Doctoral Degree in the relevant field.
- (b) An applicant who qualifies only under (3) of the qualifications for Lecturer (Probationary) as specified under post 2 in this document and has a Masters Degree as specified under (2)(i) above may be exempted from (2)(i) if he/she has evaluated research and dissemination of knowledge in conformity with current guidelines.

- (c) The Selection Committee may recommend to place an applicant at a point higher than the initial of the salary scale in consideration of exceptional merit/additional qualifications/additional experience. Such recommendation along with justification should be submitted to the University Grants Commission for approval.
- (d) The current guidelines in regard to evaluated research and dissemination is that a candidate should obtain a minimum total of 15 marks and the marking scheme for this purpose is Sections 2.0 and 3.1 of the Marking Scheme for posts of Associate Professor/Professor.

Special Note:

A Senior Lecturer, Gr. 11 may be confirmed in the post on completion of 03 years satisfactory service in the permanent cadre and completion of an induction training course which includes (Teaching/Learning Methodologies) within a period of one year from the date of first appointment. The University Grants Commission will organise this course of training.

10. Post & Salary Code

Senior Lecturer, Gr. I Non-(Medical/Dental)

B-03(a)

Method of Recruitment

By open advertisement

Qualifications

1. Candidates should possess the academic qualifications required for Lecturer (Probationary) Non-(Medical/Dental) as stipulated under Post 2 in this document.

AND

2. (i) A Masters Degree in the relevant field obtained after a full-time course of study of at least two academic years (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or a Doctoral Degree.

In the case of Faculties of Science/Applied Science, the required qualifications shall be a Masters Degree in the relevant field with full-time research of at least 02 years or a Doctoral Degree.

In the case of Faculties of Arts, Humanities, Social Sciences, Law and Management/Business Studies, a Masters Degree of one year duration in the relevant field may be accepted when combined with an evaluated research record in conformity with current guidelines. (See Notes)

OR

(ii) Such professional qualifications and experience as may be approved by the University Grants Commission upon recommendation of the Higher Educational Institutions concerned.

AND

3. At least twelve (12) years of experience [of which not less than six (06) years should have been after obtaining qualifications stipulated in 2 above] in one or more of the following :-
- (i) Teaching at University Level
 - (ii) Professional experience
 - (iii) Research in a recognized Institution
 - (iv) Postgraduate Studies

Notes:

- (a) An applicant who is recruited under (3) of the qualifications for Lecturer (Probationary) Non-(Medical/Dental) as given in Post 2 of this document, may be exempted from 2(i) above if he/she has a Doctoral Degree in the relevant field.
- (b) An applicant who is recruited under (3) of the qualifications for Lecturer (Probationary) (Non-Medical) with a Masters Degree as specified under 2(i) above may be exempted from 2(i) if he/she has evaluated research and dissemination of knowledge in conformity with current guidelines. (See note (c) below)
- (c) The current guidelines for evaluated research record is that a candidate should obtain a minimum of 15 marks. The marking scheme for this purpose is Sections 2.0 and 3.1 of the marking scheme for posts of Associate Professor/Professor.
- (d) A Senior Lecturer, Gr. I may be confirmed in the post on completion of 03 years satisfactory service in the permanent cadre which shall include a satisfactory completion of a course of training in Teaching/ Learning Methodologies for which facilities will be provided by the University Grants Commission.