

No.1-7/2015-U.II (1)

GOVERNMENT OF INDIA Ministry of Human Resource Development

Department of Higher Education

New Delhi,

dated the 2nd November, 2017

To,

The Secretary,

University Grants Commission,

Bahadurshah Zafar Marg,

New Delhi - 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC).

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the **recommendations made by the Pay Review Committee (PRC), constituted by the University Grants Commission (UGC),** and decision of the UGC taken at the meeting of the Commission held on 22nd February, 2017, to revise the pay scales of teachers in the Higher Educational Institutions under the purview of the UGC. The revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of **the Scheme of revision of pay scales as contained in this letter and Regulations issued by UGC and amendments** thereof from time to time in this behalf. The revised pay scales and other provisions of the Scheme are as under:-

1. Designation

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

2. Revised Pay for teachers and equivalent positions:

(i) Pay Fixation method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

(a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.

(b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11,12, 13A, 14 and 15.

(c) Each cell in an academic level is at 3% higher than the previous cell in that level.

(d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.

(e) The entry pay for each level is as follows :

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

(f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Annexure-I.

(g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the prerevised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

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

(ii) Revised pay for Teachers in Universities and Colleges

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

(iii) Revised pay for Librarians in Universities and Colleges

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

3. Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities

(i) **Pro-Vice Chancellor:** The pay of the Pro Vice Chancellor of a University, presently at existing AGP of Rs.10,000 in PB Rs.37,400-67,000/ HAG scale, shall be fixed at Academic Level 14 / Academic Level 15, as the case may be, with the existing special allowance of Rs.4000 per month.

(ii) **Vice Chancellor:** The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000 and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000 per month.

4. Revised pay of Principals in Colleges

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

(i) **Under Graduate Colleges:** The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs.1,31,400 with the existing special allowance of Rs.2000 per month.

(ii) **Post Graduate Colleges:** The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200 with the existing special allowance of Rs.3000 per month.

Note:

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

(ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such

(iii) Revised pay for Director of Physical Education & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs.79,800)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs.1,31,400)
University Director of Physical Education & Sports (at Rs.10000 AGP in PB Rs.37,400-67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs.1,44,200)

respective academic posts, and would not continue to have the Principals' pay.

7. Date of Implementation

The date of implementation of the above revised pay shall be 1st January, 2016.

8. Incentive increment for higher qualification

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

9. Increment

(i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

(ii) 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, promotion or grant of financial up-gradation.

10. Promotion

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

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

11. Allowances

The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken after consultation with the Ministry of Finance based on the decision of the Government of India for Central Government employees, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

12. Superannuation and Reemployment

The existing provisions on superannuation and reemployment of teachers shall continue.

13. Consultancy Assignments:

University Grants Commission shall study the consultancy guidelines prevalent in educational institutions like IITs & IIMs, CSIR and other such institutions, and formulate detailed guidelines for consultancies including revenue sharing mechanism between the institution and the individual(s).

14. Anomalies of the last PRC:

The final decision on anomalies, due to implementation of recommendations of the last Pay Review Committee, will be taken after consultation with the Ministry of Finance.

15. Other recommendations of Pay Review Committee and UGC

The Pay Review Committee (PRC) has recommended certain other measures on methods of recruitment, promotion, New Performance Assessment System, attracting & retaining talent, use of ICT in teaching, etc. **These recommendations of PRC shall be considered appropriately by the University Grants Commission and necessary regulations will be issued by the University Grants Commission** with the approval of the Central Government within a period of 3 months from the date of the approval/ decision of the Cabinet.

16. Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by UGC and amendments thereof in this behalf. **Universities implementing this Scheme shall be advised by UGC to amend their relevant statutes and ordinances in line with the**

UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7th Central Pay Commission.

(iv) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, **provided State Governments wish to adopt and implement the Scheme subject to the following terms and condition:**

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre **covered under the Scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision**, for the universities, colleges and other higher educational institutions funded by the State Government.

(b) The State Government opting for revision of pay shall meet the remaining 50% (fifty percent) of the additional expenditure from its own sources.

(c) The proposal for reimbursement on account of pay revision in State funded universities, colleges and other higher educational institutions shall be submitted in the prescribed format by the State Governments. The state bills preferred by the State Governments for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter.

(d) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019.

(e) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01.04.2019.

(f) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.01.2016.

(g) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/ scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).

(h) Payment of Central assistance for implementing this Scheme is also subject to the condition **that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification** except in regard to the date of implementation and pay scales mentioned herein above.

17. Date of implementation of revised pay and

allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.

(ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.

(iii) Payment of arrears up to 40% of total arrears shall be made to State Governments for State funded Universities, colleges and other higher educational institutions during the current financial year 2017-18.

(iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.

(v) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

18. This Scheme is subject to the guidelines issued by

the Ministry of Finance (Department of Expenditure) vide OM No. 1/1/2016-E.III(A) dated 13th January, 2017.

19. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.

20. This issues with the concurrence of Internal Finance Division vide Dy. No.3738/IFD dated 2nd November, 2017.

Yours faithfully,
(Dr. K.K. Tripathy) Director

Copy to: (1) Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government. (2) Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi (3) Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi (4) Secretary, Department of Expenditure, North Block, New Delhi (5) Secretary, Department of Personnel & Training, North Block, New Delhi (6) Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi. (7) Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi. (8) Member Secretary, All India Council for Technical Education, New Delhi (9) Chief Secretaries of all State Governments. (10) Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

(Dr. K.K. Tripathy) Director

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

(Regd. Under Act XXI of 1860)

PRESS RELEASE : NEW DELHI : 03-11-17

After a long protracted struggle by AIFUCTO the 7th UGC Pay revision scheme was released by the MHRD on 2nd November, 2017.

AIFUCTO President Prof. Kesab Bhattachaya and Prof. Arun Kumar in a press statement issued today, said with utmost shock and dismay that this has belied the hopes and aspirations of lakhs of University and College teachers of the country, putting the sincerity and commitment of the central govt. to higher education into dock. The reason of non-sharing of the report to the stake holders like AIFUCTO is now crystal clear as the hidden agenda stands exposed. The long awaited recommendations of the 7th PRC are finally brought out. AIFUCTO already expressed its thankfulness to the MHRD when it announced on October 11, 2017 that it would implement the 7th PRC. It had also stated that unless the full report is published AIFUCTO would not be able to come out with any comments because AIFUCTO had not been apprised or communicated about the recommendations as has been the norm in the past. The government maintained stoic silence on the recommendations and moved in a clandestine manner till its announcement.

Both the leaders of AIFUCTO Said that it is very unfortunate that there is no tuning between PIB issued on 11th Oct,2017 and the notification issued on 2nd November,2017 specially on funding there is clear-cut contradictions between the two.

The Official Press Statement issued on 11 October 2017, by MHRD has conveyed the Cabinet decision to approve revised pay scales of teachers and equivalent academic staff in Universities/Colleges & centrally. Shockingly, the MHRD notification on Scheme of revision of pay of teachers issued on 2 November 2017 contradicts crucial clauses of the Cabinet decision. **No functionary of MHRD has the authority to modify Cabinet decisions.**

(1) "The Central Government will bear the additional burden of the States on account of revision of pay scales" as conveyed in last para of Cabinet decision is modified in para 16 (iv) (a) of MHRD notification to:

"iv (a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachersshall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision,....."

(2) The clause in 2nd para of Cabinet decision indicated that apart from teachers in universities funded by the UGC/MHRD the decision will also benefit "teachers from 329 Universities which are funded by State Governments and 12,912 Govt. and private aided colleges affiliated to State Public Universities."

Now, rather than a mandatory instruction, the MHRD notification has left it to the wish of the State governments to adopt and implement the Scheme.

AIFUCTO has been consistently demanding for the 100% central assistance to the states for uniform and simultaneous implementation of the revised UGC Scales of Pay for the college and university teachers of the country. Despite our demand and struggle on this issue, the Central Government very callously and carelessly has declared only 50% central assistance to the states, that to, only for 39 months, from 1.1.16 to 31.03.19. This is the real cooperative federalism of the present Central Government. The shifting of the financial burden to the states is a well-calculated design and conspiracy to deny the revised UGC Scales of pay to the majority of the University and college teachers who serve under

Press Release continued on page 179

ANNEXURE-I : PAY MATRIX

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

No.1-7/2015-U.II(2)

GOVERNMENT OF INDIA

Ministry of Human Resource Development
Department of Higher Education
New Delhi, dated the 2nd November, 2017

To,

The Secretary,

University Grants Commission,

Bahadurshah Zafar Marg,

New Delhi - 110 002.

Subject:- Scheme of revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC).

Sir,

I am directed to say that following the revision of pay scales of Central Government employees on recommendations of the 7th Central Pay Commission, the Ministry of Finance (Department of Expenditure) had issued guidelines regarding the pay revision of the employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies, etc. set up by and funded/ controlled by the Central Government, vide their OM No.1/1/2016-E.III(A) dated 13th January, 2017. The Central Government has decided to revise the pay scales of the officers, as given in the subject mentioned above, of the Central Universities and Centrally funded Deemed to be Universities. The revision of pay shall be subject to various provisions as contained herein, and Regulations to be framed by the UGC in this behalf. University Grants Commission will issue necessary regulations in this regard.

1. Registrar/ Finance Officer/ Controller of Examination

(i) Registrar/ Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalised Entry Pay of Rs.1,44,200/- as per 7th CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

(ii) The posts of Registrar/ Finance Officer/ Controller of Examination shall continue to be filled through direct recruitment as per the existing criteria.

(iii) The existing minimum qualification for direct recruitment to the post of Registrar/ Finance Officer/ Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2nd November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

(a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed

(b) At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration **or**

(c) Comparable experience in research establishment and/ or other Institutions of higher education, **or**

(d) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.

(iv) The age of superannuation, as at present, shall continue to be 62 (sixty two) years for Registrar/ Finance Officer/ Controller of Examination.

2. Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination

(i) On appointment as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, pay

shall be fixed at Level 12 with Rationalised Entry Pay of Rs.78,800/- as per 7th CPC Pay Matrix given at Annexure-I.

After completion of 5 years of service as Deputy Registrar or equivalent, the Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be placed at Level 13 with Rationalised Entry Pay of Rs.1,18,500/- as per 7th CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

(ii) The pay of all incumbent Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, who are presently in Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, shall be fixed at the appropriate cell in Level 12 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission, as the case may be. The pay of all those who have completed 5 years of service as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination and are presently in pre-revised pay scale of Rs.37,400-67,000/- with Grade Pay of Rs.8,700/-, shall be fixed at the appropriate cell in Level 13 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission, as the case may be.

(iii) The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2nd November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

(a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed

(b) Nine years of experience as Assistant Professor in the Academic Level 10 and above with experience in educational administration, **or**

(c) Comparable experience in research establishment and/ or other institutions of higher education, **or**

(d) 5 years of administrative experience as Assistant Registrar or in equivalent post

(iv) Teachers appointed to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be entitled to appropriate Level for these categories of posts and shall not retain Academic Level of the teaching post held.

(v) Seventy five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, as the case may be, shall be filled by direct recruitment, as at present.

(vi) There shall be no change in the designation of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination on movement to higher level from Level 12 to Level 13.

(vii) Twenty five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be filled by promotion from among eligible Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, as the case may be.

(viii) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination.

3. Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination

(i) Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.5,400/- shall be placed at Level 10 with Rationalised Entry Pay of Rs.56,100/- as per 7th CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

(ii) The existing minimum qualifications for direct recruitment to the post of Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, which are Master's Degree

with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed, shall continue to be in force.

(iii) All direct recruitment to posts of Assistant Registrar and equivalent posts shall be made as per existing procedure.

(iv) The existing pattern of 50% of the posts at this level being filled through promotion from the lower grades shall continue. The minimum educational qualifications mentioned above shall not apply in the case of promotion.

(v) Assistant Registrar and equivalent posts shall be eligible for the higher Level 11 after 8 years of service provided, as currently required, they have participated in two training programmes on Education Administration, each of approximately four weeks duration and their performance appraisal reports are as per the benchmark scores/ grades in UGC regulations/guidelines. The higher Level 11 shall be restricted, as at present, in the case of promotion to senior scale of these posts, to 50% of total strength of Assistant Registrars or equivalent grades, as the case may be.

(vi) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination.

4. Pay Fixation formula

The formula followed by the 7th CPC, moving from the concept of Pay Band and Grade Pay to that of Levels and Cells, shall be adopted.

5. Allowances

The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken after consultation with the Ministry of Finance based on the decision of the Government of India for Central Government employees, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

6. Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.

(ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.

(iv) The revised pay in the relevant Level and Cell with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

7. This order shall be applicable in all Central Universities and Centrally funded Deemed to be Universities. Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.

8. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III(A) dated 13th January, 2017.

9. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.

10. This issues with the approval of Internal Finance Division vide Dy. No.3738/IFD dated 2nd November, 2017.

Yours faithfully,
(Dr. K. K. Tripathy) Director

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS PRESS RELEASE : NEW DELHI : 03-11-17

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state universities. Many states may not implement the 7th UGC Pay Scales due to reduced central assistance. Again this is to divide the college teachers of the country as both AIFUCTO and FEDCUTA have shown historic solidarity and unity of the teachers in our struggle. AIFUCTO strongly condemns this decision of the government and demands that this be immediately reversed and 100% assistance be given to the states for uniform implementation of the revised UGC Scales of Pay in the country in the interests of quality higher education.

AIFUCTO strongly criticised the suggestion of denial of incentives for M.Phil and Ph.D both at the entry point and during service years. This reflects the extreme insensitivity of the central government towards the hard work and challenges faced by researchers in the country in getting these degrees, thereby reducing the dignity and devaluing the significance of these prestigious degrees.

It is to be noted that the office of Principal has been demeaned by creating difference in their ranks on the basis of their appointment in Undergraduate and Postgraduate colleges. Principals of undergraduate colleges, as per the new notification, will now be treated at par with the Associate Professors. This surely is a divisive move designed to create rift and tension among the administrative heads vying for the same post in undergraduate and post graduate colleges. Also the special allowances for Principals have not been raised. It remains the same at Rs 2000 and 3000 respectively for Principals of UG and PG colleges respectively.

The notifications have not said anything on the **allowances**, which await clearance from the Ministry of Finance. The **anomalies** of the previous Pay Commissions have not been rectified and it is said that those are also subject to suggestions from Ministry of Finance. These are tantamount to denial of the demands only.

The other most significant omission is the complete absence of the pay scale and other issues related to adhoc, part time and contractual teachers. AIFUCTO is both surprised and shocked that no mention has been made of the most significant section of teachers who carry out the major burden of teaching in most ignoble and humiliating conditions. The unwillingness of the Central Government to address their issues is an indicator of irresponsible, insensitive and callous attitude of the government towards unhindered progress of higher education of the country.

The very important NEC of AIFUCTO will meet in New Delhi on November 11, 2017 to deliberate in detail on the notification and plan its future course of action. In our previous NEC meeting we already charted the course of our agitation. NEC of Nov 11, 2017 will further discuss and notify its affiliates about the same.

We once again appeal to the government to reconsider the decision and provide 100% central assistance to the states along with other necessary changes after consultation with AIFUCTO and other teachers' organizations.

Prof Kesab Bhattacharya **Prof. Arun Kumar**
President AIFUCTO General Secretary

ANNEXURE-I
**Pay Matrix for Registrars/
Finance Officers/ Controllers of Examination**

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
	5,400	6,600	7,600	8,700	10,000
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
Academic Level	10	11	12	13	14
Rationalised Entry Pay (Rs.) 1	56,100	67,000	78,800	1,18,500	1,44,200
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,000	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,100
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

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