

- (a) for Government servants drawing pay from the 5th upto the 8th stage in the existing scale __ by one increment;
- (b) for Government servants drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage __ by two increments;
- © for Government servants drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage ___ by the increments.

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servants who was drawing pay in the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former:

Provided also that: ---

The Fixation thus made shall ensure that every employee will get atleast on increment in the revised scale of pay for every three increments (inclusive of stagnation increment (s), if any) in the existing scale of pay.

Explanation: - for the purpose of this clause “existing emoluments” shall include;

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100); and
- (c) the amounts of first and second instalment of interim relief admissible on the basic pay in the existing scale.

(B) In the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a scale of pay without any special pay/allowance, pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases “existing emoluments” shall include;

- (a) the basic pay in the existing scale;
- (b) existing amount of special pay/allowance;
- (c) admissible dearness allowance at index average 1510 (1960=100) under the relevant orders ;
- (d) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and special pay under the relevant orders.

© In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance, etc. and in whose case the same has been replaced in the revised scale with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above. In such cases the allowance at the new rate as recommended shall be drawn in addition to pay in the revised scale of pay.

(D) in the case of medical officers who are in receipt of non-practicing allowance, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above except that in such case the term “existing emoluments” shall not include NPA and will comprise only the following:-

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay and non practicing allowance admissible at index average 1510 (1960-100) under the relevant orders; and
- (c) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and non-practicing allowance under the relevant orders,

and in such cases, non-practicing allowance at the new rates shall be drawn in addition to the pay so fixed in the revised scale.

Note__1. The Government servants drawing pay upto the stage of Rs. 1030 in the existing scale of Rs. 775__12__871__14__955__15__1030__20__1150 shall be fixed in S-2 scale of pay and those drawing pay beyond the stage of Rs. 1030 shall be fixed in S-3 scale of pay.

Note__2 Where the increments of a Governments servants falls on Ist day of January, 1996 he shall have option to draw the increment in the existing scale or the revised scale.

Note__3. Where a Government servant is on leave on the Ist day of January, 1996, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale pf pay will be subject to final order on the pending disciplinary proceeding.

Note__4. Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The Provisions of this not shall apply, mutandis, to Government servants holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note__5. Where the existing emoluments as calculate in accordance with clause (A),clause (B), Clause (C) or clause (D), as the case may be, exceed the revised emoluments in the case of any Government servants, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note__6. Where in the fixation of pay under sub-rule (1), pay, of a Governments servant, who, in the existing scale was drawing immediately before the Ist day of January, 1996 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage loower than that of such junior, his, pay shall be stepped upto the same stage in the revised scale as that of the junior.

Note__7. Where a Government servant is in receipt of personal pay on the Ist day of January, 1996, which together with his existing emoluments as calculated in accordance with clause (A), clause (B) clause (C) or clause (D), as the case may, be exceeds the revised emoluments then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note__8. In the case of employees who are in receipt of personal pay for passing Hindi Pragya, Hindi Typewriting, Hindi Shorthand and such other examinations under the Hindi Teaching Scheme”, or on successfully undergoing training in cash and accounts matters prior to the Ist day of January, 1996, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised scales, they would continue to draw personal pay after fixation of their pay in the revised scale on and from the 1st day of January, 1996 or subsequently

for the period for which they would have drawn it but for the fixation of their pay in the revised scale. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised scale from the date of fixation of pay for the period for which the employee would have continued to draw it.

Explanation:- For the purpose of this Note, “appropriate rate of increment in the revised scale’ means the amount of increment admissible at and immediately beyond the stage at which the pay of the employee is fixed in the revised scale.

Note 9. In cases, where a senior Government servant promoted to a higher post before the 1st day of January, 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996 the pay of the senior Government servant should be stepped upto an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-

- (a) both the junior and the senior Government servant should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical;
- (c) the senior Government servants at the time of promotion have been drawing equal or more pay than the junior.

2. The revised scales are not not applicable in the case of Punjab Agricultural university Ludhiana, and Medical, Veterinary Science Technical and Engineering universities and Colleges in the State.
3. The terms and conditions prescribed for the grant of revised U.G.C.s pay scales are appended to this communication as Annexure I.
4. Necessary amendment in the statues, rules and regulations etc. of the concerned Universities and amendment in the Punjab Educational Service (College Cadre) Class-I and Class-II Rules, 1976, will be made by the concerned University/State Govt. where called for.
5. A decision on the arrears for the period from 1st January, 1996 to 31st December, 1998 will be taken in the next financial year and will be conveyed separately.

This issues with concurrence of the Department of Finance conveyed, vide their I.D. No. 1/109/98-FP-I/59, dated 2nd February, 1999 and I.D. No. 1/109/98-FP-I dated 10th March, 1999.

Dated, Chandigarh the
10th March, 1999

G.P.S. SAHI
Principal Secretary, Government of Punjab
Department of Higher Education

ANNEXURE –I

(Set of conditions)

1. (i) Recruitment to the posts of Lecturer, Readers and Professors in Universities and Collegs shall be on the basis of merit though all-India advertisement and selections by the duly consituteid Section Committees to be set up under the Statues/Ordiances of the concerned university with the concurrence of the State Government. Such Committees should have a minimum of three experts , the head of concerned Department and the Principal of the concerned college (in case lf selection of college teachers) provided that lecturers who fulfill the criteria prescribed in this scheme will be eligible for promotion to the posts of Readers.

(ii) (a) Four and two advance increments will be admissible to those who hold Ph.D and M.Phil degrees, respectively, at the time of recruitment as Lecturers.

(b) One increment will be admissible to those teachers with M.Phil who acquire Ph.D within two years of recruitment.

(c) A Lecturer with Ph.D will be eligible for two advance increments when he moves into selection grade as Reader.

(d) A teachers will be eligible for two advance increments as and when he acquires a Ph.D degree in his service career.

(iii) Career Advancement

(a) Minimum length of service for eligibility to move into grade of Lecturer (Senior Scale) would be four years for those with Ph.D, five years for those with M.Phil and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/ Reader, the minimum length of service as Lecturer (Senior Scale) Shall be uniformly five years.

(b) For movement into grades of Reader and above, the minimum eligibility criterion would be Ph.D Those teacher with Ph.D can go up to the level of Lecturer (Selection Grade.)

(c) A reader with a minimum of eight years of service will be eligible for consideration for appointment as a Professor.

(d) For every upward movement, a selection process would be involved, for which appropriate guidelines would be as laid down by the UGC in consultation with the Government of India and are accepted by the State Government.

(iv) The teaching Personnel and academic staff of the Universities and Government colleges in the State and Directorate of Colleges will be entitled to Dearness Allowance. House Rent Allowance, City Compensatory Allowances and other Allowances at the rates sanctioned from time to time by the Punjab Government for its employees. They will be entitled to fixed Medical Allowance @ Rs. 250 P.M. to cover expenses on outdoor treatment of themselves and their families with effect from 1st April, 1999.