

From

Additional Chief Secretary to Govt. of Haryana,  
Higher Education Department, Chandigarh.

To

1. Registrar, Kurukshetra University, Kurukshetra.
2. Registrar, Maharishi Dayanand University, Rohtak.
3. Registrar, Ch. Devi Lal University, Sirsa.
4. Registrar, Ch. Bansi Lal University, Bhiwani.
5. Registrar, Ch. Ranbir Singh University, Jind.
6. Registrar, Bhagat Phool Singh Mahila Vishvidyalya, Khanpur Kalan, Sonapat.
7. Registrar, Indira Gandhi University, Meerpur, Rewari.
8. Gurugram University, Gurugram.
9. Dr.B.R.Ambedkar National Law University, Sonapat.
10. Maharashi Balmiki Sanskrit University, Kaithal.
11. All the Principals of Government and Government Aided Private Colleges situated in the State of Haryana

Memo No. 7/79-2017 C-IV (3)

Dated Panchkula. 8-9-2018

**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).**

Kindly refer to the subject cited above.

The State Government after considering the recommendations of the Ministry of Human Resource Development, Government of India and University Grant Commission as conveyed vide their letter No.1-7/2015-U.II(1) and 7/2015-U.II(2) dated 02.11.2017 has decided to revise the pay scales of teachers and equivalent cadre in the Universities and Government Colleges/Government Private Aided Colleges of State in UGC pattern of 7<sup>th</sup> Central Pay Commission in the following manner:-

**(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 13 A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10,000 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/-)

  
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**(ii) 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)	As 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.144,200/-)

**(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 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/-)
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/-)

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**(iv) Revised pay for other posts in Universities and Colleges:**

Existing pay	Revised Pay
Registrar/Controller of examination (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	Registrar/Controller of examination (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)
Deputy Registrar/Deputy Controller of examination (at Rs. 8000 AGP in PB Rs. 15,600-39,100)	Deputy Registrar/Deputy Controller of examination (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Assistant Registrar/Assistant Controller of examination (at Rs. 5400 AGP in PB Rs. 15,600-39,100)	Assistant Registrar/Assistant Controller of examination (at Academic Level 10 with rationalized entry pay of Rs. 56,100/-)

**(V) 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 and 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) with the existing special allowance of Rs.5000/- per month.

**(VI) Revised pay of Principals in Colleges:**

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

- (a) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay scale 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.
- (b) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay scale 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 persons 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 Principal. After completion of their tenure as Principal they would go back to their academic post and draw salary due in such respective academic posts and would not continue to have the Principal's pay.

**3. Date of Implementation:**

- (i) The date of implementation of the above revised pay shall be 1st January, 2016.
- (ii) 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.

**4. Incentive increment for higher qualification:**

The incentive structure is built-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.

**5. 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 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.

**6. Fixation of pay on revision of pay scale as on 01.01.2016:-**

- (a) The Pay Matrix based on the propositions on Academic Levels, Cells and Entry Pay is at Annexure-1.
- (b) 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 employees 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.
- (c) If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the Pay Matrix.

**7. Fixation of pay on Promotion:**

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

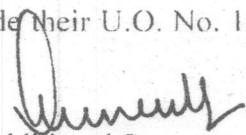
On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with 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.

**8. Applicability of the Scheme:**

- (i) This Scheme shall be applicable to teachers and other equivalent academic staff in all eligible Universities and Colleges thereunder.
- (ii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators etc.

**Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Higher Education Department for clarification.**

This issues with the concurrence of the Finance Department vide their U.O. No. 1/46/2009-4PR (FD) dated 06.08.2018 and 05.09.2018.

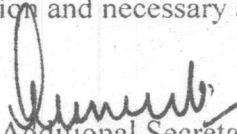
  
Additional Secretary

For Additional Chief Secretary to Govt. of Haryana  
Higher Education Department.

Ednst. No. 7/79-2017 C-IV(3)

dated Panchkula the

A copy is forwarded to the Secretary, to Govt. of India, Ministry of Human Resources Development, Department of Education, New Delhi for information and necessary action.

  
Additional Secretary

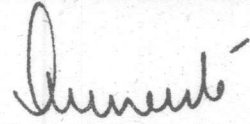
For Additional Chief Secretary to Govt. of Haryana  
Higher Education Department.

  
8/9/18

Ednst. No. 7/79-2017 C-IV(3)

dated Panchkula the

A copy is forwarded to the Secretary, University Grant Commission, Bahadurshah Zafar Marg, New Delhi for information and necessary action.



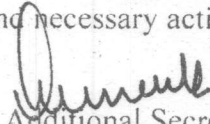
Additional Secretary

For Additional Chief Secretary to Govt. of Haryana  
Higher Education Department.

Ednst. No. 7/79-2017 C-IV(3)

dated Panchkula the

A copy is forwarded to the Principal Accountant General (Accounts) Haryana and Accountant General (Audit) Haryana, Chandigarh for information and necessary action.



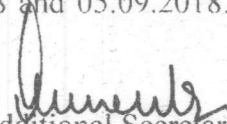
Additional Secretary

For Additional Chief Secretary to Govt. of Haryana  
Higher Education Department.

Ednst. No. 7/79-2017 C-IV(3)

dated Panchkula the

A copy is forwarded to the Principal Secretary to Govt. Haryana, Finance Department with reference to his U.O. No. 1/46/2009-4PR (FD) dated 06.08.2018 and 05.09.2018. for information and necessary action.



Additional Secretary

For Additional Chief Secretary to Govt. of Haryana  
Higher Education Department.

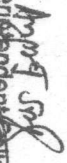


Pay Matrix

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

Approved by  
 Superintendent College - IV  
 for Director General-Higher Education  
 Haryana, Panchkula

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		

  
 Superintendent College - IV, x. T. P. K. H.  
 for Director General Higher Education  
 Haryana, Panchkula  
 21.11.11