

APPENDIX-I
Revised Pay Structure and Fixation Formula

1. Drawal of pay in the revised pay structure:

A Teacher/Librarian/Physical Education Personnel in College/ University shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that he may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in case where he has been placed in a higher pay scale between 1.1.2006 and the date of issue of this order on account of promotion, upgradation of pay scale etc, he shall have option to elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

Explanation 1 - The option to retain the existing scale shall be admissible only in respect of one existing scale.

Explanation 2 - The aforesaid option shall not be admissible to any person appointed to a post on or after 1st day of January 2006, whether for the first time in service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3- Where a person exercises such option to retain the existing scale in respect of the post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under any rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

2. Exercise of Option -

(1) The option to the Revised Pay scales shall be exercised in writing in the form appended as Appendix-V so as to reach the authority mentioned below within three months from the date of issue of these orders or where an existing scale has been revised by any order made subsequent to that date, within three months from the date of such order.

Provided that –

(i) in the case of an employee who is, on the date of issue of this order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and

(ii) In the case of an employee who is under suspension on the 1st day of January 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this order.

(2) The option shall be intimated by the employee to the Head of his Office.

(3) If the intimation regarding option is not received within the time limit, the employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January 2006.

(4) The option once exercised shall be final.

Note1- Persons whose services were terminated on or after the 1st January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this order.

Note-2 Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

Note-3 Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

Option for the revised scales of pay:-

i. The Teachers opting for the new pay scales will have to enter into an agreement with the University/College managements about their acceptance of terms and conditions mentioned in the Government Order.

The option once exercised shall be final. Those who do not exercise the option within a period of three months from the date of issue of this Government Order shall be deemed to have opted for revised pay scales.

ii. The Teachers/Librarians/Directors of Physical Education/other

personnel who were in service on 1-1-2006 and those who were not in service after 1-1-2006 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1-1-2006 and should be held entitled to the benefit of these orders.

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 in the same manner as provided in HRD Ministry's OM No. F.23-7/2008-IFD dated 23-10-2008, read with Ministry of Finance (Department of Expenditure) OM No.F.1-1/2008-IC, dated 30-08-2008.

3. Fixation of pay in the revised Pay structure:-

The initial pay of the Teacher/Librarian/Physical Education Personnel of University or College who elect, or is deemed to have elected the revised pay structure on and from the 1st day of January 2006 shall be fixed separately in the following manner, viz.,:-

In case of all Teachers and equivalent positions -

(i) The pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1-1-2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.

(ii) If the minimum of the revised pay band/pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale.

(iii) In addition to the pay in the pay band, corresponding Academic Grade Pay (AGP) will be applicable.

(iv) If amount arrived at as per (i) above, is more than the maximum of the revised Pay Band, pay shall be fixed at the maximum of the pay band.

Note 1 - A Teacher who is on leave on the 1st day of January, 2006 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 01.01.2006 or from the date of option for the revised pay structure. This is also applicable to the Teacher who is on study leave on the 1st day of January 2006.

Note 2 - A Teacher under suspension shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order of the pending disciplinary proceedings.

Note 3 - Where the existing emoluments exceeds the revised emoluments, in the case of any teacher, the difference shall be allowed as 'personal pay' to be absorbed in future increase in pay.

Note 4 - Where in the fixation of pay under the revised pay structure the pay of a Teacher/Librarian/Physical Education Personnel in College/ University, who, in the existing scale was drawing immediately before the 1st January, 2006 more pay than the other Teacher/Librarian/Physical Education Personnel in College/University junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

Note 5 - In case where a senior teacher promoted to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of such senior teacher should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher subject to the fulfilment of the following conditions:-

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

(ii) the pre-revised scale of pay and the revised Pay Band and Academic Grade Pay of the lower and higher posts in which they are entitled to draw pay should be identical.

(iii) the senior teacher at the time of promotion should have been drawing equal or more pay than the junior excluding the benefit of pay fixation on promotion.

(iv) the anomaly should be directly as a result of the application of the provisions of these orders or order regulating pay fixation on such promotion in the revised pay structure.

(v) In cases where the junior was drawing more pay than his senior in the pre-revised pay scale, this provision cannot be invoked to step up the pay of the senior.

4. Fixation of pay of the employees opted to the revised pay structure subsequent to the 1st day of January 2006:

Where the teacher continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1st day of January 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, and the dearness allowance applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 which will become pay in the applicable pay band. If the minimum of the revised pay band is more than the amount arrived at as per above, the pay shall be fixed at the minimum of the revised pay band. In addition to this pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.

5. Date of Next increment in the revised pay structure:

After the initial pay of the employees is fixed in the revised UGC pay structure, the next annual increment will accrue on the normal date on which it is due.

APPENDIX-II

Annexure to Letter No. F-3-1/2009-U. Dated 4-6-2009 of the
G.O.I., MHRD (Table 1 to 6)

FITMENT TABLE - 1

- (i) Incumbent Assistant Professor
- (ii) Incumbent Assistant Librarian / College Librarian
- (iii) Incumbent Assistant DPE / College DPE.

Pre-Revised Scale : Rs. 8000-275-13500				
Revised Pay Band : Rs. 15600 - 39100 + AGP 6000				
Sl. No.	Pre-revised		Revised Pay	
	Basic Pay Rs.	Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	8000	15600	6000	21600
2	8275	15600	6000	21600
3	8550	15910	6000	21910
4	8825	16420	6000	22420
5	9100	16930	6000	22930
6	9375	17440	6000	23440
7	9650	17950	6000	23950
8	9925	18470	6000	24470
9	10200	18980	6000	24980
10	10475	19490	6000	25490
11	10750	20000	6000	26000
12	11025	20510	6000	26510
13	11300	21020	6000	27020
14	11575	21530	6000	27530
15	11850	22050	6000	28050
16	12125	22560	6000	28560
17	12400	23070	6000	29070
18	12675	23580	6000	29580
19	12950	24090	6000	30090
20	13225	24600	6000	30600
21	13500	25110	6000	31110
22	13775	25630	6000	31630
23	14050	26140	6000	32140
24	14325	26650	6000	32650

FITMENT TABLE - 2

- (i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)]
- (ii) Incumbent Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale)
- (iii) Incumbent Assistant DPE (Sr. Scale) / College DPE (Sr. Scale).

Pre-Revised Scale: Rs. 10000-325-15200				
Revised Pay Band: Rs. 15600 - 39100 + AGP 7000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	10000	18600	7000	25600
2	10325	19210	7000	26210
3	10650	19810	7000	26810
4	10975	20420	7000	27420
5	11300	21020	7000	28020
6	11625	21630	7000	28630
7	11950	22230	7000	29230
8	12275	22840	7000	29840
9	12600	23440	7000	30440
10	12925	24050	7000	31050
11	13250	24650	7000	31650
12	13575	25250	7000	32250
13	13900	25860	7000	32860
14	14225	26460	7000	33460
15	14550	27070	7000	34070
16	14875	27670	7000	34670
17	15200	28280	7000	35280
18	15525	28880	7000	35880
19	15850	29490	7000	36490
20	16175	30090	7000	37090

FITMENT TABLE - 3

- (i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service
- (ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service
- (iii) Incumbent Dy. DPE / Asst. DPE (SG) / College DPE (SG) with less than 3 years of service.

Pre-Revised Scale : Rs. 12000-420-18300				
Revised Pay Band : Rs. 15600 - 39100 + AGP 8000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	12000	22320	8000	30320
2	12420	23110	8000	31110
3	12840	23890	8000	31890
4	13260	24670	8000	32670
5	13680	25450	8000	33450
6	14100	26230	8000	34230
7	14520	27010	8000	35010
8	14940	27790	8000	35790
9	15360	28570	8000	36570
10	15780	29360	8000	37360
11	16200	30140	8000	38140
12	16620	30920	8000	38920
13	17040	31700	8000	39700
14	17460	32480	8000	40480
15	17880	33260	8000	41260
16	18300	34040	8000	42040
17	18720	34820	8000	42820
18	19140	35610	8000	43610
19	19560	36390	8000	44390

FITMENT TABLE - 4

- (i) Incumbent Readers and Lecturers (SG) with 3 years of Service
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service
(iii) Incumbent Dy. DPE/ Asst. DPE (SG)/ College DPE (SG) with 3 years of Service.

Pre-Revised Scale : Rs. 12000-420-18300				
Revised Pay Band : Rs. 37400 - 67000 + AGP 9000				
Sl. No.	Pre-revised asic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	13260	37400	9000	46400
2	13680	37400	9000	46400
3	14100	37400	9000	46400
4	14520	37400	9000	46400
5	14940	38530	9000	47530
6	15360	38530	9000	47530
7	15780	39690	9000	48690
8	16200	39690	9000	48690
9	16620	40890	9000	49890
10	17040	40890	9000	49890
11	17460	42120	9000	51120
12	17880	42120	9000	51120
13	18300	43390	9000	52390
14	18720	43390	9000	52390
15	19140	44700	9000	53700
16	19560	44700	9000	53700

FITMENT TABLE - 5

- (i) Incumbent Professor in Colleges and Universities
- (ii) Incumbent Principals of PG Colleges
- (iii) Incumbent Librarian (University)
- (iv) Incumbent Director of Physical Education (University)

Pre-Revised Scale : Rs. 16400-450- 20900 - 500 - 22400				
Revised Pay Band : Rs. 37400 - 67000 + AGP 10000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	16400	40890	10000	50890
2	16850	40890	10000	50890
3	17300	42120	10000	52120
4	17750	42120	10000	52120
5	18200	43390	10000	53390
6	18650	43390	10000	53390
7	19100	44700	10000	54700
8	19550	44700	10000	54700
9	20000	46050	10000	56050
10	20450	46050	10000	56050
11	20900	47440	10000	57440
12	21400	47440	10000	57440
13	21900	48870	10000	58870
14	22400	48870	10000	58870
15	22900	50340	10000	60340
16	23400	50340	10000	60340
17	23900	51860	10000	61860

FITMENT TABLE - 6

i) Incumbent Principals of UG Colleges.

Pre-Revised Scale : Rs. 12000-420-18300 Minimum at 12840/-				
Revised Pay Band : Rs. 37400-67000 + AGP 10000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	12840	37400	10000	47400
2	13260	37400	10000	47400
3	13680	37400	10000	47400
4	14100	37400	10000	47400
5	14520	37400	10000	47400
6	14940	38530	10000	48530
7	15360	38530	10000	48530
8	15780	39690	10000	49690
9	16200	39690	10000	49690
10	16620	40890	10000	50890
11	17040	40890	10000	50890
12	17460	42120	10000	52120
13	17880	42120	10000	52120
14	18300	43390	10000	53390
15	18720	43390	10000	53390
16	19140	44700	10000	54700
17	19560	44700	10000	54700

APPENDIX-III

1. REVISED PAY SCALES, DESIGNATIONS, SERVICE CONDITIONS AND CAS FOR TEACHERS AND EQUIVALENT POSITIONS.

The pay structure for different categories of Teachers and equivalent positions shall be as indicated below:

(A) Asst. Professor/ Associate Professor/Professors in Colleges and Universities.

1.1 Persons entering the teaching profession in universities and colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600–39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs.8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs.6000.

1.2 An Assistant Professor with completed service of four years, possessing Ph.D. degree in the relevant discipline shall be eligible, for moving up to AGP of Rs.7000.

1.3 Assistant Professors possessing M.Phil. degree/LLM shall be eligible for the AGP of Rs.7000 after completion of 5 years service as Assistant Professor.

1.4 Assistant Professors who do not have Ph.D. or M.Phil. in the relevant Professional course shall be eligible for the AGP of Rs.7000 only after completion of 6 years' service as Assistant Professor.

1.5 The upward movement from AGP of Rs.6000 to AGP of Rs.7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC in its Regulations.

1.6 The incumbents to the posts of Lecturer (senior scale) (i.e. the pre revised scale of Rs.10000-15200) shall be re-designated as Assistant Professor, and their pay shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs.7000.

1.7 Assistant Professors with completed service of 5 years at the AGP of Rs.7000 shall be eligible, subject to other requirements laid down by the UGC in its Regulations, to move up to the AGP of Rs.8000.

1.8 Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.9000. Directly recruited Associate Professors under these orders shall be placed in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

1.9 Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs.12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs.37400-67000 with AGP of Rs.9000 and shall be redesignated as Associate Professor.

1.10 Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 as on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

1.11 Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs.37400-67000 and redesignated as Associate Professor in the manner described above.

1.12 Assistant Professors completing 3 years of teaching in the AGP of Rs.8000 shall be eligible, subject to other API conditions prescribed by the UGC and Universities to move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 and to be designated as Associate Professor.

1.13 Associate Professor completing 3 years of teaching in the AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the Universities No teacher other than those with a Ph.D. shall be promoted, appointed, or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of 10000.

1.14 The pay of a directly recruited Professor shall be fixed in the Pay Band of Rs.37400-67000, with the applicable AGP of Rs.10000.

1.15 Ten percent of the posts of Professors in a University shall be in the higher AGP of Rs.12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC and such eligibility conditions shall, inter-alia, include publications in peer reviewed/referred Research Journals and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard.

(B) Professor in Under Graduate and Post Graduates Colleges.

Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in Universities provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Sanctioned posts include the posts approved under both direct recruitment and CAS promotion. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment / deputation is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota system shall be followed starting with promotions. The direct recruitment quota shall be rotated in an alphabetical order.

There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/ deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology, selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota System' shall be followed starting with promotion. The direct recruitment quota shall be rotated in an alphabetical order.

2. PAY SCALES OF PRINCIPALS IN COLLEGES:

2.1 PRINCIPAL OF UNDER GRADUATE COLLEGES:

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down by the University Grants Commission in its Regulations and if any by the University from time to time using the API scoring system and PBAS methodology developed. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000.

2.2 PRINCIPAL OF POST GRADUATE COLLEGES:

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission in its Regulations and if any by the University from time to time using the API scoring system and PBAS methodology developed. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000.

3. PAY SCALES AND CAREER ADVANCEMENT SCHEMES FOR LIBRARIANS ETC.

(a) ASSISTANT UNIVERSITY LIBRARIAN / COLLEGE LIBRARIAN:

- (i) Assistant Librarians / Constituent College Librarians in the pre-revised scale of pay of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.

(ii) All conditions of eligibility and academic qualifications laid down by the UGC in its

Regulations, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

(iii) Assistant Librarians / Constituent College Librarians are required to complete two Refresher courses / Summer institute each of 3 to 4 weeks to be eligible for seeking promotion under CAS (vide UGC communication No.F-3 – 1/194 PS dated: 11-02-2008)

(b) ASSISTANT UNIVERSITY LIBRARIAN (SR. SCALE) / COLLEGE LIBRARIAN (SR. SCALE):

Assistant University Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.

Assistant University Librarian / College Librarian possessing Ph.D. in Library Science, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down by the UGC in its Regulations, shall be eligible for the higher AGP of Rs.7000 within the Pay Band of Rs.15600-39100.

Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in its Regulations, shall become eligible for the higher AGP of Rs.7000.

After completing service of 6 years in the AGP of Rs.6000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in its Regulations, if any by the University, move to the higher AGP of Rs.7000.

The pay of the existing Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be fixed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000 at an appropriate stage based on their present pay.

**(c) DEPUTY LIBRARIAN / ASSISTANT LIBRARIAN (SELECTION GRADE)/
COLLEGE LIBRARIAN (SELECTION GRADE):**

Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 initially at the time of recruitment.

On completion of service of 5 years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15600–39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in its Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

After completing 3 years in the Pay Band of Rs.15600-39100 with an AGP of Rs.8000, Deputy Librarians /equivalent positions shall move to the Pay Band of Rs.37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC and if any by the University for CAS promotion.

Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC/University for CAS promotion are also eligible for being placed in the AGP of Rs.8000.

Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs.12000-18300 on 01.01.2006 shall be fixed at an appropriate stage in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000. They shall continue to be designated as Deputy Librarian/Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) /College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12000-18300, for being eligible to be placed in the higher Pay Band of Rs.37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).

Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs.15600-39100 with AGP of Rs.8000. They shall move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs.8000.

The conditions of eligibility and academic qualifications prescribed by the UGC in its Regulations shall be adopted for direct recruitment to the post of Deputy Librarian.

(d) LIBRARIAN (UNIVERSITY):

The post of Librarian shall be in the Pay Band of Rs.37400-67000 with the Academic Grade Pay of Rs.10000.

The conditions of eligibility and academic qualifications prescribed by the UGC in its Regulations, shall be adopted for appointment to the post of Librarian (University)

Deputy Librarian completing service of three years in the AGP of Rs.9000 and otherwise eligible as per the API scoring system and PBAS methodology developed by the UGC in its Regulations, with a PhD qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' in the Pay Band of Rs.37400-67000 with AGP of Rs.10000

4. PAY SCALES AND CAREER ADVANCEMENT SCHEMES FOR PHYSICAL EDUCATION PERSONNEL

(a) ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (ASSISTANT DPE)/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION (COLLEGE DPE):

The Assistant Director of Physical Education / College DPE in the pre-revised pay scale of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.

Pay of Incumbent Assistant Directors of Physical Education / College DPE shall be fixed at an appropriate stage in the Pay Band of Rs.15600-39100 with an AGP of Rs.6000, in accordance with the 'fixation formula'.

All conditions of eligibility and academic qualifications laid down by the UGC, shall be applicable for direct recruitment of Assistant Director of Physical Education / College DPE.

Assistant Directors of Physical Education are required to complete two Refresher courses / Summer institute each of 3 to 4 weeks to be eligible for seeking promotion under CAS (vide UGC communication No.F-3 – 1/194 PS dated: 11-02-2008)

(b) ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DPE (SENIOR SCALE):

Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) in the pre-revised pay scale of Rs.10000 – 15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.

Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations and if any by the University shall move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100.

Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing M.Phil. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of the five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000 on satisfying the API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations.

Assistant Directors of Physical Education / College DPEs without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant Director of Physical Education / College DPE in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations and if any by the University shall be placed in the AGP of Rs.7000.

Pay of incumbent Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula'.

(c) DEPUTY DIRECTOR OF PHYSICAL EDUCATION / ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE)

After completing service of five years in the Pay Band of Rs.15600-39100 with the AGP of Rs.7000 and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in its Regulations if any by the University, Assistant Director of Physical Education (Senior Scale) / College DPE (Senior scale) shall move to AGP of Rs.8000 in the Pay band of Rs.15600-39100. They shall be designated as Deputy Director of Physical Education / Assistant DPE (Selection Grade) / College DPE (Selection Grade), as the case may be.

Regulations if any by the University, Assistant Director of Physical Education (Senior Scale) / College DPE (Senior scale) shall move to AGP of Rs.8000 in the Pay band of Rs.15600-39100. They shall be designated as Deputy Director of Physical Education / Assistant DPE (Selection Grade) / College DPE (Selection Grade), as the case may be.

After completing service of three years in the Pay Band of Rs.15600- 39100 and the AGP of Rs.8000 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in its Regulations, if any by the University, Deputy DPE/Assistant DPE (Selection Grade) College DPE (Selection Grade) shall move to the Pay Band of Rs.37400-67000 with the AGP of Rs.9000. They shall continue to be designated as Deputy DPE/Assistant DPE (Selection Grade) / College DPE (Selection Grade).

All incumbents to the post of Deputy DPE/Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least 3 years in the pre-revised pay scale of Rs.12000-18300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs.37400-67000 with AGP of Rs.9000.

All incumbents to the post of Deputy DPE /Assistant DPE (Selection Grade/ College DPE (Selection Grade) whose services in the pre-revised pay scale of Rs.12000-18300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of Rs.8000 in the pay band of Rs.15600-39000 till they complete the required service of 3 years as Deputy DPE / ADPE (Selection Grade) / College DPE (Selection Grade) in the pre-revised pay scale.

Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs.8000 in the Pay Band of Rs.15600-39100, and after completing three years of service directly recruited Deputy DPE and equivalent shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

(d) DIRECTOR OF PHYSICAL EDUCATION (UNIVERSITY):

Post of Director, Physical Education in Universities shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000.

Post of Director of Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e., the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC in its Regulations, shall be the eligibility for recruitment.

Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37400-67000 as per 'fixation formula'.

APPENDIX – III TABLE – II (A)

Minimum Point norms of the APIs as provided in Appendix – III Table I to be applied for the Promotion of teachers in university departments, and Weightages for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)

S. No.	Assessment Category/ System	Minimum Average Yearly or Cumulative API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) and Weightages for Expert Assessment				
		TEACHERS IN UNIVERSITY DEPARTMENTS/ EQUIVALENT CADRES IN UNIVERSITIES				
		Assistant Professor/ equivalent cadres: AGP increase from Rs.6000 to 7000	Assistant Professor/ equivalent cadres: AGP increase from Rs.7000 to 8000	Associate Professor/ equivalent cadres Promotion with AGP of Rs.9000	Professor/ equivalent cadres Promotion with AGP of Rs.10,000	Professor with AGP increase from Rs.10,000 to Rs. 12,000
I	Teaching-learning, Evaluation Related Activities (category I)	60/Year	60/Year	60/year	60/year	60/year
II	Co-curricular, Extension, & Profession related activities (Category II)	20/Year	20/Year	20/Year	20/Year	20/Year
III	Minimum total average annual Score under Categories I and II	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Peer Evaluation

V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - Research evaluation. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% -Peer evaluation of research. 50 % - Performance evaluation and other credential by referral procedure
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APPENDIX – III TABLE – II (B)

Minimum Point norms of the APIs as provided in Table I and Weightages for Expert Assessment to be applied for the Promotion of Teachers, in Colleges (UG and PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

Sl. No.	Assessment Category	Minimum Average Yearly or Cumulative API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) and Weightages for Expert Assessment			
		Colleges (UG/PG) Teachers/College Library/Physical Education Cadres			
		Assistant Professor/ equivalent cadres: AGP increase from Rs.6000 to 7000	Assistant Professor/ equivalent cadres: AGP increase from Rs.7000 to 8000	Associate Professor/ equivalent cadre Promotion with AGP of Rs. 9000	10% of the Posts of Professor Promotion in Colleges with AGP of Rs.10,000
I	Teaching-learning, Evaluation Related Activities (Category – I)	60/Year	60/Year	60/year	60/year
II	Co-curricular, Extension, & Profession related activities (Category – II)	20/Year	20/Year	20/Year	20/Year
III	Minimum total average annual Score under Categories I and II	100/Year	100/Year	100/Year	100/Year

IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required- to assessed cumulatively	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)	20/Year (60/assessment period)	
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20% - Research evaluation 60% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	30% - Research evaluation. 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	

Explanatory note for Tables II (a) and II (b)

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities / colleges for follow up by the universities / college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.

2. However, in order to remedy the difficulties of collecting retrospective information's and to facilitate the implementation of these regulations from 2009-10, the API based PBAS will be progressively and prospectively rolled out.

3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented from the year 2009-10, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre with the multiplication factor of remaining years of service required to apply for CAS promotion from 2009-10. Thus, if a teacher is eligible for CAS promotion in 2009, one year API scores for 2008-09 alone will be required for assessment. In case of a teacher becoming for CAS promotion in 2010, two years average of API scores for 2008-09 and 2009-10 will be required for assessment and so on leading progressively for the complete assessment period.

4. As shown in Table 3, the aggregate minimum API score required (given in row III) can be earned from any of the two board categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories 1 and 2 also for the differing nature of contributions possible in different institutional settings

5. For Category 3 (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, a aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together

6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the table, by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.

7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.

8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.

(b) If however, the candidate finds that she / he fulfills the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application

(c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

APPENDIX – III TABLE – II(c)

Minimum Weightage Points (WP) norms of the APIs as provided in Table-I (B) or the direct recruitment of teachers in university departments/Colleges, Librarian/Physical Education cadres in Universities/Colleges to be considered along with other specified eligibility qualifications stipulated in the UGC Notification.

Sl. No. of category	Titles of the categories of APIs (with maximum accruable API points) and Selection Committee criteria.	Minimum cumulative WP of the API score required for considering candidates for selection to each cadre based on the PBAS proforma to be submitted by the applicants along with the stipulated application of the University/College concerned		
		TEACHERS IN UNIVERSITY DEPARTMENTS/EQUIVALENT CADRES/COLLEGES		
		Assistant Professor/ equivalent cadres with AGP Rs.6000	Associate Professor/ Equivalent cadres with AGP Rs.9000	Professor/equivalent Cadres with AGP Rs.10000
I	Expertise in Teachings/Research/Industry & Entrepreneurship skills and contribution to corporate life & Profession related activities (200 points)	Consolidated API score requirement of 100 from all the three categories of APIs or Pass in NET/ accredited	Consolidated API score requirement of 300 points from all the three categories of APIs	Consolidated API score requirement of 400 points from all the three categories of APIs
II	Research, Development and other related activities (200 points)	Eligibility test approved by UGC		
III	Extension, co-Curricular Extra- curricular & student mentoring activities (100 points)			

IV	Selection Committee criteria: (Minimum Requirement for consideration for selection: at least 50% of the points prescribed)	Highest of the 30 merit points under a) Teaching skills by a Lecture (10 points) b) Research skills by a concept/Proposal presentation (5 points) c) Interview performance (15 points)	Highest of the 50 merit points under a) Research papers (3 nos.) evaluation: 25 points b) Organizational Plans: 10 points c) Interview performance: 15 points	Highest of the 75 merit points under: a) Research papers (5 nos.) evaluation: 40 points b) Vision for the department/ Institution: 15 points c) Interview performance: 20 points
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APPENDIX-III - TABLE: III

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS & EQUIVALENT CADRES IN UNIVERSITIES & COLLEGES

S. No.	Promotion of Teachers through CAS	Service (as prescribed by the MHRD Notification) requirement	Academic Performance Indicator requirements as per Table-I (A) of Appendix-III
			Teachers & equivalent Cadres in Universities & Colleges
1	Assistant Professor/ equivalent cadres from AGP Rs.6000 to AGP Rs.7000	Assistant Professor completed 4 years of service with Ph.D. or 5 years of service who are with M.Phil./PG Degree in Professional Courses such as LLM, M.Tech., M.V.Sc., M.D., or 6 years of service who are without Ph.D./M.Phil./PG Degree in Professional Courses	(i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a) of Appendix III for teachers in university departments/equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges. (ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. (iii) No separate interview points for the Screening cum Verification process of recommending AGP elevation.

2.	Assistant Professor/ equivalent cadres from AGP Rs.7000 to AGP Rs.8000	Assistant Professor with completed service of 5 years at AGP of Rs.7000	<p>(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a)</p> <p>(ii) Additionally, two courses / programmes from among the categories of refresher courses, workshops, Training, Teaching-Learning- Evaluation Technology Programmes, Soft Skills development Programmes & Faculty Development Programmes for a minimum period of one week duration to have been undergone during the assessment period.</p> <p>(iii) No separate interview points for the Screening cum Verification process of recommending AGP elevation.</p>
3.	Associate Professor/ equivalent cadres * with AGP of Rs.9000	Assistant Professors with 3 years of completed service in the AGP of Rs.8000/-.	<p>Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a) of Appendix III for teachers in university departments/equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges.</p> <p>Three publications.</p> <p>Additionally one course/training under the categories of Professional development/ curriculum Development/examination Reform programmes for a minimum period of three days. A selection committee process as stipulated in this regulation and in Table III(a) of Appendix III for teachers in the university departments/equivalent cadres in universities and in Table III(b) of Appendix III for teachers / equivalent cadres in colleges.</p>

4.	Professor/ equivalent cadres with AGP of Rs.10000	Associate Professor with 3 years of completed service in the AGP of Rs.9000/-	<p>(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a) of Appendix III for teachers in university departments/equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges.</p> <p>(ii) A minimum of five publications.</p> <p>(iii) A selection committee process as stipulated in this regulation and in Table III(a) of Appendix III for teachers in the university departments/equivalent cadres in universities and in Table III(b) of Appendix III for teachers / equivalent cadres in colleges.</p>
5.	Professor with AGP of Rs.12000/-	Professor with 10 years of completed service	<p>(i)Minimum yearly /cumulative API scores for the assessment period. based on the using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a) of Appendix III for teachers in university departments/equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges.</p>

			<p>(ii)As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by (a) post-doctoral research outputs of high standard; (b) awards / honors' / recognitions / patents & IPR on products & processes developed/ technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B etc.,</p> <p>(iii) The selection process is to be conducted by the university through an Expert-Committee evaluation of all credentials submitted along with duly filled PBAS proforma by eligible Professors as stipulated in Table-III (A) of Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.</p>
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*** For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors with AGP 8000, the existing requirement of Ph.D. or equivalent publications will continue to apply. For all others who enter the grade of AGP 8000, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.**

APPENDIX - IV

1. Incentives for Ph.D./M.Phil. and other higher qualification:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC.

(ii) M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

(iii) Those possessing Post Graduate degree in a professional course recognised by the relevant Statutory Body/Council, shall also be entitled to two non-compounded advance increments at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D., in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(viii) Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognized by the relevant statutory body/council, while in service, shall be entitled to one advance increment.

(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian/College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D., at any time while in service, in the discipline of library science from a university complying with the process prescribed by the

UGC in respect of enrolment, course- work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course- work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D., in respect of either course-work or evaluation or both, as the case may be.

(xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil. degree in Library Science at any time during the course of their service shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D. in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D., in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil. degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil. degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D./ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil. while in service, would not be entitled to benefits under this Scheme.

(xxiv) Teachers, Librarian. Physical education cadres who have acquired Ph.D./M.Phil. through distance education mode are not eligible for these incentives

(xxv) The advance increments shall not be admissible to teachers, who were recruited/promoted to a post for which Ph.D. was an essential qualification.

(xxvi) Teachers, Librarian, Physical Education Personnel who have already availed benefits of advance increments under CAS as per existing scheme for acquiring Ph.D./M.Phil. would not be entitled for benefits under this scheme.

APPENDIX - V Form of Option

(i) I, -----
hereby elect the revised scale of the post with effect from 1st January,
2006.

(ii) I, -----
hereby elect to continue on the existing scale of pay of my substantive
/ officiating post mentioned below until:

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

Existing scale-----

Date : Place :

Signature :
Name
Designation:

Office in which employed-----

APPENDIX – VI

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result (for reimbursement of excess payment, if any) incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Signature -----

Station:-

Name -----

Designation -----

College/Institution. -----

APPENDIX - VII

PROFORMA FOR FIXATION OF PAY

[For Assistant Professors / Equivalent Posts & Readers / Lecturer (SG) / equivalent posts not completed 3/ 5 years as on 01.01.2006]

Name of the College / Institution : Name of the Teacher : Shri / Smt.

Sl.No	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on ----- (later date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [(a) and (b)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	15600-39100
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl.No. 4(a)	AGP -
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sl.No.7 or 9 or 10 above whichever is applicable)	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sl. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 st July 200_			
2	1 st July 200_			
3	1 st July 200_			
4	1 st July 200_			

13. Any other relevant information :

Date :

Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of option 2. Service Agreement 3. Undertaking

APPENDIX - VIII

PROFORMA FOR FIXATION OF PAY

[For Associate Professors and Equivalent Posts & Incumbent Readers / Lecturer (SG) and equivalent posts either completed 3& 5 years as case may be as on 01.01.2006 or thereafter]

Name of the College / Institution : Name of the Teacher : Shri / Smt.

Sl. No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on ----- (later date)	
2	Status (Substantive / Officiating)	
3	a) Pre-revised Designation and Pay Scale	12000 - 420 - 18300
	b) Date of placement in the Pre-revised Scale (should be either or before 01.01.2006)	
	c) Date on which completed 3 /5* years in the Pre-revised Scale	
4	Existing emoluments as on 01.01.2006 or on ----- (as per pre-revised scale)	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [(a) and (b)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sl. No. 4 above	37400 - 67000 AGP -
6	Pay in the revised Pay Band with reference to the pre-revised basic pay shown at Sl. No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	

9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9 or 10 above whichever is applicable)	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 st July 200_			
2	1 st July 200_			
3	1 st July 200_			
4	1 st July 200_			

13. Any other relevant information :

Date :

Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of option Agreement 2. Service 3. Undertaking

*To be scored out, if not applicable

APPENDIX – IX PROFORMA FOR FIXATION OF PAY

[For Professors / Principals (PG College) and Equivalent Posts] Name of the

College / Institution :

Name of the Teacher : Shri / Smt.

Sl.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on ----- - (later date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [(a) and (b)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sl. No. 4 above	37400 - 67000
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl. No. 4(a)	AGP -
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sl.No.7 or 9 or 10 above whichever is applicable)	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP / GP	Basic Pay
1	1 st July 200_			
2	1 st July 200_			
3	1 st July 200_			
4	1 st July 200_			

13. Any other relevant information :

Date :

Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of option Agreement 2. Service 3. Undertaking

*To be scored out, if not applicable

APPENDIX - X

AGREEMENT

THIS AGREEMENT made this-----day of -----two thousand nine between Shri/Smt/Kum----- Reader/Lecturer/Professor of -----Principal-----of ----- -College/University. Established by -----hereinafter referred to as “the Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and -----College/University hereinafter referred to as “the said College/University” of the other part.

WHEREAS the Employee has been working as a Reader/ Lecturer/Professor of --- -----/Principal of the said college/University from the ----- -day of ----- 199 .

AND WHEREAS the Government of Karnataka has by Government Order No. - -----sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

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

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

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

In witness whereof Shri/Smt/Kum-----
----- the employee above named has
hereto set his/her hand and seal of University has been unto affixed.

Members of the Managing
Committee/Governing Body of have set their respective hands the day and year
first herein above written Signed and Delivered by

.
Shri/Smt/Kum-----

the Employee above named in
the presence of

1.-----

2.-----

OR

Signed and delivered by

1.-----

2.-----

5. Etc. the present Members----- of the Managing
- Committee/Governing body of

In the presence of-

1.----- 2-----
