

**DEPARTMENT OF EDUCATION
(EDUCATION-I BRANCH)**

The 20th February, 1999/10th March, 1999

No. 10/22/98-5Edu-1/4257.—In pursuance of the recommendations of the University Grants Commission, the Governor of Punjab is pleased to revise the scales of pay of the teaching personnel and academic staff only of the Universities and Government Colleges in the state and Directorate of Colleges with effect from the 1st January, 1996, as per the details given below :—

SCALE OF PAY OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES

Serial No.	Category	Existing scales of pay	Revised scales of pay
University and College Teachers :			
		Rs	Rs
1	Lecturer	2,200—75—2,800—100—4,000	8,000—275—13,500
2	Lecturer (Sr. Scale)	3,000—100—3,500—125—5,000	10,000—325—15,200
3	Lecturer (Sl. Grade) /Reader	3,700—125—4,950—150—5,700	12,000—420—18,300
4	Professor	4,500—150—5,700—200—7,300	16,400—450—20,900—500—22,400
5	Principals of Colleges	(i) 3700—125—4,950—150—5,700 (ii) 4,500—150—5,700—200—7,300	(i) 12,000—420—18,300 (minimum to be fixed at 12,840) (ii) 16,400—450—20,900—500—22,400 (minimum to be fixed at 17,300)
6	Pro Vice Chancellor	5,900—200—7,300	18,400—500—22,400
7	Vice Chancellor	7,600 (fixed)	25,000 (fixed)
For Universities :			
8	Registrar/Librarian/Director of Physical Education	4,500—150—5,700—200—7,300	16,400—450—20,900—500—22,400
9	Dy. Registrar/ Dy. Librarian/Dy. Director of Physical Education	3,700—125—4,950—150—5,700	12,000—420—18,300
10	Assistant Librarian/Assistant Documentation Officer (Sr. Scale)/ Asstt. Director of Physical Education (Sr. Scale)	3,000—100—3,500—125—5,000	10,000—325—15,200
11	Asstt./Registrar/Asstt. Librarian/ Asstt. Documentation Officer/Asstt. Director of Physical Education	2,200—75—2,800—100—4,000	8,000—275—13,500
For Colleges :			
12	College Librarian (Sl. Grade) Director of Physical Education (Sl. Grade)	3,700—125—4,950—150—5,700	12,000—420—18,300
13	College Librarian (Sr. Scale)/ Director of Physical Education (Sr. Scale)	8,000—100—13,500—125—15,000	10,000—325—15,200
14	College Librarian /Director of Physical Education	2,200—75—2,800—100—4,000	8,000—275—13,500
15	Demonstrator/Tutors (Existing incumbents)	1,740—60—2,700—75—3,000	5,500—175—9,000

2. The revised scales are not applicable in the case of Punjab Agricultural University, Ludhiana, and Medical, Veterinary Science Technical and Engineering Universities and Colleges in the State.

3. The terms and conditions prescribed for the grant of revised U.G.C.s pay scales are appended to this communication as Annexure-I.

4. Necessary amendment in the statutes, rules and regulations etc. of the concerned Universities and amendment in the Punjab Educational Service (College Cadre) Class-I and Class-II Rules, 1976, will be made by the concerned University/State Govt. where called for.

5. A decision on the arrears for the period from 1st January, 1996 to 31st December, 1998 will be taken in the next financial year and will be conveyed separately.

This issues with the concurrence of the Department of Finance conveyed,— vide their I.D. No. 1/109/98-FP-I/59, dated 2nd February, 1999 and I.D. No. 1/109/98-FP-I/ dated 10th March, 1999.

Dated, Chandigarh the
10th March, 1999.

G.P.S. SAHI,

Principal Secretary, Government of Punjab,
Department of Higher Education.

ANNEXURE—I

(Set of conditions)

1. (i) Recruitment to the posts of Lecturer, Readers and Professors in Universities and Colleges shall be on the basis of merit through all-India advertisement and selections by the duly constituted Section Committees to be set up under the Statutes/Ordinances of the concerned university with the concurrence of the State Government. Such Committees should have a minimum of three experts, the head of concerned Department and the Principal of the concerned college (in case of selection of college teachers); provided that lecturers who fulfil the criteria prescribed in this scheme will be eligible for promotion to the posts of Readers.

(ii) (a) Four and two advance increments will be admissible to those who hold Ph.D. and M.Phil degrees, respectively, at the time of recruitment as Lecturers.

(b) One increment will be admissible to those teachers with M.Phil who acquire Ph. D. within two years of recruitment.

(c) A Lecturer with Ph.D. will be eligible for two advance increments when he moves into selection grade as Reader.

(d) A teachers will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

(iii) Career Advancement

(a) Minimum length of service for eligibility to move into grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection-Grade)/ Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

(b) For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D. Those teacher without Ph.D. can go up to the level of Lecturer (Selection Grade).

(c) A reader with a minimum of eight years of service will be eligible for consideration for appointment as a Professor.

(d) For every upward movement, a selection process would be involved, for which appropriate guidelines would be laid down by the UGC in consultation with the Government of India and are accepted by the State Government.

(iv) The Teaching Personnel and academic staff of the Universities and Government colleges in the State and Directorate of Colleges will be entitled to Dearness Allowance, House Rent Allowance, City Compensatory Allowances and other Allowances at the rates sanctioned from time to time by the Punjab Government for its employees. They will be entitled to fixed Medical Allowance @ Rs. 250 P.M. to cover expenses on out-patient treatment of themselves and their families with effect from 1st April, 1999.

(v) Other terms and conditions of services of teachers shall be the same as may be notified by the State Government or specified by way of Regulation incorporating the approved pay scale and other related conditions by the Universities/State Government on the lines of existing scheme(s).

(vi) The above schemes will be applicable subject to the acceptance of all the conditions mentioned in this letter by the Government of India, Ministry of Human Resource Development.

2. The pay with effect from 1st January, 1996 in the revised scale pay will be fixed after giving the benefit of the one increment for every three increments earned in the pre-revised scales, as stipulated in Rule 7 of Central Civil Services (Revised pay) Rules, 1997. Copy of the same is appended to this communication and governed by other relevant provisions of Central Civil Services (Revised Pay) Rules, 1997 as applicable.

3. Regular and systematic appraisal of performance of teachers is to be an essential element in the management of education and this has been taken into account in the designing for the career development of teachers. Till the State Government formulates the guidelines for evaluation of performance of teachers, as per policy to be framed by the UGC and become operative with effect from academic year 1999-2000 the existing screening mechanism/selection procedure prescribed by the Universities concerned/State Government, will apply to all the placements/promotions referred to in paras 1 (iii) above.

4. All teachers shall observe the code of professional ethics recommended by the UGC and as laid down by the State Government.

5. The above conditions will apply to all teachers appointed on or after the date of issue of this notification. These conditions will also apply to all the existing incumbents alongwith modifications specified above.

6. All other service conditions of University and College teachers will continue to be governed by the existing rules/instructions of the State Government.

7. The State Government may change any of the above conditions of its own or on the recommendations of the U.G.C./Government of India.

Copy of 9 Rule 7 of Central Civil Services (Revised Pay) Rules, 1997

7. Fixation of initial pay in the revised scale :-

(1) The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised scale on and from the 1st day of January, 1996, shall, unless in any case the president by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it has not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

(A) in the case of all employees :-

- (i) an amount representing 40 per cent of the basic pay in the existing scale shall be added to the existing emoluments of the employees;
- (ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed.

Provided that :-

- (a) If the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
- (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Provided further that :-

Where in the fixation of pay, the pay of Government servants drawing pay at more than four consecutive stages in an existing scale gets 'bunched', that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these Government servants who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment (s) in the revised scale in the following manner, namely :-

- (a) for Government servants drawing pay from the 5th upto the 8th stage in the existing scale—by one increment;
- (b) for Government servants drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage—by two increments;
- (c) for Government servants drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage—by three increments.

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former;

Provided also that :—

The fixation thus made shall ensure that every employee will get atleast one increment in the revised scale of pay for every three increments [inclusive of stagnation increment(s), if any] in the existing scale of pay.

Explanation :—For the purpose of this clause "existing emoluments" shall include;

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100); and
- (c) the amounts of first and second instalment of interim relief admissible on the basic pay in the existing scale.

(B) In the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a scale of pay without any special pay/allowance, pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases "existing emoluments" shall include :—

- (a) the basic pay in the existing scale;
- (b) existing amount of special pay/allowance;
- (c) admissible dearness allowance at index average 1510 (1960=100) under the relevant orders; and
- (d) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and special pay under the relevant orders.

(C) In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance, etc. and in whose case the same has been replaced in the revised scale with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above. In such cases the allowance at the new rate as recommended shall be drawn in addition to pay in the revised scale of pay.

(D) In the case of medical officers who are in receipt of non-practising allowance, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above except that in such case the term "existing emoluments" shall not include NPA and will comprise only the following :—

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay and non practising allowance admissible at index average 1510 (1960—100) under the relevant orders; and

(c) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and non-practising allowance under the relevant orders.

and in such cases, non-practising allowance at the new rates shall be drawn in addition to the pay so fixed in the revised scale.

Note.—1. The Government servants drawing pay upto the stage of Rs. 1030 in the existing scale of Rs. 775—12—871—14—955—15—1030—20—1150 shall be fixed in S-2 scale of pay and those drawing pay beyond the stage of Rs. 1030 shall be fixed in S-3 scale of pay.

Note.—2 Where the increments of a Government servant falls on 1st day of January, 1996 he shall have option to draw the increment in the existing scale or the revised scale.

Note.—3. Where a Government servant is on leave on the 1st day of January, 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on the pending disciplinary proceeding.

Note.—4. Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to those two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this note shall apply, *mutatis mutandis*, to Government servants holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note.—5. Where the existing emoluments as calculated in accordance with clause (A), clause (B), Clause (C) or clause (D), as the case may be, exceed the revised emoluments in the case of any Government servants, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note.—6. Where in the fixation of pay under sub-rule (1), pay, of a Government servant, who, in the existing scale was drawing immediately before the 1st day of January, 1996 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised scale as that of the junior.

Note.—7. Where a Government servant is in receipt of personal pay on the 1st day of January, 1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B) clause (C) or clause (D), as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note.—8. In the case of employees who are in receipt of personal pay for passing Hindi Pragma, Hindi Typewriting, Hindi Shorthand and such other examinations under the "Hindi Teaching Scheme", or on successfully undergoing training in cash and accounts matters prior to the 1st day of January, 1996, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised scales, they would continue to draw personal pay after fixation of their pay in the revised scale on and from the 1st day of January, 1996, or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised scale. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised scale from the date of fixation of pay for the period for which the employee would have continued to draw it.

Explanation:—For the purpose of this Note, "appropriate rate of increment in the revised scale" means the amount of increment admissible at and immediately beyond the stage at which the pay of the employee is fixed in the revised scale.

Note.—9. In cases, where a senior Government servant promoted to a higher post before the 1st day of January, 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996, the pay of the senior Government servant should be stepped upto an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfilment of the following conditions, namely:—

- (a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical;
- (c) the senior Government servants at the time of promotion have been drawing equal or more pay than the junior;

(d) the anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him provisions of this Note need not be invoked to step up the pay of the senior officer.

The order relating to refixation of the pay of the senior officer in accordance with the above provisions should be issued under Fundamental Rule 27 and the senior officer will be entitled to the next increment on completion of his required qualifying service with effect from the date of refixation of pay.

(2) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the stage next above the substantive pay.