

# The Gazette of India

**EXTRAORDINARY : PART I : SECTION 1**

**PUBLISHED BY AUTHORITY**

**No. 246 :**

**New Delhi, Monday, July 25, 2016**

**: Sravana 3, 1938**

## **MINISTRY OF FINANCE**

**DEPARTMENT OF EXPENDITURE**

### **RESOLUTION**

**New Delhi, the 25th July, 2016**

**No. 1-2/2016-IC.**— The Seventh Central Pay Commission (Commission) was set up by the Government of India vide Resolution No. 1/1/2013-E.III (A), dated the 28th February, 2014. The period for submission of report by the Commission was extended upto 31st December, 2015 vide Resolution No. 1/1/2013-E.III(A), dated the 8th September, 2015. The Commission, on 19th November, 2015, submitted its Report on the matters covered in its Terms of Reference as specified in the aforesaid Resolution dated the 28th February, 2014.

2. The Government, after consideration, has decided to accept the recommendations of the Commission in respect of the categories of employees covered in its Terms of Reference contained in the aforesaid Resolution dated

the 28th February, 2014 in the manner as specified hereinafter.

3. The Government has accepted the Commission's recommendations on Minimum Pay, Fitment Factor, Index of Rationalisation, Pay Matrices and general recommendations on pay without any material alteration with the following exceptions in Defence Pay Matrix in order to maintain parity in pay with Central Armed Police Forces, namely:-

(i) the Index of Rationalisation of Level 13A (Brigadier) in Defence Pay Matrix may be revised upward from 2.57 to 2.67 ;

(ii) additional three stages in Levels 12A (Lieutenant

Colonel), three stages in Level 13 (Colonel) and two stages in Level 13A (Brigadier) may be added appropriately in the Defence Pay Matrix.

4. (1) The Pay Matrix, in replacement of the Pay Bands and Grade Pays as in force immediately prior to the notification of this Resolution, shall be as specified in **Annexure I** in respect of civilian employees.

(2) With regard to fixation of pay of the employee in the new Pay Matrix as on 1st day of January, 2016, the existing pay (Pay in Pay Band plus Grade Pay) in the pre-revised structure as on 31st day of December, 2015 **shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Level corresponding to employee's Pay Band and Grade Pay or Pay Scale in**

**the new Pay Matrix.** If a Cell identical with the figure so arrived at is available in the appropriate Level, that Cell shall be the revised pay; otherwise **the next higher cell in that Level shall be the revised pay of the employee.**

(3) After fixation of pay in the appropriate Level as specified in sub-paragraph (2) above, the subsequent increments in the Level shall be at the immediate next Cell in the Level.

5. There shall be **two dates for grant of increment** namely, 1st January and 1st July of every year, instead of existing date of 1st July; provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment,

### ANNEXURE I : PAY MATRIX

@P.B.		5200-20200				9300-34800				15600-39100			37400-67000		
*GP	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	# 14
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139100	153000
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200	
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300	
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600	
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800		
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900		
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214100		
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700			
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100			
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600			
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300			
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100			
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100			
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200			
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500			
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900			
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500			
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200			
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144300	174800	203100			
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200			
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400				
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	157700	191000				
37	52000	57900	63200	74200	84500	102800	130400	138300	153600	162400	196700				
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600				
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700				
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500					

**NOTES :-** (@) PB stands for Pay Band (\*) GP stands for Grade Pay, (#) After level 14, level 15 to 18 are :-  
**Level : 15,** Pay Band : 67000-79000, Grade Pay : Nil, (1) Entry pay cell : 182200 (2) 187700 (3) 193300 (4) 199100 (5) 205100 (6) 211300 (7) 217600 (8) 224100  
**Level : 16,** Pay Band : 75500-80000, Grade Pay : Nil, (1) Entry pay cell : 205400 (2) 211600, (3) 217900, (4) 224400  
**Level : 17,** Pay Band : 80000, Grade Pay : Nil, (1) Entry pay cell : 225000  
**Level : 18,** Pay Band : 90000, Grade Pay : Nil, (1) Entry pay cell : 250000

promotion or grant of financial up-gradation.

6. The Commission's recommendations and Government's decision thereon with regard to revised pay structure for civilian employees of the Central Government and personnel of All India Services as specified at **Annexure I** and the consequent pay fixation therein as specified at **Annexure II** shall be effective from the 1st day of January, 2016. The arrears on this account shall be paid during the financial year 2016-2017.

7. **The recommendations on Allowances** (except Dearness Allowance) **will be referred to a Committee** comprising Finance Secretary and Secretary (Expenditure) as Chairman and Secretaries of Home Affairs, Defence, Health and Family Welfare, Personnel and Training, Posts and Chairman, Railway Board as Members. The Committee will submit its report within a period of four months. Till a final decision on Allowances is taken based on the recommendations of this Committee, all Allowances will continue to be paid at existing rates in existing pay structure, as if the pay had not been revised with effect from 1st day of January, 2016.

8. The recommendations of the Commission relating to interest bearing Advances as well as interest free Advances have been accepted with the exception that interest free Advances for Medical Treatment, Travelling Allowance for family of deceased, Travelling Allowance on tour or transfer and Leave Travel Concession shall be retained.

9. The recommendations of the Commission for increase in rates of monthly contribution towards Central Government Employees Group Insurance Scheme (CGEGIS) for various categories of employees has not been accepted. The existing rates of monthly contribution shall continue. Department of Expenditure and Department of Financial Services will work out a customised group insurance scheme for Central Government employees.

10. The Government has accepted the recommendations of the Commission on upgrading of posts except for those specified at **Annexure III**. The recommendations on upgradation specified at **Annexure III** will be separately examined by Department of Personnel and Training for taking a comprehensive view in the matter.

11. The Government has not accepted the recommendations of the Commission on downgrading of posts and normal replacement will be provided in such cases.

12. While revising the pay of Doctors in respect of whom Non Practicing Allowance is admissible and Railway employees in respect of whom Running Allowance is admissible, it will be ensured that the actual raise in pay at the time of initial fixation is about 14.29 percent as recommended by the Commission.

13. The pay of officers posted on deputation under Central Staffing Scheme will be protected and the difference in the pay will be given to them in the form of Personal Pay to be made effective from the date of notification.

14. Recommendations not relating to pay, pension and allowances and other administrative issues specific to Departments/Cadres/Posts will be examined by the Ministries/Departments concerned as per the Allocation of Business Rules or Transaction of Business Rules. Until a decision is taken by the Government on administrative issues pertaining to (i) Non Functional Upgradation (NFU) presently admissible to the Indian Police Service/Indian Forest Service and Organised Group 'A' Services, (ii) two years' edge to Indian Administrative Service officers vis-

a-vis other All India Services/Organised Group 'A' Services in empanelment under Central Staffing Scheme, (iii) grant of two additional increments at Senior Time Scale, Junior Administrative Grade and Selection Grade to Indian Police Service and Indian Forest Service at par with Indian Administrative Service and Indian Foreign Service (iv) a uniform retirement age for all ranks in Central Armed Police Forces, where the Commission could not arrive at a consensus, status quo shall be maintained.

15. A Committee of Secretaries comprising Secretaries of Departments of Personnel and Training, Financial Services and Pension and Pensioners' Welfare will be set up to suggest measures for streamlining the implementation of the National Pension System (NPS).

16. Anomalies Committees will be set up by Department of Personnel and Training to examine individual, post-specific and cadre-specific anomalies arising out of implementation of the recommendations of the Commission.

17. Regarding pay and related issues concerning All India Services, appropriate action will be taken by Department of Personnel and Training to give effect to the decisions on these matters as may be applicable to them.

18. The Government of India wishes to place on record their appreciation of the work done by the Commission.

#### ORDER

Ordered that this Resolution be published in the Gazette of India, Extraordinary.

Ordered that a copy of this Resolution be communicated to the Ministries/Departments of the Government of India, State Governments, Administrations of Union Territories and all other concerned.

R.K. CHATURVEDI, Jt. Secy.

#### ANNEXURE II

Statement showing the recommendations of the Seventh Central Pay Commission on Pay relating to Civilian employees in Group 'A', 'B' and 'C' and personnel of All India Services and Government's decisions thereon.

(Sl. No.)

**(R) : Recommendation of the Seventh Central Pay Commission**

**(D) : Decision of the Government**

#### I.

##### PAY FIXATION IN REVISED PAY STRUCTURE:

**(1) (R) :** Minimum pay in government with effect from 01.01.2016 at Rs. 18000 per month (Para 4.2.13 of the Report)

**(D) :** Accepted

**(2) (R) :** Pay Matrix comprising two dimensions having horizontal range in which each level corresponds to a "functional role in the hierarchy" with number assigned 1, 2, 3 and so on till 18 and "vertical range" denoting "pay progression". These indicate the steps of annual financial progression (Para 5.1.21 of the Report)

**(D) :** Accepted

**(3) (R) :** On recruitment, an employee joins at a particular level and progresses within the level as per the vertical range. The movement is usually on an annual basis, based on annual increments till the time of their next

promotion. (Para 5.1.22 of the Report)

**(D) : Accepted**

**(4) (R) :** The fitment factor of 2.57 to be applied uniformly for all employees. (Para 5.1.27 of the Report)

**(D) : Accepted**

**(5) (R) :** Pay of employees to be fixed in the revised Pay Structure in the manner laid down in Paras 5.1.28 and 5.1.29 of the Report.

**(D) : Accepted**

**(6) (R) :** In case of upgrading of posts recommended by the Commission, the pay may be fixed in revised Pay Structure in manner laid down in Para 5.1.30 of the Report.

**(D) : Accepted.** The recommendation regarding downgrading not accepted and, therefore, no occasion for fixation on downgrading of posts.

**(7) (R) :** Pay of direct recruits will start at the minimum pay corresponding to the Level to which recruitment is made, which will be the first cell of each Level in the Matrix (Para 5.1.32 of the Report)

**(D) : Accepted**

**(8) (R) :** On promotion, pay of employees to be fixed in the manner laid down in Para 5.1.33 of the Report.

**(D) : Accepted**

## II.

### ANNUAL INCREMENTS:

**(1) (R) :** The manner of drawal of annual increment to be as laid down in Para 5.1.53 of the Report.

**(D) : Accepted**

## III.

### MODIFIED ASSURED CAREER PROGRESSION SCHEME:

**(1) (R) :** MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next Level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group 'A' Services. (Para 5.1.44 of the Report)

**(D) : Accepted**

**(2) (R) :** Benchmark for performance appraisal for promotion and financial ungrdation under MACPS to be enhanced from "Good" to "Very Good". (Para 5.1.45 of the Report)

**(D) : Accepted**

**(3) (R) :** Withholding of annual increments in the case of those employees who are not able to meet the benchmark either for MACP or a regular promotion within the first 20 years of their service. (Para 5.1.46 of the Report)

**(D) : Accepted**

## IV.

### CONSOLIDATED PAY PACKAGE IN REGULATORY BODIES:

**(1) (R) :** Consolidated pay package of Rs. 4,50,000 (Rupees Four Lakh and Fifty Thousand only) for Chairpersons of Telecom Regulatory Authority of India, Central Electricity Regulatory Commission, Insurance Regulatory and Development Authority, Securities and Exchange Board of India, Competition Commission of India, Pension Fund Regulatory and Development Authority, Petroleum and Natural Gas Regulatory Board, Warehousing Development and Regulatory Authority, and Airports Economic Regulatory Authority of India (Para No. 13.15 (i) of the Report)

**(D) : Accepted**

**(2) (R) :** Consolidated pay package of Rs. 4,00,000 (Rupees Four Lakh only) for Members of Telecom Regulatory Authority of India, Central Electricity Regulatory Commission, Insurance Regulatory and Development Authority, Securities and Exchange Board of India, Competition Commission of India, Pension Fund Regulatory and Development Authority, Petroleum and Natural Gas Regulatory Board, Warehousing Development and Regulatory Authority, and Airports Economic Regulatory Authority of India (Para No. 13.15 (i) of the Report)

**(D) : Accepted**

**(3) (R) :** Consolidated pay package in above cases to be raised by 25 percent as and when Dearness Allowance goes up by 50 percent. All other benefits, including Travelling Allowance/Daily Allowance on tour etc., to be provided by the Regulatory Bodies as per their rules and regulations. (Para No. 13.15 (ii) of the Report)

**(D) : Accepted**

**(4) (R) :** Normal replacement pay for existing Members of the remaining regulatory bodies set up under Acts of Parliament. (Para No. 13.15 (iii) of the Report)

**(D) : Accepted**

## V.

### DEARNESS ALLOWANCE:

**(1) (R) :** Existing formula and methodology for calculating Dearness Allowance to continue (Para 8.17.37 of the Report)

**(D) : Accepted.** The reference base for calculation of Dearness Allowance after coming into force of the revised Pay structure shall undergo change accordingly and will be linked to the average index as on 01.01.2016.

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Uploaded by Dte. of Printing at Government of India Press, Ring Road, Mayapuri, New Delhi-110064 and Published by the Controller of Publications, Delhi-110054.

## ANNEXURE III

List of cases of upgradation of posts recommended by Seventh Central Pay Commission to be referred to Department of Personnel and Training

A (I). Upgradation other than Apex Level :

A (II) Up-gradation to Apex scale:

B. Cases recommended by Seventh Central Pay Commission in which no action is required :

**ANNEXURE III : NOT PRINTED**

*(To be published in the Gazette of India (Extraordinary), Part I, Section 1)***GOVERNMENT OF INDIA****MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS****(Department of Pension and Pensioners' Welfare)****RESOLUTION****New Delhi, the 4th August, 2016**

No.38/37/2016-P&PW (A) - The Terms of Reference of the Seventh Central Pay Commission as contained in Ministry of Finance (Department of Expenditure) Resolution No.1/1/2013-E.111 (A) dated 28.2.2014 included the following :

*"To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS)."*

2. The Commission, on 19th November, 2015, submitted its report to the Government on Terms of Reference as contained in aforementioned Resolution dated 28.02.2014. Government, after consideration, **has decided to accept the recommendations of the Commission on pensionary benefits to the Central Government civil employees**, including employees of the Union Territories and Members of All India Services subject to certain modifications, as specified hereinafter ..

3. Detailed recommendations of the Commission relating to pensionary benefits and the decisions taken thereon by the Government are listed in the **statement annexed to this Resolution**.

4. The revised provisions regarding pensionary benefits, which have been accepted as indicated in the Annexure, **will be effective from 01.01.2016**.

(Vandana Sharma)  
Joint Secretary to the Govt. of India

**ANNEXURE**

Statement showing the recommendations of the Seventh Central Pay Commission relating to principles which should govern the structure of pension and other terminal benefits and the decisions of the Government thereon

**(R) : Recommendation (D) : Decision of Government**

(Item No.)

Recommendation (R) : Decision of Government (D)

**1****Fixed Medical Allowances**

**(R)** The Commission notes that this allowance was enhanced from Rs.300/- p.m. to Rs.500/- p.m. from 19.11.2014. As such, further enhancement of this allowance is not recommended. (Para 8.17.52 of the Report)

**(D)** To be examined by a Committee comprising Finance Secretary and Secretary (Expenditure) as Chairman and Secretaries of Home Affairs, Defence, Posts, Health & Family Welfare, Personnel & Training and Chairman, Railway Board as Members. Till a final decision is taken based on the recommendations of the Committee, Fixed Medical Allowance shall be paid at existing rates.

**2****Constant Attendance Allowance.**

**(R)** The allowance may be increased by a factor of 1.5 i.e. to Rs. 6750/- per month. The allowance needs further increase by 25% each time DA rises by 50% . (Para 8.17.29 of the Report)

**(D)** To be examined by a Committee comprising Finance Secretary and Secretary (Expenditure) as Chairman and Secretaries of Home Affairs, Defence,

Posts, Health & Family Welfare, Personnel & Training and Chairman, Railway Board as Members. Till a final decision is taken based on the recommendations of the Committee, Constant Attendant Allowance shall be paid at existing rates.

**3****General Provident Fund**

**(R)** Status quo may be maintained in this respect. (Para 9.4.4 of the Report)

**(D)** Accepted**4****Rates of Pension & Family Pension**

**(R)** The Commission does not recommend any further increase in the rate of Pension and Family Pension from the existing levels. (Para 10.1.25 of the Report)

**(D)** Accepted**5****Quantum of Minimum Pension**

**(R)** The recommendations of the Commission in relation to pay of a personnel will lead to a significant increase in the minimum from the existing Rs.7,000 per month to Rs.18,000 per month. This, based on computation of pension, will raise minimum pension from the existing Rs.3500 to Rs.9,000. The minimum pension based on the recommendations of the Commission will increase by 2.57 times over the existing level. (Para 10.1.27 of the Report)

**(D)** Accepted

6

### Rate of Additional Pension and Family Pension to the older pensioners.

(R) The Commission is of the view that the existing rates of additional pension and additional family pension are appropriate. (Para 10.1.30 of the Report)

(D) Accepted

7

### Time Period for enhanced family pension.

(R) The Commission notes that the recommendation with regard to period of eligibility of the enhanced family pension of 10 years in case of death of a serving employee was made based on the recommendations of VIth CPC Report. No further change is being recommended by the Commission. (Para 10.1.33 of the Report)

(D) Accepted

8

### Gratuity ceiling and its indexation.

(R) The Commission recommends enhancement in the ceiling of gratuity from the existing Rs.10 lakh to Rs.20 lakh from 01.01.2016. The Commission further recommends the ceiling on gratuity may increase by 25% whenever DA rises by 50%. (Para 10.1.37 of the Report)

(D) Accepted

9

### Rationalization of death gratuity

(R) The Commission, after examination of the matter, recommends the following rates for payment of death gratuity:

**Length of Service :-** Rate of Death Gratuity

**Less than One year :-** 2 times of monthly emoluments

**One Year or more but less than 5 years :-** 6 times of monthly emoluments

**5 years or more but less than 11 years :-** 12 times of monthly emoluments

**11 years or more but less than 20 years :-** 20 times of monthly emoluments

**20 years or more :-** Half month of emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments. (Para 10.1.41 of the Report)

(D) Accepted

10

### Commutation of Pension and restoration of commuted pension

(R) The Commission does not recommend any change either in the maximum percentage of commutation or in the period of restoration. (Para 10.1.43 of the Report)

(D) Accepted

11

### Revision of Pension of pre 7th CPC retirees

(R) The Commission recommends the following pension formulation for civil employees including CAPF personnel who have retired before 01.01.2016

(i) All the Civilian personnel including CAPF who retired prior to 01.01.2016 (expected date of

implementation of the Seventh CPC recommendations) shall first be fixed in the Pay Matrix being recommended by this Commission, on the basis of the Pay Band and Grade Pay at which they retired, at the minimum of the corresponding level in the matrix. This amount shall be raised, to arrive at the notional pay of the retiree, by adding the number of increments he / she had earned in that level while in service, at the rate of three percent. Fifty percent of the total amount so arrived at shall be the revised pension.

(ii) The second calculation to be carried out is as follows. The pension, as had been fixed at the time of implementation of the VI CPC recommendations, shall be multiplied by 2.57 to arrive at an alternate value for the revised pension.

(iii) Pensioners may be given the option of choosing whichever formulation is beneficial to them.

It is recognized that the fixation of pension as per formulation in (i) above may take a little time since the records of each pensioner will have to be checked to ascertain the number of increments earned in the retiring level. It is therefore recommended that in the first instance the revised pension may be calculated as at (ii) above and the same may, be paid as an interim measure. In the event calculation as per (i) above yields a higher amount the difference may be paid subsequently. (Para 10.1.67 and Para 10.1.68 of the Report)

(D) Both the options recommended by the 7th Central Pay Commission as regards pension revision be accepted subject to feasibility of the implementation. Revision of pension using the second option based on fitment factor of 2.57 be implemented immediately. The first option may be made applicable if its implementation is found feasible after examination by the Committee comprising Secretary (Pension) as Chairman and Member (Staff), Railway Board, Member (Staff), Department of Posts, Additional Secretary & Financial Adviser, Ministry of Home Affairs and Controller General of Accounts as Members

12

### Ex-gratia Lumpsum Compensation

(R) The commission recommends a Common regime for payment of ex-gratia lump-sum compensation for civil and defence forces personnel, payable to the next of Kin at the following rates:

#### Circumstances : (Existing) : Proposed

Death occurring due to accidents in course of performance of duties : (10 lakh) : 25 lakh

Death in the course of performance of duties attributed to acts of violence by terrorists, anti social elements etc. : (10 lakh) : 25 lakh

Death occurring in border skirmishes and action against militants, terrorists, extremists, sea pirates : (15 lakh) : 35 lakh

Death occurring while on duty in the specified high altitude, unaccessible border posts, on account of natural disasters, extreme weather conditions : (15 lakh) : 35 lakh

Death occurring during enemy action in war or such war like engagements, which are specifically notified by Ministry of Defence and death occurring during evacuation of Indian Nationals from a war-torn zone in foreign country : (20 lakh) : 45 lakh (Para 10.2.77)

(D) Accepted

सिलेक्शन ग्रेड मध्ये ५ वर्षांच्या सेवेनंतर १ जानेवारी १९९६ पूर्वी सेवानिवृत्त झालेल्या शिक्षकांच्या बाबतीत

## थकबाकी व त्या रकमेवर ८ टक्के दराने त्याज देण्याचे मा. उच्च न्यायालयाचे आदेश

- डॉ. प्रवीण रघुवंशी, अध्यक्ष, नुटा

१. सिलेक्शन ग्रेड मध्ये ३७००-५७०० या वेतनश्रेणीत ५ वर्षांची सेवा ज्यांनी पूर्ण केली व जे १ जानेवारी १९९६ च्या पूर्वी सेवानिवृत्त झाले अशा प्राध्यापकांचे सेवानिवृत्ती वेतन १४९४० च्या निश्चितीचे लाभ देऊन निर्धारित करणे आवश्यक होते. मा. उच्च न्यायालयाने अनेक बाबतीत शिक्षकांच्या बाजूने निर्णय दिल्यानंतर सुद्धा शासन धोरणात्मक निर्णय घेत नव्हते. त्यामुळे अशा प्राध्यापकांची एक सभा 'नुटा'च्या वतीने रविवार, दिनांक २५ जानेवारी २०१५ रोजी शिक्षक भवन, अमरावती विद्यापीठ परिसर, अमरावती (P 13 NB 2015) येथे बोलविण्यात आलेली होती.

२. त्या सभेत झालेल्या निर्णयाप्रमाणे 'नुटा'च्या वतीने मा. मुंबई उच्च न्यायालयाच्या नागपूर खंडपीठापुढे दिनांक ८.९.२०१५ रोजी नागपूर विद्यापीठ शिक्षक संघ विरुद्ध महाराष्ट्र शासन ही सन २०१५ ची याचिका क्रमांक ५६४७ दाखल करण्यात आलेली होती. (यापुढे उल्लेख संघटनेची याचिका) मा. खंडपीठाने याबाबतीत दिनांक २५ जुलै २०१६ रोजी निर्णय दिला असून या निर्णयामध्ये "४ महिन्यांच्या आत याचिकाकर्त्यांच्या सेवाविषयक कागदपत्रांचे व तारखांचे तपशील हे शासनाने निश्चित करावेत व त्यानंतरच्या ४ महिन्यात निश्चित झालेली थकबाकी त्यांना अदा करावी व ही याचिका दाखल झाल्याच्या तारखेपासून म्हणजे ८.९.२०१५ पासून या रकमेवर ८ टक्के दराने व्याजही त्यांना देण्यात यावे" असे आदेशित केलेले आहे. संघटनेच्या याचिकेशिवाय उशिरा आलेल्या शिक्षकांच्या बाबतीत संघटनेच्याच मार्गदर्शनाखाली दिनांक १३.१०.२०१५ रोजी आणखी एक याचिका (6516 of 2016) दाखल

करण्यात आली होती. या दोन्ही याचिकांच्या बाबतीत मा. उच्च न्यायालयाने एकत्रितरित्या दिनांक २५ जुलै २०१६ रोजी निर्णय दिला असून तो याच अंकात प्रसृत केलेला आहे. (P 115 NB 2016)

३. वस्तुतः अशा प्रकरणांमध्ये पहिला निर्णय मा. औरंगाबाद खंडपीठाने दिनांक १ ऑगस्ट २०१२ रोजी सन २०१० च्या याचिका क्रमांक २६३० (सन २०१० च्या याचिका क्रमांक २९५७ सह) मध्ये दिलेला होता. हा संपूर्ण निर्णय यापूर्वीच प्रकाशित करण्यात आलेला आहे. (P 140 NB 2015) संघटनेच्या याचिकेवर २५ जुलै २०१६ रोजी मा. नागपूर खंडपीठाने निर्णय दिला, त्यातील एक मा. न्यायमूर्ती त्यावेळी औरंगाबाद खंडपीठामध्ये एक न्यायमूर्ती होते. मा. औरंगाबाद खंडपीठाच्या या निर्णयाला धरून मा. मुंबई खंडपीठाने दिनांक २ मे २०१४ रोजी (W.P. No. 5466/2006) सुटा विरुद्ध महाराष्ट्र शासन (P 12 NB 2015) या प्रकरणी निर्णय दिला होता.

४. संघटनेच्या याचिकेमध्ये मा. नागपूर खंडपीठाने जो निर्णय २५ जुलै २०१६ रोजी दिलेला आहे, त्याच्या परिच्छेद २ मध्ये मा. खंडपीठाने पुढीलप्रमाणे हा सर्व घटनाक्रम नमूद केलेला आहे :-

"2. The controversy is covered by judgment dated 01.08.2012 in Writ Petition Nos. 2630/2010 and 2957/2010 delivered at Auragabad Bench. One of us (B.P. Dharmadhikari, J) is party to that judgment. Similar view is

IN THE HIGH COURT OF JUDICATURE AT BOMBAY NAGPUR BENCH, NAGPUR.

WRIT PETITION Nos. 5647 & 6516 OF 2015.

Nagpur University Teaches Association and others. -VERSUS The State of Maharashtra and others.

CORAM : B.P. DHARMADHIKARI & KUM. INDIRA JAIN, JJ.

DATE : JULY 25, 2016.

Heard Shri A.I. Sheikh, learned Counsel for the petitioners and Mrs. K.S.Joshi, learned A.G.P. for respondents.

2. The controversy is covered by judgment dated 01.08.2012 in Writ Petition Nos. 2630/2010 and 2957/2010 delivered at Auragabad Bench. One of us (B.P. Dharmadhikari, J) is party to that judgment. Similar view is taken while deciding Writ Petition No.5466/2006 and other connected matters on 02.05.2014 at Bombay.

3. Learned A.G.P. has however, pointed out that Special Leave Petition has been filed before the Hon'ble Supreme Court and it came to be dismissed in default. According to her, instructions have been given to take necessary steps to get the S.L.P. restored.

4. In this situation, as controversy is already covered by the adjudications and entitlement of lecturers like petitioners to fixation at Rs.14940/- after completion of 5 years in selection cadre is already accepted, we direct the respondent nos. 4 and 5 to undertake necessary exercise and to find out the relevant date for that purpose in case of each petitioner. This exercise

shall be subject to further orders of the Hon'ble Supreme Court in SLP, after it is restored.

5. The directions be complied within a period of four months from today.

6. If any amount is thereafter found payable to the petitioners, the same shall be made over to them within next four months, subject to further orders of the Hon'ble Supreme Court in the matter.

7. We find that at Bombay interest @ 8% p.a. has been ordered to be paid. Petitioners here are also entitled to said interest from 08.09.2015 (date of filing of petition), till it is actually received by them.

8. In view of above, both the Writ Petitions are partly allowed and disposed of. No costs.

JUDGE

JUDGE

CERTIFICATE

I certify that this judgment/order uploaded is a true and correct copy of original signed judgment/order.

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taken while deciding Writ Petition No.5466/2006 and other connected matters on 02.05.2014 at Bombay."

५. त्यावर मा. सरकारी अधिवक्त्यांनी न्यायालयासमोर जे म्हणणे मांडले ते मा. खंडपीठाच्या आदेशाच्या परिच्छेद ३ मध्ये नमूद आहे. ते पुढील शब्दात:-

"3. Learned A.G.P. has however, pointed out that Special Leave Petition has been filed before the Hon'ble Supreme Court and it came to be dismissed in default. According to her, instructions have been given to take necessary steps to get the S.L.P. restored."

६. मा. शासकीय अधिवक्त्यांनी ही जी माहिती खंडपीठापुढे मांडली, त्याबाबतची वस्तुस्थिती नमूद करणे आवश्यक वाटते. संघटनेच्या याचिकेवरील मा. खंडपीठाने आपल्या या निकालामध्ये २ मे २०१४ रोजी मुंबई खंडपीठाने याचिका क्रमांक ५४६६/२००६ मध्ये जो निर्णय दिला त्याचा उल्लेख केलेला आहे. त्या निर्णयाला शासनाने सर्वोच्च न्यायालयात आव्हान दिले होते. ही गोष्ट खरी आहे व सर्वोच्च न्यायालयाने ती SLP "dismissed in default" केली असून "The special leave petition is dismissed on the ground of delay as well as on merit." असा तो मा. सर्वोच्च न्यायालयाचा आदेश आहे व तो दिनांक २५.०४.२०१६ रोजीचा असून त्या आदेशाची प्रत आज प्रसूत केलेली आहे. (P 116 NB 2016)

७. सन २०१० च्या याचिका क्रमांक २६३० मध्ये मा. औरंगाबाद खंडपीठाने जो निर्णय दिलेला होता, त्या निर्णयाची प्रत्यक्ष अंमलबजावणी झालेली असून याचिकाकर्त्यांना देय असलेली रक्कम त्यांना प्रत्यक्ष अदा करण्यात

आलेली आहे. औरंगाबाद खंडपीठापुढेच त्या नंतर तत्सम निर्णय झालेल्या निरनिराळ्या पाच याचिकांच्या बाबतीत सन २०१५ मध्येच राज्यशासनाने दाखल केलेल्या विशेष अनुमती याचिका (SLP's) मा. सर्वोच्च न्यायालयाने निकाली काढलेल्या आहेत. दिनांक १८.०९.२०१५ रोजीच मा. सर्वोच्च न्यायालयाने याबाबतीत दिलेला निर्णय याच अंकात (P 116 NB 2016) प्रसूत करण्यात आलेला असून त्यामध्ये "We have been apprised at the Bar that the Order passed by the High Court has already been complied with. Regard been had to the fact that the benefit of liberalised pension has been extended to retired employees, we are not inclined to interfere with the impugned order." असे नमूद करून शेवटी "The special leave petitions are dismissed accordingly." या शब्दात त्या सर्व पुनर्विलोकन याचिका सर्वोच्च न्यायालयाने फेटाळून लावलेल्या आहेत. अशी याबाबतची वस्तुस्थिती आहे.

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ITEM NO.26 COURT NO.6 SECTION IX

## SUPREME COURT OF INDIA

(Record of Proceedings)  
Petition(s) for Special Leave to Appeal  
(C)...CC No(s).7497/2016

(Arising out of impugned final judgment and order dated 02/05/2014 in WP No. 5466/2006 passed by the High Court of Judicature at Bombay)

THE STATE OF MAHARASHTRA & ANR Petitioner(s)  
**VERSUS**  
SHIVAJI UNIVERSITY TEACHERS ASSOCIATION  
(SUTA) & ORS Respondent(s)

(with appln. (s) for c/delay in filing SLP and  
c/delay in refiling SLP)

**Date : 25/04/2016**

This petition was called on for hearing today.

**CORAM:**  
**HON'BLE MR. JUSTICE**  
**FAKKIR MOHAMED IBRAHIM KALIFULLA**  
**HON'BLE MR. JUSTICE S.A. BOBDE**

**For Petitioner(s) :** Mr. Mahaling Pandarge, Adv.\* Mr. Nishant Ramakantrao Katneshwarkar, Adv.\* Mr. Sella Kumar, Adv.\* **For Respondent(s)**  
UPON hearing the counsel the Court made the following

### ORDER

The special leave petition is dismissed on the ground of delay as well as on merit.

Pending application(s), if any, shall stand disposed of.

(NARENDRA PRASAD)  
COURT MASTER

(SHARDA KAPOOR)  
COURT MASTER

ITEM NO.51 COURT NO.5 SECTION IX

## SUPREME COURT OF INDIA

(Record of Proceedings)  
Petition(s) for Special Leave to Appeal (C)  
No(s). 26277-26281/2014

(Arising out of impugned final judgment and order dated 18/10/2013 in WP No. 8679/2012, 18/10/2013 in WP No. 8705/2012, 18/10/2013 in WP No. 8725/2013, 18/10/2013 in WP No. 8717/2012, 18/10/2013 in WP No. 8718/2012 passed by the High Court of Bombay at Aurangabad)

STATE OF MAHARASHTRA AND ORS ETC.  
Petitioner(s)  
**VERSUS**  
TUKARAM SHANKARRAO KULKARNI ETC.  
Respondent(s)  
(with office report)

**Date : 18/09/2015**

These petitions were called on for hearing today.

**CORAM :**

**HON'BLE MR. JUSTICE DIPAK MISRA**  
**HON'BLE MR.**  
**JUSTICE PRAFULLA C. PANT**

**For Petitioner(s) :** Mr. Nishant Ramakantrao Katneshwarkar, Adv.\* **For Respondent(s) :** Mr. Amol Nirmalkumar Suryawanshi, Adv.\* Mr. Sudhanshu S. Choudhari, Adv.\*

UPON hearing the counsel the Court made the following

### ORDER

We have been apprised at the Bar that the Order passed by the High Court has already been complied with.

Regard been had to the fact that the benefit of liberalised pension has been extended to retired employees, we are not inclined to interfere with the impugned order. The question of law is kept open.

The special leave petitions are dismissed accordingly.

(S. K. RAKHEJA)  
COURT MASTER

(H. S. PARASHER)  
COURT MASTER



No. 38/37/08-P&amp;PW (A)

**Government of India**  
**Ministry of Personnel, PG & Pensions**  
**Department of Pension & Pensioners' Welfare**  
 3rd Floor, Lok Nayak Bhawan Khan Market, New Delhi-110 003.  
**Dated the 06th April, 2016**

**OFFICE MEMORANDUM**

**Sub :-** Revision of pension of pre-2006 pensioners - delinking of revised pension from qualifying service of 33 years.

The undersigned is directed to say that as per Para 4.2 of this Department's OM of even number dated 1.9.2008 relating to revision of pension of pre-2006 pensioners w.e.f. 1.1.2006, the revised pension w.e.f. 1.1.2006, **in no case, shall be lower than 50% of the sum of the minimum of pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale** from which the pensioner had retired. A clarification was issued vide DoP&PW OM of even number dated 3.10.2008 that the pension calculated at 50% of the minimum of pay in the pay band plus grade pay would be calculated at the minimum of the pay in the pay band (irrespective of the pre-revised scale of pay) plus the grade pay corresponding to the pre-revised pay scale.

2. Several petitions were filed in the Central Administrative Tribunal, Principal Bench, New Delhi inter alia claiming **that the revised pension of the pre-2006 pensioners should not be less than 50% of the minimum of the pay band + grade pay, corresponding to the pre-revised pay scale from which pensioner had retired**, as arrived at with reference to the fitment tables annexed to Ministry of Finance, Department of Expenditure OM No. 1/1/2008-IC dated 30th August, 2008. Hon'ble CAT, Principal Bench, New Delhi vide its **common order dated 1.11.2011 in OA No.655/2010** and three other connected OAs directed to re-fix the pension of all pre-2006 retirees w.e.f. 1.1.2006 based on

the Resolution dated 29.8.2008 of the Department of Pension & Pensioners' Welfare and in the light of the observations of Hon'ble CAT in that order.

3. Orders were issued vide this Department's OM of even number dated 28.1.2013 for stepping up of pension of pre-2006 pensioners w.e.f. 24.9.2012 to 50% of the minimum of pay in the pay band and grade pay corresponding to pre-revised pay scale from which the pensioner retired. Para 5 of this OM provides that in case

**UNIVERSITY GRANTS  
COMMISSION**

Bahadurshah Zafar Marg : New Delhi - 110 002

No. F. 3-2/2015 (Admn.I/A&B)  
3rd, 6th May, 2015

**CIRCULAR**

The undersigned is directed to circulate the following Office Memorandum received from the Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioners Welfare (copy enclosed) as detailed below:

**S.No :- 1, O.M. No. & Date :-** F. No. 38/37/08-P & PW (A) Dated - 06.04.2016, **Received from :-** Govt. of India, Ministry of Personnel, Public Grievances & Pensions, Department of Pension & Pensioners Welfare, **Subject :-** Revision of pension of pre-2006 pensioners - delinking of revised pension from qualifying service of 33 years.

This may be noted for future reference.

(Ajay Kumar Khanduri)  
Deputy Secretary

**UNIVERSITY GRANTS COMMISSION  
New Delhi**

F.No.1-3/2016(PS/PRC) : Dated : 18.07.2016

**PUBLIC NOTICE**

UGC in consultation with Ministry of Human Resource Development has set up the Pay Review Committee for pay revision of academic staff of Universities and Colleges. The Committee while examining the present structure of emoluments & service conditions would also review the implementation of the earlier decision. Among others, the Committee is also going to make recommendations on ways & means of improving the overall quality of teaching & learning and research & innovation in institutions of higher learning. The Terms of Reference (ToR) of the Pay Review Committee can be accessed from the UGC website : [www.ugc.ac.in](http://www.ugc.ac.in) vide Notification F.No.1-2/2016 (PS/PRC) dated 9th June, 2016.

The Pay Review Committee has decided to solicit the views / suggestions of all stakeholders including teachers, librarians, physical education personnel, eminent educationists and public at large on all the 6 ToRs of the Committee for taking a considered view before making appropriate recommendations to the Government of India.

All concerned are, therefore, requested to kindly send their views/suggestions (in not more than 150 words) for each ToR in the prescribed format latest by 30th September, 2016 to Joint Secretary (Pay Scale), UGC, Room No. 219, Bahadur Shah Zafar Marg, New Delhi - 110 002. The format is available on the URL: [www.ugc.ac.in/PRCFEedback.aspx](http://www.ugc.ac.in/PRCFEedback.aspx). The views / suggestions can also be submitted online through the above URL for placing the same before the Committee for their consideration.

**Note :** The Universities, stakeholders and individuals are requested not to send their personal grievances.

**Secretary, UGC**

the consolidated pension/family pension calculated as per para 4.1 of O.M. No.38/37/08-P&PW (A) dated 1.9.2008 is higher than the pension/family pension calculated in the manner indicated in the O.M. dated 28.1.2013, the same (higher consolidated pension/family pension) will continue to be treated as basic pension/family pension.

4. Subsequently, in compliance of the order dated 1.11.2011 of the Hon'ble CAT, Principal Bench in OA No. 655/2010, order dated 29.4.2013 of **Hon'ble High Court of Delhi in WP (C) No. 1535/2012 and order dated 17.3.2015 of Hon'ble Supreme Court in SLP (C) No. 36148/2013**, order were issued vide this Department's OM of even number dated 30.7.2015 that the pension/family pension of all pre - 2006 pensioners/family pensioners may be revised in accordance with this Department's O.M. No.38/37/08-P&PW(A) dated 28.1.2013 with effect from 1.1.2006 instead of 24.9.2012.

5. In accordance with the order issued in implementation of the recommendation of the 6th CPC, the pension of Government servants retired/retiring on or after 1.1.2006 has been delinked from qualifying service of 33 years. In OA No. 715/2012 filed by Shri. M.O. Inasu, a pre-2006 pensioner, Hon'ble CAT, Ernakulam Bench, vide its order dated 16.8.2013 directed that the revised pension w.e.f. 1.1.2006 under **para 4.2 of OM dated 1.9.2008 would not be reduced based on the qualifying service of less than 33 years.** The appeals filed by Department of Revenue in the Hon'ble High Court of Kerala and in the Hon'ble Supreme Court have also been dismissed. **Similar orders have been passed by Hon'ble CAT/High Court in several other cases also.**

6. The matter has been examined in consultation with the Ministry of Finance (Department of Expenditure). It has now- been decided that the revised consolidated pension of pre-2006 pensioners shall not be lower than 50% of the minimum of the pay in the Pay Band and the grade pay

(wherever applicable) corresponding to the prerevised pay scale as per fitment table without pro-rata reduction of pension **even if they had qualifying service of less than 33 years at the time of retirement. Accordingly, Para 5 of this Department's OM of even number dated 28.1.2013 would stand deleted.** The arrears of revised pension would be payable with effect from 1.1.2006.

7. Ministry of Agriculture, etc. are requested to bring the contents of these orders to the notice of Controller of Accounts/Pay and Accounts Officers and Attached and Subordinate Offices under them for revising the pension of all those pre - 2006 pensioners who had rendered less than 33 years of qualifying service at the time of retirement in the manner as indicated above on top priority. Revised Pension Payment Orders in all these cases may also be issued immediately.

8. All pension disbursing offices/banks are also advised to prominently display these orders on their notice boards for the benefit of pensioners.

9. This issues with the approval of Ministry of Finance, Deptt. of Expenditure vide ID Note No. 2(9)/EV/2015, dated 15.3.2016.

10. Hindi version will follow.

(Seema Gupta)

Deputy Secretary to the Government of India

To

1. All Ministries/Departments of Government of India. (as per standard mailing list).

2. All SCOVA Members

3. All identified Pensioners Association

Copy to (i) NIC Cell for uploading on the web site of the Department. (ii) AD (OL), DoPPW for Hindi Version

IN THE HIGH COURT OF JUDICATURE AT BOMBAY, NAGPUR BENCH, NAGPUR

**CONTEMPT  
PETITION NO.175 OF 2016**

IN  
WRIT PETITION NO.5193 OF 2015

Keshao s/o Gangaram Baraskar and ors

..vs..

Shri S.S. Benke, Principal Secretary, Department of Medical Education and Drugs Department,  
Mantralaya, Mumbai and ors

Shri T.D. Khade, counsel for the petitioners.

CORAM

**B.P. DHARMADHIKARI & KUM. INDIRA K. JAIN, JJ.**

DATED : AUGUST 2, 2016.

Heard.

Nobody for the respondents though they are served.

Issue bailable warrant in the sum Rs.10,000/- (Rupees Ten Thousand Only) each, returnable on 16.8.2016.

JUDGE

JUDGE

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**ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE  
TEACHERS' ORGANISATIONS (AIFUCTO)**

**Circular: 08/2015-16**

**AUGUST CIRCULAR**

**07.08.2016**

Dear Friends,  
Warm Greetings.

The AIFUCTO leadership congratulates the affiliates & members for the great success of the latest agitation programs involving every member of academic fraternity. We believe the Government & the UGC were given strong message that the teachers, librarians, DPEs, Demonstrators and other academic and administrative staff in the higher education sector under the joint leadership of AIFUCTO & FEDCUTA are determined to achieve the goals of protecting the higher education and the interest of teachers. We represent entire teachers in the higher education sector in India and are prepared to further accelerate movement if the situation demands.

**DEMAND DAY ON 14TH JULY & LETTER TO UGC CHAIRMAN :** The call given by the AIFUCTO to observe 14th July as the Demand Day was a massive success. Teachers across the country wore the Demand Badges, held meetings in the units and sent letters to the Chairman, UGC drawing his attention to the protracting problems and demanding immediate solutions. We have received reports of the programs in many states/affiliates but some of them have not yet sent the report yet. We request all of them to send the same without further delay.

**DEMONSTRATION AT JANTAR MANTAR & MARCH TO PARLIAMENT ON 5TH AUGUST, 2016 :** The phenomenal success of the program of Demonstration and March to Parliament of AIFUCTO supported & joined by FEDCUTA is yet another milestone in the teachers' movement in India. Thousands of teachers from all parts of India displayed the support to & the involvement in the AIFUCTO movement. A very large number of young, women teachers is a very important feature of the Demonstration program. The teachers from different affiliates of FEDCUTA participated in large number. The leaders of AIFUCTO & FEDCUTA including Prof. Keshab Bhattacharya & Prof. Arun Kumar, President & General Secretary-AIFUCTO, Prof. Nandita Narayan & Prof. Aditya Mishra, the present & former Presidents of FEDCUTA, Prof. Ajay Patnaik-President JUNUTA and many leaders from all states, AMUTA, Jamia TA, DUTA **presented very forceful arguments for the reversal of all anti education and anti teachers policies, early and attractive pay structure, withdrawal of 4th Amendment of Regulations, scrapping of API, roll back of 4th regulation, no tweaking with the pre-2009 Ph.D regulations for NET exemption, extension of the dates of RC/OC, withdrawal of CBCS and CU Bill and all other demands.** A large number of former leaders including Prof. Tarun Patra and Prof. Asok Barman, the President & General Secretary of the last term, Prof. Parthasarathi-the General Secretary of AIFUCTO participated in the program.

A number of Members of Parliament and leaders of different political parties & central trade unions extended full support. They also addressed the "Rally & March" and extended their support to the on going teachers' movement. They were Sri Ali Anwer, JDU Sri Arun Kumar, RLSP Sri T Meinya, INC Sri Javed Ali Khan, SP Sri D Raja, CPI & AITUC leader Com. Amarjeet Kaur and others. Our leaders requested Comrade Sitaram Yechuri, who extended full support to our demands and assured all help, to arrange a meeting with Sri Prakash Javdekar, the HRD Minister. We are grateful to him to talk and arrange a meeting with Hon'ble Minister, HRD in the evening. The meeting at Jantar Mantar was presided over by Our President Prof. Keshab Bhattacharya.

**MARCH TO PARLIAMENT :** After the meeting, at 2 p.m. thousands of teachers started a MARCH TO PARLIAMENT chanting slogans. The Police stopped the teachers when the teachers reached the Barricade. The teachers sat on the road and again started slogans in support of our demands and immediate Government & UGC actions. The leaders again addressed the teachers and declared that they would not leave the Jantar Mantar Street unless the Govt. talks with AIFUCTA-FEDCUTA. The news that Comrade Yechury talked to Sri Javdekar reached us and we decided to end the day's program.

**MEETING WITH SRI JAVDEKAR :** Prof. Keshab Bhattacharya and Prof. Arun Kumar led a delegation of five teachers comprising Prof. Asok Barman, Prof. D. Kumar, Prof. Vivekanandan met the Hon'ble Minister, HRD in the evening. The meeting with him was very cordial. We congratulated him for assuming the office HRD Ministry and expressed the hope that the decades old tradition of dialogue with the Minister-HRD would be restored. The Minister informed our leaders that he would talk to the teachers' associations leaders on a regular basis. He was very frank and positive in his attitude to resolve the problems through dialogues. Prof. Arun Kumar requested for regular interaction with him on various issues. He assured that after the Parliament Session he would talk to different teachers' associations. Our delegation had drawn his attention to all the demands. Please find the Memorandum submitted to him attached herewith. Sri Javdekar had shown keen interest to discuss all the demands one by one and assured that he would consider them.

**VISIT TO UGC :** Prof. Arun Kumar and other leaders met the UGC Secretary on 4th August, 2016 and enquired about the progress of pay revision exercise and other outstanding demands. The UGC Secretary informed that the regional discussions would take place soon. The first consultation will be at Chennai on 19th August.

**SECRETARIAT MEETING ON 6th AUGUST:** The AIFUCTO Secretariat met in the morning to review the entire situation and the programs to be undertaken in future. Decisions were taken

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS (AIFUCTO)

On

**5th October 2016**

on the eve of 'International Teachers' Day AIFUCTO  
will observe All India Mass Casual Leave.

University & College teachers across  
the country will sit on

**DHARNA**

at their University Headquarters on the same day.

regarding various issues and the same were forwarded to the NEC meeting. It was decided to intensify the agitation at all levels for achieving our demands.

**NEC MEETING ON 6th AUGUST:** The NEC meeting was held at Hindi Bhawan, ITO on 6th August, 2016. A very large number of Members was present. Discussions were held on all major issues. Following decisions were taken unanimously in NEC meeting.

1. NEC of AIFUCTO decided unanimously to support the General Strike called by Central Trade Unions on 2nd September, 2016. It was decided that University & College Teachers would support the action programs organized by Trade Unions at all levels, i.e. local, state & national levels.

2. On 5th October 2016, on the eve of 'International Teachers' Day AIFUCTO will observe All India Mass Casual Leave. University & College teachers across the country will sit on Dharna at their University Headquarters on the same day.

3. On NEP final draft to be submitted to the Govt. of India will be uploaded on website before 15th Aug' 2016 and on PRC, AIFUCTO will submit a well prepared draft to UGC Pay Review Committee. It will be also uploaded on the website very soon. Every state has been requested to send their struggle fund as early as possible. It is necessary for the further struggle and in view of the ongoing continuous movement programs.

4. To strengthen and for the expansion of our organisation NEC decided to consider the affiliations of some more associations whose proposals would be found fit for granting affiliation.

**NEXT ACADEMIC CONFERENCE:** In spite of repeated requests no specific proposal for the Conference has been received yet. However, Prof Biswajit Bhuyan, National Secretary of AIFUCTO & General Secretary, Assam College Teachers' Association was requested to explore the possibility of holding the conference. He informed the house that the ACTA has been discussing the matter & will inform the decision as early as possible in this month.

**REGIONAL MEETING WITH UGC PAY REVIEW COMMITTEE:** We are happy that UGC notified the Pay Review Committee and decided to start regional consultations. There would be meeting in Chennai, Kolkata, Pune and new Delhi. The notification came two years late. We hope the report will be early and justified. We demand that there should be extensive discussion with the stake holders. Like the previous occasions AIFUCTO is ready to cooperate this time also.

**AIFUCTO COMMITTEE ON PAY REVISION:** The Committee comprising Prof. Jagwat Singh (convener), Prof. Jaya Gandhi, Prof. Arun Kumar Sinha, Prof. Asok Barman and AIFUCTO President & General Secretary had extensive discussion to prepare a document on our views on the pay revision. You would be informed very soon the document to be presented to the various regional meetings of UGC Pay Review Committee.

**THE LATEST DEVELOPMENTS REGARDING THE DEMAND FOR SCRAPPING OF API:** It is a matter of great concern that the UGC is silent on our demand to scrap API. We have conveyed many times to the UGC & MHRD that the API for CAS has been damaging the quality of higher education. The arbitrary, impractical and inequitable API must be scrapped immediately from the date of the notification of new Regulations in 2010. We are determined to intensify our movement to achieve this goal. However, MHRD & UGC restored the work load before the 3rd amendment. This issue was presented to the Hon'ble Minister, HRD in the meeting on 5th August. We explained how API is doing great disservice to the higher education and affecting teachers' promotions.

**STRUGGLE FUND CONTRIBUTIONS:** A number of affiliates are yet to pay the struggle fund. Please take early steps to collect and sent the same to General Secretary/Treasurer as we are in urgent need of funds.

Thanking you, Warm regards,



Prof. Arun Kumar, General Secretary

**NAGPUR UNIVERSITY TEACHERS' ASSOCIATION**

**५ ऑक्टोबर २०१६ रोजी प्राध्यापकांचे देशत्यापी धरणे आंदोलन**

राष्ट्रसंत तुकडोजी महाराज नागपूर विद्यापीठ क्षेत्रातील प्राध्यापक नागपूर येथे विद्यापीठासमोर  
संत गाडगेबाबा अमरावती विद्यापीठ क्षेत्रामधील प्राध्यापक अमरावती येथे विद्यापीठासमोर  
गोंडवाना विद्यापीठ क्षेत्रामधील प्राध्यापक गडचिरोली येथे विद्यापीठासमोर  
धरणे आंदोलन करतील.

धरणे आंदोलन **दुपारी ३ ते ५** या वेळात करण्यात येईल.

ह्या आंदोलनात तीनही विद्यापीठ क्षेत्रातील प्राध्यापकांनी सहभागी व्हावे अशी विनंती करण्यात येत आहे.

**Dr. A.W.Dhage**

Secretary, NUTA

**Dr. P.B. Raghuvanshi**

President, NUTA

**15.08.2016**

(१) संघटनेच्या जिल्हा युनिटच्या व स्थानिक युनिटच्या तातडीच्या बैठकी घेण्यात याव्यात. (२) जिल्हा पदाधिकार्यांनी आपापल्या जिल्ल्याचा दौरा करावा. सर्व महाविद्यालयाच्या ठिकाणी सभा घेऊन सर्व शिक्षकांना कार्यक्रमाची कल्पना द्यावी. (३) सर्व शिक्षकांनी सहभागी होऊन उपरोक्त कार्यक्रम यशस्वी करावे अशी त्यांना विनंती आहे.

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**NUTA BULLETIN** (Official Journal of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION) **EDITOR:** Prof. Vivek S. Deshmukh, Balaji Society, Yavatmal 445 001. **PUBLISHER:** Prof. Vivek S. Deshmukh, Balaji Society, Yavatmal 445 001. Published at NUTA Bulletin Office, Shikshak Bhavan, Sant Gadge Baba Amravati University Campus, **Amravati- 444 602. PRINTED AT** Bokey Printers, Gandhi Nagar, Amravati. (M.S) **REGD NO. MAHBIL/2001/4448** Postal Registration No. ATI/RNP/078/2015-17 (Uploaded on www.nuta.in on 10.08.2016) Price : Rs. Five / Name of the Posting office : **R.M.S. Amravati.** Date of Posting : **15.08.2016**

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