

**No.1-37/ 2016-TS.II**  
**Government of India**  
**Ministry of Human Resource Development**  
**Department of Higher Education**  
**Technical Section-II**

Shastri Bhawan, New Delhi,  
Dated the 18<sup>th</sup> January, 2019.

To,

The Chairman  
All India Council for Technical Education  
Nelson Mandela Marg, Vasant Kunj  
New Delhi-110067

**Subject:- Revision of pay of teachers and other academic staff in degree level Engineering Colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Arts and Crafts institutions etc. under the purview of AICTE following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).**

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee (PRC) constituted by the All India Council for Technical Education (AICTE) to revise the pay scale of teachers and other academic staff in degree level Engineering Colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Arts and Crafts institutions etc. under the purview of AICTE. The revision of pay scale of teachers and other academic staff shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter and Regulation issued by AICTE and amendments thereof from time to time in this behalf. The revised pay scales and other provisions of the Scheme are as under:

**1. Designation**

There shall be only three designations in respect of teachers in the degree level Engineering Colleges and other degree level technical institutions, namely **Assistant Professors, Associate Professors and Professors**. Also there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

**2. Revised Pay for Teachers and equivalent position:**

**(i) Pay Fixation Method**

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

- a) The formula followed by the 7<sup>th</sup> 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, 13A1, 14 and 15.
- c) Each cell in an academic level is at 3% higher stage than the previous cell in that level.

*Danjana* - 18/1/19

d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for AGP of Rs. 10,000 and above.

e) The entry pay for each level is as under:

Level	Academic Grade Pay(Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A1	9,000	49,200
14	10,000	53,000
15	-	67,000

f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Annexure-I.

g) 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 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 revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, than the pay shall be fixed at te first cell of that Academic Level.

In cases where in revision of pay, the pay of Government servant drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level in the new Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government Servant drawing higher pay in the pre-revised structure shall be fixed at the next vertical Cell in the applicable Level as per Ministry of Finance, Department of Expenditure OM No. 1-6/2016-IC dated 7<sup>th</sup> September 2016.

**(II) Revised pay for teachers**

Existing pay	Revised pay
Assistant Professor (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor-Grade-1 (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Professor (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor-Grade-2 (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Assistant Professor (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor-Grade-3 (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Associate Professor (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Associate Professor (at Academic Level 13A1 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 Rs. 67,000-79,000)	Senior Professor (at Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-)

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- 18/1/19

(iii) Revised pay for Librarians

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/-)
Chief Librarian/ Deputy Librarian/Assistant Librarian (Selection Grade)/ College Librarian(Selection Grade) (at Rs. 9,000 AGP in PB Rs. 37,400- 67,000)	Chief Librarian/ Deputy Librarian /Assistant Librarian (Selection Grade)/ College Librarian(Selection Grade) (at Academic Level 13A1 with rationalized entry pay of Rs. 1,31,400/-)

(iv) Revised pay for Director of Physical Education

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 (Sr. Scale) / College Director of Physical Education & sports (Sr. Scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant director of Physical Education & sports (Sr. Scale) / College Director of Physical Education & sports (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Dy Director of Physical Education & sports /Assistant Director of Physical Education & sports (Selection Grade)/ College Director of Physical Education & sports (Selection Grade) (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Dy Director of Physical Education & sports /Assistant Director of Physical Education & sports (Selection Grade)/ College Director of Physical Education & sports (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Dy Director of Physical Education & sports /Assistant Director of Physical Education & sports (Selection Grade)/ College Director of Physical Education & sports (Selection Grade) (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Dy Director of Physical Education & sports /Assistant Director of Physical Education & sports (Selection Grade)/ College Director of Physical Education & sports (Selection Grade) (at Academic Level 13A1 with rationalized entry pay of Rs. 1,31,400/-)

*Sanjay* - 18/1/19

**3. Revised pay for Director / Principal**

The pay of Director/ Principal shall be equivalent to the pay of Professor i.e. at level 14 with rationalized entry pay of Rs. 1,44,200/- with the existing special allowance of Rs. 3000/- per month.

**Note:** The existing pay scale of person appointed as Principal shall be protected. Principal 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 in such respective academic posts, and would not continue to have Principal's pay.

**4. Date of Implementation**

The date of implementation of the above revised pay shall be 1<sup>st</sup> January 2016.

**5. Incentive increment for higher qualification**

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D degree will progress faster under CAS. Therefore, there shall be no incentive in form of advance increments for obtaining the degrees of M. Phil or Ph. D.

**6. 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 increment 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 of 1<sup>st</sup> 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.

**7. 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. Allowances**

Allowances shall be applicable at par with those accepted by the Central Govt. on the recommendation of pay commission w.e.f. 01.07.2017, at the rate and conditions as applicable to Central Government employees from time to time.

**9. Superannuation and Reemployment**

The existing provision on Superannuation and reemployment shall continue.

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-18/1/19

**10. Applicability of the Scheme.**

- (i) This Scheme shall be applicable to teachers and other academic staff in degree level Engineering Colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Arts and Crafts institutions etc under the purview of AICTE. The revision of pay scale of teachers and other academic staff shall be subject to the acceptance of all the conditions mentioned thereof in this behalf. Regulations and amendments thereof from time to time will be issued by AICTE in this behalf.
- (ii) This Scheme may be extended to institutes coming under the purview of State Legislatures, provided State Government wish to adopt and implement the Scheme subject to the following conditions:
- (a) The financial assistance will be limited only for the State/ State aided Institutions where 100% maintenance grant is being met by the State Government.
- (b) The Central Government will provide financial assistance to the States for teachers appointed on regular basis on or before 01.01.2016, which have adopted for the revised pay to the extent of 50%(fifty percent) of the additional expenditure involved for implementation of the pay revision, as per this scheme for the period from 01.01.2016 to 31.03.2019.
- (c) The respective State Government should meet the balance 50%(fifty percent) additional requirement of expenditure for implementing the pay revision of teachers etc. of degree level technical institutions funded by State Government during the period 01.01.2016 to 31.03.2019 from their own resources in addition to meeting the entire liability as on 31.12.2015.
- (d) The financial assistance of 50%(fifty percent) from Central Government shall be given in the form of reimbursement after implementation of the revision of pay scales to and payment of 100% arrears by the States. For this State Governments shall submit the claim to the Central Government. All such claims must be submitted to the Central Government by the States on or before 31.03.2020. No claim of the State Governments shall be considered for financial assistance after 31.03.2020.
- (e) The entire liability on account of the revised pay of teachers etc. of degree level technical institutes in the State would be taken over by the respective State Government w.e.f. 01.04.2019.
- (f) The Central Government assistance will be restricted to revision of pay and not for any other allowances in respect of only those posts which were in existence and filled on regular basis as on 01.01.2016.
- (g) The Central financial assistance shall be limited to the revised pay as approved by the Central Government under the scheme and not for any higher pay as may be given by the respective State Government.
- (h) The Central financial assistance will be subject to the condition that the entire scheme of revision of pay as well as the conditions to be laid down in this regard by AICTE by way of regulation is implemented by the respective State Government as a composite package.

*Sanjay* -18/11/19

11. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.

12. This issue with the concurrence of Integrated Finance Division dated 18.1.2019.

Yours faithfully,

*Sanjeev*  
-18/1/19  
**(Sanjeev Shrivastva)**  
Under Secretary to the Govt. of India  
Ph: 23074199

Copy forwarded for information and necessary action to:

1. Chief Secretaries to all the State Governments/ Union Territories
2. All Divisions in the Technical Education Bureau.

*Sanjeev*  
-18/1/19  
**(Sanjeev Shrivastva)**  
Under Secretary to the Govt. of India

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1. Principal Secretary to Prime Minister South Block, New Delhi
2. Secretary, Department of Expenditure North Block New Delhi
3. PS to HRM
4. PS to MoS (HRD)
5. PPS to Secretary (HE),
6. PS to AS (TE).
7. PS to JS& FA (HRD).
8. IFD Section.
9. CMIS Unit with the request to upload the order on MHRD website

*Sanjeev*  
-18/1/19  
**(Sanjeev Shrivastva)**  
Under Secretary to the Govt. of India

## Pay Matrix

Pay Band(Rs)	15600-39100			37400-67000		67000-79000
Grade Pay(Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization (IOR)	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A.1	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	84,700	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	1,82,700	
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	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
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					

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-18/1/19

No.1-37/ 2016-TS.II  
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Shastri Bhawan, New Delhi,  
Dated the 29 January, 2019.

To,

The Chairman  
All India Council for Technical Education  
Nelson Mandela Marg, Vasant Kunj  
New Delhi-110067

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Sir,

I am directed to refer to this Ministry letter of even number dated 18<sup>th</sup> January 2019 on the subject mentioned above and to say that Para 8 of the aforesaid letter regarding allowances stands withdrawn.

2. This issue with the concurrence of Integrated Finance Division, Ministry of Human Resource Development.

Yours faithfully,

*Sanjeev 29/1/19*  
(Sanjeev Shrivastva)  
Under Secretary to the Govt. of India  
Ph: 23074199

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