



## GOVERNMENT OF KERALA

### ABSTRACT

AICTE Scheme - Revision of Scale of pay of teachers covered under AICTE scheme in Engineering Colleges/Universities – Orders Issued.

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### HIGHER EDUCATION (G) DEPARTMENT

G.O. (P) 389/10/H.Edn.

Dated, Thiruvananthapuram, 07.12.2010

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- Ref:
1. Letter No.23-1/2008-TS.11 dated 7<sup>th</sup> October, 2009 from Government of India, Ministry of Human Resource Development (Department of Higher Education).
  2. Notification F. No.37-3/Legal/2010 dated the 5<sup>th</sup> of March 2010 by Government of India, Published in the Gazette of India-Extraordinary of 13<sup>th</sup> March 2010., Extraordinary.
  3. G.O.(P)/171/99/H.Edn dtd. 21/12/1999 of Pl. Secy., Higher Education Department
  4. G.O.(P)/58/2010/H.Edn dated 27/03/2010.

### ORDER

1. Government of India in their letter first 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 revision of pay scales at par with AICTE scales of pay to teachers in degree level technical institutions in the States 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 from 01.01.2006 to 31.03.2010.
  - c. Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010 by the Central Government.

- d. The entire liability on account of revision of pay scales etc. of teachers in degree level technical institutions 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 sanctioned for appointment by the Government of Kerala and 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 would be released on receipt of financial assistance from the Central Government.
  - 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 AICTE has revised the Pay scales of teachers and other Academic Staff in Technical Institutions (Degree) and issued regulations as Govt. of India Gazette notification vide. Ref. cited 2<sup>nd</sup> above. The Government has decided to accept the revised AICTE Scheme for revision of pay scales in degree level Technical Institutions and are pleased to issue the following orders in this regard.
- 3. Coverage**
- 3.1 The revised AICTE Scheme is applicable to teachers who are in position in approved cadre posts /posts sanctioned by Government in Degree Level Engineering Colleges/Universities.
  - 3.2. Teachers appointed to administrative posts in the Directorate of Technical Education and Regional Directorate of Technical Education and **four Joint Directors of Polytechnic Stream** 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.
- 5.2 Existing *sanctioned* posts of Lecturers shall be declared/ *redesignated* as posts of Assistant Professors.
- 5.3 Existing Cadre posts of Assistant Professors shall be declared/ *redesignated* as Cadre posts of Associate Professors.
- 5.4 Existing Cadre posts of Professors shall be declared/ *redesignated* as Cadre posts of Professors.
- 5.5. Incumbent Lecturers *appointed to sanctioned posts* shall be redesignated as Cadre Assistant Professors and incumbent Assistant Professors *appointed to sanctioned posts* shall be redesignated as Cadre Associate Professors and incumbent Professors *appointed to sanctioned posts* shall be continued to be designated as Cadre Professors. *Appointment to the Cadre posts of Associate Professors and Cadre posts Professors shall be by promotion from among eligible candidates on the basis of seniority subject to the conditions specified in clause 6.*
- 5.6 The work load of Assistant Professors shall be sixteen hours per week, the work load of Cadre Associate Professors and Cadre Professors shall be 14 hours per week. The work load of Head of Department shall be twelve hours per week. The work load of Principal shall be four hours per week. Headship of each department (including non engineering departments) shall be rotated among Cadre Professors/ Associate Professors every two years on the basis of Cadre seniority. This method of rotation shall be calculated from the date of holding of charge of Headship by all existing incumbents. The duties and responsibilities of various cadre posts shall be the same as that of the duties and responsibilities of equivalent cadres under the 1996 scheme until amended by AICTE/notified by the Government.
- 5.7 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 All India Council for Technical Education (AICTE) from time to time and/ or notified by Government. This shall, however, not affect those who are already designated as 'Professor' and those who were appointed from PSC Lists/Selection Lists which were live as on 27.03.1990 (Date of 1986 AICTE Order) in the case of appointments to Government College/ Private Aided Colleges respectively.

- 5.8 The pay of teachers and equivalent positions in the 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.
- 5.9 Government shall by order determine the number of Cadre posts of Assistant Professor, Associate Professor and Professor in each Department /College /University and the criteria followed for determining the same. The benefit of this order shall be entitled only to those teachers holding posts so determined by Government by such order. However the existing cadre posts shall continue as such.
- 5.10 To ensure that no teacher is deprived of the benefit of upward movement because of the limited number of Cadre posts at the level of Associate Professor and Professor, the teachers satisfying the conditions stipulated for placement at these levels through career advancement schemes specified in clause 6 of this order, shall be appropriately placed as Associate Professors / Professors in addition to the sanctioned strength of Associate Professor / Professor cadre posts. The work load, duties and responsibilities of teachers placed under the career advancement scheme (CAS) shall be the same as that of their original cadre position.
- 5.11. **Ensuring accountability:** Recommendations made by the Pay Review Committee and the AICTE in regard to the various selection processes, 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 shall be as per regulations framed in this regard by the AICTE and/or as notified by Government from time to time. Universities shall amend their respective statutes, ordinances and regulations in line with these orders. Special rules issued by the Government covering the teachers included in this order shall also be amended accordingly. Within such periods as directed by the Government.
- 6. Revised Pay Scales, Service conditions and Career Advancement Scheme (CAS) 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 Technical institutions**

- 6.1.1 Persons entering the teaching profession in Universities / 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 PhD Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.
- 6.1.3 Assistant Professors possessing Masters Degree in the relevant branch / discipline as defined for technical education 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 PhD or a Master's degree in the relevant branch / discipline of a program 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 AICTE and / or as notified by Government.
- 6.1.6 The incumbent Lecturer (senior scale) (i.e. pre-revised scale of Rs. 10000-15200) shall be redesignated as Assistant Professor, and his pay 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 AICTE and / or as notified by Government 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 Assistant Professors 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 Assistant Professors 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 Assistant Professor / Lecturer (Selection Grade), thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly designated as Associate Professor.
- 6.1.11 Assistant professors / Lecturers (Selection Grade) in service as on the date of this order shall continue to be designated as Assistant Professors/Lecturers (Selection Grade) until they are placed in the Pay Band of Rs. 37400-67000 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 the condition that they fulfill the qualifications and other requirements laid down by AICTE or/as notified by Government 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 (except as otherwise provided in this order (clause 5.7)) in the relevant discipline shall be re-designated as Professor, subject to conditions of academic performance as laid down by the AICTE and /or Government. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.
- 6.1.14 No teacher other than those with a Ph.D. shall be promoted, appointed or re-designated as Professor except as otherwise provided in this order (clause 5.7).
- 6.1.15 For an incumbent Assistant Professor, experience of the level of Assistant Professor shall be considered as equivalent to experience at the level of Associate Professor, provided the incumbent Assistant Professor has acquired or acquires Ph.D Degree in the relevant discipline except as otherwise provided in this order (clause 5.7).
- 6.1.16 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.
- 6.1.17 Ten percent of the posts of Professors in AICTE approved institutions 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 AICTE, 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.

- 6.1.18 For initial direct recruitment at the level of Assistant Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE through Regulations and as may be laid down by the AICTE and / or as prescribed by the Government.
- 6.1.19 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 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.
- 6.1.20 All advancements to higher academic grade pay in the cadres Assistant Professor and Professor, will be effected subject to the completion of AICTE approved refresher programmes or similar courses sponsored by TEQUIP/Short term courses sponsored by Directorate of Technical Education/Industry institute interaction programmes/ Courses sponsored by Universities etc. of a total duration of minimum 20 (Twenty) days.
- 6.1.21 The conditions laid down by the AICTE and /or Government for Career Advancement Scheme (CAS) and the refresher courses mentioned in clause 6.1.20 shall be applicable for those Promotion/CAS placement/advancement to higher AGP which are effective from and after the date of issue of this order.

## **7. Pay Scales of Principal of Colleges/Director Technical Education**

- 7.1 Appointments to the post of Principal in technical institutions shall be made from among Cadre Professors based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down by AICTE from time to time. The posts of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs.12,000 as the case may be plus a Special Allowance of Rs.3000 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 Appointment of the post of Director Technical Education shall be made in accordance with AICTE norms and in accordance with the rules governing such appointments issued by the Government of Kerala. The post of Director Technical Education shall be in the pay band of Rs. 37400 - 67000 with A.G.P. of Rs. 12000 plus as a special allowance of Rs. 4000 per month subject to the condition that the sum total of pay in the Pay Band, Academic Grade Pay and Special Allowance shall not exceed Rs. 80000.

**8. Incentives for Ph.D. /M. Tech and other higher qualification:**

- 8.1 Five non-compounded advance increments shall be admissible at the entry level of recruitment 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 AICTE. .
- 8.2 Those possessing Post Graduate degree in a professional course such as M. Tech in relevant branch / discipline recognized by a statutory University at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments at the entry level.
- 8.3 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 branch / discipline and has been awarded by a university complying with the process prescribed by the UGC / AICTE for enrollment, course-work and evaluation etc.
- 8.4 However, teachers in service who possess Ph.D. at the time of coming into force of this order 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.
- 8.5 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 recognized by UGC / AICTE.
- 8.6 Teachers who acquire M. Tech. degree in a relevant Branch / discipline recognized by a Statutory University while in service, shall be entitled to one advance increment.



- 8.7 Notwithstanding anything contained in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./M.Tech. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments at the entry level under this Scheme.
- 8.8 For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Tech under the earlier scheme, the benefit of five advance increments for possessing Ph.D./M.Tech. shall be available to only those appointments which have been made on or after the coming into force of this Scheme. As the scheme is implemented with effect from 01.01.2006 those teachers appointed between 01.01.2006 and the date of this order, with Ph.D. at the entry level shall not be entitled to advance increments at the entry level again but however will be eligible for the benefits specified in clause 8.4 above.

**9. Other terms and conditions:**

**9.1 Increments:**

- 9.1.1 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.
- 9.1.2 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.
- 9.1.3 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.
- 9.1.4 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.

**9.2 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**.

### 9.3 Allowances

9.3.1 **Dearness Allowance:** The employees who opt for the AICTE 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.

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

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

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

9.6 **Sabbatical Leave:** In order to encourage interface between technical education and industry a faculty member in an Engineering College shall be given Sabbatical Leave for six months for working in an industry after completion of six years of teaching. Such leave however shall be available to a teacher only twice in his/her teaching career.

9.7 **Age of Superannuation:** The age of superannuation is at present 55 for engineering college teachers shall continue as such.

9.8 **Consultancy Assignment:** Consultancy assignments applicable to teachers shall be as per regulation framed in this regard by the AICTE.

9.9 **Pension:**

9.10 **Family Pension:**

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

9.12 **Gratuity and Encashment of Leave:**

9.13 **Ex-Gratia Compensation:**

9.14 **Provident Fund:**

as applicable  
to State  
Government  
employees

- 9.15. **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 AICTE in this regard from time to time
- 9.16. **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 AICTE orders and guidelines issued from time to time.
- 9.17 **Faculty Norms and work load :** Faculty norms and work load shall be as fixed by the AICTE from time to time and / or as notified by the Government of Kerala.
- 9.18 **Fixation of Pay and Grant of Benefits :** The pay, allowances and benefits entitled/accruing by this order shall be made only in terms of the Formula for Fixation of Pay, Fixation Table and Illustrations subject to approval by the Accountant General.

(By order of the Governor),

KURUVILLA JOHN  
Principal Secretary to Government

To

The Director of Technical Education  
Registrars of All Universities  
Regional Director, AICTE, Southern Region, Bangalore.  
The Secretary, KPSC, Thiruvananthapuram (with CL)  
The Director of Information & Public Relations  
Principals of all Engineering Colleges,  
General Administration (SC) Department (vide item no. 5275 dated 26.10.10)  
All Sections of the Higher Education 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.80650/Education C3/10/Fin.  
dated 02.12.2010)  
Stock File /Office Copy

Forwarded/By Order

Section Officer

**Copy to:**

Private Secretary to Hon'ble Chief Minister  
Private Secretary to Hon'ble Minister for Education and Culture  
PA to Principal Secretary

## APPENDIX - I

### FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

- I. The pay of teachers in Technical education and Engineering 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 AICTE 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 Engineering college teachers, Director of Technical 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.

## APPENDIX - II

### TABLE – 1

(i) Incumbent Assistant Professor (currently Lecturer)

Pre-revised scale AGP Rs. 8000-275-13500 (Group A entry) 39100+ AGP 6000	Revised Pay Band + Rs. 15600-		
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	22420
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 [ Currently Lecturer ( 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 Assistant Professor and Lecturers (SG) (Currently Assistant Professor and Lecturers (SG) with less than 3 years of Service)**

Pre-revised scale Rs. 12000-420 -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 Associate Professors**  
**(Currently Assistant Professor and Lecturers (SG) with 3 years or more of Service**  
**in the pre revised scale of 12,000- 18300)**

<b>Pre-revised scale</b> Rs. 12000-420-18300 9000		<b>Revised Pay Band + AGP</b> Rs. 37400-67000+AGP	
<b>Pre-revised Basic Pay</b>	<b>Revised Pay</b>		
	<b>Pay in the Pay Band</b>	<b>Academic Grade Pay</b>	<b>Revised Basic Pay</b>
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 Technical Education Department

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**

<b>Prerevised Scale Rs. 18400-500-22400 (minimum pay of Rs.19400/-)</b>	<b>Revised pay band</b>		
	<b>Basic Pay</b>	<b>Basic pay</b>	<b>AGP</b>
19400	46050	10000 + 3000	59050
19900	47440	10000 +3000	60440
20400	47440	10000 + 3000	60440
20900	48870	10000 + 3000	61870
21400	48870	10000 + 3000	61870
21900	50340	10000 + 3000	63340
22400	51850	10000 + 3000	64850

**TABLE - 7**  
**Director of Technical Education**

<b>Pre-revised Scale Rs. 22400 - 24500</b>	<b>Revised pay band</b>		
<b>Basic Pay</b>	<b>Basic Pay</b>	<b>AGP</b>	<b>Revised Total Pay</b>
22400	51850	12000+4000	67850
22925	53410	12000+4000	69410
23450	55020	12000+4000	71020
23975	56680	12000+4000	72680
24500	58380	12000+4000	74380

## Appendix - III

### 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

## Appendix - IV

### 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 /Assistant Professor (With less than 3 years of service)	12000-420-18300	15600-39100+AGP 8000	Assistant Professor
4	Lecturer (Sel.Grade)/Reader /Assistant Professor (With 3 years of service)	12000-420-18300	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) 12000-420-18300	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	Director Technical Education	22450-525-24500	37400-67000+AGP 12000+ Special Allowance of Rs. 4000pm	Director Technical Education
8	Pro Vice Chancellor	18400-500-22400	37400-67000+AGP 10000/12000+Special Allowance of Rs.4000pm	
9	Vice-Chancellor	25000 (fixed)	75000 (Fixed) + Special Allowance of Rs.5000 pm	
<b>For Universities</b>				
10	Asst.Librarian/ Asst.Director of Physical Education	8000-275-13500	15600-39100+AGP 6000	Asst Librarian/ Asst.Director of Physical Education
11	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)

12	Deputy Librarian/ Asst. Lib. (Sl.Grade) Deputy Director of Physical Education (Sl.Grade) (with less than 3 years of service)	12000-420-18300	15600-39100+AGP 8000	Deputy Librarian/ Asst. Lib. (Sl.Grade) Deputy Director of Physical Education (Sl.Grade) (with less than 3 years of service)
13	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)	12000-420-18300	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)
14	Librarian/ Director of Physical Education	16400-450-22400	37400-67000+AGP 10000	Librarian/ Director of Physical Education

**For Colleges**

15	College Librarian/ Director of Physical Education	8000-275-13500	15600-39100+AGP 6000	College Librarian/ Director of Physical Education
16	College Librarian/ Director of Physical Education (Sr.Scale)	10000-325-15200	15600-39100+AGP 7000	College Librarian/ Director of Physical Education (Sr.Scale)
17	College Librarian/ Director of Physical Education (Sl.Grade) (with less than 3 years of service)	12000-420-18300	15600-39100+AGP 8000	College Librarian/ Director of Physical Education (Sl.Grade) (with 3 years of service)
18	College Librarian/ Director of Physical Education (Sl.Grade) (with 3 years of service)	12000-420-18300	37400-67000+AGP 9000	College Librarian/ Director of Physical Education (Sl.Grade) (with 3 years of service)



## Appendix - V

### 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 1.04.2005 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 1.02.2005 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> 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 1<sup>st</sup> 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 1<sup>st</sup>

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/-

## Illustration - 11

### The fixation of a lecturer who was placed in the senior scale on 30/9/2002 and placed in the Selection grade on 30/9/2007

A lecturer (Sr Scale) is drawing a basic pay of Rs. 10975/- as on 1.1.2006 in the existing scale of pay of Rs. 10000-325-15500. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/-. His date of increment is 1st september every year.

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

1. Basic Pay = Rs. 10975/-
2. 1.86 X Basic Pay = Rs 20414/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs.20420/-
4. Pay in the Pay Band (as per Fitment Table) = Rs. 20420/-
5. AGP applicable = Rs. 7000/-
6. Revised Basic Pay = Rs.27420/-

He shall be fixed at Basic Pay of Rs. 27420/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 28250/-.

As on 1/7/2007, his basic pay is 29100/-(28250 + 3% increment)

He was placed in the Lecturer sel grade on 30.9.2007 and his pay is fixed as follows.

1. Basic Pay = Rs. 29100 /-
2. Pay in the pay band – 22100/-
2. One increment equal to 3% of the sum of the pay in the pay band and the existing academic grade pay (**APPENDIX I**) – 880/-
3. New pay in the Pay Band – 22980/-
4. AGP applicable = Rs. 8000/-
6. Revised Basic Pay = Rs.30980/-

He shall be fixed at Basic Pay of Rs. 30980/- without change in his designation till he completes three years. Thereafter shall be placed in the higher pay Band 37400-67000 with AGP 9000 as described below:

He completes 3 years in selection grade on 30.9.2010 and his pay is fixed as follows:

1. Basic Pay as on 30.9.10 (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 30.9.2010 and re-designated as Associate

Professor. The next date of annual increment shall be 1st July 2011 & pay after increment is Rs. 47800/-.

## Illustration - 12

### **The fixation of a lecturer who was placed in the senior scale on 30/9/2004 and placed in the Selection grade on 30/9/2009**

A lecturer (Sr Scale) is drawing a basic pay of Rs. 10325/- as on 1.1.2006 in the existing scale of pay of Rs. 10000-325-15500. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/-. His date of increment is 1st september every year.

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

1. Basic Pay = Rs. 10325/-
2.  $1.86 \times \text{Basic Pay} = \text{Rs } 19205/-$
3. Rounding off the resultant figure to the next multiple of 10 = Rs.19210/-
4. Pay in the Pay Band (as per Fitment Table) = Rs. 19210/-
5. AGP applicable = Rs. 7000/-
6. Revised Basic Pay = Rs.26210/-

He shall be fixed at Basic Pay of Rs. 26210/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 27000/-.

His basic pay in subsequent years will be as follows

1. As on 1/7/2007 is 27810/- (27000 + 3% increment)
2. As on 1/7/2008 is 28650/- (27810 + 3% increment)
3. As on 1/7/2009 is 29510/- (28650 + 3% increment)

He was placed in the Lecturer sel grade on 30.9.2009 and his pay is fixed as follows.

1. Basic Pay = Rs. 29510 /-
2. Pay in the pay band – 22510/-
2. One increment equal to 3% of the sum of the pay in the pay band and the existing academic grade pay (**APPENDIX I**) – 890/-
3. New pay in the Pay Band – 23400/-
4. AGP applicable = Rs. 8000/-
6. Revised Basic Pay = Rs.31400/-

He shall be fixed at Basic Pay of Rs. 31400/- without change in his designation till he completes three years. Thereafter shall be placed in the higher pay Band 37400-67000 with AGP 9000 as described in illustration-11

### Illustration - 13

#### Fixation of Assistant Professor who was promoted as Professor in the pre revised scale on 1-7-2007

An Assistant Professor in the pre revised scale is drawing a basic pay of 17040 in the existing scale of pay of 12000-375-18000. In the revised pay structure, the applicable pay band is 37400-67000 with AGP of Rs.9000/-. His pay in the revised Pay band shall be fixed as follows:

1. Basic pay on 1-1-2006 =17040
2. 1.86 X Basic pay =31694
3. Pay rounded of =31700
4. Pay in the pay band =40890
5. AGP = 9000
6. Revised basic pay =49890

The pay is fixed at Rs 49890 on 1-1-2006 and re-designated as Associate Professor. The next increment date is on 1-7-2006

Increment on 1-7-2006	= 49890 x 0.03	= 1496.7
Basic pay after increment	= 40890 + 1500	= 42390
Pay after increment	42390 (BP) +9000 (AGP)	= <b>51390</b>

Increment on 1-7-2007	=51390 x 0.03	= 1541.7
Basic pay after increment	= 42390 + 1550	= 43940
Pay after increment	43940 (BP) +9000 (AGP)	= <b>52940</b>

He was promoted as Professor in the pre revised scale on 2-7-2007 in the existing scale of pay of 14300-450-19250. In the revised pay structure, the applicable pay band is 37400-67000 with AGP of Rs.10000/-. His pay in the revised Pay band shall be fixed as follows:

Basic pay before promotion	= 43940
Pay before promotion	= 43940 (BP) + 9000 (AGP) = 52940
Fixation increment	= 1590 (3% of 51390)

B P fixed in the professor grade	= 42940+ 1590	= 44530
AGP in Professor grade		= 10000
Total Pay		= <b>54530</b>

Next increment on 1-7-2008



### Illustration - 14

#### **Fixation of a teacher who joined in service on 1-6-1984, placed in the selection grade on 1-6-1997 and promoted as Assistant Professor on 2-4-2001**

The teacher was placed in the pre-revised scale of 12000-420-18300 on 1-6-1997 and is drawing a basic pay of Rs. 15360/- as on 1.01.2006 in the pre revised 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. 15360/-
2. 1.86 X Basic Pay	= Rs 28569.6/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 28570/-
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/- on 1-1-2006 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/-.

As per 6.1.13, Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree (except as otherwise provided in this order (clause 5.7)) in the relevant discipline shall be re-designated as Professor. As per Clause 6.1.15, for an incumbent Assistant Professor, the experience at the level of Assistant Professor shall be considered as equivalent to experience at the level of Associate Professor.

The teacher was promoted as Assistant professor in the pre revised scale as on 2-4-2001. The teacher has completed more than 3 years as Assistant Professors in the pre-revised scheme on 1-1-2006 and hence he shall be re-designated as Professor as on 1-1-2006 and his pay in the revised Pay Band shall be fixed as follows.

Basic pay before promotion = 38530  
Pay before promotion = 38530 (BP) + 9000 (AGP) = 47530  
Fixation increment = 1430 (3% of 47530)

B P fixed in the Professor grade = 38530 + 1430 = 39960  
AGP in Professor grade = 10000  
Total Pay = **49960**

He shall be fixed at Basic Pay of Rs. **49960**/- on 1-1-2006 and re-designated as Professor. The next date of annual increment shall be 1<sup>st</sup> July 2006 & pay after increment is Rs. 51460/-.

Next increment on 1-7-2006

### Illustration - 15

#### Fixation of a teacher who joined in service on 01-5-1992, placed in the selection grade on 1.5.2003 and acquired Ph.D while in service

A lecturer (Selection Grade) / Reader was placed in the pre-revised scale of 12000-420-18300 on 1.5.2003 and is drawing a basic pay of Rs. 13680/- as on 1.1.2006 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 pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay	= 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. 24670/-
5. AGP applicable	= Rs. 8000/-
6. Revised Basic Pay	= Rs.32670/-

He shall be fixed at Basic Pay of Rs. 32670/- without change in his designation till he completes three years in the pay scale of 12000-18300 on 1.5.2006. Thereafter shall be placed in the higher pay Band 37400-67000 with AGP 9000 as described below and shall be re-designated as Associate Professor.

1. Basic Pay as on 1.5.2006 (he would have drawn in pre-revised Scale)	= Rs. 13680/-
2. 1.86 X Basic Pay	= Rs 25445/-
3. Rounding off the resultant figure to the next multiple of 10	= Rs. 25450/-
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 1.5.2006 and re-designated as Associate Professor. The next date of annual increment shall be 1<sup>st</sup> July 2007 & pay after increment is Rs. 47800/-.

As per 6.1.13, Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree (except as otherwise provided in this order (clause 5.7)) in the relevant discipline shall be re-designated as Professor.

The teacher who is having Ph.D, completes 3 years in the AGP of Rs. 9000 on 1.5.2009. Hence he shall be re-designated as Professor on 1-5-2009 and his pay in the revised Pay Band shall be fixed as follows.

Basic pay before promotion	= 40240
Pay before promotion	= 40240 (BP) + 9000 (AGP) = 49240
Fixation increment	= 1480 (3% of 49240)
B P fixed in the Professor grade	= 40240 + 1480 = 41720
AGP in Professor grade	= 10000
Total Pay	= <b>51720</b>

He shall be fixed at Basic Pay of Rs. **51720**/- on 1-5-2009 and re-designated as Professor. The next date of annual increment shall be 1<sup>st</sup> July 2010 & pay after increment is Rs. **53280**/-.

Next increment on 1-7-2011

## **Appendix - VI**

### 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.....

## **Appendix - VII**

### **STATEMENT OF FIXATION OF PAY UNDER THE REVISED AICTE 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 (c)] :
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 :

## Appendix - VIII

### STATEMENT OF RE-FIXATION OF PAY DUE TO FURTHER PLACEMENT

(See GO(P) 389/10/H.Edn. dated.....07.12.2010)

1. Name of the college/university :
2. Name of the incumbent :
3. Name of the present post :
4. Pay Band and Academic Grade pay of present post :
5. Designation of the higher post in which pay is to re-fixed:
6. Date of placement to the higher post :
7. Pay Band of higher post :
8. Pay in the pay band of present post :
9. Basic pay of the present post ( sum total of pay in  
the pay band and academic grade pay) :
10. 3 % of the basic pay(rounded off to the next multiple  
of 10) :
11. Pay in the pay band fixed for the higher post  
(Total of columns 8 and 10) :
12. Academic grade pay of the higher post :
13. Date of next increment :

Date of increment	Pay after increment	
	Pay in pay band	Academic Grade Pay

14. Any other information: Nil

(Office Seal)  
Station and Date:

Name and Signature of the Head of the office