

Annexure

No.F.6-1/88-T.5
Government of India
Ministry of Human Resource Development
(Department of Education)

Shastri Bhavan, New Delhi-110001,
dated the 28th February, 1989.

To

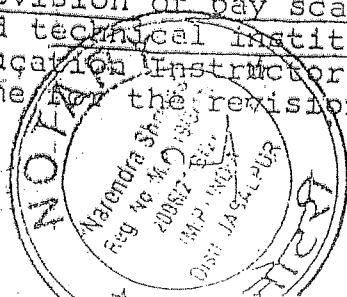
Secretaries dealing with Technical
Education of all the States/Union
Territories.

Subject: Revision of pay scales of teachers, librarians and
physical education instructors in engineering
colleges and other degree level technical institu-
tions including Architectural, Town Planning,
Management, Pharmacy, and Applied Arts and Crafts
institutions.

I am directed to state that the coordination and determination of standards in higher and technical education is a constitutional responsibility of the Central Government. As in the case of universities and colleges, revision of scales of pay of teachers of technical institutions is considered as one of the ways by the Central Government to discharge its responsibility. The pay scales of teachers of technical education institutions were last revised with effect from 1.1.1973 when the University Grants Commission (UGC) pay scales were adopted for teachers of engineering colleges and other comparable institutions of technical education.

2. Following the appointment of the Fourth Central Pay Commission for Central Government employees and keeping in view the need to attract and retain the best talent in the country as teachers in institutions of technical education, a National Expert Committee was set up under the Chairmanship of Prof. R.N. Dogra to make recommendations in respect of revision of salary structure, qualifications and conditions of service of teachers of technical institutions. The report of the Dogra Committee was placed before the All India Council for Technical Education (AICTE) at its meeting held on 8.1.1988.

3. The Government of India have carefully examined the recommendations contained in the Expert Committee's report and those made by the AICTE, and have decided to implement the scheme of revision of pay scales of teachers of engineering colleges and technical institutions, including Librarians and Physical Education Instructors w.e.f. January 1, 1986. A copy of the scheme for the revision of pay scales is attached (Appendix).



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Copy forwarded for information and necessary regarding implementation of the Scheme to all the Central institutions excepting Indian Institutes of Technology.

Sd/-
(S. K. Handa)
Director (T)

Copy forwarded for information and appropriate action to following:

- i) All State Directors of Technical Education.
- ii) All Principals, Engineering Colleges and other Degree level technical institutions approved by the All India Council for Technical Education.
- iii) All Vice-Chancellors of Universities having Engineering Technological Departments/Faculties/Colleges.
- iv) Adviser (Education), Planning Commission, Yojana Bhavan, New Delhi.
- v) The Secretary, University Grants Commission, Bahadur Zafar Marg, New Delhi - 110 002.
- vi) The Regional Offices of the Ministry at Calcutta, Bombay, Kanpur and Madras.
- vii) Financial Adviser, Department of Education.



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B.P. Gupta

Sd/-
(S. K. Handa)
Director (T)

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APPENDIX

Appendix to the Ministry of Human Resource Development (Department of Education)'s letter No. F.6-1/88-T.5 dated 28th February, 1989 regarding the scheme of revision of pay scales of Teachers, Librarians and Physical Education Instructors in Engineering Colleges and other degree level technical institutions including Architectural, Management, Town Planning, Pharmacy, Applied Arts and Crafts etc. falling under the purview of the All India Council for Technical Education.

Coverage

1. This Scheme applies to teachers and Librarians and Physical Education Instructors in Engineering Colleges, Engineering and Technology Faculties/Departments of Universities and other comparable institutions of technical education including Architecture, Town planning, Management, Pharmacy, Applied Arts and Crafts etc. at degree or equivalent level unless they specifically exercise an option in writing to remain out of this Scheme. This Scheme does not, however, apply to the Indian Institutes of Technology for which the matter is being examined separately.

2. Teachers/Librarians/Physical Education Instructors appointed after the date from which the scheme has been given effect to will be governed by the provisions of the scheme.

Date of Effect

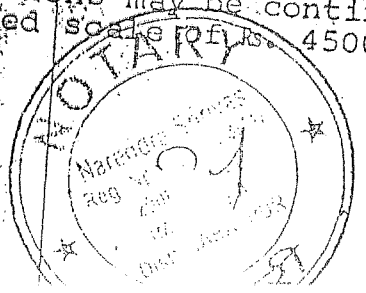
3. The revised scales of pay will be effective from January 1, 1986.

Pay Scales

4. The revised scales of pay of teachers of technical education institutions effective from 1.1.1986 are given in Annexure II.

5. The revised scales of pay are inclusive of the basic pay, the dearness pay, the dearness allowance, the additional dearness allowance and the interim relief, if any, admissible to teachers/Librarians/Physical Education personnel as on 1.1.1986.

6. The cadre of Associate Professor existing in some institutions may be continued in those institutions in the revised scale of Rs. 4500-6300.



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OPTION TO EXISTING TEACHERS

7. The existing teachers in technical educational institutions where the Merit Promotion Scheme is in operation will have an option to continue to be governed by the provisions of the scheme provided that they exercise that option in writing prior to their pay fixation under this scheme. They will also be entitled to the designations envisaged for various categories of teachers in that scheme, but the scales of pay will be as follows:

- (i) Lecturer - Rs. 2200-4000
- (ii) Reader/Lecturer (Selection Grade) - Rs. 3000-5000
- (iii) Professor - Rs. 4500-5700

PAY FIXATION FORMULA

8. The pay will be fixed as per the formula for fixation of pay in the revised scale under the Fourth Central Pay Commission as given in Annexure-II.

REQUIREMENT AND QUALIFICATIONS & EXPERIENCE

9. Recruitment of teachers at the level of Lecturers shall be from those who qualify through a qualifying examination, details of which shall be developed by the All India Council for Technical Education and intimated to the various States and institutions. Until this operational mechanism is developed, the existing procedures of recruitment will continue in relaxation of this requirement.

10. Appointment to the posts of Lecturers, Assistant Professors, Associate Professors, Professors, Librarians and Directors of Physical Education/Physical Education Instructors shall be by open selection on the basis of merit as per prescribed qualifications and selection criteria. Placement in the Senior Scale and Selection in the case of Lecturers, Librarians, and Physical Education/Physical Instructors, and

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11. In order to encourage research, in continuation of post-graduate studies, candidates who, at the time of their recruitment as Lecturers possess Master's and Doctoral degrees in engineering/technology shall be granted 2 and 4 advance increments respectively and candidates who possess M.Phil and Ph.D degrees in Sciences and Humanities shall be granted 1 and 3 advance increments respectively in the scale of Rs.2200-4000 alongwith the benefit of corresponding years of service for the purpose of promotion. The existing Lecturers who do not possess these qualifications, or who might be recruited in future without these qualifications, will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire these qualifications, but they will not be eligible for advance increments. Existing Lecturers who possess these qualifications will also be eligible for the benefit in service for the purpose of promotion.

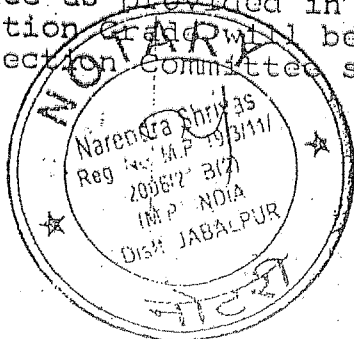
CAREER ADVANCEMENT

12. Every Lecturer will be placed in a senior scale of Rs. 3000-5000 if he has

- completed 8 years of service after regular appointment with relaxation in service as provided in para 11 above;
- participated in two refresher courses or summer institutes each of approximately four weeks duration or in other comparable continuing education programmes approved by the All India Council for Technical Education; and
- consistently satisfactory performance appraisal reports.

All lecturers in the existing scale of Rs. 700-1600 who have completed 8 years of service on 1.1.1986, will be placed through a process of screening/selection in the scale of Rs.3000-5000/-. The benefit of service provided in para 11 will be available for the initial placement also.

13. Every Lecturer in the Senior Scale will be placed in a Selection Grade of Rs. 3700-5000 on completion of 8 years service in the Senior Scale with relaxation in service as provided in para 11 above. Placement in the Selection Grade will be through a process of Selection by a Selection Committee set up by the appointing authorities.



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Only those who have attended two refresher courses or summer institutes or in other comparable continuing education programmes approved by the AICTE after placement in the Senior Scale, and whose performance has been assessed as consistently good, will be eligible for placement in the Selection Grade.

14. Lecturers in the existing Selection Grade of Rs. 1200-1900 in engineering colleges and other institutions will be placed at the appropriate stage in the revised Selection Grade of Rs. 3700-5000 in accordance with the pay fixation formula under this scheme. Existing lecturers, who have completed or will complete, a total period of sixteen years of service on 1.1.1986 or thereafter will be eligible for placement in the Selection Grade. They will also be entitled to the relaxation in the years of service as provided in para 11 above.

15. For the purpose of placement of Lecturers in the Senior Scale and Selection Grade, the corresponding number of posts held by them will be upgraded. The placement shall be through a process of screening/selection.

16. The scheme of revised pay scales of Librarians and Directors/Instructors of Physical Education shall be in accordance with the rules and regulations applicable to those of Universities and Colleges. These are described in Annexure-V.

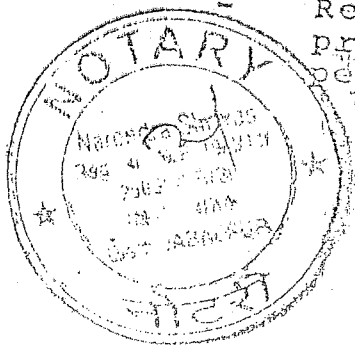
OTHER TERMS AND CONDITIONS OF SERVICE

17. Other terms and conditions are:

All types of leave, leave concessions and TA/DA will be according to Central/State Government rules applicable to teachers as the case may be.

Reimbursement of (i) cost of books/technical journals upto a limit of Rs. 1,000/- per annum (ii) membership fees of one international professional body/society to the extent of 75% of the actuals, and (iii) expenses for registration and TA/DA for presenting a paper in one national conference every year and one international conference every three years will be made by the concerned institutions.

Reimbursement of Medical expenses will be provided for teachers and their families as per Central/State Government rules.



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FLEXIBLE STAFF STRUCTURE

18. Flexible staff structure will be admissible wherein the number of positions at various levels may be decided by the institutions themselves with the approval of their respective competent authorities to meet their specific requirements. Provision for the purpose should be made within the overall sanctioned strength, but without deviating from the normal principle of selection on the basis of merit. Specific guidelines in this behalf shall be evolved by the All India Council for Technical Education.

PERFORMANCE APPRAISAL

19. In order to promote the efficiency and effectiveness of the system and also to help individual teachers to grow, develop and advance on the basis of merit, it is proposed to devise and implement an effective performance appraisal system for institutions as well as teachers. The AICTE will work out the necessary procedures and norms for the purpose. Until the new performance appraisal system becomes operative, the existing mechanism for assessment of the performance of teachers will be followed for the purpose of making promotions, wherever required.

JOB RESPONSIBILITIES

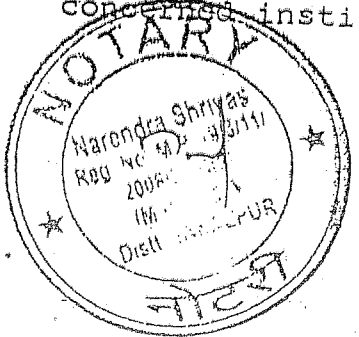
20. The duties and responsibilities of teachers at various levels are given in Annexure-IV.

SUPERANNUATION AND RE-EMPLOYMENT

21. The age of superannuation of all teachers in technical institutions shall be 60 years with a provision for re-employment upto 65 years in deserving cases.

DEARNESS ALLOWANCE AND OTHER BENEFITS

22. The revised scale of pay on 1.1.1986 is inclusive of the dearness pay and dearness allowance admissible on that date. Any dearness allowance that might become due after that date will have to be sanctioned by the authorities which are meeting the maintenance expenditure of the concerned institutes.



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23. Teachers in the Central Institutes financed by the Central Government are sanctioned dearness allowance at the rate applicable to Central Government employees drawing corresponding pay. They are also sanctioned other benefits like House Rent Allowance, Housing Building Advance, Medical facilities, Pension and other retirement benefits, leave travel concessions, group insurance, etc. on the pattern of similar benefits available to corresponding categories of central government employees. The state governments may consider providing comparable benefits in the light of the statement made in the National Policy on Education-1986.

ANOMALIES

24. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for clarification.

Enclosures: Annexures I to V

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ANNEXURE-I

Scales of Pay of Teachers in Engineering Colleges and other comparable Institutions of degree level.

| Sr. No. | Designation | Existing Scales of pay | Revised Scales of pay |
|---------|---|------------------------|----------------------------|
| 1. | Lecturers | Rs. 700-1600 | Rs. 2200-75-2800-100-4000 |
| 2. | Lecturers (Senior Scale) | Not existing | Rs. 3000-100-3500-125-5000 |
| 3. | Lecturers (Selection Grade) | Not existing | Rs. 3700-125-4950-150-5700 |
| 4. | Assistant Professor | Rs. 1200-1900 | Rs. 3700-125-4950-150-5700 |
| 5. | Professor | Rs. 1500-2500 | Rs. 4500-150-5700-200-7300 |
| 6. | Principal (Engineering Colleges/TTTIs/ Degree level Technical Institutions) | Rs. 2250-2750 | Rs. 6300-200-7300 |
| 7. | Director (IIMS, NITIE, etc.) | Rs. 2500-3000 | Rs. 7300-7600 |

The cadre of Associate Professor in Institutions, where this cadre exists at present, will be continued in the revised scale of Rs. 4500-150-5700-200-6300.



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ANNEXURE

Formula for fixation of pay in the revised scales as per Fourth Pay Commission

1. Pay in the revised scales should be fixed under this scheme only after -

- a) every Teacher, Librarian and Physical Instructor has had an opportunity to decide whether he/she will opt for the earlier scheme (para 6); and
- b) the College concerned has made necessary changes in their statutes, ordinances, rules, regulations etc. to incorporate the provisions of this scheme.

2. The pay of teachers/Librarian and Physical Instructor in Colleges may be fixed in the revised scales of pay in the following manner:-

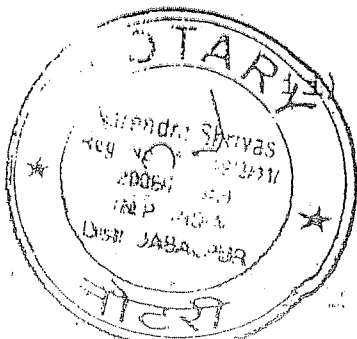
- i) An amount representing 20% of basic pay in the existing scale shall be added to the "existing emoluments".
- ii) After the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the stage next above the amount thus computed: Provided that:
 - a) if the minimum of 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.

Explanation

- i) The "existing emoluments" on 1.1.1986 shall include:
 - a) basic pay;
 - b) dearness pay, additional dearness allowance, ad-hoc dearness allowance, if any;
 - c) interim relief, if any;

For the purpose of adding 20% to the existing emoluments;

- a) the basic pay shall be the pay on 1.1.1986 or the 1973 UGC scales.



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- b) when a portion of the total emoluments has been merged with the 1973 UGC scales prior to 1.1.1986, the basic pay may be reckoned notionally in the 1973 UGC scales for the purpose of fixation of pay; and
- c) where the 1973 UGC scales have not been implemented, the actual basic pay, provided that the basic pay in this case does not exceed the actually arrived at basic pay if 1973 UGC scales had been given.

NOTE:

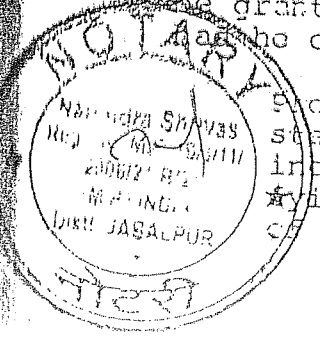
Where in the fixation of pay under clause (ii), the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that pay gets fixed in the revised scale at the stage where the pay in the revised scale of such or the teacher who was drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the state where such bunching occurs or under, by the grant of increment(s) in the revised scale in the following manner, namely:-

- (a) for teachers drawing pay from the 6th upto the 10th stage in the existing scale - by one increment;
- (b) for teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage - by two increments;
- (c) for teachers drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage - by three increments.

If by stepping up of the pay as above, the pay of a teacher 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 teacher 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.

3. The next increment of a teacher whose pay has been fixed in the revised scale in accordance with Rule II shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of the Note under Rule II, the next increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale. Provided further that



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ANNEXURE-III

Qualifications and experience for the teaching posts

| Sl.No. | C a d r e | Qualification and experience |
|--------|---------------------|---|
| 1. | 2. | 3. |
| 1. | Lecturer | i) Ist Class Bachelors Degree in appropriate branch of Engineering/Technology. OR Ist Class Master's Degree in appropriate branch of study in case of teaching posts in Humanities and Sciences. |
| 2. | Assistant Professor | i) First Class Master's Degree in appropriate branch of Engineering/Technology. OR Ph.D in appropriate branch with Ist Class in Master's Degree in case of teaching posts in Humanities and Sciences. ii) 5 years experience in Teaching/Industry/Research at the appropriate level. |

Note: Candidates from Industry/Profession with recognised professional work equivalent to Master's Degree in the case of Engg./Tech. and Ph.D in the case of Humanities and Sciences as the case may be would also be eligible.

Desirable

Ph.D. degree in engineering/technology

OR

Post-doctoral work in case of teaching posts in Humanities/Sciences.



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... which a portion of the total emoluments has been merged with the 1973 UGC scales prior to 1.1.1986, the basic pay may be reckoned notionally in the 1973 UGC scales for the purpose of fixation of pay; and

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- c) where the 1973 UGC scales have not been implemented, the actual basic pay, provided that the basic pay in this case does not exceed the notionally arrived at basic pay if 1973 UGC scales had been given.

Note:

Where in the fixation of pay under clause (ii), the pay of a teacher drawing pay at more than five 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 the teachers who are drawing pay beyond the first five 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 teachers drawing pay from the 6th upto the 10th stage in the existing scale - by one increment;
- (b) for teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage - by two increments;
- (c) for teachers drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage - by three increments.

If by stepping up of the pay as above, the pay of a teacher 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 teacher 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.

3. The next increment of a teacher whose pay has been fixed in the revised scale in accordance with Rule II shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of the Note under Rule II, the next increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale. Provided further that

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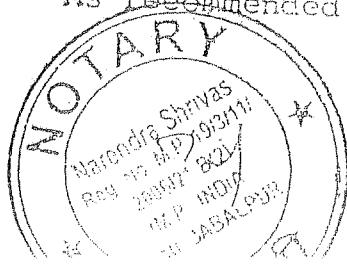
- | 1. | 2. | 3. |
|----|-----------|--|
| 3. | Professor | <u>Qualifications</u> i) Ph.D. with Ist Class degree at Bachelor's or Master's level in Engineering/Technology. OR Ph.D. degree with Ist Class M.Sc. in appropriate branch for teaching posts in Humanities and Sciences. ii) 10 years experience in teaching/industry/research out of which 5 years must be at the level of Asstt. Professor or equivalent. |

Note: Candidates from Industry/Profession with recognised professional work of high standard recognised at National/International Level equivalent to Doctorate would also be eligible.

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|----|------------------------|---|
| 4. | Principal/ Director | <u>Qualifications</u> <u>Principal</u> <u>Essential</u> Same as that of Professor. <u>Desirable</u> Administrative Experience in a responsible position. <u>Director</u> An eminent Educationist/Scientist/Technologist. |
|----|------------------------|---|

Librarians and Physical Education Instructors in Universities/Colleges

- | | | |
|----|--|----------------------------|
| 1. | Librarians | As recommended by the UGC. |
| 2. | Directors of Physical Education/ Physical Instructors | As recommended by the UGC. |



in the case of persons who had been drawing maximum of the existing scale for more than a year as on 1.1.1986, the next increment in the revised scale shall be allowed on 1.1.1986.

4. A few illustrations indicating the manner in which the pay of teachers should be fixed under Rule I are given below:-

Illustration-1

- 1. Existing scale of pay - Rs.700-40-1100-50-1600/-
 - 2. Proposed scale of pay - Rs.2200-75-2800-EB-100-4000/-
 - 3. Existing basic pay - Rs.700/-
 - 4. DA/ADA on 1.1.1986 - Rs.1053/-
 - 5. Two instalments of interim relief - Rs.140/-
 - 6. Existing emoluments - Rs.1893/-
 - 7. Add 20% of basic pay - Rs.140/-
- Pay to be fixed in revised scale - Rs.2200/-

Illustration-2

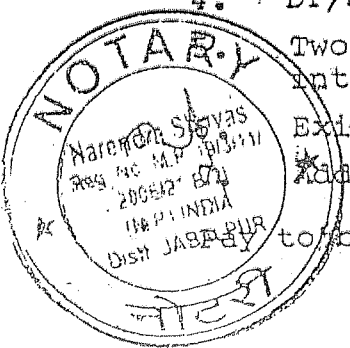
- 1. Existing scale of pay - Rs.700-1600/-
- 2. Proposed scale of pay - Rs.2200-4000/-
- 3. Existing basic pay - Rs.980/-
- 4. DP/ADA on 1.1.1986 - Rs.1428/-
- 5. Two instalments of interim relief - Rs.168/-
- 6. Existing emoluments - Rs.2576/-
- 7. Add 20% of basic pay - Rs.188/-

Pay to be fixed in the revised scale = Rs.2800/-.

Illustration-3

- 1. Existing scale of pay - Rs.1200-1900/-
- 2. Proposed scale of pay - Rs.3700-125-4700-150-5300/-
- 3. Existing basic pay - Rs.1480/-
- 4. DP/ADA on 1.1.1986 - Rs.1450/-
- 5. Two instalments of interim relief - Rs.218/-
- 6. Existing emoluments - Rs.3148/-
- 7. Add 20% of basic pay - Rs.296/-

Pay to be fixed in the revised scale = Rs. 3700/-.



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