

NOTIFICATION TO COLLEGE-POST TEACHERS

REGARDING REGULARIZATION

23rd September 2016

- 1) The Guidelines for Pay as per the offer for regularization are given below.
- 2) Each College-Post Staff is kindly requested to use the UGC 2010 -PBAS-API proforma and fill out the average score for the assessment period in which they believe they are eligible for advancement to a higher stage.

Example-1: Staff joining in 2002

Requirement for CAS Stage-1 to Stage-2 (assessment period 2002 – 2008- 6 years)

One PBAS-API- Category-III proforma with scores for assessment period

Requirement for CAS Stage-2 to Stage-3 (assessment period 2009 – 2014 - 5 years)

One PBAS API- Category-I & II proforma with average scores for assessment period

One PBAS-API- Category-III proforma with scores for assessment period

Example-2: Staff joining in 2007 with PhD.

Requirement for CAS Stage-1 to Stage-2 (assessment period 2007 – 2011 - 4 years)

One PBAS API- Category-I & II proforma with average scores for assessment period

One PBAS-API- Category-III proforma with scores for assessment period

- 3) These are to be submitted to the respective HoD, with all relevant supporting documents with regard to courses/publications.
- 4) The HoDs will verify the same and forward them to the duly constituted Selection Committee for CAS and Fitment through the IQAC coordinator.
- 5) The Selection Committee for CAS and Fitment may request the relevant staff for clarification with regard to their eligibility for movement to a higher Stage. The Committee will then make its recommendation for each staff, with justification, to the President of the GB.
- 6) Following the approval of the President and Secretary of the GB, an Offer Letter will be issued to each staff to become a Regular Staff with the new pay scales.
- 7) Those teachers not interested in being regularised under this scheme will continue to remain on the contract system with the present old scales till the end of their respective contracts.
Those teachers, whose contracts have already lapsed or will lapse before 31st December 2016, will have the benefit of an extension of their lapsed contracts till 31st December 2016.
- 8) The new scales and the summary of the criteria for CAS, as per the UGC-2010 norms are given below as a ready reckoner.
- 9) The new scales will be applicable from the month of your being appointed as a regular staff.

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GUIDELINES FOR PAY

(23rd September 2016)

- 1) The Scope of these guidelines are for the regularization of pay for the College Post Teachers who are on contracts (1+1+3+5.....) and for Direct Recruits appointed as Regular College-Post Teaching Staff after September 2016.

- 2) Scale of Pay -(also see Annexure 1)

Stage 1	Rs 20,000 - 44,600	(College-Post Assistant Professor)
Stage 2	Rs 24,100 – 50,400	(College-Post Assistant Professor)
Stage 3	Rs 28,100 – 52,200	(College-Post Assistant Professor)
Stage 4	Rs 42,700 – 74,900	(College-Post Associate Professor)

- 3) Manner of Fitment into New Scales

- a. Staff will be eligible for one increment for every completed year of service after attaining a Master's degree in the relevant subject.
- b. The eligibility of advancement of a staff to the next higher Stage will be based on the eligibility criteria as given in Table -1.

Table 1

		Before 30 th June 2010	30 th June 2010 – 10 th July 2016	After 11 th July 2016
Stage 1 to 2	Masters only	6 years in Stage 1	6 years in Stage 1	6 years in Stage 1
	with M.Phil	5 years in Stage 1	5 years in Stage 1	5 years in Stage 1
	with Ph. D	4 years in Stage 1	4 years in Stage 1	4 years in Stage 1
	PBAS - API scores	UGC 2010 Category – III only	UGC 2010 norms without amendments	UGC 2010 norms with all amendments
	Selection Com.	yes	yes	yes
Stage 2 to 3	In Stage 2	5 years	5 years	5 years
	PBAS - API scores	UGC 2010 Category – III only	UGC 2010 norms without amendments	UGC 2010 norms with all amendments
	Selection Com.	Yes	Yes	Yes
Stage 3 to 4	In Stage 3	3 years	3 years	3 years
	PBAS - API scores	UGC 2010 Category – III only	UGC 2010 norms with relevant amendments	UGC 2010 norms with all amendments
	-with Ph. D	1 Publication	1 Publication	1 Publication(ISBN) in referred journal
	-with M.Phil	2 Publication	2 Publication	2 Publication(ISBN) in referred journal
	-with Masters	3 Publication	3 Publication	3 Publication(ISBN) in referred journal
	Selection Com.	Yes	Yes	Yes
1 st amendment – 8 th Oct 2012 // 2 nd amendment - 13 th June 2013 // 3 rd amendment – 4 th May 2016 // 4 th amendment – 11 th July 2016				

- c. For existing College-Post teaching staff, requesting to be regularized under the Service Rules for Regular Teachers (2015), a 'Selection Committee for CAS and Fitment' will ensure that the staff is eligible for advancement into a higher stage. The Selection Committee may request the relevant staff for clarification regarding the same. The Committee will then make its recommendation for each staff, with relevant documents and justification, to the President of the GB.

4) Qualification Pay

- a. All College-Post Staff shall be entitled to a fixed amount of Rs 500 per month as Qualification Pay for having acquired a NET/SLET.
- b. All College-Post Staff shall be entitled to a fixed amount of Rs 500 as Qualification Pay for having acquired a MPhil in the relevant subject.
- c. All College-Post Staff shall be entitled to a maximum of Rs 1000 as Qualification Pay for having acquired a PhD with or without a MPhil in the relevant subject.

This benefit is not to be part of the Basic or any other allowance.

5) Other Allowance

The staff shall be entitled to a College Dearness Allowance and a contribution towards NPS as per the prevalent institutional norms for the College-Post Regular teachers. All other payment such as Special Pay, Weightage Pay, etc. ceases to exist with the implementation of this new pay scale.

Any arrears connected with the Managements contribution of 10% to the National Pension Scheme will be calculated on the old disbursed Basic + College DA from 1st June 2012 to the month of appointment as a Regular Staff. Norms as given in the Service Rule will be followed and the amount will be dispersed in the next financial year in 3 instalments after due adjustment with the previously paid amount.

6) Existing Pay and Stage(Grade)protection

For existing College-post teaching staff, offered to be regularized under the Service Rules for Regular Teachers (2015), the respective current Gross pays and Stage (Grade) will be protected.

In case of a shortfall they will be entitled to receive a 'Protection Allowance' equal to the difference between the old and new Gross. This amount is to be recalculated at the time of any future increments so as to, eventually absorb the difference.

- 7) The rate of increment in the revised pay shall be 3% of the basic pay rounded-off to the nearest multiple of hundred. (See Annexure 1)
- 8) Next Annual Increment will be as per the date of appointment currently followed.

Annexure 1

	Stage1	Stage 2	Stage 3	Stage 4
1	20,000	24,100	28,100	42,700
2	20,600	24,800	28,900	44,000
3	21,200	25,500	29,800	45,300
4	21,800	26,300	30,700	46,700
5	22,500	27,100	31,600	48,100
6	23,200	27,900	32,500	49,500
7	23,900	28,700	33,500	51,000
8	24,600	29,600	34,500	52,500
9	25,300	30,500	35,500	54,100
10	26,100	31,400	36,600	55,700
11	26,900	32,300	37,700	57,400
12	27,700	33,300	38,800	59,100
13	28,500	34,300	40,000	60,900
14	29,400	35,300	41,200	62,700
15	30,300	36,400	42,400	64,600
16	31,200	37,500	43,700	66,500
17	32,100	38,600	45,000	68,500
18	33,100	39,800	46,400	70,600
19	34,100	41,000	47,800	72,700
20	35,100	42,200	49,200	74,900
21	36,200	43,500	50,700	
22	37,300	44,800	52,200	
23	38,400	46,100		
24	39,600	47,500		
25	40,800	48,900		
26	42,000	50,400		
27	43,300			
28	44,600			

Form to assist in calculation of fitment

Name

Date of Joining
(with masters)

Date of Mphil

Date of PhD.

Date of Stage 1 to 2

Date of Stage 2 to 3

Date of Stage 3 to 4

Date/ Month	Year	Stage 1 Basic	Stage 2 Basic	Stage 3 Basic	Stage 4 Basic
	1997				
	1998				
	1999				
	2000				
	2001				
	2002				
	2003				
	2004				
	2005				
	2006				
	2007				
	2008				
	2009				
	2010				
	2011				
	2012				
	2013				
	2014				
	2015				
	2016				