

*Teachers in Non-Agricultural Universities Affiliated Colleges, Government Institutes of Science /
Management Studies / Social Science*

Revision of pay scale of teachers and other measures for maintenance of standards in Higher Education.

GOVERNMENT OF MAHARASHTRA

Higher & Technical Education Department,

Resolution No.NGC-1298/(4619)/UNI.4,

Mantralaya Annexe, Mumbai-400 032

Dated : 11th December, 1999.

Read :- (i) Government Resolution, Education and Employment Department, No.NGC.1286/(1224), dated 27th February, 1989. (ii) Government Resolution, Higher and Technical Education and Employment Department, No.USG.1494/(2713), UNI-4, dated 25th March, 1994. (iii) Government Resolution, Higher and Technical Education and Employment Department, No.NGC.1295/(3050), UNI-4, dated 8th March, 1995. (iv) Government Resolution, Higher and Technical Education and Employment Department, No.USG.1496/4602/(4098), UNI.4, dated 8th October, 1996. (v) Government Resolution, Higher and Technical Education and Employment Department, No.USG.1396/4109/(4075), UNI-4, dated 26th March, 1997. (vi) Letter No.F.1-22/97-U,I, dated 27th July 1998 from Government of India, Ministry of Human Resource Development, (Department of Education), New Delhi, and subsequent letters of even number, dated 22nd September, 1998 and 6th November, 1998. (vii) University Grants Commission's letter No.F.3-1/94(P.S.), dated 24th December, 1998. (viii) D.O.Letter No.1-32/98-U 1 dated the 6th October, 1999 from Shri. Nirmal Singh, Deputy Secretary to Govt. of India Deptt. of Education Ministry Human Resources Department, New Delhi. (ix) Letter No.F1-40/89(PS) dated the 15th October, 1999 from the University Grants Commission New Delhi.

RESOLUTION

Government of Maharashtra had approved the implementation of revised pay scales for University and College teachers with effect from 1st January, 1986 vide Government Resolution, Education and Employment Department No.NGC 1286/(1224)/UNI.4, dated 27th February, 1989. After appointment of the Fifth Pay Commission for Central Government employees, the University Grants Commission had appointed a Committee under Chairmanship of Prof. Rastogi to examine the present structure of emoluments and conditions of service of University and College teachers. After considering the Rastogi Committee's Report, the University Grants Commission submitted its recommendations to the Government of India. After examination of this report, Government of India evolved a scheme of pay revision for the University and College Teachers and other measures for improvement of standards in higher education. By their letter dated 27th July, 1998, and subsequent letters dated 22nd September, 1998 and 6th November, 1998, the Government of India accepted and approved the recommendations of UGC to Central Universities and Colleges thereunder. Similarly, the Government of India recommended to the State Government to implement this scheme in the State Universities and affiliated Colleges. The question of implementing Government of India's scheme of revision of pay scales of University and College teachers and other relevant guidelines and notifications issued by U.G.C. from time to time was under consideration of the State Government. After careful consideration of the Government of India's Package Scheme, 1996 for maintenance of standards in Higher Education, the State Government has now decided to implement the revised pay scales and the terms and conditions of service as detailed below.

2. Coverage.- The revised pay scales and other

measures for improvement of standards in higher education are applicable to all categories of full-time teachers employed by the non-Agricultural Universities, Government and non-Government Colleges in the faculties of Arts, Science, Commerce, Law and Education in the State, Government Institutes of Science/Government Institute of Management Studies/Social Sciences. The revised scales of pay are also applicable to the teachers/librarians/instructors of Physical Education in the affiliated but unaided Colleges of Arts, Science, Commerce, Law and Education in the State. However, these unaided colleges will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes the Government assistance will only be limited to the posts approved by the Government from time to time. The revised scales are not applicable to teachers who retired on or before 31st December 1995 and who worked on reemployment on that date, including those whose period of re-employment was extended after that date.

3. Date of effect.- The revised scales of pay will be implemented with effect from 1st January, 1996.

4. Pay scales .- The revised scales of pay effective from 1st January 1996 are given in **Appendix-I**.

5. Manner of Fixation of Pay .- The formula and principles for fixation of pay of teachers in the revised scale shall be as indicated in **Appendix II**. The pay of the individual teacher and the date of increment should be fixed in accordance with such formula.

6. Option for the revised scales of pay.- Within a period of one month from the date of the issue of this Government Resolution, the teachers/Librarians/Physical Education staff will have to opt in the prescribed form (**Appendix III**) for the revised pay scales. The teachers opting for the new scales will have to enter into an

agreement as mentioned in **Appendix IV** with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within the period of one month from the date of issue of Government Resolution shall be deemed to have opted for the revised scales.

Note .- (1) The teachers/librarians /Directors of Physical Education/Instructors of Physical Education who were in service on 1st January, 1996 and who were not in service after 1st January, 1996 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for the revised scale of pay with effect from 1st January, 1996 and should be held entitled to the benefit of these rules.

7. Recruitment and Qualifications.- The direct recruitment to the post of Lecturers, Readers and Professors in the Universities and Lecturers in Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees to be set up as prescribed in UGC's Notification, dated 24th December, 1998 under the Statutes/Ordinances of the concerned University. Such Committees should have a minimum of three experts, the head of the concerned Department and the Principal of the concerned College (in case of selection of college teachers)

Recruitment of Teachers in Government Colleges and Institutes of Sciences will be regulated by respective recruitment rules prescribed by the State Government in consultation with Maharashtra Public Service Commission.

The minimum qualifications required for the post of Lecturers, Readers, Professors, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarian, and Registrars, will be those as prescribed by the University Grants Commission & accepted by State Govt. from time to time.

The minimum requirements of a good academic record, 55% of the marks at the master's level and qualifying in the National Eligibility Test, or an accredited test, shall remain for the appointment of Lecturers. It would be optional for the University to exempt Ph.D. holders from NET or to require NET in their case either as desirable or essential qualifications for appointment as Lecturers in the University Departments and Colleges. The minimum requirement of 55% should not be insisted upon for Professors, Readers, Registrars, Librarians, Deputy Librarians, Directors of Physical Education, Deputy Directors of Physical Education for the existing incumbents who are already in the University system. However, these marks should be insisted upon for those entering the system from outside and those at the entry point of Lecturers, Assistant Librarians, Assistant Director of Physical Education.

A relaxation of 5% may be provided, from 55% to 50% of the marks, at the master's level for the SC/ST category.

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

B in the 7 point scale with letter grades O,A,B,C,D,E & F shall be regarded as equivalent of 55% wherever the grading system is followed.

The Ph.D. shall continue to be a compulsory requirement for the designation of Reader. However, for other categories, like those of Registrars, Librarians and Physical Education Directors, the Ph.D. should be a desirable and not an essential qualification.

8. Direct recruitment

The following qualifications, are prescribed for the posts

mentioned below-

Post: Professor

Qualification:

An eminent scholar with published work of high quality, actively engaged in research, with 10 years of experience in postgraduate teaching, and / or experience in research at the University/National Level institutions, including experience of guiding research at doctoral level.

OR

An outstanding scholar with established reputation who has made significant contribution to knowledge.

In exceptional cases, the teachers with 15 years of UG teaching/research experience could also be considered.

Post : Reader

Qualification:

Good academic record with a doctoral degree or equivalent published work. In addition to these, candidates who join from outside the university system, shall also possess at least 55% or an equivalent grade of b in the 7 point scale with latter grades O,A,B,C,D & F at the Master's degree level.

Five years of experience of teaching and /or research, excluding the period spent for obtaining the research degrees and has made some work in the areas of scholarship as evidenced by quality of publications, contribution to educational innovation, design new courses and curricula.

Post: Lecturer

Humanities, Social Sciences, Sciences, Commerce, Education, Physical Education, Foreign Languages and Law.

Qualification:

Good academic record with at least 55% of the marks or ,an equivalent grade of b in the 7 point scale with latter grades O,A,B,C,D,E & F at the Master's degree level in the relevant subject from an Indian University, or, an equivalent degree from a foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test(NET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

Journalism and mass communication

Qualification:

Good academic record with at least 55% of the marks, or, an equivalent grade of B in the 7 point scale with latter grades, O,A,B,C,D,E & F at the Master's degree level in communication/mass communication, journalism, from an Indian University, or an equivalent degree from a foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test(NET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

At least 55% of the marks, or, an equivalent grade of B in the 7 point scale with latter grades O,A,B,C,D,E & F at the Master's degree level in the Humanities, Social Sciences/Sciences with at least a second class Bachelor's degree, or Post-graduate Diploma in communication/mass communication or journalism, from a recognised Indian University/National Institute.

Besides fulfilling the above qualification, candidates should have cleared the eligibility test(NET) for Lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

Music

Qualification:

Good academic record with at least 55% of the marks,

or, an equivalent grade of b in the 7 point scale with latter grades O,A,B,C,D,E & F at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/ Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test(NET) for Lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.

OR

A traditional or a professional artist with a highly commendable professional achievement in the concerned subject.

For professional subjects like education, social work and performing arts etc. a separate detailed regulation on qualification would be issued. Till then, the Regulations, hitherto in force for direct recruitment to the post of Lecturer, Reader and Professor, will continue.

9. Seven point scale

GRADE	GRADE POINT	PERCENTAGE EQUIVALENT
O= Outstanding	5.50-6.00	75-100
A= Very good	4.50-5.49	65-74
B= Good	3.50-4.49	55-64
C= Average	2.50-3.49	45-54
D= Below Average	1.50-2.49	35-44
E= Poor	0.50-1.49	25-34
F= Fail	0-0.49	0-24

The minimum qualifications for the post of Librarians, Deputy Librarians, Assistant Librarians may be seen at **Appendix-V**.

The minimum qualifications for the post of Registrar may be seen at **Appendix-VI**

The minimum qualifications for the post of Director, Physical Education, Deputy Director, Physical Education and Assistant Director, Physical Education may be seen at **Appendix-VII**.

10. Selection committees

University Grants Commission has separate guidelines on constitution of Selection Committees which may be referred to by Universities/affiliated non-Government Colleges (copy enclosed as **Appendix-VIII**). A representative of the SC/ST, women and physically handicapped persons, should be in the Selection Committee whenever a candidate from any of these categories appears for the interview.

It is optional for the University or College to utilise the Seminar or Colloquium as a method for the selection of Lecturer, Reader or Professor.

Selection Committees for the recruitment of Teachers in Government Colleges and Institutes of Science will be such as constituted by the Maharashtra Public Service Commission.

11. Incentives for Ph.D./M.Phil.

Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil. degrees, respectively, at the time of recruitment as Lecturers. Candidates with D./Litt/D.Sc. should be given benefit on par with Ph.D. and M.Litt. on par with M.Phil. One increment will be admissible to those teachers with M.Phil. who acquire Ph.D. within two years of recruitment.

A Lecturer with Ph.D. will be eligible for two advance increments when she/he moves into Selection Grade/Reader.

A teacher will be eligible for two advance increments

as and when she/he acquires a Ph.D. degree in her/his service career.

12. Career advancement

Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D. five years for those with M.Phil. and six years for others at the level of Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade).

A Reader with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.

The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

The existing scheme of Career Advancement for Assistant Director of Physical Education, Assistant Librarian would continue.

13. Lecturer (Senior Scale)

A Lecturer will be eligible for placement in a senior scale through a procedure of selection, if she/he has;

(i) Completed 6 years of service after regular appointment with relaxation of one year and two years, respectively, for those with M.Phil. and Ph.D.

(ii) Participated in one orientation course and one refresher course of approved duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission. (Those with Ph.D. degree would be exempted from one refresher course.)

(iii) Consistently satisfactory performance appraisal reports.

14. Lecturer (Selection Grade)

Lecturer in the Senior Scale who do not have a Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards, but fulfil the other criteria given above for the post of Reader and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or thorough extension activities will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Reader. They will be designated as Lecturer in the Selection Grade. They could offer themselves for fresh assessment after obtaining Ph.D. and/or fulfilling other requirements for promotion as Reader and, if found suitable, could be given the designation of Reader.

15. Reader (Promotion)

A Lecturer in the Senior Scale will be eligible for promotion to the post of Reader if she/he has;

(i) Completed 5 years of service in the Senior Scale.

(ii) Obtained a Ph.D. degree or has equivalent published work;

(iii) Made some mark in the areas of scholarship and research as evidenced e.g. by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities.

(iv) After placement in the Senior scale participated in two refresher courses/summer institutes of approved duration or engaged in other appropriate continuing education programmes of comparable quality as may be

specified or approved by the University Grants Commission, and

(v) Possess consistently good performance appraisal reports.

Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the concerned University or other similar Committees set up by the appointing authorities.

16. Professor (Promotion)

In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all india advertisement, promotions may be made from the post of Reader to that of Professor after 8 years of service as Reader.

The Selection Committee for promotion to the post of Professor should be the same as that for direct recruitment. For the promotion from Reader to Professor, the following method of promotion may be followed.

- a) Self-appraisal reports (required)
- b) Research contribution/books/articles published
- c) Any other academic contributions.

The best three written contribution of the teacher (as defined by her/him) may be sent in advance to the Experts to review before coming for the selection. The candidate should be asked to submit these in 3 sets with the application.

- d) Seminars/Conferences attended.
- e) Contribution to teaching/academic environment/Institutional corporate life.
- f) Extension and field outreach activities.

The requirement of participation in orientation/refresher courses/summer institutes, each of at least 3 to 4 weeks duration, and consistently satisfactory performance appraisal reports, shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer(Senior Scale) and from Lecturer(Senior Scale) to Lecturer(Selection Grade). Wherever the requirement of orientation/refresher courses has remained incomplete, the promotions would not be held up but these must be completed by the year 2000.

The requirement for completing these courses would be as follows:

- i) For Lecturer to Lecturer (Senior Scale), one orientation course would be compulsory for University and College teachers. Those without Ph.D.would be required to do one refresher course in addition.
- ii) Two refresher courses for Lecturer (Senior Scale) to Lecturer (Selection Grade.)
- iii) The senior teachers like Readers/Lecturers (Selection Grade) and Professors may opt to attend two Seminars/Conferences in their subject area and present papers as one aspect of their promotion/selection to higher level or attend refresher courses to be offered by ASCs for this level.

If the number of years required in a feeder cadre are less than those stipulated in this notification, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years.

Selection Committee for the purpose of promotion to be made from the post of Reader to that of Professor in case of Government Teachers will be such as prescribed by the State Government.

17. Part time teachers:

The minimum qualifications for appointment of part time teachers should be the same as that of regular teachers and selected by regularly constituted Selection Committees. The part time teachers should be appointed only in exceptional circumstances when it is appropriate to the requirements of the Institutions in terms of subjects to be

taught or workload. They can be appointed on a contract appointment, if only for a short period or as permanent half time/proportionate time employees against half/proportionate salary of the scale (and should include proportionate increments, dearness allowance and other permissible benefits.) Such permanent part time teachers will also be entitled to the scheme of career advancement from Lecturer to Senior Scale lecturer, Selection Grade Lecturer/Reader and Professor, However, they will be entitled to half/proportionate amount of the basic of the scale and proportionate increments, dearness allowances and any other permissible benefits.

18. Creation of posts:

UGC recognised autonomous colleges/Institutions may create posts of Professors on the basis of felt needs subject to provision contained in Sec.8(a) of Maharashtra Universities Act,1994 (Maharashtra Act XXXV of 1994.) In general, one post of Professor may be created, if there are already four Readers and twelve Lecturers and it is felt that the creation of a post of Professor is academically necessary. The procedure of selection of Professor will be through direct recruitment as in the University, other colleges of similar standard will be identified by the UGC as per the scheme of Govt.of India.

19. Teaching Days:

The University must observe at least 180 actual teaching days i.e. there should be a minimum 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 (e.g.for sports, University day,etc) 8 weeks for vacation and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks with a 6 day week. The above is summarised as follows:

	NO. OF WEEKS	
	University	College
Teaching	30 (180 days)	30 (180 days)
Admissions/Examinations preparation for examinations	12	10
Vacation	8	10
Public holidays (to increase and adjust teaching days)	2	2
Total :	52	Total : 52

20. Workload :

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

Lecturer/Sr.Lecturer/Lecturer (Selection Grade)	16 hours
Readers and Professors	14 hours.

However, a relaxation of two hours in the workload may be given to the Professors who are actively involved in Research, Extension and Administration.

The workload of the teacher will be as prescribed by the University Grants Commission. However, the exemption shall be granted to the teachers working in Undergraduate and Postgraduate teaching as well as to Principals and Vice Principals and Heads of the Departments, as given in Government Resolution dated

1st June 1981 and 1st September 1981.

The staffing pattern (workload pattern) for Colleges of Education prescribed vide Government letter No.STC 2279/104723/(407/79)/XXVII, dated 1st July 1980 will continue to operate. As per this staffing pattern, one teacher is admissible for each 10 students duly permitted by the State Government in addition to the posts of Principals.

21. Protection to teachers-

The workload prescribed by the University Grants Commission should be implemented without any additional staff. It should also be ensured that the services of permanently approved full-time or part-time teachers or similar teachers who have been approved on hourly basis working in clearly approved vacancies, are not terminated merely on the ground that they have been rendered surplus as a result of workload. Such permanently approved surplus full-time or part-time or hourly basis teachers will be absorbed as per the existing procedure in force.

22. Superannuation and re-employment:

The age of superannuation of teachers shall be 60 years and thereafter no extension in service shall be given. However, it may be open to a University or a College to re-employ a superannuated teacher according to the existing guidelines framed by the University Grants Commission, upto the age of 65 years. However, salary expenditure for such re-employed period beyond 60 years of age shall not be held admissible for purposes of grant-in-aid. The age of superannuation of teachers in Government Colleges and institutes of Science shall, however, continue to be 60 years subject to the conditions laid down under Government Resolution No.SCT-1089/68588/(4672)/ADM-2, dated 20.12.90.

Age of superannuation of Registers, Librarians, Physical Education personnel, who are being treated at par with the teachers will be 60 years. No re-employment facility is recommended for the Registrars, Librarians and Directors of Physical Education. The persons appointed to the post of Registrar other than teachers will be retired at the age of 58 years.

23. Grievance redressal mechanism:

As per Section 57 of the Maharashtra Universities Act, 1994, (Maharashtra Act No.XXXV of 1994.) the Grievance Redressal mechanism is established at University level.

24. Period of probation and confirmation thereafter

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 more year in case of unsatisfactory performance. However, the Universities which are already having probation period of 2 years may continue to do so.

It is optional for the Universities to introduce the provision that a teacher may offer herself/himself for assessment at any point of time for 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 from the time of appointment to the end of the statutory period of probation.

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.

Since the time required for Career Advancement has now been reduced, an extension may be provided till 31.12.2000 to all candidates for completing refresher courses.

The University may devise a mechanism for ensuring that the Head of the University Department /College

Principal sponsors the teacher for the required orientation and refresher course, and such opportunity is not denied to the teacher, except on sufficient grounds to be specified in writing to the University. The University should also bring to the attention of the UGC any complaints received from University or College teachers that they did not get admission to the courses for which they applied with details (name of teacher, name of institution where employed, course applied for, ASC or Department where applied, dates of course and reasons given for refusal).

25. Superannuation benefits

The benefit in service, up to a maximum of 3 years, should be provided for the teachers who have acquired Ph.D. degree at the time of entry, so that, almost all teachers get full retirement benefits which are available after 33 years of service, subject to the overall age of superannuation.

Other conditions with respect to superannuation Benefits may be given as per Central/State Government Rules.

26. Service agreement.

At the time of recruitment in Universities and Colleges, service agreement should be signed between the University/ College and the Teacher which should be lodged with the Registrar/Principal with a copy to the concerned teacher. The self-appraisal of performance should be a part of the service agreement.

27. Code of professional ethics

Each University should evolve its own professional ethics after full discussion in the academic bodies and associations and should incorporate it in its Act, Statutes and Ordinances and it should be applicable to all teaching and non-teaching staff including administrators.

28. Accountability

The self-appraisal of performance should be adopted as a mandatory part of the Career Advancement scheme and should be implemented with the new pay scales within the time-frame of 1 year, if not already implemented. It would be optional for the institution to consider introducing student evaluation as a method of assessment of the teacher, particularly in small institutions, post-graduate departments, professional colleges and autonomous colleges.

29. M.C.S.R. applicable to Government Teachers

All service matters in case of teachers in Government Colleges and Institutes of Science will be governed by Maharashtra Civil Service Rules as prescribed from time to time.

30. Fixation of pay and preferring claim for payment of arrears.

The Universities should initiate action to frame suitable statutes under a relevant provision of the Maharashtra Universities Act, (XXXV of 1994), 1994 with a view to implementing the scheme of revision of scales of pay of their own teachers as well as of teachers in constituent and affiliated college, after keeping in view the provisions contained in this Government Resolution.

The University/College authority should initiate action for fixing the pay of each individual teacher after completing the necessary formalities of obtaining an agreement and an option for each teacher for coming over to the revised scale vide para 6 above. the pay of a teacher as well as the arrears that would be due to him should then be worked out in the forms to be prescribed by the Director of Education (Higher Education) Maharashtra State, Pune. This pay fixation including the amount of arrears payable to a teacher, should be got approved from the concerned Regional Joint Directors of Higher Education. Since the revised scales of pay will be implemented with effect from 1st January 1996, the arrears of pay to which the teacher may be entitled in respect of the period from 1st January, 1996 to 30th September, 1998 (both days inclusive) under these rules shall be credited to the provident fund account of the

concerned teacher after adjusting the amount of the third installment of interim relief and shall not be permitted to be withdrawn for three years up to 31st December, 2001 except in case of teachers who have retired or have seized to be in service during this period. The arrears of allowances like HRA, CLA,TA from 1st August,1997 to 30th September 1998 (both days inclusive) shall be credited to the provident fund account of the teacher and shall not be permitted to be withdrawn for the period ending 31st March,2002. Also no interest on account of the aforesaid amount credited to the GPF account of the concerned teacher will be given for the period up to 31st March,2002 except in case of teachers who have retired or seized to be in service during this period. The concerned teacher would be allowed to withdraw this amount credited to General Provident Fund accounts, after a period of 3 years, except in cases of retirement, death and resignation.

The University/College shall submit a statement of expenditure every month on account of revision of scale of pay of University/College teachers to the Director of Education (Higher Education), Maharashtra State, Pune in the prescribed form.

The Universities should initiate action to frame statutes under the relevant provisions of the Maharashtra University Act,(Act XXXV of 1994) 1994 and take immediately all appropriate steps which may be required to implement this package scheme and scheme of revision of pay scales for the maintenance of standards in Higher Education, for their teachers and college teachers. The Vice-Chancellors of all the non-agricultural Universities in the State are requested to ensure that no part of this scheme remains unimplemented or not implemented effectively for want of guidance in the form of statutes, ordinances, regulations, rules and criteria as may be required.

The Director of Education (Higher Education) shall implement the scheme of University Grants Commission recommended revised scales of pay for University/College

teachers/Librarians/Directors of Physical Education / Instructors of Physical Education. The Joint Directors of Higher Education of the concerned region, shall be the authority for fixation of pay and authority for recommending arrears claims to the office of the Director of Education (Higher Education) The Director of Education (Higher Education) should also prescribe a procedure of keeping separate account of expenditure on account of revision of pay scales for the purpose of claiming Central assistance.

31. Procedure to be adopted by the Universities and Director of Education (Higher Education) :

The Director of Education (Higher Education) Maharashtra State, Pune, should send a quarterly statement to the Accountant General, Maharashtra-I, Mumbai and the Accountant General, Maharashtra-II, Nagpur and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra-I, Mumbai, should be requested to credit the Government of India's share under receipt Head "1601-Grant-in-aid from Central Government -Education."

The additional expenditure on pay proper on account of revision of scales of pay of teachers in University, Government and non-Government Colleges as on 1st January 1996 shall be shared for the period from 1st January 1996 to 31st March 2000 between the Government of India and the State Government in the ratio of 80:20. Thereafter the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1st January 1996 will be treated as post existing as on 1st January 1996, for this purpose. The additional expenditure on pay proper, on account of application of revised pay scales to all posts of teachers created after 1st January 1996 shall be borne entirely by the State Government. The Universities and non-Government Colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed, if proper sanction of the Director of Education (Higher Education), Maharashtra State,Pune has not been obtained by them.

Budget Heads : The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head "2202-General Education" as under:

- (A) 03, University and Higher Education-
 - 102, Assistance to Universities
 - (i) (a) Grants to Universities for General Education (2202 0683)
 - (ii) (a) Grants for improvement of salary scales (2202 0692)
 - 103, Government Colleges and Institutes
 - (i) (a) Government Arts Colleges (2202 0772)
 - 01,Salaries
 - 103 (II) Government Science Colleges-
 - (01) Government Science Colleges (2202 0792)
 - 01-Salaries
 - 103 (iii) Government Law Colleges
 - (a) Government Law Colleges- (2202 0816)
 - 01 Salaries
 - 103(IV) Government Commerce Colleges-
 - (a) Government Commerce Colleges (2202 0834)
 - 01- Salaries
 - 104 Assistance to non-Government Colleges and Institutes
 - (i) (a) Assistance to non-Government Colleges
 - (ii) Grants for introduction of U.G.C. scales (2202 0881)
 - (B) 02, Secondary Education
 - (i) 105 Teachers Training
 - 105(I)(a) Government Colleges of Education (2202 0291)
 - (ii) 105 (II) (a) Assistance to non-Government Colleges of Education
 - (ii) Improvement of salary scales (2202 0315)

These orders issue with the concurrence of the Finance Department vide their unofficial reference No.23516/SER-10 dated the 4th December, 1999.

By order and in the name of the Governor of Maharashtra;

M.A.SARPOTDAR
Deputy Secretary to Government.

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“तृतीचे प्रस्ताव” पाठविण्याविषयी विनंती

१) “समग्र योजना” याचा अर्थ केंद्र शासनाचे २७ जुलै १९९८ चे पत्र व ६ नोव्हेंबर १९९८ चे पत्र व विद्यापीठ अनुदान आयोगाचे २४ डिसेंबर १९९८ चे नोटीफिकेशन यावर आधारित विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या वेतनपुनर्रचनेची योजना होय. (१९९९ च्या नुटबुलेटीनच्या पृष्ठ १७ ते ३२ वर समग्र योजना यापूर्वीच प्रसृत केलेली आहे.)

२) “शासन निर्णय” याचा अर्थ महाराष्ट्र शासनाने प्रसृत केलेला वेतनपुनर्रचनेचा ११ डिसेंबर १९९९ चा शासन निर्णय असा होय. (याच अंकात जसाच्या तसा प्रसिद्ध केला आहे.)

३) “तृतीचा प्रस्ताव” याचा अर्थ समग्र योजनेची अंमलबजावणी करतांना शासननिर्णयात राहिलेले दोष असा आहे.

४) केंद्राच्या समग्र योजनेमध्येच काही दोष आहेत असे कोणाला वाटणे शक्य आहे. ते दोष दाखविणे हे वेगळे व स्वतंत्र काम आहे. आज त्यावर मेहनत करू नये. समग्र योजनेतील ३३ दोषांची एक यादी अ.भा.प्राध्यापक महासंघाने तयार केलेली असून त्यावर त्यास्तरावर कार्यवाही चालू आहे. (ही यादी १९९९ च्या नुटा बुलेटीनच्या पृष्ठ ८४ वर यापूर्वीच प्रसिद्ध केलेली आहे.) वेगळ्या व स्वतंत्र मागण्या तयार करणे ही वेगळी गोष्ट आहे. ती स्वतंत्र पणे करता येईल.

५) शिक्षकांनी लहानलहान गटांच्या बैठकी घ्याव्यात आपापल्या स्तरावर उपरोक्त कागदपत्राचा काळजीपूर्वक अभ्यास करावा. “समग्र योजने”ची अंमलबजावणी करतांना “शासननिर्णया”त राहिलेले दोष लक्षात आणून द्यावे. दोष दाखवितांना समग्र योजनेतील तरतूद व दोषपूर्ण अंमलबजावणी करणारी शासननिर्णयातील तरतूद स्पष्टपणे नमूद करावी.

६) “तृतीच्या प्रस्तावाचे” संक्षिप्त विवेचन करणारे प्रपत्र हे नुटा बुलेटीन प्रसिद्ध झाल्यापासून १० दिवसांच्या आत माझेकडे पाठवावी त्याची एक प्रत प्रा.वी.टी.देशमुख, ३, सुबोध कॉलनी, विदर्भ महाविद्यालयजवळ, अमरावती-४४४ ६०४. यांचे कडे पाठवावी.

- डॉ. एकनाथ कटाले
सचिव, नुटा

APPENDIX-I

**Accompaniment to Government Resolution, Higher & Technical Education Department
No.NGC-1298/(4619)/UNI-4, dated the 11th December, 1999.**

APPENDIX-I

**Pay Scales : The existing and revised Pay Scales sanctioned for different categories of University and
College Teachers shall be as given below :-**

S. No.	Designation	Pay Scale of Central Govt. as per Fourth pay Commission	Pay Scale of Central Govt. as per Fifth pay Commission	Proposed Pay Scale of State Government	Remarks
1.	2.	3.	4.	5.	6.
[1. University]					
1.	Lecturer	2200-4000	8000-275-13500	8000-275-13500	
2.	Lecturer (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200	
3.	Lecturer(Selection Grade)/Reader	3700-5700	12000-420-18300	12000-420-18300	The fixation of pay of Lecturers (Selection Grade)/Readers in the pre-revised scale of Rs. 3700-125-4950-150-5700/- who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs.12000-420-18300 as and when they complete five years in the grade.
4.	Professor	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	
5.	Registrar/Director Physical Education/University Librarian	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	
6.	University Dy.Librarian/ Dy.Director Physical Education	3700-5700	12000-420-18300	12000-420-18300	
7.	University Asstt. Librarian/Asstt.Director Physical Education/Asstt. Documentation Officer	2200-4000	8000-275-13500	8000-275-13500	
8.	Asstt.Librarian(Senior Scale) / Asstt.Documentation Officer (Senior Scale)/Asstt. Director Physical Education (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200	
9.	University Vice Chancellor	7600 (एकत्रित)	25000 (एकत्रित)	25000 (एकत्रित)	
10.	University Pro.V.C.	5900-200-7300	18400-500-22400	18400-500-22400	
[2. Colleges]					
1.	Lecturer/College Librarian/ /Director Physical Education	2200-4000	8000-275-13500	8000-275-13500	
2.	Lecturers/College Librarian /Director Physical Education (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200	
3.	Lecturer (Selection Grade) Reader/College Librarian (Selection Grade) /Director Physical (Selection Grade)	3700-5700	12000-420-18300	12000-420-18300	The fixation of pay of Lecturers/(Selection Grade)/Readers in the pre-revised scale of Rs. 3700-125-4950-150-5700/- who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs.12000-420-18300 as and when they complete five years in the grade.
4.	Demonstrator/ Tutor/Method Master	1740-60-2700-EB-75-3000	5500-175-9000	5500-175-9000	Being dying cadre no fresh recruitment
5.	Principal* ¹	3700-5700	12000-420-18300	12000-420-18300	Minimum pay as on 1.1.96 will be Rs.12840/- (Students strength less than 1000)
6.	Principal* ²	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	Minimum pay as on 1.1.96 will be Rs. 17300/- (Students strength more than 4000 & above)
7.	Principal* ³	4500-6300	16400-450-20000	16400-450-20000	Minimum pay as on 1.1.96 will be Rs. 17300/- (Students strength in between 1001 to 3999)
[3. Government Institutes of Science/Management Studies/Social Sciences]					
01	Professors	4500-7300	16400-450-20900-500-22400	16400-450-20900-500-22400	
02	Reader/Lecturer(Selection Grade)	3700-5700	12000-420-18300	12000-420-18300	The fixation of pay of Lecturers (Selection Grade)/Readers in the pre-revised scale of Rs. 3700-125-4950-150-5700/- who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers made in a manner that they get their pay fixed at the minimum of Rs.14940/- in the revised scale of Rs.12000-420-18300 as and when they complete five years in the grade
03	Lecturer (Senior Scale)	3000-5000	10000-325-15200	10000-325-15200	
04	Lecturer	2200-4000	8000-275-13500	8000-275-13500	

* 1.The experience for the post of Principal in Colleges is minimum experience of 10 years in teaching Under graduate/ Post Graduate Classes.

* 2.The respective pay scales will be admissible to the concerned incumbent so long as he holds particular post admissible as per stabilized strength of students as indicated in column no.6.

* 3.The strength of students as on 1.1.1996 shall be treated as stabilized strength.

*The Principal must have minimum weekly workload of actual teaching as specified in these orders.

Pay scales continued on next page

APPENDIX-II**Rules for Fixation of pay in the revised scale, Date of next increment in the revised scale, Fixation of pay in the revised scale subsequent to the 1st day of January 1996**

Accompaniment to Govt. Resolution Higher & technical Education
Department No. NGC-1298/(4619)/UNI-4, dated the 11th December, 1999.

APPENDIX-II

1. Rules for Fixation of pay in the revised scale :- (1) The initial pay of a teacher who elects, or is deemed to have elected the revised scale of pay from 1st day of January 1996, shall, be fixed in the following manner, namely :-

(A) in the case of all teachers -

(i) an amount representing 40 per cent of the basic pay in the existing scale, shall be added to the "existing emoluments" of a teacher ;

(ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed : Provided that -

(a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;

(b) If the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

NOTE:1: Basic pay means the pay which has been sanctioned for the post held by a teacher substantively or in an officiating capacity or to which he is entitled to by the reason of his position in a cadre.

NOTE 2: existing emoluments shall include -

(a) The basic pay in the existing scale;

(b) Dearness allowance admissible as on 1st January 1996 on the basic pay; and

(c) the amounts of the first and second instalments of the interim reliefs admissible on the basic pay in the existing scale;

The table showing the various stages in the existing pay scales, DA,IR I, IR II of the basic pay admissible thereon is given in **Appendix II**.

(B) in the case of a teachers who are in receipt of special pay in addition to pay in the existing scale and where the existing scale with special pay has been replaced by a scale of pay after merging the special pay, the pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases "existing emoluments" shall include -

(a) the basic pay in the existing scale;

(b) existing amount of special pay,

(c) dearness allowance admissible as on 1st January 1996 on the basic pay,

and

(d) the amounts of the first and second instalment of interim relief admissible on basic pay in the existing scale and special pay;

(C) in the case of teachers who are in receipt of special

pay in addition to pay in the existing scale and in whose case special pay continues with the revised scale of pay either at the rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above with reference to existing emoluments calculated in accordance with the Explanation thereto, after excluding the existing special pay. In such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1 - Where a teacher is holding a permanent post and is officiating a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to officiating post only and the pay so fixed shall be treated as substantive pay. The provisions of this Note shall apply mutatis mutandis, to teachers holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note 2 - Where the existing emoluments as calculated in accordance with clause (A), Clause (B), or Clause (C) as the case may be, exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay, except in the cases covered by proviso (b) of sub-rule (1) (A) above.

Note 3- Where in the fixation of pay under sub-rule (1) the pay of a teacher drawing pay at more than three consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these employees who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs as under, by the grant of increment(s) in the revised scale in the following manner, namely :-

(a) teachers drawing pay from the 4 th upto the 6 th stage in the existing scale - By **one** increment;

(b) teachers drawing pay from the 7 th upto the 9 th stage in the existing scale, if there is bunching beyond the 6 th stage - By **two** increments.

(c) teachers drawing pay from the 10th upto the 12 th stage in the existing scale, if there is bunching beyond the 9 th stage - By **three** increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the later shall also be stepped up only to the extent by which it falls short of that of the former.

Note 4 - The fixation thus made shall ensure that every teacher will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation

Pay scales continued from previous page

Directors / Instructors of Physical Education & Librarians in Colleges, who were not fulfilling the qualifications as laid down for these posts in the scale of Rs. 700-1600 vide a Government Resolution dated 18th April, 1984 at the time of their appointments made on or after 1st January, 1973 shall be held eligible for the equivalent pay scale as shown below.

Sr.No. Designation of the Post	Existing Scale of Pay (Rs.)	Revised Scale of pay (Rs.)
01 02	03	04
01 Librarian/Director of Physical Education/ Instructor of Physical Education	1400-40-1800-EB-50-2300 1640-60-2600-EB-75-2900 2000-60-2300-EB--75-3200-100-3500 2200-75-2800-EB-100-3700	4500-125-7000 5500-175-9000 6500-200-10500 7450-225-11500

increment(s), if any) in the existing scale of pay.

Note 5 - Where in the fixation of pay under sub-rule (1) pay of a teacher, who, in the existing scale was drawing immediately before the 1st day of January 1996 more pay than another employee junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note 6 - Where a teacher is in receipt of personal pay on the 1st day of January 1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B) or clause (C) as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such an employee as personal pay to be absorbed in future increases in pay.

Note 7 - In cases, where a senior teacher promoted to a higher post before the 1st day of January 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day January 1996, the pay of the senior teacher should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher, subject to the fulfillment of the following conditions, namely :-

(a) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and

(c) the anomaly should be directly as a result of the application of the provisions of these rules or any other rules or order regulating pay fixation on such promotion in the revised scale.

The orders relating to refixation of the pay of the senior teacher in accordance with the above provisions should be issued and the senior teacher will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

Note 8 - In the case of a teacher promoted to a higher post on or after 1st January 1996, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay fixed in the revised scale of the higher post under normal rules.

Note 9 - In the case of a teacher who is drawing reduced pay as on 1st January 1996 in the existing scale on account of imposition of penalty under the provisions of the respective Statutes in the concerned Universities the pay in such cases should be fixed as under :-

(a) on the basis of pay actually drawn on 1st January 1996, and

on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 1st January 1996 to the date of expiry of penalty and the revised pay fixed at (b) above, from the date following the date of expiry of the penalty after allowing increments, if any, that might have notionally fallen due in the revised scale during the period from 1st January 1996 to the date of expiry of the penalty. The next increment in the revised scale will be regulated in accordance with rule 2 of these rules.

Note 10 - Where a teacher is on leave on the 1st day of January 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of a teacher under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on a pending disciplinary proceedings.

2. Date of next increment in the revised scale :

The next increment of a teacher whose pay has been fixed in the revised scale in accordance with sub-rule (1) of rule 1, shall be granted on the date he would have drawn his increment had he continued in the existing scale :

Provided that in cases where the pay of a teacher is stepped up in terms of Note 3 or Note 5 or Note 7 to sub-rule (1) of rule 1, the next increment shall be granted on the completion

of the qualifying service of twelve months from the date of stepping up of the pay in the revised scale :

Provided further that in cases other than those covered by the preceding proviso, the next increment of a teacher whose pay is fixed on the 1st day of January 1996 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date admissible to his junior, if the date of increment of the junior happens to be earlier.

Provided also that in the case of teacher who had been drawing maximum of the existing scale for more than a year as on the 1st day of January 1996 the next increment in the revised scale shall be allowed on the 1st day of January 1996.

Provided that in cases where a teacher reached the maximum of the pre-revised scale after 1st January 1995, the next increment in the revised scale shall be granted on the completion of service for the full incremental period counting from the date on which he reached the maximum of the existing scale.

Note 1 - Where a teacher who is held up at the efficiency bar in the existing scale elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under these rules and he should be granted the next increment on the date on which it is due in the revised scale provided that if the authority competent to allow a teacher to cross the bar certifies that a teacher would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

Note 2 - Where by grant of one additional increment in terms of the third proviso in the revised scale applicable to the substantive post, the substantive post of a teacher exceeds his officiating pay at any time, a teacher may be allowed, in addition to officiating pay and the substantive pay as personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the personal pay to be absorbed in future increments for the periods during which the substantive pay exceeds the officiating pay.

Note 3 - In cases where two existing scales, one being a promotional scale for other, are merged, and the junior teacher, now drawing his pay in the lower scale happens to draw more pay in the revised scale due to grant of additional increment under third proviso above than the pay of the senior teacher in the existing higher scale, the pay of the senior teacher in the revised scale shall be stepped up to that of his junior from the same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

3. Fixation of pay in the revised scale subsequent to the 1st day of January 1996.

Where a teacher continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 1st day of January 1996, his pay in the revised scale from such date shall be fixed as under :-

(a) In respect of a teacher who draws his increment annually and who opts to switch over to the revised scale of pay from the date of his increment following after 1st January 1996 but not later than 31st December, 1997 in respect of the post held by him on 1st January 1996, his pay shall be fixed in accordance with the provisions of rule 1. However, such a teacher shall not be eligible for 40 per cent of basic pay per month for the period from the 1st January 1996 till the date on which he switches over to the revised scale.

(b) in the case of a teacher who elects to come over to the revised scale later than 31st December 1997, his pay from that date shall be fixed under the normal pay fixation rules and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B), or clause (C) as the case may be, of sub-rule (a) of rule 1 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where a teacher is in receipt of special pay, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay. Such employee shall not, however, be eligible for 40 per cent of basic pay in the existing scale per month for fixation of pay in the revised scale.

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TABLE I
Existing Pay Scale : Rs.1400-40-1800-EB-50-2300 : : Revised Pay Scale : Rs.4500-125-7000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (Col. 9-6)	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96 (Col. 10-11)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1400	2072	100	140	3712	560	4272	4500	788	140	648
02	1440	2131	100	144	3815	576	4391	4500	685	144	541
03	1480	2190	100	148	3918	592	4510	4625	707	148	559
04	1520	2250	100	152	4022	608	4630	4750	728	152	576
05	1560	2309	100	156	4125	624	4749	4750	625	156	469
06	1600	2368	100	160	4228	640	4868	4875	647	160	487
07	1640	2427	100	164	4331	656	4887	5000	669	164	505
08	1680	2486	100	168	4434	672	5106	5125	691	168	523
09	1720	2546	100	172	4538	688	5226	5250	712	172	540
10	1760	2605	100	176	4641	704	5345	5375	734	176	558
11	1800	2664	100	180	4744	720	5464	5500	756	180	576
12	1850	2738	100	185	4873	740	5613	5625	752	185	567
13	1900	2812	100	190	5002	760	5762	5875	873	190	683
14	1950	2886	100	195	5131	780	5911	6000	869	195	674
15	2000	2960	100	200	5260	800	6060	6125	865	200	665
16	2050	3034	100	205	5389	820	6209	6250	861	205	656
17	2100	3108	100	210	5518	840	6358	6375	857	210	647
18	2150	3182	100	215	5647	860	6507	6625	978	215	763
19	2200	3256	100	220	5776	880	6656	6750	974	220	754
20	2250	3330	100	225	5905	900	6805	6875	970	225	745
21	2300	3404	100	230	6034	920	6954	7000	966	230	736

TABLE II
Existing Pay Scale : Rs.1640-60-2660-EB-75-2900 : : Revised Pay Scale : Rs.5500-175-9000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (Col. 9-6)	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96 (Col. 10-11)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1640	2427	100	164	4331	656	4987	5500	1169	164	1005
02	1700	2516	100	170	4486	680	5166	5500	1014	170	844
03	1760	2605	100	176	4641	704	5345	5500	859	176	683
04	1820	2694	100	182	4796	728	5524	5675*	879	182	697
05	1880	2782	100	188	4950	752	5702	5850	900	188	712
06	1940	2871	100	194	5105	776	5881	6025	920	194	726
07	2000	2960	100	200	5260	800	6060	6200	940	200	740
08	2060	3049	100	206	5415	824	6239	6375	960	206	754
09	2120	3138	100	212	5570	848	6418	6550	980	212	768
10	2180	3226	100	218	5724	872	6596	6725	1001	218	783
11	2240	3315	100	224	5879	896	6775	6900	1021	224	797
12	2300	3404	100	230	6034	920	6954	7075	1041	230	811
13	2360	3493	100	236	6189	944	7133	7250	1061	236	825
14	2420	3582	100	242	6344	968	7312	7425	1081	242	839
15	2480	3670	100	248	6498	992	7490	7600	1102	248	854
16	2540	3759	100	254	6653	1016	7669	7775	1122	254	868
17	2600	3848	100	260	6808	1040	7848	7950	1142	260	882
18	2675	3959	100	268	7002	1070	8072	8125	1123	268	855
19	2750	4070	100	275	7195	1100	8295	8300	1105	275	830
20	2825	4181	100	283	7389	1130	8519	8650	1261	283	978
21	2900	4292	100	290	7582	1160	8742	8825	1243	290	953

* Bunching Stage.

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TABLE III
Existing Scale : Rs.1740-60-2700-EB-75-3000 : : Revised Scale : Rs.5500-175-9000

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	1740	2575	100	174	4589	696	5285	5500	911	174	737
02	1800	2664	100	180	4744	720	5464	5500	756	180	576
03	1860	2753	100	186	4899	744	5643	5675	776	186	590
04	1920	2842	100	192	5054	768	5822	5850	796	192	604
05	1980	2930	100	198	5208	792	6000	6025	817	198	619
06	2040	3019	100	204	5363	816	6179	6200	837	204	633
07	2100	3108	100	210	5518	840	6358	6375	857	210	647
08	2160	3197	100	216	5673	864	6537	6550	877	216	661
09	2220	3268	100	222	5828	888	6716	6725	897	222	675
10	2280	3374	100	228	5982	912	6894	6900	918	228	690
11	2304	3463	100	234	6137	936	7073	7075	938	234	704
12	2400	3552	100	240	6292	960	7252	7425	1133	240	893
13	2460	3641	100	246	6447	984	7431	7600	1153	246	907
14	2520	3730	100	252	6602	1008	7610	7775	1173	252	921
15	2580	3818	100	258	6756	1032	7788	7950	1194	258	936
16	2640	3907	100	264	6911	1056	7967	8125	1214	264	950
17	2700	3996	100	270	7066	1080	8146	8300	1234	270	964
18	2775	4107	100	278	7260	1110	8370	8475	1215	278	937
19	2850	4218	100	285	7453	1140	8593	8650	1197	285	912
20	2925	4329	100	293	7647	1170	8817	8825	1178	293	885
21	3000	4440	100	300	7840	1200	9040	9000	1160	300	860

TABLE IV
Existing Pay Scale : Rs.2000-60-2300-EB-75-3200-100-3500 : : Revised Pay Scale : Rs.6500-200-10500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (Col. 9-6)	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96 (Col. 10-11)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2000	2960	100	200	5260	800	6060	6500	1240	200	1040
02	2060	3049	100	206	5415	824	6239	6500	1085	206	879
03	2120	3138	100	212	5570	848	6418	6500	930	212	718
04	2180	3226	100	218	5724	872	6596	6700*	976	218	758
05	2240	3315	100	224	5879	896	6775	6900	1021	224	797
06	2300	3404	100	230	6034	920	6954	7100	1066	230	836
07	2375	3515	100	238	6228	950	7178	7300	1072	238	834
08	2450	3626	100	245	6421	980	7401	7500	1079	245	834
09	2525	3737	100	253	6615	1010	7625	7700	1085	253	832
10	2600	3848	100	260	6808	1040	7848	7900	1092	260	832
11	2675	3959	100	268	7002	1070	8072	8100	1098	268	830
12	2750	4070	100	275	7195	1100	8295	8300	1105	275	830
13	2825	4181	100	283	7389	1130	8519	8700	1311	283	1028
14	2900	4292	100	290	7582	1160	8742	8900	1318	290	1028
15	2975	4403	100	298	7776	1190	8966	9100	1324	298	1026
16	3050	4514	100	305	7969	1220	9189	9300	1331	305	1026
17	3125	4625	100	313	8163	1250	9413	9500	1337	313	1024
18	3200	4736	100	320	8356	1280	9636	9700	1344	320	1024
19	3300	4884	100	330	8614	1320	9934	10100	1486	330	1156
20	3400	5032	100	340	8872	1360	10232	10300	1428	340	1088
21	3500	5180	100	350	9130	1400	10530	10500	1370	350	1020

* Bunching Stage.

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TABLE V
Existing Pay Scale : Rs.2200-75-2800-EB-100-3700 : : Revised Pay Scale : Rs.7450-225-11500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96 (Col. 9-6)	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96 (Col. 10-11)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2200	3256	100	220	5776	880	6656	7450	1674	220	1454
02	2275	3367	100	228	5970	910	6880	7450	1480	228	1252
03	2350	3478	100	235	6163	940	7103	7450	1287	235	1052
04	2425	3589	100	243	6357	977	7327	7675*	1318	243	1075
05	2500	3700	100	250	6550	1000	7550	7675	1125	250	875
06	2575	3811	100	258	6744	1030	7774	7900	1156	258	898
07	2650	3922	100	265	6937	1060	7997	8125	1188	265	923
08	2725	4033	100	273	7131	1090	8221	8350	1219	273	946
09	2800	4144	100	280	7324	1120	8444	8575	1251	280	971
10	2900	4292	100	290	7582	1160	8742	8800	1218	290	928
11	3000	4440	100	300	7840	1200	9040	9250	1410	300	1110
12	3100	4588	100	310	8098	1240	9338	9475	1377	310	1067
13	3200	4736	100	320	8356	1280	9636	9700	1344	320	1024
14	3300	4884	100	330	8614	1320	9934	10150	1536	330	1206
15	3400	5032	100	340	8872	1360	10232	10375	1503	340	1163
16	3500	5180	100	350	9130	1400	10530	10600	1470	350	1120
17	3600	5180	100	360	9240	1440	10680	10825	1585	360	1225
18	3700	5180	100	370	9350	1480	10830	11050	1700	370	1330

* Bunching Stage.

TABLE VI

Existing Scale : Rs.2200-75-2800-100-4000 : : Revised Scale : Rs.8000-275-13500

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	2200	3256	100	220	5776	880	6656	8000	2224	220	2004
02	2275	3367	100	228	5970	910	6880	8000	2030	228	1802
03	2350	3478	100	235	6163	940	7103	8000	1837	235	1602
04	2425	3589	100	243	6357	970	7327	8275*	1918	243	1675
05	2500	3700	100	250	6550	1000	7550	8275*	1725	250	1475
06	2575	3811	100	258	6744	1030	7774	8275*	1531	258	1273
07	2650	3922	100	265	6937	1060	7997	8550*	1613	265	1348
08	2725	4033	100	273	7131	1090	8221	8550*	1419	273	1146
09	2800	4144	100	280	7324	1120	8444	8550	1226	280	946
10	2900	4292	100	290	7582	1160	8742	8825	1243	290	953
11	3000	4400	100	300	7840	1200	9040	9100	1260	300	960
12	3100	4588	100	310	8098	1240	9338	9375	1277	310	967
13	3200	4736	100	320	8356	1280	9636	9650	1294	320	974
14	3300	4884	100	330	8614	1320	9934	10200	1586	330	1256
15	3400	5032	100	340	8872	1360	10232	10475	1603	340	1263
16	3500	5180	100	350	9130	1400	10530	10750	1620	350	1270
17	3600	5180	100	360	9240	1440	10680	10750	1510	360	1150
18	3700	5180	100	370	9350	1480	10830	11025	1675	370	1305
19	3800	5180	100	380	9460	1520	10980	11025	1565	380	1185
20	3900	5180	100	390	9570	1560	11130	11300	1730	390	1340
21	4000	5180	100	400	9680	1600	11280	11300	1620	400	1220

* Bunching Stage.

TABLE VII

Existing Scale : 3000-100-3500-125-5000 : : Revised Scale : 10000-325-15200

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3000	4440	100	300	7840	1200	9040	10000	2160	300	1860
02	3100	4588	100	310	8098	1240	9338	10000	1902	310	1592
03	3200	4736	100	320	8356	1280	9636	10000	1644	320	1324
04	3300	4884	100	330	8614	1320	9934	10325*	1711	330	1381
05	3400	5032	100	340	8872	1360	10232	10325	1453	340	1113
06	3500	5180	100	350	9130	1400	10530	10650	1520	350	1170
07	3625	5180	100	363	9268	1450	10718	10975	1707	363	1344
08	3750	5180	100	375	9405	1500	10905	10975	1570	375	1195
09	3875	5180	100	388	9543	1550	11093	11300	1757	388	1369
10	4000	5180	100	400	9680	1600	11280	11300	1620	400	1220
11	4125	5180	100	413	9818	1650	11468	11625	1807	413	1394
12	4250	5180	100	425	9955	1700	11655	11950	1995	425	1570
13	4375	5180	100	438	10093	1750	11843	11950	1857	438	1419
14	4500	5180	100	450	10230	1800	12030	12275	2045	450	1595
15	4625	5180	100	463	10368	1850	12218	12275	1907	463	1444
16	4750	5273	100	475	10598	1900	12498	12600	2002	475	1527
17	4875	5411	100	488	10874	1950	12824	12925	2051	488	1563
18	5000	5550	100	500	11150	2000	13150	13250	2100	500	1600

* Bunching stage

TABLE VIII

Existing Scale : 3200-100-3700-125-4700 : : Revised Scale : 10650-325-15850

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3200	4736	100	320	8356	1280	9636	10650	2294	320	1974
02	3300	4884	100	330	8614	1320	9934	10650	2036	330	1706
03	3400	5032	100	340	8872	1360	10232	10650	1778	340	1438
04	3500	5180	100	350	9130	1400	10530	10975*	1845	350	1495
05	3600	5180	100	360	9240	1440	10680	10975*	1735	360	1375
06	3700	5180	100	370	9350	1480	10830	10975*	1625	370	1255
07	3825	5180	100	383	9488	1530	11018	11300*	1812	383	1429
08	3950	5180	100	395	9625	1580	11205	11300*	1675	395	1280
09	4075	5180	100	408	9763	1630	11393	11625	1862	408	1454
10	4200	5180	100	420	9900	1680	11580	11625	1725	420	1305
11	4325	5180	100	433	10038	1730	11768	11950	1912	433	1479
12	4450	5180	100	445	10175	1780	11955	12275	2100	445	1655
13	4575	5180	100	458	10313	1830	12143	12275	1962	458	1504
14	4700	5217	100	470	10487	1880	12367	12600	2113	470	1643

* Bunching stage

TABLE IX

Existing Scale : 3700-125-4950-150-5700 : : Revised Scale : 12000-420-18300

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3700	5180	100	370	9350	1480	10830	12000	2650	370	2280
02	3825	5180	100	383	9488	1530	11018	12000	2512	383	2129
03	3950	5180	100	395	9625	1580	11205	12000	2375	395	1980
04	4075	5180	100	408	9763	1630	11393	12420*	2657	408	2249
05	4200	5180	100	420	9900	1680	11580	12420*	2520	420	2100
06	4325	5180	100	433	10038	1730	11768	12420*	2382	433	1949
07	4450	5180	100	445	10175	1780	11955	12840*	2665	445	2220
08	4575	5180	100	458	10313	1830	12143	12840*	2527	458	2069
09	4700	5217	100	470	10487	1880	12367	12840*	2353	470	1883
10	4825	5356	100	483	10764	1930	12694	13260*	2496	483	2013
11	4950	5495	100	495	11040	1980	13020	13260	2220	495	1725
12	5100	5661	100	510	11371	2040	13411	13680	2309	510	1799
13	5250	5828	100	525	11703	2100	13803	14100	2397	525	1872
14	5400	5994	100	540	12034	2160	14194	14520	2486	540	1946
15	5550	6161	100	555	12366	2220	14586	14940	2574	555	2019
16	5700	6327	100	570	12697	2280	14977	15360	2663	570	2093

* Bunching stage

TABLE X

Existing Scale : 3700-125-4950-150-5700 : : Revised Scale : 12000-420-18300
With a minimum start of Rs. 12840

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	3700	5180	100	370	9350	1480	10830	12840	3490	370	3120
02	3825	5180	100	383	9488	1530	11018	12840	3352	383	2969
03	3950	5180	100	395	9625	1580	11205	12840	3215	395	2820
04	4075	5180	100	408	9763	1630	11393	12840	3077	408	2669
05	4200	5180	100	420	9900	1680	11580	12840	2940	420	2520
06	4325	5180	100	433	10038	1730	11768	12840	2802	433	2369
07	4450	5180	100	445	10175	1780	11955	12840*	2665	445	2220
08	4575	5180	100	458	10313	1830	12143	13260*	2947	458	2489
09	4700	5217	100	470	10487	1880	12367	13260*	2773	470	2303
10	4825	5356	100	483	10764	1930	12694	13260*	2496	483	2013
11	4950	5495	100	495	11040	1980	13020	13680*	2640	495	2145
12	5100	5661	100	510	11371	2040	13411	13680	2309	510	1799
13	5250	5828	100	525	11703	2100	13803	14100	2397	525	1872
14	5400	5994	100	540	12034	2160	14194	14520	2486	540	1946
15	5550	6161	100	555	12366	2220	14586	14940	2574	555	2019
16	5700	6327	100	570	12697	2280	14977	15360	2663	570	2093

* Bunching stage

TABLE XI

Existing Scale : 4500-150-5700-200-6300 : : Revised Scale : 16400-450-20000 With a minimum start of Rs. 17300/-

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4500	5180	100	450	10230	1800	12030	17300	7070	450	6620
02	4650	5180	100	465	10395	1860	12255	17300	6905	465	6440
03	4800	5328	100	480	10708	1920	12628	17300	6592	480	6112
04	4950	5495	100	495	11040	1980	13020	17750*	6710	495	6215
05	5100	5661	100	510	11371	2040	13411	17750*	6379	510	5869
06	5250	5828	100	525	11703	2100	13803	17750*	6047	525	5522
07	5400	5994	100	540	12034	2160	14194	18200*	6166	540	5626
08	5550	6161	100	555	12366	2220	14586	18200*	5834	555	5279
09	5700	6327	100	570	12697	2280	14977	18200	5503	570	4933
10	5900	6549	100	590	13139	2360	15499	18650*	5511	590	4921
11	6100	6660	100	610	13470	2440	15910	18650*	5180	610	4570
12	6300	6660	100	630	13690	2520	16210	18650*	4960	630	4330

* Bunching stage

TABLE XII

Existing Scale : 4500-150-5700-200-7300 : : Revised Scale : 16400-450-22400

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4500	5180	100	450	10230	1800	12030	16400	6170	450	5720
02	4650	5180	100	465	10395	1860	12255	16400	6005	465	5540
03	4800	5328	100	480	10708	1920	12628	16400	5692	480	5212
04	4950	5495	100	495	11040	1980	13020	16850	5810	495	5315
05	5100	5661	100	510	11371	2040	13411	16850	5479	510	4969
06	5250	5828	100	525	11703	2100	13803	16850	5147	525	4622
07	5400	5994	100	540	12034	2160	14194	17300	5266	540	4726
08	5550	6161	100	555	12366	2220	14586	17300	4934	555	4379
09	5700	6327	100	570	12697	2280	14977	17300	4603	570	4033
10	5900	6549	100	590	13139	2360	15499	17750	4611	590	4021
11	6100	6660	100	610	13470	2440	15910	17750	4280	610	3670
12	6300	6660	100	630	13690	2520	16210	17750	4060	630	3430
13	6500	6660	100	650	13910	2600	16510	18200	4290	650	3640
14	6700	6660	100	670	14130	2680	16810	18200	4070	670	3400
15	6900	6660	100	690	14350	2760	17110	18200	3850	690	3160
16	7100	6816	100	710	14726	2840	17566	18650	3924	710	3214
17	7300	7008	100	730	15138	2920	18058	18650	3512	730	2782

* Bunching stage

TABLE XIII

Existing Scale : 4500-150-5700-200-7300 : : **Revised Scale** : 16400-450-22400 With a minimum start of Rs. 17300/-

Span of year	Stage in existing scale	DA as on 01.01.96	IR I	IR II 10% of basic min of Rs. 100	Total of col 2+3+4+5	40% of basic pay in col. 2	Gross total col 6+7	Stage in the revised scale	Differ I w.e.f. 01.01.96	IR III 10% of basic min of Rs.100	Differ2 w.e.f. 01.04.96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
01	4500	5180	100	450	10230	1800	12030	17300	7070	450	6620
02	4650	5180	100	465	10395	1860	12255	17300	6905	465	6440
03	4800	5328	100	480	10708	1920	12628	17300	6592	480	6112
04	4950	5495	100	495	11040	1980	13020	17750*	6710	495	6215
05	5100	5661	100	510	11371	2040	13411	17750*	6379	510	5869
06	5250	5828	100	525	11703	2100	13803	17750*	6047	525	5522
07	5400	5994	100	540	12034	2160	14194	18200*	6166	540	5626
08	5550	6161	100	555	12366	2220	14586	18200*	5834	555	5279
09	5700	6327	100	570	12697	2280	14977	18200	5503	570	4933
10	5900	6549	100	590	13139	2360	15499	18650*	5511	590	4921
11	6100	6660	100	610	13470	2440	15910	18650*	5180	610	4570
12	6300	6660	100	630	13690	2520	16210	18650*	4960	630	4330
13	6500	6660	100	650	13910	2600	16510	19100*	5190	650	4540
14	6700	6660	100	670	14130	2680	16810	19100*	4970	670	4300
15	6900	6660	100	690	14350	2760	17110	19100*	4750	690	4060
16	7100	6816	100	710	14726	2840	17566	19550*	4824	710	4114
17	7300	7008	100	730	15138	2920	18058	19550*	4412	730	3682

* Bunching stage

APPENDIX III : FORM OF OPTION

**Accompaniment to Government Resolution, Education and Employment Department
No.NGC-1298/(4619)/UNI-4, dated the 11th December,99.**

APPENDIX III : FORM OF OPTION

1.....substantive holder of the post of..... in the scale of Rs..... in the scale of Rs. in the College hereby.

***(I)** elect the revised scale of the post With effect from 1st January,1996.

*existing

***(II)** elect to retain the scale of pay of the post until :
*Pre-January,1996

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

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

Date :

Signature.

Signed before me.

Date :

Signature.
(Principal of the College)

(Received the above declaration)

Date

Signature
(Head of the Institute)

Note : The option should be exercised separately in respect of substantive and officiating appointments.
*To be scored out, if not applicable.

APPENDIX IV : FORM OF AGREEMENT

**Accompaniment to Government Resolution, Education and Employment Department
No.NGC-1298/(4619)/UNI-4, dated the 11th December,99.**

APPENDIX IV : FORM OF AGREEMENT

THIS AGREEMENT made thisday of One thousand Nine hundred and Ninety Nine between Shri/Smt./Kum.....Demonstrator/Tutor/ Reader/Senior/Junior Lecturer/Professor of Principal of College/University Established by.....hereinafter referred to as "the Employee" (which expression shall unless the context does not so admit include his /her heirs, executors and administrators of the One Part andCollege/University hereinafter referred to as "the said College/University" of the Other Part.

WHEREAS the Employee has been working as a Demonstrator/Tutor/Reader/Senior/Junior Lecturer /Professor of /Principal of the said College/University from theday of 199

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, bearing No.NGC-1298/(4619)/UNI-4, dated the 11th December, 99 (hereinafter referred to as "the said Resolution" a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

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

NOW THIS AGREEMENT WITNESSTH AND IT IS HEREBY AGREED AND DECIDED by and between Parties hereto as follows :

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

IN WITNESS WHEREOF Shri/Smt.Kum.the Employee above named has hereto set his /her hand and Common Seal of University has been hereunto affixed.

Members of the Managing Committee /Governing Body of have set their respective hand the day and year first hereinabove written.

Signed and Delivered by ---
Shri./Smt./Kum..... the Employee above named in the presence of

1.
2.
3.

OR

Signed and delivered by ___
1.
2.
3.
4.
5. Etc. the present Members of the Managing Committee/Governing Body

of
in the presence of ---
1.
2.

APPENDIX -VI

MINIMUM QUALIFICATIONS FOR RECRUITMENT TO THE POST OF REGISTRAR IN UNIVERSITIES

Registrar

1. a Master's Degree with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale.
2. At least 15 years of experience as Lecturer (Senior Scale)/ Lecturer with 8 years experience in Reader's Grade along with experience in educational administration.

OR

Comparable experience in research establishment and / or other institutions of Higher Education

OR

15 Years of Administrative Experience of which 8 years as Deputy Registrar or an equivalent post.

Appendix-VII

**Minimum qualifications for the posts of Director, Physical Education,
Deputy Director, Physical Education and Assistant Director,
Physical Education.**

(a) University: Assistant Director of Physical Education and Sports/College DPEs (Lecturer-scale)

(i) Master's degree in Physical Education (two years course) or Master's degree in Sports or an equivalent degree with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale plus a consistently good academic record.

(ii) Record of having represented the university/college at the inter-university/inter-collegiate competitions or the State in national championships.

(iii) Passed the physical fitness test.

(iv) Qualifying in the national test conducted for the purpose by the UGC or any other agency approved by the UGC.

(b) University : Assistant DPEs/College DPEs (Senior-Scale)

(i) Should have completed six years of service as University Assistant DPEs/College DPEs with a benefit of two years for Ph.D. and one year for M.Phil. Degree holders.

(ii) Passed the physical fitness test.*

(iii) Consistently good appraisal reports.

(iv) Should have attended at least one orientation and one refresher course of about three to four weeks's duration each with proper and well-defined evaluation procedure (exemption from one refresher course is granted to Ph.D. degree holders.)

(c) University : Assistant DPEs/College DPEs (Selection-grade)

(i) Completed five years of service as University Assistant DPEs/ College DPEs in the senior-scale.

(ii) Has attended at least two refresher courses of about three-four weeks' duration with proper and well-defined evaluation procedure after placement in the scale of Rs.3000-5000.

(iii) Shown evidence of having procedure good teams/athletes and of having organized and conducted coaching camps.

(d) University Deputy DPEs/College DPEs (Reader's scale)

Essential

(i) Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% of the marks or an equivalent grade of B in the UGC 7 point scale at the Master's Degree level.

(ii) Five years' experience as University Assistant DPEs/ College DPEs /Lecturer (Physical Education) or in the equivalent post in the same pay scale (including 3 years of research experience for Ph.D.)

(iii) Evidence of organising competitions and conducting coaching camps.

(iv) Evidence of having produced good performance teams/athletes for Inter University /Combined University and at higher level etc.

(v) Passed the physical fitness test.*

(vi) Consistently good appraisal reports.

(e) University DPEs

(i) Ph.D. in physical Education.

(ii) Experience of at least ten years as University Deputy or Reader (Physical Education) or fifteen years as University Assistant DPEs / College DPEs (selection grade). / Lecturer (senior Scale or Selection Grade) in Physical Education.

(iii) Participation in at least two national/ international seminars/ conferences.

(iv) Consistency in good appraisal reports.

(v) Evidence of organizing competitions and conducting coaching camps.

(i) Evidence of having produced good performance teams/athletes at inter University/ combined university and at higher level etc.

NORMS FOR MEN

12 MINUTES RUN/WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 mtrs.	1500 mtrs.	1200 mtrs.	800 mtrs.

NORMS FOR WOMEN

8 MINUTES RUN/WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 mtrs.	800 mtrs.	600 mtrs.	400 mtrs.

However, before taking the test a candidate shall produce a medical certificate certifying that he /she is medically fit.

Appendix-V

**Minimum Qualifications for direct recruitment to
the post of Librarian, Deputy Librarian and
Assistant Librarian.**

(i) Librarian (University)

i) Master's degree in library Science/Information Science /documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record;

ii) At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.

iii) Evidence of innovative library service and organisation of published work.

Desirable

M.Phil./ Ph.D. degree in library Science/ Infomation Science/ documentation/archived and manuscript-keeping.

(ii) Deputy Librarian

i) Master's degree in library Science/Information Science /documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record;

ii) Five years experience as an Assistant University Librarian/ College Librarian.

iii) Evidence of innovative library services, published work and professional commitment, computerisation of library.

Desirable

M.Phil./ Ph.D. degree in library Science/ Infomation Science/ documentation/archived and manuscript-keeping computerisation of library.

(iii) For the posts of Assistant University Librarian/ College Librarian/ Documentation Officer.

Minimum Qualifications

i) Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC.

ii) Master degree in library Science/ information Science/ documentation

or an equivalent professional degree with at least 55% of the marks

or its equivalent grade of B in the UGC seven point scale plus consistently good academic record, computerisation of library.

FIXATION OF PAY IN THE REVISED UGC SCALE OF PAY

ILLUSTRATION-1

A Lecturer is drawing a basic pay of Rs.2275/- as on 1.10.95 in the existing scale of pay Rs.2200-75-2800-100-4000. Revised scale of pay applicable to the post of Lecturer is Rs.8000-275-13500. His date of increment is on 1st October every year. His pay in the revised scale shall be fixed as follows :-

	Rs.
Basic Pay	2275/-
D.A.at 1510 points i.e.148% of basic pay	3367/-
Interim Relief-I	100/-
Interim Relief-II	228/-
Emoluments	5970/-
Add 40% of Basic Pay	910/-
Total	6880/-

Pay to be fixed in the new scale of pay at Rs.8000/-

The next date of annual increment in the revised scale shall be effect from 1.10.96.

ILLUSTRATION-2

A Lecturer is drawing a basic pay of Rs.2800/- as on 1.1.96 in existing scale of pay of Rs.2200-75-2800-100-4000. Revised scale of pay applicable to the post of Lecturer

is Rs.8000-275-13500/- . His date of increment is on 1st April every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	2800/-
D.A.at 1510 points i.e.148% of basic pay	4144/-
Interim Relief-I	100/-
Interim Relief-II	280/-
Emoluments	7324/-
Add 40% of Basic Pay	1120/-
Total	8444/-

Pay to be fixed in the new scale of pay at Rs.8550/-

The next date of annual increment in the revised scale shall be effect from 1.4.96.

ILLUSTRATION-3

A Lecturer (Senior-Scale) is drawing a basic pay of Rs.3300/- as on 1.10.95 in existing scale of pay of Rs.3000-100-3500-125-5000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs.10000-325-15200. His date if increment is on 1st October every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	3300/-

D.A.at 1510 points i.e.148% of basic pay	4884/-
Interim Relief-I	100/-
Interim Relief-II	330/-
Emoluments	8614/-
Add 40% of Basic Pay	1320/-
Total	9934/-

Next stage in the revised scale of pay at Rs.10000/-.

Add one increment for three increments in the existing scale of pay 325/-

Therefore pay to be fixed in the new scale of pay at Rs.10325/-

The next date of annual increment in the revised scale shall be with effect from 1.1.97.

ILLUSTRATION-4

A Lecturer (Senior-Scale) is drawing a basic pay of Rs.3750/- as on 1.7.95 in existing scale of pay of Rs.3000-100-3500-125-5000. Revised scale of pay applicable to the post of Lecturer (Senior Scale) is Rs.10000-325-15200. His date of increment is on 1st July every year. His pay in the revised scale shall be fixed as follows :

	Rs.
Basic Pay	3750/-
D.A.at 1510 points i.e.148%	

Appendix-VIII

SELECTION COMMITTEES RECOMMENDED BY THE UGC

Lecturer in a Private College

1. Chairperson of the Governing Body of the College or his /her nominee to be the Chairperson of the Selection Committee.

2. The Principal of the concerned College.

3. One senior teacher/Head of the Department (of the concerned subject) preferably having not less than 10 years of services as a teacher.

4. Two nominees of the Vice-Chancellor of the affiliating university of whom one should be a subject expert.

5. Two subject-experts not connected with the college to be nominate by the Chairperson of the governing body out of a panel of names approved by the Vice-Chancellor.

For Government colleges, the State Public Service Commissions must invite three subject experts for which the State PSC will involve the University in the selection. The Principal and Head of the Department should be necessarily included in the Selection Committee.

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

For the post of University Lecturer.

At the University level, all selections must be done within the system with the Vice-Chancellor as the head of the Selection Committee.

1. The Vice-Chancellor to be the Chairperson of the Selection Committee.

2. Three experts in the concerned subject, to be invited on the basis of the list recommended by the Vice-Chancellor and approved by the Executive Council/ Syndicate.

3. Dean of the concerned Faculty/ Head/Chairperson of the Department.

4. An academician nominated by the Visitor/Chancellor.

The quorum should be four out of which at least two outside subject-experts must be present.

For the post of Reader

The process of selection should involve inviting the biodata and reprints of three major publications of the candidate before interview and getting them assessed by the same three external experts, who are to be invited to interview the candidate. The Selection Committee should have the following composition.

1. Vice-Chancellor to be the Chairperson of the Selection Committee.

2. An academician who is the nominee of the Visitor/Chancellor.

3. Three experts in the concerned subject/ field, out of the list recommended by the Vice-Chancellor and approved by the Executive Council/Syndicate.

4. Dean of the Faculty.

5. Head/Chairperson of the Department.

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

For the Post of Professor

The process of selection should involve inviting the biodata and reprints of three major publications of which one could be a book or reserach report, before the invterview, and getting them assessed by the same three external experts who are to be invited for the invterview. The assessment report must be placed before the Selection Committee. The composition of the Selection Committee for the post of a Professor will be the same as proposed for the post of a Reader.

It may be ensured that the process of selection in every case is transparent and credible.

In the case of posts of Readers and Professors in Colleges, besides the Chairperson Governing Body, the Principal of the College, and the Head of

the Department, there will be two University representatives, one of whom, will be the Dean of College or equivalent position in the University, who will substitute the visitor's Nominee and the Vice-Chancellor should be substituted by the VC's Nominee.

Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education, Registrars, Librarians and Assistant Librarians shall be the same as that of Professor, Reader and Lecturer respectively, except that the concerned expert in Physical Education or Administration or Library Science, as the case may be, shall be associated with the Selection Committee.

For the Post of Principal

1. Chairperson of the Governing Board as Chairperosn.

2. One member of the Governing Board to be moninated by the Chairperson.

3. Two Vice-Chancellor's nominees, out of whom one should be an expert.

4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Board) out of a panel of experts approved by the Vice-Chancellor.

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

The process of selection should involve the following.

a) Assessment of aptitude for teaching and research.

b) Ability to communicate clearly and effectively.

c) Ability to analyse the discuss.

d) Optional : Ability to communicate may be assessed by requiring the candidate to participate in a group discussion or by exposure to a class room situation/ lecture, wherever it is possible.

of basic pay subject to minimum of Rs. 5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	375/-
Emoluments	9405/-
Add 40% of Basic Pay	1500/-
Total	10905/-

Pay to be fixed in the new scale of pay at Rs.10975/-

The next date of annual increment in the revised scale shall be with effect from 1-7-99.

ILLUSTRATION-5

A Lecturer (Senior-Scale) is drawing a basic pay of Rs.3825/- as on 1.4.95 in existing scale of pay of Rs.3700-125-4950-150-5700. Revised scale of pay applicable to the post of Lecturer (selection Scale) is Rs.12000-420-18300. His date if increment is on 1st April every year. His pay in the revised scale shall be fixed as follows :

Rs.	3825/-
D.A.at 1510 points i.e.111% of basic pay subject to minimum of Rs.5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	383/-
Emoluments	9488/-
Add 40% of Basic Pay	1530/-
Total	11018/-

Pay to be fixed in the new scale of pay at Rs.12000/-

The next date of annual increment in the revised scale shall be with effect from 1.4.96

ILLUSTRATION-6

A Lecturer (Selection-Grade) is drawing a basic pay of Rs.4450/- as on 1.1.96 in existing scale of pay of Rs.3700-125-4950-150-5700. He has completed 5 years of service as Selection Grade Lecturer on 1.1.96 Revised scale of pay applicable to the post of Lecturer (Selection-Grade) is Rs.12000-420-18300. With service of 5 years and more in the post of Lecturer (Selection Grade) is eligible for a minimum pay of Rs.14,950/- His pay in the revised scale shall be fixed as follows :

Rs.	4450/-
D.A.at 1510 points i.e.111% of basic pay subject to minimum of Rs.5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	445/-
Emoluments	10175/-
Add 40% of Basic Pay	1780/-
Total	11955/-

Next stage in the revised scale of pay at Rs.12000/-.

Pay to be fixed in the revised scale of pay taking into account the service of more than 5 years at Rs.14,950/-.

The next date of annual increment in the revised scale shall be with effect from 1.1.97.

ILLUSTRATION-7

A Principal (Grade II) is drawing a basic

pay of Rs.4325/- as on 1.10.95 in existing scale of pay of Rs.3700-125-4950-150-5700 with minimum of pay at Rs.4200/-. Revised scale of pay applicable to the post of Principal (Grade II) is Rs.12000-420-18300 with minimum pay of Rs.12840/-. His pay in the revised scale shall be fixed as follows :

Rs.	4325/-
Basic Pay	4325/-
D.A.at 1510 points i.e.111% of basic pay subject to minimum of Rs.5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	433/-
Emoluments	10038/-
Add 40% of Basic Pay	1730/-
Total	11768/-

Pay to be fixed in the new scale of pay at Rs.12000/-

Pay to be fixed at the minimum applicable to the post at Rs.12840/-

The next date of annual increment in the revised scale shall be with effect from 1.10.96.

ILLUSTRATION-8

A Principal (Grade II) is drawing a basic pay of Rs.5700/- as on 1.7.95 in existing scale of pay of Rs.3700-125-4950-150-5700 with minimum of pay at Rs.4200/-. Revised scale of pay applicable to the post of Principal (Grade II) is Rs.12000-420-18300 with minimum pay of Rs.12840/-. His date of increment is on 1st July every year. His pay in the revised scale shall be fixed as follows :

Rs.	5700/-
Basic Pay	5700/-
D.A.at 1510 points i.e.111% of basic pay subject to minimum of Rs 5180/-	6327/-
Interim Relief-I	100/-
Interim Relief-II	570/-
Emoluments	12697/-
Add 40% of Basic Pay	2280/-
Total	14977/-

Pay to be fixed in the new scale of pay at Rs.15360/-

The next date of annual increment in the revised scale shall be which effect from 1.7.96.

ILLUSTRATION-9

A Principal (Grade I) is drawing a basic pay of Rs.4500/- as on 1.4.95 in existing scale of pay of Rs.4500-150-5700-200-7300. Revised scale of pay applicable to the post of Principal (Grade I) is Rs.16400-450-20900-500-22400 with minimum pay of Rs.17300/-. His pay in the revised scale shall be fixed as follows :

Revised rates of dearness allowance in the revised pay

Revised rates of dearness allowance in the revised pay are already printed on page Nos. 131 to 133 of 1999 NUTA Bulletin.

Rs.	4500/-
Basic Pay	4500/-
D.A.at 1510 points i.e.111% of basic pay subject to minimum of Rs.5180/-	5180/-
Interim Relief-I	100/-
Interim Relief-II	450/-
Emoluments	10230/-
Add 40% of Basic Pay	1800/-
Total	12030/-

Next stage in the new scale of pay at Rs.16400/-.

Pay to be fixed at the minimum pay applicable to the post at Rs.17300/-

The next date of annual increment in the revised scale shall be with effect from 1.4.96.

ILLUSTRATION-10

A Principal (Grade I) is drawing a basic pay of Rs.5550/- as on 1.10.95 in existing scale of pay of Rs.4500-150-5700-200-7300. Revised scale of pay applicable to the post of Principal (Grade I) is Rs.16400-450-20900-500-22400 with minimum pay of Rs.17300/-. His pay in the revised scale shall be fixed as follows :

Rs.	5550/-
Basic Pay	5550/-
D.A.at 1510 points i.e.111% of basic pay subject to minimum of Rs.5180/-	6161/-
Interim Relief-I	100/-
Interim Relief-II	555/-
Emoluments	12366/-
Add 40% of Basic Pay	2220/-
Total	14586/-

Stage in the new scale of pay Rs.17300/-

Add: two increments in the new scale of pay

for having earned 6 increments in the existing scale .. Rs.900/-

Pay to be fixed in the new scale of pay at .. Rs.18200/-

The date of next annual increment in the revised scale shall be with effect from 1.1.97.

ILLUSTRATION-11

A Demonstrator is drawing a basic pay of Rs.2220/- with effect from 1.10.95 in existing scale of pay of Rs.1740-60-2700-EB-75-3000. Revised scale of pay applicable to the post of Demonstrator is Rs.5500-175-9000. His pay in the revised scale shall be fixed as follows :

Rs.	2220/-
Basic Pay	2220/-
D.A.at 1510 points i.e.148% of basic pay	3286/-
Interim Relief-I	100/-
Interim Relief-II	222/-
Emoluments	5828/-
Add 40% of Basic Pay	888/-
Total	6716/-

Pay to be fixed in the new scale of pay at Rs.6725/-.

The next date of annual increment in the revised scale shall be with effect from 1.10.96.

AF **** P 60

NUTA BULLETIN (Fortnightly Journal of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION) **EDITOR** : Prof. A.G.Somvanshi, Shankar Nagar, AMRAVATI-444 606. **PUBLISHER** : Prof. V.K. Pande, 7, Yeshwant Appartments, Laxmi Nagar, WARDHA-442 001. Composed at NUTA Bulletin Office, Phundkar Bhavan, Behind Jain Hostel, Maltekadi Road, Amravati-444 601. **PRINTED AT** Bokey Offset, Gandhi Nagar, Amravati. (M.S) **REGD NO. ATI 263** Licenced to post without prepayment **LICENCE NO. ATI 10** Name of the Posting office : **R.M.S. Amravati.** Date of Posting : **22.12.1999**

If Undelivered , please return to : NUTA Bulletin Office, Phundkar Bhavan, Behind Jain Hostel, Maltekadi Road, Amravati-444 601.

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