



## GOVERNMENT OF KERALA

### ABSTRACT

UGC Scheme - Revision of Scale of pay of teachers in Universities, Affiliated colleges, teachers in Law Colleges and Engineering Colleges and Kerala Agricultural University and teachers in Physical Education and qualified Librarians etc – Orders Issued.

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### HIGHER EDUCATION (C) DEPARTMENT

G.O.(P) No. 58/2010/H.Edn.

Dated, Thiruvananthapuram 27.03.2010

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- Read.
1. Notification F. No.1/1/2008-IC dated the 29<sup>th</sup> of August, 2008 by Government of India, Ministry of Finance, Published as GSR 622(E) in the Gazette of India, Extraordinary
  2. Letter No.1-32/2006-U.II/U.I (i) dated 31<sup>st</sup> December, 2008 from Government of India, Ministry of Human Resource Development (Department of Higher Education)
  3. Letter No.F.1-6/2009/PRC dt 28 February, 2009 of University Grants Commission, New Delhi
  4. Letter No.F.3-1/2009-U.I dated 4<sup>th</sup> June, 2009, from Government of India, Ministry of Human Resource Development (Department of Higher Education)

### ORDER

Government of India in their letter 2<sup>nd</sup> cited informed that the Central Government have decided to continue to provide financial assistance to the State Governments which wish to adopt and implement the 6<sup>th</sup> UGC scheme including the revision of pay scales to College/University teachers, Physical Education teachers and Librarians in the State subject to the following terms and conditions.

- a. Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.
- b. The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.
- c. Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.
- d. The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1.04.2010.

- e. Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.
  - f. The pay in the revised scale shall be payable in cash w.e.f. 1<sup>st</sup> March, 2010. The arrears for the period from 1<sup>st</sup> January, 2006 to 28<sup>th</sup> February, 2010 shall be released subject to the Central Government agreeing to the grant of 80% as financial assistance.
  - g. The pay for the existing incumbents, who are in position as on 1.1.2006 in various categories of posts shall be fixed in accordance with the formula appended to this order as **Appendix I** and fitment tables (Table 1 to 6) for fixation of pay, which is appended to this order as **Appendix II**.
  - h. The payment will be made after taking an undertaking from the existing incumbents that the excess amount, if any made on account of incorrect fixation of pay in the pay band or AGP shall be adjusted against the future payments due.
2. The Government have decided to accept the revised University Grants Commission Scheme for revision of pay scales and are pleased to issue the following orders.

### **3. Coverage**

- 3.1** The revised UGC Scheme is applicable to teachers in universities, affiliated colleges, teachers in Law Colleges and Engineering Colleges and Kerala Agricultural University and teachers in Physical Education and qualified Librarians etc. Orders implementing revised pay scales w.e.f 1.1.2006 and regulations and other connected matters in respect of teachers covered under AICTE will be issued separately in accordance with orders and regulations of AICTE.
- 3.2.** Teachers appointed to administrative posts in the Directorate of Collegiate Education and Office of the Deputy Director of Collegiate Education, Universities and other Statutory bodies as per existing rules shall also be covered under the scheme.

### **4. Date of implementation of revised pay and allowance**

- 4.1 The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of other allowances such as the non-compounded advance increments shall take effect from 1.09.2008.

### **5. General**

- 5.1 There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However,

there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

- 5.2 No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.
- 5.3 The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied; have multiple opportunities for upward movement during their career.
- 5.4 Posts of Professors shall be created in under-graduate (UG) departments as well as in post-graduate (PG) departments. The number of posts of Professors in UG departments of a College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in PG Departments of a College as the number of PG Departments in that College. Each PG department of a college shall have one post of a professor.
- 5.5 Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.
- 5.6 National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

**6. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:**

The pay structure for different categories of teachers and equivalent positions shall be as indicated below: -

**6.1 Assistant Professor/Associate Professors/Professors in Colleges & Universities**

- 6.1.1 Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs.

8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

- 6.1.2 An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.
- 6.1.3 Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.
- 6.1.4 Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.
- 6.1.5 The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC.
- 6.1.6 The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.
- 6.1.7 Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.
- 6.1.8 Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- 6.1.9 Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.
- 6.1.10 Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

- 6.1.11 Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (6.1.10) above.
- 6.1.12 Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.
- 6.1.13 Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D.degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.
- 6.1.14 The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.
- 6.1.15 Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.
- 6.1.16 For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.
- 6.1.17 Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

## **6.2 Professors in Under Graduate and Post Graduate Departments:**

6.2.1 Ten percent of the number of sanctioned posts of Associate Professor in Under Graduate Departments of a College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professors in UG Departments of a Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the undergraduate departments of the College. Identification of posts of Professor in an Under Graduate Departments of a College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professors worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer. The government shall create adequate number of posts of professors in undergraduate departments for this purpose.

6.2.2 There shall be one post of Professor in each Post Graduate Department of a College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the College. Identification of posts of Professor in Post Graduate Departments of a College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in Post Graduate Departments of a College is not an integer, the same shall be rounded off to the next higher integer. The government shall create adequate number of posts of professors in postgraduate departments for this purpose.

## **7. Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:**

### **7.1 Pro-Vice-Chancellor**

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

## **7.2 Vice Chancellor**

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month.

## **7.3 Pay Scales of Principals in Colleges:**

### **7.3.1 Principal of Under Graduate Colleges**

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

### **7.3.2 Principal of Post Graduate Colleges**

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000 plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

## **8. Pay Scales and Career Advancement Scheme for Librarians etc:**

### **8.1 Assistant Librarian/ College Librarian:**

8.1.1 Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

8.1.2 All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

### **8.2 Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)**

8.2.1 The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

8.2.2 Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise

eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

8.2.3 Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

8.2.4 After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

8.2.5 The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

### **8.3 Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)**

8.3.1 Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

8.3.2 On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

8.3.3 The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

8.3.4 After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

8.3.5 Assistant Librarians ( Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.



- 8.3.6 Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)
- 8.3.7 Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).
- 8.3.8 Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.
- 8.3.9 The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

#### **8.4 Librarian (University)**

- 8.4.1 The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.
- 8.4.2 The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).
- 8.4.3 Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.
- 8.4.4 Incumbent Librarian (University) shall be placed at the appropriate stage as per the fitment table in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

**Pay Scales and Career Advancement Scheme for Physical Education Personnel:**

**9.1 Assistant Director of Physical Education (Assistant DPE)/ Lecturer in Physical Education**

- 9.1.1 The Assistant Director of Physical Education/ Lecturer in Physical Education in the pre-revised pays scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000. Lecturers in Physical Education already in service in the pre-revised scale of Rs 8000-13500, shall be re-designated as Assistant Professors in Physical Education with the said AGP of Rs 6000
- 9.1.2 Pay of incumbent Assistant Directors of Physical Education/ Lecturer in Physical Education shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the fitment table given as appendix II
- 9.1.3 All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/ Assistant Professor in Physical Education.

**9.2 Assistant Director of Physical Education (Senior Scale)/ Lecturer in Physical Education (Senior Scale)**

- 9.2.1 Assistant Directors of Physical Education (Senior Scale)/ Lecturers in Physical Education (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be re-designated as Assistant Directors of Physical Education (Senior Scale)/ Assistant Professor in Physical Education and placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.
- 9.2.2 Assistant Directors of Physical Education /Assistant Professors in Physical Education possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ Assistant Professors in Physical Education in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.
- 9.2.3 Assistant Directors of Physical Education (Senior Scale)/ Assistant Professors in Physical Education possessing M.Phil in Physical Education at the entry level of Assistant DPE/ Assistant Professor in Physical Education in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.
- 9.2.4 Assistant Directors of Physical Education/ Assistant Professors in Physical Education without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/ Assistant Professors in Physical Education in

the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

9.2.5 Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ Lecturers in Physical Education (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, in accordance with the fitment table given as Appendix II

**9.3 Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ Lecturers in Physical Education (Selection Grade)**

9.3.1 After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ Assistant Professor in Physical Education shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ Assistant Professor in Physical Education, as the case may be.

9.3.2 After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ Assistant Professor in Physical Education shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ Associate Professor in Physical Education

9.3.3 All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ Lecturer in Physical Education (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

9.3.4 All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ Lecturer in Physical Education (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ Lecturer in Physical Education (Selection Grade) in the un-revised Pay Scale.

9.3.5 Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

#### **9.4 Director of Physical Education (University):**

- 9.4.1 Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.
- 9.4.2 Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.
- 9.4.3 Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000 as per the fitment table.

#### **10. Incentives for Ph.D./M.Phil and other higher qualification:**

- 10.1 Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC.
- 10.2 M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- 10.3 Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.
- 10.4 Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- 10.5 However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- 10.6 In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

- 10.7 Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- 10.8 Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.
- 10.9 Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.
- 10.10 Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D, at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.
- 10.11 However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- 10.12 In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.
- 10.13 Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

- 10.14 Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.
- 10.15 Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ Assistant Professor of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.
- 10.16 Persons in posts of Assistant Director of Physical Education/ Assistant Professor of Physical Education or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.
- 10.17 However, persons in posts of Assistant Director of Physical Education/ Assistant Professor of Physical Education or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- 10.18 In respect of every other case of persons in the posts of Assistant Director of Physical Education/ Assistant Professor of Physical Education or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.
- 10.19 Assistant Director of Physical Education/ Assistant Professor of Physical Education and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- 10.20 Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ Assistant Professor of Physical Education with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College

DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

10.21 Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

10.22 For posts at the entry level where no such advance increments were admissible for possessing Ph.D./ M.Phil under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

10.23 Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

## **11. Other terms and conditions:**

### **11.1 Increments:**

11.1.1 Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

11.1.2 Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

11.1.3 The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

11.1.4 All issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

### **11.2 Pay 'fixation formula':**

The pay fixation formula is furnished in **Appendix I** and the Fitment Table approved as per notification second cited is given in **Appendix II**. The option form for individual teachers is given in **Appendix 111**. The pay in existing posts and their corresponding revised pay bands and academic grade pay are given in **Appendix IV**. Illustrations for fixation of pay of various categories of teachers are given in **Appendix V**. Undertaking for pay fixation is given in **Appendix VI**. Statement of fixation under

revised scheme is given in **Appendix VII**. The fixation of pay along with re-designation of teachers, as may be required, on account of the revision of pay scales prepared by the Principals of Aided Colleges will be countersigned by the Deputy Directors of Collegiate Education concerned after proper scrutiny and the salary disbursed accordingly.

### 11.3 Allowances

**11.3.1 Dearness Allowance:** The employees who opt for the UGC Scheme with effect from 1.1.2006 will be eligible for the following rates of Dearness Allowance from the date mentioned below:

Date from which Payable	Percentage Rate of DA per Month
1.1.2006	Nil
1.7.2006	2
1.1.2007	6
1.7.2007	9
1.1.2008	12
1.7. 2008	16
1.1.2009	22
1.7.2009	27

The payments of DA from the dates indicate above shall be made after adjusting the installments of DA already paid.

**11.3.2. Other Allowances :** Allowances other than Dearness allowance shall be as applicable to State Government employees

**11.4 Study Leave:** The study leave with pay for acquiring higher qualifications for incumbent teachers shall be in accordance with the regulations framed by UGC from time to time in this regard.

**11.5 Research Promotion Grant:** The Research Promotion Grant is applicable to teachers shall be in accordance with the regulations framed by the UGC from time to time in this regard.

**11.6 Consultancy Assignments:** The consultancy assignments applicable to teachers shall be as per regulations framed in this regard by the UGC.



**11.7 Age of Superannuation:** The age of superannuation shall continue as at present.

**11.8 Pension:**

**11.9 Family Pension:**

**11.10 Additional Quantum of Pension to senior pensioners:**

**11.11 Gratuity and Encashment of Leave:**

**11.12 Ex-Gratia Compensation:**

**11.13 Provident Fund:**

As applicable  
to State  
Govt.  
employees

**11.14. Anomalies of the last PRC:** Anomalies and unimplemented recommendations of the last pay review committee if any shall be decided in accordance with the orders and guidelines issued by UGC in this regard from time to time

**11.15. Anomalies of the Sixth Pay Implementation:** Anomalies if any in the implementation of the pay scales may be brought to the notice of the Department of Higher Education for clarifications/decisions in accordance with UGC orders and guidelines issued from time to time.

**12. Ensuring accountability:** Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, appointment, service, working conditions and workload of teachers, training/refresher courses etc and other conditions for career advancement, code of conduct and norms of professional ethics in Universities and Colleges shall be as per regulations framed in this regard by the UGC from time to time, as approved and notified by the Government of Kerala. The relevant rules and orders of the Government of Kerala and Statutes, Ordinances and Regulations of the Universities shall be accordingly amended within such periods as directed by Government.

By Order of the Governor

KURUVILLA JOHN  
Principal Secretary to Government

To

The Director of Collegiate Education  
All Universities  
The Secretary, KPSC, Thiruvananthapuram (with CL)  
The Director of Information & Public Relations  
The Director of Technical Education  
Agriculture Department

Health & Family Welfare Department  
General Education Department  
All Sections of Higher Education Department  
General Administration (SC) Department  
All Managements & Principals of Aided Colleges  
The Accountant General, Kerala, Thiruvananthapuram  
(this issues with the concurrence of Finance Department)  
The Finance Department (vide U.O. No.25902/Education C2/10/Fin.)

Forwarded/By Order

Section Officer

FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

- I. The pay of teachers in Universities and colleges, Physical Education teachers and Librarians shall be fixed in the revised scales of pay in the following manner
  1. The pay in the pay band/pay scale will be determined by multiplying the basic pay as on 1.1.2006 by a factor 1.86 and rounding off the resulting figure to the next multiple of 10.
  2. If the minimum of the revised pay band/pay scale is more than the amount arrived as per (1) above, the pay shall be fixed at the minimum of the revised pay band/pay scale
  3. Where, in the fixation of pay, the pay a teacher drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as avoid bunching of more than two stages in the running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken in to account for the purpose of granting increments to alleviate bunching.
  4. If by stepping up of the pay as above, the pay of a teacher gets fixed at stage in the revised pay band/pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall be stepped up only to the extent by which it falls short of that of the former.
  5. The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, academic grade pay corresponding to the existing scale will be applicable.
  6. **Rate of increment in the pay structure:** The rate of increment in the pay structure will be 3% of the sum of the pay in the pay band and academic grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band.
  7. **Date of next increment in the revised pay structure:** There will be a uniform date of annual increment, namely, 1<sup>st</sup> July of every year. Teachers completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 to those teachers for whom the date of next increment was between 1<sup>st</sup> of July 2006 to 1<sup>st</sup> January, 2007.
  8. In case of persons who had been drawing maximum of the existing scale for more than a year as on the 1<sup>st</sup> day of January, 2006, the next increment in the revised pay structure shall be allowed on the first day of January, 2006. There after the provisions of rule (7) above would apply.

9. In cases where an employee reaches the maximum of his/her pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the next higher pay band, benefit of one increment will be provided. Thereafter, he/she will continue to move in the higher pay band till his pay in the pay band reaches the maximum of pay band 4, after which no further increments will be granted.

10. **Fixation of pay on placement/promotion on or after 1.1.2006:** In case of placement/promotion from one academic grade pay to another in the revised pay structure, the fixation will be done as follows.

One increment equal to 3% of the sum of the pay in the pay band and the existing academic grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The academic grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, the pay in the pay band will be stepped to such minimum. In view of the considerable raise in effective pay between the two pay bands, there shall be no additional increment on movement from the pay band 3 to pay band 4.

11. **Exercise of option:** The employees who are eligible to come under the revised UGC Scheme have an opportunity of exercising option to come over to the revised scale on a later date other than 1.1.2006, provided that the option should be exercised within three months from the date of this order. The option should be submitted in writing in the form prescribed in Appendix III to Accountant General in the case of Government college teachers, to the Registrar concerned in case of University staff and to the Deputy Director of Collegiate Education concerned in case aided college teachers.

Provided that-

- (i) In case of an employee, on the date of order, out of India or on leave or deputation or foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of taking charge of post
- (ii) Where an employee is under suspension on the first day of January 2006, the option may be exercised within three months of the date of return to duty if that date is later than the date prescribed in this rule
- (iii) If the intimation regarding option is not received within the time mentioned in sub-rule(i), the employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1<sup>st</sup> day of January, 2006.
- (iv) The option once exercised shall be final

- Note -1           Persons whose services are terminated on or after 1<sup>st</sup> January,2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation,dismissal or discharge on disciplinary grounds, are entitled to the benefit of this rule
- Note-2           Persons who have died on or after the 1<sup>st</sup> of January, 2006 and could not exercise option within the prescribed time limit are deemed to have been opted the revised pay structure from the 1<sup>st</sup> of January, 2006 or such date as is most beneficial to their dependents.
- Note-3           Persons who were on leave on 1.1.2006 which entitled to them leave salary will be allowed the benefits of this rule

The form of option is given as Appendix III

TABLE – 1

- (i) Incumbent Assistant Professor
- (ii) Incumbent Assistant Librarian / College Librarian
- (iii) Incumbent Asst. Director of Physical Education/ College Director of Physical Education/Lecturer in Physical Education

Pre-revised scale Rs. 8000-275-13500 (Group A entry)		Revised Pay Band + AGP Rs. 15600-39100+ AGP 6000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	16420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

**TABLE – 2**

- (i) Incumbent Assistant Professor [Formerly Lecturer ( Sr. Scale)]  
(ii) Incumbent Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)  
(iii) Incumbent Asst. Director of Physical Education (Sr. Scale)/ College DPE (Sr. Scale)/Lecturer  
in Physical Education (Sr.Scale)

Pre-revised scale Rs. 10000-325-15200		Revised Pay Band + AGP Rs. 15600-39100+ AGP 7000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

**TABLE – 3**

- (i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service
- (ii) Incumbent Dy. Librarian I Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service
- (ii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG)/Lr.in Physical Education (Sel.Grade) with less than 3 years of Service

Pre-revised scale Rs. 12000420 -18300		Revised Pay Band + AGP Rs. 15600-39100+ AGP 8000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390



## TABLE – 4

- (i) Incumbent Readers and Lecturers (SG) with 3 years of Service
- (ii) Incumbent Dy. Librarian I Asst. Librarian (SG) I College Librarian (SG) with 3 years of Service
- (iii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG) /Lr.in Physical Education (Sel.Gr.) with 3 years of Service

Pre-revised scale Rs. 12000-420-18300		Revised Pay Band + AGP Rs. 3740-67000+AGP 9000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

**TABLE - 5**

- (i) Incumbent Professor in Colleges and Universities
- (ii) Incumbent Principals of PG Colleges
- (iii) Incumbent Librarian (University)
- (iv) Incumbent Director of Physical Education (University)

Pre-revised scale Rs. 16400-450-20900-500-22400 (S27 and S29)		Revised Pay Band + AGP Rs. 37400+67000+AGP 10000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

## TABLE - 6

### Incumbent Principals of UG Colleges

Pre-revised scale Rs. 12000-420-18300 (minimum to be fixed at Rs.12840)		Revised Pay Band + Academic Grade Pay Rs. 37400-67000+ AGP 10000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700

FORM OF OPTION

( See GO(P) No..... dated.....)

\**(i)*. I ..... (Name) hereby  
elect the revised pay structure with effect from 1<sup>st</sup> January,2006

\**(ii)* I .....(Name) hereby  
elect to continue in the existing scale of pay of my post mentioned below until  
.....

Existing scale of pay.....

Signature: .....

Name: .....

Designation: .....

University/College:.....

Date:.....

Station:.....

\*To be scored out, if not applicable

## SCALE OF PAY OF TEACHERS AND EQUIVALENT CADRES IN UNIVERSITIES AND COLLEGES

EXISTING			REVISED	
SNO	CATEGORY	SCALES OF PAY	SCALES OF PAY	DESIGNATION
1	Lecturer	8000 - 275 - 13500	15600-39100+AGP 6000	Assistant Professor
2	Lecturer (Sr.Scale)	10000-325-15200	15600-39100+AGP 7000	Assistant Professor
3	Lecturer (Sel.Grade)/Reader (With less than 3 years of service)	12400-420-18300	15600-39100+AGP 8000	Assistant Professor
4	Lecturer (Sel.Grade)/Reader (With 3 years of service)	12400-420-18300	37400-67000+AGP 9000	Associate Professor
5	Professor	16400-450-22400	37400-67000+AGP 10000 37400-67000+AGP 12000	Professor
6	Principals of Colleges	(i) 12400-420-18300	37400-67000+AGP 10000+ Special Allowance of Rs.2000 pm for under graduate colleges and Rs 3000 for post graduate colleges	Principal
		(ii) 16400-450-20900-500- 22400	37400-67000+AGP 10000+ Special Allowance of Rs.2000 pm for under graduate colleges and Rs 3000 for post graduate colleges	Principal
7	Pro Vice Chancellor	18400-500-22400	37400-67000+AGP 10000/12000+Special Allowance of Rs.4000pm	
8	Vice-Chancellor	25000 (fixed)	75000 (Fixed) + Special Allowance of Rs.5000 pm	
<b>For Universities</b>				
9	Asst.Librarian/ Asst.Director of Physical Education	8000-275-13500	15600-39100+AGP 6000	Asst Librarian/ Asst.Director of Physical Education
10	Asst. Librarian / Asst. Director of Physical Education (Sr.Scale)	10000-325-15200	15600-39100+AGP 7000	Asst Librarian/ Asst.Director of Physical Education (Sr.Scale)
11	Deputy Librarian/ Asst. Lib. (Sl.Grade) Deputy Director of Physical Education (Sl.Grade) (with less than 3 years of service)	12400-420-18300	15600-39100+AGP 8000	Deputy Librarian/ Asst. Lib. (Sl.Grade) Deputy Director of Physical Education (Sl.Grade) (with less than 3 years of service)

12	Deputy Librarian/ Asst. Lib. (Sl.Grade) Deputy Director of Physical Education (Sl.Grade) (with 3 years of service)/Asst. Director of Physical Education (Sl. Grade) (with 3 years of Service)	12400-420-18300	37400-67000+AGP 9000	Deputy Librarian/ Asst. Lib. (Sl.Grade) Deputy Director of Physical Education (Sl.Grade) (with 3 years of service)/Asst. Director of Physical Education (Sl. Grade) (with 3 years of Service)
13	Librarian/ Director of Physical Education	16400-450-22400	37400-67000+AGP 10000	Librarian/ Director of Physical Education
<b>For Colleges</b>				
14	College Librarian/ Director of Physical Education	8000-275-13500	15600-39100+AGP 6000	College Librarian/ Director of Physical Education
15	College Librarian/ Director of Physical Education (Sr.Scale)	10000-325-15200	15600-39100+AGP 7000	College Librarian/ Director of Physical Education (Sr.Scale)
16	College Librarian/ Director of Physical Education (Sl.Grade) (with less than 3 years of service)	12400-420-18300	15600-39100+AGP 8000	College Librarian/ Director of Physical Education (Sl.Grade) (with 3 years of service)
17	College Librarian/ Director of Physical Education (Sl.Grade) (with 3 years of service)	12400-420-18300	37400-67000+AGP 9000	College Librarian/ Director of Physical Education (Sl.Grade) (with 3 years of service)

**Fixation of Pay in the Revised Pay Band: Illustrations.****Illustration- 1**

A lecturer is drawing a basic pay of Rs. 8275/- as on 1.08.2005 in the existing scale of pay of Rs. 8000-275-13500. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 6000/-. His date of increment is 1<sup>st</sup> August every year.

His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 8275/-
2. 1.86 X Basic Pay	= Rs 15392/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs.15400/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.15600/-
5. AGP applicable	= Rs. 6000/-
6. Revised Basic Pay	= Rs.21600/-

He shall be fixed at Basic Pay of Rs. 21600/- and re-designated as Assistant Professor. The next date of annual increment shall be 1<sup>st</sup> July 2006 & pay after increment is Rs. 22250/-.

**Illustration- 2**

A lecturer (Sr. Scale) is drawing a basic pay of Rs. 11625/- as on 1.10.2005 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/-. His date of increment is 1<sup>st</sup> October every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 11625/-
2. 1.86 X Basic Pay	= Rs 21623/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 21630/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.21630/-
5. AGP applicable	= Rs. 7000/-
6. Revised Basic Pay	= Rs. 28630/-

He shall be fixed at Basic Pay of Rs. 28630/- and re-designated as Assistant Professor. The next date of annual increment shall be 1<sup>st</sup> July 2006 & pay after increment is Rs. 29490/-.

**Illustration- 3**

A lecturer is drawing a basic pay of Rs. 10200/- as on 1.04.2006 in the existing scale of pay of Rs. 8000-275-13500. His date of increment is 1<sup>st</sup> April every year and he opts for revised pay on 1.03.2006. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 6000/-. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 10200/-
2. Dearness Pay	= Rs 5100/-
3. Dearness Allowance	= Rs. 3213/-
4. Total emoluments (1+2+3)	= Rs. 18513/-
5. Rounding off the resultant figure to the next multiple of 10	= Rs. 18520/-
6. Pay in the Pay Band (as per Fitment Table)	= Rs.18980/-
7. AGP applicable	= Rs. 6000/-

8. Revised Basic Pay

= Rs. 24980/-

He shall be fixed at Basic Pay of Rs. 24980/- and re-designated as Assistant Professor. The next date of annual increment shall be 1<sup>st</sup> July 2006 & pay after increment is Rs. 25730/-.

#### Illustration- 4

A lecturer (Sr. Scale) is drawing a basic pay of Rs. 14875/- as on 1.02.2006 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/-. His date of increment is 1<sup>st</sup> February every year.

His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 14875/-
2. Dearness Pay	= Rs 7438/-
3. Dearness Allowance	= Rs. 4686/-
4. Total emoluments (1+2+3)	= Rs. 26999/-
5. Rounding off the resultant figure to the next multiple of 10	= Rs. 27000/-
6. Pay in the Pay Band (as per Fitment Table)	= Rs.27670/-
7. AGP applicable	= Rs. 7000/-
8. Revised Basic Pay	= Rs. 34670/-

He shall be fixed at Basic Pay of Rs. 34670/- and re-designated as Assistant Professor. The next date of annual increment shall be 1<sup>st</sup> July 2006 & pay after increment is Rs. 35720/-.

#### Illustration- 5

A lecturer (Selection Grade) / Reader was placed in the pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of Rs. 12420/- as on 1.11.2005 in the existing scale of pay. Since he has not completed three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable is 15600 –39100 with Academic Grade Pay of Rs. 8000/-. His date of increment is 1<sup>st</sup> November every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay	= Rs. 12420/-
2. 1.86 X Basic Pay	= Rs 23101/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 23110/-
4. Pay in the Pay Band(as per Fitment Table)	= Rs. 23110/-
5. AGP applicable	= Rs. 8000/-
6. Revised Basic Pay	= Rs.31110/-

He shall be fixed at Basic Pay of Rs. 31110/- without change in his designation till he completes three years in the pay scale of 12000-18300. Thereafter shall be placed in the higher pay Band 37400-67000 with AGP 9000 as described in illustration-6 and shall be re-designated as Associate Professor. The next date of annual increment in PB- 15600-39100 shall be 1<sup>st</sup> July 2006 & pay after increment is Rs. 32050/-.



### Illustration- 6

A lecturer (Selection Grade)/ Reader was placed in the pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of Rs. 12420/- as on 1.11.2005 in the existing scale of pay. Since he had not completed three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable as on 1.01.2006 is 15600 – 39100 with Academic Grade Pay of Rs. 8000/-. His pay in the revised Pay Band shall be fixed as described in illustration-5 above and shall draw the revised pay in PB – 15600-39100 till 2.11.2007 with the same designation as case may be. Thereafter his pay on 2.11.2007 (i.e. on completion of three years from the date of placement in Selection Grade / Reader) shall be fixed as follows:

1. Basic Pay as on 2.11.07 (he would have drawn in pre-revised Scale)	= Rs. 13260/-
2. 1.86 X Basic Pay	= Rs 24664/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 24670/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs 37400/-
5. AGP applicable	= Rs. 9000/-
6. Revised Basic Pay	= Rs. 46400/-

He shall be fixed at Basic Pay of Rs. 46400/- as on 2.11.2007 and re-designated as Associate Professor. The next date of annual increment shall be 1<sup>st</sup> July 2008 & pay after increment is Rs. 47800/-.

### Illustration- 7

A lecturer (Selection Grade) / Reader was placed in the pre-revised scale of 12000-420-18300 on 27.07.1998 and is drawing a basic pay of Rs. 14940/- as on 1.07.2005 in the existing scale of pay. Since he has completed more than three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable is 37400-67000 with Academic Grade Pay of Rs. 9000/-. His date of increment is 1<sup>st</sup> July every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 14940/-
2. 1.86 X Basic Pay	= Rs 27788/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 27790/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs 38530/-
5. AGP applicable	= Rs. 9000/-
6. Revised Basic Pay	= Rs. 47530/-

He shall be fixed at Basic Pay of Rs. 47530/- and re-designated as Associate Professor. The next date of annual increment shall be 1<sup>st</sup> July 2006 & pay after increment is Rs. 48960/-.

### Illustration- 8

A Professor is drawing a basic pay of Rs. 20450/- as on 1.07.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1<sup>st</sup> July every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay	= Rs. 20450/-
2. Dearness Allowance	= Rs. 7362/-
3. 1.86 X Basic Pay	= Rs 38037/-
4. Rounding off the resultant figure to the next multiple of 10	= Rs. 38040/-
5. Pay in the Pay Band (as per Fitment Table)	= Rs. 46050/-
6. AGP applicable	= Rs. 10000/-
7. Revised Basic Pay	= Rs. 56050/-

He shall be fixed at Basic Pay of Rs. 56050/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 57740/-.

### Illustration- 9

A Principal is drawing a basic pay of Rs. 17040/- as on 1.09.2005 in the existing scale of pay of Rs. 12000-420-18300 (min. at Rs.12840/-). In the revised pay structure the applicable Pay Band is 37400- 67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1<sup>st</sup> September every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 17040/-
2. 1.86 X Basic Pay	= Rs 31694/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 31700/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.40890/-
5. AGP applicable	= Rs. 10000/-
6. Revised Basic Pay	= Rs. 50890/-

He shall be fixed at Basic Pay of Rs. 50890/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 52420/-.

### Illustration- 10

A Principal is drawing a basic pay of Rs. 21400/- as on 1.12.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/-. His date of increment is 1<sup>st</sup> December every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay	= Rs. 21400/-
2. 1.86 X Basic Pay	= Rs. 39408/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 39410/-
4. Pay in the Pay Band (as per Fitment Table)	= Rs.47440/-
5. AGP applicable	= Rs. 10000/-
6. Revised Basic Pay	= Rs. 57440/-

He shall be fixed at Basic Pay of Rs. 57440/-. The next date of annual increment shall be 1<sup>st</sup> July 2006 & pay after increment is Rs. 59170/-

UNDERTAKING

( See GO(P) No..... dated.....)

I hereby undertake that any excess payment that may be found to have been made out of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise

Signature .....

Name .....

Designation .....

University/College .....

Place .....

Date.....

**STATEMENT OF FIXATION OF PAY UNDER THE REVISED UGC SCHEME**

( See GO(P) No..... dated.....)

1. Name of the college/university :
2. Name of the Employee :
3. Designation of the post in which pay is to be fixed :
4. Pre-revised scale of pay applicable to the post :
5. Existing emoluments as on 1.1.2006
  - (a) Basic Pay in (including stagnation increments, :  
if any):
  - (b) Dearness Pay :
  - (c) Dearness Allowance applicable  
AICPI average 536 ( 1982= 100) :
  - (d) Total existing emoluments [ (a) to (d)] :
6. Revised pay band and academic grade pay  
corresponding to the pre-revised scale as shown at :  
(4) above
7. Pay in the revised pay band in which pay is to be  
Fixed as per the fitment table at Appendix II :
8. Academic Grade pay to be applied as  
per the fitment table :

9. Stepped up pay of junior with reference to the revised Pay of the junior, if applicable (Name of the junior is to be indicated distinctly) :

10. Revised with reference to Substantive pay, if applicable:

11 Personal pay, if any :

12 Revised emoluments after fixation :

(a) Pay in the revised Pay Band :

(b) Academic Grade Pay :

(c) Special pay, if admissible :

(d) Personal pay, if admissible :

(e) Non practicing allowance, if admissible :

13 Date of next increment :

Date of increment	Pay after increment	
	Pay in the Pay Band	Academic Grade Pay

14 Any other information :

(Office Seal)

Name and Signature of the

Head of the office

Station :

Date :