

**ACHARYA N.G. RANGA AGRICULTURAL UNIVERSITY
ADMN: OFFICE, RAJENDRANAGAR, HYDERABAD-30**

Proceedings No. : 1950/BG/A2/2010

Dated : 02-03-2010

Sub : ANGRAU – Revision of Pay Scale of Teaching, Research and Extension Staff in ANGRAU – Implementation of Revised University Grants Commission Scales of Pay, 2006 – Orders – Issued.

Ref : G.O.Ms.No. 14, Higher Education (UE.II) Department Dated: 20.2.2010 of the Principal Secretary to Government, Higher Education Department, A.P., Secretariat, Hyd.

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1. In the reference cited, the Government have extended the Revised U.G.C. Scales of Pay, 2006 to the Teachers, Librarians and Physical Education personnel to all Universities in the State including Acharya N.G. Ranga Agricultural University. The University has decided to implement the orders issued in the G.O. subject to approval of Board of Management.
2. Therefore, it is hereby ordered to extend the Revised U.G.C. Scale of Pay, 2006 to the Teachers, Research and Extension Personnel, Librarians and Physical Education personnel in ANGRAU w.e.f. 01-01-2006 as communicated by the Government in the reference cited, subject to pending approval of Board of Management.
3. The Appendices, Annexures enclosed to the Government G.O. are communicated herewith for information and necessary action.
4. **Short title** : These pay scales shall be called the Andhra Pradesh Revised U.G.C. Scales of Pay, 2006.
5. **Coverage and applicability** :
 - a) The UGC Revised Pay Scales, 2006 are applicable to the University and College Teachers, Librarians, Directors of Physical Education admitted to the privileges of the Universities.
 - b) The scales shall be applicable to the faculty of all the State funded universities established through State Act and receive Block Grants, Government and Aided Colleges, where UGC Scales of pay of 1996 were implemented/ extended.
 - c) These orders also applicable to such of institutions to follow the norms/regulations prescribed by UGC/their respective National Councils, provided the qualifications and other criteria are not lower than those prescribed by the UGC Regulations.
 - d) These scales are applicable to those university and college teachers who were under the UGC scales of pay as on 1.1.2006 and recruited thereafter and fulfilled all the eligibility criteria laid down by the UGC for the purpose in the UGC Revised Pay Scales, 2006
 - e) The UGC Revised Pay Scales, 2006 are not applicable to the teachers who were in the scales other than UGC and came into the UGC Scales after 1.1.2006, by option.
 - f) Those teachers who were given UGC Revised Pay Scales of 1996 with conditions to fulfill within a time frame but failed to fulfill the same will not be eligible for the UGC Revised Pay Scales 2006 until they fulfill the conditions.

They may be given the new scales prospectively as and when they fulfill the conditions. Further, the UGC Revised Pay Scales 2006 shall not be extended with conditions for ineligible teachers.

- g) The Non-Teaching cadres like Registrars, Controller of Examinations and Finance Officers etc., in respect of the state funded institutions, should continue to be governed by the existing service conditions and state pay scales as approved by the Universities. And these scales are not applicable to the teachers who are drawing the UGC Scales of Pay and occupy these posts on deputation or transfer.
- h) Separate orders will be issued to the retired university teachers on implementation of UGC Revised Pay Scales, 2006.

6. Date of effect :

These pay scales shall come into effect from 1.1.2006.

7. Exercise of Option :

Every employee working in any of the categories as on 01.01.2006 may opt either :

- a. To remain in the existing U.G.C. Scales of pay, 1996

Or

- b. To elect to come under Revised U.G.C. Scales of Pay, 2006 w.e.f. 1.1.2006 or from date of next increment.

An employee who is entitled to exercise his option as said in the preceding Para shall do so within a period of 3 (three) months from the date of orders in the form specified in Annexure-I appended to this order and shall communicate, in triplicate to the Registrar, Acharya N.G. Ranga Agricultural University. The option thus exercised shall be final. If any employee fails to exercise option within the stipulated time, the employee shall be deemed to have opted for Revised U.G.C., Scale of Pay, 2006 with effect from 01.01.2006.

8. Pay Scales and Pay Fixation Formula :

- a. The Pay Scales prescribed for UGC Revised Pay Scales 2006 as per Fitment Tables **annexed to these orders** shall be implemented.
- b. The pay of all eligible university teachers in the UGC Scales of Pay as on 1.1.2006 shall be fixed at the corresponding pay in the UGC RPS 2006 as per the Fitment Tables annexed with effect from 1.1.2006. The scales shall be implemented to those teachers who were recruited thereafter subject to fulfillment of all the eligibility criteria laid down by the UGC for the purpose from the date of their appointment.
- c. 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.
- d. Each advance increment shall 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.
- e. The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes Regulations 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.
- f. The date of next increment i.e., the date of annual increment, in all cases, shall be the first of July. Employees completing six months and above in the scale as on July 1st shall be eligible.
- g. All other applicable allowances and the non-compounded advance (incentive) increments shall be implemented from 1.9.2008.

9. Payment of arrears :

- i. The arrears of pay payable to the employees covered by these rules from 1.1.2006 to 31.12.2009 shall be credited to the Provident Fund Account of the Teachers which will carry normal rate of Interest as applicable to the Provident Fund. The said interest on arrears is payable from the date of remittance of arrears in G.P.F. till they are paid. Out of arrears amount so credited, 80% will be permitted to be withdrawn after the amount is received from the Government of India and the balance 20% will continue to remain in the Provident Fund.
- ii. The arrears from 1.1.2006 to 31.12.2009 shall be credited to the Head of Account: I. Small Savings, Provident funds etc., (b) Provident Funds, 8009 – State Provident Funds, 01 – Civil, MH.101. General Provident Funds, SH(03) 'Compulsory Savings scheme' under "Public Account" in respect of such of the employees who were recruited on or after 1.9.2004 and are governed by the Contributory Pension Scheme and do not have G.P.F. account.
- iii. In respect of employees who have already retired from service or died while in service on or before 31.12.2009 the arrears shall be disbursed in cash.

10. Procedure for crediting the arrears :

The Registrar of University shall get the pay fixation statement pre-audited by the respective audit authorities of the University/Director of Local Fund Audit before the pay is admitted in the Revised Pay Scales. The arrears payable for all the employees from 1.1.2006 to 31.12.2009 shall be arrived at and then the total sum payable for all the employees so computed shall be deposited to the GPF account. The Registrar of University shall furnish intimation to each employee in Annexure-III to these orders to be presented at the time of payment of arrears. The Comptroller shall calculate the interest at normal rates from the date of remittance in the G.P.F. on the amounts so credited and arrange payment to the Registrar, for this purpose the Registrar, ANGRAU shall attach a schedule as indicated in Annexure-II to these orders. The Annexure shall be attested by the Registrar with his name and designation and the Comptroller shall retain one copy and return the other copy to the Registrar duly attested. This should be retained safely by the Comptroller as well as Registrar for further verification.

11. Withdrawal of Arrears Amount :

When the amount of arrears becomes payable together with interest in accordance with these instructions, the Registrar, who has drawn the arrears and who is the custodian of Annexure-II shall prefer the claim to the Comptroller, who admitted the credit originally and who is having the details in Annexure-II. The claim should indicate the amount of Arrears and Interest distinctly. After reconciliation with the Comptroller the claim admitted shall be rounded off in Annexure-II with the particulars i.e., voucher no. etc., in which it is admitted. Both the Registrar as well as the Comptroller shall round off the claim and indicate the amount of interest allowed against each item together with voucher no./ token no. in which the claim is admitted.

12. Service Conditions :

After considering the recommendations of U.G.C. and after taking into consideration the recommendation of the Six Member Committee, the Government have decided that the service conditions of Teachers like recruitment and qualifications, selection procedure career advancement, teaching days, work load, code of professional ethics, accountability etc., shall be as indicated in the Appendix to these orders. The same shall be implemented to the University Employee with in a time frame of three months from the date of issue of this order by amending necessary Statutes, Ordinances, Rules and Regulations.

13. On account of implementation of U.G.C. Pay Scales of 2006 w.e.f. 01.01.2006 the ANGRAU shall make a claim from ICAR assistance to the extent of 80% of the additional expenditure involved immediately for the period from 01.01.2006 to 31.03.2010.

14. Anomalies, if any, in the implementation of the scheme should be brought to the notice of the University for obtaining clarification from Government.
15. The Associate Deans of all Colleges, Principals of Polytechnic Colleges, Associate Directors of Research Stations, Heads of Research Stations & Schemes, Training Associates of all K.V.Ks, and Co-ordinators of all DAATT Centres are, therefore, requested to ensure that these orders are communicated to all the Teachers who are governed by these orders including those who are on leave/deputation and obtain individual acknowledgement from them as the University will not under any circumstances entertain any representation with regard to exercise of option after the expiry of the stipulated time.
16. All the Associate Deans, Associate Directors of Research, all Heads of Research Stations & Schemes, Training Associates of all K.V.Ks and Coordinators of all DATT Centres are, therefore, requested to furnish the Option Forms, Pay Fixation Statements and undertakings wherever necessary in Quadruplicate together with the Service Registers of the individuals to the Registrar, ANGRAU for verification and approval of pay fixations by L.F. Audit. They are also requested that all the procedures as stipulated in the G.O. needs to be strictly adhered to.
17. All the Rules and Regulations regarding recruitments and promotions under CAS will come into effect from the date of issue of G.O. by the Government of A.P. subject to the guidelines issued from time to time by UGC/ICAR/State Government.
18. The Revised pay shall be drawn only after the pay fixations are approved and authorized by the University.
19. The receipt of the Proceedings along with enclosures should be acknowledged.

L. JALAPATHI RAO
REGISTRAR

To
All Associate Deans of Colleges, ANGRAU
All Principals of Agril.Polytechnic Colleges of ANGRAU
All Associate Directors of Research of ANGRAU
All Heads of Research Stations/Schemes of ANGRAU
All Coordinators of DAATT Centers of ANGRAU
All Training Organisers of Krishi Vigyan Kendras of ANGRAU
All The Asst. Comptrollers of ANGRAU.
All Deans and Directors, ANGRAU for information.
Cc to Deputy Comptroller/Deputy Registrar(TE)
Cc to PS to Vice-Chancellor.
Cc to Asst. Registrar (OP), Admn. Office
Cc to Service – II/Service-IV/Grants section.
Cc to Pre-Audit Section/O.P./Compilation/ Pension/Claims.
Cc to all other sections in the Admn. Office.
Cc to PA to Registrar/Comptroller
Cc to SF/SC.

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SUPERINTENDENT

APPENDIX-I

1. General

- (i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.
- (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.
- (iii) The pay of teachers and equivalent positions in 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 UGC.
- (v) Up to 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.

Pay Scales and Pay Fixation Formula

- a. Implementation of the Pay Scales prescribed for UGC Revised Pay Scales 2006 in the MHRD Notification/UGC Regulations and The Fitment Tables as given in the Appendix-II.
- b. The pay of all the eligible university and college teachers in the UGC Scales of Pay as on 1.1.2006 may be fixed at the corresponding pay in the UGC RPS 2006 as per the Fitment Tables notified by the MHRD, with effect from 1.1.2006. The Scales may be implemented to those teachers who were recruited thereafter subject to fulfillment of all the eligibility criteria laid down by the UGC for the purpose from the date of their appointment.
- c. The rate of increment may be as per UGC Regulations
- d. The date of next increment may be as per the 6th CPC recommendations, i.e., the date of annual increment, in all cases, shall be the first of July. Employees completing six months and above in the scale as on July 1st shall be eligible.
- e. All other applicable allowances and the non-compounded advance (incentive) increments shall be implemented from 1.9.2008.

Recruitment and qualification :- The Recruitment and qualification as given in the Appendix-III below.

Increments

- a. 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. 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.
- b. The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes Regulations 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.
- c. In respect of the date of annual increment, in all cases, it will be the first of July. Employees completing six months and above in the scale as on July 1 will be eligible. The norms are as per the 6th CPC Recommendations.

Allowances :

- a. In respect of all allowances, except DA & HRA, state rules may be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees, from time to time, shall be implemented.
- b. In respect of other allowances, except DA & HRA, the State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.

LEAVE RULES :

The committee has recommended that the existing leave rules may be followed by the universities and colleges for its teachers from time to time.

The leave rules, as laid down by the University Grants Commission, may be followed for the University and College teachers as indicated below :

1. Leave admissible to permanent teachers :

“The following kinds of leave would be admissible to permanent teachers;

- (i) Leave treated as duty, viz;

Casual leave :

Special casual leave: and Duty leave

- (ii) Leave earned by duty, viz;

Earned leave;

Half pay leave; and

Commutated leave

- (iii) Leave not earned by duty, viz;

Extraordinary leave; and

Leave not due;

- (iv) Leave not debited to leave account
 - (a) Leave for academic pursuits, viz;
Study leave; and
Sabbatical leave/Academic leave
 - (b) Leave on grounds of health, viz; Maternity Leave;

QUARANTINE LEAVE

The Executive Council/Syndicate may, in exceptional cases, grant for the reasons to be recorded, other kinds of leave, subject to such terms and conditions as it may deem fit to impose,

CASUAL LEAVE

- (i) Total casual leave granted to a teacher shall not exceed eight days in an academic year.
- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. It may be combined with holidays including Sundays, Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

SPECIALCASUAL LEAVE

- (i) Special casual leave, not exceeding ten days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a University/Public Service Commission/board of examination or other similar bodies/institutions; and
 - (b) To inspect academic institutions attached to a statutory board, etc.
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Note :

- (i) In computing the ten days" leave admissible. The days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
 - (ii) In addition, special casual leave to the extent mentioned below may also be granted;
 - (a) To undergo sterilization operation (Vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to six working days; and-
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to fourteen days.
 - (iii) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation.
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DUTY LEAVE

- (i) Duty leave may be granted for :
 - (a) Attending conferences, congresses, symposia and seminars on behalf of the University or with the permission of the university;
 - (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor.
 - (c) Working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;

- (d) Participating in a delegation or working on a committee appointed by the Government of India, State Government, the University grants Commission, a sister university or any other academic body, and .
- (e) For performing any other duty for the University.
- (ii) The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion;
- (iii) The leave may be granted on full pay. Provided that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he / she may be sanctioned duty leave on reduced pay and allowances; and
- (iv) Duty leave may be combined with earned leave, half pay leave or extraordinary leave.

EARNED LEAVE

- (i) Earned leave admissible to a teacher shall be:
 - (a) 1/30th of actual service including vacation; plus
 - (b) 1/3rd of the period, if any, during which he/she is required to perform duty during vacation,

NOTE

- (i) for purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.
- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave or a portion thereof is spent outside India.

Note - 1

When teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay, which may be included in the particular period of leave.

Note - 2

In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not in the aggregate exceed 120 days.

Note - 3

Encashment of earned leave shall be allowed to non-vacation members of the teaching staff as applicable to the employees of Central/State Government.

HALF-PAY LEAVE

Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service, Such leave may be granted on the basis of medical certificate from registered medical practitioner, for private affairs or for academic purposes.

Note :- A "completed year of service" means continuous service of specified duration under the university and includes periods of absence from duty as well as leave including extraordinary leave,

COMMUTED LEAVE

Commutated leave, not exceeding half the amount of half pay leave due, may be granted on the basis of medical certificate from a registered medical practitioner to a permanent teacher subject to the following conditions :

- (i) Commuted leave during the entire service shall be limited to a maximum of 240 days.
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and.
- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. Provided that no commuted leave shall be granted under these rules unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

EXTRAORDINARY LEAVE

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) No other leave is admissible; or
 - (b) No other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases :
 - (a) Leave taken on the basis of medical certificates:
 - (b) Cases where the Vice Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three year, except in cases where leave is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual
- (iv) The authority empowered to grant leave may commute retrospectively periods of absence with out leave into extraordinary leave.

LEAVE NOT DUE

- (i) Leave not due, may, at the discretion of the Vice Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the period of service out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) Leave not due shall not be granted unless the Vice Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.

- (iii) A teacher to whom leave not due is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as a pay and allowances for the period not earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

Provided further that the Executive Council may, in any other exceptional case waive, for reasons to be recorded, the refund of leave salary for the period of leave still to be earned

STUDY LEAVE

- (i) Study leave may be granted after a minimum of 3 years of continuous service, to pursue a special line of study or research directly related to his/her work in the University or to make a special study of the various aspects of University organization and methods of education.

The paid period of study leave should be for 3 years, but 2 years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department. Provided that the Executive Council I Syndicate may, in the special circumstances of a case, waive the condition of five years service being continuous.

Explanation : In computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided :

- (a) the person is a teacher on the date of the application; and (b) there is no break in service.
- (ii) Study leave shall be granted by the Executive Council Syndicate on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council I Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.
- (iii) Study leave shall not be granted to a teacher who is due to retire Within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- (iv) Study leave may be granted not more than twice during one's career. However, the maximum of study leave admissible during the entire service should not exceed five years.
- (v) No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate. When the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of shortfall as ordinary leave has been obtained.
- (vi) (a) Subject to the provisions of sub-clauses (vii) and (viii) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university.
- (vii) The amount of scholarship, fellowship other financial assistance that a teacher granted study leave, has been awarded will not preclude his / her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into accounting determining the pay and allowance on which the study leave may be granted. The Foreign scholarship / fellowship would be offset against pay only if the fellowship is above a specified amount, which is to be determined from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher the salary would be forfeited.

- (viii) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation; provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.
- (ix) A teacher granted study leave shall on his / her return and rejoining the service of the University may be eligible to the benefit of the annual increment(s) which he / she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.
- (x) Study leave shall count as service for pension / contributory provident fund, provided the teacher joins the university on the expiry of his / her study leave.
- (xi) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction. Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.
- (xii) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty after expiry of the study leave.
- (xiii) After the leave has been sanctioned, the teacher shall, before availing himself / herself of the leave, execute a bond in favour of the university, binding himself / herself for the due fulfillment of the conditions laid down in sub-clause (xiii) (xiv) above and give security of immovable property to the satisfaction of the Finance Officer / Treasurer of a fidelity bond of an insurance company or a guarantee by a scheduled bank of furnish security of two permanent teachers for the amount which might become refundable to the university in accordance with sub-clause (xiv) above.
- (xiv) The teacher shall submit to the Registrar, six monthly reports of progress in his / her studies from his / her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave. If the report does' not reach the Registrar within the specified time, the payment of leave salary may be deferred till the receipt of such report.

SABBATICAL LEAVE / ACADEMIC LEAVE

- (i) Permanent, whole-time: teachers of the university who have completed seven years of service as Lecturer Selection Grade / Reader or Professor, may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system.
- (ii) The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.
- (iii) A teacher who has availed himself / herself of study leave, would not be entitled to the sabbatical leave. Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme.
- (iv) A teacher shall, during the period of sabbatical leave, be paid full pay and allowance (subject to the prescribed conditions being fulfilled) at the rates applicable to him / her immediately prior to his/her proceeding on sabbatical leave .
- (v) A teacher on sabbatical leave shall not take up during the period of that leave, any regular appointment under another organization in India or abroad. He / she may, however, be allowed to accept a fellowship or a research scholarship or adhoc teaching and research assignment with honorarium or any other

form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Executive Council I Syndicate may, if it so desires, sanction sabbatical leave on reduced pay and allowance.

Note - I : The programme to be followed during sabbatical leave shall be submitted to the University for approval along with the application for grant leave.

Note - II : One return from leave, the teacher shall report to the university the of studies, research or other work undertaken during the period of leave.

MATERNITY LEAVE

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 135 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage including abortion, subject to the condition that the total leave granted in of this to a woman teacher in .her career is not more than 45 days, and the application for leave is supported by a medical certificate
- (ii) Maternity le aver may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be-granted if the request is supported by a medical certificate.

Paternity Leave : Paternity leave of 15 days may be granted to make teachers during the confinement of their wives, provided, the limit is up to two children.

Adoption Leave : Adoption leave may be provided as per the rules of the Central Government

Duty Leave : Duty leave should be given also for attending meetings in the UOC, DST etc. Where a teacher invited to share expertise with academic bodies, government of NGO.

Teaching Days :

- a. The Universities/Colleges must adopt at least 180 working days, i.e., there shall be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, 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 shall be increased correspondingly to ensure equivalent of 30 weeks with a 6 day week.
- b. The above is summarized in the following table

	University	College	University *	College *
Teaching and Learning	30 weeks (180 days)	30 weeks (180 days)	36 weeks (180 days)	36 weeks (180 days)
Admission/Examinations/Preparation for examinations	12	10	8	8
Vacation	8	10	6	6
Public Holidays (to increase and adjust teaching days accordings)	2	2	2	2
Total	52	52	52	52

- In case of 5-day weeks
- c. The Govt. may evolve a mechanism to ensure the minimum number of teaching days in every institution.

Superannuation & Re-employment of Teachers

- a. The existing age of superannuation of teachers in the state universities and colleges, shall apply from time to time.
- b. The Govt. examine the enhancement of age of superannuation of the teachers separately.
- c. The existing guidelines on the re-employment of the superannuated teachers may be reviewed in the light of the UGC Regulations.

Pension, Gratuity and other Service Related Benefits

- a. The state rules shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Pay Scales on par with the State Govt. Employees from time to time.
- b. The Gratuity given to the other State Govt. employees may be extended to those who are drawing UGC Pay Scales.

Consultancy Assignments

The consultancy rules terms conditions and model of revenue sharing between institutions and consultant teachers shall be as per the UGC consultancy rules to be provided separately.

Counting of Past Service

- a) Previous regular service, whether national or international, as Asst. Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional 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 provided that :
 - b) The essential qualifications of the post held were not lower than the qualifications prescribed by UGC for Assistant Professor, Associate Professor and Professor as the case may be.
 - c) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
 - d) The candidate for direct recruitment has applied through proper channel only.
 - e) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
 - f) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/ Concerned Institutions, for such appointments.
 - g) The previous appointment was not an ad hoc or in a leave vacancy

Period of Probation and Confirmation :

The existing rules shall be continued .

- (1) Keeping in view the practice in some of the Universities, the minimum period of probation may continue to be 1 year, extendable by a maximum period of (1) One more year in case of unsatisfactory performance. However, the Universities which are already having probation period of 2 years may continue to do so.

- (2) It is optional for the Universities to introduce the provision that a teacher may offer herself/himself for assessment at any point of time confirmation, within the period of two years, but the University may consider a minimum period after which such cases would be considered. At senior positions, it is optional for the university to decide on confirmation at any time of appointment to the end of the statutory period of probation.
- (3) The confirmation should not be linked to the completion of orientation course, but efforts should be made to send the teacher either before joining, or immediately thereafter, but, in any case, the orientation course should be completed within a period of the first two years.
- (4) Since the time required for Career Advancement has now been reduced, an extension may be provided till 30.06.2009 to all candidates for completing refresher course.

Revised Scales of Pay to Tutors and Demonstrators

The corresponding scale in the scales recommended by the 6th CPC be implemented to the Tutors and Demonstrators in Govt. and Aided Colleges in the State. The pre-revised scale of Tutors and Demonstrators is Rs.5500-175-9000 and the corresponding Scale of 6th CPC is Pay Band: 9300-34800 with AGP 4200. Except Pay and DA all the other conditions and benefits may be extended as per the State Govt. Rules.

Workload

- a. The workload of the teachers in full employment shall not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It shall be necessary for the teacher to be available for at least 5 hours daily in the University/College. Direct teaching-learning process hours shall be as follows :

Assistant Professor	16 hours
Associate Professor, & Professor	14 hours

- b. A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension and administration. A minimum of 6 hours per week may have to be allocated for research activities of the teacher.
- c. However, in respect of college teachers, the existing 18 hours of classroom teaching may be continued.

Code of Professional Ethics :

The university and college teachers shall follow the code of professional ethics in discharging their duties. The Universities and Government may review the existing codes and modifications may be made, if necessary. A mechanism may be evolved for ensuring observance of professional ethics in the institutions.

Accountability

The issue of teacher accountability requested to evolve a mechanism for enforcing accountability on the part of the university and college teachers it will be issue by separately

Service Agreement

- a. At the time of recruitment in Universities and Colleges, a service agreement shall be signed between the University/College and the teacher concerned and a copy of the same shall be deposited with the Registrar/Principal.
- b. The self-appraisal or any other performance appraisal methodology shall form a part of the service agreement/Record.

Applicability of the Schemes Regulations

- a. UGC Regulations shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in these Regulations, framed by the UGC. Universities implementing these Schemes/Regulations shall have to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of the Notification of these Regulations.
- b. These Regulations shall be extended to universities, colleges and other higher educational institutions coming under the purview of State legislature, subject to adherence of the terms and conditions laid down in the MHRD Notifications.

Amendment to Service Rules :

The Committee strongly recommends that while issuing orders for implementation of UGC Revised Pay Scales 2006 and other conditions, the service, recruitment and other rules governing university and college teachers be amended immediately to give effect to these new rules wherever required in accordance with the UGC Regulations.



APPENDIX-II

Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions :

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

(a) Assistant Professor/Associate Professors/Professors in Colleges & Universities

- (i) 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.
- (ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.
- (iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.
- (iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

- (v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC in these Regulations
- (vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.
- (vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.
- (viii) Posts of Associate Professor shall be in the Pay Band of Rs. 37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- (ix) 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 Pay of Rs. 9000 and shall be re-designated as Associate Professor.
- (x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of 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.
- (xi) 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. 37,400-67000 and re-designated as Associate Professor in the manner described in (xi. x) above. The incumbent Reader who is selected on or after 1.1.2006, shall be redesignated as Associate Professor from the date of his/her selection, and will be placed in the Pay Band IV of Rs.37400-67000 with AGP of Rs. 9000.
- (xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.
- (xiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D.degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs. 37400-67000 with AGP of Rs. 10000.
- (xiv) The incumbent Readers who have completed 6 years as Reader/Associate Professor on or after 1.1.2006, shall be eligible for promotion as Professor and to be placed in the Pay Band IV of Rs. 37400-67000 provided one earns the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations.
- (xv) In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to (xviii).and (xviii) of these Regulations. as given below.
- (xvi) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xvii) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs.12000, however, teachers promoted to the posts with higher AGP of Rs.12000, shall continue to be designated as Professor. Eligibility for elevation as a Professor in the higher Academic Grade Pay of Rs.12000, shall be a minimum of 10 years of teaching and research experience as professor either in the pre-revised scale of Professor's Pay of Rs.16400- 22400 or the revised scale of Pay Band IV of Professor with AGP of Rs.10,000/- on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee; As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by (a) post-doctoral research outputs of high standard; (b) awards /honours / recognitions / patents & IPR on products & processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D etc., The selection is to be conducted by the university by receiving PBAS proformas from eligible professors based on seniority, 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 assessment process shall be through an Expert-Committee evaluation of all credentials submitted along with duly filled PBAS proforma by eligible Professors as stipulated in Table-II(A) of Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.

(xviii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education to those who are entitled for grant of advance increments for having acquired Ph. D/M. Phil/M. Tech etc.,

(b) Professors in Under Graduate and Post Graduate Colleges :

(xviii) Ten percent of the number of sanctioned 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 merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the 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 merit 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.

- (xix) 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.

(c) PAY SCALES OF PRINCIPALS IN COLLEGES :

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 these Regulations, 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 and shall also be fixed at a stage not below Rs. 43,000 as in the directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000

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 these Regulations, 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 and shall also be fixed at a stage not below Rs. 43000 as in the case of directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(d) PAYSCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR LIBRARIANS ETC.

1. 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 as per these Regulations, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

2. 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 these Regulations, shall be eligible for the higher AGP of Rs. 7000 with 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 these 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 these Regulations, 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.

3. 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.
- (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 these 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 for CAS promotion in these Regulations, as per clause: 6.3.1 and 6.3.2.
- (iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed by the UGC for CAS promotion in these Regulations, as per clause 6.3.1 and 6.3.2, shall also be 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 these Regulations, shall be adopted for direct recruitment to the post of Deputy Librarian.

4. 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 these 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 in these Regulations, with a Ph.D. 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' provided as Appendix-II in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000

(e) PAYSCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR PHYSICAL EDUCATION PERSONNEL

1. 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' provided in Appendix-II
- (iii) All conditions of eligibility and academic qualifications laid down by the UGC in these Regulations, shall be applicable for direct recruitment of Assistant Director of Physical Education / College DPE.

2. 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 these Regulations, shall move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100 as per clause 6.3.1 and 6.3.2.
- (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 these Regulations as per clause 6.3.1 and 6.3.2.
- (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 these Regulations shall be placed in the AGP of Rs. 7000 as per clause 6.3.1 and 6.3.2.
- (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' provided in Appendix-II

3. 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 these Regulations, 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 these Regulations, 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 unrevised 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 unrevised 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 unrevised 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. Post of Director, Physical Education in Universities shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000.

4. 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, 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 these 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' provided in appendix-II.

(f) SELECTION AND PAY SCALES OF PRO-VICE CHANCELLOR / VICE-CHANCELLOR OF UNIVERSITIES :

PRO-VICE-CHANCELLOR :

1. The Pro-Vice-Chancellor may be a whole time officer of the University and shall be appointed by the Executive Council on the recommendation of Vice-Chancellor.
2. The Pro-Vice-Chancellor shall hold office for a period which is co-terminus with that of Vice-Chancellor. These Regulations, for selection of Pro- Vice- Chancellor shall be adopted by the concerned University through their Act/Statute.
3. The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000 or Rs. 12000 as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80000.

4. VICE CHANCELLOR :

- (i) Persons of the highest level of competence, integrity, morals and institutional commitment are to be appointed as Vice-Chancellors. The Vice-Chancellor to be appointed should be a distinguished academic, with a minimum of 10 years experience as Professor in a University system or 10 years experience in an equivalent position in a reputed research and / or academic administrative organization.
- (ii) The selection of Vice-Chancellor should be through proper identification of a Panel of 3-5 names by a Search Committee through a public notification or nomination or a talent search process or a combination of all these processes. The members of the above Search Committee shall be persons of national eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the search committee must give proper weightage

to academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance adopting a transparent process.

In respect of State and Central Universities, the following shall be the constitution of the Search Committee.

- i. a nominee of the Visitor/Chancellor, who should be the Chairperson of the Committee.
- ii. a nominee of the Chairman, University Grants Commission.
- iii. a nominee of the Syndicate/ Executive Council / Board of Management of the University.

The Visitor/Chancellor shall appoint the Vice-Chancellor out of the Panel of names recommended by the Search Committee.

- iii) The emoluments and other conditions of service of the Vice-Chancellor shall be prescribed in the Statutes of the Universities concerned in conformity with these UGC Regulations.
- iv) The term of office of the Vice Chancellor in Central /State Universities shall be five years and shall not hold office beyond 70 years of age. There shall not be a reappointment of the Vice Chancellor for the second term in the same University. However, appointment for another term as Vice Chancellor is admissible in other Central/State University which shall be subject to the performance evaluation of the candidate during his/her previous term by the search committee and credibility/integrity report from the appropriate agencies.
- v) The term of office of the Vice Chancellor shall form part of the service period of the incumbent concerned making him/her eligible for all service related benefits.
- (i) The Universities/State Governments shall modify or amend the relevant Act/Statutes of the Universities concerned within 6 months of adoption of these Regulations.
- (ii) The posts of Vice-Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month. All other eligibilities and facilities for the Vice Chancellor as provided in the Act/ Statute of the concerned university shall be applicable besides the pay and special allowance.

(g) INCENTIVES FOR Ph.D / M.Phil AND OTHER HIGHER QUALIFICATION :

- (i) Incentives for Ph.D./M.Phil. and other higher qualifications :
- (ii) 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 a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- (iii) M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- (iv) Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/ M.Arch / M.E /M.V.Sc/M. Pharma/ M.D./ Physiotherapy/Occupational Therapy, etc. recognized by the relevant statutory body / council, shall also be entitled to 2 noncompounded advance increments at the entry level.
- (v) (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded increments if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work and evaluation, etc.

- (ii) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Schemes Regulations 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) (i) Assistant Librarian / College Librarian 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.
- (ii) 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 Schemes Regulations or having 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.
- (xi) In respect of every other case of persons in the posts of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only 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.
- (xii) Assistant Librarian / College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three noncompounded increments on award of Ph.D. while in service only if such enrolment is with a university which complied with the entire process, including that of enrolment as prescribed by the UGC.
- (xiii) Two non-compounded advance increments shall be admissible for Assistant Librarian / College Librarian with M.Phil. degree in Library Science at the entry level, Assistant Librarian / College Librarian and those in higher positions acquiring M. Phil. degree in Library Science at any time during the course of their service shall be entitled to one advance increment.

- (xiv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education / College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university 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.
- (xv) 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.
- (xvi) 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 Schemes Regulations or having been enrolled for Ph.D. in Physical Education have already undergone course –work, if any, as well as evaluation, and only Notifications 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.
- (xvii) 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.
- (xviii) 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.
- (xix) 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.
- (xx) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M.Phil. at the entry level in the earlier Schemes / Regulations shall not be entitled to the benefit of advance increments under this Schemes/ Regulations.
- (xxi) 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, shall not be entitled to advance increments under this Schemes Regulations.
- (xxii) For posts at the entry level where no such advance increments were admissible for possessing PhD/M. Phil under the earlier Schemes Regulations, the benefit of five advances for possessing PhD/M. Phil shall be available to only those appointments which have been made on or after the coming into force of this Schemes Regulations.



FITMENT TABLE - 1

1. Incumbent Assistant Professor
2. Incumbent Assistant Librarian / College Librarian
3. Incumbent Asst. Director of Physical Edu. / College Director of Physical Education

Pre-revised scale Rs. 8000 - 275-13500(Group A entry)	Revised Pay Band + AGP Rs. 15600-39100+AGP 6000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

FITMENT TABLE - 2

1. Incumbent Assistant Professor [Formerly Lecturer(Sr. Scale)]
2. Incumbent Assistant librarian(Sr. Scale)/College Librarian
3. Incumbent Asst. Director of Physical Edu. (Sr. Scale)/ College DPE (Sr. Scale)

Pre-revised scale Rs. 10000-325-15200	Revised Pay Band + AGP Rs. 15600-39100+AGP 7000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15850	29490	7000	36490
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 + AGP Rs. 15600-39100+AGP 8000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32490	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
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 + AGP Rs. 37400-67000+AGP 9000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

FITMENT TABLE - 5

- (I) Incumbent Professor in College and Universities
- (II) Incumbent Principals of PG Colleges
- (III) Incumbent Librarian (University)
- (IV) Incumbent Director of Physical Edu. (University)

Pre-revised scale Rs. 16400-450-20900-500-22400 (S27 and S29)		Revised Pay Band + AGP	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

FITMENT TABLE - 6

Incumbent Principals of U.G. Colleges

Pre-revised scale Rs. 12000-420-18300		Revised Pay Band + Academic Grade Pay Rs. 37400-67000+AGP 10000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700

ANNXURE - I

(G.O. Ms. No. 14 Higher Education (UE.II) Dept. Dt. : 20-2-2010)

**FORM OF EXERCISING OPTION UNDER THE A.P. REVISED
U.G.C. SCALES OF PAY, 2006**

I Holding the post of
in the scale of in the college of
do hereby elect to come under the Revised U.G.C. Scales of Pay, 2006 with effect from 1-1-2006 date of my
next increment on

OR

I Hold the post of in the scale of
..... in the college of do hereby about to continue in the existing scale of pay.

The option hereby exercised is final and will not be modified at any subsequent date.

Date :

Signature :

Name :

Designation :

Station :

College/University in which
Employed.

Signed before me.

Signature of Head of Office

Signature of the Registrar

ANNXURE - II

(G.O. Ms. No. 14 Higher Education (UE.II) Dept. Dt. : 20-2-2010)

1. University / College
2. Designation of the Drawing Officer.

(i.e. PAO/DTO/STO)

3. Challan No.

Date :

S.No.	Name of the employee	Designation	Amount of arrears of pay claimed and to be credited to Govt. Acct.	Particulars of payment after 1.1.2010 retirement or death if earlier (please indicate the amount of arrears and Interest separately with the Date of passing the bill
(1)	(2)	(3)	(4)	(5)

Date

Signature of the Registrar/C.C.E.

Certificate to the Audit Officer (PAO/DTO/STO)

1. Total amount of arrears credited to Government Account

Rs.

(Rupees)

2. Vocher No. and Date :
3. Token No. if any, and Date :
4. An attested copy of Annexure II is retained, in Audit for future Payment after reconciliation.

Signature of the audit Officer
With name and Designation
(PAO/DTO/STO)

ANNXURE - III

(G.O. Ms. No. 14 Higher Education (UE.II) Dept. Dt. : 20-2-2010)

1. Name of the Employee :
2. Designation :
3. University / College :
4. Designation of the Drawing
Officer (i.e. Registrar/DCE) :
5. Designation of Audit Officer :
6. Amount of Arrears claimed And
Credited to Government Account :
7. Challan No. and date :
8. Voucher No. and date :
9. Repayable on or after 1.1.2010
Or retirement or death if earlier :
10. Interest rate :

Date :

Signature of the

Registrar / C.C.E.

.....

.....
Note : Employees should retain this with him

**ACHARYA N.G. RANGA AGRICULTURAL UNIVERSITY
STATEMENT OF FIXATION OF PAY OF UGC SCALES - 2006
(UNDER CENTRAL CIVIL SERVICE RULES - 1997)**

1. Name & Designation of Teacher :
2. Designation of the post as on 1.1.2006 :
(Whether Direct/C.A.S.)
3. Date on which provisional certificate :
Obtained for Ph.D.
4. Whether Substantive or Officiating :
5. Existing Scale of Pay as on 01.01.2006 :
6. Existing emoluments as on 01.01.2006 :
 - a) Basic Pay
 - b) Dearness Pay
 - c) D.A.
 - d) Total Emoluments
7. Revised Pay band and grade pay corresponding :
To the pre-revised scale shown at Sl. No. 5
8. Pay in the revised Pay band/Scale in which pay :
is to be fixed as per the fitment table
9. Revised Emoluments after fixation
 - a) Pay in the Revised Pay Band :
 - b) Academic Grade Pay :
10. Date of next Increment :

Date of Increment

Pay in the Pay Band

Pay after increment

Academic Grade Pay

11. Advance increments if any granted for :
Ph.D. for those who are appointed on or
After 01.01.2006

Drawing Officer
Office Seal

Assistant Comptroller
(Internal Audit)

Approved

Comptroller

Registrar

Note (under Item 11 : Advance Increments have to be given as per the incentives indicated at Para 4 (g) of Appendix-II communicated by Government for Recruitment & qualifications required under UGC scales of pay, 2006 vide G.O.Ms. No. 14, Higher Education (UE. II) Department dated : 20.02.2010 furnished in the Proceedings.)

University Grants Commission Scales of Pay, 2006



Acharya N.G. Ranga Agricultural University

Rajendranagar, Hyderabad - 500 030