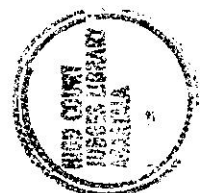


**Revision of pay scales of teachers in the
Degree level Technical Institutions in the
State (i.e. Technical (Engineering) Degree
Colleges (TIT & erstwhile TEC) and Govt.
College of Arts & Crafts) under Education
(Higher) Department.**



TRIPURA



GAZETTE

*Published by Authority***EXTRAORDINARY ISSUE**

Agartala, Monday, May 10, 2010 A. D., Vaisakha 20, 1932 S. E.

**PART-I-- Orders and Notifications by the Government of Tripura,
The High Court, Government Treasury etc.**

**GOVERNMENT OF TRIPURA
EDUCATION (HIGHER) DEPARTMENT**

No.F.1(13-1)-DHE/ESTT(G)/09

Dated, Agartala 31st March 2010.**NOTIFICATION**

Subject:-Revision of pay scales of teachers in the Degree level Technical Institutions in the State (i.e Technical (Engineering) Degree Colleges (TIT & erstwhile TEC) and Govt. College of Arts & Crafts) Under Education (Higher) Department.

The Government of India, Ministry of Human Resource Development, Department of Education in their letter No.23-1/2008/TS-II dated 07-10-2009, requested the State Government to consider adoption and implementation of the Revised pay structure in the AICTE system for the teachers in Degree level Technical Institutions in the State w.e.f. 01-01-2006 following the revision of pay scales of Central Government Employees on the recommendation of the Sixth Central Pay Commission w.e.f. 01-01-2006 with few modifications, if any, as may be considered necessary to suit local conditions. The Scheme of revision of pay structure communicated from the Ministry under the aforesaid reference may be extended to the teachers who were/are recruited in the regular scale of pay through prescribed recruitment process in the Degree level Technical Institutions (i.e erstwhile Tripura Engineering College(TEC) , Tripura Institute of Technology(TIT) and Govt. College of Arts & Crafts) coming under the purview of State Legislature, provided the State Government wish to adopt and implement the scheme subject to following terms and conditions:

- a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.
- b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.
- c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01-01-2006 to 31-03-2010.

- d) The entire liability on account of revision of pay scales etc. of college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01-04-2010.
 - e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01-01-2006.
 - f) The scheme shall be applicable to teachers who were/are recruited in the regular scale of pay through prescribed recruitment process. This will not extend to posts such as Sr. Instructor, Sr. Programmer, Foreman, Foreman Instructor, Workshop Superintendent and other Support Technical Staff/Non teaching posts.
2. After careful consideration of the matters, in order to attract and retain talent in teaching profession, the Government of Tripura has decided to introduce this scheme of revised pay structure as recommended by the Government of India for the teachers in all Govt. Degree level Technical Institutions of the State with a few modifications.
3. The Governor of Tripura is, therefore, pleased to decide introduction of revised pay structure having 2 (two) Band Pay of Rs.15,600-39,100/- and Rs.37,400-67,000/- respectively with appropriate Academic Grade Pay for the teachers of Technical(Engineering) Degree Colleges (i.e TIT and erstwhile TEC) and Govt. College of Arts & Crafts.
4. The revised pay structure and other provisions of the Scheme adopted are as under:
- (i) There shall be only three designations in respect of teachers in the Degree level Technical Institutions, namely, **Assistant Professor, Associate Professor and Professor.**
 - (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a PhD and satisfies other academic conditions, as laid down by the UGC from time to time. This shall, however, not affect those who are already designated as Professor.

(iii) The pay of teachers and equivalent positions in Degree level Technical Institutions shall be fixed according to their designations in two pay bands of Rs.15,600-39,100 and Rs.37,400-67,000 with appropriate "Academic Grade pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers covered under this Scheme, subject to other conditions of eligibility being satisfied; have multiple opportunities for upward movement during their career.

(iv) Posts of Professor shall be created in Degree level Technical Institutions, if not created earlier. In case of UG College, the number of posts of Professor shall be equivalent to ten percent (10%) of the number of posts of Associate Professors in that College. There shall be as many posts of Professor in each PG College as the number of Departments in that College. Details in this respect is indicated in attached ANNEXURE-I.

(v) National Eligibility Test (NET) / State Eligibility Test (SET) shall be compulsory for appointment at the entry level of Assistant Professor in Science & Humanities branch, subject to the exemptions to the degree of PhD 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 State Government. NET/SET shall not be required for such Master's programmes in disciplines for which there is no NET/SET.

5. **Date / period from which revision will be applicable:**

5.1. For teachers of erstwhile TEC from 01.01.2006 to 31.03.2006.

5.2. For teachers of erstwhile Polytechnic Institute enjoying AICTE pay Scales, who were later absorbed as Teachers (Degree level) in the TIT, in their case, date of effect would be from 18.06.2008. Case of those teachers who were directly recruited in the TIT after 18.06.2008, date of revision would be made in the respective cadre from their date of joining as teacher in TIT. For former category of faculties subsequently absorbed in TIT(Degree level), notional benefit would be admissible from 18.06.2008 to 31.12.2008 and financial benefit shall be allowed w.e.f 01.01.2009 onwards, and same principle would be followed for the teachers appointed after 18.06.2008 in TIT.

- 5.3. For teachers of Govt. College of Arts & crafts, date of effect would be 01.01.2006 for those who were in service on 01.01.2006. For others effect would be from date of joining but wherever applicable notional benefit from date of joining up to 31.12.2008.
6. **Arrear :**
- 6.1. Arrear would be computed by taking Band Pay & Academic Grade Pay as due and pre-revised Basic pay, DP & DA as drawn. All other allowances shall be allowed w.e.f- 01-01-2009 as provided to the other State Government Employees.
- 6.2. Arrear pay would be admissible for period from 01.01.2006 to 31.03.2006 for those teachers of erstwhile TEC, who were in position on 01.01.2006 and enjoying AICTE pay scales, subject to the receipt of 80% of fund from Govt. of India.
- 6.3. Arrear would be admissible w.e.f 01.01.2006 for those teachers of Govt. College of Arts & Crafts, who were in service on 01.01.2006 and enjoying AICTE pay Scales, subject to receipt of 80% of fund from the Govt. of India. In such cases, 20% of the arrear would be impounded in the GPF for period up to March, 2011. Remaining arrear would be paid during financial year 2010-11.
- 6.4. All other cases, where the teachers were appointed in TIT and Govt. College of Arts & Craft under regular AICTE pay scale after 01-01-2006 will not be eligible for getting any arrear for the period 01-01-2006 to 31-12-2008. However, their arrear for the period - January, 09 to March, 09 - would be impounded in the GPF and remaining arrear from 01-04-2009 onwards would be paid in cash. The restriction of impounding of portion of arrear in GPF would be withdrawn during the financial year 2010-11.
- 6.5. In respect of payment of arrear for the teaching faculties of erstwhile Tripura Engineering College from period 01-01-2006 up to 31-03-2006 will be drawn from the Directorate of Higher Education and make necessary payment to the incumbents in the shape of Cheque /Demand Draft.
7. The introduction of revised pay scales will be subject to the terms and conditions stipulated in ANNEXURE-I.

8. The pay of the Teachers including Principals in Degree level Technical institutions mentioned in para-3 above shall be fixed in the revised pay in the respective fitment tables as communicated and notified by the Ministry of HRD, Govt. of India vide letter No.F.3-1/2009-U.I dated 4th June, 2009 and indicated at ANNEXURE-II.

9. **Rate of Increment:**

(i) The rate of each annual increment in the revised pay structure shall be equivalent to two & half percent (2.5%) of the sum total of the pay in the revised pay band and AGP as applicable for the State in the Band Pay and the resulting amount shall be rounded off to the next multiple of 10, whenever it arrives at Rs.1/-.

(ii) The amount of increment shall be added to the existing pay in the pay band.

(iii) Each advance increment wherever admissible under this Notification shall also be at the rate of 2.5% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iv) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme. Increment on promotion from lower Pay Scale to higher Pay Scale, however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs.15600-39100/- to the Pay Band of Rs.37400-67000/-.

10. **Date of Increment:**

(i) There shall be a common date of annual increment and such date of annual increment shall be the 1st day of July every year.

(ii) In cases of teachers of Government Colleges completing six(6) months and above in revised pay structure as on 1st day of July, shall be eligible to get 1(one) increment. Those employees who opt to come over to the revised pay structure on the 1st day of January, 2006 irrespective of their date of increment availed during calendar year 2005 they shall be granted the first increment in the revised pay structure on the 1st day of July, 2006.

(iii) In cases of teachers of Government Colleges who opt to come under revised pay structure on any date between the 2nd day of January, 2006 and 30th June, 2006 (both days inclusive), on the ground for availing his/her increment in the existing pay scale or as the case may be for other ground, his pay in the revised pay structure shall be fixed accordingly, but his date of next increment shall be 1st day of July, 2007.

11. **CAS** :

As recommended in the Regulation duly notified by the AICTE.

12. **Qualification and other measures for recruitment and maintaining Standard :**

As recommended in the Regulation duly notified by the AICTE.

13. **Age of Superannuation:**

Age of superannuation shall continue to be 58 years, but extension in service may be considered for a period of 1 (one) year each up to 60 (sixty) years of age, depending on the merit of each case. The existing mechanism devised by the Department will continue to be followed to evaluate the performance of the teachers and for assessment of requirement of teachers at that period in the Colleges.

14. This revised pay structures introduced by the State Govt. would be termed as **REVISED PAY SCALES FOR DEGREE LEVEL TECHNICAL INSTITUTIONS- 2006** as recommended by MHRD.

15. **Teachers appointed as fresh recruits after 1st day of January, 2006:**

Revised Pay of the teachers appointed after 01-01-2006 will be fixed at the initial stage of Band Pay of the post with appropriate academic grade pay and notionally regularized by way of issuing periodical increments on the 1st day of July in every year, provided that the usual norms for issuance of increments shall be followed for the purpose.

16. **Pension & Retirement Benefits for College Teachers:**

Pension and retirement benefits would be admissible for the Teachers of Degree level technical institutions as per Pension Rules of the State Government amended from time to time

raising the upper ceiling of pension from Rs. 25,200/- to Rs. 38,500/- for which necessary Notification would be issued from the Finance Department.

17. Provided that, the revision of pay w.e.f. 01.01.2006 to 17.06.2008 of the teachers of erstwhile Polytechnic Institute enjoying AICTE Pay Scale, subsequently absorbed as teachers (Degree level) in the TIT w.e.f. 18.06.2008 shall be regularized revised according to the norms of Technical Institutions (Diploma) Regulation-2010 of AICTE as notified in the Gazette of India vide No. 69 dated 13.03.2010, subject to the approval of the State Government. Accordingly, the pay of the said absorbed faculties be fixed in the same stage of pay band of Degree level as on 18.06.2008.

18. Necessary amendment to the relevant rules and regulations etc. will be made by the appropriate authority wherever called for.

19. This is issued with the concurrence of the Finance Department, Govt. of Tripura communicated vide their U.O. No. 190/Fin(PC)/2010 dated 22.03.2010.

20. The Accountant General of Tripura is being informed.

R. K. Vaish
Principal Secretary to the
Government of Tripura
Education (Higher) Department.