



## UNIVERSITY GRANTS COMMISSION

Commission Circular No. 935

20, Ward Place

Colombo 07

October 25<sup>th</sup>, 2010

Vice Chancellors of Universities

Directors of Institutes

Rectors of Campuses

### SCHEMES 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 21<sup>st</sup> 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 810<sup>th</sup> 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 ie. 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.


Contd.....

(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 11<sup>th</sup> 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 01<sup>st</sup> November 2010.

Please take action accordingly.



(Prof. Gamini Samaranayake)

Chairman

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