UGC- 7th Pay Revision
For
Faculty & Academic Staff

Presented by
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Evolution of UGC Pay Scales
Pay Fixation method

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

a) Formula followed by the 7\textsuperscript{th} CPC is followed in the academic pay structure.

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 Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.
Pay Fixation Formula

- 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
- 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 the revised pay of the employee.
Example:

- Existing Pay Band: PB-3
- Existing Grade Pay: 6000
- Existing Pay in Pay band: 21,600
- Existing Basic Pay: 6000 + 21600
- Pay after multiplication of fitment factor of 2.57
  
  \[27600 \times 2.57 = 70932\]

Level corresponding to GP 6000: Level 10
Revised Pay in Pay Matrix: 73000
Academic Levels: The entry pay for each level is as follows:

<table>
<thead>
<tr>
<th>Level</th>
<th>Academic Grade Pay (Rs.)</th>
<th>Entry Pay (Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>6,000</td>
<td>21,600</td>
</tr>
<tr>
<td>11</td>
<td>7,000</td>
<td>25,790</td>
</tr>
<tr>
<td>12</td>
<td>8,000</td>
<td>29,900</td>
</tr>
<tr>
<td>13A</td>
<td>9,000</td>
<td>49,200</td>
</tr>
<tr>
<td>14</td>
<td>10,000</td>
<td>53,000</td>
</tr>
<tr>
<td>15</td>
<td>–</td>
<td>67,000</td>
</tr>
</tbody>
</table>
Pay Matrix

• Annexure-I
### Revised pay for Teachers in Universities and Colleges

<table>
<thead>
<tr>
<th>Existing pay</th>
<th>Revised pay</th>
</tr>
</thead>
</table>
| **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/-) |
### Revised pay for Librarians in Universities and Colleges

<table>
<thead>
<tr>
<th>Existing pay</th>
<th>Revised pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Librarian/ College Librarian (at Rs.6000 AGP in PB Rs.15,600-39,100)</td>
<td>Assistant Librarian/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)</td>
</tr>
<tr>
<td>Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)</td>
<td>Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)</td>
</tr>
<tr>
<td>Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)</td>
<td>Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)</td>
</tr>
<tr>
<td>Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs.9000 AGP in PB Rs.37,400-67,000)</td>
<td>Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)</td>
</tr>
<tr>
<td>University Librarian (at Rs.10000 AGP in PB Rs.37,400-67,000)</td>
<td>University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)</td>
</tr>
<tr>
<td>Existing pay</td>
<td>Revised pay</td>
</tr>
<tr>
<td>-------------</td>
<td>-------------</td>
</tr>
<tr>
<td><strong>Assistant Director of Physical Education &amp; Sports/ College Director of Physical Education &amp; Sports</strong> (at Rs.6000 AGP in PB Rs.15,600- 39,100)</td>
<td><strong>Assistant Director of Physical Education &amp; Sports/ College Director of Physical Education &amp; Sports</strong> (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)</td>
</tr>
<tr>
<td><strong>Assistant Director of Physical Education &amp; Sports</strong> (Senior Scale)/ College Director of Physical Education &amp; Sports (Senior Scale) (at Rs.7000 AGP in PB Rs.15,600- 39,100)</td>
<td><strong>Assistant Director of Physical Education &amp; Sports</strong> (Senior Scale)/ College Director of Physical Education &amp; Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)</td>
</tr>
<tr>
<td><strong>Deputy Director of Physical Education &amp; Sports/ Assistant Director of Physical Education &amp; Sports (Selection Grade)/ College Director of Physical Education &amp; Sports</strong> (at Rs.8000 AGP in PB Rs.15,600- 39,100)</td>
<td><strong>Deputy Director of Physical Education &amp; Sports/ Assistant Director of Physical Education &amp; Sports (Selection Grade)/ College Director of Physical Education &amp; Sports</strong> (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)</td>
</tr>
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<td><strong>Deputy Director of Physical Education &amp; Sports/ Assistant Director of Physical Education &amp; Sports (Selection Grade)/ College Director of Physical Education &amp; Sports</strong> (at Rs.9000 AGP in PB Rs.37,400- 67,000)</td>
<td><strong>Deputy Director of Physical Education &amp; Sports/ Assistant Director of Physical Education &amp; Sports (Selection Grade)/ College Director of Physical Education &amp; Sports</strong> (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)</td>
</tr>
<tr>
<td><strong>University Director of Physical Education &amp; Sports</strong> (at Rs.10000 AGP in PB Rs.37,400- 67,000)</td>
<td><strong>University Director of Physical Education &amp; Sports</strong> (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)</td>
</tr>
</tbody>
</table>
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
   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)
   special allowance of Rs.5000/- per month.
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.
Add-on Provision

- Incentive
- Increment
- Promotion
- Allowance
- Superannuation & re-employment
- Consultancy & Assignment
Applicability of the Scheme

• This Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and College
• This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations
• This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators
• This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures