

**GOVERNMENT OF HIMACHAL PRADESH
HIGHER EDUCATION DEPARTMENT
(Hr. EDUCATION –A-SECTION)**

No.EDN-A-B(7)-2/2008

Dated

Shimla-2

15th October 2009

NOTIFICATION

In pursuance of the recommendations of the University Grants Commission, the Governor, Himachal Pradesh is pleased to revise the scales of pay of teachers and equivalent cadres in H.P. University, Government Degree colleges, Government Sanskrit Colleges and Directorate of Higher Education (Colleges) in the state with effect from 1st January, 2006, as per the details given below:-

(i) SCALE OF PAY OF TEACHERS AND EQUIVALENT CADRES IN COLLEGES:-

<u>Existing</u>			<u>Revised</u>	
Sr. No.	Category	Existing Scales of Pay Rs.	Revised Scales of Pay Rs.	Designation
1	Lecturer	8,000-275-13,500	15600-39100+AGP 6000	Assistant Professor
2	Lecturer (Sr. Scale)	10,000-325-15,200	15,600-39100+AGP 7000	Assistant Professor
3	Lecturer (Sl. Grade) (with less than 3 years of service)	12,000-420-18,300	15600-39100+AGP 8000	Assistant Professor
4	Lecturer (Sl. Grade) (with 3 years of service)	12,000-420-18,300	37400-67000+AGP 9000	Associate Professor
5.	Principals of Colleges	(i) 12000-420-18300 (ii) 16400-450-20900-500-22400	37400-67000+AGP 10000	Principal
6	College Librarian	8000-275-13500	15600-39100+AGP 6000	College Librarian
7	College Librarian(Sr. Scale)	10000-325-15200	15600-39100+AGP 7000	College Librarian(Sr. Scale)
8	College Librarian (Sl. Grade) (with less than 3 years of service)	12000-420-18300	15600-39100+AGP 8000	College Librarian (Sl. Grade) (with less than 3 years of service)
9	College Librarian (Sl. Grade) (with 3 years of service)	12000-420-18300	37400-67000+AGP 9000	College Librarian (Sl. Grade) (with 3 years of service)

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(ii) SCALE OF PAY OF TEACHERS AND EQUIVALENT CADRES IN UNIVERSITY:-

<u>Existing</u>			<u>Revised</u>	
Sr. No.	Category	Existing Scales of Pay Rs.	Revised Scales of Pay Rs.	Designation
1	Lecturer	8,000-275-13,500	15600-39100+AGP 6000	Assistant Professor
2	Lecturer (Sr. Scale)	10,000-325-15,200	15,600-39100+AGP 7000	Assistant Professor
3	Lecturer (Sl. Grade)/ Reader (with less than 3 years of service)	12,000-420-18,300	15600-39100+AGP 8000	Assistant Professor
4	Lecturer (Sl. Grade)/ Reader (with 3 years of service)	12,000-420-18,300	37400-67000+AGP 9000	Associate Professor
5	Professor	16,400-450-22400	37400-67000+AGP10000 37400-67000+AGP 12000	Professor Professor
6.	Principals of Colleges	(i) 12000-420-18300 (ii) 16400-450-20900- 500-22400	37400-67000+AGP 10000	Principal
7.	Vice-Chancellor	25000 (Fixed)	75000 (Fixed)	
8	Asstt Librarian / Asstt. Director of Physical Education	8000-275-13500	15600-39100+AGP 6000	Asstt Librarian / Asstt. Director of Physical Education
9	Asstt Librarian / Asstt. Director of Physical Education (Sr. Scale)	10000-325-15200	15600-39100+AGP 7000	Asstt Librarian / Asstt. Director of Physical Education (Sr. Scale)
10	Deputy Librarian / Asstt. Lib.(Sl. Grade) Deputy Director of Physical Education/ Asstt. Director of Physical Education (Sl. Grade) (with less than 3 years of service)	12000-420-18300	15600-39100+AGP 8000	Deputy Librarian / Asstt. Lib.(Sl. Grade) Deputy Director of Physical Education/ Asstt. Director of Physical Education (Sl. Grade) (with less than 3 years of service)
11	Deputy Librarian / Asstt. Lib.(Sl. Grade) Deputy Director of Physical Education / Asstt. Director of Physical Education (Sl. Grade) (with 3 years of service)	12000-420-18300	37400-67000+AGP 9000	Deputy Librarian / Asstt. Lib.(Sl. Grade) Deputy Director of Physical Education / Asstt. Director of Physical Education (Sl. Grade) (with 3 years of service)
12	Librarian / Director of Physical Education	16400-450-20500-500- 22400	37400-67000+AGP 10000	Librarian / Director of Physical Education

- (ii) The Fitment Tables (Table No. 1 to 6) for fixation of pay of the existing incumbents, who are in position as on 1.1.2006, in various categories of posts as indicated in the Tables, are appended to this communication as **Annexure-I**.
- (iii) The payment will be made after taking an undertaking from the existing incumbents to the effect that the excess amount, if any, made on account of incorrect fixation of pay in the pay band or AGP, shall be adjusted against the future payments due.
- (iv) The pay in the revised scale shall be payable in cash with effect from 1st Sept., 2009. The arrears for the period from 1st January, 2006 to 31st Aug 2009 will be paid in such manner and at such time as may be decided by the Government.
2. The revised pay scales are applicable to the teachers and equivalent cadres of the H.P. University, Government Colleges, Government Sanskrit Colleges and the Directorate of Higher Education (Colleges) only.
3. The Revised Pay Scales, Pay Structure, Eligibility, Career Advancement Scheme and Service Conditions are appended to this communication as **Annexure 'II'**.
5. The revised scales are not applicable in the case of Chaudhary Sarwan Kumar HP Krishi Vishvavidyalaya, Palampur and Dr. Y.S. Parmar University of Horticulture & Forestry, Nauni Distt. Solan, Medical Colleges, Veterinary Science Technical and Engineering College (s) in the Pradesh.
6. Necessary amendment in the statues, rules and regulations, etc. will be made by the University / Government, where called for.
7. Draft regulation regarding post of Professors in Government Colleges will be finalized later on.
8. Other terms and conditions of service of teachers shall be the same as may be notified by the State Govt. or specified by way of Regulations incorporating the approved pay scales and other related conditions by the H.P. University / State Govt. on the lines of existing scheme(s).
9. Regular and systematic appraisal of performance of teachers is to be an essential element in the management of education and this has been taken into account in the designing for the career development of teachers. Till the State Government formulates the guidelines for evaluation of performance of teachers, as per policy to be framed by the UGC and become operative the existing screening mechanism/selection procedure prescribed by the Universities concerned/State Government will apply to all the placements/ promotions.
10. All teachers and equivalent cadres shall observe the code of professional ethics recommended by the UGC and as laid down by the State Govt.
11. All other service conditions of University and College teachers and equivalent cadres will continue to be governed by the existing rules/instructions of the State Govt.
12. The State Govt. may change any of the above conditions of its own or on the recommendations of the UGC/Government of India.

13. The age of superannuation of the teaching personnel and other equivalent cadres shall remain unchanged.
14. The Interim Relief already allowed to the employees covered by UGC Scales from time to time, shall be adjusted in the Revised pay and the employees shall be entitled to draw only the additional amount on account of the Revised pay and the emoluments being drawn on the corresponding date. In case, emoluments in the Revised Pay structure becomes lower than the emoluments being drawn on the corresponding date, due to payment of Interim Relief, the extra amount, if any, shall be adjusted against the Pay Arrears of the concerned employees.

This issues with the prior concurrence of the Finance Department vide their File No.Fin (PR)B(7)-4/2009 – 51217353 dated 15-10-2009.

By order

P.C. Dhiman
Principal Secretary (Hr. Edu.) to the
Government of Himachal Pradesh

No.EDN-A-B(7)-2/2008


Dated

Shimla-2

15th October 2009

A copy is forwarded to for information and necessary action:-

1. The Controller, Printing & Stationary Department, Himachal Pradesh, Shimla-5 for publication in the Rajpatra (Extra-Ordinary).
2. The Pr. Secretary (Fin.) to the Government of Himachal Pradesh, Shimla-2
3. The Secretary to the Governor, Himachal Pradesh, Shimla-2
4. The AGHP, Shimla-1
5. The Chairman, H.P. Public Service Commission, Shimla-2.
6. The Secretary, H.P. Public Service Commission, Shimla-2.
7. The Director (HE) Himachal Pradesh, Shimla-1
8. The Jt. Director (Colleges), Directorate of Higher Education, Himachal Pradesh, Shimla-1
9. All Principals (Colleges) affiliated to the H.P. University.
10. All Principals, Government Sanskrit Colleges affiliated with the HP University.
11. The Registrar, Dy. Registrar, Recruitment / Estt. / Admn., HP University Shimla-5
12. The Sr. P.S. to the Vice Chancellor, HPU Shimla-5
13. The Secretary, University Grant Commission, Bahadur Shah Zaffar Marg New Delhi.
14. The President / General Secretary, HPGCTA.
15. The Guard File.


Addl. Secretary (Hr. Edu.) to the
Government of Himachal Pradesh

Annexure-I

Table-1

Pre-revised scale Rs.8000-275-13500	Revised Pay Band +AGP Rs.15600-39100+AGP 6000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay.
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19400	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30000
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650



Addl. Secretary (Hr. Edu.) to the
Government of Himachal Pradesh

Table-2

Pre-revised scale Rs.10000-325-15200	Revised Pay Band +AGP Rs. 15600-39100+AGP 7000		
Pre-revised Basic Pay	Revised Pay.		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay.
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28220
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29390	7000	36490
16175	30090	7000	37090



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Table-3

Pre-revised scale Rs.12000-420-18300	Revised Pay Band +AGP Rs.15600-39100+AGP 8000		
Pre-revised Basic Pay	Revised Pay.		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay.
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390



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Table-4

Pre-revised scale Rs.12000-420-18300	Revised Pay Band +AGP Rs.37400-67000 +AGP 9000		
Pre-revised Basic Pay	Revised Pay.		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay.
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39000	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

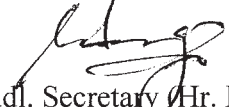

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Table-5

Pre-revised scale Rs.16400-450-20900-500- 22400	Revised Pay Band +AGP Rs.37400+67000+AGP 10000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay.
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	43700	10000	54700
19550	46050	10000	54700
20000	46050	10000	56050
20450	47440	10000	57440
20900	47440	10000	57440
21400	48870	10000	58870
21900	48870	10000	58870
22400	50340	10000	60340
22400	50340	10000	60340
23900	51860	10000	61860




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Table-6

Pre-revised scale Rs.12000-420-18300 (minimum to be fixed at Rs.12840)	Revised Pay Band +AGP Rs.37400-67000+AGP 10000		
Pre-revised Basic Pay	Revised Pay.		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay.
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700


Addl. Secretary (Ur. Edu.) to the
Government of Himachal Pradesh

Revised pay scale, pay structure, eligibility, career advancement scheme and service conditions.

1. General

- (i) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.
- (ii) The pay of teachers and equivalent positions in University and 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 cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.
- (iii) National Eligibility Test (NET) / State Eligible Test (SET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET /SET shall not be required for such Masters' programmes in disciplines for which there is no NET /SET.

2. 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 in Colleges and Assistant Professor/Associate Professors / Professors in University**
 - (i) Persons entering the teaching profession in University and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.
 - (ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.
 - (iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.



- (v) 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.
- (vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated 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.
- (vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.
- (viii) 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.
- (ix) Incumbent Readers and 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.
- (x) 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 (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.
- (xi) Readers / Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.
- (xii) Assistant Professors 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.
- (xiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. 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 a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.
- (xiv) The pay of a 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.
- (xv) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be

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or have been prescribed by the UGC through Regulations and as may be laid down by the university.

3. Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:

(i) Pro-Vice-Chancellor

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay.

(ii) Vice Chancellor

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000.

4. Pay Scales of Principals in Colleges:

(i) Principal of Government Colleges

Appointments to the posts of Principal in Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

5. Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian/ College Librarian:

- (i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of 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 pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.
(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in 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 of Rs. 15600-39100 with AGP of 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 directly 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.8,000, 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 3 years in 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 pre-revised 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 posts 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.

(d) Librarian (University)

- (i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.
- (ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).
- (iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.
- (iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the Government in the Pay Band of Rs. 3740-67000 with AGP of Rs. 10000.

6. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education(Assistant DPE) Director of Physical Education (HP University)

- (i) The Assistant Director of Physical Education in the pre-revised pays scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.
- (ii) Pay of incumbent Assistant Directors of Physical Education shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the Government.
- (iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education.

(b) Assistant Director of Physical Education (Senior Scale)

- (i) Assistant Directors of Physical Education (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.
- (ii) Assistant Directors of Physical Education (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.
- (iii) Assistant Directors of Physical Education (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.
- (iv) Assistant Directors of Physical Education without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education in the AGP of Rs.



6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the Government.

(c) Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ Director of Physical Education (HPU) (Selection Grade)

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale) / Director of PE (HPU) (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ D P E (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000.

(iii) All Incumbents to the post of Deputy DPE / Assistant DPE (Selection Grade)/ DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade) / DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade) / Director PE in HPU (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000 as per 'fixation formula' of the Government.



7. Incentives for Ph. D./M.Phil and other higher qualification:

- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, coursework and external evaluation as prescribed by the UGC.
- (ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- (iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognized by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.
- (iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- (v) 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.
- (vi) 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.
- (vii) Teachers 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.
- (viii) Teachers who acquire M.Phil, degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment . If post graduate qualification in a particular subjects not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.
- (ix) Five non - compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.
- (x) Assistant Librarian/ College Librarian and other Library personnel 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 respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

- (xi) 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 been enrolled for Ph.D. in library science 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.
- (xii) 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.
- (xiii) 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.
- (xiv) 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.
- (xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.
- (xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.
- (xvii) However, persons in posts of Assistant Director of Physical Education or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education 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.
- (xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education or higher positions who are already enrolled for Ph.D. in Physical Education 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.



- (xix) Assistant Director of Physical Education and others in higher Physical Education 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.
- (xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education and those in higher positions acquiring MPhil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.
- (xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.
- (xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.
- (xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

8. 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 Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(b) Pay fixation formula:

The pay 'fixation formula' of the State Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

