



UNIVERSITY GRANTS COMMISSION

COMMISSION CIRCULAR NO. 07/2018

No. 20, Ward Place,
Colombo 07.

August 02, 2018

Vice Chancellors of Universities
Rectors of Campuses
Directors of Institutes

**SCHEMES OF RECRUITMENT OF THE POSTS OF LECTURER
(UNCONFIRMED)(MEDICAL/DENTAL) AND LECTURER (UNCONFIRMED)
[NON-(MEDICAL/DENTAL)]**

Your reference is invited to Commission Circulars No. 721 of 21.11.1997, 996 of 09.10.2012, 08/2016 of 14.06.2016, 08/2016(i) of 17.11.2016, 08/2016(ii) of 04.09.2017 and Establishments Circular Letters No. 08/2005 of 11.08.2005, 16/2005 of 03.11.2005, 17/2005 of 03.11.2005, 08/2016 of 11.10.2016 and 17/2017 of 15.11.2017 related to Schemes of Recruitment of the Academic Staff.

02. The University Grants Commission at its 957th meeting held on 19.01.2017 having considered the procedure being followed for appointments to the post of Lecturer (Unconfirmed), decided to delegate the authority of approving such appointments to the Council of the respective University, in order to accelerate the process of recruitment to the academic positions without waiting for approval of the UGC.

03. It was further considered that as per the existing provisions, the appointees to the post of Lecturer (Unconfirmed) have to serve 3 years of period for promotion to the post of Senior Lecturer Grade II, yet they have fulfilled the required experience and qualifications prior to completion of that 3 years period. Therefore, it could hinder attracting qualified academics with Postgraduate qualifications to the post of Lecturer (Unconfirmed). In view of the above, the Commission at its 979th meeting held on 18.01.2018 decided to backdate the effective date of promotion to the post of Senior Lecturer Grade II of those holding a Doctoral/MD degree with Board Certification of the Postgraduate Institute of Medicine (PGIM), at the time of confirmation, to the date on which they have completed 6 years of required experience, or to the effective date of the Board Certification of the PGIM, whichever occurs later, as applicable, by placing them on the relevant salary step, with no back wages being paid.

04. The Schemes of Recruitment for the post of Lecturer (Unconfirmed) (Medical/Dental) and Lecturer (Unconfirmed) [Non-(Medical/Dental)], as approved by the Commission at its 990th meeting held on 12.07.2018, are given as Post No. 3(a) and Post No. 3(b) respectively, in **Annex I** and that should be added immediately after the Note of the post No. 03 of Commission Circular No. 721.

05. Accordingly, the post of Lecturer (Probationary)/ Lecturer (Unconfirmed)/ Senior Lecturer Grade II/I should be advertised simultaneously and the appointments should be made to the suitable post/s, based on the qualifications obtained by the candidates as per the Scheme of Recruitment concerned.

06. The provisions of this circular will come into effect from 03.09.2018.

Contd/-

07. With the implementation of the above provisions, Commission Circular No. 996 will be repealed, without prejudice to any action taken so far in terms of such circular and the special note given under Post No. 4 and Post No. 6 of Commission Circular No. 721 will remain unchanged.

08. Please take action accordingly.


Professor Mohan de Silva
Chairman

Copies :

1. Secretary/ Ministry of Higher Education & Cultural Affairs
2. Chairman's Office/UGC
3. Vice-Chairman/UGC
4. Members of the UGC
5. Secretary/ UGC
6. Deans of Faculties
7. Registrars of Universities
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15. Deputy Int. Auditors/ Snr. Asst. Int. Auditors/Asst. Int. Auditors of HEIs
16. Secretaries of Trade Unions
17. Auditor-General

UGC/HR/2/3/106

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Annex I

3(a). **Post & Salary Code**

Lecturer (Unconfirmed) (Medical/Dental)

U-AC 3(III)

Method of Recruitment

By open advertisement

Qualifications

- (1) Candidates shall possess the academic qualifications required for Lecturer (Probationary) (Medical/Dental) as per category (1) or (2) of Post No. 01 of Commission Circular No. 721 as amended.

AND

- (2) A MD/MS & awaiting Board Certification of the Postgraduate Institute of Medicine (PGIM) or a Masters (*as defined in 3(b)(ii) of Commission Circular No. 08/2016*) or a Doctoral Degree, in the relevant field.

Notes :

- (a) An applicant who qualifies for Lecturer (Probationary) (Medical/Dental) as per category (03) of Post No. 01 of Commission Circular No. 721 as amended, may be exempted from (2) above if he/she has a MD/MS & Board Certification of the PGIM or a Doctoral Degree, in the relevant field.
- (b) An applicant who qualifies for Lecturer (Probationary) (Medical/Dental) as per category (03) of Post No. 01 of Commission Circular No. 721 as amended, and has a MD/MS & awaiting Board Certification of the PGIM or a Masters Degree (*as defined in 3(b)(ii) of Commission Circular No. 08/2016*) in the relevant field, may be exempted from (2) above if he/she has evaluated research and dissemination of knowledge for a minimum total of 15 marks. The section 2 (Research and Creative Work) and sub-section 3.1 (Dissemination of Knowledge) of the Marking Scheme for the posts of Associate Professor/Professor should be used for this purpose.

Special Notes :

1. A Lecturer (Unconfirmed) (Medical/Dental), who has completed the three year period of satisfactory service and the induction training course within a period of one year from the date of appointment and also obtained Board Certification of the PGIM, may be confirmed in the post of Lecturer (Medical/Dental) provided such Lecturer has fulfilled all other requirements specified in the letter of appointment.
 2. The confirmed Lecturer (Medical/Dental) may be considered for promotion to Senior Lecturer Grade II upon fulfilling 5 years of experience (along with the experience as defined under (3) of Post No. 04) and satisfying the other requirements as specified in the Scheme of Recruitment under Post No. 05 of Commission Circular No. 721.
 3. The effective date of the promotion to the post of Senior Lecturer Grade II of only those appointed as Lecturer (Unconfirmed) (Medical/Dental) based on a MD /Doctoral degree, may be backdated to the effective date of Board Certification of the PGIM or to the date on which they have completed 6 years of experience as per Post No. 04, whichever occurs later, as applicable, by placing them on the relevant salary step, with no back wages being paid.
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3(b). Post & Salary Code

Lecturer (Unconfirmed) [Non- (Medical/Dental)]

U-AC 3(III)

Method of Recruitment

By open advertisement

Qualifications

- (1) Candidates shall possess the academic qualifications required for Lecturer (Probationary) [Non-(Medical/Dental)] as per category (1) or (2) of Post No. 01 of Commission Circular No. 721 as amended.

AND

- (2) A Master's Degree (*as specified in para. 3 of Commission Circular No. 08/2016*) or Doctoral Degree, in the relevant field (but, less than 06 years of experience as specified in the Scheme of Recruitment for Senior Lecturer Grade II, by open advertisement, given in Post No. 6 of Commission Circular No. 721 as amended).

Notes :

- (a) An applicant who qualifies for Lecturer (Probationary) [Non-(Medical/Dental)] as per category (3) of Post No. 02 of Commission Circular No. 721 as amended, but less than 06 years of experience as specified in the Scheme of Recruitment for Senior Lecturer Grade II, by open advertisement, given in Post No. 6 of Commission Circular No. 721, may be exempted from (2) above if he/she has a Doctoral Degree in the relevant field.
- (b) An applicant who qualifies for Lecturer (Probationary) [Non-(Medical/Dental)] as per category (3) of Post No. 02 of Commission Circular No. 721 as amended, and has a Master's Degree (*as specified in para. 3 of Commission Circular No. 08/2016*) but less than 06 years of experience as specified in the Scheme of Recruitment for Senior Lecturer Grade II, by open advertisement, given in Post No. 6 of Commission Circular No. 721 as amended, may be exempted from above (2) if he/she has evaluated research and dissemination of knowledge for a minimum total of 15 marks. The section 2 and sub-section 3.1 of the Marking Scheme for the posts of Associate Professor/Professor should be used for this purpose.

Special Notes :

1. A Lecturer (Unconfirmed) [Non-(Medical/Dental)], who has completed the three year period of satisfactory service and the induction training course within a period of one year from the date of appointment, may be confirmed in the post of Lecturer [Non-(Medical/Dental)], provided such Lecturer has fulfilled all other requirements specified in the letter of appointment.
2. The confirmed Lecturer [Non-(Medical/Dental)] may be considered for promotion to Senior Lecturer Grade II [Non-(Medical/Dental)] upon fulfilling 5 years of experience (along with the experience as defined under Post No. 06) and satisfying the other requirements as specified in the Scheme of Recruitment under Post No. 07 of Commission Circular No. 721.
3. The effective date of the promotion to the post of Senior Lecturer Grade II of only those appointed as Lecturer (Unconfirmed)[Non-(Medical/Dental)] based on a Doctoral degree, may be backdated to the date on which they have completed 6 years of experience as per Post No. 06, by placing them on the relevant salary step, with no back wages being paid.
