

**PROFESSOR JAYASHANKAR TELANGANA STATE AGRICULTURAL UNIVERSITY
ADMN. OFFICE : RAJENDRANAGAR : HYDERABAD-30.**

Proceedings.No.289/BG/2019

Dated:04.07.2019

Sub: PJTSAU – Revision of Pay Scale of Teaching, Research and Extension Staff in PJTSAU – Implementation of Revised University Grants Commission Scales of Pay, 2016 – Orders – Issued.

Ref: G.O.Ms.No. 15, Higher Education (UE) Department Dated: 29.06.2019 of the Secretary to Government, Higher Education Department, Telangana, Secretariat, Hyd.

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In the reference cited, the Government have extended the Revised U.G.C. Scales of Pay, 2016 to the Teachers, Librarians and Physical Education personnel to all Universities in the State including Professor Jayashankar Telangana State Agricultural University.

2. Therefore, it is hereby ordered to adopt and extend the Revised U.G.C. Scale of Pay, 2016 to the Teachers, Research and Extension Personnel, Librarians and Physical Education personnel in PJTSAU w.e.f. 01.01.2016 as communicated by the Government in the reference cited.

3. The Appendices, Annexure with regard to Direct recruitment, CAS promotions criteria, Guidelines on selection procedures, General Service conditions regarding Pay Scales, Fixations, allowances, superannuation age and other rules as appended by the Government are communicated herewith for information and necessary action

4. Short title:

These pay scales may be called the Telangana State Revised U.G.C. Scales of Pay, 2016.

5. Coverage and Applicability :-

- (1) The UGC Revised Pay Scales of 2016 are applicable to the University and College Teachers, Librarians, Directors of Physical Education.
- (2) The scales shall be applicable to the faculty of all the State funded universities established through State Act and receiving Block Grants, Government Degree Colleges and Aided teaching staff in the Private Aided Degree Colleges, B.Ed and BPed Colleges, where UGC Scales of pay of 2006 were implemented/extended.
- (3) These orders are also applicable to such of the institutions which follow the norms/regulations prescribed by UGC/their respective National Councils, provided the qualifications and other criteria are not lower than those prescribed by the UGC Regulations.
- (4) These scales are applicable to those university and college teachers who were under the UGC scales of pay as on 1.1.2016 and recruited thereafter and fulfilled all the eligibility criteria laid down by the UGC for the purpose in the UGC Revised Pay Scales, 2016.
- (5) The UGC Revised Pay Scales, 2016 are applicable to the teachers who were in the scales other than UGC and came under the UGC Scales after 1.1.2016, by option.

- (6) Teachers who were given UGC Revised Pay Scales of 2006 with conditions to fulfill within a time frame but failed to fulfill the same will not be eligible for the UGC Revised Pay Scales 2016 until they fulfill the conditions. They may be given the new scales prospectively as and when they fulfill the conditions. Further, the UGC Revised Pay Scales 2016 shall not be extended with conditions for ineligible teachers.
- (7) The non-Teaching cadres like Registrars, Controller of Examinations and Finance Officers etc., in respect of the state funded institutions, shall continue to be governed by the existing service conditions and state pay scales as approved by the Universities. And these scales are not applicable to the teachers who are drawing the UGC Scales of Pay and occupy these posts on deputation or transfer or by appointment.

6. Date of effect:

These pay scales shall come into force with effect from 01.01.2016.

7. Pay Scales and Pay Fixation Formula :

(I) Pay Fixation method

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

- a) The formula followed by the 7th Central Pay Commission (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.
- b) 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.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalization (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 of all eligible university and college teachers in the UGC Scales of Pay as on 1.1.2016 shall be fixed at the corresponding pay in the UGC RPS 2016 as per the Pay Matrix Tables annexed with effect from 01.01.2016.
- g) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay are annexed shall be implemented.
- h) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st 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 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.

(i) 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/-)

(ii) Revised pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian/College Librarian (at Rs.6,000 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.7,000 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.8,000 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.9,000 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. 10,000 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 & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports (at Rs.6,000 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.7,000 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. 8,000 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.9,000 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/-)
University Director of Physical Education & Sports (at Rs. 10,000 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/-)

(II) The minimum pay and maximum pay matrix of the category concerned i.e Assistant Professor, Assistant Professor-Senior Scale, Assistant Professor – Selection Grade, Associate Professor, Professor and Senior Professor, may be fixed as the pay scale of that category duly indicating the academic level of that category.

Category	Academic level	Pay scale
Asst. Professor	10	Rs. 57,700-1,82,400
Asst. Professor Sr.Scale	11	Rs. 68,900-2,05,500
Asst. Professor Sel.Gr.	12	Rs. 79,800- 2,11,500
Associate Professor	13A	Rs. 1,31,400-2,17,100
Professor	14	Rs. 1,44,200-2,18,200
Senior Professor	15	Rs. 1,82,200-2,24,100

8. Revised pay of the Vice-Chancellor of Universities

- (i) 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.

9. 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.

10. 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 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, 1st January and 1st July of every year, instead of existing date of 1st 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.
- (iii) The option date of increment as on 1st Jan or 1st July will have effect as and when the teacher concerned was appointed or promoted. Till such time, the existing procedure of 1st July will continue. The clarification issued by the Ministry of Finance vide No.4-21/2017-IC/E.III (A) dt.31.7.2018 in this regard is to be followed.

11. 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 (F.R. 22 a (i)) 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 then level.

12. Allowances

- (1) The percentage of HRA as clarified vide No. 2/5/2017-EII(B), Dated: 07.07.2017 of the Ministry of Finance, Govt. of India shall be followed w.e.f. 01.07.2017.

City	Cities in Telangana	HRA rates as per 2006	HRA Rates as per 2016		
			DA upto 25%	DA crosses 25%	DA crosses 50%
X	Hyderabad	30%	24%	27%	30%
Y	Warangal	20%	16%	18%	20%
Z	Remaining cities	10%	8%	9%	10%

- (2) In respect of all allowances, except DA & HRA, state rules shall be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees, from time to time, shall be implemented. In respect of other allowances, except DA & HRA, the State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.

Encashment of earned leave, however, shall be allowed as applicable to the employees of the Central Government.

13. Recruitment and Qualifications, Selection procedures and other service conditions :

- (1) The Recruitment and Qualifications, Selection Procedures, general service conditions, teaching days, work load, code of professional ethics, accountability etc., shall be as indicated in the schedule to this order.
- (2) Supplementary Rules will be issued for effective implementation of UGC Regulations 2018.
- (3) Pension, Gratuity, ex-gratia compensation etc. The State Government Orders shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Scales on par with the State Government employees from time to time.
- (4) Superannuation age - The existing State Government provision on age of superannuation of teachers in the State Universities and Colleges, shall apply from time to time.
- (5) Medical Benefits: orders shall be issued separately.

14. On account of implementation of 2016 U.G.C. scales of pay w.e.f. from 1.1.2016, the PJTSAU shall make a claim from State Government to the extent of 100% of the additional expenditure involved immediately for the period from 01.01.2016 to 31.03.2019(Central Government share 50% plus State Government share 50%), the entire liability would be taken over by the State Government w.e.f. 01.04.2019.

15. Anomalies if any in the implementation of the scheme should be brought to the notice of Government for clarification.

16. Salaries in the revised U.G.C. Pay Scales of 2016, shall be payable w.e.f. the month of July, 2019, i.e. the salary payable on 01.08.2019 and orders as regards disbursement of arrears for the period from 01.01.2016 to 30.06.2019, shall be issued separately.

17) The Associate Deans of all Colleges, Principals/Vice Principals of Polytechnic Colleges, Associate Directors of Research Stations, Heads of Research Stations & Schemes, Training Associates of all K.V.Ks, and Co-ordinators of all DAATT Centers are, therefore, requested to ensure that these orders are communicated to all the Teachers who are governed by these orders including those who are on leave/deputation and obtain individual acknowledgement from them as the University will not under any circumstances entertain any representation with regard to exercise of option after the expiry of the stipulated time.

18. All the Associate Deans, Associate Directors of Research, all Heads of Research Stations & Schemes, Training Associates of all K.V.Ks and Coordinators of all DATT Centers are, therefore, requested to furnish the Option Forms, Pay Fixation Statements and undertakings wherever necessary in Quadruplicate together with the Service Registers of the individuals to the Registrar, PJTSAU for verification and approval of pay fixations by L.F. Audit. They are also requested that all the procedures as stipulated in the G.O. needs to be strictly adhered to.

19. All the Rules and Regulations regarding recruitments and promotions under CAS will come into effect from the date of issue of G.O. by the Government of Telangana subject to the guidelines issued from time to time by UGC/ICAR/State Government.

20. The Revised pay shall be drawn only after the pay fixations are approved and authorized by the University.

21 The receipt of the Proceedings along with enclosures should be acknowledged.

**S.SUDHEER KUMAR
REGISTRAR**

To

All Associate Deans of Colleges, PJTSAU.

All Associate Directors of Research.

All Heads of Research Stations / Schemes.

All Co-ordinators, DAATT Centres / Project Co-ordinators of K.V.Ks.

All the Principals and Vice-Principals of University Polytechnics.

All Assistant Comptrollers/Admn. Officers.

CC to All Officers in the Admn. Office except Vice-Chancellor.


CC to P.S. to Vice-Chancellor.

CC to PA to Registrar / Comptroller.

CC to all Sections in Admn.Office.

//F.B.O.//


SUPERINTENDENT


4/7/19

ANNEXURE-I

(G.O.Ms.No.15 Higher Education (UE) Department Dt.29.06.2019)

**FORM EXERCISING OPTION UNDER THE
TELANGANA STATE. REVISED U.G.C. SCALES OF PAY, 2016.**

I _____ holding the post of _____
_____ in the scale of _____ in the
office of _____ do hereby elect to come under the
Revised U.G.C. Scales of Pay, 2016 with effect from 01.01.2016 or from the date of my
next increment on _____.

OR

I _____ holding the post of _____
_____ in the Office of _____
do hereby about to continue in the existing scale of pay.

The option hereby exercised is final and will not be modified at any subsequent
date.

Date :

Signature :

Name :

Designation ;

Station:

College/University in which
employed.

Signed before me.

Signature of Head Office.

Signature of Registrar.

PROFESSOR JAYASHANKAR TELANGANA STATE AGRICULTURAL UNIVERSITY
STATEMENT OF FIXATION OF PAY IN THE UGC REVISED PAY SCALES, 2016
(UNDER CENTRAL CIVIL SERVICE RULES - 1997)

1	Name of the Teacher	
2	Present Designation & Date of Joining	
3	Whether substantive or officiating	
4	Date on which provisional certificate obtained for Ph.D.	
5	Advance increment if any granted for Ph.D. for those who are appointed on or after 31.12.2015.	
6	Designation as on 31-12-2015	
7	Existing Scale of the post as on 31-12-2015	
8	Basic Pay as on 31-12-2015 (Pay + AGP)	
9	Actual date of increment in the existing Scale	
10	Revised Scale corresponding to existing Scale shown against item 7 above	
11	Revised Pay as fixed in the scale shown against item 8 above as on 1.1.2016	
12	Date of next increment	
13	Revised pay as on 1.7.2016	
	as on 1.7.2017	
	as on 1.7.2018	
	as on 1.7.2019	

Drawing Officer

UGC Cell

A.C.(Audit)

Approved

COMPTROLLER

REGISTRAR

