

## PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

**Sub:** Revision of UGC pay scales in respect of Teachers, Librarians and Physical Education Personnel of Universities, Government and Aided Colleges under the control of the Department of Higher Education and Government and aided Law Colleges in the State.

- Read:**
1. G.O.No. ED 99 UNE 99, dated: 15-11-1999.
  2. G.O.No. ED 100 UNE 99, dated: 15-11-1999.
  3. G.O.No. ED 188 DCE 99, dated 15-11-1999
  4. Letter No. No.1-32/2006-U.II/U.I(i) dated:31-12-2008 of the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi.
  5. Notification No.F.3-1/2009(PS) dated:23-09-2009 of the University Grants Commission, New Delhi.

\*\*\*\*\*

### **PREAMBLE:**

1) In Government Orders dated:15-11-1999 read at (1), (2) & (3) above, Government had extended the 1996 UGC Pay scales to the Teachers, Librarians and Physical Education Directors of Universities, Government and Aided Colleges with effect from 01-01-1996 in consultation with the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi.

2) Based on the recommendation made by the University Grants Commission, the Government of India, Ministry of Human Resource Development, Department of Higher Education in its letter dated: 31-12-2008 read at (4) above has communicated to the State Governments a new scheme stipulating revised pay structure, service conditions and educational qualifications in respect of Teachers, Librarians and Physical Education Directors of Universities, Government and Aided Colleges working in the Universities, Government and aided colleges and Government and aided Law Colleges for adoption in the States.

3] The UGC in its Notification No.F.1-1/2002(PS) Exmp, dated: 12-06-2009, has issued guidelines regarding the minimum qualification required for the appointment of teachers and other academic staff in Universities and Government and aided colleges and for their career



advancement and the Measures for the maintenance of the standards in Higher Education 2009 in its letter dated:23-09-2009 read at (5) above.

4) The revision of the UGC pay scales in respect of the Teachers, Librarians and Physical Education Personnel of Universities, Government and Aided Colleges under the control of the Department of Higher Education and Government and aided Law Colleges has been examined by the Government and the following orders are issued.

**GOVERNMENT ORDER NO. ED 37 UNE 2009,  
BANGALORE, DATED: 24-12-2009**

5. Government are pleased to revise the UGC pay scales of the Teachers, Librarians and Physical Education Personnel of Universities, Government and Aided Degree Colleges and Government and aided Law Colleges in the State under the control of the Department of Higher Education as detailed below.

**A. UNIVERSITIES**

Sl. No	Existing		Revised		Academic Grade Pay Rs.
	Category	Pay Scale Rs	Category	New Pay Band Rs.	
1	Lecturer	8000-13500	Assistant Professor	15600-39100	6000
2	Lecturer (Senior scale)	10000-15200	Assistant Professor	15600-39100	7000
3	Lecturer (Selection Grade)/ Reader (with less than 3 years of service)	12000-18300	Assistant Professor	15600-39100	8000
4	Lecturer (Selection Grade)/ Reader (with 3 years of service)	12000-18300	Associate Professor	37400-67000	9000
5	Professor	16400-22400	Professor	37400-67000	10000
6	Asst. Librarian / College Librarian/ Asst. Director PE	8000-13500	Asst. Librarian /Asst. Director PE/College Librarian	15600-39100	6000



7	Asst. Librarian (Sr. Scale) / College Librarian (Sr.Scale)/Asst. Director of PE (Sr. Scale)	10000-15200	Asst. Librarian (Sr. Scale)/ College Librarian (Sr.scale)/ Asst. Director of PE (Sr. Scale)	15600-39100	7000
8	Deputy Librarian/Asst. Librarian (Selection Grade)/ Deputy Director of PE	12000-18300	Deputy Librarian / Asst. Librarian (Selection Grade)/ Deputy Director of PE/Asst. DPE (with less than 3 years of service)	15600-39100	8000
9	Deputy Librarian/ College Librarian (Selection Grade)/Asst. Librarian (Selection Grade) / Asst. Director of PE (Selection Grade)	12000-18300	Deputy Librarian/ College Librarian/ Librarian (Selection Grade)/ Deputy Director of PE (with 3 years of service)	37400-67000	9000
10	Librarian/Director of Physical Education	16400-22400	Librarian/Director of PE	37400-67000	10000

**B. COLLEGES**

Sl. No	Existing		Revised		Academic Grade Pay Rs.
	Category	Pay Scale Rs.	Category	New Pay Band Rs.	
1	Lecturer	8000-13500	Assistant Professor	15600-39100	6000
2	Lecturer (Senior scale)	10000-15200	Assistant Professor	15600-39100	7000
3	Lecturer (Selection Grade)/Reader (with less than 3 years)	12000-18300	Assistant Professor	15600-39100	8000
4	Lecturer (Selection Grade)/Reader (with 3 years of service )	12000-18300	Associate Professor	37400-67000	9000
5	Professor	--	Professor	37400-67000	9000
6	Principal Grade-I	12000-18300	a. Principal of UG College	37400-67000	10000



7	Principal Grade-II	16400-22400	b. Principal of PG College	37400-67000	10000
8	Librarian/Director of PE	8000-13500	Assistant College Librarian / Assistant Director of PE/College DPE	15600-39100	6000
9	Librarian (Senior Scale)/ Director of PE (Senior Scale)	10000-15200	Asst. Librarian (Senior Scale/College Librarian (Sr. Scale)/ Asst. Director of PE (Sr.Scale)/College DPE (Sr. Scale)	15600-39100	7000
10	Librarian (Selection Grade)/ Director of PE (Selection Grade)	12000-18300	Librarian (Selection Grade)/ Deputy Director of Physical Education (Selection Grade) (with less than 3 years of service)	15600-39100	8000
11			Librarian (Selection Grade)/ Deputy Director of Physical Education (Selection Grade) (with 3 years of service)	37400-67000	9000

#### 6. **Coverage:**

This scheme applies to Teachers, Librarians and Physical Education Personnel of Universities, Government and aided colleges and Government and aided Law Colleges in the State under the Department of Higher Education.

#### 7. **General:**

- (i) There shall be only three designations in respect of Teachers in Universities and Colleges, viz., Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Librarians and Physical Education Personnel at various levels.
- (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time.

- This shall, however, not affect those who are already designated as 'Professor', subject to clause (viii) below.
- (iii) The pay of Teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs.15600-39100 and Rs.37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay, which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied; have multiple opportunities for upward movement during their career.
  - (iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the Government/UGC.
  - (v) Upto 10% of the posts of Professors in Universities shall be in the higher Academic Grade Pay of Rs.12000 with eligibility conditions to be prescribed by the UGC.
  - (vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course work and external evaluation, as have been/or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters programmes in disciplines for which there is no NET.
  - (vii) No new posts shall be created in the Universities/Colleges.
  - (viii) As from 11-07-2009 the teaching staffs who have not acquired the qualification prescribed by the UGC are not entitled for availing the benefit of UGC revised scheme unless they acquire NET/SLET/Ph.D. through course work and that no M.Phil shall be recognized thereafter until then they shall continue to be in the pre-revised UGC scale or in the State pay scale, as the case may be.
  - (ix) In respect of fresh recruitment made after 11-07-2009 through Public Service Commission validly constituted Selection Committees, Boards of Appointment for Universities, teachers who do not possess NET/SLET/Ph.D through course work, shall be on probation for a period of two years and shall acquire NET/SLET/Ph.D through

course work for declaration of the period of probation and that they will continue to draw salary in the existing scale of pay only, viz. Rs.8,000-13,500. Failure to acquire NET/SLET/Ph.D through course work will debar them from continuing in the service after the period of probation.

- (x) As from 11.07.2009 the qualifications of NET/SLET is compulsory in addition to the Departmental Examinations General Law Part-I and Part-II besides Accounts Higher and Orientation Course being conducted by the Department of Higher Education.

**8. The revised pay structure and fixation formula is as indicated in Appendix - I.**

**9. The fitment table for fixation of pay is appended as Appendix - II.**

**10. Date of effect:**

The revised UGC pay scales shall be effective from 01-01-2006 and all other allowances/benefits prospectively from the date of issue of this order.

**11. (a) DEARNESS ALLOWANCE:**

The Dearness Allowance in the revised scale with effect from 01-01-2006 shall be regulated as follows:-

01-01-2006	–	no Dearness Allowance
01-07-2006	–	02% of basic pay
01-01-2007	–	06% of basic pay
01-07-2007	–	09% of basic pay
01-01-2008	–	12% of basic pay
01-07-2008	–	16% of basic pay
01-01-2009	–	22% of basic pay
01-07-2009	–	27% of basic pay

**(b) ALLOWANCES:**

The HRA, CCA & all other allowances and incentives/benefits such as leave/study leave, leave travel facilities, Medical reimbursement and pensionary benefits shall continue to be applicable as admissible to State Government employees.

**12. Revised pay scales, service conditions and CAS for teaching and equivalent positions in the Universities and Colleges shall be as indicated in Appendix-III.**

- 13.** Incentives for Ph.D/M.Phil and other qualifications shall be as indicated in **Appendix-IV**.

**14. Recruitment and qualifications:**

**14.01** The direct recruitment to the post of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the guidelines issued by the UGC to be incorporated under the Statutes/ Ordinances of the concerned University. The composition of such committees should be as prescribed by the UGC in its regulation.

**14.02** The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the Universities Grants Commission in its regulation.

**14.03** The minimum requirements of a good academic record, 55% of the marks at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test-SLET/SET), shall remain for the appointment of Assistant Professors.

**14.04** NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities/Colleges/ Institutions. Provided, however, that candidates, who are or have been awarded Ph.D. degree in compliance of the "University Grants Commission (minimum standards and procedure for award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/ institutions"

**14.05** Reference to Ph.D.s in the UGC Regulations shall be taken as a doctoral degree from a University following the above UGC Regulations of 2009 regarding registration process, course work and evaluation process with effect from the date of issue of such guidelines by UGC. The exemption from NET/SLET/SET will not be applicable to Ph.D degrees awarded by the universities who have not adopted and followed the above UGC Regulations of 2009, provided the Universities have adopted the guidelines issued by UGC from time to time to accord exemption of the Ph.D degree holders from acquiring a pass in NET/SLET/SET.



**14.06** NET/SLET/SET shall not be required for such Master's Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted. Any relaxation in the prescribed qualification, including the NET exemption, can be made only by the University Grants Commission in a particular subject in which NET/SLET/SET is not conducted. Such relaxation would be based on the application made by only the affected universities for the specified subject(s) and for a specified period based on sound justification.

Provided in case of State Universities, where NET/SET/SLET qualified candidates are not available, the concerned Universities may grant exemption only with the concurrence of the State Government.

Provided further that exemption so granted as stated above, shall be subject to the condition that the candidates shall acquire their NET/SLET/SET qualification, preferably within a period of 2 years, failing which they shall not be eligible for any increments in their pay scales and for seniority for the years of service rendered by them without such qualifications. The eligibility for increments and service seniority shall become operational from the date of qualifying for NET/SLET/SET or acquiring Ph.D. degree as per the UGC Regulations, 2009.

**14.07** The 55% marks in Master's level should be insisted upon for those entering the system from outside and at the entry point of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education.

**14.08** A relaxation of 5% may be provided at the graduate and master's level for the SC/ST/Differently-abled (Physically and visually handicapped) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. Rounding off of marks to make it to 55% or 50% as the case may be through grace mark procedure etc., by Universities is not permissible for claiming relaxation.

**14.09** A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D degree holders, who have passed their Master's degree prior to 19<sup>th</sup> September, 1991.

**14.10** Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.



**14.11** The Ph.D through course work should be a compulsory requirement for the designation of Professors, Librarians and Physical Education Directors.

**14.12** Ph.D through course work shall be a compulsory requirement for all candidates applying for direct recruitment as Associate Professor/Deputy Librarian/ Deputy Directors of Physical Education.

**14.13** The period of time taken by candidates to acquire M.Phil and/or Ph.D shall not be considered as research experience to be claimed for appointment to the teaching positions.

**15. Direct Recruitment:**

**a. Professor:**

- (i) An eminent scholar with Ph.D (through course work) qualification in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered journals and/or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals/books hosted in the website of the concerned University.
- (ii) A minimum of 10 years of teaching experience in University/College, and/or experience in research at the University/National Level Institutions/Industries, including experience of guiding candidates for research at doctoral level;
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in its Regulations.

**OR**

An outstanding professional with established reputation in the relevant field who has made significant contribution to knowledge.


**b. Principal:**

- (i) A Master's Degree with at least 55% of the marks or a relevant grade regarded as equivalent to 55% wherever grading system is followed by a recognized University.
- (ii) Ph.D. qualification in concerned/allied/relevant discipline with evidence of published work and research guidance.
- (iii) Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities/Colleges and other institutions of higher education.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) for Professors as developed by UGC in its Regulations.

**c. Associate Professor:**

- (i) Good academic record with a Ph.D degree through course work in the concerned/allied/ relevant disciplines.
- (ii) 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.
- (iii) A minimum of five years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University/College or Accredited Research Institution/ industry excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/ journals and University developed-ISBN/ISSN list of journals hosted in the website of the concerned University.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in its Regulations.

**d. Assistant Professor:**

- (i) Good academic record as defined by the concerned University with at least 55% of the marks or equivalent grade where grading system is practiced at the Master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign University.
- 

- (ii) Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- (iii) Holders of Ph.D. degree as on the date of Notification of UGC Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and procedures for award of M.Phil/Ph.D., Regulations, 2009 and so adopted by the university, shall be exempted from NET/SLET/SET.
- (iv) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated above.

**16.** For direct recruitment of other teaching and academic staff such as Librarians and Physical Education Personnel, UGC regulations on minimum qualifications for appointment of Teachers and other academic staff in Universities and Colleges and measures for the maintenance of standards in Higher Education 2009 should be strictly followed.

**17. Minimum qualifications for direct recruitment to the posts of Librarian, Deputy Librarian and University Assistant Librarian/College Librarian:**

**17.1 University Librarian:**

- i. Master's degree in Library Science /Information Science with at least 55% of the marks or its equivalent grade for 55% where grading system is practiced.
- ii. A Ph.D. degree in the above discipline and / or allied discipline with a consistently good academic record;
- iii. A minimum of 15 years of teaching/librarian experience of which at least 5 years experience as a Deputy Librarian in a University Library or 10 years experience as Assistant Librarian in the University or as College Librarian.
- iv. Evidence of innovative library service and organization of published work and ICT modernization of library. Evidence of published work with a minimum of 10 books and / or publications in indexed/ ISBN/ISSN numbered journals/books and university developed ISBN / ISSN numbered list of journals posted on the website of the concerned university.
- vi. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

**17.2 University Deputy Librarian:**

- i. Master's degree in Library Science/Information Science / Documentation Science with at least 55% of the marks or its equivalent grade for 55%, where grading system is practiced.
- ii. A Ph.D. degree in the above discipline or allied discipline with a consistently good academic record.
- iii. A minimum of 10 years of teaching/ Library experience with at least 5 years as an Assistant University Librarian / College Librarian.
- iv. Evidence of innovative library services, organization and computerization of library.
- v. Evidence of published work with a minimum of 10 publications in indexed/ISBN journals and / or ISBN numbered books and university developed ISBN /ISSN numbered list of journals posted on the website of the concerned university.
- vi. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

**17.3 University Assistant Librarian / College Librarian**

- i. Master's degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% of the marks or its equivalent grade of 55% marks where grading system is practiced and a consistently good academic record with knowledge on computerization of library.
- ii. Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. Holders of Ph.D. degree as on the date of notification of the UGC Regulation, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum standards and procedure for award of M.Phil/P.hd Degree) Regulations, 2009 and so adopted by the university shall be exempted from NET/SLET/SET.

**17.4 Minimum Qualifications for the posts of Director of Physical Education, Deputy Director of Physical Education and Assistant Director of Physical Education/College Director of Physical Education:**

**17.4.1 University Assistant Director of Physical Education.**

- (i) Master's degree in Physical Education (two years course) or Master's degree in Sports Science with at least 55% of the marks or its equivalence in a grade point scale with a consistently good academic record.
- (ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/or national championships.
- (iii) Passed the physical fitness test.
- (iv) Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Physical Education conducted for the purpose by the UGC or any other agency approved by the UGC.
- (v) Holders of Ph.D. degrees as on the date of notification of the UGC Regulation along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedures for award of M.Phil/Ph.D Degree) Regulations 2009 so adopted by the university shall be exempted from NET/ SLET/SET.

**17.4.2 University Deputy Director of Physical Education / College Director of Physical Education**

- (i) Ph.D. in Physical Education/Sports science. In addition, shall also possess at least 55% of the marks or an equivalent grade at the Master's Degree level wherever grading system is followed.
- (ii) A minimum of 10 years of teaching/Physical Education/sports experience of which atleast 5 years as University Assistant DPE/College DPE.
- (iii) Evidence of having organized competitions and conducted a minimum of five coaching camps of at least two weeks duration.
- (iv) Evidence of having produced good performance teams/athletes for competitions like State / National / Inter-University / Combined University, etc.
- (v) Passed the physical fitness test.
- (vi) Evidence of published work with a minimum of 5 books and publications in indexed / ISBN/ISSN numbered journals and /or ISBN/ISSN numbered books and university developed ISBN

/ISSN numbered list of journals posted on the website of the concerned university.

- (vii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

#### **17.4.3. University Director of Physical Education/College Director of Physical Education**

- (i) Ph.D in Physical Education or allied discipline.
- (ii) A minimum of 15 years of Physical education/ Sports experience of which at least 5 years as University Deputy Director of Physical Education or ten years as University Assistant DPE/ College DPE.
- (iii) Evidence of organizing competitions and conducting a minimum of ten coaching camps.
- (iv) Evidence of having produced good performance teams/athletes at inter university/combined university and at higher level etc and of having guided Ph.D./M.Phil. Candidates for research.
- (v) Evidence of Published work with a minimum of 10 books and / or publications in indexed / ISBN/ISSN numbered journals and / or ISBN/ISSN numbered books and university developed ISBN /ISSN numbered list of journals posted on the website of the concerned university.
- (vi) A minimum score in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

#### **17.4.4 Physical Fitness Test Norms:**

<b>NORMS FOR MEN</b>			
12 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 mtrs.	1500 mtrs.	1200 mtrs.	800 mtrs

<b>NORMS FOR WOMEN</b>			
8 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 mtrs.	800 mtrs.	600 mtrs.	400 mtrs

## **18. SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURE:**

The University Grants Commission has evolved the following guidelines on (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education, Deputy Director of Physical Education and Director of Physical Education and (b) specified selection procedures for direct recruitment and Career Advancement Schemes Regulations for teachers in universities and colleges.

## **19. Selection Committee Specifications:**

### **19.1 Assistant Professor in the University:**

At the University level, all selections must be done with the Vice Chancellor or Acting Vice Chancellor as the Chairperson of the Selection Committee.

- (1) The Vice Chancellor to be the Chairperson of the Selection Committee.
- (2) Three experts in the concerned subject out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web site.
- (3) Dean of the concerned Faculty, wherever applicable.
- (4) Head/Chairperson of the Department/School.
- (5) An academician nominated by the Visitor/Chancellor, wherever applicable.
- (6) An academician representing SC / ST / OBC / Minority / Women/ Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

At least four members, including two outside subject experts shall constitute the quorum.

### **19.2 Associate Professor in the University:**

The Selection Committee should have the following composition:

- (1) Vice Chancellor to be the Chairperson of the Selection

Committee.

- (2) An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
- (3) Three experts in the concerned subject/field out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web site.
- (4) Dean of the faculty, wherever applicable.
- (5) Head/Chairperson of the Department/School.
- (6) An academician representing SC/ST/OBC/ Minority/ Women/ Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

At least four members, including two outside subject experts, shall constitute the quorum.

### **19.3 Professor in the University:**

The composition of the Selection Committee for the post of Professor shall be similar in composition as that for the post of Associate Professor.

### **19.4 Assistant Professor in Colleges including Private Colleges:**

- (1) Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
- (2) The Principal of the College.
- (3) Head of the Department of the concerned subject.
- (4) Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert.
- (5) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names approved by the relevant statutory body of the university concerned.
- (6) An academician representing SC/ ST / OBC / Minority / Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

The quorum for the meeting should be five of which at least two



must be from out of the three subject-experts.

For Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which involving the concerned University, be involved in the selection process by the State PSC.

### **19.5 In the case of posts of Associate Professor and Professors in Colleges:**

The Committee shall consist of

- (1) The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee;
- (2) The Principal of the College,
- (3) The Head of the Department of the concerned subject from the college.
- (4) Two University representatives nominated by the vice chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University and the other must be expert in the concerned subject;
- (5) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names approved by the relevant statutory body of the university concerned.
- (6) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

The quorum for the meeting should be five of which at least two must be from out of the three subject-experts

### **19.6 College Principal:**

- (1) Chairperson of the Governing Body of the College as Chairperson.
- (2) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
- (3) One nominee of the Vice Chancellor who shall be a Higher Education expert.
- (4) Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a

Professor (to be nominated by the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the university concerned.

- (5) An academician representing SC/ST/OBC/ Minority/Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

At least five members, including two experts, should constitute the quorum.

All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein minutes are recorded along with scoring proforma and recommendation made on the basis of merit with the list of selected & waitlisted candidates/ Panel of names in order of merit, duly signed by all members of the selection committee.

The term of appointment of the College Principal shall be FIVE years with eligibility for reappointment for one more term only after a similar Selection Committee process.

**19.7** Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Associate Professor/Professor and Assistant Professor respectively, except that the concerned expert in Physical Education or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

## **20. SELECTION PROCEDURES:**

**20.1.1** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in the UGC Regulations.

In order to make the system more credible, Universities may assess the ability for teaching and/or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions

wherever Selection Committees are prescribed in these orders.

**20.1.2** The Universities shall adopt these orders for selection committees and selection procedures through their respective statutory bodies and develop a 'Performance Based Appraisal System (PBAS)' at the institutional level for University Departments and their constituent colleges / affiliated Colleges (Government / Government-aided / Autonomous/Private Colleges) to be followed transparently in all the selection processes. A model PBAS scoring proforma for direct recruitment and for Career Advancement Schemes Regulations (CAS) based on API scoring system developed in the UGC Regulations to facilitate comparable quality methodology across the Universities in the country and to facilitate overall improvement in teacher quality in higher education institutions of the country.

**20.1.3 UGC observer in the selection committee for the post of Associate Professor/Professor under CAS:**

The University should write for nomination of an observer to the Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi-110 002, at least 21 days prior to the date of the meeting of the selection committee and UGC shall nominate one observer within 10 days of the receipt of the request from the University. The UGC observer shall submit his/her written report to the Vice-Chancellor of the University concerned in the proforma prescribed by the UGC immediately after the selection committee meetings are over. The University shall place the report of the observer along with the proceedings of the selection committee before the Syndicate/ Executive Council/Board of Management. If there is difference of opinion between the comments of the UGC observer and the decision of the Executive Council/Board of Management/Syndicate, the same shall be reported by the University to the UGC with justification. In such cases the promotions/ appointments shall be given effect to by the University only after the approval of the UGC is obtained. The UGC observer shall not be part of selection process; however, he/she will sit along with the members of the selection committee to ensure that the prescribed procedures as per the UGC Regulations have been followed. The concerned University shall pay TA/DA and honorarium to the UGC observer as per the UGC norms.

**20.1.4** In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges, an academican representing SC / ST / OBC / Minority / Women /

Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, has to be nominated by the Vice Chancellor. The academician so nominated for this purpose shall be one level above the cadre level of the applicant who shall ensure that the norms of Government of India/concerned the State Government is strictly followed in the selection process.

**20.1.5** Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN/ISSN experts (a) a comprehensive list of National/ Regional level journals of quality in the concerned subject(s) and (b) a comprehensive list of vernacular language journals/periodicals/official publication volumes of language bodies and upload them up on the University website which are to be updated periodically. At the time of assessing the quality of publications of the candidates during their appointments/ promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

**20.1.6** The process of selection of Associate Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in the UGC Regulations and reprints of three major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores while finalizing the outcome of selection.

**20.1.7** The process of selection of Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in the UGC Regulations and reprints of five major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores while finalizing the outcome of selection.

In the case of selection of Professors who are from outside the academic stream, the universities must lay down clear and transparent procedures so that only outstanding professionals



who can contribute substantially to the university knowledge system are selected in any discipline as per requirement.

**20.1.8** The Academic Performance Indicator (API) scoring system in the process of selection of Principal should involve the following:

- (a) Assessment of aptitude for teaching, research and administration.
- (b) Ability to communicate clearly and effectively.
- (c) Ability to plan, analyse and discuss curriculum development, research problems and college development/administration.
- (d) Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a classroom situation by a lecture.
- (e) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) guidelines developed by the affiliating University based on the UGC Regulations.

**20.1.9** In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Physical Education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in the UGC Regulations which need to be taken up by the concerned institution while developing API based PBAS methodology for both direct recruitment and CAS promotions.

**20.2.1** The Internal Quality Assurance Cell (IQAC) established/to be established in all Universities/Colleges as per UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor as Chairperson in the case of universities and Principal as Chairperson in case of colleges, shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API based PBAS methodology outlined in the UGC Regulations. It may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of Students' assessment of individual teachers, since the API system will satisfy that requirement.

**20.2.2** A Teacher who wishes to be considered for promotion under CAS may submit in writing to the University/College, three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the concerned university duly supported by all credentials as per the API guidelines developed in the UGC Regulations. In order to avoid

delays in holding Selection Committees in various positions under CAS, the University/College should immediately initiate the process of screening/selection and complete the process within 6 months from the date of application.

**20.2.3** Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the UGC Regulations or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

**20.2.4** The minimum norms of Selection Committees and Selection procedures as well as API scores requirements for the above cadres either through direct recruitment or through Career Advancement Schemes Regulations should be basically similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table 2(c) of the UGC guidelines provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) of UGC Regulations provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.

**20.2.5** While the API Tables I and III of UGC regulations shall also be applicable to the selection of Professors/ Associate Professors /Assistant Professors; Directors/ Deputy Directors/ Assistant Directors of Physical Education; Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers as given in Table II (a and b) of Appendix III of the UGC Regulations.

**20.2.6** The API based system through the PBAS proforma for CAS promotions is to be implemented only in a prospective manner from the academic year 2009-10 initially based on the annualized API scores earned by the teachers as depicted in Table II (a) and Table II(b) of the UGC Regulations. This annual API scores can be compounded prospectively as and when the teachers become eligible for CAS promotion to the next cadre with the multiplication factor of years of service required to apply for CAS promotion. (e.g. If a teacher is eligible for CAS promotion in 2009, one year API score of 2008-09 only is required; If a teacher is eligible for CAS

promotion in 2010, then 2 years API scores of 2008-09 and 2009-10 cumulatively would be required and so on).

**20.2.7** The Selection Committee specifications as delineated in Sections 5.1.0 to 5.1.7 of the UGC Regulations are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor with AGP of Rs 8000 to Associate Professor and to that of Associate Professor to Professor.

**20.2.8** CAS promotions of Assistant Professors from one AGP to the higher AGP shall be conducted by a “ Screening cum Evaluation Committee” adhering to the norms laid out as API and PBAS in Table I to III of Appendix-III of the UGC Regulations.

**20.2.9** The “Screening cum Evaluation Committee” for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of -

**20.3.1 For University teachers:**

- (a) The Vice Chancellor as the Chairperson of the Selection Committee.
- (b) The Dean of the concerned Faculty.
- (c) The Head of the Department /Chairperson of the School.
- (d) One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

**20.3.2 For College teachers:**

- a. The Chairman of the Governing body of the College or the Director of Higher education / Collegiate Education at the State level (in the case of Govt. colleges) or his nominee not below the rank of principal as the chairperson of the selection committee.
- b. Principal of the college.
- c. Head of the concerned department from the college.
- d. One subject expert in the concerned subject nominated by the Vice Chancellor from the university panel of experts.
- e. The quorum for these committees in both categories shall be three including the one subject expert/ university nominee need to be

present.

**20.3.3** The Screening cum Evaluation Committee on verification/ evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the respective university based on the UGC Regulations and as per the minimum requirement specified in Tables II & III thereof for each of the cadre of Assistant Professor, shall recommend to the Syndicate/ Executive Council /Board of Management of the University about the suitability of the promotion of the candidate(s) under CAS for implementation.

**20.3.4** All the selection procedures outlined above shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee.

**20.3.5** CAS promotions being personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

**20.3.6** The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.

## **21. SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURES:**

**21.1** The Academic Performance Indicator (API) systems in the process of selection should involve the following:

- a) Assessment of aptitude for teaching, research and administration
- b) Ability to communicate clearly and effectively.
- c) Ability to plan, analyse and discuss curriculum development, research problems and college development/administration.
- d) Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a classroom situation by a lecture.
- e) Analysis of the merits and credentials of the candidates on the basis of the Performance Appraisal Scoring System guidelines developed by the affiliating University based on this notification.

### **21.2 Selection Procedures:**

**21.3** The University Grants Commission shall draw up, in consultation with renowned subject experts, exhaustive list of experts in each subject



and put them up on its website which may be updated periodically. It should be incumbent on the Universities/Colleges to include at least one of the subject experts on the selection committees for both direct recruitment and Career Advancement Scheme. The expert from the UGC website in the CAS promotion committees shall act both as a subject expert as well as UGC nominee/observer of the CAS promotion process. He/She shall submit his/her report to UGC with a copy handed over to the chairperson of the selection committee, which also be placed before the executive council/Syndicate along with the recommendations of the selection committee. The UGC shall monitor adherence through compliance reports from universities on yearly basis.

**21.4** In order to avoid delays in holding Selection committees in various positions under CAS, the University/College should start the process at least three months before a teacher becomes eligible for promotion under CAS. The concerned faculty may also initiate the process by submitting the Performance Appraisal form duly supported by all credentials as per the API and WP guidelines developed in the UGC Notification.

**21.5** As from 11.07.2009 the teaching staff who have not acquired the revised UGC prescribed qualifications are not entitled for availing the benefit of revised scheme unless they acquire the said qualifications and till then they shall continue to be in the pre-revised UGC scales or the State scale as the case may be.

**21.6** The fresh recruits after 11.07.2009 made through Public Service Commission, validly constituted Selection Committees, Boards of Appointment for Universities, Teachers who do not possess NET/SLET/Ph.D through course work, shall be on probation for a period of two years; their satisfactory declaration of the period of probation be made dependent on their acquiring these qualifications and they will draw salary in the existing scale of pay, viz., Rs.8000 – 13500 during the period of probation. Failure to acquire NET/SLET/Ph.D will debar them from continuing in the service after the period of probation.

**21.7** To maintain Quality, relevance excellence and inclusiveness, Teachers going on deputation to other jobs except those related to education management and research cannot carry forward their UGC pay scales. However, they can do so by accepting the State pay scale.

## **22. Increments:**

**22.1** Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.



- 22.2** Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non compoundable.
- 22.3** The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of regulation 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.

**23. Counting of Past Service:**

Previous regular service, whether national or international, without any break as Asst. Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific Organizations such as CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT etc., should be counted for placement of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix – III Table No. II of UGC Regulations provided that:

**23.1** The essential qualifications of the post held were not lower than the qualifications Prescribed by UGC for Asst. Professor, Associate Professor and Professor as the case may be.

**23.2** The post is/was in an equivalent grade or the pre-revised scale of pay as the post of Asst. Professor, Associate Professor, Reader and Professor.

**23.3** The candidate for direct recruitment has applied through proper channel only.

**23.4** The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Asst. Professor, Associate Professor and Professor, as the case may be.

The post was filled in accordance with the prescribed selection procedure as laid down in the regulations of University/State Government for such appointments.

The previous appointment was not an ad hoc or in a leave vacancy.

#### **24. Period of probation and confirmation:**

The minimum period of probation shall be two years in terms of rules/regulations governing the conditions of service, extendable by a maximum period of one more year in case of unsatisfactory performance.

#### **25. Teaching Days:**

The Universities/Colleges must adopt at least 180 working days, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-days week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, a non-instructional days (e.g. for sports, college day, etc), 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks with a 6 day week.

The above is summarized as follows:

#### **Number of weeks**

	<b>University</b>	<b>College</b>	<b>University</b>	<b>College</b>
Teaching/Learning process	30 weeks (180 days)	30 weeks (180 days)	36 weeks (180 days)	36 weeks (180 days)
Admissions/Examinations preparation for Examination	12	10	8	8
Vacation	8	10	6	6
Public Holidays (to increase & adjust teaching days accordingly)	2	2	2	2
<b>TOTAL</b>	<b>52 weeks</b>	<b>52 weeks</b>	<b>52 weeks</b>	<b>52 weeks</b>

#### **26. Work load:**

**26.1** The workload of the Teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University/College for which necessary space and infrastructure should be provided by the University/College. Direct teaching hours should be as follows:

Assistant Professor 16 hours  
Associate Professor & Professor 14 hours

**26.2** A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in research, extension and administration. A minimum of 6 hours per week may have to be allocated for research activities of the teacher.

**27. Service Agreement:**

(a) At the time of recruitment in Universities, Government Colleges and aided Colleges, every Lecturer, Librarian, Director of Physical Education, shall execute a service agreement signed between themselves and the University/ Department of Higher Education. The self-appraisal of performance OR any other performance report shall form a part of the service agreement.

**28. Code of Professional Ethics:**

- a) The code of conduct of employees of aided educational Institutions presented vide GO No. ED 141 UPC 76, dated 6-10-1977 shall continue to apply. In respect of Government colleges the KCS (Conduct) Rules 1966, shall continue to apply.
- b) Each University should evolve its own professional ethics after full discussion in the academic bodies and associations and incorporate the same in its Acts, Ordinances and/or Statute, as the case may be, for strict observance by the academic faculty.

**29. Accountability:**

- (a) The self-appraisal of performance should be adopted as a mandatory part of the Career Advancement Scheme and should be implemented with the revised pay scales within the time frame of one year, if not already implemented. The Academic Performance Indicator (API) and Weightage Points shall be taken into account and shall incorporate transparent and credible methodology of analysis of the merits and credentials of the teachers,
- (b) It would be optional for the colleges to consider introduction of student evaluation as a method of assessment of the teachers.

**30. Anomalies:**

Anomalies and disparities, if any, in the implementation of the revised UGC pay scales should be brought to the notice of the state Government which will consider them in consultation with the UGC.

**31. Non-Application of UGC Pay Scales:**

The Government shall not extend the revised UGC pay scales to any of the employees, except those having coverage under this order and who possess the requisite qualification and the revised pay scale shall be extended only after due verification of the required qualification by the Department. Further revision is applicable to the qualified teaching staff presently drawing UGC pay scales subject to the conditions stipulated in this order.

**32. Payment of arrears of pay revision:**

Payment of arrears upto 40% of the total arrears shall be made immediately after receiving Government of India's share from the UGC and orders in this behalf will be issued separately by the Government.

**33.** This order issues with the concurrence of the Finance Department vide its Notes No. FD 6 SRP 2009, dated: 30-07-2009, 19-12-2009 and 21-12-2009.

By order and in the Name of the  
Governor of Karnataka,

*U.B. Ulavi*  
24/12/09

**(U.B. ULAVI)**

Under Secretary to Government,  
Education Department (Universities).

*U.B. Ulavi*

**To:**

The Compiler, Karnataka Gazette, for publication in the gazette dated: and to supply 5000 copies.

**Copy to:**

1. The Secretary to Government of India, MHRD, Department of Education, New Delhi -110 001.
2. The Chairman/Secretary, University Grants Commission, New Delhi-110002.
3. All Vice-Chancellors/Special Officers/Registrars/Finance Officers/ Government Auditors of all the Universities.
4. The Accountant General, Karnataka, Bangalore (Audit)/(A&E)/(Accounts).
5. The Principal Secretary to Government Finance/Planning Department.
6. The Principal Secretary to Chief Minister.
7. The Controller of State Accounts Department, Cauvery Bhavan, Bangalore-560 009.
8. The PS to Minister for Higher Education.
9. The IFA/Under Secretary (Planning), Education Department.
10. The Commissioner for Collegiate Education.
11. The Director of Collegiate Education.
12. The Deputy Secretary to Government, Finance Department (Services-II).
13. The Under Secretary to Government, Finance Department (Exp-8).

*U.B. Ulavi*

## **APPENDIX-I**

### **1. Drawal of pay in the revised pay structure:**

A Teacher/Librarian/Physical Education Personnel in College/University shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that he may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in case where he has been placed in a higher pay scale between 1.1.2006 and the date of issue of this order on account of promotion, upgradation of pay scale etc, he shall have option to elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

**Explanation 1** – The option to retain the existing scale shall be admissible only in respect of one existing scale.

**Explanation 2** – The aforesaid option shall not be admissible to any person appointed to a post on or after 1<sup>st</sup> day of January 2006, whether for the first time in service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

**Explanation 3**– Where a person exercises such option to retain the existing scale in respect of the post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under any rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

### **2. Exercise of Option –**

- (1) The option to the Revised Pay scales shall be exercised in writing in the form appended as **Appendix-V** so as to reach the authority mentioned below within three months from the date of issue of these orders or where an existing scale has been revised by any



order made subsequent to that date, within three months from the date of such order.

Provided that –

- (i) in the case of an employee who is, on the date of issue of this order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and
- (ii) In the case of an employee who is under suspension on the 1<sup>st</sup> day of January 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this order.

- (2) The option shall be intimated by the employee to the Head of his Office.
- (3) If the intimation regarding option is not received within the time limit, the employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1<sup>st</sup> day of January 2006.
- (4) The option once exercised shall be final.

**Note-1-** Persons whose services were terminated on or after the 1<sup>st</sup> January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this order.

**Note-2** Persons who have died on or after the 1<sup>st</sup> day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1<sup>st</sup> day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

**Note-3** Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

**Option for the revised scales of pay:-**

- i. The Teachers opting for the new pay scales will have to enter into an agreement with the University/College managements about their acceptance of terms and conditions mentioned in the Government Order. The option once exercised shall be final. Those who do not exercise the option within a period of three months from the date of issue of this Government Order shall be deemed to have opted for revised pay scales.
- ii. The Teachers/Librarians/Directors of Physical Education/other personnel who were in service on 1-1-2006 and those who were not in service after 1-1-2006 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1-1-2006 and should be held entitled to the benefit of these orders.
- iii. An undertaking shall be taken from every beneficiary under this scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised pay bands or grant of inappropriate pay band/academic grade pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in HRD Ministry's OM No. F.23-7/2008-IFD dated 23-10-2008, read with Ministry of Finance (Department of Expenditure) OM No.F.1-1/2008-IC, dated 30-08-2008.

### **3. Fixation of pay in the revised Pay structure:-**

The initial pay of the Teacher/Librarian/Physical Education Personnel of University or College who elect, or is deemed to have elected the revised pay structure on and from the 1<sup>st</sup> day of January 2006 shall be fixed separately in the following manner, viz.,:-

In case of all Teachers and equivalent positions -

- (i) The pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1-1-2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band/pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale.



- (iii) In addition to the pay in the pay band, corresponding Academic Grade Pay (AGP) will be applicable.
- (iv) If amount arrived at as per (i) above, is more than the maximum of the revised Pay Band, pay shall be fixed at the maximum of the pay band.

**Note 1** - A Teacher who is on leave on the 1<sup>st</sup> day of January, 2006 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 01.01.2006 or from the date of option for the revised pay structure. This is also applicable to the Teacher who is on study leave on the 1<sup>st</sup> day of January 2006.

**Note 2** - A Teacher under suspension shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order of the pending disciplinary proceedings.

**Note 3** - Where the existing emoluments exceeds the revised emoluments, in the case of any teacher, the difference shall be allowed as 'personal pay' to be absorbed in future increase in pay.

**Note 4** - Where in the fixation of pay under the revised pay structure the pay of a Teacher/Librarian/Physical Education Personnel in College/University, who, in the existing scale was drawing immediately before the 1<sup>st</sup> January, 2006 more pay than the other Teacher/Librarian/Physical Education Personnel in College/University junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

**Note 5** - In case where a senior teacher promoted to a higher post before the 1<sup>st</sup> day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1<sup>st</sup> day of January, 2006, the pay in the pay band of such senior teacher should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher subject to the fulfilment of the following conditions:-

- (i) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be to the same cadre.
- (ii) the pre-revised scale of pay and the revised Pay Band and Academic Grade Pay of the lower and higher posts in which they are entitled to

draw pay should be identical.

- (iii) the senior teacher at the time of promotion should have been drawing equal or more pay than the junior excluding the benefit of pay fixation on promotion.
- (iv) the anomaly should be directly as a result of the application of the provisions of these orders or order regulating pay fixation on such promotion in the revised pay structure.
- (v) In cases where the junior was drawing more pay than his senior in the pre-revised pay scale, this provision cannot be invoked to step up the pay of the senior.

**4. Fixation of pay of the employees opted to the revised pay structure subsequent to the 1<sup>st</sup> day of January 2006:**

Where the teacher continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1<sup>st</sup> day of January 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

- i)** Pay in the pay band will be fixed by adding the basic pay applicable on the later date, and the dearness allowance applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 which will become pay in the applicable pay band. If the minimum of the revised pay band is more than the amount arrived at as per above, the pay shall be fixed at the minimum of the revised pay band. In addition to this pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.

**5. Date of Next increment in the revised pay structure:**

After the initial pay of the employees is fixed in the revised UGC pay structure, the next annual increment will accrue on the normal date on which it is due.

\*\*\*\*\*

**APPENDIX-II**

**Annexure to Letter No. F-3-1/2009-U.I dated 4-6-2009 of the  
G.O.I., MHRD**

**FITMENT TABLE - 1**

- (i) Incumbent Assistant Professor  
(ii) Incumbent Assistant Librarian / College Librarian  
(iii) Incumbent Assistant DPE /College DPE.

Pre-Revised Scale : Rs. 8000-275-13500				
Revised Pay Band : Rs. 15600 - 39100 + AGP 6000				
Sl. No.	Pre-revised		Revised Pay	
	Basic Pay Rs.	Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	8000	15600	6000	21600
2	8275	15600	6000	21600
3	8550	15910	6000	21910
4	8825	16420	6000	22420
5	9100	16930	6000	22930
6	9375	17440	6000	23440
7	9650	17950	6000	23950
8	9925	18470	6000	24470
9	10200	18980	6000	24980
10	10475	19490	6000	25490
11	10750	20000	6000	26000
12	11025	20510	6000	26510
13	11300	21020	6000	27020
14	11575	21530	6000	27530
15	11850	22050	6000	28050
16	12125	22560	6000	28560
17	12400	23070	6000	29070
18	12675	23580	6000	29580
19	12950	24090	6000	30090
20	13225	24600	6000	30600
21	13500	25110	6000	31110
22	13775	25630	6000	31630
23	14050	26140	6000	32140
24	14325	26650	6000	32650

**FITMENT TABLE - 2**

- (i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)]  
(ii) Incumbent Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale)  
(iii) Incumbent Assistant DPE (Sr. Scale) / College DPE (Sr. Scale).

Pre-Revised Scale: Rs. 10000-325-15200				
Revised Pay Band: Rs. 15600 - 39100 + AGP 7000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	10000	18600	7000	25600
2	10325	19210	7000	26210
3	10650	19810	7000	26810
4	10975	20420	7000	27420
5	11300	21020	7000	28020
6	11625	21630	7000	28630
7	11950	22230	7000	29230
8	12275	22840	7000	29840
9	12600	23440	7000	30440
10	12925	24050	7000	31050
11	13250	24650	7000	31650
12	13575	25250	7000	32250
13	13900	25860	7000	32860
14	14225	26460	7000	33460
15	14550	27070	7000	34070
16	14875	27670	7000	34670
17	15200	28280	7000	35280
18	15525	28880	7000	35880
19	15850	29490	7000	36490
20	16175	30090	7000	37090

**FITMENT TABLE - 3**

- (i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service  
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service  
(iii) Incumbent Dy. DPE / Asst. DPE (SG) / College DPE (SG) with less than 3 years of service.

Pre-Revised Scale : Rs. 12000-420-18300				
Revised Pay Band : Rs. 15600 - 39100 + AGP 8000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	12000	22320	8000	30320
2	12420	23110	8000	31110
3	12840	23890	8000	31890
4	13260	24670	8000	32670
5	13680	25450	8000	33450
6	14100	26230	8000	34230
7	14520	27010	8000	35010
8	14940	27790	8000	35790
9	15360	28570	8000	36570
10	15780	29360	8000	37360
11	16200	30140	8000	38140
12	16620	30920	8000	38920
13	17040	31700	8000	39700
14	17460	32480	8000	40480
15	17880	33260	8000	41260
16	18300	34040	8000	42040
17	18720	34820	8000	42820
18	19140	35610	8000	43610
19	19560	36390	8000	44390

**FITMENT TABLE - 4**

- (i) Incumbent Readers and Lecturers (SG) with 3 years of Service  
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service  
(iii) Incumbent Dy. DPE/ Asst. DPE (SG)/ College DPE (SG) with 3 years of Service.

Pre-Revised Scale : Rs. 12000-420-18300				
Revised Pay Band : Rs. 37400 - 67000 + AGP 9000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	13260	37400	9000	46400
2	13680	37400	9000	46400
3	14100	37400	9000	46400
4	14520	37400	9000	46400
5	14940	38530	9000	47530
6	15360	38530	9000	47530
7	15780	39690	9000	48690
8	16200	39690	9000	48690
9	16620	40890	9000	49890
10	17040	40890	9000	49890
11	17460	42120	9000	51120
12	17880	42120	9000	51120
13	18300	43390	9000	52390
14	18720	43390	9000	52390
15	19140	44700	9000	53700
16	19560	44700	9000	53700

**FITMENT TABLE - 5**

- (i) Incumbent Professor in Colleges and Universities  
(ii) Incumbent Principals of PG Colleges  
(iii) Incumbent Librarian (University)  
(iv) Incumbent Director of Physical Education (University)

Pre-Revised Scale : Rs. 16400-450- 20900 - 500 - 22400				
Revised Pay Band : Rs. 37400 - 67000 + AGP 10000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	16400	40890	10000	50890
2	16850	40890	10000	50890
3	17300	42120	10000	52120
4	17750	42120	10000	52120
5	18200	43390	10000	53390
6	18650	43390	10000	53390
7	19100	44700	10000	54700
8	19550	44700	10000	54700
9	20000	46050	10000	56050
10	20450	46050	10000	56050
11	20900	47440	10000	57440
12	21400	47440	10000	57440
13	21900	48870	10000	58870
14	22400	48870	10000	58870
15	22900	50340	10000	60340
16	23400	50340	10000	60340
17	23900	51860	10000	61860

**FITMENT TABLE - 6**

Incumbent Principals of UG Colleges.

Pre-Revised Scale : Rs. 12000-420-18300 Minimum at 12840/-				
Revised Pay Band : Rs. 37400-67000 + AGP 10000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	12840	37400	10000	47400
2	13260	37400	10000	47400
3	13680	37400	10000	47400
4	14100	37400	10000	47400
5	14520	37400	10000	47400
6	14940	38530	10000	48530
7	15360	38530	10000	48530
8	15780	39690	10000	49690
9	16200	39690	10000	49690
10	16620	40890	10000	50890
11	17040	40890	10000	50890
12	17460	42120	10000	52120
13	17880	42120	10000	52120
14	18300	43390	10000	53390
15	18720	43390	10000	53390
16	19140	44700	10000	54700
17	19560	44700	10000	54700

\*\*\*\*\*





**APPENDIX-III****1. REVISED PAY SCALES, DESIGNATIONS, SERVICE CONDITIONS AND CAS FOR TEACHERS AND EQUIVALENT POSITIONS.**

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

**(A) Assit.Professor/Associate Professor/Professors in Colleges and Universities.**

**1.1** Persons entering the teaching profession in universities and colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600–39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs.8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs.6000.

**1.2** An Assistant Professor with completed service of four years, possessing Ph.D. degree in the relevant discipline shall be eligible, for moving up to AGP of Rs.7000.

**1.3** Assistant Professors possessing M.Phil degree/LLM shall be eligible for the AGP of Rs.7000 after completion of 5 years service as Assistant Professor.

**1.4** Assistant Professors who do not have Ph.D. or M.Phil in the relevant Professional course shall be eligible for the AGP of Rs.7000 only after completion of 6 years' service as Assistant Professor.

**1.5** The upward movement from AGP of Rs.6000 to AGP of Rs.7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC in its Regulations.

**1.6** The incumbents to the posts of Lecturer (senior scale) (i.e. the pre revised scale of Rs.10000-15200) shall be re-designated as Assistant Professor, and their pay shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs.7000.

**1.7** Assistant Professors with completed service of 5 years at the AGP of Rs.7000 shall be eligible, subject to other requirements laid down by the UGC in its Regulations, to move up to the AGP of Rs.8000.

**1.8** Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000

with AGP of Rs.9000. Directly recruited Associate Professors under these orders shall be placed in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

**1.9** Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs.12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs.37400-67000 with AGP of Rs.9000 and shall be re-designated as Associate Professor.

**1.10** Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 as on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

**1.11** Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs.37400-67000 and re-designated as Associate Professor in the manner described above.

**1.12** Assistant Professors completing 3 years of teaching in the AGP of Rs.8000 shall be eligible, subject to other API conditions prescribed by the UGC and Universities to move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 and to be designated as Associate Professor.

**1.13** Associate Professor completing 3 years of teaching in the AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the 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 10000.

**1.14** The pay of a directly recruited Professor shall be fixed in the Pay Band of Rs.37400-67000, with the applicable AGP of Rs.10000.

**1.15** Ten percent of the posts of Professors in a University shall be in the higher AGP of Rs.12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC and such eligibility conditions shall, inter alia, include publications in peer reviewed/referred Research Journals and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard.

**(B) Professor in Under Graduate and Post Graduates Colleges.**

6.5.0. Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in Universities provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Sanctioned posts include the posts approved under both direct recruitment and CAS promotion. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment / deputation is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota system shall be followed starting with promotions. The direct recruitment quota shall be rotated in an alphabetical order.

**6.5.2.** There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/deputation shall be

within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology, selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota System' shall be followed starting with promotion. The direct recruitment quota shall be rotated in an alphabetical order.

## **2. PAY SCALES OF PRINCIPALS IN COLLEGES:**

### **2.1 PRINCIPAL OF UNDER GRADUATE COLLEGES:**

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down by the University Grants Commission in its Regulations and if any by the University from time to time using the API scoring system and PBAS methodology developed. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000.

### **2.2 PRINCIPAL OF POST GRADUATE COLLEGES:**

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission in its Regulations and if any by the University from time to time using the API scoring system and PBAS methodology developed. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, 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.

### **3. PAY SCALES AND CAREER ADVANCEMENT SCHEMES FOR LIBRARIANS ETC.**

#### **(a) ASSISTANT UNIVERSITY 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 UGC in its Regulations, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

#### **(b) ASSISTANT UNIVERSITY LIBRARIAN (SR. SCALE) / COLLEGE LIBRARIAN (SR. SCALE):**

- (i) Assistant University 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 University Librarian / College Librarian possessing Ph.D. in Library Science, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down by the UGC in its Regulations, 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 API scoring system and PBAS methodology laid down by the UGC in its Regulations, 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 API scoring system and PBAS methodology laid down by the UGC in its Regulations, if any by the University, 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 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 (Sr. 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 etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in its Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- (iii) 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 as per API scoring system and PBAS methodology laid down by the UGC and if any by the University for CAS promotion.
- (iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC/University for CAS promotion are also eligible for being placed in the AGP of Rs.8000.
- (v) 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 01.01.2006 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).
- (vi) 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).



- (vii) 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.
- (viii) The conditions of eligibility and academic qualifications prescribed by the UGC in its Regulations shall be adopted for direct recruitment to the post of Deputy Librarian.

**(d) LIBRARIAN (UNIVERSITY):**

- (i) The post of Librarian shall be in the Pay Band of Rs.37400-67000 with the Academic Grade Pay of Rs.10000.
- (ii) The conditions of eligibility and academic qualifications prescribed by the UGC in its Regulations, shall be adopted for appointment to the post of Librarian (University)
- (iii) Deputy Librarian completing service of three years in the AGP of Rs.9000 and otherwise eligible as per the API scoring system and PBAS methodology developed by the UGC in its Regulations, with a PhD qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.
- (iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' in the Pay Band of Rs.37400-67000 with AGP of Rs.10000

**4. PAY SCALES AND CAREER ADVANCEMENT SCHEMES 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 an AGP of Rs.6000, in accordance with the 'fixation formula'.
- (iii) All conditions of eligibility and academic qualifications laid down by the UGC, shall be applicable for direct recruitment of Assistant Director of Physical Education / College DPE.

**(b) ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DPE (SENIOR SCALE):**

- (i) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) in the pre-revised pay scale of Rs.10000 – 15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.
- (ii) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations and if any by the University shall move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100.
- (iii) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing M.Phil. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of the five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000 on satisfying the API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations.
- (iv) Assistant Directors of Physical Education / College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education / College DPE in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations and if any by the University shall be placed in the AGP of Rs.7000.
- (v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula'.

**(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 API scoring system and PBAS methodology prescribed by the UGC in its



Regulations if any by the University, Assistant Director of Physical Education (Senior Scale) / College DPE (Senior scale) shall move to AGP of Rs.8000 in the Pay band of Rs.15600-39100. They shall be designated as Deputy Director of Physical Education / Assistant DPE (Selection Grade) / College DPE (Selection Grade), as the case may be.

- (ii) After completing service of three years in the Pay Band of Rs.15600-39100 and the AGP of Rs.8000 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in its Regulations, if any by the University, Deputy DPE/Assistant DPE (Selection Grade) College DPE (Selection Grade) shall move to the Pay Band of Rs.37400-67000 with the AGP of Rs.9000. They shall continue to be designated as Deputy DPE/Assistant DPE (Selection Grade) / College DPE (Selection Grade).
- (iii) All incumbents to the post of Deputy DPE/Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least 3 years in the pre-revised pay scale of Rs.12000-18300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs.37400-67000 with AGP of Rs.9000.
- (iv) All incumbents to the post of Deputy DPE /Assistant DPE (Selection Grade/ College DPE (Selection Grade) whose services in the pre-revised pay scale of Rs.12000-18300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of Rs.8000 in the pay band of Rs.15600-39000 till they complete the required service of 3 years as Deputy DPE / ADPE (Selection Grade) / College DPE (Selection Grade) in the pre-revised pay scale.
- (v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs.8000 in the Pay Band of Rs.15600-39100, and after completing three years of service directly recruited Deputy DPE and equivalent shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

**(d) DIRECTOR OF PHYSICAL EDUCATION (UNIVERSITY):**

- (i) Post of Director, Physical Education in Universities shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000.
- (ii) Post of Director of Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e., the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC in its Regulations, shall be the eligibility for recruitment.
- (iii) Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37400-67000 as per 'fixation formula'.

\*\*\*\*\*

**APPENDIX - IV****1. Incentives for Ph.D./M.Phil and other higher qualification:**

- (i) **Five non-compounded advance increments** shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC.
- (ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to **two non-compounded advance increments**.
- (iii) Those possessing Post Graduate degree in a professional course recognised by the relevant Statutory Body/Council, shall also be entitled to **two non-compounded advance increments** at the entry level.
- (iv) Teachers who complete their Ph.D. degree while in service shall be entitled to **three non-compounded increments** if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- (v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of **three non-compounded increments** even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of **three non-compounded increments** only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D., in respect of either course-work or evaluation or both, as the case may be.
- (vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (viii) Teachers who acquire M.Phil Degree or a post-graduate degree in a professional course recognized by the relevant statutory body/council, while in service, shall be entitled to **one advance increment**.
- (ix) **Five non-compounded advance increments** shall be admissible to Assistant Librarian/College Librarian who are recruited at entry

- level with Ph.D. degree in the discipline of library science from a university 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.
- (x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D., at any time while in service, in the discipline of library science from a university 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.**
- (xi) 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 or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of **three non-compounded increments** even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (xii) 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 if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.
- (xiii) 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** on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (xiv) **Two non-compounded advance increments** shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service shall be entitled to one advance increment.
- (xv) **Five non-compounded advance increments** shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

- (xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to **three non-compounded advance increments**.
- (xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of **three non-compounded increments** even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (xviii) In respect of every other case 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 if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.
- (xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of **three non-compounded increments** on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (xx) **Two non-compounded advance increments** shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.
- (xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.
- (xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of **five advance increments** for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

- (xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.
- (xxiv) Teachers, Librarian. Physical education cadres who have acquired Ph.D./M.Phil through distance education mode are not eligible for these incentives
- (xxv) The advance increments shall not be admissible to teachers, who were recruited/promoted to a post for which Ph.D. was an essential qualification.
- (xxvi) Teachers, Librarian, Physical Education Personnel who have already availed benefits of advance increments under CAS as per existing scheme for acquiring Ph.D./M.Phil would not be entitled for benefits under this scheme.

\*\*\*\*\*



**APPENDIX – V**

**Form of Option**

**(i)** I, -----  
-----hereby elect the revised scale of the post with effect from 1<sup>st</sup>  
January, 2006.

**(ii)** I, -----  
-----hereby elect to continue on the existing scale of pay of my  
substantive / officiating post mentioned below until:

- the date of my next increment
- the date of my subsequent increment raising my pay to Rs. -----
- I vacate or cease to draw pay in the existing scale.
- The date of my promotion to -----

Existing scale-----

Date :  
Place :

Signature :  
Name :  
Designation:

Office in which employed-----

\*\*\*\*\*



**APPENDIX – VI**

**UNDERTAKING**

I hereby undertake that any excess payment that may be found to have been made as a result 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.

Date :-

Signature -----

Station:-

Name -----

Designation -----

College/Institution. -----

\*\*\*\*\*



**APPENDIX – VII****PROFORMA FOR FIXATION OF PAY**

[ For Assistant Professors / Equivalent Posts & Readers / Lecturer (SG) / equivalent posts not completed 3/ 5 years as on 01.01.2006]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sl.No	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on ----- (later date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [(a) and (b) ]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	15600-39100
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl.No. 4(a)	AGP -
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sl.No.7 or 9 or 10 above whichever is applicable)	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	



12 Date of next increment and pay after increment.

Sl. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 <sup>st</sup> July 200_			
2	1 <sup>st</sup> July 200_			
3	1 <sup>st</sup> July 200_			
4	1 <sup>st</sup> July 200_			

13. Any other relevant information :

Date :

Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of  option  
 2. Service Agreement   
 3. Undertaking

\*\*\*\*\*

**APPENDIX – VIII****PROFORMA FOR FIXATION OF PAY**

[For Associate Professors and Equivalent Posts & Incumbent Readers / Lecturer (SG) and equivalent posts either completed 3& 5 years as case may be as on 01.01.2006 or thereafter]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sr.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on ----- (later date)	
2	Status (Substantive / Officiating)	
3	a) Pre-revised Designation and Pay Scale	12000 – 420 - 18300
	b) Date of placement in the Pre-revised Scale (should be either or before 01.01.2006)	
	c) Date on which completed 3 /5* years in the Pre-revised Scale	
4	Existing emoluments as on 01.01.2006 or on ----- (as per pre-revised scale)	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [ (a) and (b) ]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sl. No. 4 above	37400 - 67000 AGP -
6	Pay in the revised Pay Band with reference to the pre-revised basic pay shown at Sl. No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	

11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9 or 10 above whichever is applicable)	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 <sup>st</sup> July 200_			
2	1 <sup>st</sup> July 200_			
3	1 <sup>st</sup> July 200_			
4	1 <sup>st</sup> July 200_			

13. Any other relevant information :

Date :  
Place :

Signature & seal of Principal /  
Director

Attached herewith: 1. Form of option  
\*To be scored out, if not applicable

2. Service Agreement

3. Undertaking

\*\*\*\*\*

**APPENDIX – IX****PROFORMA FOR FIXATION OF PAY**

[For Professors / Principals ( PG College) and Equivalent Posts ]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sl.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on ----- - (later date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [ (a) and (b) ]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sl. No. 4 above	37400 - 67000
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl. No. 4(a)	AGP -
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sl.No.7 or 9 or 10 above whichever is applicable)	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.



Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 <sup>st</sup> July 200_			
2	1 <sup>st</sup> July 200_			
3	1 <sup>st</sup> July 200_			
4	1 <sup>st</sup> July 200_			

13. Any other relevant information :

Date :  
Place :

Signature & seal of Principal /  
Director

Attached herewith: 1. Form of option      2. Service Agreement      3. Undertaking

\*\*\*\*\*



**APPENDIX – X****AGREEMENT**

THIS AGREEMENT made this-----day of -----two thousand nine between Shri/Smt/Kum----- Reader/Lecturer/Professor of -----Principal-----of -----College/University. Established by -----hereinafter referred to as “the Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and ----- College/University hereinafter referred to as “the said College/University” of the other part.

WHEREAS the Employee has been working as a Reader/ Lecturer/Professor of -----/Principal of the said college/University from the -----day of -----199.

AND WHEREAS the Government of Karnataka has by Government Order No. ----- sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Karnataka by the said Government Order which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Order
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

In witness Shri/Smt/Kum-----  
 whereof ----- the employee above named has  
 hereto set his/her hand and seal of University has been unto affixed.

---

Members of the Managing  
 Committee/Governing Body of

have set their respective

hands the day and year first  
hereinabove written.

Signed and Delivered by  
Shri/Smt/Kum-----

-----  
-----

the Employee above named in the  
presence of

1.-----  
-----  
-----

2.-----  
-----  
-----

OR

Signed and delivered by

1.-----  
-----  
-----

2.-----  
-----  
-----

5. Etc. the present Members-----  
-----

of the Managing  
Committee/Governing body of ----

In the presence of-  
-----  
-----  
-----

--  
1.----- 2.-----  
-----

\*\*\*\*\*

