



### **Abstract**

✓ Higher Education – Revision of Pay scales and Allowances etc., to the teachers and equivalent cadres in Universities, Government / Government Aided Colleges governed by UGC – Recommendation of the Pay Review Committee, constituted by the UGC - orders – issued.

### **Higher Education (H1) Department.**

G.O. (Ms) No: 145

Dated: 06-07-2018

விளம்பி வருடம், ஆனி – 22

திருவள்ளூர் ஆண்டு – 2049

Read :-

1. From the Director, Department of Higher Education, MHRD, Government of India, Letter Nos.1-7/2015-U.II(1) and 1-7/2015-U.II(2), dated 02.11.2017, 08.11.2017 & 24.04.2018.
2. From the Secretary, University Grants Commission, (Ministry of Human Resource Development, Government of India), New Delhi, Letter F.No:23-4/2017 (PS) dated: 31.01.2018.

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### **Order:**

The Director, Department of Higher Education, MHRD, Government of India in his letter dated:2.11.2017 first read above has stated that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee (PRC), constituted by the University Grants Commission (UGC), and decision of the UGC taken at the meeting of the Commission held on 22<sup>nd</sup> February, 2017, to revise the pay scales of teachers / officers in the Higher Educational institutions under the purview of the UGC. The revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of the Scheme of revision of pay scales, as contained in the letter and Regulations issued by UGC and amendments thereof from time to time in this behalf.

2. Accordingly, the Government have examined the above recommendation of the Pay Review Committee (PRC), constituted by the University Grants Commission (UGC) in detail and pass the following orders:-

### **(A) Designation**

There shall be only three designations in respect of teachers in Universities and Colleges, nameiy, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

**(B) Pay Fixation method**

(i) The revised pay structure for different categories of teachers and equivalent positions, is based on the following :-

- a) The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000/-) is numbered as academic level 10. Similarly, the other academic levels are 11,12,13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000/- and 2.72 for the AGP of Rs.10,000/- and above.
- e) The entry pay for each level is as follows :

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

- f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure – I.**
- g) For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

**(ii) Pay Scales for Teachers in Universities and Colleges**

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600 – 39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs.15,600 – 39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs.15,600 – 39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400 – 67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10000 AGP in PB Rs.37,400 – 67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale / PB of Rs.67,000 – 79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)

**(iii) Pay Scales for Librarians in Universities and Colleges**

Existing pay	Revised pay
Assistant Librarian/ College Librarian (at Rs.6000 AGP in PB Rs.15,600 – 39,100)	Assistant Librarian / College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)

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Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale)  (at Rs.7000 AGP in PB Rs.15,600 – 39,100)	Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale)  (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade)  (at Rs.8000 AGP in PB Rs.15,600 – 39,100)	Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade)  (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade)  (at Rs.9000 AGP in PB Rs.37,400 – 67,000)	Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade)  (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs.10000 AGP in PB Rs.37,400 – 67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

(iv) Pay Scales for Directors of Physical Education & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports  (at Rs.6000 AGP in PB Rs.15,600 – 39,100)	Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports  (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Sr. Scale) / College Director of Physical Education & Sports (Sr. Scale)  (at Rs.7000 AGP in PB Rs.15,600 – 39,100)	Assistant Director of Physical Education & Sports (Sr. Scale) / College Director of Physical Education & Sports (Sr. Scale)  (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)

Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports  (at Rs.8000 AGP in PB Rs.15,600 – 39,100)	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports  (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports  (at Rs.9000 AGP in PB Rs.37,400 – 67,000)	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports  (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Director of Physical Education & Sports  (at Rs.10000 AGP in PB Rs.37,400 – 67,000)	University Director of Physical Education & Sports  (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

### (C) Pay Scales for Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be :

(i) **Principal of Under Graduate Colleges:**

The pay of Principals shall be equivalent to the pay of Associate Professor i.e., Academic Level 13A with rationalized entry pay of Rs.1,31,400/- with the existing special allowance of Rs.2000/- p.m.

(ii) **Principal of Post Graduate Colleges:**

The pay of Principals shall be equivalent to the pay of Professor i.e., at Academic Level 14 with rationalized entry pay of Rs.1,44,200/- with the existing special allowance of Rs.3000/- p.m.

**Note :**

- (i) The existing pay scale of person appointed as Principal shall be protected.

- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay.

**(D) Increment**

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) The date of increment in the revised pay structure will be on par with State Government Employees.

**(E) Option**

(i) An employee may exercise option to remain in the existing scale of pay until the date on which he / she earns his / her next or any subsequent increments in the existing scale of pay or until he / she vacates his/ her post or ceases to draw pay in that pay scale; Provided that, if an employee does not exercise his/ her option within the period specified below, he / she shall be deemed to have opted for the revised scales of pay **with effect from the 01.01.2016.**

(ii) The option shall be exercised in writing in the Form as given in Annexure -II, within three months from the date of issue of this order.

**(F) Allowances**

Allowances such as Leave Travel Concessions, House Rent Allowance, Travelling Allowance, Dearness Allowance, City Compensatory Allowance etc., shall be on par with the allowances applicable to State Government Employees **with effect from 01.10.2017.**

**(G) Age of Superannuation and Re-employment**

The present system of retirement age shall be continued i.e. 58 years for College Teachers and 60 years for University Teachers. There shall be no re-employment beyond the age of superannuation.

**(H) Pension, Family pension, Gratuity and encashment of Leave, Ex-gratia compensation and Provident Fund**

As regards, the revision of Pension, Family pension, Gratuity and encashment of Leave, Ex-gratia compensation and Provident Fund to the teachers and equivalent cadres governed by UGC shall be as applicable to the State Government Employees.

(I) **Applicability of the Scheme**

- (a) This scheme shall be applicable to teachers and other equivalent cadres of Government Colleges / Government Aided Colleges and Universities, governed by UGC.
- (b) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators and to the Posts of Professionals like System Analysts, Senior Analysts, Research Officers etc., who shall be treated on par with similarly qualified personnel in research / scientific organizations of the State Government. Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each University / Institution corresponding to such fixation in respect of State Government employees on the basis of the recommendations of 7<sup>th</sup> Central Pay Commission.

(J) **Date of effect**

The revised pay in the relevant academic level together with the applicable allowances as mentioned above shall be paid to all eligible beneficiaries under this scheme, pending issue of Regulations by the UGC. The revised scale of pay shall take notional effect from **01<sup>st</sup> January 2016** and with monetary benefit from **01<sup>st</sup> October, 2017**.

(K) **Pay Scales for Pro-Vice Chancellor and Vice Chancellor of Universities :**

- (i) **Pro-Vice Chancellor** : The pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs.10,000 in PB Rs.37,400 – 67,000/- HAG scale, shall be fixed at Academic Level 14 / Academic Level 15, as the case may be, with the existing special allowance of Rs.4000/- per month.
- (ii) **Vice Chancellor** : The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on Rs.75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

(L) (i) **Registrar / Finance Officer / Controller of Examinations:-**

The pay of Registrar/ Controller of Examination shall be fixed with reference to their pay in their primary cadre. Finance Officer who is a deputationist shall be paid pay and allowances as applicable to him in the parent department.

**(ii) Deputy Registrar / Deputy Finance Officer / Deputy Controller of Examinations / Assistant Registrar / Assistant Finance Officer / Assistant Controller of Examinations :-**

The above posts belong to the ministerial categories and hence, the pay scales and other allowances and all other entitlements as applicable to State Government employees shall be allowed.

**(M) Incentive increment for higher qualification**

The incentive structure is built-in in the pay structure itself, wherein those having M.Phil or Ph.D degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

**(N) Promotion**

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows :

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

3. The Director of Collegiate Education / Head of Offices in Universities are directed to issue necessary instructions to all the Drawing and Disbursing Officers under their control to fix the pay of the teachers and equivalent cadres in the revised scales of pay and make payment in the manner as ordered above.

4. The Director of Collegiate Education / Head of Offices in Universities are also directed to issue necessary instruction to all the Drawing and Disbursing Officers under their control to obtain an undertaking from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No:1-5 / 2016-IC, dated:29<sup>th</sup> July 2016. A specimen form of undertaking in this regard is at **Annexure-III** to this order.

5. The Government will take the financial liabilities only for the approved posts and not for the posts created from University funds.



6. The expenditure shall be debited to the appropriate heads of accounts.

7. Necessary orders on Recruitment, Qualifications, Selection Committee and Guidelines on Selection Procedures will be issued separately.

8. This order issues with the concurrence of Finance Department vide its U.O. No:35237 /Fin (Edn-I) /2018, dated: 06-07-2018.

(BY ORDER OF THE GOVERNOR)

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Registrars of All Universities.  
The Director of Collegiate Education, Chennai -6.  
The Director of Legal Studies, Chennai -35.  
The Director of Treasuries and Accounts, Chennai -35.  
The Director, Madras Institute of Development Studies, Chennai -20.  
The Director of Local Fund Audit, Nandanam, Chennai - 35.  
The Member-Secretary (FAC), Tamil Nadu State Council for Higher Education,  
Chennai -5.  
The Regional Joint Directors of Collegiate Education through  
the Director of Collegiate Education. Chennai-6.  
The Principals of all Colleges ( Government / Aided ) in Tamil Nadu through  
the Director of Collegiate Education, Chennai-6.  
The Accountant General (Accounts & Entitlements), Chennai- 600 018.  
The Principal Accountant General (Audit.I), Chennai-600 018.  
The Accountant General (Audit.II), Chennai-600 018.  
The Accountant General (CAB), Chennai-600 009 / Madurai.  
The Director of Pension, DMS Complex, Chennai-600 006.  
The Pension Pay Officer, Chennai- 600 006.  
The Secretary, Ministry of Human Resource Development,  
Department of Education, Government of India, New Delhi.  
The Secretary, University Grants Commission, New Delhi.  
The Pay and Accounts Officer, Secretariat, Chennai-9.  
The Pay and Accounts Officer,( North / South / East) Chennai- 1 / 35 / 5.  
The Pay and Accounts Officer , Madurai - 625 001.  
All Treasury Officers in Tamil Nadu.  
All Recognized Service Associations.

**Copy to:**

The Additional Chief Secretary to Governor, Raj Bhavan, Chennai-22.  
The Principal Secretary to Hon'ble Chief Minister, Chennai -9  
The Senior Personal Assistant to Hon'ble Deputy Chief Minister, Chennai -9.  
The Senior Personal Assistant to Hon'ble Minister (Finance), Chennai-9.  
The Special Personal Assistant to Hon'ble Minister (Higher Education), Chennai-9.

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**ANNEXURE - I**  
**Pay Matrix**

Pay Band (Rs.)	15,600 - 39,100			37,400 - 67,000		67000 - 79000
	6,000	7,000	8,000	9,000	10,000	0
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalisation	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalised Entry Pay (Rs.)						
1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

Sd/-  
6/7/18  
Section Officer.

Sd/-  
6/7/18

Annexure - II

**FORM FOR EXERCISING OPTION TO COME OVER TO THE REVISED UGC  
SCALES OF PAY**

I, ..... holding the post of  
.....in the scale of pay of Rs..... do  
hereby elect \* to come under the revised scale of pay before / after earning  
increment in the existing scale of pay with effect from 1<sup>ST</sup> January, 2016 / to retain  
the existing scale of pay and rate of dearness allowance for the period upto  
.....and come under the revised scale with effect from  
.....

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

3. I hereby also undertake that any excess payment that may be found to  
have been made as a result of incorrect fixation of pay or any excess payment  
detected in the light of discrepancies noticed subsequently will be refunded by me to  
the Government either by adjustment against future payments due to me or  
otherwise without insisting for any prior notice.

Dated:.....

Signature  
(with date)

Signed before me

Signature:

Head of the Office  
(in the case of Non-self drawing Officers)

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Accounts Officer  
(in the case of Self drawing Officers)

Received the above declaration.

Dated :.....

Signature.

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

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\* Strike out whichever is not applicable.

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

*S. S. S.*  
6/7/18  
Section Officer.

*S. S. S.*  
6/7/18

Annexure – III

UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date \_\_\_\_\_

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT

// True copy //

*S. S. S.*  
6/7/2018  
Section Officer.

*S. S. S.*  
6/7/18