

No. F. 23-2/2009-TS.II
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-II

Dated: 9th March, 2010
Shastri Bhawan, New Delhi

To,

The Directors
National Institutes of Technology

Subject: Revision of pay of teaching and other staff following the pay revision of scale of Government employees on the recommendation of 6th CPC – clarification thereof.

Sir,

I am directed to refer to this Ministry's Orders No. 23-1/2008-TS.II dated 18th August 2009 and 16th September 2009 on the subject and to say that, consequent upon the revision of pay of teachers and other staff following the pay revision of scale of Government employees on the recommendation of 6th CPC, clarification have been sought from various quarters on the orders issued by this Ministry. After careful consideration of the various points, the following clarifications are hereby issued: -

i. **Non-compounded advance increments**

- a) As advance increments are treated as integral to pay, grant of non-compounded advance increment at the rates mentioned in Paragraph 7 of this Ministry's Order No. 1-32/2006-UII/UI (1) dated 31st December 2008 and No. 23-1/2008-TS.II dated 18th August 2009 would apply only to (a) *Direct recruit lecturers in the pre-revised scale of Rs. 8000-13500 appointed between 1.1.2006 and 17th August 2009* and (b) *Direct recruit Assistant Professors in the revised pay of PB-3 with AGP of Rs. 6000 from 18th August 2009 onwards*. Therefore, the decision on the non-compounded advance increments as communicated vide this Ministry's letter referred to above dated 31st August 2008 and 18th August 2009 will not be applicable for those faculty who were appointed up to 31st December 2005. Those appointed prior to 1.1.2006 will be governed by instructions the in force.
- b) Advance increments mentioned in the above-mentioned Orders dated 31st December 2008 for completion of Ph. D, PG Degree in Professional Courses **while in service** would apply to all the categories of 'teachers'. However, the rate of advance increments mentioned in the above said Orders would apply only for those teachers who obtained Ph. D or PG Degree in Professional Course **while in service**, post 1.1.2006. Therefore, those teachers who had obtained Ph. D prior to 1.1.2006 (either prior to their entry into the service or while in service) are not eligible for advance

increments as per the new rates mentioned in the above said order dated 31st December 2008.

- c) Advance increments granted up to 31st December 2005 were to be treated integral to the pay and accordingly the revised pay as on 1.1.2006 may be calculated as per the pay fixation formula mentioned in CCS (Revised Pay) Rules 2008.

II. Pay fixation

- (i) Fixation of pay of all those who were in service up to 31st December 2008 may be done as per the formula given in the CCS (Revised Pay) Rules 2008 and the Fitment Tables communicated vide letter no. 3-1/2009-U1 dated 4th June 2009.
- (ii) Pay of directly recruited Teachers on or after 1.1.2006 may be fixed at the entry level of the revised pay and the AGP as prescribed and as per the provision in the CCS (Revised Pay) Rules 2008.

III. Revised pay of Librarians, Deputy Librarians, Assistant Librarian; Director of Physical Education, Deputy Director of Physical Education, Assistant Director of physical Education.

The revision of pay of Librarians, Deputy Librarians, Assistant Librarian; Director of Physical Education, Deputy Director of Physical Education, Assistant Director of Physical Education may be regulated strictly in accordance with the decisions communicated vide this Ministry's letter no. 1-32/2006-U2/U1 (i) dated 31st December 2008. To illustrate the college Librarians in NITs who were in the pre-revised scale of Rs. 8000-13500 should only be given the revised pay band of Rs.15600-39100 with AGP of Rs. 6000 and re-designated as Assistant Librarian.

IV. Revision of pay of Registrar, Deputy Registrar and Assistant Registrars

For the incumbents on this post, the revised pay in pursuance of this Ministry's letter no. 1-32/2006-U2/U1 (ii) dated 31st December 2008 should be allowed only to those possessing the qualifications and experience as prescribed in the above said Order. Further, for Deputy Registrars, placement in the revised pay in PB 4 with GP of Rs. 8700 will be applicable only on completion of 5 years service either in the pre-revised scale of pay of Rs. 12000-18300 or in the Revised pay in PB-3 with GP of Rs. 7600.

V. Pay fixation of faculty promoted under CAS.

The benefit of higher initial pay for the direct recruits is not applicable for those promoted under CAS. For them the pay will be fixed as per Rule 7 of CCS (RP) Rules 2008.

- VI. The advance increments granted by the Selection Committee would not represent equivalent years of service in the post for the purpose of future promotions or for grant of higher scale of pay.

VII Those who join the services after 1.1.2006 with advance increments awarded by the Selection Committee/Board in the pre-revised scale of pay, their pay in the revised scale shall be fixed at the appropriate entry level of the Pay Band without any advance increment. However, if the existing emoluments are in excess of the pay fixed in the revised pay, the difference shall be allowed as personal pay, to be absorbed in future increments in pay.

VIII The revised pay, advance increments and incentives for higher qualifications will be applicable from 1.1.2006 and other allowances from 1st September 2008.

IX In respect of faculty, Academic Grade Pay has been fixed slightly higher than the Grade Pay approved by the Central Government. However, the various entitlements like TA/DA, etc are required to be regulated as per the Grade Pay indicated in the CCS (RP) Rules, 2008 for corresponding categories of Central Government employees. Accordingly, the following mapping may be adopted.

Academic Grade Pay	Equivalent Grade Pay for various entitlements like TA / DA etc.
Rs. 6000	Rs. 5400
Rs. 7000	Rs. 6600
Rs. 8000	Rs. 7600
Rs. 9000	Rs. 8900
Rs. 9500	Rs. 8900
Rs. 10000	Rs. 10000

Yours faithfully



(Pratima Dikshit)
Director (TC)

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2. JS (HE)
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