

(vii) Revision of pay scales on the recommendation of the Vth Central Pay Commission w.e.f. 1.1.96 in respect of teachers/Officers.

The Government of India No.F.1-22/97-U.I dated 27.7.98 and dated 6.11.98 placed at Annexures-I & II indicated the revised scale of pay and other allied issues related to the fixation/revision in respect of teachers/officers of the Central Universities. In this respect the following points are placed before the Executive Council for conscious decision :

1. The adoption of the revised pay scales effective from 1.1.96 in respect of teachers/officers.
2. Modification of the Ordinance(Annexure-III) as approved by the E.C. vide resolution No.EC:9:98:6:6:(ii) in respect of the revised scales adopted/approved earlier w.e.f. 27.7.98.
3. Fixation of pay of the Readers/Selection Grade who are in position on 1.1.96 as per 1(ii) of the Government of India letter dated 6.11.98 without giving any effect of bunching since the third proviso to ROP Rule 7 ensures one increment in the new scale for every three increments earned in the prerevised scale. However if necessary, a reference may be made to the University Grants Commission for clarification.
4. To consider Fixation of pay in respect of Readers/Selection Grade who came to the position after 1.1.96 as and when one completes 5 years.
5. Fixation through the process of stepping up in respect of Lecturers with Ph.D/M.Phil who were in position prior to 1.1.96 and were granted 3 and 1 advanced increment(s) respectively so that their pay does not fall below their juniors since those Lecturers with Ph.D/M.Phil who joined after 1.1.96 and are eligible for 4 and 2 advanced increments in the revised scale with effect from 1.1.96 as per para 1(ii) of Government of India letter dated 22.7.98 of the revised scale of pay on 1.1.96.
6. The disparity arising in the pay of those Lecturers who were granted Sr. Scale/Selection Grade Scale as per CAS effective prior to 1.1.96 with effect from a date after 1.1.96 and whose benefit is from retrospective date as per new CAS effective from 1.1.96 (Para 1(iii) of the Government of India letter dated 22.7.98).
7. To consider :-
 - (a) The cut off date of the new age of superannuation of 62 years applicable to teachers/officers as per Government of India letters dated 22.7.98 and dated 6.11.98 (Para 1(vi) and para 4 respectively).

(b) Applicability of new age of superannuation of 62 years in respect of officers who joined prior to 2.7.87 and whose age of superannuation was 60 years as in the case of teachers. The superannuation age of officers who joined the University after 2.7.87 as 60 years.

(c) The parity of the Officers in the rank of Assistant Registrars, equivalent and above with those of Lecturers and above.

So far, the University has not taken any specific decision in treating the Officers in the rank of Assistant Registrars and equivalent and above at par with teachers except in respect of the Group 'A' Library Staffs and Project Officers of Continuing Education Department.

The following points may be considered to arrive at a decision on this issue.

Prior to 1.1.86, the scale of pay of the Assistant Registrar/Deputy Registrar and those equivalent was lower than the scale of pay of Lecturers/Readers. However, with effect from 1.1.86, the Assistant Registrar/Deputy Registrar and those equivalent were granted a scale of pay identical to the scale of pay of the Lecturers/Readers. Simultaneously, the minimum qualification etc., for recruitment to the post of Assistant Registrars/Deputy Registrars were revised, thus showing the parity of the Officers vis-a-vis the teachers in so far as their pay scales/promotions etc., are concerned.

The matter is placed before the Council for its endorsement/ decision.

NO:F:6-15/Estt.II/3/98/52

ANNEXURE I

Dr. G.D. Sharma
Secretary

University Grants Commission
Bahadurshah Zafar Marg
New Delhi - 110002.

D.O. No.F.3-1/94(PS)

30th July, 1998.

Subject : Revision of pay scales of teachers in Universities and Colleges following the revision of pay scales of Central Government employees on the recommendations of Fifth Central Pay Commission.

Dear,

A copy of the Government of India's Order No.F.1-22/97-U 1 dated 27 July 1998 regarding the revised pay scales of teachers and the library physical education and administrative staff in the Universities and colleges is sent herewith for your further necessary action.

It may be stated that the Notification/Regulations on various aspects of pay scales and service conditions will be prepared by the UGC in consultation with the Government of India. Till the new Notification/Regulations are issued by the UGC, the old Notification/Regulations with regard to other conditions attached to the pay scales issued by Government of India vide letter No.F.1-21/87 U 1 dated 22nd July 1988 and the UGC Regulations on recruitment of teachers issued vide letter No.F.1-11/87(CPP) dated 19th September, 1991 as well as other circulars issued by the UGC in this regard from time to time, would remain in operation.

With regards,

Yours sincerely,

Sd/- G.D. Sharma.

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No.F.1-22/97-U 1

Government of India

Ministry of Human Resource Development (Deptt. of Edn.)

New Delhi the 27th July, 1998.

To

The Secretary,
University Grants Commission
Bahadurshah Zafar Marg,
NEW DELHI-110 002.

Subject : Revision of pay scales of teachers in Central Universities following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission.

Sir,

I am directed to say that the Govt. of India have, after taking into consideration the recommendations made by the University Grants Commission, decided to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers will be subject to various provisions of the scheme of revision of pay scales as contained in this letter, and the Regulations to be framed by the UGC in this behalf. The revised pay scales and other provisions of the Scheme are as under :-

1.(i) Pay Scales

A statement showing the existing and revised scales of pay is attached as Annexure.

The revised scales of Demonstrators/Tutors is for the existing incumbents only. No fresh recruitment shall be made to the cadre of Demonstrators/Tutors.

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(ii) Incentives for Ph.D./M.Phil

- Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil degrees, respectively, at the time of recruitment as Lecturers.
- (b) One increment will be admissible to those teachers with M.Phil who acquire Ph.D. within two years of recruitment.
- (c) A Lecturer with Ph.D. will be eligible for two advance increments when he moves into Selection Grade as Reader.
- (d) A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

(iii) Career Advancement

- (a) Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- (b) For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. Those teachers without Ph.D. can go upto the level of Lecturer (Selection Grade).
- (c) A Reader with a minimum of eight years of service will be eligible for consideration for appointment as a Professor.
- (d) For every upward movement, a selection process would be evolved, for which appropriate guidelines would be laid down by the UGC in consultation with the Government.

(iv) Rewarding the Merit

- (a) A supertime scale of Rs. 22000-500-24500 will be given to such Professors of Eminence who are directly recruited and have completed 28 years of service. The eligibility criteria and the selection process will be determined by the UGC.
- (b) University Grants Commission would prepare a specific scheme in consultation with Government to reward and recognise meritorious teachers who may not have M.Phil or Ph.D. but who have made outstanding contributions in teaching and research.

(v) Allowances, effective date and fitment formula

- (a) The revised scales of pay as contained in the Annexure I will be given prospective effect from the date of issue of this letter.
- (b) For the period from 1.1.96 to the day on which these decisions take effect, pay will be fixed in the replacement scales recommended by the UGC appointed Pay Review Committee as per Annexure II.
- (c) Pay with effect from 1.1.96 in the revised scale of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997, and governed by other relevant provisions of Central Civil Services (Revised pay) Rules 1997 as applicable.
- (d) Pay in the revised scales of pay as at Annexure I of this letter shall be fixed at the same stage with reference to the stage admissible vide para (c) above. In cases where the same stage is not available, the pay may be fixed at the stage next above the pay admissible vide para (c) above.

- (E) The payment of arrears will be made in one instalment.
- (f) Teachers in Central Universities will be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance, City Compensatory Allowance and other allowances at the same rates and dates as applicable to the Central Government employees.

(vi) Age of Superannuation

The age of superannuation of university and college teachers would be 62 years and thereafter no extension in service should be given. However, it will be open to a university or college to re-employ a superannuated teacher according to the existing guidelines framed by the UGC upto the age of 65 years.

(vii) Professors for colleges

Posts of Professor will be created in UGC -recognized Autonomous Colleges in the ratio of 1:4:12 for Professors, Readers and Lecturers. The procedure of selection of Professor will be the same as that in the university. Other colleges of similar standard will be subsequently identified by the UGC as per the norms developed by the Commission in consultation with the Government.

(viii) Other terms and conditions of service of teachers

Other terms and conditions of service of teachers shall be notified by the UGC by way of Regulations incorporating the approved pay scales and other related conditions on the line of existing Scheme(s) with the approval of Government.

2. In the meantime, the revised scales of pay including arrears of salary may be given to teachers pending issue of the Regulations by the UGC.
3. The above scheme will be applicable to the teachers in all the Central Universities and Colleges thereunder and the Deemed to be Universities whose maintenance expenditure is not by the UGC. The implementation of the revised scales will be subject to the acceptance of all the conditions mentioned in this letter as well as the Regulations to be framed by the UGC in this behalf. The Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.
4. These orders are subject to the conditions as contained in para 4 of Ministry of Finance O.M. No.7(34)/E.III-A/97 dated 2.12.1997 on pay revision of employees of quasi-Government/autonomous organisations, statutory bodies, etc., set up and funded by the Central Government.
5. It is requested that necessary action may please be taken to revise the pay scales of teachers in the Central Universities and other institutions as per the conditions laid down in the instant letter and the Regulations to be framed by the UGC.
6. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education, Ministry of Human Resource Development for clarification.
7. The receipt of this letter may kindly acknowledged.

Yours faithfully,

Sd/- Lalmalsawma, Director.

SCALES OF PAY OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES

Sl.No.	CATEGORY	EXISTING SCALES OF PAY	REVISED SCALES OF PAY
<u>University and College Teachers</u>			
1.	Lecturer	2200-75-2800-100-4000	8000-275-13500
2.	Lecturer(Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
3.	Lecturer (Sl.Grade)/Reader	3700-125-4950-150-5700	12000-420-18300
4.	Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
5.	Principals of Colleges	(i) 3700-125-4950-150-5700	(i) 12000-420-18300 (Minimum to be fixed at 12840)
		(ii) 4500-150-5700-200-7300	(ii) 16400-450-20900-500-22400 (Minimum to be fixed at 17300)
6.	Pro-Vice Chancellor	5900-200-7300	18400-500-22400
7.	Vice-Chancellor	7000(fixed)	25000(fixed)
<u>For Universities</u>			
8.	Registrar/Librarian/Director of Physical Education	4500-150-5700-200-7300	16400-450-20900-500-22400
9.	Dy.Registrar/Dy.Librarian/Dy. Director of Physical Education	3700-125-4950-150-5700	12000-420-18300
10.	Asstt.Librarian/Asstt.Documentation Officer(Sr.Scale)/Asstt. Director of Physical Education (Sr.Scale)	3000-100-3500-125-5000	10000-325-15200
11.	Asstt.Regr/Asstt.Librarian/Asstt. Documentation Offr/Asstt. Director of Physical Education.	2200-75-2800-100-4000	8000-275-13500
<u>For Colleges</u>			
12.	College Librarian(Sl.Grade/Director of Physical Education(Sl.Grade)	3700-125-4950-150-5700	12000-420-18300
13.	College Librarian(Sr.Scale/Director of Physical Education(Sr.Grade)	3000-100-3500-125-5000	10000-325-15200
14.	College Librarian/Director of Physical Education	2200-75-2800-100-4000	8000-275-13500
15.	Demonstrator/Tutors	1740-60-2700-EB-75-3000	5500-175-9000

NO.F.1-22/97-U.1
 Government of India
 Ministry of Human Resource Development
 (Department of Education)

New Delhi, dated the 6th November, 1998

To

The Secretary,
 University Grants Commission,
 Bahadurshah Zafar Marg,
 NEW DELHI - 110 002.

Sub:- Revision of pay scales of teachers in Central Universities following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission.

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Sir,

In continuation of this Ministry's letter of even Number dated 27.7.1998 and in supersession of the letter dated 22.9.1998 on the subject mentioned above, I am directed to say that the matter relating to revision of pay scales of University and college teachers was further considered by the Government and it has been decided to make certain modifications in the Scheme already notified by the Government vide our letter dated 27.7.1998. The modifications made in the existing Scheme are as under:-

1. Pay Scales

- (i) The revised scales mentioned in Annexure-I of our letter dated 27.7.98 shall be effective from 1.1.1996. Accordingly, the Annexure-II enclosed with the letter referred to may be treated as withdrawn.
- (ii) The fixation of pay of Lecturers (Selection Grade)/ Readers in the Pre-revised scale of Rs. 3700-125-4950-150-5700/- who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers (Selection Grade)/Readers as on 1.1.1996, will be made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs. 12000-420-18300/- as and when they complete five years in the grade.

2. Readers & Professors

The pay of Readers and Professors who were in the pre-revised scales of Rs. 3000-5000/- and Rs. 4500-5700/- will be fixed at the appropriate stage of the revised scales of Rs. 10000-325-15200/- and Rs. 16400-450-20900-500-22400/- respectively as on 1.1.1996.

3. Pay scales of Controllers of Examination and Finance Officers
The Controllers of Examinations and the Finance Officers in the Universities will be given the same pay scale as applicable to the Registrars.
4. Age of Superannuation
The age of Superannuation of 62 years indicated in para 1(vi) of our letter under reference shall also be applicable to Registrars, Librarians, Physical Education Personnel, Controllers of Examinations, Finance Officers and such other University employees who are being treated at par with the teachers and whose age of superannuation was 60 years.
5. Scheme for professional development incentives to Lecturers
The UGC will formulate a Scheme, in consultation with the Government, for giving Professional development incentives in the form of cash allowances or assistance in kind or both to those Lecturers who register for M.Phil/ Ph.D and whose pursuit of research is considered satisfactory by their guides.
6. Other terms & conditions
The other terms & conditions mentioned in our letter dated 27.7.1998, except as modified above, will remain the same.
7. The receipt of this letter may kindly be acknowledged.

Yours faithfully,

sd/-

(LALMALSAWMA)
Director

Copy to:-

1. Education Secretary of all State Governments.
2. Vice-Chancellors of all Central Universities.
3. Member-Secretary, AICTE, IP Estate, New Delhi.
4. Secretary, ICAR, Krishi Bhawan, New Delhi.

sd/-

(LALMALSAWMA)
Director

ORDINANCE

On the Appointment and Emoluments of Group 'A' Administrative and Technical Officers (under Clause (j) of sub-clause(1) of Section 26 of NEHU Act, 1973)

1. The manner of appointments by way of Recruitment/Promotion in respect of Group 'A' Administrative Technical Officers other than those for whom provision has been made in the Statute shall be similar and at par with the norms of the Government of India unless otherwise laid down by the MHORD, GOI or the UGC.
2. The pay structure and emoluments, allowances and other fringe benefits of Group 'A' Administrative and Technical Officers other than those for whom provision has been made in the Statutes shall be in pursuant to the recommendations of the Fifth Revised Pay as approved by the MHORD, GOI.
3. The corresponding posts of the revised pay scales are as indicated hereunder :

N	Post	Existing Scales	Revised Scales	
			w.e.f. 1.1.96	Revised Scales w.e.f. 27.7.98
1.	Other Non-Statutory Officers in the Grade	4500-150-5700-200-7300	14300-450-22400	16400-450-20900-500-22400
2.	Deputy Registrar & Equivalent	3700-125-4950-150-5700	12000-375-18000	12000-120-18300
3.	Senior Scale of Assistant Registrar & Equivalent	3000-100-3500-125-5000	10000-325-15200	10000-325-15200
4.	Assistant Registrar & Equivalent	2200-75-2800-100-4000	8000-275-13500	8000-275-13500

(vii) Amendment of House Allotment Rules -
Report of the Committee.

EC:99:98:6:6: (vii): The Council considered the recommendation of the Committee appointed by the Council to look into the House Allotment Rules and RESOLVED to approve the same.

(viii) Revision of Pay Scales on the Recommendation of the
Vth Pay Commission w.e.f. 1.1.96 in respect of
Teachers / Officers.

EC:99:98:6:6: (viii): The Council considered the Vth Pay Revision package for teachers and officers in the Central Universities and RESOLVED to accept the same, however clarification may be sought from the UGC on the following points:

1. Whether there should be bunching after fixation at Rs.14,940 stage, given after 5 or more years in the Reader / equivalent grade.
2. Cut-off date of the age of superannuation of 62 years in respect of those teachers who have retired in between the dates of issue of orders by MHRD / UGC and formal acceptance by NEHU.
3. Whether fixation of pay on completion of 5 years at stage Rs.14,940 is applicable to those Readers / equivalent who were in position after 1.1.96.
4. Applicability of the age of superannuation as 62 years to officers joining prior to 2.7.87 and either 60 or 62 years to those who joined after 2.7.87 other than those mentioned in letter No.F.1-22/97-U.A dt. 6.1.98 under Clause (4).
5. In view of the fact that the process of implementation will take some time and in view of the forthcoming Winter holidays, the Council RESOLVED that advance payment of arrears be paid as per the following rates subject to adjustment of the same in the final payment of arrears.

(i) Teachers who joined prior 1.1.96	-Rs.50,000/-
(ii) After 1.1.96 and prior 31.12.97	-Rs.30,000/-
(iii) After 31.12.97 and prior 31.12.98	-Rs.20,000/-
(iv) After 31.12.98 and prior 31.6.98	-Rs.10,000/-
(v) After 31.6.98 and prior 8.12.98	-Rs.5,000/-
6. The Council further RESOLVED that advance payment of arrears be kept in abeyance for the following categories:
 - (i) Ambiguous options.
 - (ii) Cases which are subjudice.
 - (iii) Cases of marginal retirement / re-employment.
 - (iv) Those who are on leave.