

Most Immediate

No. F. 1-7/2010-U.II  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

New Delhi, dated 14<sup>th</sup> August, 2012

To

All State Education Secretaries in charge of Higher Education

Subject:-Scheme of Revision of pay of teachers and equivalent cadres in universities and colleges following revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission – reimbursement of arrears – regarding.

Reference:- (i) MHRD's letter No. 1-32/2006-U.II(i) dated 31.12.2008.

(ii) MHRD's letter No. 1-7/2010-U.II dated 11.05.2010.

Sir,

As you are aware, this Ministry had revised the pay scales of university and college teachers vide this Ministry's letter No. 1-32/2006-U.II/U.I (i) dated 31.12.2008. University Grants Commission has also notified the UGC Pay Regulations, 2010 in this regard.

2. Although this Scheme was essentially for teachers in Central Universities, provisions of the Scheme could be made applicable by State Governments to State Universities and Colleges coming under the purview of the State Government, provided the State Governments adopt and implement the scheme as a composite scheme, including the enhanced age of superannuation and the regulations laid down by the UGC in this regard. The age of superannuation for teachers in Central Universities had been enhanced to 65 years vide this Ministry's letter No. 1-19/2006-U.II dated 23.03.2007, for those involved in class room teaching.

3. Central Government had decided to provide financial assistance, for the period 1.1.2006 to 31.3.2010, to the extent of 80% as reimbursement to those State Governments, which may opt for these revised pay scales. The State Governments were to provide 20% of the arrears from its own resources. The assistance was subject to the condition that the entire pay revision package, together with all conditions laid down in this regard by the UGC by way of regulations and including enhancing the age of superannuation of teachers, would be implemented as a composite scheme by the State Governments without any modification except to the date of implementation (on or after 1.1.2006) and any higher scales of pay which the State Governments may decide after taking into consideration local conditions into consideration. However, the Central assistance would be limited to the scales of pay as approved by the Central Government under the Scheme.

4. After taking into consideration the views expressed by several State Education Ministers during the Conference held in 2010 the Central Government has now decided to de-link the condition of enhancement of age of superannuation from the payment of Central share of 80% arrears to the States.

Contd...P/2

5. Bearing in mind that the question of enhancement of age of retirement is exclusively within the domain of the policy making power of the State Governments, the issue of age of retirement has been left to the State Governments to decide at their level. The condition of enhancement of age of superannuation to 65 years as mentioned in this Ministry's letter dated 31.12.2008 may be treated as withdrawn, for the purpose of seeking reimbursement of central share of arrears to be paid to State University and College teachers. However, the others conditions as mentioned in the letters cited above shall continue to apply.


6. State Governments may please note that reimbursement of 80% of central share of the additionality of payment of arrears, for the period from 1.1.2006 to 31.3.2010, will be made by the Central Government in 2-3 installments. However, this would be by way of reimbursement only, after the State Government has made the payment. In this connection, this Ministry letter of even No. dated 11.05.2010 also refers (copy enclosed).

7. It has been decided to seek the additional information from the State Governments in order to process release of central share of arrears. State Governments are requested to provide the requisite information in the enclosed proforma.

8. You are requested to kindly take further necessary action in this regard as detailed above and furnish the requisite information to this Department urgently to enable us to process release of central share accordingly.

9. Kindly acknowledge receipt of this letter.

Yours faithfully,

  
(Rajender Kalwani)

Under Secretary to the Government of India

**Encl: As above**


Copy for information to:-

1. Chief Secretaries of all States
2. The Secretary, University Grants Commission, BSZ Marg, New Delhi
3. PS to HRM
4. PS to MOS(DP)/PS to MOS(EA)
5. Cabinet Secretariat with reference to communication No.23/CM/2012(i) dated 23<sup>rd</sup> July, 2012.
6. PSO to Education Secretary
7. JS(HE)/FA/DDG/JS(Planning)
8. Shri Krishan Kumar, Director, PMO, South Block, New Delhi.
9. PAO/IFD/IF-1/P&M
- ✓ 10. CMIS Unit for placing it on the website of the Ministry.

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Sanjay  
17.08.12

CMIS(O)

  
(Rajender Kalwani)

Under Secretary to the Government of India

### PROFORMA

There are certain conditions of the Scheme dated 31.12.2008 and UGC Pay Regulations, 2010 which need to be confirmed by the respective State Governments before release of central share can be recommended. State Governments may please furnish the requisite information as under:-

SINo	Condition	Status of implementation by State Government	Remarks
(i)	The Scheme allows State Government to introduce Scales of Pay higher than these mentioned in the Scheme. In such cases, Central assistance shall be restricted to the Scheme of pay scales as approved by the Central Government. It needs to be confirmed whether the claim made is in accordance with this principle.		If higher pay scales have been provided, please indicate the comparative variation in the pay scales, average pay fixed etc and quote the amount involved.
(ii)	Fixation of pay in each category of posts is to be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in universities and colleges, and the fixation formula circulated subsequently.		It may be confirmed if the pay fixation has been done as per CS(RP) rules. The model/ illustrative average fixation done for each category of posts may be indicated and quote the amount category wise that has been incurred/involved.
(iii)	No allowance or pension is admissible for reimbursement. Only revised Pay & Academic Grade Pay (AGP) is admissible. This needs to be confirmed.		Confirmed - Yes/No
(iv)	The State Governments cannot offer a lower pay package than prescribed by this Ministry and make claim for Central assistance.		Please confirm that the pay package offered by the State Government is not lower than the package contained in Scheme dated 31.12.2008
(v)	Whether the State Governments have already disbursed the salary based on revised pay scales.		If yes, details thereof may be provided. If not, action proposed to be taken in this regard may be indicated in the Status col. Please indicate the amount involved.
(vi)	Whether any changes were required to be made in their statutes, ordinances, rules etc. to incorporate the provisions of the Central Scheme and if yes, whether that has been carried out.		Please furnish a list of statutes, ordinances, rules etc which were required to be changed and also enclose a copy each of the relevant statutes, ordinances, rules etc.

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Most Immediate

No. F.1-7/2010-U.II  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

New Delhi, 11<sup>th</sup> May, 2010.

To, 30-02

31/01/2011

19-5-10

The Education Secretaries of all State Governments.

Subject:- Reimbursement of financial burden due to implementation of Revised Pay Scales on the basis of 6<sup>th</sup> Pay Commission recommendations for Teachers and equivalent Cadres in Universities and Colleges from 1.1.2006.

Sir,

I am directed to say that it has been decided by the competent authority that re-imbusement of 80% of the additional requirement of the State Governments consequent on revision of pay scales of the teachers in universities and colleges under the State Government, in pursuance of this Ministry's letter No.1-32/2006-U.II/U.I(i) dated 31.12.2008, would be applicable only when State Governments implement this Ministry's Scheme of revision of pay of teachers and equivalent cadres in universities and colleges as contained in this Ministry's letter dated 31.12.2008 as a composite package, the applicability of which has been indicated in para 8 (p) (v) of this Ministry's letter dated 31.12.2008, which, inter alia, provides that the Scheme may be extended to universities, colleges and other higher educational institutions coming under the purview of the State Governments receiving substantial financial assistance for its maintenance and operations from the State Governments, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to those State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision of pay scales.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure involved in revision of pay scales from its own sources.

(c) Financial assistance referred to at (a) above shall be provided for the period from 1.1.2006 to 31.3.2010.

(d) The entire liability accruing with effect from 1.4.2010 on account of revision of pay scales etc. of university and college teachers shall be met by the State Government opting for revision of pay scales.

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(e) 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 filled up as on 1.1.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, or may give effect to the revised bands/ scales of pay from a date on or after 1.1.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Scheme of pay scales as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s). Further the Central assistance shall be from the actual date of giving effect of revised pay scales.

(g) 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 scales of pay mentioned herein above.

3. Fixation of pay of each category of posts may be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in Universities and Colleges vide communication No. 1-32/2006-U.II/U.I(i) dated 31.12.2008 and the fixation formula circulated by this Ministry vide communication No. F. 3-1/2009-U.I dated 4<sup>th</sup> June, 2009.

4. Thus as per the terms and conditions of the Ministry's letter dated 31.12.2008, the State Governments are required to implement the scheme as a composite one, including the age of superannuation (mentioned in para 8 (f) of this Ministry's letter dated 31.12.2008), together with all the conditions specified or to be specified by University Grants Commission (UGC) by regulations and other guidelines.

5. Therefore, the State Governments shall have to adopt the scheme including the regulations as may be specified by UGC, for being eligible for appropriate Central assistance. However, it is mentioned that the various allowances other than pay scales, applicable to teachers and equivalent cadres in State Governments shall be governed the respective State Government rules. The reimbursement will be restricted to payment of 80% arrears of the revised pay in the pay band applicable plus Academic Grade Pay (AGP) for the period 1-1-2006 to 31-3-2010. No allowances or pension would be admissible for reimbursement for the above period.

6. This arrear component would be the difference between the pay + DA/additional DA + interim relief, if any, existed prior to 1-1-2006 and the revised pay admissible in the pay band plus AGP in terms of revised pay rules

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notified by this Ministry for teachers in Universities and Colleges, based on the CCS (Revised) Pay Rules, 2008.

7. It is provided in Para 8 (p) (v) (f) of this Ministry's letter dated 31.12.2008, that the State Governments taking into consideration other local conditions may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme. This implies that State Governments cannot make modifications lowering the pay package prescribed by this Ministry. Also after adoption of the Central Scheme as a composite package, the State Government shall be required to furnish detailed calculations in support of its claim for central assistance, in the enclosed proforma.

8. Release of the Central assistance shall be considered by this Ministry in accordance with the provisions of the Scheme only after the State Government have adopted and implemented the scheme as a composite scheme, including adoption of the age of superannuation for those engaged in 'inclass' teaching; and **have disbursed** the salary based on revised pay scales, and after scrutiny of the detailed proposal as may be received from the State Government.

9. It shall be necessary for the Universities and Managements of colleges to make appropriate changes in their statutes, ordinances, rules, regulations, etc to incorporate the provisions of this Scheme and a copy each of the same may also be furnished to UGC.

10. The detailed proposal for implementation of the Scheme on the lines indicated above, may kindly be formulated immediately and sent to this Department for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.

11. The Scheme applies to teachers in all Universities (including Agricultural Universities) and colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities.

Yours faithfully,

*Umashankar*

(V. Umashankar)

Director

Tel: 23074159

Encl: as above.

Copy to:-

1. Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi.
2. Web Master (CMIS), Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

  
(Rajender Kalwani)

Under Secretary to the Government of India

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# CALCULATION SHEET

NAME OF THE STATE: \_\_\_\_\_

(In Rupees)

Pre-revised scale (5th CPC) (in Rupees)	Number of Posts filled up as on 01.01.2006	Additionality for the period from 01.01.2006 to 30.06.2006 [A*x Col 2 x 6]	Additionality for the period from 01.07.2006 to 30.06.2007 [B*x Col 2 x 12]	Additionality for the period from 01.07.2007 to 30.06.2008 [C*x Col 2 x 12]	Additionality for the period from 01.07.2008 to 30.06.2009 [D*x Col 2 x 12]	Additionality for the period from 01.07.2009 to 31.03.2010 [E*x Col 2 x 9]	Total additionality for the period from 01.01.2006 to 31.03.2010 [Total of Col 3 to Col 7]	Government of India's share (80% of Col 8)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Rs. 8000-13500								
Rs. 10000-15200								
Rs. 12000-18300 (with less than 3 years of service)								
Rs. 12000-18300 (with more than 3 years of service)								
Rs. 16400-22400								
Rs. 18400-22400								
Rs. 25,000								
Total								

A\*, B\*, C\*, D\* E\* ----- please refer to the attached statements



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Pre-revised scale	Total entitlement as on 31.12.2005				Additional Implication during 1.1.2006 to 30.06.2006			
	Mid-Point of Pre-revised Scale	DP	DA	Total	Revised Pay applicable to the Mid Point stage of the Pre-revised Scale	Academic Grade Pay	Total Revised pay	Additionality per month (A)
8000-13500	10750	5375	3870	19995	20000	6000	26000	6005
10000-15200	12600	6300	4536	23436	23440	7000	30440	7004
12000-18300 (with less than 3 years of service)	15150	7575	5454	28179	28180	8000	36180	8001
12000-18300 (with more than 3 years of service)	15780	7890	5681	29351	36690	9000	48690	19339
16400-22400	19400	9700	6984	36084	44700	10000	54700	18616
18400-22400	20400	10200	7344	37944	47400	10000	57400	19456
25000	25000	12500	9000	46500	80000	0	80000	33500

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	Additional Financial Implication during 1.7.2006 to 30.06.2007							
Pre-revised scale	Total Pay as on 31.12.2005	Revised pay	Increment	Total Pay	Difference (B)			
8000-13500	19995	26000	780	26780	6785			
10000-15200	23436	30440	920	31360	7924			
12000-18300 (with less than 3 years of service)	28179	36180	1090	37270	9091			
12000-18300 (with more than 3 years of service)	29351	48690	1470	50160	20809			
16400-22400	36084	54700	1650	56350	20266			
18400-22400	37944	57400	1730	59130	21186			
25000	46500	80000	0	80000	33500			

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Additional Financial Implication during 1.7.2007 to 30.06.2008					
Pre-revised scale	Total Pay as on 31.12.2005	Revised pay	Increment	Total Pay	Difference (C)
8000-13500	19995	26780	810	27590	7595
10000-15200	23436	31360	950	32310	8874
12000-18300 (with less than 3 years of service)	28179	37270	1120	38390	10211
12000-18300 (with more than 3 years of service)	29351	50160	1510	51670	22319
16400-22400	36084	56350	1700	58050	21966
18400-22400	37944	59130	1780	60910	22966
25000	46500	80000	0	80000	33500

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Additional Financial Implication during 1.7.2008 to 30.06.2009					
Pre-revised scale	Total Pay as on 31.12.2005	Revised pay	Increment	Total Pay	Difference (D)
8000-13500	19995	27590	830	28420	8425
10000-15200	23436	32310	970	33280	9844
12000-18300 (with less than 3 years of service)	28179	38390	1160	39550	11371
12000-18300 (with more than 3 years of service)	29351	51670	1550	53220	23869
16400-22400	36084	58050	1750	59800	23716
18400-22400	37944	60910	1830	62740	24796
25000	46500	80000	0	80000	33500

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Additional Financial Implication during 1.7.2009 to 31.03.2010					
Pre-revised scale	Total Pay as on 31.12.2005	Revised pay	Increment	Total Pay	Difference (E)
8000-13500	19995	28420	860	29280	9285
10000-15200	23436	33280	1000	34280	10844
12000-18300 (with less than 3 years of service)	28179	39550	1190	40740	12561
12000-18300 (with more than 3 years of service)	29351	53220	1600	54820	25469
16400-22400	36084	59800	1800	61600	25516
18400-22400	37944	62740	1890	64630	26686
25000	46500	80000	0	80000	33500