



मानव संसाधन विकास विभाग
पी. के. ठाकुर
सचिव

P. K. Thakur
IP&TAFS
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

email : pkthakur.ugc@nic.in

F.No.23-4/2017(PS)

30th January, 2018

To

The Vice-Chancellor of all Central Universities (40) and UGC maintained Deemed to be Universities (8) as per list attached.

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

Sir/Madam,

The Commission has received orders from the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide order No.F.1-7/2015-U.II (1) dated 2nd November, 2017 and subsequent corrigendum dated 8th November, 2017 regarding revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC). The revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of this Scheme of revision of pay scales as contained in the enclosed letters and Regulations issued by UGC and amendments thereof from time to time in this behalf.

2. The Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. Universities implementing this Scheme shall amend their relevant statutes and ordinances in line with the UGC Regulations.

3. The scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following the recommendations of the 7th Central Pay Commission (CPC) is subject to the following:-

- (i) The Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III (A) dated 13th January, 2017.
- (ii) The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges would be issued separately.

Contd..2

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- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.

In addition to the above, the following conditions may also be kept in view:-

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and centrally funded Deemed Universities after funds for the purpose is provided by the UGC.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29th July, 2016. A specimen form of undertaking is also enclosed at Annexure-I.
- (iv) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.
4. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the UGC for clarification/decision of the Government.
5. The University may initiate immediate action with regard to the above and ensure that the action is taken in a time bound manner.

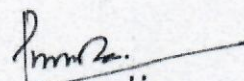
Yours faithfully,

(P.K.Thakur)

Encl: As above.

Copy to :-

1. Secretary, Department of Higher Education, Ministry of Human Resource Development, Shastri Bhawan, New Delhi-110 001
2. PS to Chairman/PS to Secretary/PS to Financial Advisor
3. JS (CU)
4. JS (DU)
5. JS (DC)
- ✓ 6. PO (Website), UGC for publication on the website of the UGC.


(P.K.Thakur)

No.1-7/2015-U.II(1)
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, dated the 2nd November, 2017

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

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

Sir,

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

1. Designation

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

2. Revised Pay for teachers and equivalent positions:

(i) Pay Fixation method

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

- a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.

K. K. Tripathy
24/11/17

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

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

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

g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the 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.

(ii) Revised pay for Teachers in Universities and Colleges

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

(iii) Revised pay for Librarians in Universities and Colleges

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

(iii) 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/-)

Existing pay	Revised pay
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/-)

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

- (i) Pro-Vice Chancellor: The pay of the Pro Vice Chancellor of a University, presently at existing AGP of Rs.10,000 in PB Rs.37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.4000/- per month.
- (ii) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

4. Revised pay of Principals in Colleges

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

- (i) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs.1,31,400/-, with the existing special allowance of Rs.2000/- per month.
- (ii) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

Note:

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

7. Date of Implementation

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

8. Incentive increment for higher qualification

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

K. R. T. *[Signature]*
21/1/17

9. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

10. Promotion

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

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

11. Allowances

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

12. Superannuation and Reemployment

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

13. Consultancy Assignments:

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

14. Anomalies of the last PRC:

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

15. Other recommendations of Pay Review Committee and UGC

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

16. Applicability of the Scheme:

- (i) This Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by UGC and amendments thereof in this behalf. Universities implementing this Scheme shall be advised by UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.
- (ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.
- (iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7th Central Pay Commission.
- (iv) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and condition:
 - (a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the universities, colleges and other higher educational institutions funded by the State Government.
 - (b) The State Government opting for revision of pay shall meet the remaining 50% (fifty percent) of the additional expenditure from its own sources.
 - (c) The proposal for reimbursement on account of pay revision in State funded universities, colleges and other higher educational institutions shall be submitted in the prescribed format by the State Governments. The state bills preferred by the State Governments for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter.

- (d) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019.
- (e) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01.04.2019.
- (f) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.01.2016.
- (g) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/ scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).
- (h) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above.

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

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
- (iii) Payment of arrears up to 40% of total arrears shall be made to State Governments for State funded Universities, colleges and other higher educational institutions during the current financial year 2017-18.
- (iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (v) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

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

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

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

Yours faithfully,

K. K. Tripathy
(Dr. K.K. Tripathy)
Director

Copy to:

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

K. K. Tripathy
(Dr. K.K. Tripathy)
Director

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

K. L. T. T. T.

Pay Band (Rs.)	15,600-39,100				37,400-67,000		67,000-79,000
	95,300	1,13,800	1,31,700	1,31,700	2,17,100		
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K. R. Tripathy
21/11/17

F.No.1-7/2015-U.II(1)
Government of India
Ministry of Human Resource Development
Department of Higher education
University-2 Section

Shastri Bhavan, New Delhi
Dated 2nd November, 2017

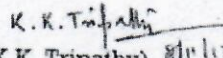
Corrigendum

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

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 3 may be read as "84,700" instead of "84,100"
- (b) Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"
- (c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

2. The rest of the content of the above order remains the same.


(Dr. K.K. Tripathy) 21/11/17
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi - 110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
5. Secretary, Department of Expenditure, North Block, New Delhi
6. Secretary, Department of Personnel & Training, North Block, New Delhi
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Pay Matrix

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

Dr. K. S. P. Singh
10/10

Pay Band (Rs.)	15,600-39,100		37,400-67,000	67,000-79,000
18	95,300	1,13,800	1,31,700	2,17,100
19	98,200	1,17,200	1,35,700	
20	1,01,100	1,20,700	1,39,800	
21	1,04,100	1,24,300	1,44,000	
22	1,07,200	1,28,000	1,48,300	
23	1,10,400	1,31,800	1,52,700	
24	1,13,700	1,35,800	1,57,300	
25	1,17,100	1,39,900	1,62,000	
26	1,20,600	1,44,100	1,66,900	
27	1,24,200	1,48,400	1,71,900	
28	1,27,900	1,52,900	1,77,100	
29	1,31,700	1,57,500	1,82,400	
30	1,35,700	1,62,200	1,87,900	
31	1,39,800	1,67,100	1,93,500	
32	1,44,000	1,72,100	1,99,300	
33	1,48,300	1,77,300	2,05,300	
34	1,52,700	1,82,600	2,11,500	
35	1,57,300	1,88,100		
36	1,62,000	1,93,700		
37	1,66,900	1,99,500		
38	1,71,900	2,05,500		
39	1,77,100			
40	1,82,400			

K. K. Tripathi
21/11/17



ज्ञान-विज्ञान विमुक्तये

डॉ. जितेन्द्र कुमार त्रिपाठी
संयुक्त सचिव

Dr. Jitendra K. Tripathi
Joint Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुर शाह जफर मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

दूरभाष Phone : 011-23239200 फैक्स Fax : 011-23238897
E-mail : jitendratrpathi.ugc@nic.in

F.No.11-1/2017 (CU)

18th January, 2018

18 JAN 2018

The Registrar (s)
All Central Universities (40)
UGC maintained Deemed to be Universities (8)
The Principal (s)
Delhi Colleges (54)
BHU Colleges (4)

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

Sir/Madam,

The undersigned is directed to enclose herewith a copy of order No.F.1-7/2015-U.II (2) dated 2nd November, 2017 and subsequent corrigendum dated 8th November, 2017 regarding revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following on the recommendations of the 7th Central Pay Commission (CPC).

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

3. The revision of scheme of revision of pay for the post of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following on the recommendations of the 7th Central Pay Commission (CPC) is subject to the following:-

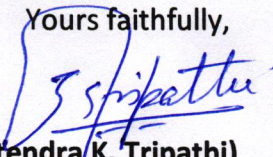
J. K. Tripathi

- (i) The Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III dated 13th January, 2017.
- (ii) The decision on allowances of Registrar, Deputy Registrar, Assistant Registrar, Finance Officer, Deputy Finance Officer, Assistant Finance Officer, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination of Universities and Colleges would be issued separately.
- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
- (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.

In addition to the above, the following conditions may also be kept in view:-

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
 - (ii) Payment of arrears may be released by Central Universities and centrally funded Deemed Universities after funds for the purpose is provided by the UGC.
 - (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29th July, 2016. A specimen form of undertaking is also enclosed at Annexure-II.
4. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the UGC for clarification/decision of the Government.
5. This issues with the approval of competent authority.

Encl: As above.

Yours faithfully,

 (Jitendra K. Tripathi)

No.1-7/2015-U.II(2)
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, dated the 2nd November, 2017

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

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

Sir,

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

1. Registrar/ Finance Officer/ Controller of Examination

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

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

K. R. [Signature]
[Date]

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

- a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed
- b) At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration **or**
- c) Comparable experience in research establishment and/ or other Institutions of higher education, **or**
- d) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.

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

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

(i) On appointment as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, pay shall be fixed at Level 12 with Rationalised Entry Pay of Rs.78,800/- as per 7th CPC Pay Matrix given at Annexure-I.

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

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

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

- a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed
- b) Nine years of experience as Assistant Professor in the Academic Level 10 and above with experience in educational administration, **or**
- c) Comparable experience in research establishment and/ or other institutions of higher education, **or**
- d) 5 years of administrative experience as Assistant Registrar or in equivalent post

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

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

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

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

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

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

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

K. K. Tripathy
24/11/17

(ii) The existing minimum qualifications for direct recruitment for the post of Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, which are Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed, shall continue to be in force.

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

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

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

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

4. Pay Fixation formula

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

5. Allowances

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

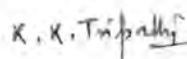
6. Date of implementation of revised pay and allowance and payment of arrears:

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

K. K. T. S. / 21.11.17

- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
 - (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
 - (iv) The revised pay in the relevant Level and Cell with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.
7. This order shall be applicable in all Central Universities and Centrally funded Deemed to be Universities. Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.
8. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III(A) dated 13th January, 2017.
9. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.
10. This issues with the approval of Internal Finance Division vide Dy. No.3738/IFD dated 2nd November, 2017.

Yours faithfully,


(Dr. K.K. Tripathy)
Director

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi

5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

K. K. Tripathy
(Dr. K.K. Tripathy)
Director

Pay Matrix for Registrars/ Finance Officers/ Controllers of Examination

K. S. Tsipfally
- 10/1/77

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

K.K. T. S. / 21.11.17

F.No.1-7/2015-U.II(2)
Government of India
Ministry of Human Resource Development
Department of Higher education
University-2 Section

Secretary
Date: 14/11/17
Shastri Bhavan, New Delhi
Dated 8 November, 2017

Corrigendum

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

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(2) dated 2.11.2017 in the Annexure (Page 7) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 4 may be read as "86,100" instead of "86,000"
(b) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

2. Further, the contents of this Ministry's order in the paras mentioned below may be read as "Revised Contents" as indicated against the respective paras:-

S.No	Para No.	Contents of the Existing Para:-	Revised Contents:-
1.	2.(iii)	"The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2 nd November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows..."	"The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2 nd November, 2017, the minimum qualification for direct recruitment of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be as follows..."
2.	5.	"The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances....."	"The decision on allowances of Registrar, Deputy Registrar, Assistant Registrar, Finance Officer, Deputy Finance Officer, Assistant Finance Officer, Controllers of Examination, and Deputy Controllers of Examination of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances....."

3. The rest of the content of the above order remains the same.

(Dr. K.K. Tripathy) 26/11/11
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi – 110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
5. Secretary, Department of Expenditure, North Block, New Delhi
6. Secretary, Department of Personnel & Training, North Block, New Delhi
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Annexure-I

Pay Matrix for Registrars/Finance Officers/Controllers of Examination and other subordinate Cadres.

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

Signature
Date



ज्ञान-विज्ञान विमुक्तये

डॉ. जितेन्द्र कुमार त्रिपाठी
संयुक्त सचिव

Dr. Jitendra K. Tripathi
Joint Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुर शाह जफ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

दूरभाष Phone : 011-23239200 फ़ैक्स Fax : 011-23238897
E-mail : jitendratrpathi.ugc@nic.in

F.No.11-1/2017 (CU)

18th January, 2018

The Registrar (s)
all Central Universities (40)
UGC maintained Deemed to be Universities (8)
The Principal (s)
Delhi Colleges (54)
BHU Colleges (4)

18 JAN 2018

Sub:- Pay revision of the non-teaching employees of the Central Universities (CUs) and Centrally funded Deemed Universities under the administrative control of MHRD/UGC – regarding.

Sir/Madam,

The undersigned is directed to enclose herewith a copy of order No.F.19-62/2017-CU.Cdn. dated 2nd January, 2018 regarding extension of pay revision of the non-teaching employees of the Central Universities (CUs) & Centrally funded Deemed Universities under the administrative control of MHRD.

2. It is to mention in this regard that the Government of India has issued orders regarding revision of scales of pay of Central Government employees, on the recommendations of the 7th Central Pay Commission vide Resolution No.1-2/2016-IC dated 25th July, 2016 and the Central Civil Services (Revised Pay) Rules, 2016 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i), vide GSR No. 721E dated 25th July, 2016. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No.1-5/2016-IC dated 29th July, 2016 has issued guidelines regarding manner of pay fixation in the revised Pay w.e.f. 01.01.2016. The Government of India has further issued guidelines vide OM No.1/1/2016-E.III(A) dated 13th January, 2017 of the Department of Expenditure regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organizations and Statutory Bodies set up and funded/controlled by the Central Government.

3. Accordingly, Ministry of Finance, Department of Expenditure has approved the proposal for adoption of 7th CPC scales for Non-Teaching Staff of all Central Universities and Centrally funded Deemed Universities, under the administrative control of MHRD, subject to the following:-

- (i) The revised pay scales based on the instructions contained in the O.M. No.1/1/2016-E.III(A) dated 13.01.2017 regarding pay revision of employees of Quasi-Government organizations, Autonomous Organizations and Statutory Bodies

J. Tripathi

etc., set up by and funded/controlled by the Central Government may be allowed, in the case of non-teaching staff of Central Universities and central funded deemed universities. However, it may be ensured that only the revised normal replacement pay scales as per **Part 'A' of the Schedule of the CCS (Revised pay) Rules, 2016** would be considered, as mentioned in the O.M. dated 13.01.2017.

- (ii) Revision of allowances for non-teaching staff would be issued separately.
- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
- (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.

4. As per para 2 of the Department of Expenditure's OM No.1/1/2016-E.III(A) dated 13.01.2017, the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS (RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of Central Universities is subject to the following stipulation:-

- (i) The Conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees.
- (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
- (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.

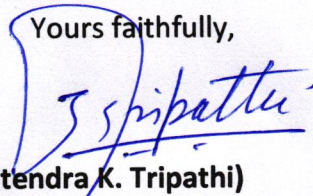
In addition to the above, the following conditions may also be kept in view:-

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after funds for the purpose is provided by the UGC.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other

excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29th July, 2016. A specimen form of undertaking is also enclosed at Annexure-I.

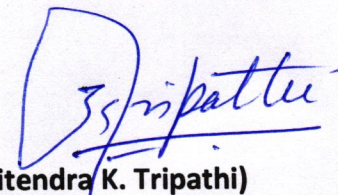
5. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employees.
6. The University will allow only replacement scales as indicated in Part "A" of the schedule of the CCS (Revised Pay) Rules 2016 and in no case higher scales (either pre-revised or revised) be allowed either with retrospective effect or in future without prior consent of UGC. The pre-revised scale of a post would be the scale as indicated in the approval communicated by UGC from time to time.
7. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the UGC, for clarification/decision of the Government.
8. This issues with the approval of competent authority.

Encl: As above.

Yours faithfully,

(Jitendra K. Tripathi)

Copy to :-

1. Shri Surat Singh, Deputy Secretary, Ministry of Human Resource Development, Shastri Bhawan, New Delhi-110 001
2. PS to Chairman/PS to Secretary/PS to Financial Advisor.
3. JS (DU)
4. JS (DC)
5. US (CU)
6. PO (Website), UGC for publication on the website of the UGC.


(Jitendra K. Tripathi)

F. No. 19-62/2017-CU.Cdn.
Government of India
Ministry of Human Resource Development
Department of Higher Education
Central Universities Division

Shastri Bhawan, New Delhi
Dated the 2nd January, 2018

To,

The Secretary,
University Grants Commission (UGC),
Bahadur Shah Zafar Marg,
New Delhi- 110 002

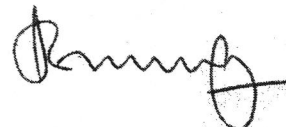
Subject: Pay revision of the non-teaching employees of the Central Universities (CUs) & Centrally funded Deemed Universities, under the administrative control of MHRD - regarding.

Sir,

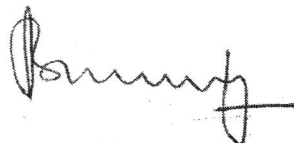
The undersigned is directed to say that the Government of India has issued orders regarding revision of scales of pay of Central Government employees, on the recommendations of the 7th Central Pay Commission vide Resolution No. 1-2/2016-IC dated 25th July, 2016 and the Central Civil Services (Revised Pay) Rules, 2016 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i), vide GSR No. 721E dated 25th July, 2016. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No. 1-5/2016-IC dated 29th July, 2016 has issued guidelines regarding manner of pay fixation in the revised Pay w.e.f. 01.01.2016. The Government of India has further issued guidelines vide OM No. 1/1/2016-E.III(A) dated 13th January, 2017 of the Department of Expenditure regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organizations and Statutory Bodies set up and funded/controlled by the Central Government.

2. Accordingly, Ministry of Finance, Department of Expenditure has approved the proposal for adoption of 7th CPC scales for Non-Teaching Staff of all Central Universities and Centrally funded Deemed Universities, under the administrative control of MHRD, subject to the following:-

- (i) The revised pay scales based on the instructions contained in the O.M. No.1/1/2016-E.III(A) dated 13.01.2017 regarding pay revision of employees of Quasi-Government organizations, Autonomous Organizations and Statutory Bodies etc., set up by and funded/controlled by the Central Government may be allowed, in the case of non-teaching staff of Central Universities. However, it may be ensured that only the revised normal replacement pay scales as per **Part 'A' of the Schedule of the CCS (Revised pay) Rules, 2016** would be considered, as mentioned in the O.M dated 13.01.2017.



- (ii) Revision of allowances for non-teaching staff would be issued separately.
 - (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
 - (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.
3. As per para 2 of the Department of Expenditure's OM No. 1/1/2016-E.III(A) dated 13.01.2017, the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS (RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of Central Universities is subject to the following stipulation:-
- (i) The Conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees.
 - (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
 - (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.
4. In addition to the above, the following conditions may also be kept in view:-
- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
 - (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.



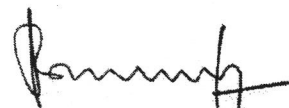
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1-5/2016-IC dated 29th July, 2016. A specimen form of undertaking is also enclosed at Annexure-I.

5. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employee.

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

7. UGC may issue suitable instructions to CUs and Centrally funded Deemed Universities, accordingly.

8. This issues in consultation with IFD vide their Diary No. 4332 dated 28.12.2017.



(Surat Singh)

Deputy Secretary to the Government of India
Tel: 011-23381695

Encl: As above.

Copy to:-

1. Secretary, Department of Expenditure, M/o Finance.
2. Integrated Finance Division, Deptt of Higher Education, Ministry of Human Resource Development.
3. Web Master, Ministry of Human Resource Development, for publication on the website of MHRD, hosted by NIC.

F. No.1/1/2016-E.III(A)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, 13th January, 2017

Office Memorandum

Subject: Pay revision of employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies etc. set up by and funded/controlled by the Central Government - Guidelines regarding.

The employees working in the Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies etc. set up and funded/controlled by the Central Government, are not Central Government employees and, therefore, the benefits implemented by Central Government in respect of Central Government employees as part of their service conditions, are not directly applicable to the employees working in such autonomous organizations. The application of such benefits as given to Central Government employees in respect of employees of such autonomous organizations as well as the manner and conditions governing such application, including sharing of the additional financial implications arising thereon, requires specific approval of the Central Government. The autonomous organizations are expected to manage their affairs in such a fashion that their dependence on Central Government for financial support to meet the extra financial implications is minimal, as such autonomous organizations are expected to be financially self-sufficient so as not to cause any extra burden on the Central Exchequer.

2. In the above background, the question of extension of the revised pay scales in terms of the CCS (RP) Rules, 2016 as notified on 25.7.2016 in respect of Central Government employees based on the recommendations of the 7th Central Pay Commission, to the employees of the Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies, etc., set up and funded/controlled by the Central Government, where pattern of emolument structure, i.e. pay scales and allowances, in particular Dearness Allowance, House Rent Allowance and Transport Allowance, are identical to those in case of the Central Government employees, has been considered by the Government and it has been decided that the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS(RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of such organizations, subject to the following stipulations:-



- (i) The conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees,
- (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
- (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.

3. The revised pay scales contained in Parts B & Part C of the Schedule of the CCS(RP) Rules, 2016, shall not be automatically applicable to the employees of Autonomous Organizations. The concerned Administrative Ministry shall consider such cases keeping in view whether these pay scales are justified for the category of staff of Autonomous Organizations based on functional considerations, recruitment qualifications, as well as the applicable pre-revised pay scales. Based on such an examination by the concerned Administrative Ministry, appropriate proposals, if justified, would be submitted to the Ministry of Finance, Department of Expenditure, through their Integrated Finance.

4. In case of those categories of employees whose pattern of emoluments structure, i.e., pay scales and allowances and conditions of service are not similar to those of the Central Government employees, a separate 'Group of Officers' in respect of each of the Autonomous Bodies may be constituted in the respective Ministry/Department. The Financial Adviser of the respective Ministry/Department will represent the Ministry of Finance on this Group. The Group would examine the proposals for revision of pay scales etc. taking into account the views, if any, expressed by the staff representatives of the concerned organizations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of these Autonomous Organizations etc. is not more beneficial than that admissible to the corresponding categories of the Central Government employees. The final package recommended by the 'Group of Officers' will require the concurrence of the Ministry of Finance.

5. In regard to the additional financial impact arising out of the implementation of the revised pay scales, as provided above, the following parameters shall be kept in view:-

- (i) In respect of those Autonomous Organizations, which have not been depending upon the Government Grants for their operations or for meeting the cost of salary, including those autonomous organisations which are in a position to meet the additional financial impact from their own internal resources, the additional financial impact shall be met by the concerned autonomous organizations without any financial

support whatsoever from the Government. No financial support shall be given by the Central Government in such cases.

- (ii) In respect of the other Autonomous Organizations, which are not in a position to meet the additional financial impact, either fully or partly, on account of the implementation of the revised pay scales, the concerned autonomous organization will take up the proposals with the Financial Advisers of the respective Administrative Ministry/Department, bringing out the extent to which the additional cost could be met internally, the shortfall to be made up and the reasons for the shortfall. While giving concurrence to the implementation of the revised pay scales, the Financial Advisers shall ensure that the extent of Government support is kept at the minimum, and in no case the Government support shall be more than 70% (seventy percent) of the additional financial impact.
- (iii) In respect of Autonomous organisations set up under a specific Act of Parliament, not generating adequate internal resources to meet the additional financial impact, the extent of Government support may be more than 70% of the additional impact, provided in the opinion of the concerned Financial Adviser the nature of functions and the fund position of the organisations so warrant.
- (iv) The mode of payment of arrears, as laid down in Rule 14 of the CCS(RP) Rules, 2016 shall be followed, subject to the overall financial impact and the capacity of the concerned autonomous organization to absorb the cost without putting any avoidable burden on the Governments finances, provided the conditions mentioned above are met.

6. The Central Government has not taken any decision so far in regard to various allowances based on the 7th Central Pay Commission in respect of Central Government employees and, therefore, until further orders the existing allowances in the autonomous organizations shall continue to be admissible as per the existing terms and conditions, irrespective of the revised pay scales having been adopted.



(Amar Nath Singh)
Director

To,

All Ministries/Departments of the Government of India, as per the standard mailing list.

All Financial Advisers (By name)