



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 7th 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:

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



Pay Matrix

- Annexure-I
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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.1,44,2001-)
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

Existing pay	Revised pay
Assistant Librarian/ College Librarian (at Rs.6000 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.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.1,44,200/-)

Revised pay for Director 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/-)

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
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