



ABSTRACT

Revised Pay Scale, 2010 – Technical Universities, Government and Government Aided Engineering Colleges – Revision of Scales of Pay and Allowances etc to the teachers and equivalent cadres in Technical Universities, Government and Government Aided Engineering Colleges governed by All India Council for Technical Education – Orders – Issued.

HIGHER EDUCATION (C2) DEPARTMENT

G.O.Ms.No. 95

DATED: 5.5.2010
Chithirai - 22
Thiruvalluvar Aandu 2041.
READ:-

1. G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009.
2. From the All India Council for Technical Education Notification S.O. F.No.37-3/Legal/2010 dated 22.1.2010.

READ ALSO:-

3. G.O.Ms.No.234, Finance (Pay Cell) Department, dated 1.6.2009.

ORDER:

The Government revised the Scales of Pay, allowances etc to the teachers and equivalent cadres in Universities, Government / Government Aided Colleges governed by University Grants Commission in the Government Order first read above. The All India Council for Technical Education has issued the notification in the reference second read above for revising the Scales of Pay, allowances etc to the teachers governed by All India Council for Technical Education Scales of pay working in Engineering Colleges and Technical Universities. The Government have carefully examined the above notification and decided to implement the All India Council for Technical Education Scales to the teachers working in Technical Universities, Government and Government Aided Engineering Colleges. They accordingly pass the following Orders:-

(A) General

- (i) There shall be only three designations in respect of teachers in Technical Universities and Engineering 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 All India Council for Technical Education 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 Technical Universities and Engineering 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) Institutions as well as in Post-Graduate (PG) Institutions. The ratio of Professors to Associate Professors to Assistant Professors in a UG College shall be in the ratio, ordinarily of 1:2:6. The ratio of Professors to Associate Professors and or Assistant Professor in a PG College shall be in the ratio ordinarily of 1:2. (In case of Aided Engineering colleges aided courses alone will be taken for entailment of posts of Professor / Associate Professors.)
- (v) Up to 10% of the posts of Professors in Technical Universities shall be in the higher Academic Grade Pay of Rs.12000 with eligibility conditions to be prescribed by the All India Council for Technical Education / and any other additional conditions stipulated by Universities / State Government as applicable.
- (vi) Pass in NET/SLET or other equivalent examinations shall be compulsory at the entry level Assistant Librarian / College Librarian and Assistant Director of Physical Education / College Director of Physical Education subject to exemption to the degree of Ph.D. holders.

Pay Scales of Principals / Directors in Colleges:

Appointments to the posts of Principal in Technical Institutions shall be based on the conditions of eligibility. In respect of educational qualifications and teaching / research experience laid down by All India Council for Technical Education / State Government from time to time. The posts of Principal shall 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 plus a Special Allowance of Rs.3000 per month. The Special allowance shall be paid during re-employment period and it shall not be taken into account while calculating leave salary.

(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.Tech. and other higher qualifications shall be as indicated in Appendix – II.

(C) PAY FIXATION FORMULA

The Pay fixation adopted for the teachers governed by University Grants Commission scales of Pay shall be adopted for the teachers governed by the All India Council for Technical Education Scales of Pay. 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 Employee;
- (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 March, 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, Traveling Allowance, City Compensatory Allowance etc. shall be on par with these allowances applicable to State Government employees with effect from 1st June 2009. Dearness Allowance shall be on par with State Government employees as per orders in force from time to time.

(G) STUDY LEAVE AND SABBATICAL LEAVE

Leave Rules adopted for State Government Employees will be adopted for the teachers working in Government / Government Aided Engineering Colleges and for the teachers working in the Universities, University Leave Rules will be followed.

(H) 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. They will be re-employed till the end of the academic year and there will be no re-employment beyond the academic year.

(I) PENSION, FAMILY PENSION, GRATUITY, 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 All India Council for Technical Education shall be as applicable to the State Government Employees / employees governed by University Grants Commission scales of pay.

(J) APPLICABILITY OF THE SCHEME

The Scheme shall be applicable to the teachers and other equivalent cadres of Government Engineering Colleges / Government Aided Engineering Colleges working in Government aided courses and Universities adopting All India Council for Technical Education Scales of Pay.

This Scheme does not extend 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.

(K) RESEARCH PROMOTION GRANT

As and when the All India Council for Technical Education prescribe appropriate guidelines for Research Promotion Grant, it will be examined separately for implementation in Tamil Nadu.

(L) GRANT FOR PROFESSIONAL DEVELOPMENT

The State Government employees are already having a facility of availing computer loan upto Rupees one lakh. This scheme is also available to teachers in Government Institutions. The teachers working in the Institutions can utilize the books and materials available in the Institutions itself for their professional development. The teachers shall acquire their membership at their own expenses.

(M) CONSULTANCY ASSIGNMENTS

As and when suitable model is received from the All India Council for Technical Education, implementation of Consultancy Assignment in the Universities and Institution will be taken into consideration.

(N) 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. The revised pay scale shall take notional effect from **1st March 2006** and with monetary benefit from **1st January 2007**.

(O) 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 31.3.2010 shall be arrived at as per Appendix VI and the interim arrears already paid 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:-
 1. 1st instalment in the year 2009-2010
 2. 2nd instalment in the year 2010-2011
 3. 3rd and final instalment in the year 2011-2012

The first and second instalment arrears shall be paid together in 2010-2011 itself.

2. The Commissioner of Technical 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. The Faculty norms given in the Appendix V shall be followed with effect from the date of issue of the order.

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.3/ADS/2010, dated 4.5.2010.

(By Order of the Governor)

K.GANESAN
PRINCIPAL SECRETARY TO GOVERNMENT.

To

The Registrars of Anna University, Chennai, Trichirappalli,
Coimbatore and Tirunelveli

The Commissioner of Technical Education, Chennai-25.

The Director of Legal Studies, Chennai – 35.

The Director of Treasuries and Accounts, Chennai – 15.

The Director of Local Fund Audit, Chennai – 108.

The Principals of all Engineering Colleges (Government /Government Aided) in Tamil Nadu through the Commissioner of Technical Education.

The Accountant General (A&E)., Chennai – 18

The Principal Accountant General (Audit. I), Chennai – 18.

The Accountant General (Audit II), Chennai – 18

The Accountant General (CAB), Chennai – 9 / Madurai

The Director of Pension, DMS Complex, Chennai – 6.

The Pension Pay Officer, Chennai – 6.

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

The Secretary, All India Council for Technical Education, New Delhi

The Chairman, All India Council for Technical Education Southern
Regional Committee, Chennai

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 Tamilnadu
All Recognised Service Associations
Copy to
The Secretary to Chief Minister, Chennai – 9
The Secretary to Deputy Chief Minister, Chennai -9
The Senior Personal Assistant to Minister, Finance, Chennai – 9
The Special Personal Assistant to Minister, Higher Education,
Chennai – 9
All Sections in Higher Education Department.
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
Stock File /Spare Copies.

//Forwarded/by Order//

A handwritten signature in blue ink, appearing to read 'A. S. Srinivasan' with 'st/110' written below it.

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:.....2010.

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 :.....2010.

Signature.

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

* Strike out whichever is not applicable.

SCHEDULE - II
DESIGNATION OF TEACHING POST UNDER AICTE SCALES OF PAY

| Sl. No | Existing designation of the Post | Existing Scale of Pay | Revised designation of the Post as per the AICTE revised Scales of Pay 2010 | Revised Scales of Pay |
|--------|--|-----------------------------------|---|---|
| 1 | 2 | 3 | 4 | 5 |
| 1. | Principal or equivalent post | 16400-450-20900-500-22400 | Principal | 37400-67000 + AGP 10000 + Spl. Allowance 3000 |
| 2. | Professor | 16400-450-20900-500-22400 | Professor | 37400-67000 + AGP 10000 |
| 3. | Assistant Professor (more than three years) | 12000-420-18300 | Associate Professor | 37400-67000 + AGP 9000 |
| 4 | Assistant Professor (Less than three years) | 12000-420-18300 | Assistant Professor | 15600-39100 + AGP 8000 |
| 5. | Lecturer (Selection Grade) (More than 3 years) | 12000-420-18300 | Associate Professor | 37400-67000 + AGP 9000 |
| 6 | Lecturer (Selection Grade) (less than 3 years) | 12000-420-18300 | Lecturer (Selection Grade) | 15600-39100 + AGP 8000 |
| 7. | Lecturer (Sr. Grade) (By Upgradation) | 10000-325-15200 | Assistant Professor (Senior Grade) | 15600-39100 + AGP 7000 |
| 8 | Lecturer | 8000-275-13500 | Assistant Professor | 15600-39100 + AGP 6000 |
| 9. | Librarian / Physical Director | 8000-275-13500 (PG qualification) | Librarian / Physical Director | 15600-39100 + AGP 6000 |
| 10 | Librarian / Physical Director (Senior Grade) (By Upgradation) | 10000-325-15200 | Librarian / Physical Director (Senior Grade) | 15600-39100 + AGP 7000 |
| 11. | Librarian / Physical Director (SG) (By Upgradation) Less than 3 years | 12000-420-18300 | Librarian / Physical Director (Selection Grade) | 15600-39100+ AGP 8000 |
| 12 | Librarian / Physical Director (SG) (By Upgradation) More than 3 years | 12000-420-18300 | Librarian / Physical Director (Selection Grade) | 37400-67000 + AGP 9000 |

APPENDIX - I**Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:**

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

(1) Assistant Professors/Associate Professors/ Professors In Technical institutions / Technical Universities

- (i) Persons entering the teaching profession in Technical Universities / Technical Institutions 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 redesignated 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 branch / discipline shall be eligible, for moving up to AGP of Rs. 7000.
- (iii) Assistant Professors possessing Master's 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.
- (iv) Assistant Professors who do not have Ph.D 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.
- (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 All India Council for Technical Education and if any by State Government and if any by Universities.
- (vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the pre-revised scale of Rs.10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs.7000.
- (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 All India Council for Technical Education / Universities and if any by 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 in the Pay Band ' of Rs.37400-67000 with an AGP of Rs.9000, at the minimum of the above Pay Band in terms of the conditions of appointment.
- (ix) Incumbent Assistant Professor who have completed 3 years in the current pay scale of Rs.12000-18300 on 1.3.2006 shall be placed at the appropriate stage in the Pay Band of Rs.37400-67000 with AGP Rs.9000 and shall be redesignated as Associate Professor.
- (x) Incumbent Assistant Professor who have less than 3 years in current pay scale of Rs.12000-18300 on 1.3.2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 and shall be designated as Assistant Professor.
- (xi) Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs.12000-18300 on 1.3.2006 shall be placed in Pay Band of Rs.37400-67000 with AGP of Rs.9000 and shall be re-designated as Associate Professor.
- (xii) Incumbent Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 on 1.3.2006 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), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.
- (xiii) Lecturer (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade), as the case may be, until they are placed in the Pay Band of Rs.37,400-67000 and re-designated as Associate Professor in the manner described in (xii) above
- (xiv) 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 All India Council for Technical Education / State Government / Universities as applicable, to move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 and to be designated as Associate Professor
- (xv) 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 All India Council for Technical Education / State Government / Universities. 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.

- (xvi) 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.
- (xvii) Ten percent of the posts of Professors in Technical Universities 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 shall be laid down by the All India Council for Technical Education and or if any by State Government and by the University, 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. The pay of directly recruited in AGP of Rs.12,000/- shall be fixed at Rs.48,000/- along with AGP.
- (xviii) 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 All India Council for Technical Education, through Regulations and as may be laid down by the All India Council for Technical Education / State Government.
- (xix) All advancements to higher grade pays in various cadres will be effected subject to completion of two All India Council for Technical Education approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs.

2. Pay Scales of Principals / Directors in Colleges:

Appointments to the posts of Principal in Technical Institutions shall be based on the conditions of eligibility. In respect of educational qualifications and teaching / research experience laid down by All India Council for Technical Education / State Government or if any by the University from time to time. The posts of Principal shall 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.10,000 plus a Special Allowance of Rs.3000 per month.

3. 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 conditions of eligibility and academic qualifications laid down by the All India Council for Technical Education shall 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 All India Council for Technical Education 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 All India Council for Technical Education 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 All India Council for Technical Education 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 All India Council for Technical Education or and if any by State Government and by the University. 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 AICTE / 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 All India Council for Technical Education or and if any by State Government and by the University 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 1.3.2006 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 All India Council for Technical Education / State Government shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

4. 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' of the 6th Central Pay Commission (CPC)
- (iii) All existing conditions of eligibility and academic qualifications laid down by the All India Council for Technical Education shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College Director of Physical Education.

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

- (i) Assistant Directors of Physical Education (Senior Scale)/ College Director of Physical Education (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 Director of Physical Education (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant Director of Physical Education/ College Director of Physical Education in the AGP of Rs.6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the All India

Council for Technical Education / 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 Director of Physical Education (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant Director of Physical Education / College Director of Physical Education in the AGP of Rs.6000 shall, after completing service of five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000.
- (iv) Assistant Directors of Physical Education/ College Directors of Physical Education without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College Director of Physical Education in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the All India Council for Technical Education / 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 Directors of Physical Education (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' of the 6th CPC.

(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 All India Council for Technical Education / State Government, Assistant Director of Physical Education (Senior Scale)/ College Director of Physical Education (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 Director of Physical Education (Selection Grade)/ College Director of Physical Education (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 All India Council for Technical Education / State Government Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (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 Director of Physical Education / Assistant Director of

Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)

- (iii) All Incumbents to the post of Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/College Director of Physical Education (Selection Grade) who have completed service of at least three years in the pre-revised Pay Scale of Rs.12000-18300 as on 1.3.2006 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 Director of Physical Education / Assistant Director of Physical Education (Selection Grade) / College Director of Physical Education (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 Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade) in the pre-revised Pay Scale.
- (v) Pay of the directly recruited Deputy Director of Physical Education 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 Director of Physical Education and equivalents shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

(5) Pay Scales of Vice Chancellor / Registrar / Finance Officer / Controller of Examination / Deputy Registrar / Deputy Finance Officer / Dy Controller of Examination / Assistant Registrar / Assistant Finance Officer / Assistant Controller of Examination of Technical Universities

The pay for the above posts shall be fixed as per G.O.(Ms) No.350, Higher Education (H1) Department, dated 9.9.2009 and the procedure laid down therein shall be followed.

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

- (i) 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 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 Lecturer 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 M.Tech. in relevant branch / discipline recognized by a statutory University shall also be entitled to 2 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 branch / discipline and has been awarded by a university complying with the process prescribed by the University Grants Commission for enrolment, course-work and evaluation etc. 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) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme shall be entitled to the award of three non-compounded increments only if the Ph.D. has been awarded by an University which has been notified by UGC.
- (vi) 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 recognized by UGC.
- (vii) Teachers who acquire M.Phil. degree or a M.Tech degree in a relevant Branch / discipline recognised by a Statutory University 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.
- (viii) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science. Further, incentive increments would be eligible for only one Ph.D. and not for multiple Ph.Ds.
- (ix) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D, at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments. Further, incentive increments would be eligible for only one Ph.D. and not for multiple Ph.Ds.
- (x) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme shall be entitled to the award of three non compounded increments.
- (xi) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only on award of Ph.D. and only if the university awarding the Ph.D. has been notified by the UGC to

have complied with the process prescribed by the UGC for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

- (xii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments only on award of Ph.D, by a University notified by the UGC.
- (xiii) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment 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.
- (xiv) 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.
- (xv) Persons in posts of Assistant Director of Physical Education/ College Director of Physical Education or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments subject to the condition that incentive would be limited to only one Ph.D. and not multiple Ph.Ds.
- (xvi) Persons in posts of Assistant Director of Physical Education/ College Director of Physical Education 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.
- (xvii) 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.

- (xviii) Assistant Director of Physical Education/ College Director of Physical Education 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.
- (xix) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College Director of Physical Education with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College Director of Physical Education 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.
- (xx) 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.
- (xxi) 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 coming into force of this Scheme.
- (xxii) 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.
- (xxiii) Notwithstanding anything 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 under this Scheme.
- (xxiv) 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 coming into force of 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 three 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

Revised Pay Band + Academic Grade Pay

Rs.12000-420-18300

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 in Engineering Colleges
(iii) Incumbent Librarian (University)
(iv) Incumbent Director of Physical Education (University)
(v) Registrar in Technical Universities

| 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 |

APPENDIX – IV

STATEMENT OF FIXATION OF PAY OF IN THE REVISED ALL INDIA COUNCIL
FOR TECHNICAL EDUCATION 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

FACULTY NORMS

| Programme | Cadre | Qualifications | Experience |
|--------------------------|---------------------|---|------------|
| Engineering / Technology | Assistant Professor | BE/B.Tech and ME/M.Tech in relevant branch with first class or equivalent either in BE/BTech or ME/M.Tech | |
| MCA | Assistant Professor | BE/B. Tech and ME/M. Tech in relevant branch with first class or equivalent either in BE/B. Tech or ME/ M.Tech OR BE/B. Tech and MCA with first class or equivalent in either BE/ BTech or MCA OR MCA with first class or equivalent with two years relevant experience | |
| Management | Assistant Professor | First Class or equivalent in Masters Degree in Business Administration or equivalent and 2 years relevant experience is desirable | |
| Pharmacy | Assistant Professor | Bachelors and Masters degree in Pharmacy with first class or equivalent either in Bachelors or Masters Degree | |

| | | | |
|---------------|---------------------|---|--|
| HMCT | Assistant Professor | <p>First Class at Bachelors (3 year degree or Diploma after 10 + 2 in HMCT) or equivalent and Masters degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 8 years relevant experience</p> <p>OR</p> <p>First class at Bachelors 4 year degree or equivalent and Masters Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 7 years relevant experience</p> | |
| Architecture | Assistant Professor | Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree | |
| Town Planning | Assistant Professor | Bachelors and Masters Degree in Town Planning with First Class or equivalent either in Bachelors or Masters Degree. | |
| Fine Art | Assistant Professor | Bachelors and Masters Degree in appropriate branch of Fine Art (Applied Art, Painting, and Sculpture) or | |

| | | | |
|--|---------------------|---|---|
| | | equivalent with First Class or equivalent either in Bachelors or Masters Degree. | |
| | Associate Professor | <p>Qualification as above that is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline</p> <p>Post PhD publications and guiding PhD student is highly desirable.</p> | <p>Minimum of 5 years experience in teaching / research /industry of which 2 years post PhD experience is desirable.</p> <p>In case of Architecture, Professional Practice of 5 years as certified by the Council of Architecture shall also be considered valid.</p> |
| | Professor | <p>Qualifications as above that is for the post of Associate Professor, applicable</p> <p>Post PhD publications and guiding PhD students is highly desirable</p> | <p>Minimum of 10 years teaching / research/ industrial experience of which at least 5 years should be at the level of Associate Professor</p> <p>OR</p> <p>Minimum of 13 years experience in teaching and / or Research and / or Industry</p> <p>In case of research experience, good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection Committee</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising / designing, planning, executing, analyzing, quality control, innovating, training,</p> |

| | | | |
|--|----------------------|--|---|
| | | | <p>technical books / research paper publications/ IPR / patents etc as deemed fit by the expert members of the Selection Committee</p> <p>In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid</p> |
| | Principal / Director | <p>Qualifications as above that is for the post of Professor as applicable</p> <p>Post Ph D publications and guiding Ph D students is highly desirable</p> | <p>Minimum of 10 years experience in teaching / Research / Industry out of which at least 3 years shall be at the level of Professor</p> <p>OR</p> <p>Minimum of 13 years experience in teaching and / or Research and / or Industry</p> <p>In case of research experience good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection Committee</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Professor level with active participation record devising / designing, developing, planning, executing , analyzing, quality control, innovating, training, technical books / research paper publications / IPR /</p> |

| | | | |
|--|--|--|---|
| | | | <p>patents etc. as deemed fit by the expert members of the selection committee</p> <p>Flair for Management and Leadership is essential</p> <p>In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid</p> |
|--|--|--|---|

1. Equivalence for PhD is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.
2. Ph.D shall be from a recognized University.
3. For an incumbent Assistant Professor, experience at the level of Assistant Professor will be considered 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.
4. Experience at Diploma Institutions is also considered equivalent to experience in degree level Institutions at appropriate level and as applicable. However, qualifications as above shall be mandatory.
5. If a class/ division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/ division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below.

| <u>Grade Point</u> | <u>Equivalent Percentage</u> |
|--------------------|------------------------------|
| 6.25 | 55% |
| 6.75 | 60% |
| 7.25 | 65% |
| 7.75 | 70% |
| 8.25 | 75% |

APPENDIX –VI

An Assistant Professor is drawing a basic pay of Rs.8,000/- as on 1.3.2006 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.21,600/- with effect from 1.3.2006. The subsequent increments on 1.7.2006 raised his pay to Rs.22,250/- and to Rs.22,920/- on 1.7.2007 His arrears from 1-3-2006 to 31.3.2010 has been regulated taking into account that pay revision has been given notional effect from 1.3.2006 with monetary benefit from 1.1.2007.

| Pay | Due | Drawn | Difference | Arrears |
|--|------------|--------------|-------------------|----------------|
| | Rs. | Rs. | Rs. | Rs. |
| From 1-3-2006 to 30-6-2006 | | | | |
| Pay as on 1-3-2006 | 21600 | 8000 | | |
| Dearness Pay | | 4000 | | |
| Dearness Allowance @24% | | 2880 | | |
| Total | 21600 | 14880 | 6720 | (Notional) |
| From 1-7-2006 to 31-12-2006 | | | | |
| Pay as on 1-7-2006 (21600+ i/c @3%) (648 rounded to 650) | 22250 | 8275 | | |
| Dearness Pay | | 4138 | | |
| Dearness Allowance @29% | | 3600 | | |
| Dearness Allowance @2% | 445 | | | |
| Total | 22695 | 16013 | 6682 | (Notional) |
| From 1-1-2007 to 30-6-2007 | | | | |
| Pay as on 1-1-2007 | 22250 | 8275 | | |
| Dearness Pay | | 4138 | | |
| Dearness Allowance @35% | | 4345 | | |
| Dearness Allowance @6% | 1335 | | | |
| Total | 23585 | 16758 | 6827 | 40962 |
| From 1-7-2007 to 31-12-2007 | | | | |
| Pay as on 1-7-2007 (22250 + i/c @3%) (668 rounded to 670) | 22920 | 8550 | | |
| Dearness Pay | | 4275 | | |
| Dearness Allowance @41% | | 5258 | | |
| Dearness Allowance @9% | 2063 | | | |
| Total | 24983 | 18083 | 6900 | 41400 |
| From 1-1-2008 to 30-6-2008 | | | | |
| Pay as on 1-1-2008 | 22920 | 8550 | | |
| Dearness Pay | | 4275 | | |
| Dearness Allowance @47% | | 6028 | | |
| Dearness Allowance @12% | 2750 | | | |
| Total | 25670 | 18853 | 6817 | 40902 |

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

| | | | | |
|--|--------------|--------------|-------------|--------------|
| Pay as on 1-7-2008 (22920 + i/c @3%) (688 rounded to 690) | 23610 | 8825 | | |
| Dearness Pay | | 4413 | | |
| Dearness Allowance @54% | | 7149 | | |
| Dearness Allowance @16% | 3778 | | | |
| Total | 27388 | 20387 | 7001 | 42006 |

From 01-01-2009 to 31-05-2009

| | | | | |
|-------------------------|--------------|--------------|-------------|--------------|
| Pay as on 1-1-2009 | 23610 | 8825 | | |
| Dearness Pay | | 4413 | | |
| Dearness Allowance @64% | | 8472 | | |
| Dearness Allowance @22% | 5194 | | | |
| Total | 28804 | 21710 | 7094 | 35470 |

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

| | | | | |
|-------------------------|--------------|--------------|-------------|-------------|
| Pay as on 1-6-2009 | 23610 | 8825 | | |
| Dearness Pay | | 4413 | | |
| Dearness Allowance @64% | | 8472 | | |
| Dearness Allowance @22% | 5194 | | | |
| HRA (Chennai City) | 3200 | 1600 | | |
| CCA(Chennai City) | 600 | 300 | | |
| Total | 32604 | 23610 | 8994 | 8994 |

From 1-7-2009 to 31-12-2009

| | | | | |
|--|--------------|--------------|-------------|--------------|
| Pay as on 1-7-2009 (23610 + i/c @3%) (708 rounded to 710) | 24320 | 9100 | | |
| Dearness Pay | | 4550 | | |
| Dearness Allowance @73% | | 9965 | | |
| Dearness Allowance @27% | 6566 | | | |
| HRA (Chennai City) | 3200 | 1600 | | |
| CCA(Chennai City) | 600 | 300 | | |
| Total | 34686 | 25515 | 9171 | 55026 |

From 1-1-2010 to 31-03-2010

| | | | | |
|--|--------------|--------------|-------------|--------------|
| Pay as on 1-1-2010 (23610 + i/c @3%) (708 rounded to 710) | 24320 | 9100 | | |
| Dearness Pay | | 4550 | | |
| Dearness Allowance @87% | | 11875 | | |
| Dearness Allowance @35% | 8512 | | | |
| HRA (Chennai City) | 3200 | 1600 | | |
| CCA(Chennai City) | 600 | 300 | | |
| Total | 36632 | 27425 | 9207 | 27621 |

Arrears from :

| | Rs. | Rs. | Rs. |
|------------------------|------------|------------|------------|
| 1-1-2007 to 30-6-2007 | 40962 | | |
| 1-7-2007 to 31-12-2007 | 41400 | | |
| 1-1-2008 to 30-6-2008 | 40902 | | |
| 1-7-2008 to 31-12-2008 | 42006 | | |
| 1-1-2009 to 31-5-2009 | 35470 | | |

| | | |
|------------------------|-------|-----------------|
| 1-6-2009 to 30-6-2009 | 8994 | |
| 1-7-2009 to 31-12-2009 | 55026 | |
| 1-1-2010 to 31-3-2010 | 27621 | |
| Total | | 2,91,581 |

Interim Arrears sanctioned:
(3 months Basic Pay + Dearness Pay +
Dearness Allowance): 61161

Balance amount due = **2,30,420**

Arrears payment in 3 instalments

| | |
|-------------------------------------|-------|
| First instalment 2009--10 | 76807 |
| Second instalment 2010--11 | 76807 |
| Third and final instalment 2011--12 | 76806 |