



ABSTRACT

OFFICIAL COMMITTEE, 2009 – Universities, Government and Government Aided Colleges – Recommendations of the Official Committee on revision of Scales of pay and allowances etc., to the Teachers and equivalent cadres in Universities, Government / Government Aided Colleges governed by UGC – Orders – Issued.

HIGHER EDUCATION (H1) DEPARTMENT

G.O. (Ms) No. 350

DATED: 09.09.2009

Aavani 24,
Thiruvalluvar Aandu, 2040

READ :

1. G.O.Ms.No.358, Finance (Pay Cell) Department, dated: 20.8.2008.
2. From the Director, Government of India, Ministry of Human Resource Development, Department of Education, New Delhi, Letter No.1-32/2006-U.II/U.I(i), Dated:31.12.2008.
3. From the Director, Government of India, Ministry of Human Resource Development, Department of Education, New Delhi, Letter No.1-32/2006-U.II/U.I(ii), Dated:31.12.2008.
4. From the Deputy Secretary, Government of India, Ministry of Human Resource Development, Department of Education, New Delhi, Letter No.F.3-1/2009-U.I, Dated:04.06.2009.
5. G.O.Ms.No.78, Finance (Pay Cell) Department, dated: 25.2.2009.
6. G.O.Ms.No.136, Finance (Pay Cell) Department, dated: 31.3.2009.

ORDER:

Based on the orders issued by the Government of India on the recommendations of Prof.G.K.Chadha Committee, in the Government Order fifth read above, the State Government constituted an Official Committee to examine and make necessary recommendations for the revision of scales of pay and allowances for the teachers and equivalent cadres in Universities and Government / Government Aided Colleges governed by UGC.

2. Accordingly, the Official Committee has submitted its report to Government on 14-08-2009, and the Government has carefully examined the recommendations of the Committee and pass the following orders:--

(A) GENERAL

(i) 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.

(ii) 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'.

(iii) 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.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges as follows:

I. UG Colleges:

Professor posts equivalent to 10 percent of the total strength of Associate Professors in each UG College shall be created.

II. PG Colleges:

a) Where there are a combination of PG Departments (having both UG and PG courses) or only PG courses in a college, one Professor post for each P.G. Department may be created. In such Colleges, for the Departments which have only UG courses and no PG courses, Professor posts may be created equal to 10 percent of total posts of Associate Professors in these UG departments taken together.

b) The principle of one Professor for each PG Department would be applicable only for those PG Departments, which were in existence as on 1.1.2006. Any PG Department created after 1.1.2006, would be eligible for a Professor post only after 5 years of existence as a PG Department.

c) In case of aided Colleges only aided courses shall be taken for entitlement for post of Professor.

(v) 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.

(vi) 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/ or may be 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.

(vii) One fourth (25%) of the posts of professor in UG Colleges or UG and PG Colleges mentioned in Para (iv) above, shall be filled by direct recruitment only, and not by deputation, and remaining three-fourths (75%) shall be filled through merit promotion among the eligible Associate Professors in the relevant department. Identification of posts of Professors for being filled through direct recruitment in Government and Aided Colleges shall be done by a Committee to be formed by the Government. For others, it shall be done by the University in consultation with the College. Where the percentage of the number of posts of Associate Professor for merit promotion or direct recruitment is not an integer, the same shall be rounded off to the next higher integer.

(viii) (a) **Principals of UG 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 from time to time and any other qualification prescribed by Government / University.

(b) **Principals of PG 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 from time to time and any of the qualifications prescribed by Government / University.

(B) PAY STRUCTURE :-

The revised pay structure for different categories of teachers, Librarians, Physical education teachers and equivalent positions shall be as indicated in Appendix-I and incentives for Ph.D / M.Phil and other higher qualifications shall be as indicated in Appendix – II.

(C) PAY FIXATION FORMULA:-

The pay 'fixation formula' as applicable to the State Government employees shall be adopted for teachers and equivalent cadres working in University / Government / Government

Aided Colleges governed by UGC. The detailed fitment tables for various existing scales of pay based on the formula are given in Appendix-III.

(D) INCREMENT:

(i) 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. The Date of increment in the Revised Pay Structure will be on par with State Government employees.

(ii) 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**.

(iii) 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.

(iv) In the case of calculation of annual increment under the revised pay structure fraction of a rupee (i.e. 99 paise and below) shall be ignored. But any amount of a rupee or more shall be rounded off to the next multiple of 10.

(E) OPTION:-

(i) An employee may exercise option to remain in the existing scale of pay until the date on which he / she earns his next or any subsequent increments in the existing scale of pay or until he / she vacates his/ her post or ceases to draw pay in that pay scale ;Provided that, if an employee does not exercise his/ her option within the period specified below he / she shall be deemed to have opted for the revised scales of pay with effect from the 1st January, 2006.

(ii) The **option shall be exercised** in writing in the Form as given in **Schedule-I, within three months** from the date of issue of this order.

(F) ALLOWANCES:-

Allowances such as Leave Travel Concession, House Rent Allowance, Travelling Allowance, Dearness Allowance, City Compensatory Allowance etc., shall be on par with these allowances applicable to State Government employees, with effect from 1st June , 2009.

(G) AGE OF SUPERANNUATION :-

The present system of retirement age shall be continued i.e. 58 years for College teachers and 60 years for University teachers. There shall be no re-employment beyond the age of superannuation.

(H) PENSION, FAMILY PENSION, GRATUITY AND ENCASHMENT OF LEAVE, EX-GRATIA COMPENSATION AND PROVIDENT FUND

As regards the revision of Pension, Family Pension, Gratuity and encashment of leave, Ex-gratia compensation and Provident Fund, to the teachers and equivalent cadres governed by UGC shall be as applicable to State Government employees.

(I) APPLICABILITY OF THE SCHEME

(a) This Scheme shall be applicable to teachers and other equivalent cadres of Government Colleges / Aided colleges and Universities governed by UGC.

(b) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators and to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the State Government. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/ institution corresponding to such fixation in respect of State Government employees on the basis of the recommendations of the Official Committee 2009.

(J) DATE OF EFFECT:

The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC. The revised pay scales shall take notional effect from **1st January, 2006** and with monetary benefit from **1st January, 2007**.

(K) PAYMENT OF ARREARS:-

(a) The pay fixation statement in the form of Appendix—IV either as approved by the Accountant General / Pay and Accounts Officer / Treasury Officer or by the Heads of Offices shall be attached to the Service Book of the teachers.

(b) The arrears accruing on account of pay revision for the period from 1—1—2007 to 31—08—2009 shall be arrived at as per Appendix –V and the Interim Arrears sanctioned in the Government Order fourth read above shall be adjusted and the balance net arrears due for payment shall be arrived. The balance arrears so arrived shall be paid in three equal annual instalments as shown below:-

- i. 1st instalment in the year 2009—2010
- ii. 2nd instalment in the year 2010--2011
- iii. 3rd and final instalment in the year 2011—2012

The Director of Collegiate Education / Head of Offices in Universities are directed to issue necessary instructions to all the Drawing and Disbursing Officers under their control to work out the Pay Revision Arrears forthwith based on the Proceedings / Orders issued by the Pay

fixing Authorities duly fixing the pay of the teachers in the revised scales of pay and make payment in the manner as ordered above. The Drawing Officers shall also open a separate Register for this purpose and make necessary entries of the total arrears amount payable to each individual employees duly indicating the amount to be paid in three equal annual instalments so as to claim the subsequent instalments without any difficulty.

3. The Government will take the financial liabilities only for the approved posts and not for the posts created from University funds.

4. Necessary orders on Recruitment, Qualifications, Selection Committee and Guidelines on Selection procedures will be issued separately.

5. The expenditure shall be debited to the appropriate heads of accounts.

6. This order issues with the concurrence of Finance Department vide its U.O. No. 21297/PC II /2009, dated 9-9-2009.

(By the Order of the Governor)

K.GANESAN
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Registrars of All Universities.

The Director of Collegiate Education, Chennai -6.

The Director of Legal Studies, Chennai -35.

The Director of Treasuries and Accounts, Chennai -15.

The Director, Madras Institute of Development Studies, Chennai -20.

The Director of Local Fund Audit, Chennai - 108.

The Member-Secretary, Tamil Nadu State Council for Higher Education, Chennai -5.

The Regional Joint Directors of Collegiate Education through the Director of Collegiate Education. Chennai-6.

The Principals of all Colleges (Government / Aided) in Tamil Nadu through the Director of Collègiate Education, Chennai-6.

The Accountant General (Accounts & Entitlements),Chennai- 600 018.

The Principal Accountant General (Audit.I), Chennai-600 018.

The Accountant General (Audit.II), Chennai-600 018.

The Accountant General (CAB), Chennai-600 009 / Madurai.

The Director of Pension, DMS Complex, Chennai-600 006.

The Pension Pay Officer, Chennai- 600 006.

The Secretary, Ministry of Human Resource Development, Department of Education, Government of India, New Delhi.

The Secretary, University Grants Commission, New Delhi.

The Pay and Accounts Officer, Secretariat, Chennai-9.

The Pay and Accounts Officer,(North / South / East) Chennai- 1 / 35 / 5.

The Pay and Accounts Officer , Madurai - 625 001.

All Treasury Officers in Tamil Nadu.
All Recognised Service Associations.

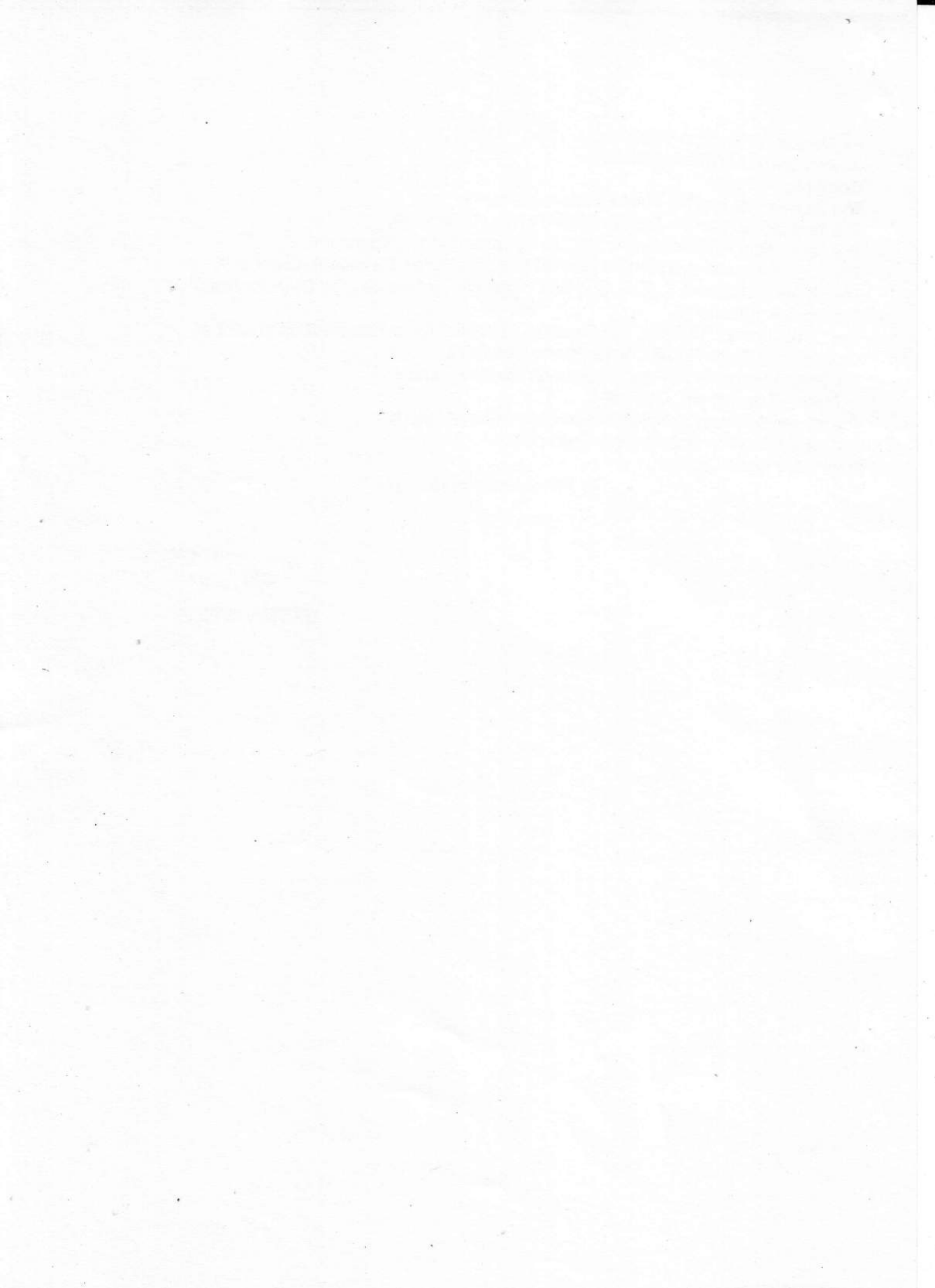
Copy to:

The Secretary to Hon'ble Chief Minister, Chennai -9
The Secretary to Hon'ble Deputy Chief Minister, Chennai -9.
The Senior Personal Assistant to Hon'ble Minister, Finance, Chennai-9.
The Special Personal Assistant to Hon'ble Minister (Higher Education), Chennai-9.
The Higher Education (K, F, G, E, D and C sections) / Finance (Pay Cell/Education)
Department, Chennai -9.
The Senior Research Officer, Pay Research Unit, Ministry of Finance (Department of
Expenditure), Room No.261, North Block, New Delhi.
The Private Secretary to Principal Secretary to Government,
Finance Department, Chennai-9.
The Private Secretary to Principal Secretary to Government,
Higher Education Department, Chennai-9.
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// Forwarded / By Order//

த. பாலா ரெட்டி
9/9/2009

SECTION OFFICER



SCHEDULE - I

FORM FOR EXERCISING OPTION TO COME OVER TO THE REVISED UGC SCALES OF PAY

I, holding the post of
in the scale of pay of Rs..... do hereby elect * to come under the revised scale of pay before / after earning increment in the existing scale of pay with effect from 1ST January, 2006 / to retain the existing scale of pay and rate of dearness allowance for the period uptoand come under the revised scale with effect from

2. The option hereby exercised is final and will not be modified at any subsequent date.

3. I hereby also undertake that any excess payment that may be found to have been made as a result 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 without insisting for any prior notice.

Dated:.....2009.

Signature
(with date)

Signed before me

Signature:

Head of the Office
(in the case of Non-self drawing Officers)

Accounts Officer
(in the case of Self drawing Officers)

Received the above declaration.
Dated :.....2009.

Signature.

Assistant Accountant – General /
Pay and Accounts Officer,
Head of Office.

* Strike out whichever is not applicable.



APPENDIX – I

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

(1) Assistant Professor/Associate Professors/ Professors in Colleges & Universities

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

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving upto AGP of Rs.7000 subject to the condition that Ph.D is in a discipline which is relevant to the Department in which they are Assistant Professors.

(iii) 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 subject to the condition that the M.Phil degree or post-graduate degree in professional courses is in a subject relevant to the teaching discipline.

(iv) 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.

(v) 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 and should also satisfy any additional condition being laid down by University or the State Government.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the pre-revised scale of pay 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.

(vii) 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 and any other conditions laid down by University or State Government, to move up to the AGP of Rs.8000.

(viii) 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 at the minimum of the above Pay band with the AGP of Rs.9000.

(ix) 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 of Rs.9000 and shall be re-designated as Associate Professor.

(x) 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.

(xi) 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.37400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) 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.

(xiii) 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 or the State Government. 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.

(xiv) The pay of a directly recruited Professor shall be fixed at Rs.43000 in the Pay Band of Rs.37400-67000, with the applicable AGP of Rs.10000.

(xv) 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 and subject to additional conditions laid down by University/ State Government. The pay of directly recruited professors in AGP of Rs.12,000/- shall be fixed at Rs.48,000/- along with AGP.

(xvi) 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 and any conditions laid down by State Government.

(2) Pay Scales of Pro-Vice Chancellor / Vice Chancellor of Universities:

(i) 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.

(ii) 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.

(3) Pay Scales of Principals in Colleges:

(i) Principal of Under Graduate Colleges

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.

(ii) Principal of Post Graduate Colleges

Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000, 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.

(4) Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian / College Librarian:

(i) 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.

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

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)

(i) 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.

(ii) 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 and any other condition laid down by State Government, shall be eligible for the higher AGP of Rs.7000 within the Pay Band of Rs.15600-39100.

(iii) 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 and any other condition laid down by State Government, shall become eligible for the higher AGP of Rs. 7000.

(iv) 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 as per any other condition laid down by State Government move to the higher AGP of Rs.7000.

(v) 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,

**(c) Deputy Librarian / Assistant Librarian (Selection Grade)/
College Librarian (Selection Grade)**

(i) 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.

(ii) 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 and as per any other condition laid down by State Government. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) 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.

(iv) 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 / University and as per any other condition laid down by State Government.

(v) 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 fulfil other criteria prescribed by the UGC / University and as per any other condition laid down by State Government shall also be eligible for being placed in the AGP of Rs.8000.

(vi) 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).

(vii) 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).

(viii) 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.

(ix) 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. Further, any other condition laid down by State Government shall also be applicable.

(d) Librarian (University)

(i) The post of Librarian shall be in the Pay Band of Rs.37400-67000 with the Academic Grade Pay of Rs.10000.

(ii) 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) and also should be eligible as per any other condition laid down by State Government.

(iii) 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 / State Government shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' as stated in **para 2 (C)** of this order in the Pay Band of Rs.37400-67000 with AGP of Rs.10000.

(5) Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education (Assistant DPE)/ College Director of Physical Education (College DPE)

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pay scale of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.6000, in accordance with the 'fixation formula' as stated in **para 2 (C)** of this order.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC and any other condition laid down by State Government shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale)

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE 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 / University and any other condition laid down by State Government move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil. in Physical Education at the entry level of Assistant DPE/ College DPE 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.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC/University and any other condition laid down by State Government be eligible for being placed in the AGP of Rs.7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula' as stated in para 2 (C) of this order.

(c) Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)

(i) 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 / University and any other conditions laid down by State Government, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) 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)/ College DPE (Selection Grade), as the case may be.

(ii) 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/ University/ and any other condition laid down by State Government. Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) 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)/ College DPE (Selection Grade).

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/College DPE (Selection Grade) who have completed service of at least three years in

the pre-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.

(iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/College DPE (Selection Grade) whose services in the pre-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)/ College DPE (Selection Grade) in the pre-revised Pay Scale.

(v) 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 of Rs.37400-67000 with AGP of Rs.9000.

(d) Director of Physical Education (University):

(i) Post of Director of Physical Education in universities shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000.

(ii) Post of Director of 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/State Government shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs.37400-67000 as per 'fixation formula' as stated in para 2 (C) of this order.

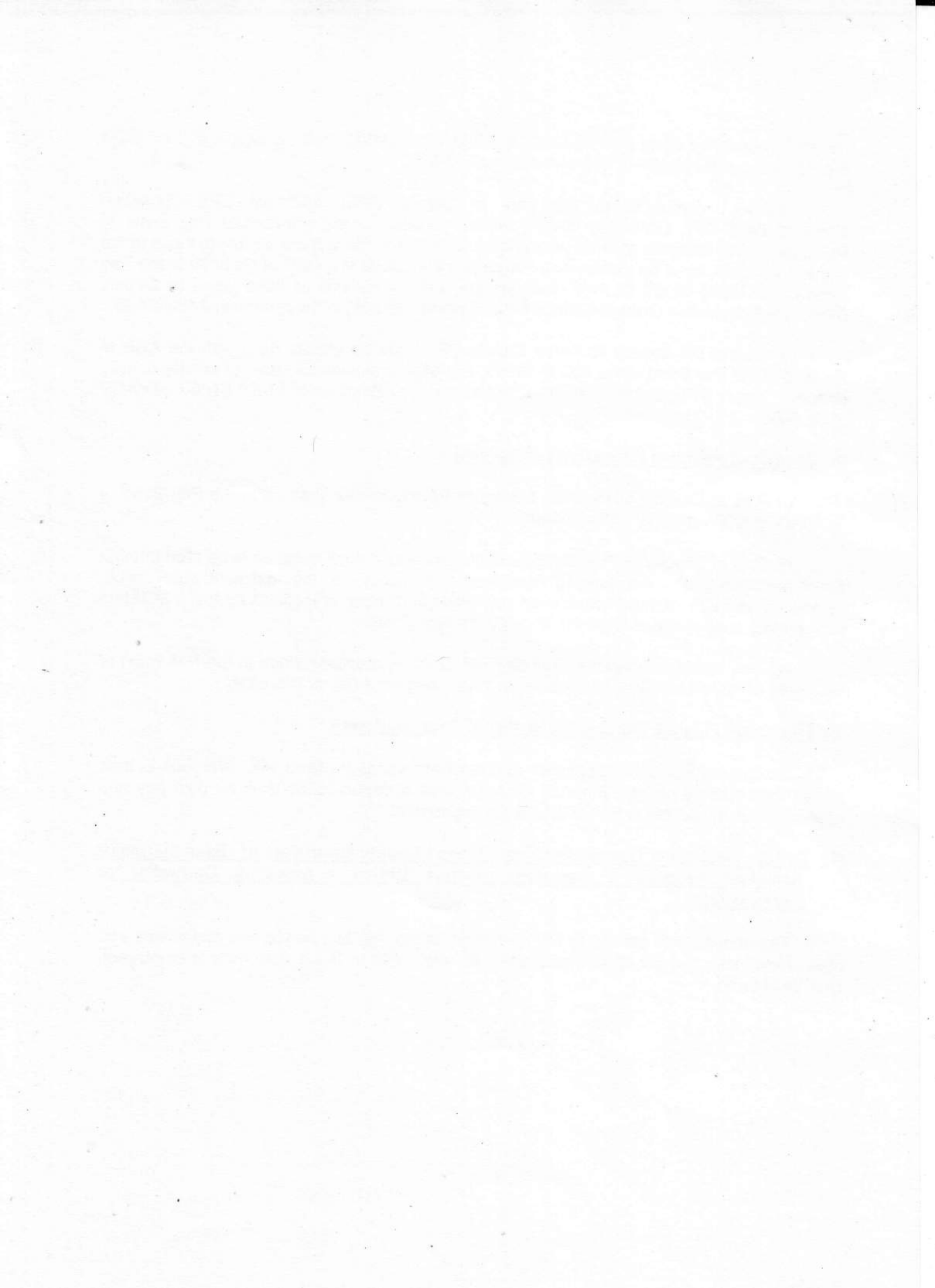
(6) Registrar / Finance Officer / Controller of Examinations:-

The pay of Registrar/ Controller of Examination shall be fixed with reference to their pay in their primary cadre. Finance Officer who is a deputationist shall be paid pay and allowances as applicable to him in the parent department.

(7) Deputy Registrar / Deputy Finance Officer / Deputy Controller of Examinations / Assistant Registrar / Assistant Finance Officer / Assistant Controller of Examination:-

The above posts belong to the ministerial categories and hence, the pay scales and other allowances and all other entitlements as applicable to State Government employees shall be allowed.

* * * * *



APPEXDIX - II

Incentives for Ph. D./M.Phil and other higher qualification of the teachers in Universities / Government Colleges / Aided Colleges

(i) 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 as an additional qualification by a university following the process of registration, coursework and external evaluation as prescribed by the UGC. If Ph.D is prescribed as an essential qualification for the post, no incentive increment shall be given. Further, incentive increments shall be given only for one Ph.D. Additional Ph.Ds would not entitle a person for additional incentive increments.

(ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments subject to the condition that the M.Phil., awarded is in the relevant discipline and is an additional qualification. If M.Phil., is prescribed as an essential qualification for the post, no incentive increment shall be given. If any person is also a Ph.D degree holder for which he is eligible for incentive increments as in (i) above, then he would not be eligible for incentive increment for possessing M.Phil. Further, incentive increment would be restricted for one M.Phil. Additional M.Phils would not entitle a person to claim additional incentive increments.

(iii) 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 two non-compounded advance increments at the entry level subject to the condition that the Professional Course awarded is in the relevant discipline and is an additional qualification. If the Professional Course is prescribed as an essential qualification for the post, no incentive increment shall be given. Further, the person should not have claimed any incentive increment due to his possessing a Ph.D or M.Phil for claiming incentive for the Professional Course.

(iv) 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 awarded by an University which has been notified by UGC and is an additional qualification. If Ph.D is prescribed as an essential qualification for the post, no incentive increment shall be given. This would not be eligible if a person has got incentive increments for Ph.D in any other relevant discipline.

(v) Teachers in service who have been awarded Ph. D. at the time of coming into force of this Scheme shall be eligible for incentive only if the Ph.D. has been awarded by an University which has been notified by UGC.

(vi) Only on award of Ph.D. the teachers are entitled for three non-compounded increments.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments, only on award of Ph.D by a University notified by the UGC.

(viii) 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. Further, incentive increment would be eligible only once and multiple incentive increments for different M.Phil / Professional degrees in relevant disciplines are not permitted.

(ix) 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 notified by the UGC for the award of Ph.D. in library science. Further, incentive increments would be eligible for only one Ph.D and not for multiple Ph.Ds.

(x) 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 notified by the UGC shall be entitled to three non-compounded advance increments. Further, incentive increments would be eligible for only one Ph.D and not for multiple Ph.Ds.

(xi) Persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. would be eligible for incentive only if the Ph.D. is from University notified by UGC.

(xii) In respect 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 on the award of Ph.D. and only if the university awarding the Ph.D. which has been notified by the UGC.

(xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall derive the benefit of three non-compounded increments, only on award of Ph.D. from a University notified by UGC.

(xiv) 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 MPhil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment subject to the condition that the incentive increments shall be for only one M.Phil and not multiple M.Phils, and provided they have not availed incentive increments for having Ph.D.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university notified by the UGC for the award of Ph.D. in Physical Education subject to the condition that the

incentive increment shall be limited to only one Ph.D and will not be available multiple times for multiple Ph.Ds.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE 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 subject to the condition that incentive would be limited to only one Ph.D. and not multiple Ph.Ds.

(xvii) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. would be eligible for incentive only if the Ph.D. is awarded by a University notified by UGC.

(xviii) In respect of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only on the award of Ph.D and only if the university awarding the Ph.D. has been notified by the UGC.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall derive the benefit of three non-compounded increments only on award of Ph.D. from a University notified by the UGC.

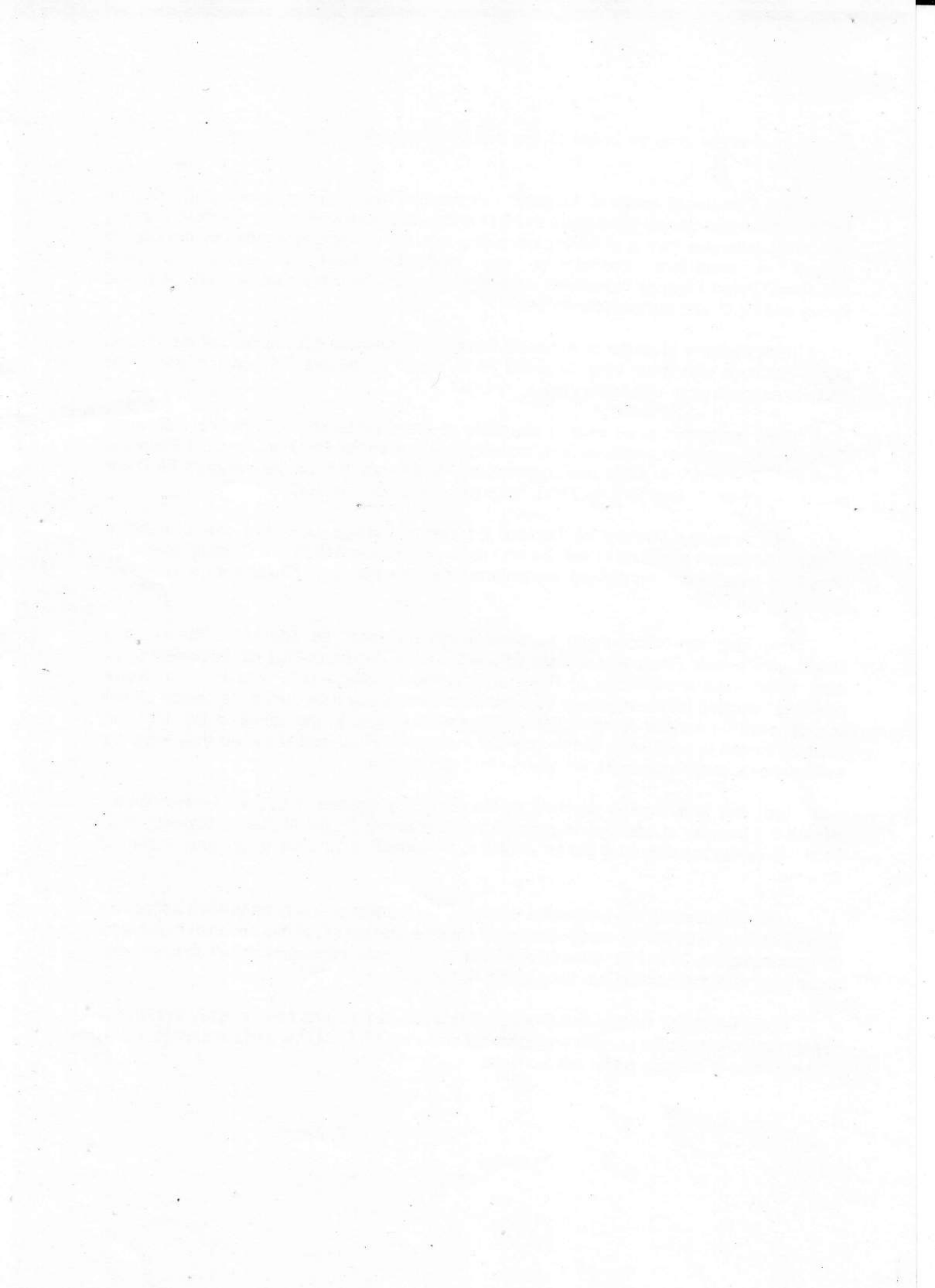
(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring MPhil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment subject to the condition that incentive shall be limited to only one M.Phil and not multiple M.Phils, and provided they have not availed the incentive increment for having Ph.D qualification.

(xxi) 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.

(xxii) 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.

(xxiii) 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.

* * * * *



**APPENDIX - III
FITMENT TABLE NO.1**

(i) Incumbent Assistant Professor

(ii) Incumbent Assistant Librarian / College Librarian

(iii) Incumbent Assistant Director of Physical Education / College Director of Physical Education.

Existing Scale				Revised Pay Band + Academic Grade Pay			
Rs.8000-275-13500				Rs.15600-39100+Rs.6000			
Span of Years	Pre-Revised			Revised			
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	8000	4000	2880	14880	15600	6000	21600
2	8275	4138	2979	15392	15600	6000	21600
3	8550	4275	3078	15903	15910	6000	21910
4	8825	4413	3177	16415	16420	6000	22420
5	9100	4550	3276	16926	16930	6000	22930
6	9375	4688	3375	17438	17440	6000	23440
7	9650	4825	3474	17949	17950	6000	23950
8	9925	4963	3573	18461	18470	6000	24470
9	10200	5100	3672	18972	18980	6000	24980
10	10475	5238	3771	19484	19490	6000	25490
11	10750	5375	3870	19995	20000	6000	26000
12	11025	5513	3969	20507	20510	6000	26510
13	11300	5650	4068	21018	21020	6000	27020
14	11575	5788	4167	21530	21530	6000	27530
15	11850	5925	4266	22041	22050	6000	28050
16	12125	6063	4365	22553	22560	6000	28560
17	12400	6200	4464	23064	23070	6000	29070
18	12675	6338	4563	23576	23580	6000	29580
19	12950	6475	4662	24087	24090	6000	30090
20	13225	6613	4761	24599	24600	6000	30600
21	13500	6750	4860	25110	25110	6000	31110
22	13775	6888	4959	25622	25630	6000	31630
23	14050	7025	5058	26133	26140	6000	32140
24	14325	7163	5157	26645	26650	6000	32650

FITMENT TABLE NO.2

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

Existing Scale Revised Pay Band + Academic Grade Pay
 Rs.10000-325-15200 Rs.15600-39100+Rs.7000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	10000	5000	3600	18600	18600	7000	25600
2	10325	5163	3717	19205	19210	7000	26210
3	10650	5325	3834	19809	19810	7000	26810
4	10975	5488	3951	20414	20420	7000	27420
5	11300	5650	4068	21018	21020	7000	28020
6	11625	5813	4185	21623	21630	7000	28630
7	11950	5975	4302	22227	22230	7000	29230
8	12275	6138	4419	22832	22840	7000	29840
9	12600	6300	4536	23436	23440	7000	30440
10	12925	6463	4653	24041	24050	7000	31050
11	13250	6625	4770	24645	24650	7000	31650
12	13575	6788	4887	25250	25250	7000	32250
13	13900	6950	5004	25854	25860	7000	32860
14	14225	7113	5121	26459	26460	7000	33460
15	14550	7275	5238	27063	27070	7000	34070
16	14875	7438	5355	27668	27670	7000	34670
17	15200	7600	5472	28272	28280	7000	35280
18	15525	7763	5589	28877	28880	7000	35880
19	15850	7925	5706	29481	29490	7000	36490
20	16175	8088	5823	30086	30090	7000	37090

FITMENT TABLE NO.3

- (i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service
 (ii) Incumbent Deputy Librarian/Assistant Librarian(SG) / College Librarian (SG) with less than 3 years of Service.
 (iii) Incumbent Deputy Director of Physical Education (SG) /Assistant Director of Physical Education (SG)/ College Director of Physical Education (SG) with less than 3 years of Service.

Existing Scale

Revised Pay Band + Academic Grade Pay

Rs.12000-420-18300

Rs.15600-39100+Rs.8000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	12000	6000	4320	22320	22320	8000	30320
2	12420	6210	4471	23101	23110	8000	31110
3	12840	6420	4622	23882	23890	8000	31890
4	13260	6630	4774	24664	24670	8000	32670
5	13680	6840	4925	25445	25450	8000	33450
6	14100	7050	5076	26226	26230	8000	34230
7	14520	7260	5227	27007	27010	8000	35010
8	14940	7470	5378	27788	27790	8000	35790
9	15360	7680	5530	28570	28570	8000	36570
10	15780	7890	5681	29351	29360	8000	37360
11	16200	8100	5832	30132	30140	8000	38140
12	16620	8310	5983	30913	30920	8000	38920
13	17040	8520	6134	31694	31700	8000	39700
14	17460	8730	6286	32476	32480	8000	40480
15	17880	8940	6437	33257	33260	8000	41260
16	18300	9150	6588	34038	34040	8000	42040
17	18720	9360	6739	34819	34820	8000	42820
18	19140	9570	6890	35600	35610	8000	43610
19	19560	9780	7042	36382	36390	8000	44390

FITMENT TABLE NO.4

(i) Incumbent Readers and Lecturers (SG) with 3 years of Service

(ii) Incumbent Deputy Librarian/Assistant Librarian(SG) / College Librarian (SG) with 3 years of Service.

(iii) Incumbent Deputy Director of Physical Education (SG) / Assistant Director of Physical Education (SG)/ College Director of Physical Education (SG) with 3 years of Service.

Existing Scale

Rs.12000-420-18300

Revised Pay Band + Academic Grade Pay

Rs.37400-67000+Rs.9000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	13260	6630	4774	24664	37400	9000	46400
2	13680	6840	4925	25445	37400	9000	46400
3	14100	7050	5076	26226	37400	9000	46400
4	14520	7260	5227	27007	37400	9000	46400
5	14940	7470	5378	27788	38530	9000	47530
6	15360	7680	5530	28570	38530	9000	47530
7	15780	7890	5681	29351	39690	9000	48690
8	16200	8100	5832	30132	39690	9000	48690
9	16620	8310	5983	30913	40890	9000	49890
10	17040	8520	6134	31694	40890	9000	49890
11	17460	8730	6286	32476	42120	9000	51120
12	17880	8940	6437	33257	42120	9000	51120
13	18300	9150	6588	34038	43390	9000	52390
14	18720	9360	6739	34819	43390	9000	52390
15	19140	9570	6890	35600	44700	9000	53700
16	19560	9780	7042	36382	44700	9000	53700

FITMENT TABLE NO.5

(i) Incumbent Professor in Colleges and Universities

(ii) Incumbent Principals of Post Graduate Colleges

(iii) Incumbent Librarian (University)

(iv) Incumbent Director of Physical Education (University)

Existing Scale

Revised Pay Band + Academic
Grade Pay

Rs.16400-450-20900-500-22400

Rs.37400-67000+Rs.10000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	16400	8200	5904	30504	40890	10000	50890
2	16850	8425	6066	31341	40890	10000	50890
3	17300	8650	6228	32178	42120	10000	52120
4	17750	8875	6390	33015	42120	10000	52120
5	18200	9100	6552	33852	43390	10000	53390
6	18650	9325	6714	34689	43390	10000	53390
7	19100	9550	6876	35526	44700	10000	54700
8	19550	9775	7038	36363	44700	10000	54700
9	20000	10000	7200	37200	46050	10000	56050
10	20450	10225	7362	38037	46050	10000	56050
11	20900	10450	7524	38874	47440	10000	57440
12	21400	10700	7704	39804	47440	10000	57440
13	21900	10950	7884	40734	48870	10000	58870
14	22400	11200	8064	41664	48870	10000	58870
15	22900	11450	8244	42594	50340	10000	60340
16	23400	11700	8424	43524	50340	10000	60340
17	23900	11950	8604	44454	51860	10000	61860

FITMENT TABLE NO.6

Incumbent Principals of Under Graduate Colleges

Existing Scale

Revised Pay Band + Academic Grade Pay

Rs.12000-420-18300
(minimum to be fixed at Rs.12840)

Rs.37400-67000+Rs.10000

Span of Years	Pre-Revised				Revised		
	Stage in the existing scale	Dearness Pay	D.A. as on 1-1-2006 (24%)	Total	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	12840	6420	4622	23882	37400	10000	47400
2	13260	6630	4774	24664	37400	10000	47400
3	13680	6840	4925	25445	37400	10000	47400
4	14100	7050	5076	26226	37400	10000	47400
5	14520	7260	5227	27007	37400	10000	47400
6	14940	7470	5378	27788	38530	10000	48530
7	15360	7680	5530	28570	38530	10000	48530
8	15780	7890	5681	29351	39690	10000	49690
9	16200	8100	5832	30132	39690	10000	49690
10	16620	8310	5983	30913	40890	10000	50890
11	17040	8520	6134	31694	40890	10000	50890
12	17460	8730	6286	32476	42120	10000	52120
13	17880	8940	6437	33257	42120	10000	52120
14	18300	9150	6588	34038	43390	10000	53390
15	18720	9360	6739	34819	43390	10000	53390
16	19140	9570	6890	35600	44700	10000	54700
17	19560	9780	7042	36382	44700	10000	54700

APPENDIX – IV

STATEMENT OF FIXATION OF PAY OF IN THE REVISED UGC SCALE OF PAY.

Department		:	
Institution / Office		:	
Name of the Government Servant		:	
Date of :-		:	
(a) Exercising Option		:	
(b) Receipt of option by Head of Office		:	
Whether option has been attached to the Service Book		:	
Date opted to come over to the revised scale		:	
			Substantive Officiating (or) temporary
1.	Name of the post	:	
2.	Existing scale of pay	:	
3.	Present emoluments on the 1 st January 2006 or on the date of the employee joining the service after 1—1—2006	:	
	(i) Pay	:	
	(ii) Personal Pay (if any)	:	
	(iii) Dearness Pay	:	
	(iv) Dearness Allowance as on 1-1-2006 on Pay + Dearness Pay + Personal pay (if any).	:	
	Total emoluments	:	

4.	Revised Scale of Pay with Pay Band and Grade Pay	:	
5.	(i) Pay in the revised scale of pay shall be determined by multiplying the existing basic pay as per 3(i) above by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10 as indicated in the Fitment Table.	:	
	(ii) Fitment Table No.	:	
6.	If the employee is officiating in a post and his revised pay in the substantive post would be more than that in the Officiating post, revised pay fixed as per rule.	:	
7.	Is this a case in which the revised pay cannot be fixed with reference to the Fitment Table?. If so why?	:	
8.	If the answer to the question at Serial No.7 is 'yes' the method of fixing the revised pay following the illustrations to the Rules may be indicated in detail.	:	
9.	Date of next increment in the revised scale	:	
10.	Quantum of Special Pay, if any, attached to the post.	:	

**Head of Office/
 Accountant General /
 Pay and Accounts Officer.**

APPENDIX --V

An Assistant Professor is drawing a basic pay of Rs.8,000/- as on 1--1--2006 in the existing scale of pay of Rs.8000--275-13500. The revised scale of pay is Rs.15600--39100 plus Academic Grade pay of Rs.6,000/-. His pay in the revised scale shall be fixed at Rs.20,880/- with effect from 1--1--2006. The subsequent increments on 1--7--2006 raised his pay to Rs.21,510/- and to Rs.22,160/- on 1--7--2007. His arrears from 1--1--2006 to 31--8--2009 has been regulated taking into account that pay revision has been given notional effect from 1--1--2006 with monetary benefit from 1--1--2007.

Pay	Due	Drawn	Difference	Arrears
	Rs.	Rs.	Rs.	Rs.
From 1-1-2006 to 30-6-2006				
Pay as on 1-1-2006	20880	8000		
Dearness Pay		4000		
Dearness Allowance @24%		2880		
Total	20880	14880	6000	(Notional)
From 1-7-2006 to 31-12-2006				
Pay as on 1-7-2006 (20880+ i/c @3%)	21510	8275		
Dearness Pay		4138		
Dearness Allowance @29%		3600		
Dearness Allowance @2%	430			
Total	21940	16013	5927	(Notional)
From 1-1-2007 to 30-6-2007				
Pay as on 1-1-2007	21510	8275		
Dearness Pay		4138		
Dearness Allowance @35%		4345		
Dearness Allowance @6%	1291			
Total	22801	16758	6043	36258
From 1-7-2007 to 31-12-2007				
Pay as on 1-7-2007 (20880+ i/c @3%)	22160	8550		
Dearness Pay		4275		
Dearness Allowance @41%		5258		
Dearness Allowance @9%	1994			
Total	24154	18083	6071	36426
From 1-1-2008 to 30-6-2008				
Pay as on 1-1-2008	22160	8550		
Dearness Pay		4275		
Dearness Allowance @47%		6028		
Dearness Allowance @12%	2659			
Total	24819	18853	5966	35796

From 1-7-2008 to 31-12-2008

Pay as on 1-7-2008 (20880+ i/c @3%)	22830	8825		
Dearness Pay		4413		
Dearness Allowance @54%		7149		
Dearness Allowance @16%	3653			
Total	26483	20387	6096	36576

From 01-01-2009 to 30-06-2009

Pay as on 1-1-2009	22830	8825		
Dearness Pay		4413		
Dearness Allowance @64%		8472		
Dearness Allowance @22%	5023			
Total	27853	21710	6143	36858

From 1-7-2009 to 31-8-2009

Pay as on 1-7-2009 (20880+ i/c @3%)	23520	9100		
Dearness Pay		4550		
Dearness Allowance @64%		8736		
Dearness Allowance @22%	5174			
Total	28694	22386	6308	12616

Arrears from :

	Rs.	Rs.	Rs.
1-1-2007 to 30-6-2007	36258		
1-7-2007 to 31-12-2007	36426		
1-1-2008 to 30-6-2008	35796		
1-7-2008 to 31-12-2008	36576		
1-1-2009 to 31-6-2009	36858		
1-7-2009 to 31-8-2009	12616		
Total		194530	

Interim Arrears sanctioned:

(3 months Basic Pay + Dearness Pay + Dearness Allowance):

61161

Balance amount due = 133369

Arrears payment in 3 instalments

First instalment 2009--10	44457
Second instalment 2010--11	44456
Third and final instalment 2011--12	44456

Note: Due to revision of allowances w.e.f. 1.6.2009 on par with State Government employees, the accrual of arrears in respect of allowances for the period from 1.6.2009 to 31.8.2009 will also be paid in three annual instalments as above.

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