

## No.1-1/2017-U.II

## GOVERNMENT OF INDIA

Ministry of Human Resource Development : Department of Higher Education

New Delhi, dated the 9th June, 2020

To,  
The Secretary,  
University Grants Commission,  
Bahadurshah Zafar Marg,  
New Delhi - 110 002.

**Subject:** Revision of pension of retired faculty and other staff in Central Universities and colleges thereunder and Deemed to be Universities whose maintenance expenditure is met by the University Grants Commission (UGC)-**Concordance Tables-reg.**

Sir,

I am directed to refer to this Department's letter of even number **dated 11th June, 2018** on the subject mentioned above, wherein instructions were issued for revision of pension with effect from 01.01.2016 in respect of retired faculty and other staff of central Universities and colleges thereunder and Deemed to be Universities whose maintenance expenditure is met by the University Grants Commission (UGC), on the basis of recommendations of 7th Central Pay Commission.

2. It was provided that the entitlement of minimum pension for faculty and other staff of Central Universities and colleges thereunder and Deemed to be Universities whose maintenance expenditure is met by UGC, retired prior to 01.01.2016 i.e. pre-2016 pensioners may be worked out by the individual institution, following the principles laid down in Department of Pension and Pensioner's Welfare OM No.38/37/2016-P&PW(A) dated **12.05.2017** and **06.07.2017** and subsequent OM dated **18.07.2017** & **13.09.2017**. All institutions may, accordingly, workout pension on the lines of concordance tables prepared by the DoP&PW vide OM dated **06.07.2017**. Further, in the case of those employees who retired/ died before 01.01.1986, the pension may be worked out on lines with concordance tables given in Department of Pension and Pensioner's Welfare OM No.38/37/2016-P&PW(A) dated **06.07.2017** based on their notional pay as on 01.01.1986, which was fixed in accordance with D/o P&PW's OM No.45/86/97-P&PW(D) (iii) dated **10.02.1998**.

3. Based on the relevant notifications issued by UGC for revision of pay scales of teachers and other academic staff and also following the principles laid down in Department of Pension and Pensioners' Welfare OM No.38/37/2016-P&PW(A) date **12.05.2017** & **06.07.2017** and subsequent OM dated **18.07.2017** & **13.09.2017**, the **concordance tables for fixation of pension/ family pension of retired faculty and other staff have been prepared by the Committee constituted by UGC.**

4. These concordance tables have been prepared to facilitate revision of pension/ family pension of retired faculty and other staff of Central Universities and colleges thereunder and Deemed to be universities whose maintenance expenditure is met by UGC. **These concordance tables (Table-1, 2, 3, 4, 5 & 6) have been approved by the Ministry of Finance, Department of Expenditure** vide ID No.3-7/2020-E.IIIA (300448717) dated 23.04.2020.

5. The pension/ family pension of retired faculty and other staff of Central Universities and colleges thereunder and Deemed to be universities whose maintenance expenditure is met by UGC may be revised in accordance with the instructions contained in this Department's letter of even number **dated 11th June, 2018** and by using the concordance tables enclosed herewith. **While fixation of revised pension/ family pension, it may be ensured that the revision of pay in consecutive pay commissions is done strictly in accordance with the corresponding revised pay figures from 4th to 5th to 6th to 7th CPCs.**

6. **This order is applicable in only those cases where such pension schemes have already been adopted with prior approval of Government of India/ Ministry of Human Resource Development (MHRD).**

7. This issues with the approval of the Competent Authority.

(Sanjeev Kumar Narayan)

Under Secretary to the Govt. of India  
Tele. No. 011-23381460

**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 w.r.t. Department of Expenditure's ID Note No.3-7/2020-E.IIIA (300448717) dated 23.04.2020. (5) Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi. (6) Principal Secretaries of Higher Education in all State Governments. (7) Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

(Sanjeev Kumar Narayan)

Under Secretary to the Govt. of India  
Tele. No. 011-23381460

\*\* AF : P035 \*\*

राज्यातील कोरोना आपत्ती निवारणाच्या उपाययोजनांकरिता राज्यातील सर्व भा.प्र.से., भा.पो.से., भा.व.से. व महाराष्ट्र राज्य शासनाचे सर्व अधिकारी/कर्मचारी यांच्या माहे मे, २०२० वेतनातील एक/दोन दिवसाचे वेतन मुख्यमंत्री सहाय्यता निधीमध्ये देणगी म्हणून उपलब्ध करून देण्याबाबत.

**महाराष्ट्र शासन : सामान्य प्रशासन विभाग**

शासन परिपत्रक क्रमांक : संकीर्ण-११२०/प्र.क्र. ७५/१६-अ, हुतात्मा राजगुरु चौक, मादाम कामा मार्ग, मंत्रालय, मुंबई ४०० ०३२

दिनांक : १८ मे २०२०

**प्रस्तावना :** राज्यातील बहुतांश जिल्ह्यांत मोठ्या प्रमाणावर कोरोना विषाणूचा प्रादुर्भाव झालेला असून अभूतपूर्व अशी परिस्थिती निर्माण झालेली आहे. राज्य शासनाचे सार्वजनिक आरोग्य विभाग, वैद्यकीय शिक्षण व औषधी द्रव्ये विभाग,

महसूल विभाग, गृह विभाग तसेच अन्य संबंधित विभागातील अधिकारी व कर्मचारी कोरोना आपत्तीच्या निवारणासाठी प्रभावी उपाययोजना करित आहेत. यासाठी सर्व स्तरातून मदतीचा ओघ सुरू आहे. या आपत्तीच्या निवारणासाठी मोठ्या प्रमाणात आर्थिक पाठबळाची आवश्यकता लागणार आहे. या आपत्तीच्या

**TABLE-1**

(i) Lecturer/ Assistant Professor (ii) Assistant Librarian/College Librarian (iii) Assistant Director of Physical Education/College Director of Physical Education  
**Scale of pay/ Pay in the Pay Band & Grade pay at the time of Retirement**

From 01.01.1986 to 31.12.1995	2200-75-2800-100-4000
From 01.01.1996 to 31.12.2005	8000-275-13500
From 01.01.2006 to 31.12.2015	15600-39100 AGP 6000
Corresponding level w.e.f. 01.01.2016	Academic Level-10 (57700-182400)

Basic Pay From 01.01.1986 to 31.12.1995	Basic Pay From 01.01.1996 to 31.12.2005	Basic Pay From 01.01.2006 to 31.12.2015	Pay range for Pensioners retired during 01.01.2006 to 31.12.2015		Notional Pay as on 01.01.2016	Revised Pension/ Enhanced Family Pension (if applicable) w.e.f 01.01.2016	Revised Family Pension w.e.f. 1.1.2016
			Minimum	Maximum			
1	2	3	4		5	6	7
2200	8000	21600	-	22450	57700	28850	17310
2275	8000	21600	-	22450	57700	28850	17310
2350	8000	21600	-	22450	57700	28850	17310
2425	8275	21600	-	22450	57700	28850	17310
2500	8275	21600	-	22450	57700	28850	17310
2575	8275	21600	-	22450	57700	28850	17310
2650	8550	21910	-	22450	57700	28850	17310
2725	8550	21910	-	22450	57700	28850	17310
2800	8550	21910	-	22450	57700	28850	17310
2900	8825	22420	-	22450	57700	28850	17310
3000	9100	22930	22460	23110	59400	29700	17820
3100	9375	23440	23120	23810	61200	30600	18360
3200	9650	23950	23820	24510	63000	31500	18900
-	9925	24470	23820	24510	63000	31500	18900
3300	10200	24980	24520	25250	64900	32450	19470
3400	10475	25490	25260	25990	66800	33400	20040
3500	10750	26000	26000	26770	68800	34400	20640
3600	10750	26000	26000	26770	68800	34400	20640
3700	11025	26510	26000	26770	68800	34400	20640
3800	11025	26510	26000	26770	68800	34400	20640
3900	11300	27020	26780	27580	70900	35450	21270
4000	11300	27020	26780	27580	70900	35450	21270
4100	11575	27530	27590	27580	70900	35450	21270
4200	11850	28050	27590	28400	73000	36500	21900
	11850	28050	28410	28400	73000	36500	21900
	12125	28560	28410	29260	75200	37600	22560
	12400	29070	29270	29260	75200	37600	22560
	12675	29580	29270	30150	77500	38750	23250
	12950	30090	30160	30150	77500	38750	23250
	13225	30600	30160	31050	79800	39900	23940
	13500	31110	31060	31980	82200	41100	24660
	13775	31630	31060	31980	82200	41100	24660
	14050	32140	31990	32950	84700	42350	25410
	14325	32650	31990	32950	84700	42350	25410
			32960	33920	87200	43600	26160
			33930	34940	89800	44900	26940
			34950	35990	92500	46250	27750
			36000	37080	95300	47650	28590
			37090	38210	98200	49100	29460
			38220	39330	101100	50550	30330
			39340	40500	104100	52050	31230
			40510	41710	107200	53600	32160
			41720	42950	110400	55200	33120
			42960	44240	113700	56850	34110
			44250	45100	117100	58550	35130

Column No.1 & 2 taken from Table No.2 of MHRD letter No. 1-22/99-U.1 dated 15.12.1999,  
Column No. 3 taken from Table No. 1 of Govt. of India Gazette Notification dated 18.09.2010,  
Column No. 5 taken from Annexure-I of UGC letter No.23-4/2017 (PS) dated 30.01.2018,  
Column No. 6 is the 50% of Column No. of 5, Column No. 7 is the 30% of Column No. of 5.

दुर्धर प्रसंगी मदतकार्यासाठी सहाय्य करण्यासाठी राज्यातील विविध अधिकारी व कर्मचारी संघटनांनी कर्तव्यबुद्धीने मे, २०२० च्या पगारातून एक/दोन दिवसांचा पगार या मदतकार्यासाठी परस्पर कापून घेण्याबाबतची निवेदने शासनाला प्राप्त झालेले आहेत.

**परिपत्रक -**

राज्यातील बहुतांश जिल्ह्यांत मोठ्या प्रमाणावर कोरोना विषाणूचा प्रादुर्भाव झाल्यामुळे गंभीर परिस्थिती उद्भवलेली असून, या आपत्तीस सामोरे जाण्यासाठी सहाय्य व मदत व पुनर्वसनाच्या कामास आपलाही हातभार लागावा म्हणून राज्यातील विविध अधिकारी व कर्मचारी संघटनांची निवेदन विचारात घेता राज्यातील सर्व भा.प्र.से., भा.पो.से., भा.व.से. व राज्य शासनाचे गट-अ व गट-ब चे (राजपत्रित) अधिकारी/कर्मचारी यांनी माहे मे, २०२० च्या आपल्या वेतनातील प्रत्येकी दोन दिवसांचे तसेच राज्यातील गट-ब (अराजपत्रित), गट-क व गट-ड चे कर्मचारी यांनी प्रत्येकी एक दिवसाचे वेतन मुख्यमंत्री सहायता निधीमध्ये देण्याबाबत हरकत नसावी.

२. राज्यातील शासनातील सर्व मंत्रालयीन विभाग व त्यांच्या अधिपत्याखालील सर्व शासकीय/निमशासकीय कार्यालये, जिल्हा परिषदा, पंचायत समिती, महानगरपालिका, नगरपालिका, नगरपरिषद, सार्वजनिक उपक्रम, महामंडळे, मंडळे तसेच सर्व स्वायत्त संस्थेचे विभाग प्रमुख/कार्यालय प्रमुख यांनी सदर परिपत्रक आपल्या विभागातील/कार्यालयातील सर्व अधिकारी/कर्मचारी यांच्या

निदर्शनास आणून द्यावे व त्यांना प्रश्नाचे गांभीर्य समजावून सांगावे. तसेच एक/दोन दिवसाच्या वेतन कपातीस त्यांची हरकत असल्यास आपल्या विभाग/कार्यालय प्रमुखास लेखी कळवावे.

३. शासकीय अधिकारी/कर्मचारी यांच्या पगारातून एक/दोन दिवसाचे वेतन (माहे मे २०२०) कपातीसाठी व ती रक्कम मुख्यमंत्री सहायता निधीमध्ये जमा करण्यासाठी व त्याचा हिशोब सादर करण्यासाठी खालील कार्यपद्धतीचा अवलंब करण्यात यावा :-

(एक) माहे मे, २०२० या महिन्याचे वेतन देयके शासनाच्या सूचनेनुसार काढण्यात यावे. तथापि वेतनातील नियमित वजातीनंतर व एक/दोन दिवसाच्या वेतनाच्या वजातीनंतर वेतनाची उर्वरित रक्कम संबंधित अधिकारी/कर्मचारी यांना धनादेश/रोखीने/विहित पद्धतीने अदा करण्यात यावी.

सध्या ज्या अधिकारी/कर्मचारी यांचे वेतन त्यांनी शासनास उपलब्ध करून दिलेल्या त्यांच्या बँक खात्याच्या तपशिलानुसार खात्यावर परस्पर जमा करण्यात येते अशा अधिकारी/कर्मचारी यांच्या वेतनातील नियमित वजातीनंतर उर्वरित वेतनाची रक्कम संबंधित बँकेकडे जमा करण्यापूर्वी सदर रकमेतून मे २०२० मधील वेतनातून एक/दोन दिवसाचे वेतन कमी करून शिल्लक रक्कम त्यांच्या खात्यावर जमा करण्याचे कळविण्यात यावे.

(दोन) सदर एक/दोन दिवसाचे वेतन कपात करतांना ते मूळ वेतन + महागाई भत्ता यांच्या एकूण रकमेच्या आधारे गणना करून कपात करण्यात यावे.

**TABLE-2**

(i) Lecturer/Assistant Professor (Sr. Scale) (ii) Assistant Librarian (Sr. Scale)/College Librarian (Sr.Scale) (iii) Assistant Director of Physical Education (Sr. Scale) /College Director of physicat Education (Sr. Scale)  
**Scale of pay/ Pay in the Pay Band & Grade pay at the time of Retirement**

From 01.01.1986 to 31.12.1995	3000-100-3500-125-5000
From 01.01.1996 to 31.12 2005	10000-325-15200
From 01.01.2006 to 31.12.2015	15600-39100 AGP 7000
Corresponding level w.e.f. 01.01.2016	Academic Level-11 (68900-205500)

Basic Pay From 01.01.1986 to 31.12.1995	Basic Pay From 01.01.1996 to 31.12.2005	Basic Pay From 01.01.2006 to 31.12.2015	Pay range for Pensioners retired during 01.01.2006 to 31.12.2015		Notional Pay as on 01.01.2016	Revised Pension/ Enhanced Family Pension (if applicable) w.e.f 01.01.2016	Revised Family Pension w.e.f. 1.1.2016
			Minimum	Maximum			
1	2	3	4		5	6	7
3000	10000	25600	-	26800	68900	34450	20670
3100	10000	25600	-	26800	68900	34450	20670
3200	10000	25600	-	26800	68900	34450	20670
3300	10325	26210	-	26800	68900	34450	20670
3400	10325	26210	-	26800	68900	34450	20670
3500	10650	26810	26810	27620	71000	35500	21300
3625	10975	27420	26810	27620	71000	35500	21300
3750	10975	27420	26810	27620	71000	35500	21300
3875	11300	28020	27630	28440	73100	36550	21930
4000	11300	28020	27630	28440	73100	36550	21930
4125	11625	28630	28450	29290	75300	37650	22590
4250	11950	29230	28450	29290	75300	37650	22590
4375	11950	29230	28450	29290	75300	37650	22590
4500	12275	29840	29300	30190	77600	38800	23280
4625	12275	29840	30200	30190	77600	38800	23280
4750	12600	30440	30200	31080	79900	39950	23970
4875	12925	31050	31090	31080	79900	39950	23970
5000	13250	31650	31090	32020	82300	41150	24690
5125	13575	32250	32030	32990	84800	42400	25440
5250	13900	32860	32030	32990	84800	42400	25440
5375	14225	33460	33000	33960	87300	43650	26190
	14550	34070	33970	34980	89900	44950	26970
	14875	34670	33970	34980	89900	44950	26970
	15200	35280	34990	36030	92600	46300	27780
	15525	35880	34990	36030	92600	46300	27780
	15850	36490	36040	37120	95400	47700	28620
	16175	37090	36040	37120	95400	47700	28620
			37130	38240	98300	49150	29490
			38250	39370	101200	50600	30360
			39380	40540	104200	52100	31260
			40550	41750	107300	53650	32190
			41760	42990	110500	55250	33150
			43000	44280	113800	56900	34140
			44290	45600	117200	58600	35160
			45610	46100	120700	60350	36210

Column No.1 & 2 taken from Table No.3 of MHRD letter No. 1-22/99-U.1 dated 15.12.1999,  
Column No. 3 taken from Table No. 2 of Govt. of India Gazette Notification dated 18.09.2010,  
Column No. 5 taken from Annexure-I of UGC letter No.23-4/2017 (PS) dated 30.01.2018,  
Column No. 6 is the 50% of Column No. of 5, Column No. 7 is the 30% of Column No. of 5

(तीन) वेतन वितरणाच्या वेळी वरीलप्रमाणे वसुली करून वसूल केलेल्या रकमेची नोंद घेण्यासाठी (माहे मे २०२० करिता) एक स्वतंत्र नोंदवही ठेऊन त्यामध्ये वसूल केलेल्या रकमांची नोंद अधिकारी/कर्मचारी निहाय घेण्यात यावी.

(चार) अशा प्रकारे मुख्यमंत्री सहायता निधीसाठी एकत्रित होणारी रक्कम विभाग प्रमुख/कार्यालय प्रमुख तसेच जिल्हाधिकारी/मुख्य कार्यकारी अधिकारी/मुख्य अधिकारी, नगरपरिषद/नगरपालिका, आयुक्त, महानगरपालिका यांनी मुख्यमंत्री सहायता निधी यांची वेबसाईट [www.cmrf.maharashtra.gov.in](http://www.cmrf.maharashtra.gov.in) या संकेतस्थळावर भरणा करून त्या ठिकाणी तयार होणाऱ्या पोचपावतीची प्रत मुद्रीत करून घ्यावी किंवा खाली नमूद केलेल्या तपशीलाप्रमाणे मुख्यमंत्री सहायता निधी बँक खात्यात परस्पर जमा करावी व त्याची पोचपावती, गोळा केलेल्या रकमेच्या देणगीदारांच्या यादीसह दोन प्रतीत परस्पर मुख्यमंत्री सहायता निधी कक्ष, मुख्यमंत्री सचिवालय, ६ वा माळा, मुख्य इमारत, मंत्रालय, मुंबई - ४०० ०३२ यांच्याकडे निश्चित प्राप्त होईल अशा प्रकारे रकमेचा भरणा केल्याच्या दिनांकापासून ७ दिवसांच्या आत अचूक पाठवावी.

**मुख्यमंत्री सहायता निधी बँक खात्याचा तपशील**

“मुख्यमंत्री सहायता निधी - कोविड १९\* वचत खाते क्रमांक ३९२३९५९१७२० स्टेट बँक ऑफ इंडिया, मुंबई मुख्य शाखा, फोर्ट, मुंबई-४०० ००९.\* शाखा कोड - ००३००, IFS Code - SBIN0000300

**Chief Minister's Relief Fund - Covid 19** : Saving Account No. 39239591720\* State Bank of India Mumbai Main Branch, Fort, Mumbai-400 001.\* Br. Code - 00300, IFS Code - SBIN0000300

(टीप :- मुख्यमंत्री सहायता निधी कक्षाकडून बँक खात्यात जमा होणाऱ्या देणगी रकमांबाबत नोंद घेणे, इ. कार्यवाही करण्यात येते. त्यामुळे सामान्य

प्रशासन विभाग/कार्या. १६-अ कडे सदर धनादेश/धनाकर्ष, देणगीदारांची यादी, इ. माहिती पाठविण्याची आवश्यकता नाही.)

(पाच) शासकीय अधिकारी/कर्मचारी यांचे वेतन वाटप करतांना त्यांच्याकडून वसूल करावयाच्या वेतनाइतक्या रकमेचे प्रमाणपत्र तयार ठेवण्यात यावे. सदर प्रमाणपत्र विभाग प्रमुख/कार्यालय प्रमुख अथवा संबंधित आहरण व संवितरण अधिकारी यांच्या स्वाक्षरीने संबंधितांना देण्यात यावे. त्यामुळे मुख्यमंत्री सहायता निधीतून परत वेगळ्या व्यक्तिगत पावतीची व प्रमाणपत्राची आवश्यकता राहणार नाही. वेतन वाटप करित असतांनाच या परिपत्रकासोबत जोडलेल्या विहित नमुन्यातील प्रमाणपत्र त्यांना देण्यात यावे.

(सहा) बृहन्मुंबईतील मंत्रालयीन विभाग व अन्य विभाग प्रमुख/कार्यालय प्रमुख इत्यादींनी गोळा केलेल्या निधीचा धनादेश, देणगीदारांच्या यादीसह (दोन प्रती) परस्पर मुख्यमंत्री सचिवालयातील सहायता निधी कक्ष यांच्याकडे समक्ष पाठवून त्याबद्दलची पोचपावती घ्यावी.

(सात) जिल्हा स्तरावर जनतेकडून व विविध संस्थाकडून जमा होणारी रक्कम विभाग/कार्यालय प्रमुखांनी संबंधित देणगीदारांच्या यादीसह (दोन प्रती) त्या-त्या जिल्हाधिकाऱ्यांकडे सुपूर्द करावी. जिल्हाधिकारी यांनी त्यांच्याकडे धनादेशाद्वारे जमा झालेली रक्कम उपरोक्त सूचना क्रमांक (चार) मध्ये नमूद बँक खात्यात जमा करून त्या संबंधातील पोचपावती व तपशिलासह मुख्यमंत्री सहायता निधी कक्षाकडे उपरोक्त पत्त्यावर पाठवावी.

रोखीने प्राप्त झालेल्या रकमेच्या बाबतीत जिल्हाधिकाऱ्यांनी कार्यालयनिहाय यादी तयार करून एकूण रकमेचा स्टेट बँक ऑफ इंडियाचा धनाकर्ष (डिमांड ड्राफ्ट) मुख्यमंत्री सहायता निधीमध्ये उपरोक्त अ.क्र. (चार) मध्ये नमूद कार्यपद्धतीप्रमाणेच जमा करून त्याबाबत परिशिष्ट “अ” प्रमाणे प्रमाणपत्र संबंधितांना

**TABLE-3**

(i) Readers and Lecturers (SG) with less than 3 years of Service (ii) Deputy Librarian/Asst. Librarian (SG) College Librarian (SG) with less than 3 years of Service (iii) Dy. Director Physical Education (Sr. Scale)/College DPE (SG) with less than 3 years of Service

**Scale of pay/ Pay in the Pay Band & Grade pay at the time of Retirement**

From 01.01.1986 to 31.12.1995	3700-125-4950-150-5700
From 01.01.1996 to 31.12.2005	12000-420-18300
From 01.01.2006 to 31.12.2015	15600-39100 AGP 8000
Corresponding level w.e.f. 01.01.2016	Academic Level-12 (79800-211500)

Basic Pay From 01.01.1986 to 31.12.1995	Basic Pay From 01.01.1996 to 31.12.2005	Basic Pay From 01.01.2006 to 31.12.2015	Pay range for Pensioners retired during 01.01.2006 to 31.12.2015		Notional Pay as on 01.01.2016	Revised Pension/Enhanced Family Pension (if applicable) w.e.f 01.01.2016	Revised Family Pension w.e.f. 1.1.2016
			Minimum	Maximum			
1	2	3	4		5	6	7
3700	12000	30320	-	31050	79800	39900	23940
3825	12000	30320	-	31050	79800	39900	23940
3950	12000	30320	-	31050	79800	39900	23940
4075	12420	31110	31060	31980	82200	41100	24660
4200	12420	31110	31060	31980	82200	41100	24660
4325	12420	31110	31060	31980	82200	41100	24660
4450	12840	31890	31060	31980	82200	41100	24660
4575	12840	31890	31060	31980	82200	41100	24660
4700	12840	31890	31060	31980	82200	41100	24660
4825	13260	32670	31990	32720	84700*	42350*	25410*
4950	13260	32670	31990	32720	84700	42350	25410
5100	13680	33450	32730	33920	87200	43600	26160
5250	14100	34230	33930	34940	89800	44900	26940
5400	14520	35010	34950	35990	92500	46250	27750
5550	14940	35790	34950	35990	92500	46250	27750
5700	15360	36570	36000	37080	95300	47650	28590
5850	15780	37360	37090	38210	98200	49100	29460
6000	15780	37360	37090	38210	98200	49100	29460
	16200	38140	37090	38210	98200	49100	29460
	16620	38920	38220	39330	101100	50550	30330
	17040	39700	39340	40500	104100	52050	31230
	17460	40480	39340	40500	104100	52050	31230
	17880	41260	40510	41710	107200	53600	32160
	18300	42040	41720	42950	110400	55200	33120
	18720	42820	41720	42950	110400	55200	33120
	19140	43610	42960	44240	113700	56850	34110
	19560	44390	44250	45560	117100	58550	35130
			45570	46920	120600	60300	36180
			46930	47100	124200	62100	37260

Column No.1 & 2 taken from Table No.4 of MHRD letter No. 1-22/99-U.1 dated 15.12.1999, Column No. 3 taken from Table No. 3 of Govt. of India Gazette Notification dated 18.09.2010, Column No. 5 taken from Annexure-I of UGC letter No.23-4/2017 (PS) dated 30.01.2018, Column No. 6 is the 50% of Column No. of 5, Column No. 7 is the 30% of Column No. of 5, \* Modified in accordance with UGC's letter dated 09.08.2019



द्यावे व अशा प्रकारे प्राप्त निधीच्या तपशीलासह माहिती नमुना "व" व "क" मध्ये मुख्यमंत्री सहायता निधी कक्षाकडे पाठवावी. अशा रकमेचा भरणा दर आठवड्याला अथवा ठराविक काळामध्ये करावा, तोपर्यंत ही रक्कम सोयीकरिता जिल्हास्तरावरील जिल्हाधिकारी यांच्याकडील मुख्यमंत्री निधीच्या स्टेट बँकेकडील बचत खात्यात सुरक्षित ठेवायला हरकत नाही. **मात्र त्याचा हिशोब वेगळा ठेवावा.** (आठ) ज्या अधिकारी/कर्मचाऱ्यांची मासिक वेतनातून रक्कम वसूल करण्यास हरकत असेल त्यांनी त्या आशयाचे वैयक्तिक पत्र संबंधित कार्यालयाच्या आस्थापना अधिकाऱ्यांकडे द्यावे.

(नऊ) एक/दोन दिवसाच्या एकूण वेतनाइतक्या रकमेपेक्षा कमी रक्कम कापून घेण्यास परवानगी देण्यात येऊ नये.

४. मुख्यमंत्री सहायता निधी कक्ष यांनी उपरोक्त परि. ४ (सहा) व (सात) मध्ये उल्लेख केलेल्या देणग्या स्वीकारून/प्राप्त झाल्याची खातरजमा करून संबंधितांना एकत्रित पोचपावती तात्काळ देण्याची व्यवस्था करावी.

५. सदर शासन परिपत्रक महाराष्ट्र शासनाच्या [www.maharashtra.gov.in](http://www.maharashtra.gov.in) या संकेतस्थळावर उपलब्ध करण्यात आले असून त्यांचा सांकेतांक २०२००५१८१२५८३२३६०७ असा आहे. हे परिपत्रक डिजिटल स्वाक्षरीने साक्षात्कृत करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

\*\* AF : P053 \*\*

(शि. म. धुळे)

अवर सचिव, महाराष्ट्र शासन

टीप :- "लॉकडाऊन"च्या कालखंडामध्ये नुटाच्या अध्यक्षांनी वेळोवेळी प्रसृत केलेले परिच्छेद १ ते ५६ "लॉकडाऊन बुलेटीन"मध्ये (सन २०२० चे बुलेटीन क्रमांक ४) प्रसारित केलेले आहेत. त्यातील शेवटचा परिच्छेद ५६ हा पृष्ठ ५१ वर प्रसृत केलेला आहे. ५६ व्या परिच्छेदातील सहपत्र स्थलाअभावी चौथ्या बुलेटीनमध्ये प्रकाशित करण्यात आले नव्हते. ते आता वर प्रसृत केलेले आहे. - **संपादक**

**TABLE-4**

(i) Readers and Lecturers (SG) with 3 years of Service (ii) Deputy Librarian/Asst. Librarian (SG) College Librarian (SG) with 3 years of Service (iii) Dy. Director Physical Education (Sr. Scale)/ College DPE (SG) with 3 years of Service

**Scale of pay/ Pay in the Pay Band & Grade pay at the time of Retirement**

From 01.01.1986 to 31.12.1995	3700-125-4950-150-5700
From 01.01.1996 to 31.12.2005	12000-420-18300
From 01.01.2006 to 31.12.2015	37400-67000 AGP 9000
Corresponding level w.e.f. 01.01.2016	Academic Level-13 A (131400-217100)

Basic Pay From 01.01.1986 to 31.12.1995	Basic Pay From 01.01.1996 to 31.12.2005	Basic Pay From 01.01.2006 to 31.12.2015	Pay range for Pensioners retired during 01.01.2006 to 31.12.2015		Notional Pay as on 01.01.2016	Revised Pension/ Enhanced Family Pension (if applicable) w.e.f 01.01.2016	Revised Family Pension w.e.f. 1.1.2016
			Minimum	Maximum			
1	2	3	4		5	6	7
4075#	12420	46400	-	51120	131400	65700	39420
4200#	12420	46400	-	51120	131400	65700	39420
	13260	46400	-	51120	131400	65700	39420
	13680	46400	-	51120	131400	65700	39420
	14100	46400	-	51120	131400	65700	39420
	14520	46400	-	51120	131400	65700	39420
4325	*14940	47530	-	51120	131400	65700	39420
4450	14940	47530	-	51120	131400	65700	39420
4575	14940	47530	-	51120	131400	65700	39420
4700	14940	47530	-	51120	131400	65700	39420
4825	**15360	47530	-	51120	131400	65700	39420
4950	15360	47530	-	51120	131400	65700	39420
5100	15360	47530	-	51120	131400	65700	39420
5250	15360	47530	-	51120	131400	65700	39420
5400	***15780	48690	-	51120	131400	65700	39420
5550	15780	48690	-	51120	131400	65700	39420
5700	15780	48690	-	51120	131400	65700	39420
5850	15780	48690	-	51120	131400	65700	39420
6000	16200	48690	-	51120	131400	65700	39420
	16620	49890	-	51120	131400	65700	39420
	17040	49890	-	51120	131400	65700	39420
	17460	51120	-	51120	131400	65700	39420
	17880	51120	-	51120	131400	65700	39420
	18300	52390	51130	52640	135300	67650	40590
	18720	52390	51130	52640	135300	67650	40590
	19140	53700	52650	54240	139400	69700	41820
	19560	53700	52650	54240	139400	69700	41820
			54250	55870	143600	71800	43080
			55880	57540	147900	73950	44370
			57550	59260	152300	76150	45690
			59270	61050	156900	78450	47070
			61060	62870	161600	80800	48480
			62880	64740	166400	83200	49920
			64750	66690	171400	85700	51420
			66700	68670	176500	88250	52950
			68680	70730	181800	90900	54540
			70740	72870	187300	93650	56190
			72880	75050	192900	96450	57870
			75060	76000	198700	99350	59610

**TABLE-5 is printed on page 68, TABLE-6 will be printed in the next Bulletin.**

\* Pay is to be fixed at Rs. 14940/- after rendering five year service, \*\* Pay is to be fixed at Rs. 15360/- at 10 to 13 stage, \*\*\* Pay is to be fixed at Rs. 15780/- for 14 to 15 stage, # Readers & Lecturer (SG) with three years of service, Column No.1 & 2 taken from Table No.7 of MHRD letter No. 1-22/99-U.1 dated 15.12.1999, Column No. 3 taken from Table No. 4 of Govt. of India Gazette Notification dated 18.09.2010, Column No. 5 taken from Annexure-I of UGC letter No.23-4/2017 (PS) dated 30.01.2018, Column No. 6 is the 50% of Column No. of 5, Column No. 7 is the 30% of Column No. of 5.

# What Is So Wrong with Online Teaching?

Saumyajit Bhattacharya

Saumyajit Bhattacharya (sbhattacharya@kmc.du. ac.in) teaches at the Department of Economics, Kirori Mal College, University of Delhi.

*Courtesy : Economic & Political Weekly EPW June 6, 2020 Vol LV No. 23 PP 19-21*

Ever since classes were suspended in the universities of India due to the COVID-19 pandemic, **online teaching using various platforms like Zoom is the new buzzword**. Initially, the directives that came from my university were both more vaguely and cautiously worded. Providing e-resources and staying available online during class timings was advised. Gradually, the discourse shifted, without any explicit directive, to online teaching using various platforms. The university and college administrators as well as many motivated teachers were all suddenly full of the Zoom experience, and, at last, it seemed as if a solution to this extraordinary standstill had been found. Though the Government of India's cautionary against the use of Zoom seemed to be a spanner in the wheel of this new-found marvel, it did not dent the faith in this marvel at all—neither for the government nor the initiators—and it merely meant a shift from one platform to another, as if such threats to data privacy cannot be present on the other platforms.

## Mode and Access

However, data or information threat is not the real issue at all. **The crux of the problem is the mode of online teaching itself and the access to it**. First, let us come to the issue of access. Access does not merely imply the availability of internet. **The mobile phone on which most students access the internet is not the most suitable medium to conduct a class; a laptop is the more suitable device**. It is difficult to concentrate on a lecture on the phone, to stare at a small screen for over an hour or two with a reasonable degree of concentration. **A recent survey done by the University of Hyderabad in the wake of the COVID-19 crisis shows that only 50% students had access to laptops and about 45% could, at best, access internet infrequently and further about 18% did not have internet access at all** (UoH Herald 2020). This is the state of reality in a central university. Indeed, the speed of the internet and its fluctuations have seen major problems in many metro cities, let alone rural or small-town India, where many of our students are under the lockdown.

In a lockdown condition, stuck within home, there are many corners of one's living space where **data signal is weak**. Further, many students do not have unlimited Wi-Fi plans, and have limited size data packs. **Several classes in a day can be a substantial cost for many students in the low income bracket**. We know of several instances where students go out of their home in open street corners to access the internet or free Wi-Fi in normal times; even such ironical possibilities are, of course, closed during a lockdown.

**Thus, however keen they may be, many students are simply not enabled with the infrastructure to take part in an online teaching and learning process**. A related point, perhaps less discussed, is the issue of enablement in a broader sense. To mimic a class situation, a student does not only need a gadget and internet connectivity, the sheer physical space around them is also so crucial. **The minimum one needs is a quiet and isolated space, where one is not disturbed by others' presence**. We know for sure that many of our students, even in the University of Delhi, do not have such conditions at home. They may be cramped for space in a small apartment or dwelling, where carving out a silent private space may be physically impossible. The issue is not only about their own private space; it is as much about their family members' privacy. Further, if there are two students at home, then space has to be created, often simultaneously, for both of them! This may be a handicap even in an urban middle-class apartment, let alone for an economically weaker family. In a small dwelling, **an hour-long class may imply all other members of the household adjust all their work and maintain a hushed silence**.

This has a particularly iniquitous effect for women, both the female students and the female family members. Given, the grossly unequal burden of domestic work that women share at home, often the female student has to take up these additional domestic responsibilities during the lockdown; **she may not have the flexibility to attend an online class when she is supposed to carry on some inflexible domestic task**. In a different situation, the enforced carving out of silence and privacy in the cramped domestic space may imply that the mother adjusts her own work-time and domestic schedule silently. The fact that our education administrators and many well-meaning, eager teachers can totally ignore the domestic space, is a deeper sign of our most gendered behaviour. The home is always secondary; it can, of course, be a great refuge, metaphorically or really (as the flood of migrants in their bid to return home shows). However, primacy must be given to the productive spheres—of work and productivity. When the sphere of work is disturbed, the “residual” domestic sphere has to mimic it and turn productive. The feminine world of domestic work must always adjust to the supposed “impersonal” masculinity of the world of “productive” work. **That world of work will not adjust to the needs of domesticity; it is almost a sin to think the other way round, whatever stress you may be under**.

One connected point here is that we have almost forgotten why this lockdown and social distancing is

*A university teacher assesses what is wrong in visualising the online space as a place for regular education.  
In the context of the pandemic,  
the situation is even worse, not better, for the suitability of online teaching as a surrogate.*

**It also has a particularly heinous effect for women, both female students and female family members. Given the grossly unequal burden of domestic work that women share at home, often the female students would have to take up additional domestic responsibilities during lockdown.**

In a different situation, enforced carving out of silence and privacy in the cramped domestic space may imply that the mother adjusts her own work-time and domestic schedule silently.

there in the first place. It is a time of an unprecedented pandemic. For many, stress and anxiety levels shoot up in such situations; staying home does not imply that people are necessarily having a vacation. Somebody in the family may have got the infection; you may yourself be in quarantine. Apart from that, family members suffering from other illnesses are more stressed; in the event of an emergency, the normal access to a doctor or a hospital is now jeopardised. **To expect that all students will attend online classes smoothly under these circumstances is to assume away the very situation that created the context itself.**

### Qualitative Difference

I have been told by well-meaning friends that these concerns are overstretched. Yes, some students will miss the classes, but do students not miss classes otherwise, the argument goes, do you ever get full attendance? Well, the difference between the two situations is immense, and furthermore, **it is a qualitative difference. First, to miss a class in normal times is an act largely of the student's own volition; second, to miss an online class due to lack of access is not an exercise of choice.** One who is not at all keen to miss may be forced to do so. There is a qualitative aspect too, apart from the issue of choice and rights. The university space gives access to all students to come from their very different particularities of domestic space to a common homogenised space of a class-room. Without romanticising that space and being fully aware of its inherent inequalities, **it still brings the students to a space of formal equality and away from the particularised domestic constraints.**

This difference will obviously be much greater for economically and socially disadvantaged students, who do not have access to the privacy of well-endowed domestic spaces, and these are precisely the students who also have the most difficulty in accessing online lectures. **So it is a double whammy for them.** The students who need the physical university space much more for studying (often long hours in the library) are the ones who are deprived of it in a double sense when the alternative online access is also so shaky for them. That many well-meaning teachers and administrators refuse to acknowledge the deep inequality in online teaching is baffling to say the least, **but may signal how deep our class and caste biases are in the arena of the teaching-learning process.**

Now, let us come back to the issue of online teaching itself. Can it be a surrogate for or surpass real time physical teaching in class? The issue may be of crucial importance, even though many may agree that it is merely a temporary stopgap measure and such anxieties are misplaced. **That is because, for quite a few years now, online teaching is being advocated as the future of higher education in India by our education planners.** Various documents and statements of the high functionaries of the Ministry of Human Resources Development (MHRD), University Grants Commission (UGC) and NITI Aayog have advocated the greater use of online teaching and committing resources for that (*Businessworld 2020*). There is also an explicit idea, reiterated often, to advance online teaching as a means to increase India's gross enrolment ratio in higher education (*MHRD 2019*). The pandemic, like in many other fields, is a perfect opportunity to introduce measures that are otherwise difficult to introduce in normal times (*UGC 2020*). **The UGC chairman, in a recent statement on promotion of online education, has been quoted to have said,**

*We are seeing at this time of Covid-19 and even later when all of this over, to give a push to online education. It is important for improvement in the gross enrolment ratio (GER) in the country. (News18 India 2020)*

Thus, once introduced in this manner, online teaching may become a permanent feature of the university education structure in the future.

The issue of the efficacy of online teaching should be discussed independently, quite apart from the issues

of general accessibility and particular, suitability in this unprecedented conjuncture.

Does the virtual space have completeness to be a teaching-learning space? Sure, there are many online courses, which are interesting and of great value. Students or the public in general can access those or learn from those. **However, to confuse and conflate such online courses and curricula with teaching in the physical space does the greatest disservice to any meaningful discourse on education,** particularly in the context of the immense transformatory potential that university education has for the deprived sections of India. The physical space of the university, in general, and the classroom, in particular, are not merely a space for the transaction of knowledge that can be surrogated in other transactional forms.

A large number of our educational "experts" seem to have a view like that. **There are obvious issues, such as laboratory-based courses.** We hear about the possibilities of virtual labs. These are fancy ideas without any base, often proposed by people who have no idea about what goes on in a lab. **Are the chemistry experiments going to be virtual, without handling the chemicals at all?** This is like learning driving on a simulator without ever touching the actual steering wheel of a car. However, much more fundamental to such serious logistical issues is the fact that the classroom by itself is a radical and transformatory space for many. It creates an alternative sociality; it is often a space for lasting friendship; it has the potential to break the bonds of the social givens, particularly if nurtured consciously in that direction by the teachers. **It is also a space, if nurtured with care, which encourages one to speak out and question.**

The gains are not only for the less-enabled; those from endowed classes also get exposed to a larger sociality of their co-students from varied backgrounds. **It is, thus, the space of the class that enables one not only to learn but also to share, question, laugh and develop deep intersubjective relations. All this is terribly lacking in the virtual space of online teaching.** Even if the jokes are mimicked and question-answers incorporated in the virtual space, the relationships are largely ephemeral, lacking the concreteness and durability of relationships in a physical space.

It is, thus, when all the strands of argument developed above are brought together that one comprehends what is so wrong in visualising the online space as a place for regular education. **In the context of the pandemic, the situation is even worse, not better, for the suitability of the surrogacy of online teaching.**

### References

Businessworld (2020) : "We in the Government Are a Facilitator of Online Learning in India: NITI Aayog CEO," 10 September, <http://bveducation.businessworld.in/article/We-In-The-Government-Are-A-Facilitator-Of-Online-Learning-In-India-NITI-Aayog-CEO-/10-09-2019-175873/>.

MHRD (2019) : "Draft National Education Policy 2019," [https://mhrd.gov.in/sites/upload\\_files/mhrd/files/Draft\\_NEP\\_2019\\_EN\\_Revised.pdf](https://mhrd.gov.in/sites/upload_files/mhrd/files/Draft_NEP_2019_EN_Revised.pdf).

News18 India (2020) : "Online Education a Contingency Measure during Covid-19 Lockdown and Not Long-term Strategy, Say Experts," 17 April, <https://www.news18.com/news/india/onlineeducation-a-contingency-measure-during-covid-19-lockdown-and-not-long-term-strategysay-experts-2581297.html>.

UGC (2020): "Let Covid Not Stop You from Learning," University Grants Commission, [https://www.ugc.ac.in/pdfnews/1573010\\_On-Line-Learning-ICT-initiatives-of-MHRD-and-UGC.pdf](https://www.ugc.ac.in/pdfnews/1573010_On-Line-Learning-ICT-initiatives-of-MHRD-and-UGC.pdf).

UoH Herald (2020) : "Proposal for Online Classes Elicits Mixed Responses from UoH Students: Survey," <http://herald.uohyd.ac.in/proposal-for-online-classes-elicits-mixed-responses-from-uoh-students-survey>.

\*\*\*\*\*



**TABLE-5**(i) Professor in Colleges and Universities (ii) Principals of PG Colleges (iii) Librarian (University)  
(iv) Director of Physical Education (University)**Scale of pay/ Pay in the Pay Band & Grade pay at the time of Retirement**

From 01.01.1986 to 31.12.1995	4500-150-5700-200-7300
From 01.01.1996 to 31.12.2005	16400-450-20900-500-22400
From 01.01.2006 to 31.12.2015	37400-67000 AGP 10000
Corresponding level w.e.f. 01.01.2016	Academic Level-14 (144200-218200)

Basic Pay From 01.01.1986 to 31.12.1995	Basic Pay From 01.01.1996 to 31.12.2005	Basic Pay From 01.01.2006 to 31.12.2015	Pay range for Pensioners retired during 01.01.2006 to 31.12.2015		Notional Pay as on 01.01.2016	Revised Pension/ Enhanced Family Pension (if applicable) w.e.f 01.01.2016	Revised Family Pension w.e.f. 1.1.2016
			Minimum	Maximum			
1	2	3	4		5	6	7
4500	16400	50890	-	56100	144200	72100	43260
4650	16400	50890	-	56100	144200	72100	43260
4800	16400	50890	-	56100	144200	72100	43260
4950	16850	50890	-	56100	144200	72100	43260
5100	16850	50890	-	56100	144200	72100	43260
5250	16850	50890	-	56100	144200	72100	43260
5400	17300	52120	-	56100	144200	72100	43260
5550	17300	52120	-	56100	144200	72100	43260
5700	17300	52120	-	56100	144200	72100	43260
5900	17750	52120	-	56100	144200	72100	43260
6100	17750	52120	-	56100	144200	72100	43260
6300	17750	52120	-	56100	144200	72100	43260
6500	18200	53390	-	56100	144200	72100	43260
6700	18200	53390	-	56100	144200	72100	43260
6900	18200	53390	-	56100	144200	72100	43260
7100	18650	53390	-	56100	144200	72100	43260
7300	18650	53390	-	56100	144200	72100	43260
7500	18650	53390	-	56100	144200	72100	43260
7700	19100	54700	-	56100	144200	72100	43260
	19550	54700	-	56100	144200	72100	43260
	20000	56050	-	56100	144200	72100	43260
	20450	56050	-	56100	144200	72100	43260
	20900	57440	56110	57780	148500	74250	44550
	21400	57440	56110	57780	148500	74250	44550
	21900	58870	57790	59530	153000	76500	45900
	22400	58870	57790	59530	153000	76500	45900
	22900	60340	59540	61320	157600	78800	47280
	23400	60340	59540	61320	157600	78800	47280
	23900	61860	61330	63150	162300	81150	48690
			63160	65050	167200	83600	50160
			65060	67000	172200	86100	51660
			67010	69020	177400	88700	53220
			69030	70850	182700*	91350*	54810*
			70860	73220	188200	94100	56460
			73230	75400	193800	96900	58140
			75410	77000	199600	99800	59880
			75410	77000	199600	99800	59880

Column No.1 &amp; 2 taken from Table No.7 of MHRD letter No. 1-22/99-U.1 dated 15.12.1999

Column No. 3 taken from Table No. 5 of Govt. of India Gazette Notification dated 18.09.2010

Column No. 5 taken from Annexure-I of UGC letter No.23-4/2017 (PS) dated 30.01.2018

Column No. 6 is the 50% of Column No. of 5

Column No. 7 is the 30% of Column No. of 5

\* Modified in accordance with UGC's letter dated 09.08.2019

**TABLE-6 will be printed in the next Bulletin.**

**NUTA BULLETIN** (Official Journal of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION) **EDITOR** : Prof. Vivek S. Deshmukh, Balaji Society, Yavatmal 445 001. **PUBLISHER** : Dr. Prakash Tayade , 55, "Aai" Dr. Punjabrao Deshmukh Colony, Near V.M.V. Campus, Amravati 444 604 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/078/2018-20 (Uploaded on www.nuta.in on 20.06.2020) Price : Rs. Five / Name of the Posting office : **R.M.S. Amravati.** Date of Posting : **01.07.2020**

**If Undelivered , please return to :** NUTA Bulletin Office, Shikshak Bhavan, Sant Gadge Baba Amravati University Campus, **Amravati- 444 602.**

To,.....

.....

.....

.....