

The Chairman
X th Pay Revision Commission 2014
Government of Kerala
Trivandrum

**REPRESENTATION / MEMORANDUM SUBMITTED BY THE KERALA LIBRARY ASSOCIATION
TO THE Xth PAY REVISION COMMISSION 2014**

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 a 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 (Xth) Pay Revision Commission to rectify the anomalies and put back our professionals to the higher levels which they deserve indeed.

2 NEED FOR 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. **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.
- b. **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**
- c. **Stagnation / Limited promotional avenues in certain cadres :** Librarians in different grades in Common Pool Libraries are experiencing stagnation in the present situation.
- d. **Anomalies in the existing Staff Pattern:** Glaring anomalies exist in the present staff pattern in the Medical Colleges in Kerala. The post of Senior Grade Librarian only at 3 Medical Colleges viz., Trivandrum, Kottayam and Kozhikode.
- e. **Inadequacies of Staff Pattern for Specialized Tasks:** Of all engineering colleges, only Trivandrum Engineering College has the post of Scientific Information Officer.
- f. **Cadre names**
 - i) **Unscientific Cadre Names in various departments for Professionals & Semi-Professionals, who are carrying out widely varying tasks:** 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.

- ii) **Glaring variations in Cadre Names, Scales of Pay & Promotional Prospects in identical organizations / institutions:** 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.

4 BROAD CATEGORIZATION OF POSTS, RELATED ISSUES & RECOMMENDATIONS

4.1 Categories

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

- a) State Central Library
- b) Legislature Secretariat Library
- c) School Libraries
- d) Common Pool Libraries
- e) University Libraries
- f) Municipal & Panchayat Libraries
- g) Other Libraries

4.2 Issues & Recommendations

4.2.1 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.

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 !

After the IX Pay Commission, the disparity still continues, with the fixing of State Librarian's (SL) scale one grade below that of Deputy Secretary (36140-46640 as against 40640-54140).

In view of the nature of work involved and the key role the State Librarian has to play, this 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 ie., the present 46640-58640.

Recommendations

- **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**
- **Upgrade to the scale of Rs 46640 - 58640**

4.2.2 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 :

In all there are 23 professional posts and the entry cadre is that of Catalogue Asst, recruited through PSC. The 9th Pay Commission had recommended the reducing of the gap between various scales. On the contrary the revision only further widened the gaps (eg. Asst librarian's 16980-31360 as against the next promotional post of Deputy librarian's 24040-31360).

It has been strongly felt that the present pay scales of Catalogue asst, Asst Libn Grade II, and Asst Libn Grade I do not do justice to the work being carried out. The scales of all these posts were till recently at par with Libn Gr III & Libn Gr II of Common Pool and State Central Library. But while the last Pay Commission enhanced the pay of Librarian Gr II at the SCL, this was denied to Asst Libn Gr I at the Legislature Library (which is in fact above the SCL post). This anomaly was not rectified even after repeated requests though the Legislature Secretary had recommended the same.

Considering the similar nature of work, it is justly requested that the posts of Catalogue asst, Asst Libn Grade II, and Asst Libn Grade I at the Legislature Library should be treated at par with Librarian Gr III, Gr II and Gr I of Common Pool & State Central Libraries and the same scale should be extended to the former also.

Similarly it is also requested that the 10th Pay Commission should include the ratio promotion recommended for Catalogue Asst and Asst Librarians in the Legislature Library, as decided earlier vide GO (MS) No. 771/2000/LEG dt.12-07-2000. As per this GO, ratio of 1:1:1 was decided on but promotion was not effected since neither the PRC Report nor the Pay Revision Order mentioned it. This anomaly has to be rectified.

Though recommended by the 9th Pay Commission and included in the first Pay Revision GO, Deputy Librarians had been denied higher grade promotion on 1:1 ratio in the revised Pay Revision Order. This should be looked into and the recommendation of the previous Pay Commission regarding higher grade promotion may be kindly included.

There are 2 Librarian posts and it is requested that they be granted the scale 40640-57440, keeping in with their duties and responsibilities. Similarly Chief Librarian should be treated at par with State Librarian and the same scale should be extended.

Recommendations

- **Gap between various scales to be reduced**
- **Parity with Common Pool & State Central Library professionals**

- **1:1:1 Ratio promotion for Catalogue Assistants & Assistant Librarian Grade 2 & Assistant Librarian Grade 1**
- **Higher Grade promotion for Deputy Librarians**
- **Upgrading the pay scales of Librarians & Chief Librarian**
- **Chief Librarian's post to be treated at par with the State Librarian**

4.2.3 Common Pool Libraries

General

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 is 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 will be 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.

As per the Government Order GO (Ms) No.399/2012/(102)/Fin dt.13th July 2012, the scales have been fixed as shown below:

Table 1 - Common Pool Libraries: Scales of Pay

Sl.no.	Name of Post	Existing Scale of Pay
1	Librarian Grade IV	11620-18740
2	Librarian Grade III	16180-29180
3	Librarian Grade II	18740-33680
4	Librarian Grade I	21240-37040
5	Senior Librarian	24040-38840

At present there are 201 Librarians working in different grades, as shown in the table below:

Table 2 - 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	140		SSLC + Certificate in Library Science	Librarian Grade II	Selection by applying a ratio with Graduates in Library Science

2.	Librarian Grade III	21		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		- do -	- do -	
4.	Librarian Grade I	19 (Non- UGC) 12 (UGC)		Degree + Masters Degree in Library & Information Science		
5.	Senior Librarian	1		- do -		Only at Secretariat Central Library, Tvm
6.	Scientific Information Officer	1		- do -		Only at College of Engg., TVM
7.	Senior Grade Librarian	3		- do -		Only at Medical Colleges at Tvm, Kottayam & Calicut . Similarly, the Major Govt. Engg. Colleges & Major Law Colleges should also have a Post at this Grade. Post to be re- designated as Senior Library & Information Officer (SLIO) Should be at par with the scale of

						pay of State Librarian.
8.	Chief Technical Librarian		1	Exists only at College of Engg., TVM This post may be at par with the State Librarian		
9.	Libraries in Various Departments		Different Scales & Different Posts exist			Needs rationalization. Professionally qualified personnel to be appointed at appropriate Grades.

There are only fixed no. of posts and hence chances of promotion are less. Only time scale promotion is possible now. It is therefore recommended that ratio promotion be introduced. It may be pointed out in this connection that more than 50% of the Gr IV librarians are drawing the scale of pay of Gr III Librarian by time-bound grade promotion. Similarly most of the Gr III Librarians are drawing the scale of pay of GrII Librarian by time bound grade promotion. Therefore even if a ratio promotion is introduced, the financial commitment will be negligible. We recommend a ratio of 5:2:1:1 between Gr IV, Gr III, Gr II and Gr I librarians.

Recommendation

- **Ratio promotion @5:2:1:1** among Gr IV, Gr III, Gr II and Gr I librarians

4.2.3.1 Medical & Engineering Colleges

a) Medical College Libraries:

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 was provided with a senior post (Senior Grade Librarian at 16650-23200). All the other Medical Colleges were having relatively lower / much lower grades, despite heavy tasks and responsibilities vested with the incumbents concerned.

After the IX Pay Commission, by recommendation of Library Upgradation Committee and the subsequent GO, the post of Senior Grade Librarian was granted to Trivandrum and Calicut Medical Colleges matching with the existing post at Kottayam. The other medical colleges still remain outside this circle. We request that they be brought under the same umbrella.

Moreover considering the nature of work involved, medical college librarians may also be treated on par with the State Librarian and the same scale may be extended to them as well. Since these are promotion posts from the immediately lower Grades, the additional expenditure will not be much.

b) Engineering College Libraries

At present, the only post of *Scientific Information Officer (the present 29180-40640)* 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.

Recommendations

- **The Scientific Information Officer's scale may be upgraded to 32110-44640.**
- **Chief Technical Librarian to be at par with State Librarian**
- **The post of Scientific Information Officer to be created in all Government Engineering Colleges**
- **Postings to be done accordingly**

4.2.3.2 Secretariat Library

In the Secretariat Library, the post of Sr Grade Librarian was downgraded and at present, there is only a Sr Librarian. This should be upgraded to Sr Grade Librarian again and should be treated at par with State Librarian.

Recommendations

- **Sr Librarian to be upgraded to Sr Grade Librarian**
- **Sr Grade Librarian to be treated at par with State Librarian**

4.2.4 University Libraries

University Libraries are the nerve centres of higher education. There are ten 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
- Kerala University of Fisheries and Ocean Studies
- Kerala Veterinary and Animal Science University
- Kerala University of Health and Allied Sciences

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 that variant forms of designations & corresponding scales of pay exist for the same types of posts having the same qualification requirements & job descriptions. The recommendations of the 9th Pay Revision Commission had created a wave of discontentment across the universities. KLA feels that the issues are to be reviewed with utmost care to ensure a contented workforce and development-oriented growth strategy of all the university libraries in the state.

Rationalization 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 will ensure uniformity in all the universities in Kerala. Besides, certain no. of posts may be identified as non-UGC Asst & Deputy Librarians. Existing non-UGC incumbents can be thus accommodated and other posts can be filled from UGC qualified personnel.

Though the IX-th PRC recommended change of designation as Reference Assistant , Reference Officer, Reference Officer (Higher Grade) except Kannur University, no other university in

Kerala has implemented the same due to strong protest from the employees and service organizations. We also strongly feel that the recommendation of the IX-th PRC of changing the designation as Ref.Asst, Ref.Officer, Ref.Officer(Higher Grade) may be dropped.

Recommendations

Existing nomenclature of posts shall be suitably amended as given below:

- Asst Librarian Grade II & Asst Librarian Gr I shall be merged and they may be treated as Asst Librarian (Non-UGC).
- In order to overcome stagnation, a level above Asst Librarian (Non-UGC) shall be created as Assistant Librarian Higher Grade (Non-UGC).
- Merge all the slightly varying scales in the existing scales of 18740-33680 & 20740-36140 into a single cadre called Junior Librarian. The new scale for this level has to be arrived at based on the amalgamated base scale at 21240-37040 and they may be treated at par with Librarian Grade I of SCL / Common Pool Libraries.
- Normalized designations based on the existing pattern covering all the seven universities shall be adopted as:
 - 1) Professional Assistant Grade II
 - 2) Professional Assistant Grade I
 - 3) Junior Librarian
 - 4) Assistant Librarian (UGC)
 - 5) Assistant Librarian (Non-UGC)
 - 6) Assistant Librarian Higher Grade (Non-UGC)
 - 7) Deputy Librarian (UGC)
 - 8) Deputy Librarian (Non-UGC)
 - 9) University Librarian(UGC)
- The following scales are proposed:
 - 1) Professional Assistant Grade II : 16180-29180
 - 2) Professional Assistant Grade I : 18740-33680
 - 3) Junior Librarian : 21240-37040
 - 4) Assistant Librarian (UGC) : UGC scale
 - 5) Assistant Librarian (Non-UGC) : 24040-38840
 - 6) Assistant Librarian Higher Grade : 32110-44640
(upon satisfactory completion of
6 years of service as Assistant Librarian (Non-UGC)
 - 7) Deputy Librarian (UGC) : UGC Scale
 - 8) Deputy Librarian (non-UGC scale for
existing incumbents) : 36140-49740
 - 9) University Librarian (UGC) : UGC Scale
- The ratio between Professional Assistant Grade II, Professional Assistant Grade I & Junior Librarian shall be 1:1:1
- Protection to be given to all the existing staff
- All eligible incumbents to be promoted to UGC scale.
- The fixation of pay of existing staff in the UGC scale shall be on the basis of respective posts and total years of service as per the recommendations of Kerala State Higher Education Council to the Government(Reveendran Committee Report : Universities 7(b))

4.2.4.1 Filling the post of University Librarian

All the University libraries in Kerala are without a University Librarian now. The post of University Librarian has been lying vacant for a long time in many universities. Considering the importance of

university libraries in higher education, it is high time University Librarians are appointed in all the University Libraries without fail.

4.2.5 Municipal / Panchayat 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

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.

Recommendations

Our Association strongly feels 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)

A committee consisting of senior library professionals may be constituted to study the situation in Municipal & Panchayat libraries and to make appropriate recommendations.

4.2.6 School Libraries

Posts of librarians are to be created, considering the importance of libraries in the school education. All higher secondary schools should have qualified librarians to run the libraries, since with the delinking of Pre-degree it is this group that has been denied quality library service. Only qualified librarians can provide good library facility to students at this crucial stage. The HSS Librarians should possess a degree and should be a postgraduate in Lib & Infn Science and this post should be equivalent to HSST. In high schools, the qualified librarians should be posted and their posts should be at par with HSA. This has to be taken up immediately.

Recommendations:

- **Librarians with Degree & MLISc in all Higher Secondary Schools. Equivalent to HSST**
- **Qualified librarians in all high schools. Equivalent to HSA**

4.2.7 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.

Recommendation

- **Follow uniform nomenclature & scales of pay, without any compromise on quality**

5 SALIENT FEATURES OF RECOMMENDATIONS / REQUESTS

Through this memorandum, Kerala Library Association, as a professional body representing the librarians in the state, has

- 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 - 2014
- 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 and
- furnished our specific recommendations under each category in Tables/as descriptions.

6 RECOMMENDATIONS IN A NUTSHELL

State Central Library

Recommendations

- **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 equated at par with the Additional Secretary, Govt. of Kerala**

Legislature Secretariat Library

Recommendations

- **Gap between various scales to be reduced**
- **Parity with Common Pool & State Central Library professionals**
- **1:1:1 Ratio promotion for Catalogue Assistants & Assistant Librarian Grade 2 & Assistant Librarian Grade 1**
- **Higher Grade promotion for Deputy Librarians**
- **Upgrading the pay scales of Librarians & Chief Librarian**
- **Chief Librarian's post to be treated at par with the State Librarian**

Common Pool Libraries

Recommendation

- **Ratio promotion @5:2:1:1 among Gr IV, Gr III, Gr II and Gr I librarians**

Medical College Libraries

- **Sr Grade Librarians in all the major medical colleges**
- **Medical college librarians to be treated at par with the State Librarian**

Engineering College Libraries

Recommendations

- **The Scientific Information Officer's scale may be upgraded to 32110-44640.**
- **Chief Technical Librarian to be at par with State Librarian**
- **The Post of Scientific Information Officer to be created in all Govt. Engineering Colleges**
- **Postings to be done accordingly.**

Secretariat Library

Recommendations

- **Sr Librarian to be upgraded to Sr Grade Librarian**
- **Sr Grade Librarian to be treated at par with State Librarian**

University Libraries

Recommendations

Existing nomenclature of posts shall be suitably amended as given below:

- **Asst Librarian Grade II & Asst Librarian Gr I shall be merged and they may be treated as Asst Librarian (Non-UGC).**
- **In order to overcome stagnation, a level above Asst Librarian (Non-UGC) shall be created as Assistant Librarian Higher Grade (Non-UGC).**
- **Merge all the slightly varying scales in the existing scales of 18740-33680 & 20740-36140 into a single cadre called Junior Librarian. The new scale for this level has to be arrived at**

based on the amalgamated base scale at 21240-37040 and they may be treated at par with Librarian Grade I of SCL / Common Pool Libraries.

- Normalized designations based on the existing pattern covering all the seven universities shall be adopted as:
 1. Professional Assistant Grade II
 2. Professional Assistant Grade I
 3. Junior Librarian
 4. Assistant Librarian (UGC)
 5. Assistant Librarian (Non-UGC)
 6. Assistant Librarian Higher Grade (Non-UGC)
 7. Deputy Librarian (UGC)
 8. Deputy Librarian (Non-UGC)
 9. University Librarian(UGC)
- The following scales are proposed:
 1. Professional Assistant Grade II : 16180-29180
 2. Professional Assistant Grade I : 18740-33680
 3. Junior Librarian : 21240-37040
 4. Assistant Librarian (UGC) : UGC scale
 5. Assistant Librarian (Non-UGC) : 24040-38840
 6. Assistant Librarian Higher Grade : 32110-44640
(upon satisfactory completion of
6 years of service as Assistant Librarian (Non-UGC)
 7. Deputy Librarian (UGC) : UGC Scale
 8. Deputy Librarian (non-UGC scale for
existing incumbents) : 36140-49740
 9. University Librarian (UGC) : UGC Scale
- The ratio between Professional Assistant Grade II, Professional Assistant Grade I & Junior Librarian shall be 1:1:1
- Protection to be given to all the existing staff
- All eligible incumbents to be promoted to UGC scale.
- The fixation of pay of existing staff in the UGC scale shall be on the basis of respective posts and total years of service as per the recommendations of Kerala State Higher Education Council to the Government(Reveendran Committee Report : Universities 7(b))

Municipal / Panchayat Libraries

Recommendation

- **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)**
- **A committee consisting of senior library professionals may be constituted to study the situation in Municipal & Panchayat libraries and to make appropriate recommendations**

School Libraries

Recommendations:

- **Librarian posts to be created**
- **Librarians with Degree & MLISc in all Higher Secondary Schools. Equivalent to HSST**

- **Qualified librarians in all high schools. Equivalent to HSA**

Other Major Libraries

Recommendation

- **Follow uniform nomenclature & scales of pay, without any compromise on quality**

7 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.

8 SPECIAL REQUEST TO THE PAY REVISION COMMISSION

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

Yours faithfully

Dr M Lalitha

General Secretary, Kerala Library Association

Trivandrum : 18/09/2014