

Revision of Pay Scales as per the recommendations of 6th Pay Commission of Medical Education & Drugs Department, Teachers in Government aided ayurvedic/Unani Colleges.

GOVERNMENT OF MAHARASHTRA  
Medical Education & Drugs Department  
Government Resolution No. ADR-2009/ CR-146/09/Ayu-2  
Mantralaya, Mumbai-400032.

Date : 8 September, 2011

- Read:- 1) Government resolution Medical Education & Drugs Department No. ADR-1099/ CR-56/99/Ayu-2, Dated 13 March, 2002.  
2) Government of India, MHRD letter No. 1-32/2006-U II/U.I (i) dated 31 December, 2008.

Preamble:-

Government of India vide its letter dated 31st December, 2008 referred above has revised the Pay-scales of teachers of equivalent cadres in the Central Universities subject to various provisions of the schemes of revision of pay scales as contained in the said letter and regulation to be framed by the UGC in this behalf and also Government has sanctioned the revised pay scales to the teachers in Government Medical/Ayurvedic/Unani Colleges with effect from 1/1/2006. In the same manner scheme may be extended to Universities, Colleges and Higher educational Institutions coming under the purview of State Legislatures, provided State Governments wish to adopt and implement the scheme. It has further been clarified by the Government of India that payment of Central Assistances for implementing this scheme is subject to the condition that the entire scheme of Revision of Pay scales together with all the conditions etc. shall be implemented by the State Government as composited scheme without any modification etc.

1.2 The question of implementing Government of India's Scheme of Revision of Pay Scale of teachers and equivalent cadars in Colleges and other relevant guide lines was under active consideration of the State Government. The Government is now decided to implement the revised pay scales of all teachers



and equivalent cadets with effect from 1/1/2006 as per Central Government Commission (UGC) while other allowances as per state Government employees to keep the age of super annuation and leave package unchanged and the terms and conditions of services are as detailed below for Medical Education.

**2. Accordingly, detailed orders are as follows.**

**(1) Coverage**

- (i) The revised Pay Scales and other measure for the improvement of standards in Medical Education are applicable only to all categories of full time teachers and Librarians in the Government aided ayurved/ Unani Colleges in the state. The Revised pay Scales are not applicable to teachers and librarians who retired on or before 31/12/2005 and who were on reemployment was extended after that date.
- (ii) The implementation of the revised scale shall be subject to the acceptance of all the conditions mentioned in this Resolution as well as regulations to be framed by the UGC in this behalf Universities implementing this Scheme shall amend their relevant status and ordinances in line with this Resolution and the UGC regulation issued in this regard from time to time.
- (iii) The revised pay scales shall be applicable only to those teachers who have been lawfully appointed i.e. As per Recruitment Rules.
- (iv) The revised pay scales will be implemented with effect from 1st January, 2006.. But no arrears would be payable for the period 1.1.2006 to 31.3.2011.

**(2) General**

- (i) There shall be only three designations in respect of teachers Government aided Ayurved and Unani Colleges, viz. Assistant Professors, Associate Professor and Professors. However in Physical Education personnel there shall be no change in the present designation in respect of librarian at various levels.



- (ii) In Ayurvedic/ Unani Colleges no one shall be eligible to be appointed, promoted or designated as Professor unless he/she possesses essential educational qualification and satisfies other academic conditions prescribed as per the recruitment rules framed by the state Government under the guidelines of Central Council of Indian Medicine Systems. This shall however not effect those who are already designated as 'professor.'
- (iii) The Pay of Teachers and equivalent positions in Government aided Ayurved and Unani Colleges shall be fixed according to their designations in two pay bands of Rs.15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadre covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

**(3) Revised Pay scales, service conditions and career Advancement Scheme for teachers and equivalent positions.**

The pay structure for different categories of teachers and equivalent positions shall be as indicated below.

**(a) Assistant Professor/Associate Professors/Professors in Government Aided Ayurved & Unani Colleges.**

- (i) Persons entering the teaching profession in Government Aided Ayurved & Unani Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs. 15600-39000 with AGP of Rs.6000. Lecturers already in service in the prescribed scale of 8000-13500 shall be redesignated as Assistant Professors with the said AGP of Rs.6000.
- (ii) An Assistant Professor with completed service of 4 years, possessing MD/ MS/ PHD degree in the relevant discipline shall be eligible, for moving up to AGP of Rs.7000.



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- (iii) An Assistant Professor who do not have PHD degree in the relevant discipline course shall be eligible for the AGP of Rs.7000 only after completion of six years service as Assistant Professor.
  - (iv) The upward movement from AGP of Rs.6000 to AGP of RS.7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC from time to time.
  - (v) The pay of the incumbents to the post of Lecturer (senior scale) (i.e.the unrevised scale of Rs.10000-15200) shall be redesignated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay with AGP of Rs.7000.
  - (vi) Assistant Professor with completed service of 5 years at the AGP 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs.8000.
  - (vii) Posts of Associate Professor shall be in the Pay Band of Rs. 37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs.9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
  - (viii) Incumbent Readers & Lecturers (selection grade) who have completed 3 years in the current Pay Scale of Rs.12000-18300 on 1/1/2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP pay of Rs. 9000 and shall be re-designated as Associate Professor.
  - (ix) Incumbent Readers and lecturers (Selection Grade) who had not completed three years in the Pay Scale of Rs.12000-18300 on 1/1/2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/ Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.



- (x) Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturers (Selection Grade) or Readers , as the case may be , until they are placed in the Pay Band of Rs. 37400-67000 and re-designated as Associate Professor in the manner described in (ix) above.
- (xi) An Assistant Professor completing 3 years of teaching in the AGP of Rs.8000 shall be eligible, subject to other conditions that may be prescribed by the UGC and the University , to move to the Pay Band of Rs.37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.
- (xii) An Associate Professor completing 3 years of service in the AGP of Rs.9000 and possessing a MD/MS/PIID Degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the University. No teacher other than those with MD/MS.PHD Degree shall be promoted/appointed/designated as Professor the Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs.10000.
- (xiii) The pay of directly recruited Professor shall be fixed at a stage not below Rs.43000 in the Pay Band of Rs. 37400-67000 with the applicable AGP of Rs.10000.
- (xiv) For initial direct recruitment at the level of Associate Professor and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the Central Council of Indian Medicine System through their regulations and as may be laid down by the recruitment rules.

**(4) Pay Scales and career advancement Scheme for Librarians etc.**

- (a) Assistant Librarian/ College Librarian;**



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- (i) Assistant Librarian/ College Librarian in the prervised Scale of Pay of Rs.8000-13500 shall be placed in the Pay Band Rs. 15600-39100 with AGP Rs.6000
- (ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian / College Librarian.
- (b) Assistant Librarian ( Sr. Scale) / College Librarian (Sr. Scale)**
- (i) The posts of Assistant Librarian ( Sr. Scale) / College Librarian (Sr. Scale) in the prervised Scale of Pay of Rs.10000-15200 shall be placed in the Pay Band Rs. 15600-39100 with AGP Rs.7000.
- (ii) Assistant Librarian / College Librarian possessing Ph.D. in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per guidelines laid down by the UGC, shall be eligible for the higher AGP of Rs. 7000. within the Pay Band of RS.15600-39100.
- (iii) Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.
- (iv) After completing service of 6 years in the AGP of Rs.6000, Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil. shall if otherwise eligible as per guidelines laid down by the UGC and if any by the University move to the higher AGP of Rs. 7000.
- (v) The pay of the existing Assistant Librarian ( Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised Scale of Pay of Rs.10000-15200 shall be fixed in the Pay Band Rs. 15600-39100 with AGP Rs.7000 at an appropriate stage based on their present pay.
- (c) Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)**
- (i) Deputy Librarians who are already recruited at present shall be placed in



the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

- (ii) On completion of service of 5 years, Assistant Librarian (Sr. Scale)/College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs. 8000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade), as the case may be.
- (iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.
- (iv) After completing 5 years the Pay Band of Rs. 15600-39100 with an AGP of Rs.8000, Deputy Librarians/equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.
- (v) Assistant Librarians (Senior Scale) in universities/College Librarians (Senior Scale) in the AGP of Rs. 7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs.8000.
- (vi) Incumbents to the posts of Deputy Librarian/Assistant Librarian (Selection Grade/College Librarian (Selection Grade) who have completed three years in the prervised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs.9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)



- (vii) Incumbents to the post of Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs. 8000 till they complete three years of service as Deputy Librarian/Assistant Librarian (selection Grade)/College Librarian (selection Grade).
- (viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs.8000. They shall move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs.8000.
- (ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

**(5) Incentives for MD/MS/Ph.D and other Higher Qualifications**

- (i) Three non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of MD/MS/Ph.D. awarded in the relevant discipline by the University following the process of admission registration, course work and external evaluation as prescribed by the UGC in its Regulation.
- (ii) Teachers who are in service possessing MD/MS/Ph.D. degree recognized by the Central Council of India Medicine System shall be entitled to 3 non compounded increments. Provided such degree is in the relevant discipline and has been awarded by a University complying with the process prescribed by the UCC for enrolment, course work and evaluation, etc. in the Regulation.
- (iii) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only



notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

- (iv) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the University awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (v) Teachers in service who have not yet enrolled for P.h.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC in its Regulation.
- (vi) Five non-compounded advance increments shall be admissible to Assistant Librarian/College Librarian who are recruited at entry level with P.h.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in its Regulation, in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- (vii) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service in the discipline of library science from a university complying with the process prescribed by the UGC in its Regulation, in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.
- (viii) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having already undergone course-work, if any, as well as evaluation, and only notification in regard



to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the commission.

- (ix) In respect of every other case of persons in the posts of Assistant Librarian/College Librarian or Higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (x) Assistant Librarian/College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC in its Regulation.
- (xi) Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level, Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil. degree in Library Science at any time during the course of their service shall be entitled to one advance increment.

**(6)(A) Other terms and conditions**

**(a) Increments**

- (i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.



- (ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- (iii) The number of additional increment (s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale, however in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of R 15600-39100 to the Pay Band of Rs.37400-67000.

**(b) Pay Fixation Formula**

- (i) The initial pay of the teacher and the employee in the equivalent cadre in colleges who elect. or are deemed to have elected the revised pay structure on and from 1.1.2006 shall be fixed in the manner explained in Appendix 1. The pay of the individual teacher should be fixed in accordance with the prescribed procedure. The fitment tables 1 to 6 in Appendix-II are to be used for fixation of teachers in service or directly recruited and opted for the revised pay structure.
- (ii) The revised designations, pay bands and Academic Grade Pay (AGP) thereon corresponding to the pre-revised designations and pay scales effective from 1st January 2006 for various cadres are given in Appendix-1.
- (iii) The sum total of the revised basic pay and such other emoluments (on which allowances are payable treating them as a part of pay) shall not exceed Rs. 80,000/-

**(B) Following allowances and benefits shall be as per the State Government employees.**

- (i) Allowances such as House rent allowance, City leave Allowance are as accepted by the State Government for its employees on recommendation of sixth pay commission.

**(7) Option for the revised scales of pay**



- (i) Within a period of one month from the date of issue of this Government Resolution, the teachers/Librarians will have to opt in the prescribed form (Appendix -I) for the revised Pay Scales.
- (ii) The teachers opting for the new Pay Scales will have to enter into an agreement as mentioned in Appendix I about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised Pay scales.
- (iii) The teachers /Librarians who were in service on 1st January, 2006 and those who were not in service after 1st January, 2006 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for revised scale of pay w.e.f. 1st January, 2006 and should be held entitled to the benefit of these rules.
- (iv) The option to be exercised should only be exercised on the date of regular increment. Advance increments being not regular increments the option for switching over to the revised pay structure from that date cannot be given.
- (v) The option can also not be given from the date of increment occurring during the period of their suspension which falls after 1st day of January 2006 and which has not yet been regularised.
- (vi) 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 in the same manner as provided in HRD Ministry's O.M. No. F-23-7/2008-IFD, dated 23/10/2008, read with Ministry of Finance

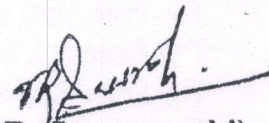


(Department of Expenditure) O.M. No. F.1-1/2008-IC, dated 30/08/2008.

(Appendix-III)

3. The additional expenditure on account of revision of pay of the State Government employees should be debited to the head of account under which their pay and allowances are debited and met from the provisions made there under. The director Ayurved & Heads of the Ayurvedic Colleges should take into account the additional burden on this account while framing their budgetary estimates.
4. This Government Resolution is subject to the decision taken by the State government on the scheme forwarded by Government of India by its letter dated 31/12/2008. Therefore, anomalies, if any may be brought to the notice of Medical Education & Drugs Department, Government of Maharashtra through proper channel.
5. This Government Resolution is subject to the decision taken by the State Government on the scheme forwarded by Government of India by its letter dated 31/12/2008. Therefore anomalies, if any may be brought to the notice of Medical Education & Drugs Department, Government of Maharashtra through proper channel.
6. The teacher shall exercise their option within 1 month from the date of issue of these orders.
7. These orders are issued with the concurrence of the Finance Department vide their U.O.R. No. 379/SEVA-9 dated, 7.9.2011.

By order and in the name of Governor of Maharashtra.



(H. R. Suryavanshi)

Deputy Secretary to Government

To,  
The Secretary to Governor, Rajbhavan, Malbar Hill, Mumbai. (By letter)  
The Chief Secretary, Mantralaya, Mumbai.  
The Principal Secretary to the Chief Minister, Mantralaya, Mumbai.  
The Secretary to the Deputy Chief Minister, Mantralaya, Mumbai.



- The Secretary to the Government of India MHRD, Department of Education, New Delhi.
- The Secretary, ministry of Health & Family welfare, Government Of India, New Delhi
- The University Grants Commission, New Delhi.
- The Private secretary to Minister (Medical Education)
- The Private secretary to state Minister (Medical Education)
- The Principal Secretary, Law & Judiciary Department, Mantralaya, Mumbai.
- The Secretary, Higher & Technical Education Department, Mantralaya, Mumbai.
- The Secretary, General Administration Department, Mantralaya, Mumbai.
- The Principal Secretary, Finance Department, Mantralaya, Mumbai.
- The Secretary, Medical Education & Drugs Department, Mantralaya, Mumbai.
- The Secretary, Public Health & Family welfare Department, Mantralaya, Mumbai.
- The Secretary, Urban development Department, Mantralaya, Mumbai.
- The Secretary, Central council of Indian Medicine, New Delhi.
- The Director, Medical Education & Research, Mumbai.
- The Director, Health services, Mumbai.
- The Director, Ayurved, Mumbai.
- The Registrar, Maharashtra University of Health Sciences, Nashik.
- All Deans, Government Ayurvedic/Unani Colleges in Maharashtra.
- The Accountant General-1 (Accounts & Audit) Maharashtra, Mumbai.
- The Accountant General-II (Accounts & Audit) Maharashtra, Nagpur.
- The Pay & Accounts Officer, Mumbai.
- The Resident Audit officer, Mumbai.
- The treasury Officer, Thane, Pune, Nagpur.
- The Personal Assistant to Secretary (Medical Education)
- All Deputy Secretaries/Under Secretaries/Desk Officers/Account Officer (Med. Edu.)
- The Principal, K.G.M.P. Ayurved College, Mumbai.
- The Principal, Ayurved College, Sion, Mumbai.
- The Principal, Tibbia College, Nagpada, Mumbai.
- The Principal, Bhaisaheb Sawant. Ayurved College, Sawantwadi
- The Principal, Ayurved College, Nashik.
- The Principal, Mohammadia Tibbia College, Malegaon, Nashik
- The Principal, K.V.T.R. Ayurved College, Boradi.
- The Principal, Julekhabai Vali Mohammad Unani College, Pune.
- The Principal, Tilak Ayurved College, Pune.
- The Principal, Ashtang Ayurved College, Pune.
- The Principal, Aryangla Ayurved College, Satara.
- The Principal, Vasantdada Patil Ayurved College, Sangli.
- The Principal, Sheth G.R. Ayurved College, Solapur.
- The Principal, G.S.Gunc Ayurved College, Ahmednagar.
- The Principal, Shri Ayurved College, Nagpur.
- The Principal, Vidarbha Ayurved College, Aurangabad.
- The Principal, Shri Gurudev Ayurved College, Moazari, Amravati.
- The Principal, R.T. Ayurved College, akola.
- The Principal, D.M.M. Ayurved College, Yeotmal.
- The Finance Department (SER-9)/(EXP-13)
- Desk Officer (Budget), Medical Education & Drugs department.
- Select File (Ayu-2)



Accompaniment to Government Resolution, Medical Education and Drugs  
Department No.  
ADR-2009/ CR-146/09/AYU-2, dated 8 september 2011.

**APPENDIX-I**

**1. Drawal of Pay in the revise pay structure:** save as otherwise provided in these rules a teacher and person working on the equivalent post shall draw pay in the revised pay structure applicable to the post to which he/she is appointed

Provided that he/she may elect to continue to draw pay in the existing scale untill the dated on which he/she earns his or hers next or any subsequent increment in the existing scales or untill he vacates his/her post or cease to draw pay in the scale.

Provided further that in case where the teacher has been placed in a higher pay scale between 1.1.2006. and the date of issue of this Resolution on account of promotion, upgradation of pay scale etc., shall have option to elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

**Explanation 1.** The option to retain the existing scale shall be admissible only in respect of one existing scale.

**Explanation 2.** The aforesaid option shall not be admissible to any person appointed to a post on or after 1 st day of January, 2006, wheter for the first time in the service or by transfer for another post and he/she shall be allowed pay only in the revised pay structure.

**Explanation 3.** When a person exercise such option to retain the existing scale in respect of the post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under any rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn and he had retained the existing scale in respect of the permanent post on which he/she hold the lien or would have held a lien had his/her lien not been suspended or the pay of the officiating post which have acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.



2. Rules for fixation of pay in the revised pay band-(1) The initial pay of the teacher and the employee in the equivalent cadre in college who elect, or is deemed to have elected the revised pay structure on and from 1.1.2006 shall be fixed in the manner namely:-

(A) In case of all teachers-

- (i) The pay in the pay band will be determined by multiplying the existing basic pay excluding dearness pay) by a factor of 1.86 (which is equal to the sum of the existing basic pay, applicable dearness pay and dearness allowance) and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band is more than the amount arrived as per (i) above, the pay shall be fixed at the minimum of the revised pay band.
- (iii) In addition to the pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.
- (iv) If amount arrived as per (i) above, is more than the maximum of the revised Pay Band, pay shall be fixed at the maximum of the pay band.

(B) In case of teachers who are in the receipt of special pay in addition to the pay in the existing scale and where the existing scale with special pay has been replaced by a Pay Band after merging the special pay, the pay shall be fixed in the revised Pay Band in accordance with the provision of clause (A) above except that in such cases existing basic pay (excluding DP) shall include the basic pay (excluding DP) in the existing scale and existing amount of special pay.

(C) In case of teachers who are in the receipt of special pay in addition to the pay in the existing scale and in whose case special pay continues with the revised Pay Band either at the rate or at a different rate, the pay in the revised Pay Band shall be fixed in accordance with the provision of clause (A) above with reference to existing basic pay (excluding D.P.) calculated in accordance with the Explanation thereto, after excluding the existing special pay. In such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1- A teacher who is on leave on the 1st day of January, 2006 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1.1.2006 or the date



of option for the revised pay structure. This is also applicable to the teacher who is on study leave on the 1 st day of January, 2006.

**Note 2-** A teacher under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order of the pending disciplinary proceedings.

**Note 3-** Where a teacher is holding a permanent post and is officiating in a higher post in a regular basis and the scales applicable to these two posts are merged into one Pay Band/scale, the pay shall be fixed with reference to the officiating post only and the pay so fixed shall be treated to substantive pay. The provision of this note shall apply mutandis, to teacher holding in an officiating capacity posts on different existing scales which have been replaced by the revised pay structure.

**Note 4-** Where the existing emoluments exceeds the revised emoluments, in case of any teachers, the difference shall be allowed as a personal pay to be absorbed in future increase in pay except in case covered by proviso (iv) of sub Rule 2 (A) above.

**Note 5-** Where in the fixation of pay under sub Rule 2 (A), the pay of a teacher, who, in the existing scale was drawing immediately before the 1 st January, 2006 more pay than the other teacher junior to him in the same cadre gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

**Note 6-** In case where a senior teacher promoted to a higher post before the 1 st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after 1 st day of January, 2006 , the pay in the pay band of such senior teacher should be stepped up to an amount equal to the pay in pay band 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 teacher subject to the fulfilment of the following conditions.

- (i) Both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (ii) The pre-revised scale of pay and revised Pay Band and Academic Grade Pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (iii) The senior teacher at the time of promotion should have been drawing equal or more pay than the Junior



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- (iv) The anomaly should be directly as a result of the application of the provision of these rules or any other rules or order regulating pay fixation on such promotion in the revised pay structure.

**Note 7-** In the case of teacher promoted to the higher post on or after 1st January, 2006, the pay of the lower post in the revised scale shall be fixed first under these rules; then the pay shall be fixed for higher post under normal rules.

**Note 8-** In the case of teacher drawing reduced pay as on 1.1.2006, in the existing scale on account of imposition of penalty under the provision of the respective statutes in concerned Universities the pay in such cases shall be fixed as:

- (a) on the basis of pay actually drawn on 1.1.2006 and  
(b) on the basis of pay which would have been drawn but for the penalty.  
The revised pay as fixed at (a) above may be allowed from 1.1.2006 to the date of expiry of penalty and at (b) above, thereafter.

**Note 9-** The direct recruits to a particular post carrying a specific Academic Grade P will be fixed on or after 1.1.2006. This will be also applicable to those recruited between 1.1.2006 and the date of issue of this notification. In such cases their pay shall be fixed as per rule 2 (A).

**Note 10-** Incumbent Lecturers (SG)/ Readers not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed as described in Illustration-5, till they complete 3 years of service in the grade of Lecturer (SG) / Reader and thereafter shall be fixed as described in Illustration-6.

3. **Fixation of pay in the revised Scales subsequent to the 1st day of January 2006:**

Where the teacher continues/elects (under the provision of rule) to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than 1.1.2006, his/her pay from the latter date in the revised pay structure shall be fixed in the following manner:-

- (i) Pay in the pay band will be fixed by adding the basic pay, the dearness pay applicable on the latter date, and the dearness allowance based on the rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and then become pay in the applicable pay band. If the minimum of the revised pay band is more than the amount arrived as per above, the pay shall



be fixed at the minimum of the revised pay band. In addition to this pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.

- (ii) Where the teacher is in receipt of special pay, the methodology followed will be as prescribed in Rule 2 (B) or (C) as applicable, except the basic pay and the dearness pay to be taken in to account will be that on the latter date, and the dearness allowance will be calculated as per rates applicable as on 1.1.2006.

4. **Date of next increment in revised pay structure:**

There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July 2006 to 1st January 2007.



5. Table Showing pre-revised Designations / Pay Scales and corresponding Designations / Pay Bands and Academic Grade Pay (AGP) as on and from 1st January 2006 for University/ College teachers and Other personnel in University/College.

**APPENDIX-A**

Pay scales -The existing and revised Pay Scales sanctioned for different categories of Government Private Aided Ayurvedic and Unani colleges shall be shown as follows.

Sr. No.	Designation of the Post	Existing Scale of pay	Revised Scale of Pay
1	Lecturer Rs.8000-275-13500.	Assistant Professor Rs.15600-39100+ AGP 6000.	Incumbent Lecturers shall be fixed at the appropriate stage in P.B.15600-39100 with AGP 6000 and redesignated as Assistant Professor.
2	Lecturer (Senior Scale) Rs.10000-325-15200.	Assistant Professor Rs.15600-39100+ AGP 7000.	i) Incumbent Lecturers (Senior Scale) shall be fixed at the appropriate stage in P.B.15600-39100 with AGP 7000 and redesignated as Assistant Professor. ii) Assistant Professor after completion of 4 years for those possessing MD/MS /Ph.D at entry level and 6 years for others (without Ph.D) in AGP 6000 unsatisfying the eligibility conditions laid down by the UGC from time to time
3	Lecturer (Selection Grade / reader) Rs.12000-420-18300 (Not completed 3 years on 1/1/2006)	Lecturer (Selection Grade)/ reader (till they completed 3 years)/ Assistant Professor Rs.15600-39100+ AGP 8000.	Incumbent Lecturers (SG)/ Readers not completed 3 years on 1.1.2006 shall be fixed at appropriate stage in PB 15600-39100 with AGP 8000 till they complete 3 years in 12000-18300 and thereafter shall be placed in PB 37400-67000 with AGP 9000 and Redesignated Associate Professor. ii) Assistant Professor after completion of 5 years in AGP 7000 on satisfying the eligibility conditions laid down by the UGC from time to time



4	Lecturer (Selection Grade)/ Reader Rs.12000-420-18300. (completed 3 years on 1/1/2006)	Associate Professor Rs.37400-67000 + AGP 9000.	Incumbent Lecturers (SG)/ Readers completed 3 years on 1.1.2006 in the scale of 12000-420-18300 shall be placed in in PB 37400-67000 with AGP 9000 and Redesignated Associate Professor. ii) Assistant Professors after completion of 3 years in AGP 8000 on satisfying the eligibility conditions laid down by the UGC from time to time.
5	Professor Rs. 16400-22400.	Professor Rs.37400-67000 AGP 10000.	All Professors in service shall be appropriately fixed in Pay Band with the AGP of Rs.10000.
6	Asst. Librarian/ College Librarian Rs.8000-275-13500	Asst. Librarian/ College Librarian Rs.15600-39100+ AGP 6000	Incumbent shall be appropriately fixed in the Pay Band with the AGP of Rs. 6000
7	Asst. Librarian (Sr. scale)/ College Librarian (Sr.Scale) Rs.10000-325-15200	Asst.Librarian(Sr.sca le)/College Librarian (Sr.Scale) Rs.15600-39100+AG P 7000	(i)Incumbent shall be fixed at the appropriate stage in Pay Band 15600-39100 with AGP of Rs. 7000 (ii)For others after completion of 4 years for those possessing Ph.D at entry level , 5 years possissing M.Phil.at entry level and 6 years for others (without Ph.D/ M.Phil) in AGP 6000 on satisfying the eligibility conditions laid down by the UGC from time to time.



6. Fixation of Pay in the Revised Pay Band: Illustrations

Illustration-1

A lecturer is drawing a basic pay of Rs. 8275/- as on 1.8.2005 in the existing scale of pay of rs. 8000-275-13500. In the revised pay structure the applicable Pay Band is 15600-39100 with Academic Grade Pay of Rs.6000/-. His date of increment is 1 st August every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 8275/-
2.  $1.86 \times \text{Basic Pay} = \text{Rs. } 15392/-$
3. Rounding of the resultant figure to the next multiple of 10 = Rs.15400/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.15600/-
5. AGP applicable = Rs. 6000/-
6. Revised Basic Pay = Rs.21600/-

He shall be fixed at Basic Pay of Rs.21600/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 22250/-

Illustration-2

A lecturer (Sr.Scale) is drawing a basic pay of Rs. 11625/- as on 1.10.2005 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600-39100 with Academic Grade Pay of Rs.7000/-. His date of increment is 1 st October every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 11625/-
2.  $1.86 \times \text{Basic Pay} = \text{Rs. } 21623/-$
3. Rounding of the resultant figure to the next multiple of 10 = Rs.21630/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.21630/-
5. AGP applicable = Rs. 7000/-
6. Revised Basic Pay = Rs.28630/-

He shall be fixed at Basic Pay of Rs.28630/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 29490/-



Illustration-3

A lecturer is drawing a basic pay of Rs. 10200/- as on 1.4.2006 in the existing scale of pay of rs. 8000-275-13500. His date of increment is 1 st April every year and he opts for revised pay on 1.3.2006. In the revised pay structure the applicable Pay Band is 15600-39100 with Academic Grade Pay of Rs.6000/- His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 10200/-
2. Dearness Pay = Rs. 5100/-
3. Dearness Allowance = Rs.3213/-
4. Total emoluments (1+2+3) = Rs.18513/-
5. Rounding off the resultant figure to the next multiple of 10 = Rs.18520/-
6. Pay in the Pay Band (as per Fitment Table) = Rs.18980/-
7. AGP applicable = Rs.6000/-
8. Revised Basic Pay = 24980/-

He shall be fixed at Basic Pay of Rs.24980/- and re-designated as Assistant Professor. The next date of annual increment... shall be 1st July 2006 & pay after increment is Rs. 25730/-

Illustration 4

A lecturer(Sr.Scale) is drawing a basic pay of Rs. 14875/- as on 1.2.2006 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600-39100 with Academic Grade Pay of Rs.7000/- His date of increment is 1 st February every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 14875/-
2. Dearness Pay = Rs. 7438/-
3. Dearness Allowance = Rs.4686/-
4. Total emoluments (1+2+3) = Rs.26999/-
5. Rounding off the resultant figure to the next multiple of 10 = Rs.27000/-
6. Pay in the Pay Band (as per Fitment Table) = Rs.27670/-
7. AGP applicable = Rs.7000/-
8. Revised Basic Pay = 34670/-

He shall be fixed at Basic Pay of Rs.34670/- and re-designated as Assistant Professor. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 35720/-



**Illustration-5**

A lecturer(Selection Grade)/Reader (Associate Professor) was placed in pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of 12420/- as on 1.11.2005 in the existing scale of pay. Since he has not completed three years in the pay scale of 12000-420-18300 on 1.1.2006, the revised Pay Band applicable is 15600-39100 with Academic Grade Pay of Rs. 8000/- His date of increment is 1st November every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 12420/-
2.  $1.86 \times \text{Basic Pay} = \text{Rs. } 23101/-$
3. Rounding of the resultant figure to the next multiple of 10 = Rs.23110
4. Pay in the Pay Band (as per Fitment Table) = Rs.21630/-
5. AGP applicable = Rs. 8000/-
6. Revised Basic Pay = Rs.31110/-

He shall be fixed at Basic Pay of Rs.31110/- without change in his designation till he completes three years in the pay scale of 12000-18300 Thereafter shall be placed in the higher pay band 37400-67000 with AGP 9000 as described in the illustration and shall be re-designated as associate professor. The next date of annual increment in PB 15600-39100 shall be 1st July 2006 & pay after increment is Rs. 32050/-

**Illustration-6**

A lecturer(Selection Grade)/Reader (Associate Professor) was placed in the pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of Rs 12420/- as on 1.11.2005 in the existing scale of pay. Since he has not completed three years in the pay scale of 12000-420-18300 on 1.1.2006, the revised Pay Band applicable as on 1.1.2006 is 15600-39100 with Academic Grade Pay of Rs. 8000/- His pay in the revised Pay Band shall be fixed as described in illustration-5 above and shall draw the revised pay in PB 15600-39100 till 2.11.2007 with the same designation as



case may be. Thereafter his pay on 2.11.2007 (i.e. on completion of 3 years from the date of placement in Selection Grade/Reader) shall be fixed as follows:

1. Basic Pay as on 2.11.07 (he would have drawn in pre-revised scale) = Rs. 13260/-
2.  $1.86 \times$  Basic Pay = Rs. 24664/-
3. Rounding of the resultant figure to the next multiple of 10 = Rs. 24670/-
4. Pay in the Pay Band (as per Fitment Table) = Rs. 37400/-
5. AGP applicable = Rs. 9000/-
6. Revised Basic Pay = Rs. 46400/-

He shall be fixed at Basic Pay of Rs. 46400/- as on 2.11.2007 and re-designated as associate professor. The next date of annual increment shall be 1st July 2008 and pay after increment is Rs. 47800/-

**Illustration- /**

A lecturer (Selection Grade)/Reader (Associate Professor) was placed in the pre-revised scale of 12000-420-18300 on 27.07.1998 and is drawing a basic pay of Rs. 14940/- as on 1.07.2005 in the existing scale of pay. Since he has completed more than three years in the pay scale of 12000-420-18300 on 1.1.2006, the revised Pay Band applicable as on 1.06.2006, the revised Pay Band applicable is 37400-67000 with Academic Grade Pay of Rs. 9000/- . His date of increment is 1st July every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 14940/-
2.  $1.86 \times$  Basic Pay = Rs. 27788/-
3. Rounding of the resultant figure to the next multiple of 10 = Rs. 27790/-
4. Pay in the Pay Band (as per Fitment Table) = Rs. 38530/-
5. AGP applicable = Rs. 9000/-
6. Revised Basic Pay = Rs. 47530/-

He shall be fixed at Basic Pay of Rs. 47530/ and re-designated as associate professor. The next date of annual increment shall be 1st July 2006 and pay after increment is Rs. 48960/-



- 2 -

**Illustration-8**

A Professor is drawing a basic pay of Rs.30450/- as on 1.07.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is Rs.37400-67000 with Academic Grade Pay of Rs. 10000/- His date of increment is 1 July every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs.20450/-
2. Dearness Allowance = 7362/-
3.  $1.86 \times \text{Basic Pay} = \text{Rs. } 38037/-$
4. Rounding of the resultant figure to the next multiple of 10 = Rs.38047/-
5. Pay in the Pay Band (as per Fitment Table) = Rs.46050/-
6. AGP applicable = Rs. 10000/-
7. Revised Basic Pay = Rs.56050/-

He shall be fixed at Basic Pay of Rs. 56050/- and re-designated as associate professor. The next date of annual increment shall be 1st July 2006 and pay after increment is Rs.57740/-

**Illustration-9**

A Professor is drawing a basic pay of Rs.21400/- as on 1.12.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is Rs.37400-67000 with Academic Grade Pay of Rs. 10000/- His date of increment is 1st December every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs.21400/-
2.  $1.86 \times \text{Basic Pay} = \text{Rs. } 39408/-$
3. Rounding off the resultant figure to the next multiple of 10 = Rs.39410/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.47440/-
5. AGP applicable = Rs. 10000/-
6. Revised Basic Pay = Rs.57440/-

He shall be fixed at Basic Pay of Rs. 57440/- The next date of annual increment shall be 1st July 2006 and pay after increment is Rs.59170/-



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APPENDIX-II

FITMENT TABLE-1

- (i) Incumbent Assistant Professor  
(ii) Incumbent Assistant Librarian/College Librarian

Pre- Revised Scale : 8000-275-13500 Revised Pay Band: 15600-39100+AGP 6000				
Sr.No.	Pre-Revised Basic Pay	Pay in Pay Band	Revised Pay	
			AGP	Revised Basic Pay
1	8,000	15,600	6,000	21,600
2	8,275	15,600	6,000	21,600
3	8,550	15,910	6,000	21,910
4	8,825	16,420	6,000	22,420
5	9,100	16,930	6,000	22,930
6	9,375	17,440	6,000	23,440
7	9,650	17,950	6,000	23,950
8	9,925	18,470	6,000	24,470
9	10,200	18,980	6,000	24,980
10	10,475	19,490	6,000	25,490
11	10,750	20,000	6,000	26,000
12	11,025	20,510	6,000	26,510
13	11,300	21,020	6,000	27,020
14	11,575	21,530	6,000	27,530
15	11,850	22,050	6,000	28,050
16	12,125	22,560	6,000	28,560
17	12,400	23,070	6,000	29,070
18	12,675	23,580	6,000	29,580
19	12,950	24,090	6,000	30,090
20	13,225	24,600	6,000	30,600
21	13,500	25,110	6,000	31,110
22	13,775	25,630	6,000	31,630
23	14,050	26,140	6,000	32,140
24	14,325	26,650	6,000	32,650



**FITMENT TABLE-2**

- (i) Incumbent Assistant Professor {formerly Lecturer (Sr. Scale)}  
(ii) Incumbent Assistant Librarian (Sr. Scale)/College Librarian (Sr. Scale)

Pre- Revised Scale : 10000-325-15200  
Revised Pay Band: 15600-39100+AGP 7000

Sr.No.	Pre-Revised Basic Pay	Pay in Pay Band	Revised Pay	
			AGP	Revised Basic Pay
1	10,000	18,600	7,000	25,600
2	10,325	19,210	7,000	26,210
3	10,650	19,810	7,000	26,810
4	10,975	20,420	7,000	27,420
5	11,300	21,020	7,000	28,020
6	11,625	21,630	7,000	28,630
7	11,950	22,230	7,000	29,230
8	12,275	22,840	7,000	29,840
9	12,600	23,440	7,000	30,440
10	12,925	24,050	7,000	31,050
11	13,250	24,650	7,000	31,650
12	13,575	25,250	7,000	32,250
13	13,900	25,860	7,000	32,860
14	14,225	26,460	7,000	33,460
15	14,550	27,070	7,000	34,070
16	14,875	27,670	7,000	34,670
17	15,200	28,280	7,000	35,280
18	15,525	28,880	7,000	35,880
19	15,850	29,490	7,000	36,490
20	16,175	30,090	7,000	37,090



FITMENT TABLE-3

- (i) Incumbent Reader-Lecturer (S.G. With less than 3 yrs. Of Service)  
 (ii) Incumbent Dy. Librarian /Asst. Librarian (S.G.) College Librarian  
 (S.G.) With less than 3 yrs. of Service

Pre- Revised Scale : 12000-420-18300				
Revised Pay Band: 15600-39100+AGP 8000				
Sr.No.	Pre-Revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	12,000	22,320	8,000	30,320
2	12,420	23,140	8,000	31,140
3	12,840	23,890	8,000	31,890
4	13,260	24,670	8,000	32,670
5	13,680	25,450	8,000	33,450
6	14,100	26,230	8,000	34,230
7	14,520	27,010	8,000	35,010
8	14,940	27,790	8,000	35,790
9	15,360	28,570	8,000	36,570
10	15,780	29,360	8,000	37,360
11	16,200	30,140	8,000	38,140
12	16,620	30,920	8,000	38,920
13	17,040	31,700	8,000	39,700
14	17,460	32,480	8,000	40,480
15	17,880	33,260	8,000	41,260
16	18,300	34,040	8,000	42,040
17	18,720	34,820	8,000	42,820
18	19,140	35,610	8,000	43,610
19	19,560	36,390	8,000	44,390



FITMENT TABLE-4

- (i) Incumbent Readers & Lecturers (S.G. With 3 yrs. Of Service)  
(ii) Incumbent Dy. Librarian /Asst. Librarian (S.G.)/College Librarian (S.G.)With 3 yrs. of Service.

Pre- Revised Scale : 12000-420-18300				
Revised Pay Band: 37400-67000 + AGP 9000				
Sr.No.	Pre-Revised Basic Pay	Pay in Pay Band	Revised Pay	
			AGP	Revised Basic Pay
1	13,260	37,400	9,000	46,400
2	13,680	37,400	9,000	46,400
3	14,100	37,400	9,000	46,400
4	14,520	37,400	9,000	46,400
5	14,940	38,530	9,000	46,400
6	15,360	38,530	9,000	47,530
7	15,780	39,690	9,000	47,530
8	16,200	39,690	9,000	48,690
9	16,620	40,890	9,000	48,690
10	17,040	40,890	9,000	49,890
11	17,460	42,120	9,000	49,890
12	17,880	42,120	9,000	51,120
13	18,300	43,390	9,000	51,120
14	18,720	43,390	9,000	52,390
15	19,140	44,700	9,000	52,390
16	19,560	44,700	9,000	53,700



FITMENT TABLE-5

- (i) Incumbent Professor in Colleges  
(ii) Incumbent Librarian

Pre- Revised Scale : 16400-450-20900-500-22400				
Revised Pay Band: 37400-67000 + AGP 10000				
Sr.No.	Pre-Revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	16,400	40,890	10,000	50,890
2	16,850	40,890	10,000	50,890
3	17,300	42,120	10,000	52,120
4	17,750	42,120	10,000	52,120
5	18,200	43,390	10,000	53,390
6	18,650	43,390	10,000	53,390
7	19,100	44,700	10,000	54,700
8	19,550	44,700	10,000	54,700
9	20,000	46,050	10,000	56,050
10	20,450	46,050	10,000	56,050
11	20,900	47,440	10,000	57,440
12	21,400	47,440	10,000	57,440
13	21,900	48,870	10,000	58,870
14	22,400	48,870	10,000	58,870
15	22,900	50,340	10,000	60,340
16	23,400	50,340	10,000	60,340
17	23,900	51,860	10,000	61,860



Accompaniment to Government Resolution, Medical Education & Drugs  
Department

No. ADR-2009/ CR-146/09/AYU-2, Dated 8 September, 2011.

APPENDIX-III  
Form of Option

I,-----substantive/officiating  
holder of the post-----in the scale  
of Rs.-----in the  
College/Institution-----  
hereby.

\* (i) elect the revised scale of the post with effect from 1st January, 2006.

\* (ii) elect to continue on the existing scale of pay of my substantive/officiating  
post mentioned below untill:

\* the date of my next increment

\* the date of my subsequent increment

\* raising my pay to Rs.-----

\* I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date:

Signature:

Place:

Signed before me

Signature  
(Dean of College)  
(Received the above declaration)

Date:

Signature  
(Head of the Institution)

\* To be scored out, if not applicable.



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APPENDIX-IV

**PROFORMA FOR FIXATION OF PAY**  
(For Assistant Professors/Equivalent Posts & Readers/Lecturer(SG)  
equivalent posts not completed 3/5 years as on 01.01.2006.)

Name of the College/ Institution:

Name of the Teacher: Shri/Smt.

Sr.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 01.01.2006 or no.....(letter date)	
2	Status (Substantive/Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	A) Basic Pay (including stagnation increment, if any)	
	B) Dearness Pay	
	C) Dearness Allowance	
	D) Total (a) to (c)	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr.No. 4 above	15600-39100 AGP
6	Pay in the Revised Pay Band with reference to the Pre-Revised Basic shown at Sr.No.4 (a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if pay	
11	Revised emoluments after fixation of pay	
	A) Pay in the Revised Pay Band (as per Sr.No.7 or 9 or 10 above whichever is applicable)	
	B) Academic Grade Pay (Sr.No.8)	
	C) Special pay, if admissible	
	D) Personal Pay, if admissible	



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**PROFORMA FOR FIXATION OF PAY**

(For Associate Professors/Equivalent Posts & Incumbents Readers/Lecturer(SG)  
and equivalent posts either completed 3&5 years as case may be on 01.01.2006 or  
thereafter)

Name of the College/ Institution:

Name of the Teacher: Shri/Smt.

Sr. No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 01.01.2006 or no.....(letter date)	
2	Status (Substantive/Officiating)	
3	Pre-revised Designation and Pay Scale	
	A) Pre-revised Designation and Pay Scale	12000-420-18300
	B) Date of placement in the Pre-revised Scale(should be either or before 01.01.2006)	
	C) Date on which completed 3/5* years in the the Pre-revised Scale	
4	Existing emoluments as on 01.01.2006 or on .....(as per pre-revised scale)	
	A) Basic Pay (including stagnation increment, if any)	
	B) Dearness Pay	
	C) Dearness Allowance	
	D) Total (a) to (c)	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr.No. 4 above	37400-67000
6	Pay in the Revised Pay Band with reference to the Pre-revised basic shown at Sr.No.4 (a)	AGP
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	A) Pay in the Revised Pay Band (as per Sr.No.7 or 9 or 10 above whichever is applicable)	
	B) Academic Grade Pay (Sr.No.8)	
	C) Special pay, if admissible	
	D) Personal Pay, if admissible	



12. Date of next increment and pay after increment.

Sr.No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP/GP	Basic Pay
1	1st July 200			
2	1st July 200			
3	1st July 200			
4	1st July 200			

13. Any other relevant information:

Signature & seal of Dean/Director

Date:

Place:

Attached herewith : 1. Form of option 2. Service Agreement 3. Undertaking

\*To be scored if not applicable :



Accompaniment to Government Resolution, Medical Education & Drugs  
Department

No. ADR-2009/ CR-146/09/A YU-2, Dated 8 September, 2011.

**PROFORMA FOR FIXATION OF PAY**  
(For Professors.)

Name of the College/ Institution:

Name of the Teacher: Shri/Smt.

Sr. No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 01.01.2006 or No.....(letter date)	
2	Status (Substantive/Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	A) Basic Pay (including stagnation increment, if any)	
	B) Dearness Pay	
	C) Dearness Allowance	
	D) Total (a) to (c)	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr.No. 4 above	37400-67000
6	Pay in the Revised Pay Band with reference to the Pre-revised basic shown at Sr.No.4 (a)	AGP
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	A) Pay in the Revised Pay Band (as per Sr.No.7 or 9 or 10 above whichever is applicable)	
	B) Academic Grade Pay (Sr.No.8)	
	C) Special pay, if admissible	
	D) Personal Pay, if admissible	



12. Date of next increment and pay after increment.

Sr.No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP/GP	Basic Pay
1	1st July 200			
2	1st July 200			
3	1st July 200			
4	1st July 200			

13. Any other relevant information:

Signature & seal of Dean/Director

Date:

Place:

Attached herewith : 1. Form of option 2. Service Agreement 3. Undertaking



Accompanied to Government Resolution, Medical Education & Drugs  
Department

No. ADR-2009/ CR-146/09/AY U-2, Dated 8 September, 2011.

## UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No.  
F.23-7/2008-IFD dated 23.10.2008]

I hereby undertake that any excess payment that may be found to have been made as a result incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:

Signature.....

Station:

Name.....

Designation.....

College/Institution.....



Accompaniment to Government Resolution, Medical Education & Drugs Department  
No. ADR-2009/C.R. 146/09/Ayu-2, dated 8 September, 2011.

### AGREEMENT

THIS AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_ two thousand eleven between Shri/Smt/Kum \_\_\_\_\_ Associate Professor/Lecturer Professor of ..... Dean of ..... College, hereinafter referred to as "the Employee" ( which expression shall unless the context does not so admit include his /her heirs, executors and administrators of the One Part and ..... College/University hereinafter referred to as "the said College" of the other part.)

WHEREAS the Employee has been working as a Demonstrator/Tutor/Associate Professor/Lecturer/Professor of ...../Dean of the said college from the ..... day of 20.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Medical Education & Drugs Department No. ADR-2009/C.R. 146/09/Ayu-2, dated 8 th September, 2011. (hereinafter referred to as " the said Resolution: a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scales of the College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College has agreed to revised the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said resolution which the Employee has agree to to.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution,
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter,
3. Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised pay scales.



4. In witness whereof Shri/Smt/Kum .....the employee above named has hereto set his /her hand and seal of College has been unto affixed.

5. Director of Medical Education, Ayurved /Direcrorate of Ayurved/Dean of.....have set their respective hands the day and year first hereinabove written.

6. Signed and Delivered by

Shri/Smt/Kum.....the Employee above named in the presence of

1. ....

2. ....

OR

Signed and Delivered by

1. ....

2. ....

7. Elc.the present Director/Dean.....of the Directorate of Ayurved/College.....

In the presence of.....

1..... 2.....