



# THE ASSAM GAZETTE

অসাধাৰণ

EXTRAORDINARY

প্ৰাপ্ত কৰ্তৃত্বৰ দ্বাৰা প্ৰকাশিত

PUBLISHED BY THE AUTHORITY

---

নং 605 দিশপুৰ, বুধবাৰ, 19 ডিচেম্বৰ, 2018, 28 আঘোণ, 1940 (শক)  
No. 605 Dispur, Wednesday, 19th December, 2018, 28th Agrahayana, 1940 (S.E.)

---

GOVERNMENT OF ASSAM  
ORDERS BY THE GOVERNOR  
FINANCE (PAY RESEARCH UNIT) DEPARTMENT :: DISPUR

## NOTIFICATION

The 4th September, 2018

No.FPC.60/2017/52.- The Government of India vide their letter No.1-7/2015-U.II(1) dated 02.11.2017 allowed revision of pay scales of teachers in the Higher Educational Institutions under the purview of the UGC and vide their letter No.1-7/2015-U.II (2), dated 02.11.2017 Government of India has also allowed to revise the pay scales of the Officers of the Central University and Centrally funded Deemed to be Universities.

In pursuance of decision of the State Government and in exercise of powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Assam is pleased to extend the benefit of revised UGC pay scales to the Teachers of the Universities/ Government Degree Colleges/ Provincialised Colleges/ Deficit Colleges/ Librarians of Colleges and Universities of the State w.e.f 01.04.2016 as shown below:

**(A). GENERAL EDUCATION.**  
**(Under UGC Pay scale).**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Principal, Diphu Govt College/ Hafiong Govt College/ KKH Govt Sanskrit College/ Kokrajhar Govt College/ Govt. Law College and Principals of Provincialised Colleges/ Deficit Degree Colleges.	37,400-67,000	10,000 (Plus Special Allowance of Rs.2000/-)	1,44,200-2,18,200	14	Special Allowance of Rs.2000/-
2	Associate Professor	37,400-67,000	9,000	1,31,400 – 2,17,100	13A	
3	Assistant Professor	15,600-39,100	8,000	79,800-2,11,500	12	
4	Assistant Professor	15,600-39,100	7,000	68,900-2,05,500	11	
5	Assistant Professor	15,600-39,100	6,000	5,77,00-1,82,400	10	

**(B). LIBRARIANS OF COLLEGES.**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Assistant Librarian/ College Librarian.	15,600-39,100	6,000	57,700-1,82,400	10	Direct recruitment will be in Academic Level 10.
2	Assistant Librarian/ College Librarian (Senior Grade).	15,600-39,100	7,000	68,900-2,05,500	11	
3	Deputy Librarian/ Asstt. Librarian (Selection Grade)/ College Librarian (Selection Grade).	15,600-39,100	8,000	79,800-2,11,500	12	Academic level of 13A for those who have completed 3 years in pre-revised scale on 01.04.2016.
		37,400-67,000	9,000.	1,31,400 – 2,17,100	13A	

**(C). UNIVERSITY.**

	<b>Name of post</b>	<b>Existing scale</b>	<b>Academic Grade pay</b>	<b>Revised Pay</b>	<b>Academic level</b>	<b>Remarks</b>
1	Vice-Chancellor	75,000/- (fixed)		2,10,000/- (fixed)		Rs. 5000/- as Special Allowance
2	Registrar and equivalent post.	37,400- 67,000	10,000	1,44,200- 2,18,200	14	The posts of Registrar/ and equivalent posts shall continue to be filled through direct recruitment as per the existing criteria.
3	Deputy Registrar and equivalent post.	37,400- 67,000	8,700	1,18,500- 2,14,100	13	(For the incumbents who have completed 5 years of service as on 01.04.2016.)
4	Deputy Registrar and equivalent post.	15,600- 39,100	7,600	78,800- 2,11,500	12	(For directly recruited or incumbents who have not completed 5 years of service as on 01.04.2016.
5	Assistant Registrar and equivalent post.	15,600- 39,100	5,400	56,100- 1,77,500	10	Incumbents 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 areas 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.

6	Professor	37,400-67,000	10,000	1,44,200-2,18,200	14	
7	Asstt. Professor.	15,600-39,100	8,000	79,800-2,11,500	12	(Re-designated as Associate Professor with academic level of 13A for those who have completed 3 years on 01.04.2016.
	Associate Professor.	37,400-67,000	9,000	1,31,400 – 2,17,100	13A	
8	Asstt. Professor.	15,600-39,100	7,000	68,900-2,05,500	11	
9	Asstt. Professor.	15,600-39,100	6,000	57,700-1,82,400	10	
10	Librarian	37,400-67,000	10,000	1,44,200-2,18,200	14	
11	Deputy Librarian	15,600-39,100	8,000	79,800-2,11,500	12	(Academic level of 13A for those who had completed 3 years in pre-revised scale on 01.04.2016
		37,400-67,000	9,000	1,31,400 – 2,17,100	13A	
12	Assistant Librarian (Senior)	15,600-39,100	7,000	68,900-2,05,500	11	
13	Assistant Librarian	15,600-39,100	6,000	57,700-1,82,400	10	

**(D). REVISED PAY FIXATION METHOD FOR GENERAL EDUCATIONAL INSTITUTION.**

**Pay fixation method.**

The revised pay structure for different categories of posts is based on the following:

- The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of PB & AGP to that of academic levels and cells.
- The first Academic Level (corresponding to AGP of Rs.6000) is mentioned as Academic Level 10. Similarly, the other Academic Levels are 11, 12, 13A, 14 and 15.
- Each Cell in an Academic Level is at 3% higher than the previous Cell in that level.
- The index of rationalization (IOR) is 2.67 for present AGP less than Rs.10,000/- and 2.72 for the AGP of Rs.10,000/- and above.
- 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) For fixation of pay of the employees in the Pay Matrix as on 1<sup>st</sup> April, 2016, the existing Pay (Pay in PB + AGP) in the pre-revised structure as on 31<sup>st</sup> March, 2016 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to the employees PB and AGP 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 revised pay otherwise the next higher cell in that Academic Level shall be the revised pay of the employees. If the figure arrived 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% may be given for every 2 (two) stages bunched, and pay fixed in the subsequent cell in the Pay Matrix.

**(E). REVISED PAY SCALE.**

- a) All higher Academic level in the same cadre or post should be subjected to following the guidelines/ regulations as prescribed by UGC and the service rules as framed by the Govt. of Assam.
- b) All promotions from one post to another posts shall be subject to availability of vacancy in the relevant cadre, provisions of relevant service rules and the guidelines / regulations as prescribed by the UGC and the service rules as framed by the Govt. of Assam.
- c) The post of Accompanist, Coaches, Tutors and Demonstrator if any, the pay and grade pay shall be fixed in the appropriate pay bands relative to their existing pay in each University/ College corresponding to such fixation in respect of Central Government employee as approved by Central Government employee as approved by Central Government on the basis of recommendations of 7<sup>th</sup> Central Pay Commission.
- d) The benefit of above revised UGC pay scale be extended only subject to the fulfilment of conditions related to numbers of posts, mode of fulfilling up these posts, minimum number of years of service required for any given posts and the conditions related to eligibility in respect of education qualification and teaching / research experience as laid down by Govt. of India in its pay revision scheme dated 02.11.2017 and conditions laid down in the relevant service rules and by UGC regulations and if any by University concerned.
- e) The higher academic level for those particulars posts mentioned in the scheme of pay revision dated 02.11.2017 notified by Govt. of India, shall be allowed subjected to the fulfilment of such conditions as mentioned in the schemes of pay revision.
- f) The benefits of above revised UGC pay scale be extended only to those Universities and Colleges that adopt the UGC regulations related to creation and filling up of teaching posts in pyramidal order, appointments on Contract basis, minimum numbers of teaching

days and week, minimum work load, adoption of service agreement for new appointee and code of professional ethics by way of incorporating these in acts or statutes, wherever applicable, within three months from the date of adopting the revised UGC pay scales.

- g) The State Universities will also follow similar procedure as the Central Universities in creating non-teaching posts, including adherence to UGC prescribed ratio of teaching to non-teaching staff and teacher-student ratio. Higher Education Department will initiate necessary steps in this regard.
- h) The Higher Education Department will put in place a mechanism within one month at the respective Directorate level to ensure that only those teaching staffs, that are eligible under the scheme, get the revised UGC pay scales.
- i) The Higher Education Department will evolve an effective mechanism in respect of Colleges within three months to ensure the compliance of the regulations related to minimum teaching days/ weeks and minimum work load, if necessary, by adopting the electronic cards or such other means for recording these parameters.
- j) The Universities will also formulate an appropriate and effective in house mechanism to ensure compliance of the regulations related to minimum work load.

**(F). DESIGNATION.**

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

**(G). INCREMENTS.**

- a) 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 in the academic level to the immediate next cell in the same academic level.
- b) There shall be only one date of increment i.e 1<sup>st</sup> July of every year.

**(H). PROMOTION.**

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

On the 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.

**(I). ALLOWANCES etc.**

- a) The Dearness Allowance as applicable to State Government employee which is at par with the rates followed by Central Government shall be applicable.
- b) House Rent Allowance, Leave Travel Concession, Special Compensatory Allowance, Medical Allowance etc. will be admissible w.e.f 01.04.2016 as applicable for the State Govt. employees.
- c) Only the allowance and grants as admissible to the State Government employees will be admissible to the University/ College Teachers under Higher Education Department and other academic staff covered under these UGC pay scales.



- (J). **SUPPERANNUATION AND PENSION.**  
Superannuation age of the Teachers of the General Colleges and Universities in the State shall continue to be unchanged.
- (K). **APPLICABILITY OF THE SCHEME.**  
This scheme shall be applicable to teachers and others equivalent academic staff in all the State 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 subjected 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.
- (L). **DATE OF IMPLEMENTATION OF REVISED PAY AND ALLOWANCE.**
- a) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.04.2016 on the basis of the existing pay as on 31.03.2016.
  - b) 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 payment due or otherwise to the beneficiary.
- (M). Education Department of Government of Assam will move Government of India for releasing 50% share of the arrear amount for the period from 01.04.2016 to 31.03.2019. Accordingly, 50% share of the total arrear will be released only on receipt of the same from Government of India.

**SAMIR KUMAR SINHA,**  
Principal Secretary to the Government of Assam,  
Finance (PRU) Department.