

The Chairman
IX th Pay Revision Commission 2010
Government of Kerala
Trivandrum

**REPRESENTATION / MEMORANDUM SUBMITTED BY THE KERALA LIBRARY ASSOCIATION
TO THE IXth PAY REVISION COMMISSION 2010**

Sir,

1. Introduction

Kerala Library Association (KLA), the premier State wide organization of qualified Librarians & Information Scientists, has been playing a significant role during the last four decades for the improvement of Libraries and enhancement of the professional competence of Librarians across the State. As a responsible professional body, KLA has been proactively involving / intervening through representations, discussions and other modes, with the Government and various agencies concerned for the betterment of Libraries and Librarians in various sectors including Government Departments, Autonomous Institutions such as Universities, Research & Development Establishments, Schools, Colleges, etc. We are extremely proud to state that the Government on their part has always given due recognition to our representations.

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 appointed by the Govt. of Kerala to study the College & School Library Systems in the State, had recommended in their Reports, major structural changes for the effective functioning of these Libraries and underlined the importance of the role of professionally qualified Librarians for efficiently managing the activity areas.

Most of the Pay Commissions appointed by the Central & State Governments have given due recognition to the role of Librarians. The most noteworthy among the Commissions was the IV Pay Commission (1983) appointed under the Chairmanship of Shri VP 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)

It is mandatory for the professionals in this domain to have at least a *Degree in any Subject plus a Degree in Library & Information Science (LIS)* and the requirement for various higher levels are a *Degree in any Subject plus + a Post Graduate Degree and PhD in LIS*. 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 pin our great hopes in the present (IXth) 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. Existing Anomalies

- a) Widening disparity in the salary -cum- status of Library professionals in comparison with equivalent posts in other sectors in the State over a period of time**

eg: State Librarian : The State Librarian, by virtue of his/her role as the chief functionary of the apex body of the Library set up in Kerala, had been given the status of the Head of the Department. The post was earlier equated with that of the Deputy Secretary at Rs. 10000-15150 before VIII th Pay Commission (with Deputy Secretary getting a Special Pay of Rs.200/- extra). But the revision ended up with the Scale of State Librarian fixed at Rs.16650-23200 & that of the Deputy Secretary at 20700-26600 !

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

b) Stagnation / Limited promotional avenues in certain cadres

eg : University Libraries : Assistant Librarians are experiencing stagnation in the present situation.

c) Anomalies in the existing Staff Pattern

eg : Glaring anomalies exist in the present staff pattern in the Medical Colleges in Kerala.

Although the Trivandrum Medical College & Calicut Medical College were founded much earlier (in 1950 & 1957 respectively) and have larger number of Courses, Super-Specialty Programmes, Students & Faculty and longer durations of Daily Library Timings, when compared with the other Medical Colleges in Kottayam(1962), Alappuzha (1963) & Thrissur (1982), only Kottayam Medical College is provided with a senior post (Senior Grade Librarian at 16650-23200). All the other Medical Colleges are having relatively lower / much lower grades at present (Trivandrum : Senior Librarian at 12250-19800, Calicut, Alappuzha & Thrissur : Librarian Grade I at 11910-19350), despite heavy tasks and responsibilities vested with the incumbents concerned.

We recommend uniform levels of posts in all the Medical Colleges matching with the existing post at Kottayam viz., Senior Grade Librarian. Since these are promotion posts from the immediately lower Grades, the additional expenditure will not be much.

d) Inadequacies of Staff Pattern for Specialized Tasks

eg: At present, the only post of *Scientific Information Officer* (13610-20700) exists in Engineering College, Trivandrum. With the changing trends in the resource planning, development, utilization and effective information services to the medical & Engineering user community, the major professional colleges in these two categories should have the post of Scientific Information Officers.

e) Unscientific Cadre Names in various departments for Professionals & Semi-Professionals, who are carrying out widely varying tasks

eg : Anomalies exist in the cadres of Common Pool Libraries, Libraries in Various Departments, Panchayat & Municipal Common Services. This includes identical nomenclature for different Posts requiring different qualifications, responsibilities & different Pay Scales. Needs redressal.

f) Glaring variations in Cadre Names, Scales of Pay & Promotional Prospects in identical organizations / institutions

eg : Different nomenclatures like Technical Assistant & Professional Assistant, Reference Assistant & Junior Librarian, Assistant Librarians (Assistant Librarian,

Assistant Librarian Grade II & Assistant Librarian Grade I) currently existing in different Universities in Kerala need normalization.

Details of all the above anomalies are furnished in the respective sections followed hereunder.

4. Salient Features of our Recommendations / Requests

Attempted to present the scenario holistically and dissect the issues segment-wise

Attempted to identify Posts with identical nature and recommend appropriate mergers, thereby reducing the number of Scales, in tune with the guidelines of the PRC Kerala – 2010

Attempted to suggest a common pattern of Scales by ensuring identical entry level and highest level Posts in different categories, to the extent possible.

Proposed the Next Higher Scale of Pay in the existing structure of Pay Scales for each Post and recommended the same as the **Base for the Revision**. In the case of mergers, the difference/increase is only marginal with respect to some Scales. Otherwise, it is almost uniform.

Requested rectification of anomalies crept up over a period of time resulting in the loss of / downgrading of Pay Scale levels of certain categories

Recommended rationalization / standardization of Nomenclatures of Designations of certain Posts

Proposed balancing of cadre strengths vis-à-vis the institutional needs & newly emerging information scenarios and consequential user needs

Proposed quality assurance in systems & services by ensuring recruitment and deployment of *Professionally Qualified Librarians*. Dilution of this critical factor will result in the gradual erosion of system efficiency.

Furnished our specific recommendations under each category in Tables/as descriptions.

5. Common Grades

Before examining the category-wise issues of Libraries & Librarians, it is appropriate to highlight the *Common Grades* existing in all such categories, for a better understanding of the staff patterns vis-à-vis such designations and their anomalies.

Though the Common Grades are designated as Librarian Grade I, Librarian Grade II, Librarian Grade III & Librarian Grade IV, there are many inconsistencies in their corresponding levels/positions and pay scales. Positions involving similar qualifications and nature of duties and responsibilities are given different scales of pay in different

departments. Similarly, positions requiring lower qualifications (like Semi-Professionals possessing Certificate in Library Science) are also designated with identical names assigned to Professionals holding higher posts in Colleges & Universities.

This is perhaps a unique anomaly existing in Librarians' Cadres and this aberration of irrationally 'generic designation' needs to be rectified.

It is added that higher positions above Librarian Grade I exist in different categories/departments, which will be dealt with separately under each such category.

6. Broad Categorization of Posts & Related Issues

The Posts of Librarians (including their variant forms of Nomenclature) currently existing in Kerala are broadly categorized as under :

- a) Common Pool Libraries : Covers Arts & Science Colleges, Professional Colleges, Secretariat Central Library and Libraries in Various Departments
- b) State Central Library
- c) Legislature Secretariat Library
- d) University Libraries
- e) Municipal Libraries
- f) Panchayat Libraries

a) Common Pool Libraries & Librarians

It covers Arts & Science Colleges, Professional Colleges, Secretariat Central Library and Libraries in Various Departments. This is the largest sector of Libraries in terms of the number of institutions, their variety & complexity. The number of Librarians working in this Category is also the largest. The nature of their problems are also relatively more complex. The system needs total revamping in a scientific mode. Decades old outdated concepts still prevailing in the sector need careful addressing.

Another major factor is that the incumbents are holding transferable posts and promotions are based on vacancies of Posts. Avenues of re-engineering the skills and knowledge of the professionals are lamentably poor. Yet, much of the problems are relatively simpler with respect to the whole sphere of professionals in various other sectors. Therefore, if there is a will for the powers that be, it is easier to solve much of the problems of the incumbents in this sector, as they are mostly career-related and the quantum of additional budgetary requirements will also be relatively low.

**Table 1 : Common Pool Libraries & Librarians
Categories of Posts, Qualifications & Promotion Prospects – Present Status**

Sl. No.	Name of Post	No. of Posts	Scale of Pay (Rs.)	Min. Qln.	Promotion upto	Remarks
1.	Librarian Grade IV	134	6680 -10790	SSLC + Certificate in Library Science	Librarian Grade II	Selection by applying a ratio with Graduates in Library Science
2.	Librarian Grade III	20	8390 -13270	Degree + Degree in Library & Information Science	Librarian Grade II ; but upto Sr.Grd. Librarian/ Chief Technical Librarian, if possesses / acquires MLISc	Direct Recruitment also made
3.	Librarian Grade II	16	9190 - 15510	- do -	- do -	
4.	Librarian Grade I	24	11910 - 19350	Degree + Masters Degree in Library & Information Science		
5.	Senior Librarian	1	12250 - 19800	- do -		Only at Medical College TVM
6.	Scientific Information Officer	1	13610 - 20700	- do -		Only at College of Engg., TVM
7.	Senior Grade Librarian	2	16650 - 23200	- do -		Only at Medical College Kottayam & Secretariat Central Library
8	Chief Technical Librarian	1	16650 - 23200	- do -		Only at College of Engg., TVM
9.	Libraries in Various Departments		Different Scales & Different Posts exist			Needs rationalization.

Table 2 : Common Pool Libraries & Librarians : Recommendations

Sl. No.	Name of Post	Existing Scale of Pay (Rs.)	Proposed Scale of Pay in the existing groups of Scales(Rs.)	Other Recommendations
1.	Librarian Grade IV	6680 -10790	8390 - 13270	
2.	Librarian Grade III	8390 -13270	9190 - 15510	
3.	Librarian Grade II	9190 - 15510	11910 - 19350	
4.	Librarian Grade I	11910 - 19350	12930 - 20250	
5.	Senior Librarian	12250 - 19800	16650 - 23200	To be re-designated as Library & Information Officer (LIO)
6.	Scientific Information Officer	13610 - 20700	20700 – 26600	Isolated post only at College of Engg., TVM. Recommended to create the Post in all the Govt. Engg. & Medical Colleges owing to the specialized S&T Information Service required to be provided.
7.	Senior Grade Librarian	16650 - 23200	23200 - 31150	1. Exists only at Kottayam Medical College. 2. Medical Colleges at TVM& Kozhikode, having much more Courses, Faculty & Students strength also need to have this post . 3. Similarly, the Major Govt. Engg. Colleges & Major Law Colleges should also have a Post at this Grade. 4 .Post to be re-designated as Senior Library & Information Officer (SLIO) 4. Should be at par with Joint Secretary, Govt. of Kerala.
8	Chief Technical Librarian	16650 - 23200	23200 - 31150	Exists only at College of Engg., TVM This Post may be merged with Sl.No. 7 : Senior Grade Librarian & to be re-designated as Senior Library & Information Officer
9.	Libraries in Various Departments	Different Scales & Different Posts exist		Needs rationalization. Professionally qualified personnel to be appointed at appropriate Grades

b) State Central Library

This is the apex Public Library of the State. The programmes and activities of State Central Library span the entire State, have strong linkages with the national schemes and has facets-functions in the global perspective too. The State Library has already undertaken quite a few major activities with significant futuristic impacts.

Table 3 : State Central Library : Recommendations

Sl. No.	Name of Post	No.of Posts	Existing Scale of Pay (Rs.)	Proposed Scale of Pay in the existing groups of Scales (Rs.)	Other Recommendations
1.	Librarian Grade IV	19	6680 - 10790	8390-13270	
2.	Librarian Grade III	11	8390-13270	9190-15510	
3.	Librarian Grade II	8	9190-15510	11910-19350	
4.	Librarian Grade I	2	11910-19350	12930-20250	
5.	Librarian	2	13610 – 20700	20700 - 26600	
6.	Deputy State Librarian	2	12250-19800	16650-23200	
7.	State Librarian	1	16650-23200	25400 - 33100	The existing anomaly crept up over a period of time, should be rectified. Having the status of the Head of the Department, this Post should be equated at par with the Additional Secretary, Govt. of Kerala

c) Legislature Secretariat Library

Legislature Secretariat Library is a major Library & Information System facility in terms of collection & services, catering to the needs of Ministers, MPs, MLAs & Govt. Officials. It is the pivotal info resource centre in our democratic process of governance. The Library with its ambitious programmes of digitizing the archives of the Assembly Proceedings, highly customized information services to the Legislators, has a committed team of highly qualified professionals. The details are as under :

Table 4 : Legislature Secretariat Library : Recommendations

Sl. No.	Name of Post	No. of Posts	Existing Scale of Pay (Rs.)	Proposed Scale of Pay in the existing groups of Scales (Rs.)	Recommendations
1.	Catalogue Assistant	5	8390 - 13270	9190 - 15510	To be re-designated as Professional Assistant
2.	Assistant Librarian Grade II	4	9190 - 15510	11910 - 19350	
3.	Assistant Librarian Grade I	4	9590 - 16650	13610 - 20700	
4.	Deputy Librarian	4	12250 - 19800	16650 - 23200	
5.	Librarian	2	13610 – 20700	20700 - 26600	
6.	Chief Librarian	1	16650 – 23200	23200 - 31150	

d) University Libraries

University Libraries are the nerve centres of higher education. There are seven University Libraries in Kerala under the respective Universities, viz.:

- Kerala University, Trivandrum
- M.G. University, Kottayam
- CUSAT, Cochin
- Sree Sankaracharya University, Kalady
- Calicut University, Kozhikode
- Kannur University &
- Kerala Agricultural University, Trichur

In addition to the main Library, all the Universities have Departmental Libraries attached to various Teaching Departments too. There are UGC & Non-UGC cadres existing. But UGC cadres are only a very few, at Asst. Librarian level & upwards. UGC Cadres are not covered in this Memorandum.

The glaring anomalies are :

Variant forms of designations & corresponding Scales of Pay for the same types of Posts having same qualification requirements & job descriptions. We have attempted normalization / streamlining / standardization of these parameters while recommending appropriate Scales & designations in the Table given in Table 5 :

Table 5 : University Libraries : Recommendations

Sl. No.	Name of Post	Existing Scale of Pay (Rs.)	Proposed Scale of Pay in the existing groups of Scales (Rs.)	Remarks	Recommendations
1.	Library Assistant / Professional Assistant Grade II	8390 - 13270	9190 - 15510	Kerala, MG & Sree Sankara Universities: Library Asst. CUSAT, Calicut & Kannur : Professional Asst.	To be re-designated as Professional Asst. Grade II in all the Universities uniformly
2.	Technical Assistant / Professional Assistant Grade I	9590 - 16650	11910 - 19350	Kerala & MG : Technical Asst. CUSAT, Calicut & Kannur : Professional Asst. I	To be re-designated as Professional Asst. Grade I in all the Universities uniformly
3.	Reference Assistant	10790 - 18000	13610 - 20700	Only in Kerala & MG Universities	To replace this Post with the Post of Junior Librarian for the sake of uniformity
4.	Junior Librarian	11910-19350 10790 - 18000	13610 - 20700	In all Universities except Kerala & MG CUSAT has the lower scale	All Universities shall have this Grade uniformly at the existing 11910-19350 as at Calicut & Kannur & be given the proposed Scale of 13610-20700
5.	Assistant Librarian Grade II Assistant Librarian	11070 - 18300 11070 - 18300	16650 - 23200	Only Kerala & MG have this Post Only CUSAT, Sree Sankara & Kerala Agricultural Universities have this post	Asst. Librarian Grade II , its equivalent Asst. Librarian & Asst. Librarian Grade I to be merged with the designation Asst. Librarian in the existing Scale of 12930-18300 as existing in Calicut & Kannur, for the sake of uniformity and corresponding upgradation of Scale 16650-23200 recommended
6.	Assistant Librarian Grade I	13610 - 20700	16650 - 23200	Only Kerala & MG have this Post	-do - With the merger, Grade I & Grade II will cease to exist
7.	Assistant Librarian	12930 - 18300	16650-23200	Calicut & Kannur have this post	All the universities shall have only this Grade viz. Asst. Librarian at 12930-18300 in lieu of Asst. Librarian Grade II, its equivalent Asst. Librarian & Asst. Librarian Grade I & corresponding upgradation of Scale 16650-23200 recommended uniformly
8.	Deputy Librarian	16650-23200	23200 - 31150		
9.	University Librarian	UGC Scale			

Remarks :

Rationalization as recommended above by re-designation and merger of certain Posts & their corresponding Scales of Pay brings down the total number of Posts in this category from 12 to 6 and ensures uniformity in all the Universities in Kerala.

e) Municipal Libraries

There are four Grades in the Municipal Common Services, as given below :

Librarian Grade I
Librarian Grade II
Librarian Grade III
Librarian Grade IV

The recruitment to these Posts are made separately by PSC.

Except for Librarian Grade III, all the other Grades are given identical Scales of pay as in the Common Pool Category.

Municipal Libraries : Recommendation

Librarian Grade III in the Municipal Common Services may also be treated at par with their counterparts in the Common Pool Category and they may be given the same Scale of Pay as already recommended. ie., Existing 7480-11910 to be treated at par with 8390-13270 and subsequently converting to 9190-15510.

f) Panchayat Libraries

Libraries under the Panchayat Common Services have not been given the due importance they deserve, owing to a host of historical reasons. There are Part Time & Full Time Librarians working in this sector. No serious efforts have so far been made in the scientific organization and development of Panchayat Libraries. The recruitment rules do not stipulate selection of professionally qualified Librarians. The salary conditions are also not at all fair enough to attract the right talents.

In the context of the recommendations of the National Knowledge Commission, these Libraries have tremendous potential to function as Village Knowledge Centres & Community Information Centres. These Libraries can play a significant role in spreading Literacy and Empowering Women and the weaker sections of our society. Ideally they are to be linked to various other Libraries too at the higher strata. The interface of Information Communication Technology (ICT) for the effective functioning of Panchayat Libraries also cannot be belittled.

Panchayat Libraries : Recommendation

Our Association strongly feel that this conventionally run marginalized sector of Libraries need to be revamped scientifically and systematically. Fully qualified library professionals (with at least a Degree in Library & Information Science) with an adequate blend of semi-professionals (with a Certificate in LIS) will be the right option.

The total revamping needs an in-depth analysis of the issues and solutions thereof. Hence we are not offering any specific recommendations at this stage for salvaging the sector. This is a fit case for consideration by the proposed Commission to study the issues related to the Libraries & Librarians of Kerala (See Para 8 : Addendum)

7. Other Major Libraries

Although several other major Libraries - either as a system or as isolated entities attached to the departments concerned – do function in the State, they are not separately dealt with here. Instead, our recommended standardized Scales of Pay under the defined Categories as described above will take care of such Libraries & Librarians too.

8. ADDENDUM

The Library & Information Systems existing/proposed in Kerala, cutting across the entire spectrum of organizations/institutions and other outfits play a significant, enabling and empowering role in the development process of our society. However, aberrations, anomalies, inconsistencies and erratic priorities are plaguing the Library system over a period of time. This calls for serious attention and early remedial measures.

When a sea change is happening in the sector in developed countries and even in quite a few sectors elsewhere in India, we cannot afford to 'miss the bus' ! We join with peers to believe that Quality Professionalism is the Hallmark of Quality Education. Only qualified Professional Librarians can deliver the right products & services to the academics – be it at the School level or at the Higher Education level or in any other sector.

KLA strongly plea before the Government of Kerala to appoint a Commission to exclusively study the problems of Libraries & Librarians in the State and recommend suitable measures and subsequent implementation of the same.

9. Our Special Request to the Pay Revision Commission

We earnestly believe that the Commission could resolve much of the problems for creating a tension-free and productive professionals in the Library domain in Kerala.

Yours faithfully

(KP Sadasivan)
President, Kerala Library Association

Trivandrum : 30/04/2010