

**ഭരണഭാഷ - മാതൃഭാഷ**

നമ്പർ യു.ജി.സി. സെൽ 3/42245/2017/കോ.വി.വ.

കോളേജ് വിദ്യാഭ്യാസ ഡയറക്ടറുടെ  
കാര്യാലയം, വികാസ് ഭവൻ,  
തിരുവനന്തപുരം - 33  
തീയതി : 28/06/2018  
ഫോൺ : 0471 2303107

**സർക്കുലർ**

വിഷയം:- കോളേജ് വിദ്യാഭ്യാസ വകുപ്പ് - യു.ജി.സി സെൽ -7-ാം യു.ജി.സി.  
സ്കീം നടപ്പിലാക്കുന്നത് - ബാധ്യത കണക്കാക്കുന്നത് - സംബന്ധിച്ച്.

സൂചന:- 15.11.2017 ലെ സി3/212/2017/ഉ.വി.വ. നമ്പർ സർക്കാർ കത്ത്.

7-ാം യു.ജി.സി. ശമ്പള പരിഷ്കരണം സംസ്ഥാനത്തെ കോളേജുകളിൽ നടപ്പിലാക്കുന്നതിനായി ഇതു സംബന്ധമായ സാമ്പത്തിക ബാധ്യത അടിയന്തിരമായി കണക്കാക്കി നൽകുന്നതിന് സർക്കാർ വകുപ്പിന് നിർദ്ദേശം നൽകിയിരിക്കുകയാണ്. എന്നാൽ 6-ാം യു.ജി.സി. സ്കീം പ്രകാരമുള്ള പ്ലേസ്മെന്റുകൾ ഗവൺമെന്റ് കോളേജിൽ നടപ്പിലാക്കിയിട്ടില്ലാത്തതും എയ്ഡഡ് കോളേജുകളിൽ ഭാഗികമായി മാത്രം അതാത് യൂണിവേഴ്സിറ്റികൾ നടപ്പിലാക്കിയിട്ടുള്ളതുമാണ്. ഈ സാഹചര്യത്തിൽ സാങ്കല്പികമായി പ്ലേസ്മെന്റുകൾ നടപ്പിലാക്കിയതായി കണക്കാക്കിക്കൊണ്ട് 1/1/2016 പ്രാബല്യത്തിലുള്ള ശമ്പള ബാധ്യതയിന്മേൽ വിലയിരുത്തൽ നടത്തേണ്ടി വരുന്നു.

മേൽ സാഹചര്യത്തിൽ എല്ലാ ഗവൺമെന്റ് കോളേജ് പ്രിൻസിപ്പാൾമാരും തങ്ങളുടെ കോളേജിലെ അധ്യാപകരുടെ (6-ാം സ്കീമിലെ) 1.1.2016 ലെ ശമ്പള സ്റ്റേജും ശമ്പള സ്കെയിലും (എല്ലാ പ്ലേസ്മെന്റ് ലഭിച്ചതായി കണക്കാക്കിക്കൊണ്ടുള്ള) പ്രകാരം, 7-ാം ശമ്പള പരിഷ്കരണത്തിലെ ഏതെങ്കിലും സ്റ്റേജുകളിൽ നിർണ്ണയിക്കപ്പെടാവുന്നതാണ് എന്ന കണക്കെടുത്ത് Excel format ൽ ഈ വകുപ്പിൽ [ugcellidce@gmail.com](mailto:ugcellidce@gmail.com) എന്ന മെയിലിലേക്ക് ഇ-മെയിൽ മുഖേന നൽകണമെന്ന് അറിയിക്കുന്നു.

എയ്ഡഡ് കോളേജ് പ്രിൻസിപ്പാൾമാർ തങ്ങളുടെ മേഖല ഡെപ്യൂട്ടി ഡയറക്ടർമാർക്ക് വിശദാംശം നൽകുകയും ഡെപ്യൂട്ടി ഡയറക്ടർമാർ എല്ലാ കോളേജിൽ നിന്നും വിവരം ലഭിച്ചുവെന്ന് ഉറപ്പ് വരുത്തി കൺസോളിഡേറ്റ് ചെയ്ത വിവരം ഡയറക്ടർക്ക് നൽകുകയും ചെയ്യേണ്ടതാണ്.

7-ാം ശമ്പള പരിഷ്കരണത്തിൽ (6/11/2017 ൽ മാനവ വിഭവ ശേഷി മന്ത്രാലയത്തിന്റെ കത്ത് ഖ.2 ഗ പ്രകാരം) 31.12.2015 ലെ ശമ്പളം എ.ജി.പി. എന്നിവയുടെ തുകയെ 2.87/2.72 കൊണ്ട് ഗുണിച്ച് കിട്ടുന്ന തുകയുടെ തുല്യമായ പുതിയ സെല്ലിൽ ശമ്പളം നിർണ്ണയിക്കേണ്ടതും തുല്യമായ സെൽ ലഭ്യമല്ലാത്ത പക്ഷം തൊട്ടുമുകളിലുള്ള സെല്ലിൽ നിർണ്ണയിക്കേണ്ടതുമാണെന്ന് വ്യക്തമാക്കിയിട്ടുണ്ട്. (എം.എച്ച്.ആർ.ഡി.യുടെ 6/11/17 ലെ കത്തും ശമ്പള നിർണ്ണയ പട്ടികയും ഉള്ളടക്കം ചെയ്യുന്നു) അതിനനുസരിച്ച് താഴെ പറയുന്ന വിവരങ്ങളാണ് വകുപ്പിനാവശ്യമായിട്ടുള്ളത്.



Scale	BP including AGP as on 1/1/16 (6 <sup>th</sup> Pay revision)		Revised BP as on 1/1/16 (7 <sup>th</sup> Pay revision)	Total number of teachers
	Existing	Anticipated		
AGP 6000				
AGP 7000				
AGP 8000				
AGP 9000				
AGP 10000				

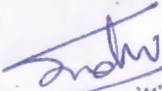
എല്ലാ പ്രിൻസിപ്പാൾമാരും മേൽപറഞ്ഞ രീതിയിൽ വിശദാംശങ്ങൾ ജൂലൈ 5 തീയതിയ്ക്കുള്ളിലും എല്ലാ ഡെപ്യൂട്ടി ഡയറക്ടർമാരും ജൂലൈ 9-ാം തീയതിയ്ക്കുള്ളിലും വിവരങ്ങൾ സമർപ്പിക്കണമെന്ന് അഭ്യർത്ഥിക്കുന്നു.

ഒപ്പ്/-  
ഡോ. ഡി.കെ. സതീഷ്.  
അഡീഷണൽ ഡയറക്ടർ

0471-2303107  
[adce.colledn@kerala.gov.in](mailto:adce.colledn@kerala.gov.in)

വകുപ്പ് വെബ്സൈറ്റിൽ പരസ്യപ്പെടുത്തുന്നതിന്  
പകർപ്പ്- 1) എല്ലാ കോളേജ് പ്രിൻസിപ്പാൾമാർക്കും  
2) എല്ലാ ഡെപ്യൂട്ടി ഡയറക്ടർമാർക്കും

//അംഗീകാരത്തോടെ//

  
സുപ്രണ്ട്

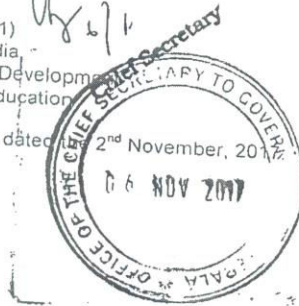


ജയ/29/6/18

P-1948551/17/280

secy (Hedn)

No.1-7/2015-U.II(1)  
 Government of India,  
 Ministry of Human Resource Development,  
 Department of Higher Education

New Delhi, dated 2<sup>nd</sup> November, 2017

To,  
 The Secretary,  
 University Grants Commission,  
 Bahadurshah Zafar Marg,  
 New Delhi - 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee (PRC), constituted by the University Grants Commission (UGC), and decision of the UGC taken at the meeting of the Commission held on 22<sup>nd</sup> February, 2017, to revise the pay scales of teachers in the Higher Educational Institutions under the purview of the UGC. The revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter and Regulations issued by UGC and amendments thereof from time to time in this behalf. The revised pay scales and other provisions of the Scheme are as under:-

#### 1. Designation

There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

#### 2. Revised Pay for teachers and equivalent positions:

##### (i) Pay Fixation method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- Each cell in an academic level is at 3% higher than the previous cell in that level.
- The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.

e) The entry pay for each level is as follows.

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Annexure-I.

g) For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(ii) Revised pay for Teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10000 AGP in PB Rs.37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale/ PB of Rs.67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)



## (iii) Revised pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian/ College Librarian (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Librarian/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs.10000 AGP in PB Rs.37,400-67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

## (iii) Revised pay for Directors of Physical Education &amp; Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)

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Existing pay	Revised pay
University Director of Physical Education & Sports (at Rs 10000 AGP in PB Rs.37,400-67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

### 3. Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities

- (i) Pro-Vice Chancellor: The pay of the Pro Vice Chancellor of a University, presently at existing AGP of Rs 10,000 in PB Rs.37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.4000/- per month
- (ii) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs 5000/- per month.

### 4. Revised pay of Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be

- (i) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs.1,31,400/-, with the existing special allowance of Rs.2000/- per month.
- (ii) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

#### Note:

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay.

### 7. Date of Implementation

The date of implementation of the above revised pay shall be 1<sup>st</sup> January, 2016.

### 8. Incentive increment for higher qualification

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

K. K. T. N. S. Reddy  
21/1/17

**9. Increment**

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

**10. Promotion**

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

**11. Allowances**

The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken after consultation with the Ministry of Finance based on the decision of the Government of India for Central Government employees, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

**12. Superannuation and Reemployment**

The existing provisions on superannuation and reemployment of teachers shall continue.

**13. Consultancy Assignments:**

University Grants Commission shall study the consultancy guidelines prevalent in educational institutions like IITs & IIMs, CSIR and other such institutions, and formulate detailed guidelines for consultancies including revenue sharing mechanism between the institution and the individual(s).

**14. Anomalies of the last PRC:**

The final decision on anomalies, due to implementation of recommendations of the last Pay Review Committee, will be taken after consultation with the Ministry of Finance.

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## 15. Other recommendations of Pay Review Committee and UGC

The Pay Review Committee (PRC) has recommended certain other measures on methods of recruitment, promotion, New Performance Assessment System, attracting & retaining talent, use of ICT in teaching, etc. These recommendations of PRC shall be considered appropriately by the University Grants Commission and necessary regulations will be issued by the University Grants Commission with the approval of the Central Government within a period of 3 months from the date of the approval/ decision of the Cabinet.

## 16. Applicability of the Scheme:

- (i) This Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by UGC and amendments thereof in this behalf. Universities implementing this Scheme shall be advised by UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.
- (ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.
- (iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7<sup>th</sup> Central Pay Commission.
- (iv) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and condition:
  - (a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the universities, colleges and other higher educational institutions funded by the State Government.
  - (b) The State Government opting for revision of pay shall meet the remaining 50% (fifty percent) of the additional expenditure from its own sources.
  - (c) The proposal for reimbursement on account of pay revision in State funded universities, colleges and other higher educational institutions shall be submitted in the prescribed format by the State Governments. The state bills preferred by the State Governments for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter.



- (d) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019.
- (e) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01.04.2019.
- (f) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.01.2016.
- (g) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/ scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).
- (h) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above.

17. Date of implementation of revised pay and allowance and payment of arrears:

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
- (iii) Payment of arrears up to 40% of total arrears shall be made to State Governments for State funded Universities, colleges and other higher educational institutions during the current financial year 2017-18.
- (iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (v) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

18. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017.

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19. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.


20. This issues with the concurrence of Internal Finance Division vide Dy. No.3738/IFD dated 2<sup>nd</sup> November, 2017.

Yours faithfully,

  
(Dr. K.K. Tripathy)  
Director

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

  
(Dr. K.K. Tripathy)  
Director

Annexure-I

Pay Matrix

Pay Band (Rs.)	15,600-39,100				37,400-67,000				67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	10,000	10,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72	2.72	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	53,000	53,000	67,000	67,000
Academic Level	10	11	12	13A	14	14	14	15	15
Rationalised Entry Pay (Rs.)	57,700	68,900	79,800	1,31,400	1,44,200	1,44,200	1,44,200	1,82,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,48,500	1,48,500	1,87,700	1,87,700
3	61,200	73,100	84,100	1,39,400	1,53,000	1,53,000	1,53,000	1,93,300	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,57,600	1,57,600	1,99,100	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	1,62,300	1,62,300	2,05,100	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	1,67,200	1,67,200	2,11,300	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	1,72,200	1,72,200	2,17,600	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	1,77,400	1,77,400	2,24,100	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,100	1,82,100	1,82,100		
10	75,200	89,900	1,04,100	1,71,400	1,88,200	1,88,200	1,88,200		
11	77,500	92,600	1,07,200	1,76,500	1,93,800	1,93,800	1,93,800		
12	79,800	95,400	1,10,400	1,81,800	1,99,600	1,99,600	1,99,600		
13	82,200	98,300	1,13,700	1,87,300	2,05,600	2,05,600	2,05,600		
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	2,11,800	2,11,800		
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	2,18,200	2,18,200		
16	89,800	1,07,300	1,24,200	2,04,100					
17	92,500	1,10,500	1,27,900	2,10,800					

K. S. Rathnayak  
21.11



Pay Band (Rs.)	15,600-39,100	37,400-67,000	67,000-79,000
18	95,300	1,13,800	1,31,700
19	98,200	1,17,200	1,35,700
20	1,01,100	1,20,700	1,39,800
21	1,04,100	1,24,300	1,44,000
22	1,07,200	1,28,000	1,48,300
23	1,10,400	1,31,800	1,52,700
24	1,13,700	1,35,800	1,57,300
25	1,17,100	1,39,900	1,62,000
26	1,20,600	1,44,100	1,66,900
27	1,24,200	1,48,400	1,71,900
28	1,27,900	1,52,900	1,77,100
29	1,31,700	1,57,500	1,82,400
30	1,35,700	1,62,200	1,87,900
31	1,39,800	1,67,100	1,93,500
32	1,44,000	1,72,100	1,99,300
33	1,48,300	1,77,300	2,05,300
34	1,52,700	1,82,600	2,11,500
35	1,57,300	1,88,100	
36	1,62,000	1,93,700	
37	1,66,900	1,99,500	
38	1,71,900	2,05,500	
39	1,77,100		
40	1,82,400		

K. K. Singh  
21/11/17