

**Revision of pay-scales of teachers of
Tripura Engineering College under AICTE-
pay scales with effect from 01-01-1996**

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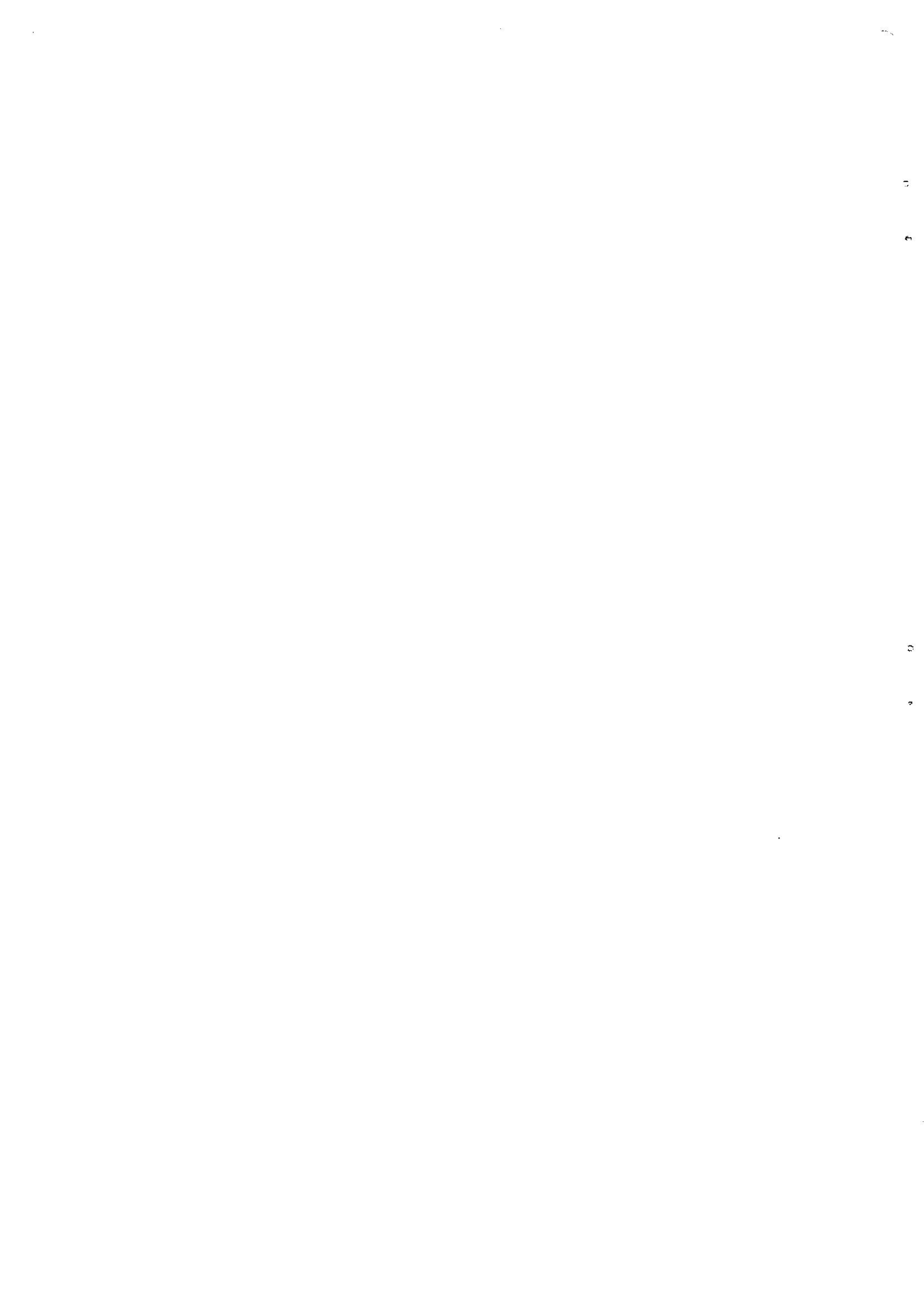
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GOVERNMENT OF TRIPURA

Government Notification
Extending A.I.C.T.E Scales, 1996
To the Teachers of Tripura Engineering College

February 03, 2000

EDUCATION DEPARTMENT
Directorate of Higher Education.



**EDUCATION DEPARTMENT
GOVERNMENT OF TRIPURA
(Directorate of Higher Education)**

No.F.1(13-1)-DHE/98

Dated, Agartala, the

February 03,
2000

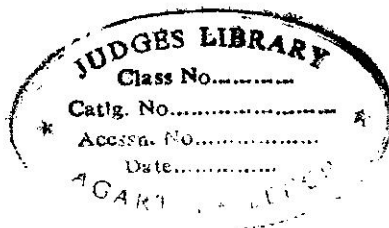
NOTIFICATION

Subject:- Revision of pay-scales of teachers of Tripura Engineering College under AICTE – pay scales with effect from 01-01-96.

The Government of India, Ministry of Human Resource Development, Department of Education in their letter No F 37-104/95/TS.II dated 9th October 1998, read with their letter No. F 37-104 98- TS. II, dated 14th January, 1999, requested the State Government to adopt and implement the revised A.I.C.T.E. pay-scales for teachers in Degree Level technical Institution in the state w.e.f 01-01-1996 with such modification, if any, as may be considered necessary to suit local conditions. The Government of India has offered to render financial assistance to the extent of 80% of the additional expenditure involved in giving effect to the revised A.I.C.T.E. scales subject to the following conditions. :-

- i) The Central assistance to the extent indicated above on account of this expenditure will be available for the period from 01-01-1996 to 31-03-2000.
 - ii) The State Government will meet over the entire balance of the remaining 20% of the expenditure from their own resource
 - iii) The State Government will take over the entire responsibility for maintaining the revised scales w.e.f. 01-04-2000 ; and
 - iv) The Central assistance would be restricted to revision of pay scales for the posts which were in existence and filled up as on 01-01-1996
2. After careful consideration of the matter, in order to attract and retain talent in the teaching profession of technical institutions, the Govt. of Tripura have decided to introduce the scheme of revised pay scales of teachers of Tripura Engineering College as recommended by Govt. of India.
3. The Governor is, therefore, pleased to sanction the introduction of the following revised scales of pay for teachers of Tripura Engineering College, w.e.f. 01-01-1996 in Tripura Engineering College

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REVISED SCALES OF TEACHERS OF ENGINEERING COLLEGE w.e.f. 01-01-1996.

Sl.No.	CATEGORY	PRESENT PAY SCALE	RECOMMENDED BY AICTE
1	2	3	4
01	Lecturer	2200-75-2800-100-4000	8000-275-13500
02	Lecturer (Senior scale)	3000-100-3500-125-5000	10000-325-15200
03	Lecturer (selection Grade)	3700-125-4950-150-5700	12000-420-18300
04	Assistant Professor	3700-125-4950-150-5700	12000-420-18300
05	Professor	4500-150-5700-7300	16400-450-20900-500-22400
06	Principals of Engin- eering college	6300-200-7300	18400-500-22400 (Minimum to be fixed at Rs. 19400/-)

4. Payment of arrears to the extent of 80% upto 31-01-2000, shall be payable in respect of teachers appointed on or before 01-01-1996 and released in cash on actual receipt of such fund from the Government of India and shall be proportional to such fund to be received.

The remaining 20% of the financial benefits accruing due to fixation of pay shall be credited and impounded to the GPF account of concerned teachers. The amount aforesaid shall not be permitted to be withdrawn for a period of 2(two) years from the date of deposit in the respective GPF accounts.

The pay of teachers of Tripura Engineering College, who were appointed after 01-01-1996, may be allowed the revised AICTE pay scales 1996, but their pay shall be fixed as per the provision of Rule 7 of TSCS (Revised Pay) Rules 1999.

However, the payment of the financial benefit of the teachers, who were appointed after 01-01-1996 on whole time basis and have been drawing pay in the AICTE pay scales 1986, against sanctioned post, accruing due to fixation of pay in the revised scales shall be governed under the provision of Rule 12 (a), (b), (c), (d) of TSCS (Revised Pay) Rules, 1999.

5. The introduction of the revised scales will be subject to the terms and conditions stipulated in Annexure-I
6. The pay of the Teachers and Principal of Tripura Engineering College mentioned in para-3 above shall be fixed in the revised scales of pay according to the formula appended to this order at Annexure II.
7. Revised scales of pay are applicable only to the teaching staff of the College in the categories as mentioned in the para-3 above who having been appointed as such on whole time basis and were in position on 01-01-1996 or who have been drawing pay in the AICTE scales. 1986 against sanctioned posts.

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8. The revised scales will not be applicable to the teachers who were or have been drawing pay in Tripura Engineering College in Non- AICTE scales.
 9. Age of superannuation shall 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 Department shall workout appropriate mechanism to evaluate each such case of extension in service and notify separately. Reemployment for maximum period of 5(five) years upto the age of 65 years of age may also be considered in suitable and deserving cases.
 10. Necessary amendments to the relevant rules and regulations etc. will be made by the appropriate authority wherever called for.
 11. The revised scales of pay as are being introduced by this Govt. order w.e.f. 01-01-1996 , will be referred hereafter as AICTE scales 1996.
 12. This is issued with the concurrence of the Finance Department, Govt of Tripura vide U.O. No. 228-FIN (PC)/99, Dated 31-12-1999.
 13. The Accountant General of Tripura is being informed.

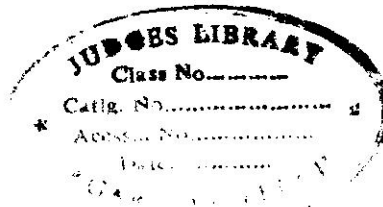


(Signature)
(Sudhir Sharma)
Principal Secretary to the
Govt. of Tripura

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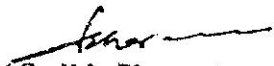
1. The Account General, Tripura, Agartala.
2. The Deputy Secretary, Department of Education, Ministry of Human Resource Development, Govt of India. This has a reference to the Ministry of HRD letter No. F37-104/95-TS-II, dated 9th October, 1998 and NO. F.37-104/-TS-II, dated 14th January, 1999. Details of expenditure has been furnished allongwith the Notification.
3. The Secretary, University Grant Commission, Bahadur Shah Jafar Marg, New Delhi.
4. Member Secretary, All India Council for Technical Education, Indra Prastha Estate, New Delhi - 110002
5. The Director, Printing & Stationeries Department, Govt. of Tripura, with request to publish the Notification in an Extra-Ordinary issue of Tripura Gazette immediately and also to supply 300 (three hundred) copies of Off-Prints in book shape with a cover as per specimen enclosed.
6. Establishment Gazette Section / Planning Section / Budget Section / UDCA Section of the Directorate of Higher Education.
7. Guard File in Office.

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Copy also to –

1. The Principal Secretary to the Governor, Tripura.
2. The Principal Secretary, Finance Department, Govt of Tripura.
3. The Secretary to the Chief Minister, Tripura.
4. The S.A. & Joint Secretary to the Chief Secretary, Tripura.


(Sudhir Sharma)
Principal Secretary to the
Govt. of Tripura

Terms and conditions for introduction of the revised scales of pay under AICTE Scales of 1996.

1. The revised scales will be effective from January 1st 1996.
2. Subject to the fixation formula prescribed in Annexure-II, the revised scales of pay are inclusive of Basic Pay as on 1.1.1996, Dearness Allowance as were admissible to the incumbents corresponding to index level 1510 as per State Government order and two installments of Interim Relief as were admissible to them as per State Government orders.
3. To attract and retain better talent in the teaching profession :-
 - a) At the time of recruitment as lecturers, four and two advance increments will be admissible to those of the science and humanities faculty who hold Ph.D. and M.Phil. degrees respectively ; and to those of the technical faculty who hold Ph.D and M.E. / M.Tech degrees respectively.
 - b) One increment will be admissible to those Science / Humanities teachers with M.Phil degree and to those technical faculty with M.E./M.Tech, who acquire Ph.D. Degree within two years of recruitment.
 - c) A Lecturer with Ph.D. will be eligible for two advance increments when he / she moves into Selection Grade / Assistant Professor.
 - d) A teacher will be eligible for two advance increments as and when she/he acquires a Ph.D. degree in her/his service career.
4. Career Advancement.
 - a) Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil / M.E. M.Tech and six years for others at the level of Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade) / Assistant Professor , the minimum length of service as Lecturer (senior scale) shall be uniformly five years.
 - b) For movement into grades of Assistant Professor and above the minimum eligibility criterion would be Ph.D. Those without Ph.D can go up to the level of Lecturer (Selection grade).
 - c) An Assistant Professor with a minimum of eight years of service will be eligible for consideration for appointment as Professor.
 - d) For every upward movement a selection process would be evolved for which appropriate orders would be issued by the State Government on the basis of AICTE guidelines framed in consultation under the Govt of India.
5. Other terms & conditions of service of teachers shall be notified by the State Govt of the line of this order following regulations to be issued by the AICTE in this regard.
6. DA & other allowances as admissible to the State Govt. employee on revised scales of pay will be admissible to the teachers including the Principal of Tripura Engineering College.

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7. All the teachers of Tripura Engineering College including Principal appointed on or before 1.1.1996 shall be required to exercise an option given in Annexure III within 90 days from the date of this Notification indicating whether they would opt to be considered under this new scheme of revised pay scale.

Provided that a college teacher may elect to continue to draw pay; in the existing scale until the date on which she/he earns her/his next or any subsequent increment in the existing scale or until she/he vacated her/his post or ceases the draw pay in that scale.

Provided further that in case any college teacher fails to submit her / his option within the specified period of 90 days, she/he will be deemed to have exercised her/his option in favour of the AICTE scales from 1.1.96. Provided persons who have died on or after 1.1.96 and could not exercise option will ;be deemed to have opted for the revised scales on and from 1.1.96.

Fixation formula for introduction of the revised Scale of Pay under AICTE Scales 1996.

Definition :- In this formula, unless the context otherwise requires:

a) "Basic Pay" means the pay in a particular stage which a teacher is entitled to under the AICTE SCALES. 1986.

b) "Existing emoluments" means.

i) Basic pay as noted at (I) (a) above.

ii) Dearness Allowance appropriate to the basic pay admissible at All India Consumer Price Index (AICPI) average 1510(1960=100)

iii) Two installments of I.R. as were admissible to them as per state Government orders.

2. Pay in the revised scales of pay under AICTE Scales 1996 shall be fixed in the following manner:

i) The initial pay of a teacher shall be fixed on the 1st day of January, 1996 or at the date of joining for those who joined thereafter.

ii) An amount representing 40 percent of the basic pay in the AICTE scales, 1986 shall be added to the existing emoluments of the teacher who having been appointed on a regular and whole time basis were in position 01-01-1996.

However, the pay of the teachers who were appointed after 01-01-1996 shall be fixed as per the provision of Rule 7 of TSCS (Revised Pay) Rules, 1999.

iii) After the existing emoluments have been so increased the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed.,

Provided that :-

a) If the minimum of the revised scale is more than that of the amount so arrived at the pay shall be fixed at the minimum of the revised scale.

b) If the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Provided further that :-

When in the fixation of pay, the pay of teacher drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these teachers who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped to the stage where such bunching occurs, as under by the grant of increment(s) in the revised scale in the following manner namely:

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- a) For teachers drawing pay from the 5th up to the 8th stage in the existing scale by one increment.
- b) For teachers drawing pay from the 9th up to the 12th stage in the existing scale, if there is bunching beyond the 8th stage, by two increments.
- c) For teachers drawing pay from the 13th up to the 16th stage in the existing scale if there is bunching beyond the 12th stage by three increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stage in the same existing scale is fixed, the pay of the later shall also be stepped up only to the extent by which it falls short of the former.

Provided also that :-

The fixation thus made shall ensure that every teacher will get at least one increment in the revised scale of pay for every three increments in the existing scale of pay.

Note: 1 Where the existing emoluments as calculated in accordance with paragraph 1(b) exceed the revised emoluments in the case of a teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note: 2 Where a teacher is in receipt of Personal pay on the 1st January, 1996 which together with the existing emoluments as calculated in accordance with paragraph 1(b) exceeds the emoluments, such excess shall be allowed to such a teacher as Personal pay.

Note : 3 When in the fixation of pay under paragraph 2 pay of a teacher, who in the existing scale was drawing immediately before the 1st January, 1996 more pay than another teacher Junior to him in the same scale gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the Junior.

3. Date of next increment in the revised Scale:-

- (a) The next increment in the revised scale which will be admissible to a teacher whose pay has been fixed under paragraph 2 earlier shall be granted on the date he would have drawn his increment, had he continued in the existing scale provided that in cases where the pay of a teacher is stepped up in terms of second proviso to paragraph 2 the next increment shall be granted after completion of twelve months of qualifying service from the date of the stepping up of the pay in the revised scale.

Provided further that the next increment of a teacher whose pay is fixed on the 1st day of January 1996 at the same stage as the one fixed for a teacher junior to him in the same scale and drawing pay at a lower stage than his increment in that scale, shall be granted on the same date as admissible to his junior if the date of increment of the junior happens to be earlier.

- b) Where the increment of a teacher falls on 1st day of January 1996 he shall have option to draw the increment in the existing scale or the revised scale

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4. Fixation of pay of Lecturer (Selection Grade)/ Assistant Professors.

The fixation of pay of Lecturers (Selection Grade)/Assistant Professors in the Pre-revised pay Scale of Rs.3700-125-4950-150-5700/- who were selected strictly in accordance with the instructions contained in this Ministry's letter No.6-1/88-T.5 dated 28th February 1989 and who were in position as Lecturers (Selection Grade)/Assistant Professor as on 1.1.96 will be made in a manner that they get their pay fixed at the minimum of Rs.14,940/- in the revised scale of Rs. 12,000-420-18,300/- as and when they complete 5 years service in the grade.

FORM OF OPTION

*(i) I ----- hereby elect the revised scale with effect from 1st January , 1996

*(ii) I ----- hereby elect to continue in the existing scale of my substantive / officiating post mentioned below until

*(a) The date of my next increment

*(b) the date of my subsequent increment raising my pay to Rs. -----

*(c) I vacate or cease to draw pay in the existing scale

Existing scale -----

Signature -----

Name -----

Designation -----

Office to which employed -----

Date -----

Station -----