



Higher Education (H1) Department
Lr No.5928/H1/2010- 3, dated 13.8.2010

From
Thiru K.Ganesan, I.A.S.,
Principal Secretary to Government.

To
The Director of Collegiate Education, Chennai -6.
The Registrars of All Universities under the aegis of Higher Education Department.
The Director of Treasuries and Accounts, Chennai -15.
The Principals of all Colleges (Government / Aided) in Tamil Nadu through the
Director of Collegiate Education, Chennai-6.
The Accountant General (Accounts & Entitlements), Chennai- 600 018.

Sir / Madam,

Sub: Implementation of UGC Scales of Pay – Revision of pay and allowance etc. to the Teachers and equivalent cadres in Universities, Government and Government Aided Colleges governed by UGC – orders – issued – certain clarifications- Issued.

- Ref: 1. G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009.
2. Govt. Lr.No.17383/H1/2009-10, dated 11.3.2010
3. Representation of the Association of University Teachers, dated 29.3.2010.
4. Representation of Tamil Nadu Government College Teachers Association, dated 7.4.2010
5. Representation of MUTA Association, dated 7.5.2010
6. From the Director of Collegiate Education, Letter R.C.No.5827/J1/2009, dated 27.4.2010.

I am directed to refer to the references cited and to issue the following revised clarifications to the Government Letter No.17383/H1/2009-10, dated 11.3.2010:-

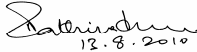
Sl. No.	Request	Clarifications issued
1.	It was clarified that, if the total emoluments in the pre-revised scale is less than the minimum of the revised Pay Band, pay has been fixed on 2 nd or 3 rd stage higher than the minimum of the revised Pay Band (Bunching) the date of next increments shall be granted on completion of qualifying services of 12 months from the date of stepping up of pay in the revised scales of pay.	In G.O. (Ms) No.234, Finance (PC) Department, dated 1.6.2009 (6 th Pay Commission implementation to State Government employees) for the pay of Bunching cases the next increment has been granted on the normal date. Hence the same analogy shall be adopted for the persons drawing UGC scales of pay also.

	<p>Now it has been requested that for those whose pay is fixed by giving Bunching the next increment should be granted on the normal date and not after one year from the date of giving bunching as per G.O.Ms.No.234, Finance (PC) Department, dated 1.6.2009.</p>	
2.	<p>a) As per para 4 (b) (ii) and para 5 (b) (ii) of Appendix I of G.O.Ms.No.350, Higher Education Department, dated 9.9.2009, an Assistant Librarian or College Librarian / Assistant Director of Physical Education (Senior scale) or College Director of Physical Education (Senior Scale) possessing Ph.D. after completing service of 4 years in the AGP of Rs.6000 shall be eligible for the higher AGP of Rs.7000 with the pay band of Rs.15,600-39,100 i.e. they can move to the higher AGP of Rs.7000 only on or after 01.01.2010.</p> <p>b) But as per para 1 (ii) of Appendix I, in the case of Assistant Professors possessing Ph.D., no such condition of completion of 4 years in the AGP of 6000 has been imposed i.e. whenever they complete the service of 4 years in the AGP of Rs.6000 has been imposed, they can move to the AGP of Rs.7000/- <u>It is presumed that if an individual with Ph.D. at entry level joined as a Lecturer on 1.4.2002, he can move to the AGP of Rs.7000 on 1.4.2006 itself with monetary benefit from 1.1.2007.</u></p> <p>for (b) above the presumption was confirmed subject to the condition that possession of Ph.D. in the discipline which is relevant to the department in which they are Assistant Professors as prescribed in Appendix – I (1) (ii) of G.O.Ms.No.350, Higher Education Department, dated 9.9.2009.</p> <p>The Teacher Associations have requested to extend the benefits given to the Assistant Professor to the Assistant Librarian /Director of Physical Education.</p>	<p>Even though no incentive increments for possessing Ph.D/M.Phil were allowed to Librarians / Physical Education Directors prior to 01.01.2006, the service benefits extended to the Assistant Professors have been extended to the College Librarian/Director of Physical Education for possessing Ph.D. Therefore the college Librarian / Director of Physical Education with Ph.D. at entry level on 1.4.2002 can move to AGP of 7000/- on 1.4.2006 itself. i.e. After completion of 4 years from the date of appointment, subject to the conditions that prescribed in Appendix – I (4) (b) (ii) and Appendix – I (5) (b) (ii) respectively of G.O.Ms.No.350, Higher Education Department, dated 9.9.2009.</p>

3.	<p>As per G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009 Assistant Professors with completed service of 5 years in the AGP of Rs.7000 shall be eligible, subject to other requirements laid down by the UGC and any other conditions laid down by University or State Government, to move up to the AGP of Rs.8000.</p> <p>In the earlier clarification, it was requested to clarify whether the teachers who were awarded Lecturer (Senior Scale) before 1.1.2006 are eligible for movement to AGP of Rs.7000 after 5 years of completion of service as Lecturer (Senior scale) or after 5 years period in the AGP of Rs.7000 (i.e. on or after 1.1.2011).</p> <p>It was clarified that Assistant Professors are eligible for movement to AGP of Rs.8000 after completion of 5 years period from the date of fixing his pay in the AGP of Rs.7000 subject to the other requirements laid down by the UGC or conditions laid down by State Government/ Universities.</p> <p>The Teachers Associations have requested that the teachers who were awarded lecturer (Senior Scale) before 1.1.2006 may be considered eligible, for the movement of AGP of Rs.8000 after completion of 5 years of service as lecturer (Senior scale) and not after 5 years period in AGP of Rs.7000.</p>	<p>Movement of Assistant Professor from AGP of Rs.7000 to AGP of Rs.8000/- may be allowed after completion of 5 years of service from the date of award of senior scale and not after 5 years period in the AGP of Rs.7000/- shall be accepted subject to the other requirements laid down by the UGC or conditions laid down by State Government/ Universities.</p>
4.	<p>An Assistant Professor possessing Ph.D. degree in the pay band of Rs.15600-39100 with AGP of Rs.6000/- moves to the AGP of Rs.7000/- after completion of 4 years and moves to the AGP of Rs.8000/- after the completion of 5 years at the AGP of Rs.7000. It is presumed that on both movements to the higher AGP only the difference of AGP (Rs.7000-Rs.6000) and (Rs.8000-Rs.7000) has to be allowed since the individual holds the same scale of pay and same designations (Assistant Professor) and as no higher responsibility is involved in the</p>	<p>The earlier clarification issued in Government letter No.17383/H1/2009-10, dated 11.3.2010 is withdrawn. The orders in para D(iii) of G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009 holds good.</p>

	<p>movement to the higher AGP.</p> <p>(or) Whether an increment @ 3% has to be allowed in addition to AGP difference.</p> <p>It was earlier clarified that since the movement of a teacher from one AGP to higher AGP in the same pay band holds the same post and no higher responsibility is involved, it cannot be treated as promotion. Therefore the difference in AGP can alone be allowed.</p> <p>The Teachers Associations have stated that as in D (iii) of G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009, the number of additional increments 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, except on movement from PB-3 to PB-4. Hence they requested to allow 3% of total pay in the relevant pay band and the difference in the AGP thereon may be granted</p>	
5.	To sanction one and three incentive increments for M.Phil and Ph.D. respectively for those who obtained these degrees prior to 1.1.2006 and have not availed the benefit of incentive increment.	The clarification already issued in Government Lr.No.17383/H1/2009-10, dated 11.3.2010 in item No.19 (1a) &(1b) holds good. i.e Rule 5 of the Tamil Nadu Revised Scale of Pay Rules 2009 issued in G.O.Ms.No.234, Finance (Paycell) Department, dated 1.6.2009 may be followed.

Yours faithfully,


12.8.2010

for Principal Secretary to Government.

Copy to:

The Director of Legal Studies, Chennai -10

The Director, Madras Institute of Development Studies, Chennai -20.

The Director of Local Fund Audit, Chennai – 108.

The Member-Secretary, Tamil Nadu State Council for Higher Education, Chennai -5.

The Regional Joint Directors of Collegiate Education through the Director of Collegiate Education, Chennai-6.

The Principal Accountant General (Audit.I), Chennai-600 018.

The Accountant General (Audit.II), Chennai-600 018.
The Accountant General (CAB), Chennai-600 009 / Madurai.
The Director of Pension, DMS Complex, Chennai-600 006.
The Pension Pay Officer, Chennai- 600 006.
The Secretary, Ministry of Human Resource Development,
Department of Education, Government of India, New Delhi.
The Secretary, University Grants Commission, New Delhi.
The Pay and Accounts Officer, Secretariat, Chennai-9.
The Pay and Accounts Officer,(North / South / East) Chennai- 1 / 35 / 5.
The Pay and Accounts Officer , Madurai - 625 001.
All Treasury Officers in Tamil Nadu.
All Recognised Service Associations.
The Secretary to Hon'ble Chief Minister, Chennai -9
The Secretary to Hon'ble Deputy Chief Minister, Chennai -9.
The Senior Personal Assistant to Hon'ble Minister (Finance), Chennai-9.
The Special Personal Assistant to Hon'ble Minister (Higher Education), Chennai-9.
The Higher Education (K, F, G, E, D and C sections) / Finance (Pay Cell/Education)
Department, Chennai -9.
The Senior Research Officer, Pay Research Unit, Ministry of Finance
(Department of Expenditure), Room No.261, North Block, New Delhi.
The Private Secretary to Principal Secretary to Government,
Finance Department, Chennai-9.
The Private Secretary to Principal Secretary to Government,
Higher Education Department, Chennai-9.
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