

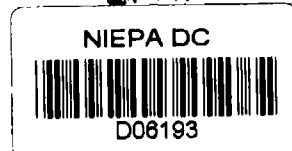
PAY SCALES OF SCHOOL TEACHERS IN INDIA

1978-79

(As on 1-1-79)



सत्यमेव जयते



PLANNING, MONITORING AND STATISTICS DIVISION

MINISTRY OF EDUCATION AND CULTURE

[DEPARTMENT OF EDUCATION]

GOVERNMENT OF INDIA

NEW DELHI

1980

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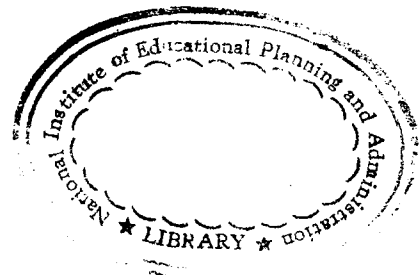
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P R E F A C E

This brochure on Pay Scales of School Teachers in India 1978-79 gives information on scales of pay, dearness and various other allowances available to teachers working in Primary, Middle, High and Higher Secondary Schools managed by Government/Private Bodies in all the States and Union Territories of India as on 1.1.1979. This year additional statements showing starting salary's of Matric Trained, Graduate Trained and Postgraduate Trained Teachers have also been included in this brochure.

2 The Ministry of Education & Social Welfare is grateful to the Education Department in States and Union Territories for their help and cooperation in supplying information for this brochure.

Sd.

(P.K. Umashankar)
Joint Secretary

C O N T E N T S

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INTRODUCTION

This brochure on pay Scales of School Teachers (current 1979) is being brought out annually by this Ministry. An attempt has been now made to compare the starting salaries of matric trained, graduate trained and post-graduate trained teachers working in Govt. Schools for different States. For purpose of comparison the dearness allowance and additional dearness allowance which are uniformly applicable in most of the States/union territories have been included to work out the starting salaries for different categories of teachers.

However allowances like H.R.A; C.C.A etc. which vary from place to place are excluded. While making inter-state comparisons wide variations in starting salaries can be observed. However a glance through the brochure shows that through-out India (except in the States of Meghalaya, Nagaland, West Bengal and the Union Territory of Pondicherry) teachers working in Govt and Aided Schools are enjoying, more or less, the same scales of pay. The differences in pay scales among Government and private aided schools have almost ceased to exist even though there may be certain differences in other types of facilities/being received by the Government School teachers and not by the Private Aided School teachers. Further, it may be noted that all Union Territories give the same dearness allowance and additional dearness allowances to teachers as are applicable to other Central Government employees. The pay scales of school teachers throughout all the Union Territories, except Chandigarh, are uniform. Many state Governments e.g. Gujarat, Haryana, Himachal Pradesh, Manipur, Punjab and Uttar Pradesh give dearness and additional dearness allowance to their teachers at central Government rates.

Matric Trained Teachers: From the enclosed Statement-Index-1 it may be observed that matric trained teachers working in the Union Territories generally get Rs.513 as starting salary which is the maximum salary received by the such teachers anywhere in India. Eight states and one U.T. e.g. Andhra Pradesh, Gujarat, Haryana, Himachal Pradesh, Maharashtra, Manipur, Nagaland, Punjab, U.T of Chandigarh give starting salary to such teachers in the range of Rs.400-500 while 14 states give starting salary in the range of 300-399 (Assam, Bihar, J&K, Karnataka, Kerala, Madhya Pradesh, Meghalaya, Orissa, Rajasthan, Sikkim, Tamil Nadu, Tripura, U.P. and West Bengal). The lowest paid matric trained teachers belong to Tripura (300) followed by Uttar Pradesh Rs.316 and West Bengal (as on 1.1.78) Rs.332. State-wise details are given in Statement No.1.

Graduate Trained Teachers:- Graduate trained teachers working in Union Territories get Rs.643 as starting salary which is the maximum salary received by such teachers in India. Eleven states and one U.T. e.g. States Andhra Pradesh, Gujarat, Haryana, Himachal Pradesh, J&K, Karnataka, Manipur, Nagaland, Orissa, Punjab, Sikkim and U.T. of Chandigarh give Rs.500 and above to their graduate trained teachers. 9 States give starting salary between the range of Rs.400-500 where as the two states of West Bengal (as on 1.1.1978) and Tripura pay Rs.403 and Rs.394 respectively as the starting salary which are the lowest in India. State wise details may be seen from statement No.2.

Post Graduate Trained Teachers :- Post Graduate Trained teachers employed in 5 Union Territories viz. A & N Islands, Arunachal Pradesh, Delhi, Mizoram and Pondicherry get Rs.800 as the starting salary. The Union Territories of Dadra Nagar Haveli, Goa DD and Lakshadweep and the State of Bihar, Gujarat, Kerala, Maharashtra, Nagaland, Orissa, and Tripura do not have any such category of Teachers. The starting salaries of such category of teachers in respect of 11 states viz. Haryana, Himachal Pradesh, J&K, Manipur Meghalaya, Punjab, Tamil Nadu, Andhra Pradesh, Assam, Karnataka and Sikkim and the Union Territory of Chandigarh range between Rs. 600-799. The three states of Madhya Pradesh, Rajasthan and U.P give a starting salary in the range of Rs.500-600. Here also, as is the case with the other categories of teachers, West Bengal offers the lowest pay scales to this categories of teachers. State wise details may be seen from statement No.3.

STATEMENT NO. I

Pay, Scales and starting Salaries for Matric Trained Teachers
Government Schools.

State/U.T.	Pay Scale in Govt. Schools	D.A & A.D.A.	Starting Salary (As on 1.1.1979)
1. Andhra Pradesh	i) 410-625	2% (S)	418
2. Assam	ii) 450-700	2% ()	459
2. Assam	260-425	45½% (11)	= 378
3. Bihar	i) 230-340	Rs. 96	326
	ii) 240-396	Rs. 96 (104+74)	336
4. Gujarat	i) 290-560	36%+25.5% (75) =	468 **
	ii) 400-600 (SG)	27%+Rs. 62+4% (100)	586 **
5. Haryana	i) 126-225	98DA+(77+60)+IR414	(409 **
	ii) 250-300 (SG)	146DA+(99+85)+IR50	630
6. Himachal Pradesh	i) 150-300	122DA+61½%ADA+4%IR =	477 **
	ii) 220-430 (SG)	146DA+61½%ADA+50 (IR)	587 **
7. Jammu & Kashmir	i) 220-430	88% of 110	339
	ii) 350-470 (SG)	the rates (80% of 500) + 50 applicable to Central Govt. Govt. (L.) (50)	500
8. Karnataka	340-800	4% (14)	354
9. Kerala	340-535	15% (51)	391
10. Madhya Pradesh	169-300	DA43+ADA(125)	337
11. Maharashtra	290-540	114.30	404
12. Manipur	260-500	36%+25.5%	440 **
13. Meghalaya	240-380	45½% (107)	349
14. Nagaland	i) 275-475 (Rs. 293)	Start) 45½% (130)	423
	ii) 420-530 (SG)	32½% (136)	556
15. Orissa	255-360	DA71+ADA29	355
16. Punjab	150-300	DA122+ADA164+R41	477 **
17. Rajasthan	355-570	+DA (Rs. 40)	395
18. Sikkim	380-580	Nil	380
	Matric		
19. Tamil Nadu	i) 350-600	Nil	350
	ii) 400-700 (SG)	Nil	400
20. Tripura	240-440	DA 25+ADA 35 (70 +51)	300
21. U.P.	i) 195-260	36%+25½% (76 +54)	310
	ii) 210-330	36%+25½% (80)	340
22. W.B.	230-475	Ad-hoc Pay (87)+15	332

(As on 1.1.78)

1.	2.	3.	4.	5.
23.	A.N. Island	i) 330-560 ii) 530-630 (SG)	(108+75) (27%+19½) 143+98 (27%+18½)	518 ** 771 *
24.	Arunachal Pradesh	330-560		513 *
25.	Chardigarh	125-300	DA98+OldADA76+NewADA68 +I.R. 41	408 ***
26.	D.N. Haveli	330-560		513 *
27.	Delhi	i) 330-560 ii) 530-630		513 * 771 *
28.	Goa Daman & Diu	i) 330-560 ii) 530-630		513 * 771 *
29.	Lakshadweep	i) 330-560 ii) 530-630		513 * 771 *
30.	Mizoram	330-560		513 *
31.	Pondicherry	i) 330-560 ii) 530-630		513 * 771 *

@ Starting Salary = Basic Pay + DA+ADA+Interim Relief etc. Other variable allowances excluded.

** These states give dearness and additional dearness allowances to teachers at Central Govt. rates.

* Pay scales and allowances as prescribed by Central Government.

SINGH

STATEMENT NO. JI

State/U.T.	Pay Scale in Govt. Schools	Graduate & Trained Teachers DA & ADA	@Starting Salary As on 1.1.79
1. Andhra	575-950	(1½% Minimum Rs.10) 355	585
2. Assam	325-650 (2 Grad.)	(2 advance in increments) DA 32½% Min Rs.130)	485
3. Bihar	i) 387-600	DA 96	483
	ii) 415-720 (SG)	DA 96 +4% of pay (DA27%+18½%ADA)	511
4. Gujarat	440-750	119 DA+84 ADA (203)	643 **
5. Haryana	220-400	DA146+IR50 old ADA 91	587
		New ADA 80) (184)	
6. Himachal	220-500	DA 146+61½% ADA+IR50	600 **
7. J & K	340-700	(88% of) DA. 160 (Central) (DA)	= 500
8. Karnataka	600-1240	2% (12)	612
9. Kerala	420-720	(12%) (60) minimum (50%)	480
10. Madhya Pradesh	246-460	DA58+ADA 166 (224)	470
Maharashtra	i) 365-760	DA 120	485
	ii) 40 -760 (SG)	DA 128	538
12. Manipur	iii) 360-800	27%DA+18½%ADA (180)	= 540 **
13. Meghalaya	325-650	DA/32½%	485
	(Graduate IId.355)		
14. Nagaland	i) 350-750 (2 advance increments)	390 Basic Start) 32½% 130	520
	ii) 650-850 (SG) (Min 84)	32½% 211	861
15. Orissa	400-620	20% DA+80% ADA. Min. Rs. 38 (122)	522
16. Punjab	220-500	DA 146+ADA 184+IR50 (380)	600 *
17. Rajasthan	450-700	DA 40	490
18. Sikkim	550-110	(2 advance increments)	590
19. Tamil Nadu	i) 450-800	Nil	450
	ii) 600-1050 (SG)	Nil	600
20. Tripura	325-665	7½% Min 30+ADA Rs.39 (69)	394
21. U.P	300-550	108 +74	**
		(36%+25½%) (182)	482
22. W. Bengal	300-600	Adhoc pay Rs.15+DA32+ADA 56 (103)	403.

1.	2.	3.	4.	5.
23.	A & Islands	i) 440-750 ii) 740-800(SG)	119 DA+84 ADA	643. *
24.	Arunachal	440-750	119 DA+84 ADA	643 *
25.	Chandigarh	220-500	DA146+ADA184+IR50 (380)	600 **
	Dadra N.H. M.N.H.	440-750	DA 119+84 ADA	643 *
	D. lhi	-do-	"	643 *
28	Goa D.D.	-do-	"	643 *
29.	Lakshadweep	-do-	118.80DA+84 ADA	643 *
30.	Mizoram	440-750	118.80DA+84 ADA (203)	643 *
31.	Pondicherry	-do-	118.80 DA+ ADA 5/4 (203)	643 654 *

@ Starting salary = Basic Pay + D.A. + A.D.A.
* interim Relief. Other variable allowance excluded.

SINGH

State/U.T.	Pay Scale in Govt. Schools	Post Graduate & Trained P.A. & A	Starting Salary on 1.1.79
Andhra	700-1200	(145) (10) =	710
Assam	475-1125(555 Start) (Inc Class MA) (2 advance increments)	32½ 171 =	705
Bihar	-		
Gujarat	-	Not Applicable	
Haryana	i) 250-500 ii) 300-500	DA145+old ADA199+New ADA85+IR50 DA145+old ADA182+New ADA93+IR50 215 ADA119 + New ADA95	630 ** 701
Himachal	250-500	DA145+ADA184+IR50	630 **
J & K	475-800	(75½) DA 175 (Central) (D.A.)	651
Karnataka	750-1525 (Jr. Lecturer)	25 (15)	765
Kerala	-	37½	
M.P.	350-500	DA 55+ADA 178 (245)	593
Maharashtra	-	-	-
Manipur	450-1075	27 DA+18½ A+A	672 **
Meghalaya	475-1125(Starting pay Rs. 555 P.G.teacher for trd)	32½ 174	709
Nagaland	-		
Orissa	-		
Punjab	i) 250-500 ii) 300-500	DA145+ADA184+IR50 (380) DA145+ADA209+IR50 (401)	630 ** 701
Rajasthan	550-1010	DA 40	590
Sikkim	660-1400	(2 advance increments for trd)	710
Janil Nadu	675-1200	Nil	675
Tripura	-	-	-
U.P.	400-550	108+78 (27 +18½)	585 **
W.B.	375-550	Adhoc Pay Rs. 15+DA34+ADA56(105)	480

1.	2.	3.	4.	
A & N	550-900	DA 148+102 ADA	800	*
Arunachal	550-900	DA 148+102 ADA	800	*
Chandigarh	250-550 300-600	DA 146+ADA184+IR 50 DA146+ADA205+IR 50	630 701	** **
D.N.H	550-900	DA 148+102 ADA	800	*
Delhi	550-900	DA148+102ADA	800	*
Goa D.D	-	-	-	
Lakshadweep	-	-	-	
Mezoram	550-900	DA148+ADA102	(250) 800	*
Pondicherry	550-900	DA148+ADA102	(250) 800	*

* D.A rates are as available to Cent. Govt. employees
** A.A

@ Starting salary: = Basic pay +DA+A.A +Interim Relief etc. Other variable allowances excluded.

*SINGH *

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

Management Type	Designation	Minimum qualification	Scales of Pay (in Rs.)	A L L O W A N C E S	
				Dearness	Others
1	2	3	4	5	6

1. ANDHRA PRADESH

Government/ Private (aided) Primary Schools	Headmaster/ Assistant Teacher Grade III	Passed Matric & Secondary Grade Trained	i) 450-15-660- 20-700.	Pay range: Allowance rate: i) upto Rs.500 2% of pay; ii) above Rs.500 1½% of pay, subject to minimum of Rs.10 (inc) maximum of Rs.20 provided that the pay + D.A. does not exceed Rs.2400.	Headmaster allowance: i) upto 500 strength - Rs.25. ii) above 500 strength - Rs.40.
			ii) 410-10-460- 15-625.		
Government/ Private (aided) Middle/ Upper Primary Schools	Headmaster/ Assistant Teacher Grade II	Trained Graduate	i) 575-20-775- 25-950.		Special allowance: For Trained Graduate Rs.15. House Rent allowance: i) 15% of pay in Hyderabad, Secunderabad, Vishakapatnam, Warangal Vijayawada and Guntur. ii) 7½% at Taluk Headquarters.
			ii) 530-850.		
			iii) 450-15-660- 20-700.		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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ANDHRA PRADESH - (Contd.)

Government/ Private (aided) High Schools	Headmaster/ Assistant Teacher	Trained Graduate	i) 1050-40-1250- 15-1600. (Gazetted)
			ii) 750-30-1020-1300. (Grade I)
	Assistant Teacher	Trained Post- Graduate (up- graded)	700-30-1060- 35-1200.

City compensatory allowance:

6% of pay subject to a maximum of Rs. 75 in twin cities of Hyderabad and Secunderabad.

ASSAM

Government/ Private (aided) Primary Schools	Headmaster/ Assistant Teacher	Matric	240-5-265-EB-7- 335-EB-9-EB-380.
		Non- Matric	220-5-270-EB-6- 300-EB-8-340.
			260-7-295-EB-8- 375-EB-10-425.

*Trained
Matric*

For pay upto Rs.300:-

45% with a minimum of Rs.91 and maximum of Rs.130.

For pay between Rs.300- Rs.900:-

32% with a minimum of Rs.130 and maximum of Rs.260.

Headmaster's allowance:

a) Primary Schools - upto 4 Teachers school - Rs.10.
b) above 4 teachers' school Rs.15.
c) Middle Schools Rs.30.

Special pay for Vice Principal in Higher Secondary Schools, Rs.75.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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ASSAM - (Contd.) -

Government/ Private (aided) Middle Schools	Headmaster	Intermediate	260-7-295-EB-8-	House Rent allowance: i) Rented House - @ above 12000 population- 12½% ; Below 12000 population- 6½% . ii) Own House - @ above 12000 population- 6¼% } Below 12000 population- 3½% .
		Graduate	375-EB-10-425. 325-15-400-EB-16- (1) 560-EB-18-650@	
	Assistant Teacher	Matric	240-5-265-EB-7- 335-EB-9-380.	
		Matric	260-7-295-EB-8-	
		Trined	375-EB-10-425.-	
		Non-Matric Non-Trained	220-5-270-EB-6- (2) 300-EB-8-340.	
Government/ Private (aided) High/Higher Secondary Schools	Principal	Trained	525-35-700-EB-40-	Medical allowance: i) Above 5 member family- Rs.16; ii) Below 5 member family- Rs.12.
		Graduate	1100-EB-45-1325.	
	Vice Principal	Graduate	475-30-625-EB-30- 775-EB-35-1125.	
		Head- Master	Graduate	

@ Two advance increments for Trained.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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ASSAM - (Contd.) -

	Assistant Teacher	Post-Graduate IIInd Class	475-30-625-EB-30-775-EB-35-1125.0		@Two advanced increments for B.T.
Government/ Private (Aided) High/High Secondary Schools	Assistant Teacher	Post-Graduate	350-15-425-EB-20-625-EB-25-750.		
		Graduate	325-15-400-EB-16-560-EB-18-650.		
		Matric Trained Grade A	260-7-295-EB-8-375-EB-10-425.		
		Matric Grade B	240-5-265-7-335-EB-9-380.		

3. BIHAR

Government Primary Schools	Head-Master/ Assistant Teacher	Matric Trained	i) 230-5-280-EB-6-340. ii) 240-6-300-EB-8-396. (Selection Grade)	Rs.96 for all. Additional D.A. - Nil -	Headmaster's allowance - Nil -
		Middle Trained	205-3-226-EB-4-254-5-284.		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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BIHAR - (Contd.)

Government Schools (Middle)	Headmaster	Trained Graduate	i) 415-15-580-EB-20-720. (Selection Grade)	House Rent allowance! - (for Patna only) (in Govt. Schools only)	
		Trained Graduate	ii) 387-13-465-EB-15-600.		
	Assistant Teacher & Trained	Passed Inter	i) 296-8-360-EB-9-423.		For pay upto Rs.170 - Rs.3.00 Rs.171 - 190 - Rs.4.00 Rs.191 - 209 - Rs.5.00 Rs.210 - 249 - Rs.6.00 Rs.250 - 400 - Rs.7.50
		& Trained	ii) 296-8-360-EB-10-460. (Selection Grade)		
Principal	Matric Trained	i) 230-5-280-EB-6-340.	City allowance! - (for Patna only) (in Govt. Schools only)		
	Trained Graduate	ii) 240-6-300-EB-8-396.			
Government/ Private (aided) High/Higher Secondary Schools	Principal	Trained Graduate	510-25-610-30-670-EB-30-910-EB-35-1155.	For pay upto Rs.640 - Rs.10.00	
		Trained Graduate	510-25-610-30-670-EB-30-910-EB-35-1155.		
	Headmaster	Trained Graduate	510-25-610-30-670-EB-30-910-EB-35-1155.		Medical allowance! - (in Govt. Schools only)
		Assistant Teacher	Trained Graduate		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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BIHAR - (Contd.) -

Trained Graduate 387-13-465-EB-15-600.

Primary/
Middle
Private
(aided)
Schools

Information not available

4- GUJARAT

Government/ Private (aided) Primary Schools/ Upper Primary Schools	Headmaster/ Assistant Teacher	S.S.C. and Trained	i) 290-8-330-10-350- EB-10-380-12-423- EB-12-500-15-560.) Pay upto Rs.300 36% :-) Pay above Rs.300 - 27% :- Minimum Rs.108 and Maximum Rs.243.	Headmaster's allowance in Primary Schools - Rs.20. House Rent allowance:- 15% of pay subject to a maximum of Rs.400 in Ahmedabad, Surat and Baroda.
		Un- Trained Matric	ii) 400-15-490-EB-15- 520-20-600. (Selection Grade) (20% of posts) 260-6-308-EB-6- 326-8-350.		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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GUJARAT - (Contd.) -

Government/ Private (aided) Higher Secondary Schools	Principal/ Headmaster	Trained Graduate				
			i) 650-30-740-35- 810-EB-35-880-40-1	<u>Additional Dearness Allowance:</u>		
			1000-EB-40-1200.	i) upto Rs.300 - 25.5%	(ii) 7½% of pay subject to a maximum of Rs.200 in other cities	
			ii) 550-25-700-EB-25- 750-30-900.	Minimum Rs.35 + 8% of pay - Maximum Rs.74;		
	Assistant Teacher	Trained Graduate	i) 440-15-530-EB-15- 560-20-640-EB-20- 700-25-750.	ii) Rs.300 to Rs.400 = Rs.62 + 4% of pay Maximum Rs.78;	<u>Compensatory Local allowance:</u>	
			ii) 440-15-530-EB-15- 560-20-640.	iii) Rs.401 to Rs.800 = 18.5% Minimum 15.5% of Pay + Rs.16 - Maximum Rs.148;	<u>Pay range Allowance rate</u>	
		Un- Trained Graduate	330-8-370-EB-10- 420.	iv) Rs.801 to Rs.900 = Rs.100 + 6% of Pay Maximum Rs.154;	1. Ahmedabad upto Rs.200 6.5% of pay above Rs.200 6% of pay upto Rs.1040	
		S.S.C./ under Graduate &c	290-8-330-10-350- EB-10-380-12-428- EB-12-500-15-560.	v) Rs.901 to Rs.1000 = Rs.127 + 3% of pay - Maximum Rs.157;		
		Trained Un- Trained Matri- culates	260-6-308-EB-6- 326-8-350.	vi) Rs.1001 to Rs.1030 = Shortfall of Rs.1157;	2. Baroda/ Surat	
				vii) Rs.1031 to Rs.2450 = Rs.370 D.A.& A.D.A. subject to pay + D.A.& A.D.A. does not exceed Rs.2750.	Below. Rs.750. Rs.750 Amount by which and pay falls short of above Rs.759.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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5. HARYANA

Government/ Primary Schools	Headmaster/ Assistant Teacher	Passed Matric/ Middle and J.V./ J.T. J.B.T. Trained		Pay range	Allowance rate	House Rent allowance (as on 1-1-1978)
		i)	250-10-300 (Selection Grade for 15% of posts)	upto Rs.110 — Rs.110 - 149 — Rs.150 - 209 — Rs.210 - 399 — upto 449 — Rs.450 - 499 —	Rs.71 Rs.98 Rs.122 Rs.146 Rs.160 Rs.164	i) First Class Cities 12½% of pay. ii) Second Class Cities
					amount by which pay+dearness allowance falls short of Rs.663.	7½% of pay for those employees not provided with Govt. accommodation.
Government/ Middle Schools	Headmaster	Trained Graduate	i) 400-20-500 (15% of posts) ii) 220-8-300-10-400. (85% of posts)	Additional Dearness allowance: *Pay upto Rs.300 - Rs.300 - 400 — Rs.400 - 800 — Rs.800 - 900 - Rs.100 + 6% Rs.900 - 1000 - Rs.127 + 3% Rs.1000-1030 - Amount by which pay falls short of Rs.1157.		<u>C.C.A.</u> Information not available.
	Assistant Teacher	Passed Matric and Trained	i) 250-10-300. ii) 125-5-150-5-250.			

*Pay here includes dearness pay also.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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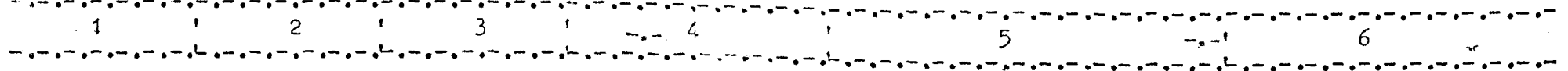
HARYANA - (Contd.) -

				Portion of D.A. which is treated as dearness pay:	Interim Relief:
Government High/ Higher Secondary Schools	Headmaster/ Principal	Trained Graduate	i) 700-40-980-40-1100 (15% of posts)		i) Pay upto Rs.150 - Rs.41
			ii) 400-30-640-40-800 (25% of posts)	<u>Pay range</u>	
			iii) 300-25-450-25-600	upto Rs.109 ----- Rs.110 - 149 --- Rs.150 - 209 --- Rs.210 - 399 --- Rs.400 - 499 ---	Rs.47; Rs.70; Rs.90; Rs.114; Rs.120;
	Lecturer	Post-Graduate	300-25-450-25-600		iii) Rs.1000 & above Rs.60.
	Assistant Teacher	Trained Graduate	i) 400-20-500 (15% of posts)		
			ii) 220-8-300-10-400 (8% of posts)		

Private
(aided)
Primary/
Middle
High-
Higher
Secondary
Schools

The Private managements give the same scales of pay to their teachers as are admissible to their counterparts in Government service.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)



6. HIMACHAL PRADESH

1	2	3	4	5	6	
Government Primary Schools	Headmaster/ Assistant Teacher	Passed Matric/ Higher Secondary with 2 years J.B.T. Training	150-7-234-8-250-10- 300.	<u>Pay range</u> Pay upto Rs.109- Rs.110 - 149 - Rs.150 - 209 - Rs.210 - 399 - Rs.400 - 449 - Rs.450 - 499 -	<u>Allowance rate</u> Rs.71 ; Rs.98 ; Rs.122 ; Rs.146 ; Rs.160 ; Rs.164 .	<u>House Rent allowance:-</u> (1/2% only to the emp- loyees posted at Simla town and its suburbs. <u>City compensatory allowance:-</u> 15% of pay.
Government Middle Schools	Headmaster Assistant Teacher	Trained Graduate Passed Matric/ Higher Secondary + 2 years J.B.T. Training	220-12-340-15-400- 20-500. i) 150-7-234-8-250- 10-300. ii) 220-12-340-15-400- 20-500. (Selection Grade)	Additional Dearness allowance: *Pay upto Rs.300 Rs.300 - 400 Rs.400 - 800 Rs.800 - 900 - Rs.900 - 1000 Rs.1000 - 1030 (Amount by which pay falls short of Rs.1157.)	61.5% 46.5% 45.5% Rs.100 + 6% Rs.127 + 3%	

*Pay here includes dearness pay also.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

.....1.....2.....3.....4.....5.....6.....

HIMACHAL PRADESH - (Contd.) -

Government High/ Higher Secondary Schools	Principal	Graduate/ Post- Graduate	i) 400-30-640-40-800 (25% of posts) ii) 700-40-980-40-1100 (15% of posts)	Portion of D.A. which is treated as dearness pay:-
	Headmaster	Trained Graduate	i) 300-25-600 ii) 400-30-640-40-800	<u>Pay range</u> <u>Dearness pay</u> upto Rs.109- Rs.47; Rs.110- 149- Rs.70; Rs.150- 209- Rs.90; Rs.210- 399- Rs.110; Rs.400- 499- Rs.120.
	Lecturers	M.A./ M.Sc.	250-20-450-25-600 (with a start of Rs.300 to 1st class & 2nd class M.A./ M.Sc.)	Interim Relief:-
	Assistant Teacher	Trained Graduate Passed Matric/ Higher Secondary +2 years J.B.T. Training	226-12-340-15-400- 20-500. 150-7-234-8-250- 10-300	i) Pay upto Rs.150/- Rs.41; ii) above Rs.150 and upto Rs.699/- Rs.50.

Pay scales in these Schools are not uniform but they are generally the same as in Government Schools.

Private
(aided)
Primary/
Middle/
High/
Higher
Secondary
Schools

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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7. JAMMU & KASHMIR

Government Primary Schools	Headmaster/ Assistant Teacher	Trained	i) 220-8-260-10-300- 13-430. (85%)	83% of the rates of D.A./Additional D.A. as applicable to Central Government Employees.
		Matricu- late		
		Trained	ii) 350-15-470. (Selection Grade & 15%)	
Government Middle Schools	Headmaster	Trained Graduate	340-15-400-EB-25- 600-EB-25-700	
	Assistant Teacher	Matricu- late	i) 260-10-310-15-400- EB-25-700 (with 3 year's experience in 220-430 scale)	
			ii) 220-8-260-10-300- 13-430.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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JALMU & KASHMIR - (Contd.) -

Government High/ Higher Secondary Schools	Principal	Trained Post- Graduate	700-40-900-EB- 50-1100.	75% of the rates of D.A./A.D.A. as applicable to Central Govt. employees -do- -do- 88% of D.A./A.D.A. as applicable to Central Government Employees.
	Headmaster	Trained Graduate	475-25-700-EB- 30-850. (Gazetted)	
	Assistant Teacher	Trained Post- Graduate	475-25-700-EB- 30-850	
		Trained Graduate	340-15-400-EB-20- 600-EB-25-700.	
		Post- Graduate	260-10-310-15-400- EB-25-700.	

Private
(a.ded)

- i) Scales of pay are the same as in Government Schools.
- ii) No Dearness pay is given.
- iii) No other allowance except certain local area allowances.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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8. KARNATAKA

Government/ Private (aided) Primary Schools	Headmaster/ Assistant Teacher	Passed Matric & Trained	340-15-400-20-500-25- 600-30-750-Extn-25-800.	House Rent allowance (City Area) - Category - A: i) Pay upto Rs.1000 - 10% of the basic pay subject to a mini- of Rs.30 p.m.; ii) Pay above Rs.1000 - 8% of the basic pay subject to minimum of Rs.100 p.m. and maximum of Rs.250 p.m.;
		Passed Matric/ Middle & Trained	300-10-340-15-400-20- 500-25-600-Extn-20-700.	
Government/ Private (aided) Middle Schools	Headmaster	Trained Graduate	500-25-600-30-750-50- 1000-60-1120.	Category - B: i) Pay upto Rs.1000 - 5% of the basic pay subject to minimum of Rs.15 p.m.; ii) Pay above Rs.1000 - 4% of the basic pay subject to minimum of Rs.50 and maximum of Rs.100 p.m.;
	Headmaster	Non- Graduate	400-20-500-25-600-30- 750-50-900.	
	Assistant Teacher	Passed Matric & Trained	340-15-400-20-500-25- 600-30-750-Extn-35-800.	
		Passed Matric/ Middle Trained	300-10-340-15-400-20- 500-25-600-Extn-20-700.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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KARNATAKA - (Contd.)

Government/ Private (aided) High School/ Junior Colleges	Principal (Junior Colleges)*	Post- Graduate	900-50-1000-60-1300- 75-1750.
	Lecturer (Junior Colleges)*	Post- Graduate	i) 750-1525. (Selection Grade) ii) 660-30-750-50-1000- 60-1300.
	Headmaster (Secondary School)	Trained Post- Graduate	660-30-750-50-1000- 60-1300.
	Assistant Teacher	Trained Graduate	i) 600-30-750-50-1000- 60-1240. ii) 500-25-600-30-750- 50-1000-60-1120.
		Graduate	400-20-500-25-600- 30-750-50-900.

House Rent Allowance: (contd.)
Non-City Area:-

Pay upto Rs.1000 - 2% of the
basic pay subject to minimum
of Rs.10 p.m.

Hardship Allowances:

i) Pay upto Rs.500 - 4% of pay
subject to minimum of
Rs.14;

ii) Pay above Rs.500 - 2% of pay
subject to a minimum of
Rs.20 and maximum of Rs.10.

*Junior College = +2 stage (10+2 system/pattern).

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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9. KERALA (REVISED FROM 1-7-1978)

Government/ Private (aided) Primary & Middle Schools	Headmaster	S.S.L.C. & T.T.C.	470-16-550-18- 730-20-830.	New D.A. after merger:	Headmaster's allowance
	Assistant Teacher	S.S.L.C. & T.T.C.	i) 450-15-525-16- 605-18-785. (after completion of 10 years service in 420-720 Grade)	15% of pay for pay upto a) Rs.400;	Rs.15 for Teacher Incha of incomplete High Sch Graduate Headmaster of Upper Primary School/E master of Aided U.P. & not eligible for Head masters scale of pay.
				12% of pay subject to minimum of Rs.50 for pay between Rs.401 & 1000. and	
Rs.120 (fixed) for pay between Rs.1001 and Rs.2250.				b) Rs.10 for Headmaster of L.P. Schools not elig for Headmasters scale pay	
			ii) 420-13-485-15- 635-17-720. (after 12 years of service)		
			iii) 340-8-380-9- 425-10-535.		House Rent allowance:
Government/ Private (aided) High/ Higher Secondary Schools	Headmaster	Trained Graduate	700-25-800-30- 890-35-1030-40- 1270.		i) H.R.A. is 8% of the pay in Cities subject maximum of Rs.50;
	Assistant Teacher	Trained Graduate	i) 420-13-485-15-635-17-720 ii) 520-18-700-20-800-25-900 iii) 570-20-670-25-920-30-1070.		ii) H.R.A. is 6% of basic in Municipal Towns s to maximum of Rs.30;
					iii) Rs.10 for others.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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10. MADHYA PRADESH

Government/ Private (aided) Primary Schools	Headmaster/ Assistant Teacher	Passed Matric/ Higher Secondary & Trained	169-4-185-5-240- EB-6-270-10-300	Pay range	Allowance rate	Headmaster's allowance:
				Pay upto Rs.144	Rs.32	Primary Schools Rs.25.
				Rs.145 - 170	Rs.43	Middle Schools Rs.50.
				Rs.171 - 230	Rs.48	
				Rs.231 - 310	Rs.58	House Rent allowance:
				Rs.311 - 510	Rs.65	
				Additional Dearness allowance:-		
				i) for Pay upto Rs.300 - 50% of pay;	ii)	i) In Gwalior, Bhopal and Jabalpur - 7½% of pay subject to a minimum of Rs.10.
				ii) Pay above Rs.300 - 37% of pay subject to a minimum of Rs.148 and maximum of Rs.283.	iii)	ii) In Bilaspur, Bhilainagar, Berhampur, Raipur, Sagar and Ujjain - 5% of pay subject to minimum of Rs.7.
						iii) In Towns with a population between 50 thousands and 1 lakh - 5% of pay subject to a minimum of Rs.7 for pay upto Rs.620.
						City Compensatory allowance:
						Jabalpur, Raipur, Indore, Bhopal and Gwalior is Rs.10 p.m.
Government High/ Higher Secondary Schools	Principal	Post- Graduate	425-25-500-30-680- EB-40-800-50-900.			
	Lecturer	Post- Graduate	350-12½-400-20-500- EB-25-600.			
	Assistant Teacher	Passed B.A. B.Sc. & Trained	246-6-270-10-350-EB- 12½-400-20-160.			

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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MADHYA PRADESH - (Contd.) -

Passed
Matric/
Higher
Secondary
&
Trained
169-4-185-5-240-EB-
6-270-15-300.

11. MAHARASHTRA (with effect from 1-9-1977)

Government/ (aided) Primary & Middle Schools	Headmaster (Primary Schools)	Graduate	365-15-500-20-660- EB-20-760. (Central Pri- mary Schools)	Pay range	Allowance rate	Compensatory Local allowance:
		S.S.C. & Trained	335-15-500-20-580- EB-20-680.	Pay below Rs.222 -	42½% subject to a minimum of Rs.85;	1. Bombay - 6% of subject to minimum Rs.16 and a maximum Rs.75;
	Assistant Teacher	S.S.C. & Junior P.T.C. S.S.C. & B.Ed./ Interme- diate & Trained	290-10-390-15-405- EB-15-540.	Pay between Rs.222 and Rs.288 -	a) 18% subject to a minimum of Rs.59-70 plus b) 15½% subject to a maximum of Rs.44.60;	2. Pune & Nagpur of pay subject to minimum of Rs.12 maximum of Rs.50;
				Pay between Rs.289 and Rs.331 -	28½% subject to a minimum of Rs.104.30;	3. Others - 3% of subject to a min of Rs.8 and a max of Rs.25.
				Pay between Rs.332 and Rs.431 -	a) 18% plus b) 10½% subject to a minimum of Rs.44.50	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)



MAHARASHTRA - (Contd.) -

S.S.C. & P.S.C.	260-10-390-15-420- EB-15-495.	<u>Dearness Allowance:</u> (Contd.)
Matric Pass	250-7-285-10-385- EB-10-435.	Pay between Rs.432 and Rs.1600 28½% subject to a maximum of Rs.228.

Government/ (aided) Secondary Schools	Headmaster	Not available	Pay of Rs.1601 and above	26% subject to a maximum of Rs.228 ^a provided that pay plus dearness allowance does not exceed Rs.2400.	House Rent allowance: Varies from 5% of pay to 15% of pay according to the population of the City.
	Assistant Teacher	Post-Graduate & Trained	365-15-500-20-660- EB-20-750 (Higher starting salary of Rs.410 for IInd Class Post-Graduates)		
		Trained Graduate	365-15-500-20- 660-EB-20-760		
		Un-Trained Graduate	335-15-500-20- 580-EB-20-600		
	S.S.C. & Trained	290-10-390-15-465- EB-15-540.			

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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12. MANIPUR

			Pay range	Allowance rate	Headmaster's allowance (Primary Schools):
Government/ Private (aided) Primary Schools	Headmaster	Under- Graduate Matri- culate Trained	260-7-316-EB-8-380- EB-10-440-12-500.	upto Rs.300 - 36% of pay;	a) Rs.5-if the number of Teachers in the School is upto 3;
	Assistant Teacher	Under- Graduate/ Trained Matri- culate	260-7-316-EB-8-380- EB-10-440-12-500.	above Rs.300 - 27% of pay, Additional dearness allowance:	b) Rs.10-if the number of Assistant Teachers is above 3.
		Matric	240-6-282-EB-7-338- EB-8-370-10-390.	i) for pay upto Rs.300 - 21% of pay; ii) for pay above Rs.300 - 15% of pay;	Hill allowance: N.A.
Government/ Private (aided) Middle Schools	Headmaster	Passed B.A. & Trained	400-20-540-EB-25- 740-EB-30-950.		
	Assistant Teacher	Trained Graduate	i) 360-15-465-EB- 20-625-EB-25-800		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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MANIPUR - (Contd.) -

Government/
Private
(aided)
Middle
Schools

Assistant
Teacher

Graduate

ii) 325-15-430-EB-17-
566-EB-18-710.

Passed
Matric
&
Trained
or
Intermediate

iii) 260-7-316-EB-8-380-
EB-10-440-12-500.

as on pre-page
as on pre-page

Matric

iv) 240-6-282-EB-7-338-
EB-8-370-10-390.

Government/
Private
(aided)
Higher
Secondary
Schools

Principal

Passed
M.A.,
B.T.
with
5 years
teaching
experience

500-35-745-EB-40-1065-
EB-45-1200-50-1350.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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13. MEGHALAYA

Government Primary Schools	Headmaster/ Assistant Teacher	Matric & Trained	i) 240-5-265-EB-7- 335-EB-9-380.	For pay upto Rs.300 - 45 $\frac{1}{2}$ % of the basic pay subject to a minimum of Rs.91 and maximum of Rs.130.	Head Teacher allowance:-
			ii) 220-5-270-EB-6- 330-EB-340.		Number of Allowance <u>Teachers</u> <u>rate</u>
		Non- Matri- culate un- trained Teacher	195-3-225-4-265- 5-270. (No further recruitment for non-Matriculいたes)	Rs.301 - 900:- 32 $\frac{1}{2}$ % of the basic pay (minimum Rs.130 and maximum of Rs.260).	upto 3 - Rs.5 above 13- Rs.10
					House Rent allowance:- 7 $\frac{1}{2}$ % of basic pay for those not residing in Government quarters.
					Winter allowance (October to February): For employees appointed upto 13-2-1975.
					<u>Pay range</u> <u>Allowance rate</u>
				i) upto Rs.500 - 10% of 10% - - pay	
				ii) Rs.500-707 - Rs.50	
				iii) above Rs.707- Amount by which pay+ winter allowance falls short of Rs.757.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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MEGHALAYA - (Contd.) -

Government Middle Schools	Headmaster/ Assistant Teacher	Graduate* Matric	325-15 400-ED-16 560-EB-19-650 260-7-295-EE-8- 375-EB-10-425.	Shillong compensatory allowance Government servants appointed or after 1-12-1964 shall conti to draw the same amount of Shillong C.A. of Rs.7.50 p.m. subject to the condition that pay plus Shillong C.A. shall exceed Rs.544 p.m.
				For those appointed before 1-12-1964 shall draw the same amount of C.A. subject to the condition that pay plus Shill C.A. shall not exceed Rs.692 p.
				Hill allowance (w.e.f. 1-6-1975):

*Non-Graduate Teachers will get their own grade plus a special Pay of Rs.30 p.m.

1. 10% of basic pay subject to a maximum of Rs.150 for employees appointed within a radius of 16 km. from District Headquarters.
2. 15% of basic pay subject to a maximum of Rs.150 for employees outside 16 km. from District Headquarters.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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MEGHALAYA - (Contd.) -

Government High Schools	Headmaster	Graduate	500-35-745-EB-35- 1025-EB-40-1225.
	Assistant Headmaster	Graduate	400-20-500-EB-25- 750-EB-30-900.
	Assistant Teacher	Graduate	325-15-400-EB-16- 560-EB-18-650. (Two advance increments for Trained or Post- Graduate)
Government Higher Secondary Schools	Principal	Post- Graduate	525-35-700-EB-40-1100- EB-45-1325. (Two advance increments for Trained)
	Assistant Teacher	Post- Graduate	475-30-625-EB-30-775- EB-35-1125. (Two advance increments for Trained).
		Graduate	350-15-425-EB-20-625- EB-25-750. (Two advance increments for Trained).

As on pre-page.

Private
(aided)

..... Scales of pay are not uniform

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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14. NAGALAND

Government Primary Schools	Assistant Teacher	Graduate	350-20-450-EB-20- 650-EB-25-750.@	Pay upto Rs.300 - 45% of pay subject to minimum of Rs.91 and maximum of Rs.130.	Headmaster's allowance: i) Graduate Teacher posted as Headmaster in G.M. School is allowed Rs.50 as special pay; ii) Graduate Teacher posted in Govt. Middle School/ Primary Schools is allowed Rs.25 and Rs.50 respectively as incentive allowance.
		P.U./ Higher Secondary Matric	i) 275-9-320-EB-10- 420-EB-11-475. ii) 420-11-530. (Selection Grade)	Pay between Rs.300-900 - 32% of pay subject to minimum of Rs.130 and maximum of Rs.260.	
		Under Matric	i) 240-5-265-EB-7-335- EB-9-380. ii) 338-9-470. (Senior Grade)*	Pay above Rs.900 - 36% maximum of Rs.240.	
Government Middle Schools	Headmaster	Graduate	350-20-450-EB-20- 650-EB-25-750.@	Additional Dearness Allowance: - Nil -	House Rent allowance: 17 1/2% of basic pay allowed in lieu of free furnished quarter for all categories.
	Assistant Teacher	P.U./ Higher Secondary Matric	i) 275-9-320-EB-10- 420-EB-11-475. ii) 420-11-530. (Selection Grade)		
Government High Schools	Headmaster	Trained Graduate	500-35-745-EB-35- 1025-EB-40-1225.		Compensatory allowance: - Nil -
	Assistant Teacher	Graduate	i) 350-20-450-EB-20- 650-EB-25-750. ii) 650-25-850. (Selection Grade)		

@Two advance increments for B.T. Trained.

*Selection Grade after 15 year's of service.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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NAGALAND -- (Contd.) --

Government High Schools	Assistant Teacher	P.U./ Higher Secondary Matric	275-9-320-EB-10- 420-EB-11-475.
		Under Matric	240-5-265-EB-7- 335-EB-9-380.

Other allowances:

- i) 20% of the basic pay allowed as ~~compensatory~~ Compensatory allowance subject to maximum of Rs.400 for all categories.
- ii) 10% of basic pay allowed as winter allowance for 5 months only for Teachers whose basic pay is Rs.575 or less subject to maximum of Rs.50.

Private (aided) Primary Middle & High Schools
 _____ Scales of pay are not uniform _____

15. ORISSA

			Pay range	Allowance rate
Government/ Private (aided) Primary Schools	Headmaster/ Assistant Teacher	Matric	255-5-265-7-320-	upto Rs.300.-
		Trained	EB-10-360.	
Government/ Private (aided) Middle Schools	Headmaster/ Assistant Teacher	Trained	400-10-410-15-500-	above Rs.300.-
		Graduate	EB-20-620.	
		Trained	320-8-344-10-374- EB-12-410-15-500.	20% of pay.
		Under-		

House Rent allowance in Government Schools:-

Varies from 5% to 7 1/2% of pay for various categories of employees.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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ORISSA - (Contd.) -

Government/ Private (aided) High/ Higher Secondary Schools	Headmaster/ Assistant Teacher	Trained Graduate	500-15-590-EB-20-710- EB-760-20-790-35-825.	Additional Dearness allowance:	City compensatory allowance:
		Trained Graduate	400-10-410-15-500-EB- 20-620.	i) for pay upto Rs.300 - 11.5% (minimum Rs.23 maximum Rs.34)	- Nil $\frac{1}{2}$
		Trained Inter- mediate/ Un- Trained Graduate	320-8-344-10-374-EB- 12-410-15-500.	ii) pay between Rs.300-400:- 9.5% of pay subject to minimum of Rs.34 and maximum of Rs.38.	
		Un- Trained Inter- mediate/ Trained Matric	255-5-285-7-320-EB- 10-360.	iii) pay between Rs.400-800:- 8.5% of pay subject to minimum of Rs.38 and maximum of Rs.68.	
				iv) pay between Rs.800-900:- Rs.20+6% of pay subject to minimum of Rs.68 and maximum of Rs.74.	

SCALE OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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16. PUNJAB

			Pay range	Allowance rate	House Rent allowance: (as on 1-1-1978):
Government Primary Schools	Headmaster Assistant Teacher	Trained Matric	150-7-234-8-250- 10-300.	Upto Rs.110 - Rs.71 Rs.110 - 149 - Rs.98	12 $\frac{1}{2}$ % of basic pay and dearness pay in 'A' Class Towns;
Government Middle Schools	Headmaster	Trained Graduate	220-12-340-15- 400-20-500.	Rs.150 - 209 - Rs.122 Rs.210 - 399 - Rs.146 Rs.400 - 449 - Rs.160	7 $\frac{1}{2}$ % of basic pay and dearness pay in 'B' Class Towns.
	Assistant Teacher	Trained Matric	150-7-234-8-250- 10-300.	Rs.450 - 499 - Rs.164	
Government High Schools	Headmaster	Trained Graduate	i) 300-25-450-25- 600. ii) 400-30-640-40- 800. (Selection Grade)	<u>Additional Dearness Allowance:</u> - i) Pay upto Rs.300 - 61.5% (*) - ii) Rs.300 to Rs.400 - 46.5% - iii) Rs.400 to Rs.800 - 45.5% - iv) Rs.800 to Rs.900 - Rs.100+6% - v) Rs.900 to Rs.1000 - Rs.127+3% - vi) Rs.1000 to Rs.1030 - Amount by which pay falls short of Rs.1157	<u>City Compensatory allowance:</u> (as on 1-1-1978): 12 $\frac{1}{2}$ % of pay to employees working at Chandigarh.
	Assistant Teacher	Trained Graduate	220-12-340-15- 400-20-500.		<u>Interim Relief:</u> Rs.41 for pay upto Rs.150. Rs.50 for pay above Rs.150.
Government Higher Secondary Schools	Principal	Trained Graduate	i) 700-40-960-40- 1100. ii) 400-30-640-40- 800. (Category B)		

(*) Pay here includes dearness pay also.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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PUNJAB - (Contd.) -

Government Higher Secondary Schools	Lecturer	Passed M.A.	250-25-450-25-600 (Two increments to 1st or 2nd Class M.A.)	Portion of D.A. which is treated as dearness pay:	
				<u>Pay range</u>	<u>Dearness pay</u>
				upto Rs.109	- Rs. 47;
				Rs.110- 149	- Rs. 70;
				Rs.150- 209	- Rs. 90;
				Rs.210- 399	- Rs.110;
				Rs.400- 499	- Rs.120 .

Private
(aided)

_____ Scales of pay are not uniform. The Private Managements _____
more or less give the same scales of pay to their Teachers
as are admissible to their counterparts in Government
service.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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17. RAJASTHAN

1	2	3	4	5	6
Government/ Private (aided) Primary Schools	Headmaster/ Assistant Teacher	Passed Matric & Trained	355-10-415-15-550- 20-570. (Starting pay Rs.300 fixed for Untrained and Rs.375 for Trained Graduate)	Pay range upto Rs.275 = Rs.28; Rs.275 = 350 = Rs.32; Rs.351 = 640 = Rs.40; Rs.641 = 950 = Rs.60; Rs.951 -1900 = Rs.80; Rs.1901-2340 = Rs.120;	Allowances rate Headmaster's allowance in Primary Schools:- Rs.10 to the Headmaster of a School with five Teachers. Headmaster's allowances in Middle Schools: Rs.30. City compensatory allowance: (for Jaipur only): i) for pay upto Rs.300 - 20%; ii) for pay between Rs.300 and Rs.1249 - Rs.10%; iii) for pay between Rs. ¹²⁵⁰ and Rs.1958 - Rs.9.
Government/ Private (aided) Middle Schools	Headmaster Assistant Teacher	Trained Graduate Passed Matric & Trained	450-10-490-20-700 (Starting pay Rs.390 fixed for Untrained Graduate) 355-10-415-15-550- 20-570. (Starting pay Rs.300 for Untrained and Rs.375 for Trained Graduate)	subject to marginal adjustment in all cases including at higher pay ranges so that pay plus D.A. does not exceed Rs.2400.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

				Border Area:	
				RAJASTHAN - (Contd.) - Teachers allowance:	
Government/ Private (aided) Secondary Schools	Headmaster	Trained Graduate with 5 years experience	650-30-1070-40- 1270.	Rs.10 in Schools with students between 15 to 25 and Rs.15 in Schools where enrolment exceeds 25.	
	Assistant Teacher (Grade II)	Trained Graduate	450-10-490-20- 700	House Rent allowance: <u>Pay range: Allowance rate</u>	
	Assistant Teacher (Grade III)	Passed Matric & Trained	355-10-415-15- 550-20-570.	i) Pay below Rs.350 - Rs.20; ii) Rs.350 - 449 - Rs.30; iii) Rs.449 - 549 - Rs.40; iv) Rs.550 - 699 - Rs.50; v) Rs.700 - 849 - Rs.60; vi) Rs.850 - 999 - Rs.70; vii) Rs.1000 - 1200 - Rs.80; viii) above - 1200 - 8% of	
Government/ Private (aided) Higher Secondary Schools	Principal	Trained Post- Graduate with 3 years Admn. experience	1000-30-1030-40- 1350-50-1600	As on pre-page.	
	Headmaster	Post- Graduate (IInd Class) with 5 years experience	750-30-1220-40- 1350-50-1600.	pay which may not exceed the actual rent paid by employee or 10% of his salary.	
	Senior Teacher	Trained Post- Graduate	550-20-710-25-1010 (Rs.570 as starting pay to Class II (Post-Graduate))		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

18. SIKKIM

1	2	3	4	5	6
Government/ Private (aided) Primary Schools	Headmaster/ Assistant Teacher	Matric	i) 410-10-580-EB- 12-700. (Selection Grade) (20% of posts)- ii) 380-7-450-EB-8- 530-EB-10-580	Dearness allowance: - Nil	Headmaster's allowance:- Middle Schools - Rs.50; Primary Schools - Rs.40; House Rent allowance:-
Government/ Private (aided) Middle Schools/ Junior High Schools	Headmaster Assistant Teacher	Graduate Matric	550-20-750-EB-25-950- EB-30-1100. 410-10-580-EB-12-700.		a) 15% of the basic pay within Gangtok Municipal Corpora- tion area. b) 12½% in other parts. Difficult Area allowance:- 7½% of the basic pay.
Government/ Private (aided) Higher Secondary Schools High Schools	Principal Headmaster Assistant Teacher	Post- Graduate Post- Graduate Graduate Post- Graduate	900-40-1180-EB-45- 1450-EB-50-1800. 660-25-910-EB-30- 1240-EB-40-1400. 550-20-750-EB-25- 950-EB-30-1100. 660-25-910-EB-30- 1240-EB-40-1400.		Bill compensatory allowance:- 5% of the basic pay subject to minimum of Rs.20 and maximum of Rs.25. High altitude allowance:- a) 10% of the basic pay minimum Rs.30 and maximum Rs.75; b) 20% of the basic pay minimum Rs.60 and maximum Rs.100.

NOTE:- Two advance increments for Trained.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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19. TAMIL NADU

Government/ Private (aided) Primary Schools	Headmaster	Passed Matric & Trained as Secondary Grade or Senior Basic T.T.C.	i) 350-10-420-15-600; ii) 400-15-490-20-650- 25-700 (Selection Grade)	Dearness allowance: - Nil -	House rent allowance: -		
	Assistant Teacher		i) 450-20-590-25-740- 30-800. (Senior Grade) ii) 350-10-420-15-600.		Gr.I(a)	Gr.I(b)	
					Below Rs.400	45	30
					Rs.400 - 699	75	50
					Rs.700 - 999	120	80
					Rs.1000-1299	165	110
					Rs.1300-1599	210	140
						Gr.II	Gr.III
	Higher Grade Assistant Teacher	Passed SSLC & Trained Higher Grade T.T.C. or Junior Basic T.T.C.	i) 310-10-470-15-600 ii) 325-10-445-15-550 (Selection Grade)		Below Rs.400	25	15
					Rs.400 - 699	40	25
					Rs.700 - 999	65	40
					Rs.1000-1299	90	50
					Rs.1300-1599	115	50
					City compensatory allowance:		
						Madras & 32 K.M. around	Others
					Below Rs.400	25	15
					Rs.400 - 699	40	25
					Rs.700 - 999	65	40
					Rs.1000-1299	90	50
					Rs.1300-1599	115	50

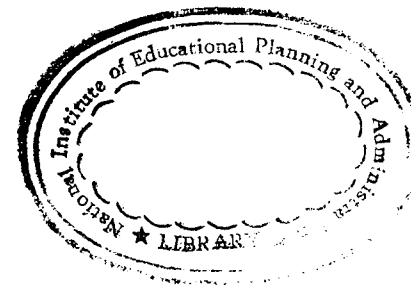
SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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TAMIL NADU - (Contd.) -

Government/ Private (aided) Middle Schools	Headmaster	S.S.L.C.	i)	400-15-490-20-650- 25-700.
		with Secondary Grade	ii)	450-20-590-25-740- 30-800.
Government/ Private (aided) High Schools	Headmaster	Trained	i)	675-35-885-45-1200
		Graduate	ii)	750-50-1350. (Senior Grade)
Government/ Private (aided) High Schools	Assistant Teacher	Trained	i)	675-35-885-45-1200.
		Post- Graduate	ii)	750-50-1350. (Selection Grade)
Government/ Private (aided) High Schools	Assistant Teacher	Trained	i)	450-20-590-25-740-30-800.
		Graduate	ii)	600-30-750-35-890-40-1050. (Senior Grade)
			iii)	675-35-885-45-1200. (Special Grade)
Government/ Private (aided) High Schools	Assistant Teacher	S.S.L.C.	i)	350-10-420-15-600.
		with Secondary Grade T.T.C.	ii)	450-20-590-25-740-30-800. (Selection Grade)

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National Institute of Educational
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DOC. No. P-61.93
Date. 5.7.94



SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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TAMIL NADU - (Contd.) -

Government/ Private (aided) Higher Secondary Schools	Principal	Trained	i) 750-50-1350.
		Post- Graduate	ii) 850-50-1200-60-1500. (Selection Grade)
			iii) 675-35-885-45-1200

Foot Note:- i) Special Grade to be awarded on completion of 10 years of Senior Grade service.

ii) Selection Grade to be awarded on completion of 10 years of satisfactory service.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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20. TRIPURA

Government/ Private (aided) Primary Schools	Headmaster	Trained Graduate	325-15-445-20- 565-25-665. (Plus Special Pay of Rs.15)	<u>Pay range</u>	<u>Allowance rate</u>	<u>Compensatory allowance:-</u>
		Trained Matric	240-8-320-10- 440. (Plus Special Pay of Rs.15)	i) for pay upto Rs.300	10% of pay-minimum of Rs.21 and maximum of Rs.30.	i) upto pay of Rs.300 - 8% of pay subject to a minimum of Rs.15 and maximum of Rs.18.
				ii) above Rs.300	7.5% of pay-minimum of Rs.30 and maximum of Rs.60.	ii) pay above Rs.300 - 6% of pay subject to a maximum of Rs.50.
	Assistant Teacher	Un- Trained Graduate	325-15-445-20- 665.	<u>Additional D.A.s:</u>		<u>House Rent allowance:-</u>
				i) for pay upto Rs.300 - Rs.35;		a) <u>Municipal Areas:-</u>
		Trained Matric	240-8-320-10- 440.	ii) pay between Rs.300-600 - Rs.39;		i) pay below Rs.300 - Rs.25;
				iii) pay above Rs.600 - Rs.45.		ii) pay between Rs.300 and Rs.499 - Rs.40;
Government/ Private (aided) Middle Schools	Headmaster	Trained Graduate	425-25-900.			iii) pay of Rs.500 and above - Rs.60.
						b) <u>Other Areas:-</u>
						i) pay below Rs.300 - Rs.20;
						ii) pay between Rs.300 and Rs.499 - Rs.30;
						iii) pay of Rs.500 and above - Rs.50.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

		1	2	3	4	5	6
<u>TRIPURA</u> - (Contd.) -							
Government/ Private (aided) Middle Schools	Assistant Teacher	Trained Graduate	325-15-445-20- 565-25-665.				Medical Allowances:- (for Class III employees):- Rs.10.
		Matric & Trained	240-8-320-10- 440.				
Government/ Private (aided) High Schools	Headmaster	Trained Graduate	425-25-900.				Difficult Area allowance:-
	Assistant Teacher	Trained Graduate	325-15-445-20- 565-25-665.				i) Class I - 25% of pay subject to a minimum of Rs.180 and maximum of Rs.250;
		Trained Hons. Graduate/ Trained Post- Graduate	325-20-525-25- 775.				ii) Class II - 25% of pay subject to a minimum of Rs.120 and maximum Rs.160;
							iii) Class III - 25% of pay subject to a minimum of Rs.70 and maximum of Rs.90;
Government/ Private (aided) Higher Secondary Schools	Headmaster	Post- Graduate	500-40-900-50- 1300.				iv) Class IV - Rs.35 (fixed).
	Assistant Headmaster	Trained Post- Graduate	425-25-900.				
		Trained Graduate	325-15-445-20- 565-25-665				

NOTE:- EB is 12th, 13th and 15th steps in all scales mentioned above.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 4-1-1979)

1	2	3	4	5	6
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21. UTTAR PRADESH

				<u>Pay range</u>	<u>Allowance rates</u>	<u>Hill allowances:-</u>
Local Board/ Primary Schools	Headmaster	H.S.	210-5-260-EB-6-290-	upto Rs.209	= Rs.14)	15% of pay.
		B.T.C.	EB-8-330.			
	Assistant Teacher	J.H.S.	195-3-225-EB-4-245-	Rs.210-399	= Rs.18)	<u>Border Pay:-</u> In Uttar Kashi, Chamoli and Pithoragarh - 20% of pay. <u>House Rent allowance:-</u> i) 10% of pay in Kanpur Agra, Varanasi, Allahabad and Lucknow ii) 7½% of pay in other Cities.
		B.T.C.	EB-6-275.	Rs.400-499	= Rs.20)	
Non-Matric Trained	H.S.	195-3-225-EB-4-235-	Rs.500-2250	= Rs.24.		
	B.T.C.	EB-5-260.	a) <u>Additional Dearness allowance:-</u> i) for pay upto Rs.300 - 36% ii) pay above Rs.300 - 27% of pay subject to a minimum of Rs.108 and maximum of Rs.243.			
Government/ Private (aided) Junior High Schools/ Middle Schools	Headmaster	Graduate Trained	i) 250-7-285-EB-5-375-EB-10-425. ii) 240-6-300-EB-8-340-EB-10-390.	b) <u>Further Additional Dearness allowance:-</u> i) for pay upto Rs.300 - 25½% ii) for pay above Rs.300 - 21% of pay.		
		Matric & Trained	210-5-260-EB-6-290-EB-8-330.			
	Non-Matric	185-3-215-EB-4-235-				
		EB-5-260.				

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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UTTAR PRADESH - (Contd.) -

Government/ Private (aided) High/ Higher Secondary Schools	Principal (Inter College)	Trained Post- Graduate	550-30-700-EB-40- 900-EB-50-1200.		
	Headmaster (High School)	Trained Graduate	450-25-850-EB-10- 30-800-EB-50-950.		
	Lecturer	Post- Graduate	400-15-475-EB-20- 575-EB-25-750.	As on pre-page	As on pre-page
	Assistant Teacher	Trained Graduate	300-10-350-EB-12- 470-EB-15-550.		
		Inter C.T./ Matric & S.T.C. Trained	250-7-285-EB-9-375- EB-10-425.		
		Matric & J.T.C. Trained	200-5-250-EB-6-260- EB-8-320.		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978 (As on 1-1-1978)

1	2	3	4	5	6
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22. WEST BENGAL (As on 1-1-1978)

Government	Headmaster	Trained	160-3-205-5-250.	Pay range	Dearness Pay	Dearness allowance	House Rent allowance:
Primary Schools		Matric					
		Trained Non-Matric or Un-Trained Matric	145-3-205-5-230.	Pay upto Rs.229	- 31	+ 56	@ Rs.10% of the basic pay to the officers posted within Calcutta and Howrah. Officers posted outside Calcutta and Howrah are entitled to a H.R. @ 10% of the basic pay upto Rs.500 not exceeding Rs.60 and Rs.80 respectively.
				Rs.230-350	- 32	+ 56	
				Rs.351-650	- 34	+ 56	
				Rs.651-1475	- 39	+ 56	
				Pay above Rs.1476 - amount by which pay falls short of Rs.1500.			Rural allowance:
Government Middle Schools	Headmaster	Trained Graduate	300-10-420-15-600.				Rs.15 for trained Graduates and Rs.25 for Trained Hons. Graduates.
	Assistant Teacher	Under Graduate	230-475.				
Government High/Higher Secondary Schools	Headmaster	Trained Post-Graduate	i) 475-30-685-35-1000-50-1150. ii) 675-50-1625.				

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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WEST BENGAL -- (Contd.) --

Government High/ Higher Secondary Schools	Assistant Teacher	Passed M.A. & Trained	375-10-415-15-610- 20-650.	
		Passed B.A./ B.Sc. (Hons.)	300-10-420-15-600.	
Private (aided) Primary Schools	Headmaster	Trained Matric	230-5-250-7 $\frac{1}{2}$ -310- 10-400. (Plus special pay of Rs.20).	Rs.56 p.m.
		Matric	220-5-270-8-350. (Plus special pay of Rs.20).	Rs.56 p.m.
	Assistant Teacher	Trained Matric	230-5-250-7 $\frac{1}{2}$ -310- 10-400.	Rs.56 p.m.
		Matric/ Primary Trained	220-5-270-8-350.	Rs.56 p.m.
		Non- Matric Un- Trained	200-5-260-8-300.	Rs.56 p.m.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1976-79 (as on 1-1-1979)

1	2	3	4	5	6
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WEST BENGAL - (Contd.) -

Calcutta Corporation Schools	Headmaster	Graduate Trained	270-10-320-12-440-15-545.	Rs.32 + 16 p.m.	House Rent allowance: 10% of the basic pay.
	Assistant Teacher	Matric Trained	250-8-282-10-402-12-450.	Rs.32 + 16 p.m.	
Private (aided) Middle Schools	Headmaster	Trained Graduate	300-15-375-12-575-25-700-25-750.	Rs.56 p.m.	Medical allowance: Rs.8.35 p.m.
	Assistant Teacher	Under-Graduate/ Matric Trained	230-5-250-7 $\frac{1}{2}$ -310-10-400.	Rs.56 p.m.	
Private (aided) High/Higher Secondary Schools	Headmaster	Trained Graduate or M.A.	480-25-580-30-850-40-1170.	Rs.56 p.m.	
		Trained Graduate with Hons. Degree	350-20-550-25-650-30-800-40-920.	Rs.56 p.m.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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WEST BENGAL - (Contd.) -

Private (aided) High/ Higher Secondary Schools	Assistant Teacher	Trained Graduate with Hons. Degree	300-15-375-20-575- 20-700-25-750.	Rs.56 p.m.
		Trained Matric	230-5-250-7 $\frac{1}{2}$ -310- 10-400.	Rs.56 p.m.
		Matri- culate	220-5-270	Rs.56 p.m.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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23. ANDAMAN & NICOBAR ISLANDS

Government/ (aided) Primary Schools	Headmaster	Trained Matric Higher Secondary	1) 425-15-560-20-EB- 20-640. ii) 600-25-750. (Selection Grade)	Pay range	Allowance rate	<u>Andaman Special allowance:—</u>
				i) upto Rs.299—	36% of pay;	Main land recruits draw Andaman Special allowance ranging from 20% to 30% on basic pay depending the area of posting - subject to a maximum of Rs.300 for South Andaman Rs.350 maximum for Middle and North Andamans and Rs.400 maximum for Car Nicobar Islands.
	Assistant Teacher	Trained Matric/ Higher Secondary	i) 330-10-350-EB-380- EB-15-500-15-560. ii) 530-20-630 (Selection Grade).	ii) Rs.300- 400	Rs.108)	
				iii) Rs.401- 850	27% of pay;	
				iv) Rs.851- 1600	Rs.243 (fixed)	

Additional Dearness
Allowance:

(w.e.f. 1-12-1978):

- i) upto Rs.300 -
25.5% subject to
minimum of Rs.35
plus 8% of pay.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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ANDAMAN & NICOBAR ISLANDS - (Contd.) -

Government/
(aided)
Primary
Schools

Additional Dearness
allowance:
(w.e.f. 1-12-1978):

- ii) Rs.301 - Rs.400 -
4% of pay plus
Rs.62;
- iii) Rs.400 - Rs.800 -
18.5% of pay subject
to minimum of 16.5%
of pay plus Rs.16
and maximum of Rs.148;
- iv) Rs.801 - Rs.900 -
Rs.100 plus 6% of
pay;
- v) Rs.901 - Rs.1000 -
Rs.127 plus 3% of
pay subject to
maximum of Rs.157;
- vi) Rs.1000 - Rs.1030 -
Amount by which pay
falls short of
Rs.1157.

Special allowance to
Local recruits:-

^{as}
Special pay @ given on pr
if posted to an area other
than the area of one's
permanent residence and
area of recruitment.

Rent free accommodation-
is provided to all main-
land recruits. Local
recruits also get, if
posted outside the area
of recruitment.

Free Sea passage:-

Free Sea passage for self
and family once a year and
on first appointment;

Persons appointed under
the category locally
available also get free
Sea passage as above if
they belong to mainland.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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ANDAMAN & NICOBAR ISLANDS - (Contd.) -

Government/ (aided) Middle Schools	Headmaster	Trained Post- Graduate	i) 550-25-750-EB- 30-900. ii) 775-35-880-40- 1000. (Selection Grade)	Compensatory allowance: 12 $\frac{1}{2}$ % of basic pay subject to maximum of Rs.150 p.m.
	Assistant Teacher	Trained Graduate	i) 440-20-500-EB-25- 700-25-750. ii) 740-35-880. (Selection Grade).	
		Trained Matric/ Higher Secondary	330-10-350-380-EB- 15-500-15-560.	
		Trained Graduate	530-20-630. (Selection Grade).	
Government/ (aided) High/ Higher Secondary Schools	Principal (H.S. School)	Trained Post- Graduate	1100-50-1600	As on pre-page.
	Headmaster (High School)	Trained Post- Graduate	650-30-740-35-810-EB- 35-880-40-1000-EB-40- 1200.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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ANDAMAN & NICOBAR ISLANDS - (Contd.) -

Government/ (aided) High/ Higher Secondary Schools	Assistant Teacher	Trained	i) 550-25-750-EB-30-900.
		Post- Graduate	ii) 775-35-880-40-1000. (Selection Grade).
		Trained Graduate	i) 440-20-500-EB-25- 700-25-750. ii) 740-35-880. (Selection Grade).
		Trained Matric/ Higher Secondary/ Un- Trained Graduate	i) 330-10-350-380-EB- 15-500-15-560. ii) 530-20-630. (Selection Grade).

As on pre-page

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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24. ARUNACHAL PRADESH

Government Primary Schools*	Assistant Teacher	Trained	330-10-350-EB-10-380-15-	Not available	House Rent allowance: (as on 1-1-1978):
		Matric	500-EB-15-560.		
@		Matric	260-6-290-EB-6-326-8-		Free accommodation is provided.
		Un- Trained	366-EB-8-390-10-400.		
Government Middle Schools*	Assistant Teacher	Trained Graduate	440-20-500-EB-25-700- EB-25-750.		Special compensatory allowance:
					@ 25%
Government High Schools	Headmaster	Trained Post- Graduate	650-30-740-35-810-EB- 35-880-40-1000-EB-40-1200.		
	Assistant Teacher	Post- Graduate	550-25-750-EB-30-900.		
		IIInd Class Post- Graduate	440-20-500-EB-25-700- EB-25-750.		

*There is no separate Pay scale for Headmaster.
 @There are no Private Schools in this Area.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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ARUNACHAL PRADESH - (Contd.) -

Government Higher Secondary Schools	Principal	Trained Post- Graduate	1100-50-1600.
	Vice- Principal	Trained Post- Graduate	650-30-740-35-810- EB-25-880-40-1000- EB-40-1200.
	Assistant Teacher	Post- Graduate	i) 550-25-750-EB-30-900 ii) 440-20-500-EB-25-700- EB-25-750.

As on pre-page

25. CHANDIGARH

Government Primary Schools	Headmaster/ Assistant Teacher	Trained Graduate	i) 220-12-340-15- 400-20-500. ii) 220-8-300-10- 400.	Pay range	Allowance rates	City compensatory allowance:-

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

CHANDIGARH - (Contd.) -

				Pay range	Allowance rates
Government Middle Schools	Headmaster	Trained Graduate	300-25-400-25-600	Interim Relief:	
	Assistant Teacher	Trained Graduate	i) 220-12-340-15-400-20-500.		
			ii) 220-8-300-10-400.	upto Rs. 84-	Rs. 29
Government Middle Schools	Assistant Teacher	Trained Matric	i) 125-5-150-5-250-10-300.	Rs. 84 - 205-	Rs. 41
			(Selection Grade).	Rs. 206- 490-	Rs. 50
			ii) 150-7-234-8-250-10-300.	Rs. 491- 575-	Rs. 70
				Rs. 576- 580-	Rs. 65
				Rs. 581 onwards	Rs. 60

As on pre-page

There are no Private (aided) Primary and Middle Schools.

Government High/Higher Secondary Schools	Principal	Trained Graduate	i) 400-30-640-40-800.	Old Additional Dearness allowance:	
			ii) 700-40-980-40-1100.	Pay range	Allowance Rates
	Headmaster	Trained Graduate	i) 300-25-450-25-600.	Rs. 100 - 300	36% of pay,
ii) 400-30-640-40-800			Rs. 300 onwards	27% of pay.	
Lecturer	Post-Graduate	i) 250-25-400-25-550.			
		ii) 300-25-450-25-600.			

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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CHANDIGARH - (Contd.) -

Government High/ Higher Secondary Schools	Assistant Teacher	Trained	i) 220-8-300-10-400.	New Additional Dearness allowance rates: Pay upto Rs.300 - 25 $\frac{1}{2}$ % of pay. Rs.301 - 400 - Rs.62+4% of pay. Rs.400 - 800 - 18 $\frac{1}{2}$ % of pay (minimum Rs.78)	As on pre-
		Graduate	ii) 220-12-340-15- 400-20-500.		
		Trained Matric	i) 150-7-234-8-250- 10-300. ii) 125-5-150-5-250. iii) 220-12-340-15- 400-20-500.		
Private (aided) High/ Higher Secondary Schools	Prinicipal	Trained Graduate	400-30-640-40- 800.		
	Headmaster	Trained Graduate	300-25-450-25- 600.	Portion of D.A. which is treated as Dearness Pay:	
	Lecturer	Post- Graduate	i) 300-25-450-25- 600. ii) 250-25-400-25- 550.	<u>Pay range</u> <u>Dearness Pay</u> upto Rs.109 = Rs.47 Rs.110 -149 = Rs.70 Rs.150 -209 = Rs.90 Rs.210 -399 = Rs.110 Rs.400 -499 = Rs.120	
	Assistant Teacher	Trained Graduate	i) 220-8-300-10- 400-20-500. ii) 125-5-250-10-300.	Dearness allowance and Interim Relief:	As in Government Schools.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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26. DADRA & NAGAR HAVELI

Government Primary Schools	Headmaster	P.S.C./ S.S.C. with P.T.C. or J.R. P.T.C.	425-15-560-EB- 20-640.	As per Central Government Rules.	<u>Local allowances:</u> i) Pay below Rs.300 - 5% ii) Pay above Rs.300 - 4½%
	Assistant Teacher	P.S.C./ S.S.C. Trained	330-10-350-EB-380- 15-500-EB-15-560.		
Government High/ Higher Secondary Schools	Headmaster	Trained Graduate	650-30-740-35-810- EB-35-800-40-1000- EB-40-1200.		
	Assistant Teacher	Trained Graduate	440-20-500-EB-25- 700-EB-27-750.		
		Graduate with S.T.C. T.D./ Matric Trained	330-10-350-EB-380- 15-500-EB-15-560.		

There are no Middle Schools in Dadra & Nagar Haveli.
Private (aided). There are no such Schools in this Area.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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27. D E L H I

Government/ Private (aided) Primary Schools	Headmaster	Passed Matric & Trained	i) 425-15-560-EB-20- 640. ii) 600-750 (Selection Grade).	As per Central Government Rules.	<u>House Rent allowance:-</u> 15% of basic pay.
	Assistant Teacher	Passed Matric & Trained	i) 330-10-380-15-500- 15-560. ii) 530-630 (Selection Grade).		<u>City Compensatory allowance:-</u> 6% of the basic pay plus Dearness pay subject to a minimum of Rs.12.50 and maximum of Rs.75.
Government/ Private (aided) Middle Schools	Headmaster	Trained Graduate	i) 550-25-750-EB-30- 900. ii) 775-1000 (Selection Grade).		
	Assistant Teacher	Trained Graduate	i) 440-20-500-EB-25- 750. ii) 740-35-880 (Selection Grade).		
Government/ Private (aided) Higher Secondary Schools	Principal Higher Secondary	Trained Post- Graduate	1100-50-1600.		
	Principal Secondary	Trained Post- Graduate	650-30-740-35-810- EB-40/40-1100-EB-40- 1200.		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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DELHI - (Contd.) -

Government/ Private (aided) Higher Secondary Schools	Assistant Teacher	Trained	i) 550-25-750-30-900.As on pre-page....	...As on pre-page...
		Post- Graduate	ii) 775-35-880-40-1000. (Selection Grade).		
		Trained	i) 440-20-500-EB-25-750.		
		Graduate	ii) 740-35-880. (Selection Grade).		

28. GOA, DAMAN & DIU

Government/ Private (aided) Primary Schools	Headmaster	S.S.C. Trained	425-15-560-EB-20- 640.	As per Central Government Rules.	House Rent allowance:
	Assistant Teacher		330-10-380-15-500- EB-15-560.		7½% of the basic pay plus D.P. with minimum of Rs.15.
Government/ Private (aided) Middle Schools	Headmaster	Trained Graduate	550-25-750-EB-30- 900.	-do-	There is no C.C.A. for this Territory.
	Upper Primary Teachers	Trained Graduate	440-20-500-EB-25- 700-EB-25-750.		-do-
	Teachers	S.S.C. & Trained	330-10-380-15-500- EB-15-560.		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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GOA, DAMAN & DIU - (Contd.) -

Government/ Private (aided) High/ Higher Secondary Schools	Principal	Trained Post- Graduate	1100-50-1300-60- 1600.	
	Headmaster	Trained Graduate	650-30-740-35-EB- 810-EB-880-40- 1000-EB-40-1200.	<u>Additional Dearness allowance:</u> upto Rs.300 -25.5% of pay subject to minimum of Rs.35 plus 8% of pay and a maximum of Rs.74; Rs.300 - 400, 19.5% of pay subject to a minimum of Rs.74 and maximum of Rs.76; Rs.400 - 800, 18.5% of pay subject to a minimum of 15.5% of pay plus Rs.16 maximum of Rs.148; Rs.800 - 900, Rs.100 plus 6% of pay; Rs.900 -1000, Rs.127+3% of pay subject to a maximum of Rs.157; Rs.1000-1030. Amount by which pay falls short of Rs.1157.
	Assistant Teacher	Trained Graduate	440-20-500-EB-25- 700-EB-25-750.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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29. LAKSHADWEEP

Government Primary Schools	Headmaster	Passed Matric. & Trained with knowledge of Malayalam	i) 425-15-560-EB- 20-640. ii) 600-25-700. (Selection Grade) (for 20%)	As per Central Government Rules.	a) Island special pay of 40% to mainland recruits.
	Assistant Teacher	Matric Trained	i) 330-10-350-EB-380- 15-500-EB-15-560. ii) 530-20-630. (Selection Grade for 20%).		b) 35% of pay to mainland recruits and local recruits working outside their native Islands.
		Passed Middle & Trained	110-3-131-4-155- EB-4-175-5-180. (Pre-revised).		c) 10% compensatory allowance to all.
Government Middle Schools	Headmaster	Trained Graduate	i) 550-25-750-EB- 30-900; ii) 775-35-880- 40-1000 (Selection Grade).		d) H.R.A. 7 $\frac{1}{2}$ % or rent free accommodation to all except natives.
	Assistant Teacher	Passed S.S.L.C. & Trained	i) 330-10-350-EB-380- 15-500-EB-15-560. ii) 530-20-630 (Selection Grade)		

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

1	2	3	4	5	6
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LAKSHADWEEP - (Contd.) -

Government High/ Higher Secondary Schools	Headmaster	Trained Graduate	650-30-740-35-810-EB- 35-880-40-1000-EB-40- 1200.		
	Assistant Teacher	Trained Graduate	i) 440-15-515-EB-15-560- 20-700-EB-750. ii) 740-35-880 (Selection Grade)	As on pre-page	...As on pre-p

Private
(aided)
Primary
Middle/
High/
Higher
Secondary
Schools

_____ There are no such Schools under these managements _____

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979)

30. M I Z O R A M

	1	2	3	4	5	6
Government Primary Schools	Assistant Teacher	Matric Trained	330-10-380-EB-12- 500-EB-15-560.	Pay range	Allowance rate	Headmaster allowance in Primary Schools: Rs.5 if the number of Teachers in School is upto 3 and Rs.10 if it is above 3. Compensatory allowance: Aizal District 30% of pay subject to a maximum of Rs.175.
		Matric/ Trained under Matric Trained	260-6-326-EB-8- 350.	Pay upto 300 - 36%	Rs.301 - 27% of pay 2250 - subject to a minimum of Rs.108 and maximum of Rs.243.	
		under Matric Non- Trained	225-5-260-6-290- EB-6-308.			
Government Middle Schools	Headmaster	Trained Graduate	550-900.	Additional Dearness allowance: (w.e.f.1-12-1978)		Lunglei Town and places 25 K.M. around it - 25% of pay subject to maximum of Rs.225, Chintuipui District and places in Lunglei District outside radius of 25 K.M. from Town - 30% of pay maximum of Rs.275.
		Trained Graduate	440-20-500-EB-25- 700-EB-25-750.	i) Pay upto Rs.300 - 25.5% subject to minimum of Rs.35+ 8% of pay.		
	P.U.C./ Intermediate/ Matric Trained	330-10-380-EB-12- 500-EB-15-560.	ii) Pay between Rs.301 - 920 - 4% of pay + Rs.62.			
	Matric Un- Trained	260-6-296-EB-6- 326-8-366-EB-8- 390-10-400.				

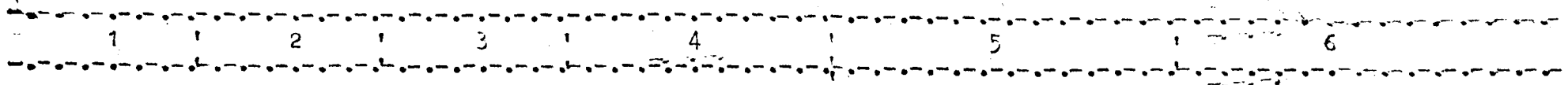
SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1978-79 (as on 1-1-1979),

1	2	3	4	5	6
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		<u>M I Z O R A M</u> - (Contd.) -				
Government High/ High Schools	<i>Principal</i> Headmaster	<i>M.A. 2nd class</i> Trained Graduate	<i>1100-1600</i> 650-30-740-35-810-EB- 35-880-40-1000-EB- 40-1200.	iii) Pay between- Rs.920-1640 - 18.5% of pay subject to minimum of 15.5% of pay plus Rs.16 and maximum of Rs.148.	Disturbed Area allowance: (admissible only when Mizoram is declared as disturbed area): Pay range Allowance rates	
	Assistant Headmaster	Trained Graduate	550-900.			
	Assistant Teacher	Trained Graduate	440-20-500-EB-25- 700-EB-25-750.			
		Graduate	425-15-500-EB-15- 560-20-700.			
.....Private (aided)/Deficit aided Primary/Middle/High/Higher..... Secondary Schools				i) For pay upto Rs.270 - Rs.40		
				ii) Rs.270 - 449 - Rs.50		
				iii) Rs.450 - 799 - Rs.60		
				iv) Rs.800 & above - Rs.65		

1. Deficit:- As in the case of their counterpart in Government Schools.
2. Ad-hoc :- Teachers working in these Schools are getting the same scales of pay
(aided) but they are getting half of allowances.

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1952-53 (as on 1-1-1953)



31. PONDICHERRY

				Pay range	Allowance rate	House Rent allowance:-
Government Primary Schools	Headmaster/Senior Grade Teacher	S.S.L.C. Trained or equivalent	330-10-350-EB-380-15-500-EB-15-560.			
				i) Pay upto Rs.300	36% of basic pay)	7 1/2% of the pay subject to a minimum of Rs.200.
Government Middle Schools	Headmaster	Trained Graduate	550-25-750-EB-30-900.	ii) Pay above Rs.300	27% of pay subject to a minimum of Rs.108 and maximum of Rs.243.	Headmaster's allowance:Nil....
	Assistant Teacher (Grade II)	Trained Graduate	440-20-500-EB-25-700-EB-25-750.			City compensatory allowance:-Nil....
	Senior Grade Teacher	Passed Matric & Trained	330-10-350-EB-380-15-500-EB-15-560.			
Government High School	Headmaster Grade I	Trained Graduate	650-30-740-35-810-EB-35-880-40-1000-EB-40-1200.		Additional Dearness allowance:	
	Assistant Teacher Grade I	Trained Graduate	550-25-750-EB-30-900.	i) Pay above Rs.300 and upto Rs.400 -	Rs.62+4% of pay.	
				ii) Pay above Rs.400 and Rs.800 -	18.5% of pay subject to minimum of 15.5% + Rs.16 and maximum of Rs.148.	

SCALES OF PAY OF SCHOOL TEACHERS IN INDIA - 1972-73 (as on 1-1-1973)

1	2	3	4	5	6
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PONDICHERRY - (Contd.) -

Government High Schools	Assistant Teacher Grade II	Trained Graduate	440-20-500-EB-25-700-EB-25-750.	Additional Dearness allowance:	
				iii) Pay above Rs.800 to Rs.900 - - Rs.100+6% of pay.As on pro
Government Higher Secondary Schools	Principal	Trained Post-Graduate	700-40-1100-50-1300.	iv) Pay above Rs.900 to Rs.1000 - Rs.127+3% of pay subject to maximum of Rs.157.	
	Assistant Teacher	Trained Graduate	550-25-750-EB-30-900.	v) Rs.1031 to Rs.2450 - Rs.370 subject to the provision that pay+ D.A.+A.D.A. will not exceed Rs.2750.	

Private Sub. National Scales of pay are not uniform

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