



GOVERNMENT OF KERALA

Abstract

Higher Education Department- UGC Scheme – Revision of Scale of Pay of Teachers in Universities under Higher Education, affiliated Colleges, Teachers in Law Colleges and Engineering Colleges and Kerala Agricultural University, Kerala Veterinary and Animal Sciences University, Kerala University of Fisheries and Ocean Studies and teachers in Physical Education and Librarians etc. – Orders issued.

HIGHER EDUCATION (C) DEPARTMENT

G.O.(P)No.18/2019/HEDN Dated,Thiruvananthapuram, 29/06/2019

- Read:- 1 G. O. (Ms) No. 66/90/H. Edn., dated 13.03.1990.
 2 G. O. (P) No. 171/99/H. Edn., dated 21.12.1999.
 3 G. O. (P) No. 58/2010/H. Edn., dated 27.03.2010.
 4 G. O. (P) No. 20/2013/Fin. Dated 07.01.2013.
 5 Notification No.1-7/2015-U.II (1), dated 2nd November 2017 of Government of India, Ministry of Human Resources Development (Department of Higher Education).
 6 Notification No. F.1-2/2017 (EC/Ps), dated 18.07.2018 of University Grants Commission, New Delhi.
 7 Notification No.1-4/2017-U.II, dated 28.01.2019 of Government of India, Ministry of Human Resources Development (Department of Higher Education).

ORDER

Government of India in their letter read as 5th paper above have informed that the Central Government have decided to continue to provide financial assistance to the State Governments

which wish to adopt and implement the 6th UGC scheme including the revision of pay scales to College/University teachers, Physical Education teachers and Librarians in the State subject to the following terms and conditions:

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadres covered under the Scheme shall be limited, by way of reimbursement to the extent of 50% (fifty per cent) of the additional expenditure involved in the implementation of the pay revision.

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

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1/1/2016 to 31/03/2019.

(d) The entire liability on account of revision of pay scales etc. of University and College teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1- 4- 2019.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scale in respect of only those posts which were in existence and had been filled up as on 1-1-2016.

(f) The pay in the revised scale shall be credited to the salary account of teachers. The arrears for the period from 01.01.2016 to 31.03.2019 shall be taken later subject to the release of Central assistance in this regard and fiscal position of the State.

(g) The pay for the existing incumbents, who are in position as on 01.01.2016 in various categories of posts shall be fixed in accordance with the clause 6.1.1 of this order. For any doubt in pay fixation, the UGC order shall be final.

(h) The payment will be made after taking an undertaking from the existing incumbents that the excess amount, if any made on account of incorrect fixation of pay in the pay band or AGP shall be adjusted against the future payments due.

2. The Government have decided to accept the revised University Grants Commission Scheme for revision of pay scales and are pleased to issue the following orders:

3. Coverage:

3.1. The revised UGC Scheme is applicable to teachers in Universities, Affiliated colleges, teachers in Law colleges and Engineering colleges and Kerala Agricultural University, Kerala Veterinary and Animal Sciences University, Kerala University of Fisheries and Ocean Studies and teachers in physical Education and qualified Librarians etc. Orders implementing revised pay scales with effect from 01.01.2016 and regulations and other connected matters in respect of teachers covered under AICTE will be issued separately in accordance with orders and regulations of AICTE.

3.2. Teachers appointed to administrative posts in the Directorate of Collegiate Education and Office of the Deputy Director of Collegiate Education, Universities and other Statutory bodies as per existing rules shall also be covered under the scheme.

4. Date of implementation:

4.1. The revised pay and revised rates of Dearness Allowance under

this scheme shall be effective from 01.01.2016. The qualification for recruitment mentioned in the regulation 6th cited and Career Advancement Scheme will be deemed to be come into force with effect from 18/07/2018, the date of gazette notification of the regulation.

5. General

5.1. There shall be only three designations in respect of teachers in Universities and Colleges, namely Assistant Professors, Associate Professors and Professors. However there shall be no change in the present designation in respect of Library and Physical Education teachers at various levels.

5.2. No one shall be eligible to be appointed, promoted or designated as Associate Professor unless he / she possess a Ph.D and satisfies other academic condition, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as Associate Professor.

5.3. The pay of teachers and equivalent positions in Universities shall be fixed according to the pay matrix appended. The Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts is indicated in the table -1 in Appendix-1.

6. Revised Pay Scales, Service Conditions and Career Advancement Scheme For Teachers and equivalent positions

6.1. Revised pay for teachers and equivalent positions:

6.1.1. Pay Fixation Method:

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

- a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade pay to that of Academic levels and Cells.
- b) The first academic level (corresponding to AGP of Rs. 6000/-) is numbered as academic level 10. Similarly, the other academic levels are 11,12,13A,14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10000/- and 2.72 for the AGP of Rs.10000/- and above.
- e) The entry pay for each level is as follows:

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

f) The pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Appendix – I**

g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the

Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

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

6. 1.2 Revised pay for Teachers in Universities and Colleges:

Existing Pay	Revised Pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400-67000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)

Professor (at Rs.10000 AGP in PB Rs.37,400-67000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale/PB of Rs.67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)

6.1.3 Revised pay for Librarians in Universities and Colleges:

Existing Pay	Revised Pay
Assistant Librarian/College Librarian (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Librarian/College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Sr Scale)/ College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Librarian (Sr Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)

Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Rs.9000 AGP in PB Rs.37,400-67000)	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs.10000 AGP in PB Rs.37,400-67000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

6.1.4. Revised pay for Directors of Physical Education & Sports in Universities and Colleges:

Existing Pay	Revised Pay
Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ /College Director of Physical Education & Sports (Senior Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ /College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)

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

6.1.5. Revised pay of Pro-Vice chancellor and Vice

Chancellor of Universities:

(i) Pro-Vice Chancellor: The pay of the pro-Vice Chancellor of a University, presently at existing AGP of Rs.10000 in PB Rs.37,400-67,000/- HAG scale , shall be fixed at Academic level 14/ Academic level 15, as the case may be, with the existing special allowance of Rs.4000/- per month and with a revised special allowance of Rs. 9000/- from 28.01.2019 as per the notification read as 7th paper above.

(ii) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (figures obtained by using the IOR of 2.81 on 75000/- and rounding off the figures to nearest five thousand), with

the existing special allowance of Rs.5000/- per month and with a revised special allowance of Rs. 11,250/- from 28.01.2019 as per the notification read as 7th paper above.

6.1.6. Revised Pay of Principals in Colleges

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

(i) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e., Academic Level 13A with rationalized entry pay of Rs.1,31,400/- with the existing allowance of Rs.2000/- per month and with a revised special allowance of Rs.4500/- from 28.01.2019 as per the notification read as 7th paper above.

(ii) Post Graduate college: The pay of Principal shall be equivalent to the pay of Professor. i.e at Academic Level 14 with rationalized entry pay of Rs.1,44,200/- with the existing special allowance of Rs.3000/- per month and with a revised special allowance of Rs. 6750/- from 28.01.2019 as per the notification read as 7th paper above.

Note:

1. The existing pay scale of person appointed as Principal shall be protected.
2. Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principal's pay.

6.1.7. Incentive increment for higher qualification

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

7. Increment

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

(ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

8. Promotion

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

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

cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

9. Other Terms and Conditions

9.1. Allowances

9.1.1. Dearness Allowance: The employees who opt for the UGC scheme with effect from 01.01.2016 will be eligible for the following rates of Dearness Allowance from the date mentioned below:

Date from which Payable	Percentage rate of DA per month (%)
01/01/16	NIL
01/07/16	2
01/01/17	4
01/07/17	5
01/01/18	7
01/07/18	9
01/01/19	-

The payments of DA from the dates indicated above shall be made after adjusting the installments of DA already paid. The DA with effect from 01.04.2019 onwards will be the same as applicable to the State Government Employees.

9.1.2. Other Allowances : Allowances other than Dearness Allowance shall be as applicable to State Government Employees.

9.2. Study Leave: The study leave with pay for acquiring higher qualifications for incumbent teachers shall be in accordance with the regulations framed by UGC from time to time in this regard.

9.3. Research promotion Grant: The Research Promotion

Grant is applicable to teachers shall be in accordance with the regulations framed by UGC from time to time in this regard.

9.4. Consultancy Assignment: The Consultancy assignments applicable to teachers shall be in accordance with the regulations framed by UGC from time to time in this regard.

9.5. Age of Superannuation: The age of superannuation shall continue as at present.

9.6. The Pension, Family Pension, Additional Quantum of Pension to senior pensioners, Gratuity and Encashment of leave, Ex-gratia Compensation, Provident Fund etc. will be in the rate as applicable to State Government Employees.

9.7. Anomalies of the Last PRC: Anomalies and unimplemented recommendations of the last pay review committee if any shall be decided in accordance with the orders and guidelines issued by UGC in this regard from time to time.

9.8. Anomalies of the seventh Pay implementation: Anomalies if any in the implementation of the pay scales may be brought to the notice of the Department of Higher Education for clarifications/decisions in accordance with UGC orders and guidelines issued from time to time.

9.9. Ensuring Accountability: Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, appointment, service, working conditions and work load of teachers, training/refresher courses etc. and other conditions for career advancement, code of conduct and norms of professional ethics in Universities and Colleges shall be as per regulations framed in this regard by UGC from time to time, as approved and notified by the Government of Kerala.

The relevant Rules and Orders of the Government of Kerala and Statutes, Ordinances and Regulations of the Universities shall be accordingly amended within such periods as directed by Government.

(By order of the Governor)

DR. USHA TITUS

PRINCIPAL SECRETARY

To:

The Director of Collegiate Education, Thiruvananthapuram.

The Accountant General (A&E)/(Audit),Kerala, Thiruvananthapuram

The Director of Treasuries, Thiruvananthapuram

All Universities

The Secretary, Kerala Public Service Commission,

Thiruvananthapuram (with C. L.)

The Director of Information and Public Relations,
Thiruvananthapuram

The Director of Technical Education, Thiruvananthapuram.

Agriculture Department

Health and Family Welfare Department

General Education Department

Animal Husbandry Department

Fisheries & Ports Department

All sections of Higher Education Department

All Managements and Principals of Aided Colleges

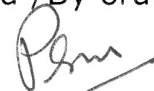
www.highereducation.kerala.gov.in

Finance Department (vide No.1115260/EDN-C1/63/19-FIN dated 28/06/2019)

Web & New media (Information & Public Relations)Department

Stock File/ Office copy

Forwarded /By order



Section Officer

PS to Hon'ble Minister (HEDN & WM)

PA to Principal Secretary, Higher Education Department

CA to Joint Secretary, Higher Education (C) Department

Appendix -I (As per read 5 and its Corrigendum)

Table-1

Pay Matrix

Pay Band (Rs.)	15600-39100	37400-67000	67000-79000
----------------	-------------	-------------	-------------

Grade Pay (Rs.)	6000	7000	8000	9000	10000	0
Index of rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	57700	68900	79800	1,31,400	1,44,200	1,82,200
Academic Level	10	11	12	13A	14	15
Rationalized	57700	68900	79800	1,31,400	1,44,200	1,82,200
Entry Pay (Rs.)						
2	59400	71000	82200	1,35,300	1,48,500	1,87,700
3	61200	73100	84700	1,39,400	1,53,000	1,93,300
4	63000	75300	87200	1,43,600	1,57,600	1,99,100
5	64900	77600	89800	1,47,900	1,62,300	2,05,100
6	66800	79900	92500	1,52,300	1,67,200	2,11,300
7	68800	82300	95300	1,56,900	1,72,200	2,17,600
8	70900	84800	98200	1,61,600	1,77,400	2,24,100
9	73000	87100	1,01,100	1,66,400	1,82,700	
10	75200	89900	1,04,100	1,71,400	1,88,200	
11	77500	92600	1,07,200	1,76,500	1,93,800	
12	79800	95400	1,10,400	1,81,800	1,99,600	
13	82200	98300	1,13,700	1,87,300	2,05,600	
14	84700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89800	1,07,300	1,24,200	2,04,700		
17	92500	1,10,500	1,27,900	2,10,800		
18	95300	1,13,800	1,31,700	2,17,100		
19	98200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				

37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

Appendix -II

-

Form of Option

[See G. O. (P) No.dated.....]

*(i) I(Name) hereby elect the revised pay structure with effect from 1st January 2016.

* (ii) I(Name) hereby elect to continue in the existing scale of pay of my post mentioned below until.....

Existing scale of pay.....

Signature.....

Name.....

Designation:.....

University/College:.....

Date:.....

State:.....

-
- To be scored out, if not applicable

Appendix-III

UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature.....

Name.....

Designation.....

Date.....

Appendix-IV

STATEMENT OF FIXATION OF PAY UNDER THE REVISED UGC
SCHEME

(See GO (P) No.....dated.....)

1. Name of the College/University:
2. Name of the Employee
3. Designation of the post in which pay is to be fixed:
4. Pre-revised scale of pay applicable to the post:
5. Existing emoluments as on 01.01.2016:
 - (a) Basic Pay (including stagnation increments, if any):
 - (b) Dearness Pay:
 - (c) Dearness Allowance applicable

- (d) Total existing emoluments [a to d]:
6. Revised Pay band and academic grade pay corresponding to the pre-revised scale as shown at (4) above
 7. Pay in the revised pay band in which pay is to be Fixed:
 8. Academic grade pay to be applied
 9. Stepped up pay of junior with reference to the revised pay of the junior, if applicable (Name of the junior is to be included distinctly)
 10. Revised with reference to Substantiative pay, if applicable:
 11. Personal pay, if any:
 12. Revised emoluments after fixation:
 - (a) Pay in the revised Pay Band
 - (b) Academic Grade Pay
 - (c) Special pay, if admissible
 - (d) Personal pay, if admissible:
 - (e) Non practicing allowance, if admissible:
 13. Date of next increment:

Date of increment	Pay after increment	
	Pay in the Pay Band	Academic Grade ay

14. Any other information:

Name and Signature of the Head of the office

Station:

Date: