



Higher Education (H1) Department
Letter No.17383/H1/2009-2, dated 29.9.2009

From
Thiru K.Ganesan, I.A.S.,
Principal Secretary to Government.

To
The Director of Collegiate Education, Chennai -6.
The Registrars of All Universities.
The Director of Legal Studies, Chennai -35.
The Director of Treasuries and Accounts, Chennai -15.
The Director, Madras Institute of Development Studies, Chennai -20.
The Director of Local Fund Audit, Chennai – 108.
The Member-Secretary, Tamil Nadu State Council for Higher Education, Chennai -5.
The Regional Joint Directors of Collegiate Education through the Director of Collegiate Education.
Chennai-6.
The Principals of all Colleges (Government / Aided) in Tamil Nadu through the Director of
Collegiate Education, Chennai-6.
The Accountant General (Accounts & Entitlements), Chennai- 600 018.
The Principal Accountant General (Audit.I), Chennai-600 018.
The Accountant General (Audit.II), Chennai-600 018.
The Accountant General (CAB), Chennai-600 009 / Madurai.
The Director of Pension, DMS Complex, Chennai-600 006.
The Pension Pay Officer, Chennai- 600 006.
The Secretary, Ministry of Human Resource Development,
Department of Education, Government of India, New Delhi.
The Secretary, University Grants Commission, New Delhi.
The Pay and Accounts Officer, Secretariat, Chennai-9.
The Pay and Accounts Officer,(North / South / East) Chennai- 1 / 35 / 5.
The Pay and Accounts Officer , Madurai - 625 001.
All Treasury Officers in Tamil Nadu.
All Recognised Service Associations.

Sir / Madam,

Sub.: Implementation of UGC Scales of Pay – Revision of pay and allowance etc. to the Teachers and equivalent cadres in Universities, Government and Government Aided Colleges governed by UGC – orders – issued – certain clarifications- Issued.

- Ref: 1. G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009.
2. Representation of the Secretary, Association of University Teachers, dated 10.9.2009.
3. From the Director of Collegiate Education, Letter R.C.No.5827/J1/2009, dated 14.9.2009.

I am directed to invite your attention to the references cited and to issue the following clarifications to the orders issued in G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009:-

Sl. No.	Clarifications sought for	Clarifications issued
1.	In para 2 (vi) of the G.O.Ms.No.350, Higher Education(H1) Department, dated 9.9.2009, it is stated that National Eligibility Test (NET) shall be compulsory for appointment at the	Presumption is confirmed. The Candidates should have passed the NET. conducted by UGC, CSIR or similar test accredited by the UGC

entry level of Assistant Professor. It is also stated that NET shall not be required for such Master's Programmes in disciplines for which there is no NET. However, there is no mention about SLET as an alternative for NET. It is presumed that a pass in the SLET may also be considered as the eligibility criteria for

	<p>entry level of Assistant Professor. It is also stated that NET shall not be required for such Master's Programmes in disciplines for which there is no NET. However, there is no mention about SLET as an alternative for NET. It is presumed that a pass in the SLET may also be considered as the eligibility criteria for appointment on par with NET.</p>														
2.	<p>In para 2 (F) of the G.O.Ms.No.350, Higher Education(H1) Department, dated 9.9.2009, under the caption 'Allowances' it is stated that allowances shall be on par with the allowances applicable to State Government Employees with effect from 1st June 2009. Inter-alia, the Government have also sanction incentives for Ph.D/M.Phil and other higher qualification of the Teachers in Universities /Government Colleges/ Aided Colleges under Appendix-II. But the date from which these incentives have to be given effect to has not been mentioned in the Government Order.</p>	<p>The revised rate of DA will be on par with the State Government employees as indicated below:</p> <table border="1" data-bbox="817 533 1479 1084"> <tr> <td>w.e.f. 1st July 2006</td> <td>2% of basic pay + grade pay</td> </tr> <tr> <td>w.e.f. 1st January, 2007</td> <td>6% of basic pay + grade pay</td> </tr> <tr> <td>w.e.f. 1st July 2007</td> <td>9% of basic pay + grade pay</td> </tr> <tr> <td>w.e.f. 1st January 2008</td> <td>12% of basic pay + grade pay</td> </tr> <tr> <td>w.e.f. 1st July, 2008</td> <td>16% of basic pay + grade pay</td> </tr> <tr> <td>w.e.f. 1st January, 2009</td> <td>22% of basic pay + grade pay</td> </tr> </table>	w.e.f. 1 st July 2006	2% of basic pay + grade pay	w.e.f. 1 st January, 2007	6% of basic pay + grade pay	w.e.f. 1 st July 2007	9% of basic pay + grade pay	w.e.f. 1 st January 2008	12% of basic pay + grade pay	w.e.f. 1 st July, 2008	16% of basic pay + grade pay	w.e.f. 1 st January, 2009	22% of basic pay + grade pay	<p>Other allowances shall on par with State Government employees w.e.f. 1.6.2009. The MHRD in its letter No.132/2006-V.II/V.I(i), dated 31.12.2008 under the heading <u>9. Date of implementation of revised pay and allowance and payment of arrears</u> has stated that the date of implementation of non-compounded advance increments shall take effect from 1.9.2008. Hence, the incentive advance increments shall be given effect from 1.9.2008 for the University/College teachers in Tamil Nadu.</p>
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3.	<p>In para 2 (G) under AGE OF SUPERANNUATION, it is ordered that there shall be no Re-employment beyond the age of superannuation. In this connection the Director of Collegiate Education has stated that certain Principals of Grade I and Grade II Colleges and Regional Joint Directors of Collegiate Education who had attained the age of superannuation in the middle of this academic year after 1.6.2009 have already been sanctioned Re-employment upto the end of the academic year i.e. 31.5.2010. Likewise, proposals seeking Re-employment upto 31.5.2010 in respect of those who are attaining the age of superannuation on and after 30.9.2009 have been received in the office of the Regional Joint Directors of Collegiate Education and the Directorate of Collegiate Education. Hence he has requested the Government to kindly clarify the following points:</p>	<p>As per G.O.Ms.No.300, Higher Education Department, dated 8.9.2006 and G.O.Ms.No.433, Higher Education Department, dated 31.12.2007, reemployment upto the end of the Academic year in which the date of superannuation of the teacher falls. This will continue. No change in allowing the Teachers/Joint Directors of Collegiate Education to continue till the end of the academic year (i.e. 31st May.....)</p>													

	<p>Education. Hence he has requested the Government to kindly clarify the following points:</p> <p>i) Whether the Joint Directors of Collegiate Education/ Teachers working in Government and Government Aided Colleges who have already been sanctioned Re-employment upto 31.5.2010 may be allowed to continue in service beyond the date of their superannuation.</p> <p>ii) Whether Re-employment may be sanctioned to the Joint Directors of Collegiate Education/ Teachers working in Government and Government Aided Colleges upto 31.5.2010 who would be attaining the Age of Superannuation on and after 30.09.2009.</p>	
<p>4. (i)</p> <p>(ii)</p>	<p>Under Appendix –II of G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009, Incentives for Ph.D / M.Phil and other higher qualification of the Teachers in Universities / Government Colleges/Aided Colleges, in para (i) it is stated that five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D awarded in the relevant discipline as an additional qualification by a University following the process of registration, coursework and external evaluation as prescribed by the UGC. If Ph.D is prescribed as an essential qualification for the post, no incentive increment shall be given</p> <p>Similarly, under para (ii) it is stated that M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments subject to the condition that the M.Phil., awarded is in the relevant discipline and is in additional qualification. If M.Phil is prescribed as an essential qualification for the post, no incentive increment shall be given. If any person is also a Ph.D degree holder for which he is eligible for incentive increments as in (i) above, then he would not be eligible for incentive increment for possessing M.Phil.</p> <p>The Teachers appointed in Government and Government Aided Colleges after 1.1.2006 with M.Phil/Ph.D and without NET/SLET have been sanctioned two /four advanced increments as per the previous scheme. Similarly, certain Teachers, appointed after 01.01.2006 without M.Phil/Ph.D Degree, but have acquired it subsequently have also been sanctioned two advance increments under the pre-existing scheme.</p>	<p>(i) Pass in NET/SLET is not equal to Ph.D. It is only an eligibility test. Ph.D. holders are only exempted from passing NET/SLET. Hence, Ph.D. cannot be considered as essential qualification for appointment as Assistant Professor. Therefore, Ph.D. holders are eligible for incentive increments.</p> <p>Presumption is confirmed.</p> <p>The MHRD's in its Lr.No.1-32/2006-U.II/U.I(i), dated 31.12.2008 has sanctioned advance increments with effect from 1.9.2008. Accordingly, the orders issued in G.O.Ms.No.350, Higher Education Department, dated 9.9.2009 sanctioning incentive increments will be with effect from 1.9.2008. The holders of</p>

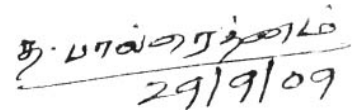
	<p>In the light of the orders issued in the G.O.Ms.No.350, Higher Education (H1) Department, dated 9.9.2009. in the case of teachers with M.Phil/Ph.D and without NET/SLET appointed after 01.01.2006, the possession of M.Phil/Ph.D Degrees have to be construed as pre-requisite essential qualification for appointment as Lecturers. It is therefore presumed that such teachers are not eligible for incentive increments and the incentive increments if any sanctioned to them already have to be adjusted in their arrears of pay accruing on account of the revision of Pay Scales as contemplated in the G.O.Ms.No.350, Higher Education(H1) Department, dated 9.9.2009.</p>	<p>M.Phil/Ph.D with NET/SLET are eligible for incentive/Advance increments The increment if any sanctioned to them already have to be adjusted in the arrears of pay or recovered from their Pay and allowances.</p>
5.	<p>It is presumed that option can be exercised by the employees governed by the UGC scales of pay to come to the revised scale;</p> <p>i) after earning increment in the pre-revised scale on or after 1.1.2006 or ii) after obtaining promotion on or after 1.1.2006</p>	<p>Presumption is confirmed.</p>
6.	<p>In certain cases the option may be exercised at a later date thereby resulting lesser/nil drawal of arrears, which may be lesser than the 3 months Interim Arrears already paid as on 1.1.2009. In such cases, it may be clarified as how to regulate the Interim Arrears paid.</p>	<p>In the case of teacher drawing UGC scales of pay opting for revised scale of pay at a later date beyond 1.1.2006 by virtue of foregoing the arrears thereby resulting lesser/nil drawal of arrears, in such cases the Interim Arrears shall be recovered from the salary of the individuals concerned in subsequent months spreading over a maximum period of 10 months or from DCRG in case of employees retiring within the said period. Further, in the case of employees who opt for a later date after 1.1.2006, the pay fixing authorities shall also simultaneously obtain a declaration along with the option form from the individual employees to the effect that they agree to repay the excess paid amount of interim arrears in instalments or from the DCRG in case of retiring employees as the case may be.</p>
7.	<p>In the case of teachers transferred from one office to another unit may be clarified that without calling for the Pay drawn particulars from the previous station, the same may be obtained from the Service Register of the individuals concerned in order to avoid the delay in claiming the arrears.</p>	<p>Yes. However, Non-Drawal Certificate may be obtained from the previous office where the individual employees worked before claiming arrears.</p>
8.	<p>In respect of the teachers on Foreign Service, it is presumed that the fixation of pay will be done by the Department of the individual concerned and Foreign employer will make payment of arrears for the service rendered in Foreign Service, while, for the services rendered in the Government side, the respective Departmental Officer will be making payment of arrears.</p>	<p>Yes. Presumption is confirmed.</p>

9.	Whether entries have to be made regarding the payment of Pay Commission Arrears in the Service Register of the employees concerned?	Yes. A separate Register for this purpose as ordered in the G.O.Ms.No.234, Finance (Pay Cell) Department, dated 1.6.2009 should be opened. In addition to opening a Separate Registrar as above, entries on the entitled arrears amount shall be made in the Service Registers of the individual employees, so that the employees on transfer can claim the subsequent instalments of arrears in the office in which they are working on the strength of the entries made in the Service Register.
10.	In the case of employees governed by UGC scales whose increment falls on 1 st January 2006, it is presumed that such employees shall have the option to draw the increments either in the existing scale or in the revised scale of pay.	Yes. The presumption is confirmed.
11.	<u>Methodology for rounding off:</u> Whether rounding off to the next multiple of 10 has to be done in terms of rupees or even a paise has to be rounded off to multiple of 10 while sanctioning increments?	In the case of calculation of increment under the revised pay structure fraction of a rupee (i.e. 99 paise and below) should be ignored. But any amount of a rupee or more should be rounded off to the next multiple of 10. To illustrate, if the amount of increment comes to Rs.750.70 paise, then the amount has to rounded off to Rs.750/- only and if the amount of increment works out to Rs.751/-, then only it shall be rounded off to Rs.760/-
12.	Adjustment of Interim Relief including officers on deputation to foreign service.	The responsibility of adjustment of Interim Relief from the pay commission arrear is vested with the disbursing authority.
13.	In the case of college teachers who have already been granted the biennial stagnation increments in the pre-revised scales happen to draw less pay than the ceiling of pay band of the revised scales of pay with effect from 1.1.2006, it is presumed that they may be allowed to draw their annual increments in the revised scale of pay till they reach the maximum of pay band.	Presumption is confirmed.
14.	College Teachers who had been drawing stagnation increment beyond the maximum of the existing scale of pay and stagnating at the maximum in the existing scales for more than a year as on 1.1.2006, the next increment in the revised scale shall be allowed on the 1 st January 2006 itself and subsequently sanctioned biennial increments. It may be clarified whether the next annual increment in the revised pay shall be sanctioned in the date normally due in the pre-revised scale in 4 quarters as usual (or) the next increment shall be on completion of one year of service from the date of sanction of the above said increment on 1.1.2006.	College Teachers stagnating at the maximum of time scale of pay in the existing scale of pay for more than a year as on 1.1.2006 is entitled for one increment in the revised scale of pay as on 1.1.2006. However, such employees who are not stagnating in the revised scale are entitled for the next increment on completion of one year of service thereon viz., 1.1.2007 irrespective of the date of increment of teachers in the pre-revised scales of pay.

15.	In respect of Contributory Pension Scheme, it is presumed that the subscription should be recovered from the arrears also at 10% of the salary.	Presumption is confirmed. 10% shall be calculated based on the Pay in the Pay Band plus Grade Pay and Dearness Allowance.
16.	In the cases of teachers who were on deputation during the period from 1.1.2006 to till date and have been paid Interim Arrears by the foreign employer/by the Government as the case may be, the procedure may be stated with regard to the quantum of reimbursement of the sum paid by the foreign employer in proportion to the service rendered in foreign service.	In the case of teachers who were on deputation on foreign service as on 1.1.2009, the foreign employer shall initially pay the Interim Arrear to the employees concerned and subsequently get reimbursed from the parent department of the employee. The arrears of pay for the period from 1.1.2006 to 31.8.2009 shall be paid in three equal instalments after adjusting the Interim Arrears already paid. As such if the pay fixation of the teachers is made by Government or Foreign employer, the Interim Arrears paid by the Government/Foreign employer shall be drawn and remitted to the Government/Foreign employer as the case may be by the drawing and disbursing officers under the relevant head of account. Hence the responsibility of adjustment of Interim Arrears is fully vested with the disbursing authority.

2. This letter issues with the concurrence of Finance (PC) Department vide its U.O.No.57274/Finance (PC) Department, dated 29.9.2009.

Yours faithfully,


29/9/09

for Principal Secretary to Government.

Copy to:

The Secretary to Hon'ble Chief Minister, Chennai -9
The Secretary to Hon'ble Deputy Chief Minister, Chennai -9.
The Senior Personal Assistant to Hon'ble Minister, Finance, Chennai-9.
The Special Personal Assistant to Hon'ble Minister (Higher Education), Chennai-9.
The Higher Education (K, F, G, E, D and C sections) / Finance (Pay Cell/Education) Department, Chennai -9.
The Senior Research Officer, Pay Research Unit, Ministry of Finance (Department of Expenditure), Room No.261, North Block, New Delhi.
The Private Secretary to Principal Secretary to Government, Finance Department, Chennai-9.
The Private Secretary to Principal Secretary to Government, Higher Education Department, Chennai-9.
Stock File / Spare Copies.