



Higher Education (H1) Department  
Secretariat, Chennai-9.

Letter No.17383/H1/2009-10, Dated 11.3.2010

From  
Thiru K.Ganesan, I.A.S.,  
Principal Secretary to Government.

To  
The Registrars of All Universities.  
The Director of Collegiate Education, Chennai -6.  
The Commissioner of Treasuries and Accounts, Chennai -15.  
The Accountant General (Accounts & Entitlements), Chennai- 600 018.  
The Principal Accountant General (Audit.I), Chennai-600 018.  
The Accountant General (Audit.II), Chennai-600 018.  
The Accountant General (CAB), Chennai-600 009 / Madurai.  
The Director of Pension, DMS Complex, Chennai-600 006.  
The Pension Pay Officer, Chennai- 600 006.  
The Secretary, Ministry of Human Resource Development, Department of  
Higher Education, Government of India, New Delhi.  
The Secretary, University Grants Commission, New Delhi.  
The Pay and Accounts Officer, Secretariat, Chennai-9.  
The Pay and Accounts Officer, ( North / South / East) Chennai- 1 / 35 / 5.  
The Pay and Accounts Officer, Madurai - 625 001.  
All Treasury Officers in Tamil Nadu.  
All Recognised Service Associations.

Sir/Madam,

Sub: Establishment – Revision of scale to the teachers in the Universities  
– Clarifications – Issued.

- Ref: 1. From the Deputy Secretary to Government, Government of India,  
Ministry of Human Resource Development, Department of  
Education, New Delhi, Letter No.1-32/2006-U.II/U.I(i),  
Dated:31.12.2008.  
2. G.O.(Ms) No.350, Higher Education Department, dated 9.9.2009  
3. From the Dy.A.G. (A &E), Chennai-18 Lr.No.GAD 3/1/09-10/257,  
dated 6.11.2009  
4. From the Registrar, Annamalai University, Annamalainagar  
Lr.No.C/001/2009, dated 22.9.2009 and Letter No.C/002/2009,  
dated 30.9.2009.

5. From the General Secretary, Annamalai University Teachers Progressive Association, letter dated 28.9.2009.
6. From the Secretary, Bharathidasan University Teachers Association, letter dated 14.10.09.
7. From the Convenor, Joint Action Council for College Teachers, letter dated 26.6.2009.
8. From the Secretary, Government College Teachers Manram, letter dated 28.10.09.

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I am to invite your attention to the references cited and to issue the clarifications sought for therein as below:

Sl. No.	Clarifications sought for	Clarifications issued
1.	Whether the G.O.(Ms.)No.350, Higher Education Department, dated 9.9.2009 is applicable to Regional Joint Director/Joint Directors/Director of Collegiate Education as there is no specific mention about this cadre in the Government order.	i)The G.O. is applicable to the Regional Joint Directors of Collegiate Education and the Joint Directors in the Directorate of Collegiate Education, as they are inter-changeable with the Grade I Principals. In the pre revised pay scale of both the post of Joint Director of Collegiate Education and Grade I Principals were same. The status quo will continue in the revised pay scale with the special allowance also. ii) Orders will be issued separately prescribing scale of pay for the post of DCE.
2.	As per G.O.No.155, Higher Education Department, dated 16.4.99, Selection Grade Lecturer's and Grade II, Principals, scale of pay are identical and at the time of promotion from Selection Grade Lecturer to Grade II. Principal no fixation was given as they were already drawing maximum of the time scale. Can such promoted Grade II Principal, opt for fixation after getting normal increment in Selection Grade Lecturer posts in the revised scale of pay.	Selection Grade Lecturers on promotion as Grade II Principal can opt for fixation of pay after getting normal increment in the revised scale of pay.

3.	<p>The pay band and AGP of Principal (Grade II) and Grade I are identical. Are those promoted on Grade I Principal from the post of Grade II Principal eligible for fixation?</p>	<p>The Posts of Principals designated as Grade I Principal and Grade II Principal. The post of Grade II Principals shall be in the pay band of Rs.37400 - 67000 with AGP of Rs.10000 plus a special allowance of Rs.2000 per month. The Grade I Principal shall also been in the pay band of Rs.37400-67000 with AGP of Rs.10000 plus a Special allowance of Rs.3000 per month.</p> <p>Accordingly the pay of the Grade I and Grade II Principals were brought under the fitment table No.5 &amp; 6 of G.O.Ms.No.350, dated 9.9.2009. Since both the Grade I and Grade II Principals are in the same scale of pay the question of fixation of pay on posting of Grade II Principal as Grade I Principal does not arise. Hence on their appointment as Grade I Principal they will continue in the same pay with the Special allowance of Rs.3000/-.</p>
4.	<p>In case of those who have drawn stagnation increment in 2005, and whose pay has been revised with effect from 1.1.2006 what is the date of next increment?</p>	<p>The clarifications already issued in Govt. Lr.No.17383/H1/2009-2, dated 29.9.2009 vide Sl.No.14 is self explanatory.</p>
5.	<p>a) Special allowances of Rs.2000/- and Rs.3000/- respectively have been sanctioned to Grade II and Grade I Principal. The date from which the above allowances are admissible.</p> <p>b) Is this Special Allowance and Academic Grade pay admissible during the re-employment period.</p> <p>c) Can this Special allowance be taken into account while calculating terminal leave salary. If so, from which date?</p>	<p>Special allowances are effective from 1.1.2007</p> <p>While fixing reemployment pay AGP may also be taken into account for arriving reemployment pay and sanctioning of special allowance.</p> <p>The special allowance shall not be taken into account while calculating leave salary.</p>

	d) Is the Special allowance admissible for officers like Regional Joint Directors/Joint Directors/Director of Collegiate Education?	Special Allowance is admissible to Joint Directors/Regional Joint Directors, provided they are not getting any other allowances for shouldering administrative responsibilities. Applicability to OSD may be decided on case to case basis by Govt.
6.	In case of those retired prior to 1.9.2009, it may be clarified as to whether the arrears of re-employment pay and allowances as per the revised pay is payable in 3 instalments.	Yes. The arrears of re-employment pay and allowances as per the revised pay be made in three instalments.
7.	Whether pay revision may be done for officers under suspension as on 1.1.2006 and also for those who have not been permitted to retire.	Pay revision for those officers under suspension and officers not permitted to retire as on 1.1.2006 would be put on hold till the outcome or settlement of the charges.
8.	In some cases it is noticed that if the total emoluments in the pre-revised scale is less than the minimum of the revised pay band, pay has been fixed on 2 <sup>nd</sup> or 3 <sup>rd</sup> stage higher than the minimum of the revised pay band (bunching). The next date of increment for the above cases may be intimated.	If the total emoluments in the pre-revised scale is less than the minimum of the revised pay band, pay has been fixed on 2 <sup>nd</sup> or 3 <sup>rd</sup> stage higher than the minimum of the revised pay band (bunching), the next increment shall be granted on completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale.
9.	If the Government servant has opted for fixation of pay under FR 22 (1)(a)(i) at the time of promotion, and FR 22(b) fixation after getting the increment in the normal date, it may be clarified as to whether the difference in grade pay can be given from the date of promotion.	It is clarified that the pay of such employees shall be regulated by sanctioning three per cent of basic pay including grade pay applicable to the lower post on the normal date of increment in the lower post and then another three percent of basic pay including grade pay for promotion and then difference in grade pay between the promotion post and feeder post shall be allowed.  The above mode of fixation may be adopted in the instant case also.

10.	<p>Whether these orders are applicable to teachers of Law College or whether separate orders are to be issued by the Government for teachers of Law College as there is no mention about the staff of Law College in the G.O.</p>	<p>Law Department may issue necessary orders for teachers in Law Colleges and Law University.</p>
11.	<p>As per para 4 (b) of Appendix I of G.O.Ms.No.350, Higher Education Department, dated 9.9.2009, an Assistant Librarian or College Librarian possessing Ph.D. after completing service of 4 years in the AGP of Rs.6000 shall be eligible for the higher AGP of Rs.7000 with the pay band of Rs.15,600-39,100 i.e. they can move to the higher AGP of Rs.7000 only on or after 01.01.2010.</p> <p>But as per para 1(ii) of Appendix I, in the case of Assistant Professors possessing Ph.D., no such condition of completion of 4 years in the AGP of 6000 has been imposed i.e. whenever they complete the service of 4 years in the AGP of Rs.6000 has been imposed i.e. whenever they complete the service of 4 years, they can move to the AGP of Rs.7000/-</p> <p><u>It is presumed that if an individual with Ph.D. at entry level joined as a Lecturer on 1.4.2002, he can move to the AGP of Rs.7000 on 1.4.2006 itself with monetary benefit from 1.1.2007.</u></p>	<p>The presumption is confirmed subject to the condition that possession Ph.D. is in the discipline which is relevant to the department in which they are Assistant Professors as prescribed in Appendix – I (1) (ii) of G.O.Ms.No.350, Higher Education Department, dated 9.9.2009.</p>

12.	<p>Assistant Professors with completed service of 5 years in the AGP of Rs.7000 shall be eligible, subject to other requirements laid down by the UGC and any other conditions laid down by University or State Government, to move up to the AGP of Rs.8000.</p> <p>It is requested to clarify whether the teachers who were awarded Lecturer (Senior Scale) before 1.1.2006 are eligible for movement to AGP of Rs.7000 after 5 years of completion of service as Lecturer (Senior scale) or after 5 years period in the AGP of Rs.7000 (i.e. on or after 1.1.2011).</p>	<p>Assistant Professors are eligible for movement to AGP of Rs.8000 after completion of 5 years period in the AGP of Rs.7000 (i.e.) after completion of 5 years from the date of fixing his pay in the AGP of Rs.7000 subject to the other requirements laid down by the UGC or conditions laid down by State Government/ Universities.</p>
13.	<p>Assistant Professors moving to Pay band of Rs.37400-67000</p> <p>In para I (xii) of G.O.Ms.No.350, Higher Education Department, dated 9.9.2009, it has been mentioned that Assistant Professors completing 3 years of teaching in AGP of 8000/- shall be eligible to move the Pay band of Rs.37400-67000 with AGP of Rs.9000/- subject to other conditions that may be prescribed by UGC and University.</p> <p>It is requested to clarify whether any specific conditions have been prescribed by UGC to move the Pay Band of Rs.37400-67000.</p>	<p>Clarification will be issued after the Notification is issued by UGC on this issue.</p>

14.	<p>The Annamalai University Teachers Progressive Association has stated that the UGC in its Regulation 2009 has incorporated a new Rule with regard to pay fixation of directly recruited Associate Professor. According to this rule, the incumbent Readers who is selected on or after 1.1.2006, should be redesignated as Associate Professor from the date of his/her selection, and must be placed in the Pay Band IV of Rs.37400-67000 with AGP of Rs.9000. They wanted this clarification may be incorporated in the G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009.</p>	<p>Orders will be issued after the Notification is issued by UGC on this issue.</p>
15.	<p>An Assistant Professor possessing Ph.D. degree in the pay band of Rs.15600-39100 with AGP of Rs.6000/- moves to the AGP of Rs.7000/- after completion of 4 years and moves to the AGP of Rs.8000/- after the completion of 5 years at the AGP of Rs.7000. It is presumed that on both movements to the higher AGP only the difference of AGP (Rs.7000-Rs.6000) and (Rs.8000-Rs.7000) has to be allowed since the individual holds the same scale of pay and same designations (Assistant Professor) and as no higher responsibility is involved in the movement to the higher AGP.</p> <p>(or) Whether an increment @ 3% has to be allowed in addition to AGP difference.</p>	<p>Movement of a teacher from one AGP to higher AGP in the same pay band holds the same post and no higher responsibility is involved. Hence it cannot be treated as promotion. Therefore the difference in AGP can alone be allowed. However the above movement should be given after initiating various process of Screening /Selection procedures to be prescribed by the UGC /State Government/ University for such movements to higher AGP.</p>

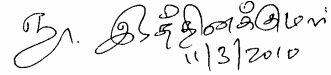
16.	<p>The scale of pay for Associate Professor and Professor are the same with AGP of Rs.9000 and Rs.10000 respectively, in the case of appointment as Professor, it is presumed that only difference of AGP has to be allowed or one additional increment and difference of AGP has to be allowed by treating the appointment as promotion since designation is changed even though no higher responsibility is involved.</p>	<p>Associate Professor to Professor may be treated as promotion. Hence one increment of 3% and difference of AGP may be allowed treating the appointment as promotion. The Associate Professor has also got the option to fix his pay on promotion as Professor as clarified in point no.2 of Govt.Lr.No.41817/Finance (PC) Dept./2009-1, dated 4.8.2009.</p>
17.	<p>In the case of Professor elevated from the Associate Professor to Professor (with less than 3 years of service in the Associate Professor) on or after 1.1.2006, (for example 1.4.2009) his pay has been fixed in the minimum of 37400 + 10000.</p> <p>It is requested whether his pay may be fixed at Rs.50890 as per fitment table no.5 if he exercises his option to come over to the revised scales on 1.4.2009 or whether his pay should be fixed in the minimum of Rs.37400+10000.</p>	<p>When the Associate Professor elevated as Professor as on 1.4.2009 and he opted to come over to the revised scale with effect from 1.4.2009, his pay has to be initially fixed in the post of Professor in the pre-revised scale as on 1.4.2009 and subsequently fixed in the revised scale to the corresponding stage of the Table 5. Accordingly if the minimum of the revised pay is more than the amount arrived by 1.86 factor, the pay shall be fixed at the minimum of the revised pay i.e. Rs.37400+10000.</p>
18.	<p>Clarification regarding the basic salary fixation of the Direct Professors namely, Prof.S.Muthusamy and Prof.M.B.Viswanathan appointed by the Bharathidasan University, Tiruchirappalli 620 024. They were appointed in the scale of pay of Rs.16400-450-20900-500-22400 at the basic of Rs.18,650 after awarding five additional increments. As per</p>	<p>The directly recruited Professors are eligible for higher start of pay at Rs.43000 in the pay band of Rs.37400-67000 with AGP of Rs.10000. Their pay should be fixed as per Appendix 1(1) (xiv) of G.O.(Ms)No.350, dated 9.9.2009 and they are not entitled for award of additional increments.</p>



	<p>G.O.(Ms)No.350, dated 9.9.2009, their pay shall be fixed such as Rs.43,000 (Pay Band) + Rs.10,000 (Academic Grade Pay)+7,950 (15% of 53000 at the rate of 3% per increment) – Rs.60,750 as their basic pay according to their date of joining (2<sup>nd</sup> March 2006 for Prof.S.Muthusamy and 3<sup>rd</sup> January 2007 for Prof.M.B.Viswanathan). Their pay band and academic grade pay are fixed based on the Para xiv at Page No.10 and the additional increments are fixed based on the Para ii under (D) INCREMENT at Page No.4 of the above referred G.O.</p>	
19	<p>To rectify the anomaly of Junior getting more pay than senior by taking an aided college as a unit instead of a department.</p>	Not feasible for acceptance.
(1a)	<p>உயர்கல்வித் தகுதிகளை (M.Phil &amp; Ph.D) 1.1.2006க்கு பிறகு பெற்ற பணிமூப்பில் இளையவராக உள்ள கல்லூரி ஆசிரியர்கள் 1.1.2006க்கு முன்பு அத்தகைய கல்வித் தகுதிகளைப் பெற்ற மூத்த ஆசிரியர்களைக் காட்டிலும் கூடுதல் ஊதியம் பெறுகிறார்கள். எனவே பணிமூப்பில் இளையவர் எந்த தேதியில் இருந்து கூடுதல் ஊதியம் பெறுகிறாரோ அத்தேதியில் இருந்து பணிமூப்பில் மூத்த ஆசிரியர்களின் ஊதியத்தையும் உயர்த்தி வழங்க வேண்டி.</p>	
(1b)	<p>கல்லூரி ஆசிரியர்களுக்கு 1.1.2006 முதல் வழங்கப்படும் புதிய ஊதிய விகிதத்தில் எல்லா</p>	<p>Rule 5 of the Tamil Nadu Revised Scale of Pay Rules 2009 issued in G.O.Ms.No.234, Finance (Paycell) Department, dated 1.6.2009 may be followed.</p>

	<p>நிலைகளிலும் ஜனவரி மாதம் ஆண்டு ஊதிய உயர்வு பெறும் ஆசிரியர்கள் அனைவரும் அவர்களைவிட பணிமூப்புடைய ஆசிரியர்கள் ஏப்ரல்/ஜூலை/ அக்டோபர் மாதங்களில் ஆண்டு ஊதிய உயர்வு பெறுகின்ற போது சம்பளம் குறைவாக வாங்கும் நிலை ஏற்பட்டுள்ளது. மாநில அரசு ஊழியர்களுக்கு இவ்வகையில் ஏற்படும் முரண்பாடுகளைக் களைய வழிவகை செய்யப்பட்டுள்ளது.</p>	
20.	<p>To sanction one and three incentive increments for M.Phil and Ph.D. respectively for those who obtained these degrees prior 1.1.2006 and have not availed the benefit of incentive increment.</p>	<p>The incentive increments in the revised scale for M.Phil /Ph.D can be sanctioned only those obtained these degrees on or after 1.1.2006 with monetary effect from 1.9.2008. For those who obtained M.Phil/Ph.D. prior to 1.1.2006 are eligible to draw incentive increments as per the orders in force prior to 1.1.2006.</p>

Yours faithfully,

  
11/3/2010

for Principal Secretary to Government.

Copy to:

The Director of Legal Studies, Chennai -10.

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

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