

GOVERNMENT OF HARYANA

FINANCE DEPARTMENT

No: 1/46/2009-4PR (FD)

Dated Chandigarh, the 20th August, 2009.

ORDER

[made under rule 17 and rule 19 of the Haryana Civil Services (Revised pay) Rules, 2008]

Subject: Revision of Structure of pay for the employees in the category of teachers and equivalent cadres in Universities and Colleges in Haryana.

In order to revise the Structure of pay of teachers and equivalent cadres in Universities and Colleges in Haryana and in exercise of the power vested under the provision of rule 17 and rule 19 of the Haryana Civil Services (Revised pay) Rules, 2008 and all other powers enabling him so to do, the Governor of Haryana makes the following order introducing appropriate changes/making appropriate additions/delete/changing the designations and structure of pay, etc, in the Haryana Civil Services (Revised pay) Rules, 2008:

1. In the rule 3, following shall be inserted after the existing sub-clause (u), namely:-
 - (v) "persons in possession of Ph.D./M.Phil." with reference to teachers and equivalent cadres in Universities and Colleges means employees obtaining/obtained the award of Ph.D./M.Phil. through a process of registration, course-work and external evaluation, as have been/or may be laid down by the UGC through its regulations.
 - (w) "regular satisfactory service" means continuous service counting towards seniority, including continuous service, if any, in Punjab Government before re-organization, commencing from the date on which the Government servant joined his service after being recruited/promoted through the prescribed procedure or rules, etc, for regular recruitment/promotion against a vacancy, in the cadre/post/Grade Pay in which he is working at the time of being considered his eligibility for grant of pay band and grade pay under these instructions and further fulfilling all the requirements prescribed for determining the suitability of grant of pay structure.
 - (x) "teachers and equivalent cadres in Universities and Colleges" shall mean and include such posts and cadres pertaining to the Universities and Colleges as are included in column (2) of the Section I of the Part C of the First Schedule.
2. In rule 4, following shall be inserted after the existing provisions, namely:-

'provided that for teachers and equivalent cadres in Universities and Colleges the functional pay band and grade pay or the functional pay scale for each post/cadre as specified in column (2) carrying pre-revised scales as specified against it in column (3) of the Section I of the Part C of the First Schedule shall be as specified against it in column (5) thereof:

Provided further that :-

 - i In the teachers and equivalent cadres in Universities and Colleges, no one shall be eligible to be appointed, promoted or designated as Professor,

unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor' on or before 31st August, 2009 after fulfilling all the existing applicable conditions/meeting all requisite criteria/requirements for grant of said designation at the time he was so designated before these instructions came into force;

- ii In the teachers and equivalent cadres in Universities and Colleges, from the date of issue of these instructions, in addition to other eligibility requirements in this regard, National Eligibility Test (NET) shall be a mandatory & compulsory qualification for appointment at the entry level of Lectures or, as the case may be, Assistant Professor, save in such cases of Masters' programmes in disciplines where there is no NET, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University.'

3. In rule 5, immediately after the existing provisions and before the Explanation 1, following shall be inserted, namely:-

'Provided further that in case of teachers and equivalent cadres in Universities and Colleges:-

- i save as otherwise provided in these instructions and subject to the conditions laid down under these instructions, an Employee shall draw pay in the revised pay structure applicable to the post to which he is appointed;
- ii an Employee may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale;
- iii in cases where an Employee has been placed in a higher pay scale between 1st January, 2006 and the 31st August, 2009 (both days included) on account of promotion, up-gradation of pay scale, etc, the employee may elect to switch over to the revised pay structure from the date of such promotion, up-gradation, etc.'

4. In rule 6 (1), immediately after the existing provisions and before the first proviso, following shall be inserted, namely:-

'Provided that in case of teachers and equivalent cadres in Universities and Colleges, the date of publication of these rules shall be reckoned as 1st September, 2009.'

5. In rule 7 (1), immediately after the sub-clause (A) and above the sub-clause (B), following shall be inserted, namely:-

'(A-1) In cases of employees belonging to the category of teachers and equivalent cadres in Universities and Colleges, provision under sub-clause (A) shall not apply and in its place, following shall apply to them:

- i The pay in the pay band will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- ii If the minimum of the revised pay band is more than the amount arrived at as per (i) above, the pay in the pay band shall be fixed at the minimum of the revised pay band:

Provided further that:

- (a) Where, in the fixation of pay, the pay of employees drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band in PB-3, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay band of PB-3. For this purpose, the increment will be calculated on the pay in the pay band alone and Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.
- (b) Where, in the fixation of pay, the pay of employees drawing pay at four or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band in PB-4, then, for up to the first four stages so bunched, benefit of one increment shall be given at the first place and thereafter for every two further subsequent stages so bunched, benefit of one further increment shall be given so as to avoid bunching of more than four stages in the revised running pay band of PB-4. For this purpose, the increment will be calculated on the pay in the pay band alone and Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.
- (c) If by stepping up of the pay as above, the pay of an employee gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of an employee who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.
- (d) The pay in the pay band will be determined in the above manner and in addition to the pay in the pay band so arrived, grade pay corresponding to the existing scale will also be payable.'

6. In rule 8, following proviso shall be inserted, namely:-

'Provided that in cases of employees belonging to the category of teachers and equivalent cadres in Universities and Colleges, Section II of Part C of the First Schedule prescribes the entry level pay in the pay band at which the pay of direct recruits to a particular post

carrying a specific grade pay will be fixed on or after 1.1.2006 and in their cases this will also be applicable in the case of those recruited between 1.1.2006 and 1.1.2009.'

6. A In Rule 13, immediately after sub clause (1) and above the sub clause (2) following shall be inserted, namely:-

'(1-A) In case of employees belonging to the category of teachers and equivalent cadre in University & Colleges, provision under clause (1) shall not apply and in its place following shall apply to them:

In case of promotion from one post to another in the revised pay structure the fixation will be done as follows:-

One increment equal to 3% of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.'

7. In rule 14, following proviso shall be inserted, namely:-

'provided that in cases of employees belonging to the category of teachers and equivalent cadres in Universities and Colleges, following shall apply in place of the above:

- i The arrears of pay shall be paid in two installments. The first installment should be restricted to 40% of the total entitled arrears of the Employee becoming due within the period from 1.1.2006 to 31.12.2008 and shall be paid in cash.
- ii The entitled amount of the said first installment shall be worked out separately after fixing the pay in the revised structure and drawing and disbursing the same in terms of the revised structure anytime after 1.9.2009.
- iii Orders for the mode of payment of the balance of the entitled arrears of the employee as second installment shall be issued separately.

Explanation. - For the purposes of this clause:

(a) "arrears of pay" in relation to a Employee means the difference between:

- (i) the aggregate of the pay to which he is entitled on account of the revision of his pay (including dearness allowance) under these instructions, for the relevant period; and
- (ii) "the aggregate of the pay (including dearness allowance) to which he would have been entitled (whether such pay had been received or not) for that period had his pay and allowances not been so revised" plus "the amount of adhoc relief on account of revisions of pay structure as an interim measure towards the 'payment of arrears accruing on account of the revision of pay structure'", if any, received by him";

Provided that if the amount worked out in terms of (ii) above happens to exceed the amount worked out in terms of (i) above, the difference shall be recorded as 'excess payment on account of the payment of the first

instalment of arrears' and shall be adjusted against the payment of second instalment of arrears as and when it is ordered to be released.

(b) "relevant period" means the period commencing on the 1st day of January, 2006, and ending with the 31.12.2008.'

8. Immediately below rule 14 and above rule 15, following shall be inserted, namely:-

'14-A. Further promotions, upward movement, re-designation, etc, subsequent to 31st August, 2009:-

The matters related to further promotions, upward movement, re-designation, etc, subsequent to 31st August, 2009 in cases of employees belonging to the category of teachers and equivalent cadres in Universities and Colleges shall be regulated in following terms:

- i Notwithstanding anything contained in any rules/ orders/ regulations/ instructions, etc, all decisions on promotions, upward movement, re-designation, etc, falling due on or after 1.1.2009 in terms of existing rules/orders/regulations/instructions, etc, shall be kept in abeyance till further orders.
- ii Orders with regard to restoring the restriction imposed through (i) above shall be issued soon after the final Guidelines from UGC are received and the process held in abeyance shall commence in accordance with such order.
- iii The restriction imposed through (i) above would not amount to withholding the due promotions, upward movement, re-designation, etc, permanently in any way and wherever found eligible and entitled to the same, they shall be accorded/given effect to/granted with effect from the due date and retrospectively to that extent.'

9. Immediately after Part B of the First Schedule and above the Second Schedule, following shall be inserted, namely:-

'THE FIRST SCHEDULE

PART – C

SECTION 1

(SEE RULES 3 and 4)

Sr. No	Name of the Post/ Cadre	Existing Scale (in Rs.)	Modified designation	Revised ACP pay structure		
				Pay Band (in Rs.)	Pay Band Code	Grade Pay (in Rs)
1	2	3	4	5		
<u>TEACHING FACULTY</u>						
1	Lecturers	8000-13500 (entry level scale)	No Change	15600-39100 (entry level pay band)	PB-3	6000
2	Lecturers (Senior Scale)	10000-15200	No Change	15600-39100	PB-3	7000
3	Lecturers (Selection Grade)	12000-18300	No Change	15600-39100	PB-3	8000
4	Reader	12000-18300	No Change	15600-39100	PB-3	8000

Sr. No	Name of the Post/ Cadre	Existing Scale (in Rs.)	Modified designation	Revised ACP pay structure		
				Pay Band (in Rs.)	Pay Band Code	Grade Pay (in Rs)
1	2	3	4	5		
5	College Principals	16400-22400	No Change	37400-67000	PB-4	10000
6	Professor	16400-22400	No Change	37400-67000	PB-4	10000
ADMINISTRATIVE FACULTY						
7	Asstt. Registrar/Asstt. Controller of Examination	8000-13500	No Change	15600-39100	PB-3	5400
8	Dy. Registrar/Dy. Finance Officer/Dy. Controller of Examination	12000-18300	No Change	15600-39100	PB-3	8000
9	Registrar	16400-22400	No Change	37400-67000	PB-4	10000
LIBRARY FACULTY						
10	Assistant Librarian/College Librarian	8000-13500	No Change	15600-39100	PB-3	6000
11	Assistant Librarian (Senior Scale)/College Librarian (Senior Scale)	10000-15200	No Change	15600-39100	PB-3	7000
12	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)	12000-18300	No Change	15600-39100	PB-3	8000
13	Librarian (University)	16400-22400	No Change	37400-67000	PB-4	10000
PHYSICAL EDUCATION FACULTY						
14	Assistant Director of Physical Education /College Director of Physical Education	8000-13500	No Change	15600-39100	PB-3	6000
15	Assistant Director of Physical Education (Senior Scale)/College Director of Physical Education (Senior Scale)	10000-15200	No Change	15600-39100	PB-3	7000
16	Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/College Director of Physical Education (Selection Grade)	12000-18300	No Change	15600-39100	PB-3	8000
17	Director of Physical Education (University)	16400-22400	No Change	37400-67000	PB-4	10000
APEX FACULTY						
18	Pro-Vice Chancellor	18400-22400	No Change	37400-67000	PB-4	12000
19	Vice Chancellor	25000 (fixed)	No Change	75000 (fixed)		

SECTION II

(SEE RULE 8)

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 for employees belonging to the category of teachers and equivalent cadres in Universities and Colleges

PB-3 (Rs.15600-39100)

Grade Pay	Pay in the Pay Band	Total
6000	15600	21600
8000	15600	23600

PB-4 (Rs.37400-67000)

Grade Pay	Pay in the Pay Band	Total
10000	37400	47400

- (2) Unless the context/circumstances require it to be otherwise, this order shall come into force with immediate effect.
- (3) Fitment Table is appended as Annexure-I.

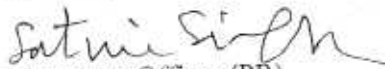
Ajit M. Sharan
Financial Commissioner & Principal Secretary to
the Government of Haryana, Finance Department.

Endst. No. 1/46/2009-4PR(FD)

Dated, Chandigarh the 20th August, 2009

A copy is forwarded to the following for information and further necessary action at their end:-

1. All the Financial Commissioners & Principal Secretaries/ Administrative Secretaries to Government of Haryana.
2. Registrar (General), the High Court of Punjab & Haryana.
3. All the Heads of Departments in Haryana.
4. All the Divisional Commissioners in Haryana.
5. All the Deputy Commissioners in Haryana
6. All the Sub Divisional Officers (Civil) in Haryana.

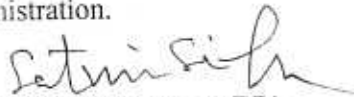

Senior Accounts Officer (PR)
for Financial Commissioner & Principal Secretary to
Government, Haryana, Finance Department

Endst. No. 1/46/2009-4PR (FD)

Dated, Chandigarh the: 20th August, 2009

A copy is forwarded to the following for information and necessary action at their end:-

- i. Accountant General (A&E/ Audit), Haryana.
- ii. Home Secretary, Chandigarh Administration.


Senior Accounts Officer (PR)
for Financial Commissioner & Principal Secretary to
Government, Haryana, Finance Department

INTERNAL CIRCULATIONS

- i. All the Officers/Deputy Secretaries/Under Secretaries/ Superintendents of F.D.
- ii. In charge, Computer Cell(F.D.)

Fitment Table-1*Annexure-I***Pre-revised Scale**

Rs.8000-275-10200-EB-275-13500

Revised Pay Band + Grade Pay

PB-3 Rs.15600-39100 + Rs.6000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8,000	15,600	6,000	21,600
8,275	15,600	6,000	21,600
8,550	15,910	6,000	21,910
8,825	16,420	6,000	22,420
9,100	16,930	6,000	22,930
9,375	17,440	6,000	23,440
9,650	17,950	6,000	23,950
9,925	18,470	6,000	24,470
10,200	18,980	6,000	24,980
10,475	19,490	6,000	25,490
10,750	20,000	6,000	26,000
11,025	20,510	6,000	26,510
11,300	21,020	6,000	27,020
11,575	21,530	6,000	27,530
11,850	22,050	6,000	28,050
12,125	22,560	6,000	28,560
12,400	23,070	6,000	29,070
12,675	23,580	6,000	29,580
12,950	24,090	6,000	30,090
13,225	24,600	6,000	30,600
13,500	25,110	6,000	31,110

Fitment Table-2

Pre-revised scale
Rs.10000-325-15200

Revised Pay Band + Grade Pay
PB-3 Rs.15600-39100+7000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
10,000	18,600	7,000	25,600
10,325	19,210	7,000	26,210
10,650	19,810	7,000	26,810
10,975	20,420	7,000	27,420
11,300	21,020	7,000	28,020
11,625	21,630	7,000	28,630
11,950	22,230	7,000	29,230
12,275	22,840	7,000	29,840
12,600	23,440	7,000	30,440
12,925	24,050	7,000	31,050
13,250	24,650	7,000	31,650
13,575	25,250	7,000	32,250
13,900	25,860	7,000	32,860
14,225	26,460	7,000	33,460
14,550	27,070	7,000	34,070
14,875	27,670	7,000	34,670
15,200	28,280	7,000	35,280

Fitment Table-3

Pre-revised scale
Rs. 12000-420-18300

Revised Pay Band + Grade Pay
PB-3 Rs.15600-39100+8000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,000	22,320	8,000	30,320
12,420	23,110	8,000	31,110
12,840	23,890	8,000	31,890
13,260	24,670	8,000	32,670
13,680	25,450	8,000	33,450
14,100	26,230	8,000	34,230
14,520	27,010	8,000	35,010
14,940	27,790	8,000	35,790
15,360	28,570	8,000	36,570
15,780	29,360	8,000	37,360
16,200	30,140	8,000	38,140
16,620	30,920	8,000	38,920
17,040	31,700	8,000	39,700
17,460	32,480	8,000	40,480
17,880	33,260	8,000	41,260
18,300	34,040	8,000	42,040

Fitment Table-4

Pre-revised scale

Rs.16400-450-20900-500-22400

Revised Pay Band + Grade Pay

PB-4 Rs.37400-67000 + 10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16,400	37,400	10,000	47,400
16,850	37,400	10,000	47,400
17,300	37,400	10,000	47,400
17,750	37,400	10,000	47,400
18,200	38,530	10,000	48,530
18,650	38,530	10,000	48,530
19,100	39,690	10,000	49,690
19,550	39,690	10,000	49,690
20,000	40,890	10,000	50,890
20,450	40,890	10,000	50,890
20,900	42,120	10,000	52,120
21,400	42,120	10,000	52,120
21,900	43,390	10,000	53,390
22,400	43,390	10,000	53,390