

Teachers in Non-Agricultural Universities, affiliated Colleges, Government Institutes of Science/Management Studies/Social Science.

Revision of pay scales of teachers and other measures for maintenance of standards in higher education.

GOVERNMENT OF MAHARASHTRA

EDUCATION AND EMPLOYMENT DEPARTMENT

Resolution No. NGC. 1286/(1224)/UNI-4

Mantralaya Annexe, Bombay-400 032, dated 27th February, 1989.

Read—

- (i) Government Resolution, Education and Youth Services Department No. HSC 1076/419/XX-XXI, 11th June 1976 read with Appendix attached thereto;
- (ii) Government Resolution, Education and Youth Services Department No. USG 1177/129787/XXXII(Cell) dated 25th October, 1977;
- (iii) Government Resolution, Education and Youth Services Department No. USG 1177/31016/XXXII(Cell), dated 13th January 1978;
- (iv) Government Resolution, Education and Youth Services Department No. USG 1177/129387/XXXII(Cell), dated 7th February 1978;
- (v) Government Resolution, Education and Youth Services Department No. USG 1178/24585/XXXII (Cell), dated 3rd April, 1978;
- (vi) Government Resolution, Education and Youth Services Department No. USG 1178/24585/XXXII (Cell), dated 27th June, 1978;
- (vii) Government Resolution, Education, Employment and Youth Services Department No. USG-1177/177688/XXXII (Cell), dated 26th March, 1979;
- (viii) Government Resolution, Education, Employment and Youth Services Department No. USG 1179/153709/XXXII (Cell), dated 6th April, 1979;
- (ix) Government Resolution, Education and Employment Department No. MES-1080/USG 1177/129387/XXXII (Cell), dated 29th May, 1980;
- (x) Government Resolution, Education and Employment Department No. USG 1179/172927/(253)/XXXII (Cell), dated 24th June 1980;
- (xi) Government Resolution, Education and Employment Department No. USG 4280/15792/275/XXXII (Cell), dated 18th September, 1980;
- (xii) Government Resolution, Education and Employment Department No. NGC 2080/160284/5987/UNI-2, dated 1st June, 1981;
- (xiii) Government Resolution, Education and Employment Department No. NGC 2080/160284/5987/UNI-2, dated 1st September, 1981;
- (xiv) University Grants Commission's D. O. letter No. F-1-117/83(CP), dated 17th January, 1984;
- (xv) Government Resolution, Education and Employment Department No. USG 4280/157972/275/UNI-4, dated 18th April 1984;
- (xvi) University Grants Commission's Notification No. F-1-117/83 (CP), dated 25th November 1985 "about revised Formal Education";
- (xvii) Government Resolution (in Marathi) Education and Employment Department No. USG 1179/172929 (253)/UNI-4, dated 11th May, 1987;
- (xviii) Government of India, Ministry of Human Resource Development, Department of Education's letter No. F-1-21/87-U1, dated 17th June 1987;
- (xix) Government of India, Ministry of Human Resource Development (Department of Education) letter No. F-1-21/87-U1, dated 22nd July 1988;
- (xx) University Grants Commission's D. O. letter No. F-1-28/84(CPP)/VOL-III, dated 26th November 1988.

RESOLUTION

Government had approved the implementation of revised pay scales for University and College teachers with effect from 1st January 1973 by Government Resolution, Education and Youth Services Department No. USG 1177/129387/XXXII(CELL), dated 25th October, 1977 and for Librarians and Physical Education Staff by Government Resolution, Education and Employment Department No. USG-4280/157972/(275)UNI-4, dated 18th April 1984. After appointment of the Fourth Pay Commission for Central Government employees, the University Grants Commission had appointed a Committee under the Chairmanship of Prof. Mehrotra to examine the present structure of emoluments and conditions of service of University and College teachers. After considering the Mehrotra Committee's Report the University Grant Commission submitted its recommendations to the Government of India in February 1987. After examination of the Report Government of India evolved a scheme of pay revision for the University and College teachers and other measures for improvement of standards in higher education. By their letter dated 17th June, 1987 and subsequent letters dated 7th September, 1987 and 22nd July, 1988, the Government of India recommended to the State Government to implement this scheme. The question of implementing Government of India's scheme of revision of pay scales of University and College teachers and other relevant guidelines and

notifications issued by U.G.C. from time to time was under consideration of the State Government. After careful consideration of the Government of India's Package Scheme, 1986 for maintenance of standards in Higher Education and after an agreement with the Maharashtra Federation of University and College Teachers Organisation, the State Government has now decided to implement the terms and conditions of service as detailed below.

2. *Coverage.*—The revised scales and other measures for improvement of standards in higher education are applicable to all categories of full-time teachers employed by the non-Agricultural Universities, Government and non-Government Colleges in the faculties of Arts, Science, Commerce and Education, in the State, Government Institutes of Science/Government Institute of Management Studies/Social Sciences. The revised scales of pay are also applicable to the teachers/librarians/Instructors of Physical Education/Directors of Physical Education in the affiliated unaided colleges of Arts, Science, Commerce, Education in the State. However, these colleges will not be entitled for any financial assistance from the State Government and same is the case with the unapproved (not covered under 100 per cent salary grant) posts in affiliated aided colleges and the Non-Agricultural Universities in the State. The revised scales are not applicable to teachers who retired on or before 31st December 1985 and who worked on re-employment on that date including those whose period of re-employment was extended after that date.

3. *Date of Effect.*—The revised scales of pay will be implemented with effect from 1st January 1986.

4. *Pay scales.*—The revised scales of pay effective from 1st January 1986 are given in Appendix I

5. *Manner of Fixation of Pay.*—The formula and principles for fixation of pay of teachers in the revised scale shall be as indicated in Appendix II. The pay of the individual teacher and the date of increment should be fixed in accordance with such formula and principles.

6. *Option for the revised scales of pay.*—Within a period of three months from the date of the issue of this Government Resolution, the teachers/Librarian/Physical Education staff will have to opt in the prescribed form (Appendix I) for the revised pay scales. The teachers opting for the new scales will have to enter into an agreement as mentioned in Appendix IV with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the *option within the period of three months* from the date of issue of Government Resolution shall be deemed to have opted for the revised scale.

Note.—(1) The teachers/librarians/Directors of Physical Education/Instructors of Physical Education who were in service on 1st January 1986 and who were not in service after 1st January 1986 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for the revised scales of pay with effect from 1st January 1986 and should be held entitled to the benefit of these rules.

7. *Recruitment and Qualifications.*—Recruitment to the post of Lecturers, Readers and Professors, Librarians and Physical Education Staff in the existing scale of pay of Rs. 700—1,600 in Universities and that of lecturer/Librarian/Physical Education staff in Colleges shall be on the basis of merit through All India Advertisement and selection, provided that the incumbents who fulfill the criteria prescribed in this Government Resolution will be eligible for promotion to the post of Readers.

8. The minimum qualifications required for appointment to the post of Lecturers, Readers and Professors, Librarians and Physical Education Staff in the existing pay scale of Rs. 700—1,600 will be those prescribed by the University Grants Commission from time to time. Generally the minimum qualifications for appointment to the post of Lecturer in the scale of pay of Rs. 2,200—4,000 shall be Master's degree in the relevant subject with at least 55 per cent marks or its equivalent grade and good academic record.

9. Only those candidates, who, besides fulfilling the minimum qualifications prescribed for the post of a lecturer, Librarian and Physical Education Staff, have qualified in a comprehensive test to be conducted for the purpose, will be eligible for appointment. The detailed scheme for conducting the test including its design, the agencies to be employed in the conduct of the test, content, administration etc. will be worked out by the University Grants Commission keeping in view the requirement of the media of instruction followed by the different Universities and Colleges and other relevant considerations. For purposes of recruitment to the post of Lecturer/Librarian/Director/Instructor of Physical Education in Colleges and Principals of Colleges, the composition of the Selection Committee has already been laid down in Appendix accompanying Government Resolution, Education and Youth Services Department No. USG. 1177/129387/XXXII (Cell), dated 25th October, 1977. The same procedure should continue to be in operation till it is suitably replaced by the comprehensive test to be prescribed by the University Grants Commission. In order to enable all the members of the Selection Committee to attend the meeting a minimum notice of fifteen days from the date of issue of letter is necessary. Universities are requested to evolve, if they have not evolved, a reasonable quantified system of evaluation for the purpose of selection to the post of Lecturer/Assistant Librarian/Deputy Librarian/Director/Deputy Director/Assistant Director of Physical Education Principal, till the details of the comprehensive test is received from the University Grants Commission. Such evaluation system should be followed by the aforesaid Selection Committees to ensure minimum standards.

Similarly selection of teachers/Assistant Librarians/Deputy Librarian/Director/Deputy Director/Assistant Director of Physical Education in the Universities, shall continue to be made in accordance with the provisions in the respective University Acts and the Statutes made thereunder, till University Grants Commission communicates aforesaid procedure.

10. In order to encourage research, in continuation of Post-graduate studies, candidates, who, at the time of their recruitment as Lecturers/Librarian/Physical Education Staff possess Ph.D. or M.Phil degree, will be sanctioned three and one advance increments respectively in the scale of Rs. 2,200—4,000 along with the benefit of corresponding years

of service for the purpose of promotion. The existing incumbents without research degree and those similarly situated recruited in future will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible for advance increments. Existing incumbents with research degree will also be eligible for a similar benefit.

11. The revised scale of pay of tutors and demonstrators is for the existing incumbents of the posts in the Universities and Colleges. There shall be no future recruitment to this category.

12. *Career Advancement*.—Every Lecturer/Assistant Librarian/Librarian/Director/Instructor of Physical Education/Assistant Director of Physical Education, in the existing scale of Rs. 700—1,600 will be placed in a senior scale of Rs. 3,000—5,000 if he/she has :—

- (a) completed 8 years of service after regular appointment with relaxation as provided in para. 10 above;
- (b) participated in two refresher courses/summer institutes, each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission;
- (c) consistently satisfactory performance appraisal reports.

Explanation.—All such incumbents in the existing scale of Rs. 700—1,600, who have completed 8 years of service on 1st January 1986, will be placed through a process of screening, selection as indicated below, in the scale of Rs. 3,000—5,000. The benefit of service provided in para. 10 will be available for the initial placement also.

13. Every lecturer, Library and Physical Education staff in the senior scale will be eligible for promotion to the post of Lecturer (Selection Grade) Reader/Deputy Librarian/Deputy Director of Physical Education in the scale of pay of Rs. 3,700—5,700 if he/she has :—

- (a) completed 8 years of service in the senior scale provided that the requirement of 8 years will be relaxed if the total service of the lecturer is not less than 16 years;
- (b) obtained a Ph. D. degree, or an equivalent published work;
- (c) made some mark in the areas of scholarship and research as evidenced by self-assessment reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula; etc.

OR

made significant contribution to the development of Library Services/Physical Education in University as evidenced by self-assessment reports of referees, professional improvement in the Library Services/Physical Education activities, etc.,

as the case may be;

- (d) participated in two refresher courses/summer institutes, each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission, after placement in the Senior scale; and
- (e) consistently good performance appraisal reports.

14. Promotion to the post of Lecturer (Selection Grade)/Reader/Deputy Librarian/Deputy Director of Physical Education will be through a process of selection by a Selection Committee to be set-up under the Statutes of the University concerned, in accordance with the guidelines to be laid down by the University Grants Commission. The posts of Lecturers (Selection Grade)/Readers/Deputy Librarians/Deputy Directors of Physical Education, will be created for this purpose by upgrading a corresponding number of posts of lecturers in the Universities and Colleges.

15. Those incumbents in the senior scale who do not have Ph. D. degree or equivalent published work and who do not meet the scholarship and research standards or other criteria of a Reader/Deputy Librarian/Deputy Director of Physical Education, but fulfil the other criteria mentioned in para. 13 above and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs. 3,700—5,700 subject to the recommendations of the Committee mentioned above. They will be designated as Lecturers/Assistant Librarians/Assistant Director of Physical Education in the Selection Grade. Posts in the Selection Grade will be created for this purpose by upgrading the posts held by them. They could offer themselves for a fresh assessment after obtaining Ph. D. and/or fulfilling other requirements for promotion as Reader and if found suitable, could be given the designation of Reader/Deputy Librarian/Deputy Director of Physical Education, as the case may be.

The University Grants Commission would evolve suitable criteria for creation of more posts of Professors and Readers in the Universities and Colleges. These guidelines, as and when communicated by the University Grants Commission, will be considered by the State Government.

16. The Librarians who were in service on or before 31st December 1972 and who are not fulfilling the condition of qualifications as prescribed by the University Grants Commission but who are entitled to the revised pay scale of Rs. 2,200—4,000 with effect from 1st January 1986 shall not be allowed to count their service prior to 1st January 1986 for the purpose of promotion to the post in senior scale or in selection grade.

17. The number of posts of Lecturers/Assistant Director/Deputy Director/Director/Instructor of Physical Education/Assistant Librarian/Librarian in the pay-scale of Rs. 700—1,600 held by the persons who are assessed to be suitable for the senior scale or promoted through process of selection as designated Reader/Lecturer (Selection Grade) or equivalent designation as mentioned in the Government of India's scheme; will depend upon the availability of suitable persons in a particular category. The number of posts will vary from year to year on account of resignation, death, superannuation, promotion and fulfilment of conditions by the persons yet to be assessed/selected for the respective pay-scale. The Universities and colleges should take annual review and take further action as per the procedure prescribed in this Government Resolution.

18. *Continuing Education*—Participation of teachers at regular intervals in appropriate continuing education programme is envisaged as an integral part of the professional development of teachers. The University Grants Commission, the Indira Gandhi National Open University, the State Governments and other appropriate agencies will be advised to take steps to introduce programme of continuing education for this purpose through a variety of means. While there cannot and need not be any rigid requirement of participation in formal programmes, evidence of commitment of continuing education of any recognised means, as may be specified by the University Grants Commission, will be an essential requirement for career advancement. Pending the organisation of such programmes as the quality and on the scale required for giving effect to the implementation of the measures envisaged in para. 21 of Appendix I of the Government of India scheme, relaxation from the requirement of participation in such programmes for specified periods and for specific categories of posts will be granted by the University concerned in accordance with guidelines to be laid down by the University Grants Commission.

19. *Performance Appraisal of Teachers*.—Regular and systematic appraisal of performance of teachers shall be considered as an essential element in the Management of Education and this has been taken into account in the design for the career development of teachers. Under Government Resolution, Education, Employment & Youth Services Department, No. MES-1080/USG-1177/129387/XXXII (Cell), dated 29th May 1980, Government had prescribed the self-assessment form for teachers, to be used as a regular feature every year for their self-assessment. Until the respective Universities have framed, as per the guidelines issued by the University Grants Commission, the necessary statutes relating to the procedure (including the composition of screening/selection Committee) for promotion to the senior scale/selection grade, existing Assessment Committees (constituted to assess the performance of a teacher before he is allowed to draw the increment after the stage of Rs. 1,300 in the existing pay-scale of Rs. 700—1,600) including a representative of the Director of Education (Higher Educational), Maharashtra State, Pune, wherever not already included be entrusted with the implementation of the process of selection for promotion to the senior scale as well as selection grade. While considering the placement of lecturers in senior scale and selection grade, the concerned Assessment Committee/Selection Committee would take into consideration the performance of the teacher as reflected in this self-assessment form and all such recommendations should be forwarded by the Universities concerned to the Director of Education (Higher Education), Maharashtra State, Pune.

20. The University Grants Commission had appointed a Task Force to formulate the guidelines for the evaluation of performance of teachers taking into account the statement contained in the National Policy on Education, 1986. The University Grants Commission has already circulated the report of the Task Force for adoption by the Universities as well as by the State Government. However, till it becomes operational, the existing screening mechanism/Selection procedure or those prescribed on a provisional basis by the University/State Government will apply to all placement/promotions to the Senior Scale/Selection Grade Lecturers and Readers.

21. Government is also pleased to direct that after a period of three years from the date of issue of this Government Resolution, it will, in consultation with the University Grants Commission, review the operation and functioning of the performance appraisal system and the effectiveness of the mechanism created therefor and take suitable remedial measures in consultation with the University Grants Commission.

22. *Work-Load*.—22 (1) (A) Teachers in University/College will have a work-load of not less than 40 clock hours in a week.

(1) (B) (a) Out of the 40 clock hours mentioned in (A) above, a teacher in an affiliated college should be present on the official premises of the college for about 20 to 24 clock hours in a week (about four clock hours on an average)

(b) Out of the time that a teacher in an affiliated college is present on the official premises of the college as mentioned in (a) above, the time spent on lecturing, tutorials, practicals, demonstrations would be as follows :—

(i) 17 lectures + 3 Tutorials/practicals = 20×50 minutes = 1,000 minutes.

In case of subjects under the science faculty 20 periods of 50 minutes each would include both lectures and practicals as well as tutorials, if any.

(ii) If, unfortunately, tutorials are not held, then 18 lectures of :—

50 minutes each = 900 minutes.

or

20 lectures of 45 minutes = 900 minutes.

(2) In case of demonstrators/tutors, if any, doing purely practicals/demonstration work or tutorials, the norm regarding work-load will be 20 practicals/demonstrations or tutorials of 50 minutes each.

(3) The residual time of which a lecturer, demonstrator/tutor in an affiliated college should be present on the official premises of the college [vide B(a) above], should be devoted to seminars, co-curricular activities, extension work, esting/internal examinations, etc., as may be decided by the University.

(4) Keeping in view the regulation of the University Grants Commission vide No. F. 1-17/83(C.P.), dated 25th November 1985, and guidelines circulated by their letter No. F. 1-28/84-(C.P.P.)/Vol. III, dated 18th-25th November 1988, the University should prepare a suitable pattern of work-load for University teachers from the academic year, 1989-90.

(5) The rate of remission in work-load of a teacher who is teaching both under-graduate and post-graduate classes and work-load for the Principal/Vice-Principal and Head of the Department, shall be same as prescribed vide Government Resolution, dated 1st June 1981 and 1st September 1981 except that the duration of a period may be either 45 minutes or 50 minutes as the case may be. In other words, the total number as periods prescribed for a post of Principal/Vice-Principal/Head of the Department shall remain the same.

(6) The staffing pattern (work-load pattern) for colleges of Education prescribed vide Government letter No. STC-2279/104723(407/79)XXVII, dated 1st July 1980, will continue to operate. As per this staffing pattern, one teacher is admissible for each 10 students duly permitted by the State Government in addition to the post of Principal.

23. *Protection to teachers.*—The above revised work-load should be implemented without additional staff. It should also be ensured that the services of permanently approved-full time or part-time teacher or similar teacher who have been approved on hourly basis, working in clear vacancies, are not terminated merely on the ground that they have been rendered surplus as a result of the revised work-load. Such permanently approved surplus full-time or part-time or hourly basis teachers will be absorbed as such, in course of time, in the same college or any other affiliated college in the District against any fresh vacancies or additional work-load which may be created in future.

The detailed mechanism regarding operation of absorption of such surplus staff will be communicated separately.

24. *Vacation.*—The illustrative calendar for an academic year as laid down in sub-para (VII) of Para 1 of Government Resolution, Education and Youth Services Department No. USG. 1177/129387/XXXII(CELL), dated 25th October, 1977 would continue to be in operation in future also. The number of actual teaching days in an academic year in a University or constituent or affiliated colleges of the University should not, however, be below 180 days excluding the preparation days and examination days. The teaching days shall be those days on which classes such as lectures, tutorials, seminars, laboratory work, are conducted. The admission work as well as the examination work should be so arranged by the Universities so as to enable the Principals to complete the same, during the vacations.

25. *Other conditions of service.*—The period of probation of a teacher shall not exceed a period of 24 months of continuous service. A Lecturer appointed on probation should ordinarily be confirmed only after he/she has completed an appropriate short-term orientation programmes and his/her performance appraisal reports are satisfactory. The University Grants Commission has been requested to make arrangements to ensure that facilities are available for organising orientation programmes to cover all lecturers appointed in and after the academic year 1988-89.

26. *Superannuation and re-employment.*—The age of superannuation for teachers should be 60 years and thereafter no extension in service should be given. However, it may be open to a University or a College to re-employ a superannuated teacher according to the existing guide-lines framed by the University Grants Commission, upto the age of 65 years. However salary expenditure for such re-employed period beyond 60 years of age will not be held admissible for purposes of grant-in-aid. The age of superannuation of teachers in Government Colleges and Institutes of Sciences will, however, continue to be 58 years as hitherto before.

27. *Grievance Redressal Mechanism.*—Appropriate mechanism for the redressal of teachers' grievances will be established in all Universities and Colleges, according to the guidelines to be issued separately.

28. *Code of Conduct.*—The University Grants Commission has been asked to prepare a Code of professional ethics for University and College teachers. Till such a uniform code of professional ethics is evolved, the Code of Conduct already drawn up by the Universities in the State for its teachers as well as for those in affiliated Colleges, consistent with the rules mentioned in this Government Resolution should be held applicable to the University and College teachers.

29. *Fixation of pay and preferring claim for payment of arrears.*—The Universities should be requested to initiate action to frame suitable statutes under a relevant provisions of the respective Universities Acts of 1974 with a view to implementing the scheme of revision of scales of pay of their own teachers as well as of teachers in constituent and affiliated colleges, after keeping in view the provisions contained in this Government Resolution.

30. The University/College authority should initiate action for fixing the pay of each individual teachers after completing the necessary formalities of obtaining an agreement and an option for each teacher for coming over to the revised scale vide para 6 above. The pay of a teacher as well as the arrears that would be due to him should then be worked out in the forms to be prescribed by the Director of Education (Higher Education), Maharashtra State, Pune. This pay fixation including the amount of arrears payable to a teacher, should be got approved from the concerned Regional Administrative Officers, Higher Education Grants. Since, the revised scales of pay will be implemented with effect from 1st January 1986, 50 per cent of the arrears on account of implementation of revised scales of pay would be given to the teachers in cash and the remaining 50 per cent would be credited to the General Provident Fund accounts of the respective teachers. The concerned teacher would be allowed to withdraw this amount credited to General Provident Fund accounts, after a period of 3 years, except in cases of retirement, death and resignation.

31. The University/College shall submit a statement of expenditure every month on account of revision of scale of pay of University/College teachers to the Director of Education (Higher Education), Maharashtra State, Pune in the prescribed form.

32. The Universities should be requested to initiate action to frame suitable statutes under the relevant provisions of the respective Universities Acts, 1974, and take immediately all appropriate steps which may be required to implement this package scheme and scheme of revision of pay scales for the maintenance of standards in Higher Education, for their teachers and college teachers. The Vice-Chancellors of all the non-agricultural Universities in the State are requested to ensure that no part of this scheme remains unimplemented or not implemented effectively for want of guidance in the form of statutes, ordinances, regulations, rules and criteria as may be required.

33. The Director of Education (Higher Education) shall implement the scheme of University Grants Commission recommended revised scales of pay for University/College teachers/Librarians/Directors of Physical Education/Instructors of Physical Education. The Regional Administrative Officers, Higher Education Grants of the concerned region, shall be the authority for fixation of pay and authority for recommending arrears claims to the office of the Director of Education (Higher Education). The Director of Education (Higher Education) should also prescribe a procedure of keeping separate account of the expenditure on account of revision of pay scales for the purpose of claiming central assistance.

Procedure to be adopted by the Universities and Director of Education (Higher Education)

34. The Director of Education (Higher Education), Maharashtra State, Pune should send a quarterly statement to the Accountant General, Maharashtra-I, Bombay and the Accountant General, Maharashtra-II, Nagpur and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra-I, Bombay, should be requested to credit the Government of India's share under receipt Head "1601-Grant-in-aid from Central Government Education".

35. The Additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and non-Government Colleges as on 1st January 1986 shall be shared for the period from 1st January 1986 to 31st March 1990 between the Government of India and the State Government in the ratio of 80 : 20. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1st January 1986 will be treated as post existing as on 1st January 1986, for this purpose. The additional expenditure on pay proper, on account of application of revised pay scales to all posts of teachers created after 1st January 1986 shall be borne entirely by the State Government. The Universities and non-Government Colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed, if proper sanction of the Director of Education (Higher Education), Maharashtra State, Pune, has not been obtained by them.

36. Budget Heads: The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head "2202-General Education" as under:

- (A) "03, University and Higher Education—
- (i) 102, Assistance to Universities
 - (I) (a) Grants to Universities for General Education (2202 0683)
 - (II) (a) Grants for improvement of salary scales (2202 0092)
 - (ii) 103, Government Colleges and Institutes
 - (i) (a) Government Arts Colleges (2202 0772)
 - 01, Salaries
 - (iii) 103 (II) Government Science Colleges—
 - (a) Government Science Colleges (2202 0792)
 - 01-Salaries
 - (iv) 103 (IV) Government Commerce Colleges—
 - (a) Government Commerce Colleges—(2202 0834)
 - 01-Salaries
 - (v) 104 Assistance to non-Government Colleges and Institutes
 - (i) (a) Assistance to non-Government Colleges
 - (ii) Grants for introduction of U. G. C. scales (2202 0881)
- (B) 02, Secondary Education
- (i) 105 Teachers Training
 - 105 (I) (a) Government Colleges of Education (2202 0291)
 - (ii) 105 (II) (a) Assistance to non-Government Colleges of Education
 - (ii) Improvement of salary scales (2202 0315)

37. These orders issue with the concurrence of the Finance Department *vide* their unofficial reference No. CR-219/SER-10, dated 27th February 1989.

By order and in the name of the Governor of Maharashtra,

V. A. PANDIT,
Deputy Secretary to Government.

To

- The Secretary to the Governor, Raj Bhavan, Bombay.
- The Private Secretary to the Chief Minister.
- The Director of Education (Higher Education), Maharashtra State, Pune (with 500 spare copies for being supplied to Colleges).
- The Director of Education, Maharashtra State, Pune.
- The Director of Technical Education, Maharashtra State, Bombay.
- The Director of Vocational Education and Training, Maharashtra State, Bombay.
- The Administrative Officers for Higher Education Grants at Greater Bombay, Pune, Nagpur, Aurangabad, Kolhapur, Nashik and Amravati.
- The Registrars of All non-Agricultural Universities in the State.
- The Principals of all Government and non-Government Affiliated Colleges of Arts, Science and Commerce and Education in the State.
- The Accountant General (Accounts), Maharashtra-I, Bombay.
- The Accountant General, Maharashtra-I (Audit), Bombay.
- The Accountant General (Accounts), Maharashtra-II, Nagpur.
- The Accountant General, Maharashtra-II (Audit), Nagpur.
- The Pay and Accounts Officer, Bombay.
- The Planning Department.
- The Finance Department.
- The Medical Education and Drugs Department.
- The Agriculture and Cooperation Department.
- All other Departments of Mantralaya.
- The Secretary to the Government of India, Ministry of Human Resource Development (Department of Education) New Delhi (By letter).
- The Secretary, University Grants Commission, New Delhi (By letter).
- The Private Secretaries to all Ministers.
- The Personal Assistants to all Ministers of State.
- The Personal Assistant to Chief Secretary.
- The Education and Employment Department (Desks-UNI-1, UNI-2, UNI-2-A, UNI-3, UNI-3 (Cell) and UNI-5, ADM-2, ADM-5, TE-1-A, TE-1-B, TE-3, TE-4 and BUD-2).
- The Director General of Information and Public Relations, Bombay (with a request to issue a suitable press note and send 25 copies to the Department).

Accompaniment to Government Resolution, Education & Employment Department No. NGC. 1286/(1224)-UNI-4, dated 27th February 1989.

APPENDIX I

Pay Scales.—The existing and revised scales of pay sanctioned for different categories of University and College teachers shall be as shown below :—

Serial No. 1	Designation of the post 2	Existing scale of pay 3		Revised scale of Pay 4	
		Rs.		Rs.	
I. University Teachers—					
1	Lecturer	700—40—1,100—50—1,600	..	2,200—75—2,800—100—4,000	
2	Lecturer (Senior Scale) .. ..	.....	..	3,000—100—3,500—125—5,000	
3	Lecturer (Selection Grade) .. ..	.....	..	3,700—125—4,950—150—5,700	
4	Reader	1,200—50—1,300—60—1,900	..	3,700—125—4,950—150—5,700	
5	Professor	1,500—60—1,800—100—2,000	..	4,500—150—5,700—200—7,300	
		—125/2—2,500.			
II. College Teachers—					
1	Lecturer	700—40—1,100—50—1,600	..	2,200—75—2,800—100—4,000	
2	Lecturer (Senior Scale) .. ..	.....	..	3,000—100—3,500—125—5,000	
3	Lecturer (Selection Grade) .. ..	.....	..	3,700—125—4,950—150—5,700	
4	Demonstrator/Tutor (Existing incumbents only).	500—20—700—25—900	..	1,740—60—2,700—EB—75—3,000.	
III. Government Institutes of Science/managements studies/Social Sciences					
1	Professor	1,500—60—1,800—100—2,000	..	4,500—150—5,700—200—7,300	
		125/2—2,500.			
2	Reader	1,200—50—1,300—60—1,900	..	3,700—125—4,950—150—5,700	
3	Lecturer	700—40—1,100—50—1,600	..	2,200—75—2,800—100—4,000	
4	Lecturer (Senior Scale) .. ..	.....	..	3,000—100—3,500—125—5,000	
5	Lecturer (Selection Grade) .. ..	.....	..	3,700—125—4,950—150—5,700	

IV. College Principals—

Serial No. 1	Total enrolment of Junior and Senior Colleges as on 31st December 1988 2	Experience 3	Pay scale	
			Existing pay scale	Revised pay scale
			4	5
			Rs.	Rs.
1	1000 or less ..	Minimum experience of 10 years of teaching Under Graduate/ Post Graduate Classes.	1,200—50—1,300—60—1,900	3,700—125—4,950—150—5,700

Note.—(1) Principal not fulfilling the condition of experience will draw pay in an equivalent scale of Rs. 3,200—100—3,700—125—4,700 till the date he/she fulfills the condition of experience. Afterwards he/she will be held eligible for the payscale mentioned in column 5 above.

(2) In case some Universities have prescribed less than 10 years of teaching experience, the same should be made 10 years as the minimum condition for future recruitment. The persons whose appointments as per such old condition of experience are approved by the concerned Universities shall be held eligible for the revised scale of pay as indicated in column 5 above.

1	2	3	4	5
			Rs.	Rs.
2	1,001—3,999 ..	Minimum experience of 10 years of teaching Under-graduate classes/post graduate classes.	1,500—60—1,800—100—2,000 125/2—2,500.	4,500—150—5,700—200—6,300

Note.—(1) Principal not fulfilling the condition of experience will draw pay in an equivalent scale of Rs. 4,500—150—5,700 till the date he/she fulfills the condition of experience. Afterwards, he/she will be held eligible to draw the pay in the pay scale mentioned in column 5 above.

(2) In case some Universities have prescribed less than 10 years of teaching experience, the same should be made 10 years as the minimum condition for future recruitment. The persons whose appointments as per such old condition of experience are approved by the concerned Universities shall be held eligible for the revised scale of pay as indicated in column 5 above.

1	2	3	4	5
3	4,000 and above	Minimum experience of 10 years of teaching Under-graduate Classes./post-graduate Classes.	1,500—60—1,800—100—2,000 125/2—2,500.	4,500—150—5,700—200—7,300

Note.—(1) Principal not fulfilling the condition of experience will draw pay in an equivalent scale of pay of Rs. 4,500—150—5,700—200—6,300 till the date he/she fulfills the condition of experience. Afterwards he will be held eligible to draw the pay in the pay scale mentioned in column 5 above.

(2) In case some Universities have prescribed less than 10 years of teaching experience, the same should be made 10 years as the minimum condition for future recruitment. The persons whose appointments as per such old condition of experience are approved by the concerned Universities shall be held eligible for the revised scale of pay as indicated in column 5.

4. The respective pay scales will be admissible to the concerned incumbent so long as he holds particular post admissible as per stabilised strength of students as indicated under column 2 above.

5. The strength of students as on 31st December 1988 shall be treated as stabilised strength and shall be reviewed only at the time of next revision of pay scale.

6. The Principal must have minimum weekly workload of actual teaching as specified in these orders.

V. Librarians and Physical Education Teachers

University—

(a) Library Staff—

Serial No.	Designation of the post	Existing scale of pay	Revised scale of pay
1	2	3	4
1	Assistant Librarian	700—40—1,100—50—1,600 ..	2,200—75—2,800—100—4,000
2	Assistant Librarian (Senior Scale) ..	.....	3,000—100—3,500—125—5,000
3	Assistant Librarian (Selection Grade) ..	.....	3,700—125—4,950—150—5,700

Note.—The existing incumbents of the posts of Librarians who were in service on or before 31st December 1972 and who do not satisfy the qualifications laid down by the U. G. C. for the posts should be held entitled to the pay scale of Rs. 2,200—75—2,800—100—4,000 with effect from 1st January 1986.

1	2	3	4
4	Dy. Librarian	1,200—50—1,300—60—1,900	3,700—125—4,950—150—5,700
5	Librarian	1,500—60—1,800—100—2,000 125/2—2,500.	4,500—150—5,700—200—7,300

(b) Physical Education Staff

1	Director of Physical Education	700—40—1,100—50—1,600 ..	2,200—75—2,800—100—4,000
2	Director of Physical Education (Sr. Scale) ..	.....	3,000—100—3,500—125—5,000
3	Director of Physical Education (Selection Grade) ..	.....	3,700—125—4,950—150—5,700

Colleges—

(a) Library Staff

1	Librarian	700—40—1,100—50—1,600 ..	2,200—75—2,800—100—4,000
2	Librarian (Senior Scale) ..	.....	3,000—100—3,500—125—5,000
3	Librarian (Selection Grade) ..	.....	3,700—125—4,950—150—5,700

Note.—The existing incumbents of the posts of Librarians who were in service on or before 31st December 1972 and who do not satisfy the qualifications laid down by the U.G.C. for the posts should be held entitled to the pay scale of Rs. 2,200—75—2,800—100—4,000 with effect from 1st January 1986.

1	2	3	4	5
<i>(b) Physical Education Staff—</i>				
1	Director/Instructor of Physical Education	700—40—1,100—50—1,600 ..	2,200—75—2,800—100—4,000	
2	Director/Instructor of Physical Education (Senior Scale).	.....	3,000—100—3,500—125—5,000	
3	Director/Instructor of Physical Education (Selection Grade).	.....	3,700—125—4,950—150—5,700	

(C) Directors/Instructors of Physical Education and Librarians who are not fulfilling the qualifications as laid down for these posts in the pay scale of Rs. 700—1,600 *vide* Government Resolution dated 18th April 1984 at the time of their appointments made on or after 1st January 1973 shall be held eligible for the equivalent pay scales as shown below :—

Serial No. 1	Designation of the post 2	Existing scale of pay 3	Revised scale of pay 4
1	Librarian/Director of Physical Education/ Instructor of Physical Education.	(1) 425—15—500—EB—15— 560—20—700.	1,400—40—1,800—EB—50— 2,300.
		(2) 550—25—750—EB—30— 900.	1,640—60—2,600—EB—75— 2,900.
		(3) 700—40—1,100	2,000—60—2,300—EB—75— 3,200—100—3,500.
		(4) 700—40—1,100—50—1,300	2,200—75—2,800—EB—100— 3,700.

Accompaniment to Government Resolution, Education and Employment Department, No. NGC-1286/(1224)/UNI-4, dated 27th February, 1989.

APPENDIX II

1. *Rules for fixation of pay in the Revised Scales.*—(1) The initial pay of a teacher who elects or is deemed to have elected the revised scale of pay from 1st day of January 1986 shall be fixed in the following manner, viz :—

(a) In the case of all teachers :—

(i) An amount representing 20 per cent of the basic pay in the existing scale shall be added to the existing emoluments of a teacher ;

(ii) 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 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.

Note 1.—Basic pay means the pay which has been sanctioned for the post held by a teacher substantively or in an officiating capacity or to which he is entitled to by reason of his position in a cadre.

Note 2.—Existing emoluments shall include—

(a) The basic pay in the existing scale ;

(b) Dearness Allowance and ad-hoc Dearness Allowance admissible as on 1st January 1986 on the basic pay; and

(c) the amount of 1st Interim Relief (revised under G.R., F.D. No. वेत् 1286/599 सेवा 10, dated 10th November 1986) and 2nd Interim Relief admissible on the basic pay in the existing scale.

The table showing the various stages in the existing pay-scales, D. A. and ad-hoc D. A., 1st and 2nd I. R. and 20% of the basic pay admissible thereon, is given in Appendix II.

Note 3.—Revised emoluments means the basic pay of a teacher in the revised scale admissible to him.

Note 4.—Where the existing emoluments exceeds the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 5.—Where in the fixation of pay under this rule the pay of a teacher drawing pay at more than 5 consecutive stages in an existing stage gets bunched i.e. pay 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 five consecutive stages in the existing scale shall be stepped up as under by the grant of increment(s) in the revised scale in the following manner, viz :—

(a) For teachers drawing pay from the 6th upto the 10th stage in the existing scale by one increment,

(b) For teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage by 2 increments.

(c) For teachers drawing pay from the 16th upto the 20th stage in the existing scale if there is bunching beyond the 15th stage by 3 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 stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

Note 6.—Where in the fixation of pay under this rule pay of a teacher who in the existing scale was drawing immediately before the first day of January 1986 more pay than another teacher junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised scale as that of the junior.

Note 7.—Where a teacher is in receipt of personal pay on 1st day of January 1986 which together with this existing emoluments as calculated in accordance with a above exceeds the revised emoluments, then the difference representing such excess shall be allowed to such a teacher as personal pay to be absorbed in future increases in pay.

Note 8.—In the case of a teacher promoted to a higher post on or after 1st January 1986, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay fixed in the revised scale of the higher post under normal rules.

Note 9.—In the case of a teacher who is drawing reduced pay as on 1st January 1986 in the existing scale on account of imposition of penalty under the relevant statutes of the University, the pay in such cases should be fixed as under—

(a) On the basis of pay actually drawn on 1st January 1986, and

(b) On the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 1st January 1986 to the date of expiry of penalty and the revised pay fixed as at (b) from the date following the date of expiry of the penalty after allowing increment if any that might have notionally fallen due in the revised scale during the period from 1st January 1986 to the date of expiry of the penalty. The next increment in the revised scale will be regulated in accordance with Rule 2 of these rules.

2. *Date of next increment in the Revised Scale.*—The next increment of a teacher whose pay has been fixed in the revised scale in accordance with Rule 1 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 Note-5 or Note-6 or Note-7 to rule (1) the next increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale

Provided further that in cases other than those covered by the preceding proviso the next increment of a teacher whose pay is fixed on 1st day of January 1986 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his, in the existing 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.

Provided also that in the case of teachers who had been drawing maximum of the existing scale for more than a year, as on 1st day of January 1986 the next increment in the revised scale shall be allowed on the 1st day of January 1986 :

Provided that in cases where a teacher reached the maximum of the pre-revised scale (having annual increment) after the 1st January 1985, the next increment in the revised scale be granted on the completion of service for the full incremental period counting from the date on which he reached the maximum of the existing scale :

Provided further that in cases where the teacher drawing pay in the existing pay scale having biennial increment, reached the maximum of the pre-revised scale after 1st January 1985 the next increment in the revised scale shall be admissible on completion of service for the full incremental period counting from the date of election of revised scale of pay.

Note 1.—Where a teacher who is held up at the stage of assessment viz. Rs. 1,300 in the pay scale of Rs. 700—1,600 elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under these rules and he should be granted the next increment on the date on which it is due in the revised scale, provided that if the authority competent to allow the teacher to cross the assessment stage certifies that the teacher would have been allowed to draw the increment in the existing scale at an earlier date, the next increment should be granted on such earlier date.

Note 2.—In the case of a teacher who was borne on a pre-revised scale of pay having biennial increments and who opts for revised scale of pay, the next date of increment shall be as under :—

(a) where the biennial increment in the pre-revised scale was due for payment in 1986, it would be payable on the due date of 1986.

(b) where the biennial increment in the pre-revised scale was due for payment later than 1986, the increment would be admissible on the anniversary of election for the revised scale of pay.

Note 3.—(a) In the case of a teacher whose increment accrued in the pre-revised scale on 1st January 1986, such increment should be allowed first on that date and pay fixed in the revised scale thereafter.

(b) Where increment has been allowed under the third proviso to this rule, the next increment in such a case would accrue on 1st January 1987 subject to the maximum of the revised scale not being exceeded.

3. *Fixation of pay in the Revised Scale subsequent to the first day of January 1986.*—Where a teacher continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 1st day of January 1986, his pay in the revised scale from such date shall be fixed as under :—

(a) In respect of a teacher who draws his increment annually biennially and who opts to switch over to the revised scale of pay from the date of his next increment falling after 1st January 1986 but not later than 31st December 1987 in respect of the post held by him on 1st January 1986, his pay shall be fixed in accordance with the provisions of Rule 1 above. However, such a teacher shall not be eligible for 20% of basic pay subject to minimum of Rs. 75 per month for a period from 1st January 1986 till the date on which he switches over to the revised scale.

(b) In the case of a teacher who elects to come over to the revised scale later than 31st December 1987, his pay from that date shall be fixed under the normal pay fixation rules and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with sub-clause (a) of Rule 1 above, except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid. Such a teacher shall not, however, be eligible for 20% of basic pay in the existing scale per month for fixation of pay in the revised scale.

**Accompaniment to Government Resolution, Education and Employment Department
No. NGC-1286/1224-UNI-4, dated 27th February 1989**

STATEMENT Nos. 1 to 13

STATEMENT No. 1

Existing Scale—Rs. 700—40—1,100—50—1,600
Revised Scale—Rs. 2,200—75—2,800—100—4,000

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc increase of 20 per cent	Total Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
700	1,053.50	70.00	70.00	140.00	2,033.50	2,200.00
740	1,113.70	70.00	74.00	148.00	2,145.70	2,200.00
780	1,173.90	70.00	78.00	156.00	2,257.90	2,275.00
820	1,231.60	70.00	82.00	164.00	2,367.60	2,425.00
860	1,286.80	70.00	86.00	172.00	2,474.80	2,500.00
900	1,342.00	70.00	90.00	180.00	2,582.00	2,650.00
940	1,385.20	70.00	94.00	188.00	2,677.20	2,725.00
980	1,428.40	70.00	98.00	196.00	2,772.40	2,800.00
1020	1,450.00	70.00	102.00	204.00	2,846.00	2,900.00
1060	1,450.00	70.00	106.00	212.00	2,898.00	2,900.00
1100	1,450.00	70.00	110.00	220.00	2,950.00	3,000.00
1150	1,450.00	70.00	115.00	230.00	3,015.00	3,100.00
1200	1,450.00	70.00	120.00	240.00	3,080.00	3,100.00
1,250	1,450.00	70.00	125.00	250.00	3,145.00	3,200.00
1,300	1,450.00	70.00	130.00	260.00	3,210.00	3,300.00
1,350	1,450.00	70.00	135.00	270.00	3,275.00	3,300.00
1,400	1,450.00	70.00	140.00	280.00	3,340.00	3,400.00
1,450	1,450.00	70.00	145.00	290.00	3,405.00	3,500.00
1,500	1,450.00	70.00	150.00	300.00	3,470.00	3,500.00
1,550	1,470.00	70.00	155.00	310.00	3,555.00	3,600.00
1,600	1,500.00	80.00	160.00	320.00	3,660.00	3,700.00

STATEMENT No. 2

Existing Scale : Rs. 700—40—1,100—50—1,600
Revised Scale : Rs. 3,000—100—3,500—125—5,000

Basic Pay as on 1st January 1986	Dearness Allowance 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc increase of 20 per cent	Total columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
700	1,053.50	70.00	70.00	140.00	2,033.50	3,000.00
740	1,113.70	70.00	74.00	148.00	2,145.70	3,000.00
780	1,173.90	70.00	78.00	156.00	2,257.90	3,000.00
820	1,231.60	70.00	82.00	164.00	2,367.60	3,000.00
860	1,286.80	70.00	86.00	172.00	2,474.80	3,000.00
900	1,342.00	70.00	90.00	180.00	2,582.00	3,000.00
940	1,385.20	70.00	94.00	188.00	2,677.20	3,000.00
980	1,428.40	70.00	98.00	196.00	2,772.40	3,000.00
1020	1,450.00	70.00	102.00	204.00	2,846.00	3,000.00
1060	1,450.00	70.00	106.00	212.00	2,898.00	3,000.00
1100	1,450.00	70.00	110.00	220.00	2,950.00	3,000.00
1150	1,450.00	70.00	115.00	230.00	3,015.00	3,100.00
1200	1,450.00	70.00	120.00	240.00	3,080.00	3,100.00
1250	1,450.00	70.00	125.00	250.00	3,145.00	3,200.00
1300	1,450.00	70.00	130.00	260.00	3,210.00	3,300.00
1350	1,450.00	70.00	135.00	270.00	3,275.00	3,300.00
1400	1,450.00	70.00	140.00	280.00	3,340.00	3,400.00
1450	1,450.00	70.00	145.00	290.00	3,405.00	3,500.00
1500	1,450.00	70.00	150.00	300.00	3,470.00	3,500.00
1550	1,470.00	70.00	155.00	310.00	3,555.00	3,625.00
1600	1,500.00	80.00	160.00	320.00	3,660.00	3,750.00

STATEMENT No. 3

Existing Scale : Rs. 700—40—1,100—50—1,600
 Revised Scale : Rs. 37,00—125—4,950—150—5,700

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc increase of 20 per cent	Total Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
700	.. 1,053.50	70.00	70.00	140.00	2,033.50	3,700.00
740	.. 1,113.70	70.00	74.00	148.00	2,145.70	3,700.00
780	.. 1,173.90	70.00	78.00	156.00	2,257.90	3,700.00
820	.. 1,231.60	70.00	82.00	164.00	2,367.60	3,700
860	.. 1,286.80	70.00	86.00	172.00	2,474.80	3,700.00
900	.. 1,342.00	70.00	90.00	180.00	2,582.00	3,700.00
940	.. 1,385.00	70.00	94.00	188.00	2,677.20	3,700.00
980	.. 1,428.40	70.00	98.00	196.00	2,772.40	3,700.00
1020	.. 1,450.00	70.00	102.00	204.00	2,846.00	3,700.00
1060	.. 1,450.00	70.00	106.00	212.00	2,898.00	3,700.00
1100	.. 1,450.00	70.00	110.00	220.00	2,950.00	3,700.00
1150	.. 1,450.00	70.00	115.00	230.00	3,015.00	3,700.00
1200	.. 1,450.00	70.00	120.00	240.00	3,080.00	3,700.00
1250	.. 1,450.00	70.00	125.00	250.00	3,145.00	3,700.00
1300	.. 1,450.00	70.00	130.00	260.00	3,210.00	3,700.00
1350	.. 1,450.00	70.00	135.00	270.00	3,275.00	3,700.00
1400	.. 1,450.00	70.00	140.00	280.00	3,340.00	3,700.00
1450	.. 1,450.00	70.00	145.00	290.00	3,405.00	3,700.00
1500	.. 1,450.00	70.00	150.00	300.00	3,470.00	3,700.00
1550	.. 1,470.00	70.00	155.00	310.00	3,555.00	3,700.00
1600	.. 1,500.00	80.00	160.00	320.00	3,660.00	3,700.00

STATEMENT No. 4

Existing Scale : Rs. 1,200—50—1,300—60—1,900
 Revised Scale : Rs. 3,200—100—3,700—125—4,700

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc increase of 20 per cent	Total columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
1200	.. 1,450.00	70.00	120.00	240.00	3,080.00	3,200.00
1250	.. 1,450.00	70.00	125.00	250.00	3,145.00	3,200.00
1300	.. 1,450.00	70.00	130.00	260.00	3,210.00	3,300.00
1360	.. 1,450.00	70.00	136.00	272.00	3,288.00	3,300.00
1420	.. 1,450.00	70.00	142.00	284.00	3,366.00	3,400.00
1480	.. 1,450.00	70.00	148.00	296.00	3,444.00	3,500.00
1540	.. 1,464.00	70.00	154.00	308.00	3,536.00	3,600.00
1600	.. 1,500.00	80.00	160.00	320.00	3,660.00	3,700.00
1660	.. 1,543.80	80.00	166.00	332.00	3,781.80	3,825.00
1720	.. 1,599.60	80.00	172.00	344.00	3,915.60	3,950.00
1780	.. 1,655.40	80.00	178.00	356.00	4,049.40	4,075.00
1840	.. 1,711.20	80.00	184.00	368.00	4,183.20	4,200.00
1900	.. 1,767.00	80.00	190.00	380.00	4,317.00	4,325.00

STATEMENT No. 5

Existing Scale : Rs. 1,200—50—13,00—60—1,900

Revised Scale : Rs. 3,700—125—4,950—150—5,700

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc increase of 20 per cent	Total Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1200	1,450.00	70.00	120.00	240.00	3,080.00	3,700.00
1250	1,450.00	70.00	125.00	250.00	3,145.00	3,700.00
1300	1,450.00	70.00	130.00	260.00	3,210.00	3,700.00
1360	1,450.00	70.00	136.00	272.00	3,288.00	3,700.00
1420	1,450.00	70.00	142.00	284.00	3,366.00	3,700.00
1480	1,450.00	70.00	148.00	296.00	3,444.00	3,700.00*
1540	1,464.00	70.00	154.00	308.00	3,536.00	3,700.00*
1600	1,500.00	80.00	160.00	320.00	3,660.00	3,700.00*
1660	1,543.80	80.00	166.00	332.00	3,781.80	3,825.00
1720	1,599.60	80.00	172.00	344.00	3,915.60	3,950.00
1780	1,655.40	80.00	178.00	356.00	4,049.40	4,075.00
1840	1,711.20	80.00	184.00	368.00	4,183.20	4,200.00
1900	1,767.00	80.00	190.00	380.00	4,317.00	4,325.00

*Pay to be stepped upto Rs. 3,825 under Note 5 of rule 1.

STATEMENT No. 6

Existing Scale—Rs. 1,500—60—1,800—100—2,000—125/2—2,500

Revised Scale—Rs. 4,500—150—5,700

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc increase of 20 per cent	Total of columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1,500	1,450.00	70.00	150.00	300.00	3,470.00	4,500.00
1,560	1,476.00	70.00	156.00	312.00	3,574.00	4,500.00
1,620	1,512.00	80.00	162.00	324.00	3,698.00	4,500.00
1,680	1,562.40	80.00	168.00	336.00	3,826.40	4,500.00
1,740	1,618.20	80.00	174.00	348.00	3,960.20	4,500.00
1,800	1,674.00	80.00	180.00	360.00	4,094.00	4,500.00*
1,900	1,767.00	80.00	190.00	380.00	4,317.00	4,500.00*
2,000	1,860.00	80.00	200.00	400.00	4,540.00	4,650.00
2,125	1,976.30	80.00	213.00	425.00	4,819.30	4,950.00
2,250	2,092.50	100.00	225.00	450.00	5,117.50	5,250.00
2,375	2,208.80	100.00	238.00	475.00	5,396.80	5,400.00
2,500	2,325.00	100.00	250.00	500.00	5,675.00	5,700.00

*Pay to be stepped up to Rs. 4,650 under Note 5 of rule 1.

STATEMENT No. 7

Existing Scale of—Rs. 1,500—60—1,800—100—2,000—125/2—2,500

Revised Scale—Rs. 4,500—150—5,700—200—6,300

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc increase of 20 per cent	Total of columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1,500	.. 1,450.00	70.00	150.00	300.00	3,470.00	4,500.00
1,560	.. 1,476.00	70.00	156.00	312.00	3,574.00	4,500.00
1,620	.. 1,512.00	80.00	162.00	324.00	3,698.00	4,500.00
1,680	.. 1,562.40	80.00	168.00	336.00	3,826.40	4,500.00
1,740	.. 1,618.20	80.00	174.00	348.00	3,960.20	4,500.00
1,800	.. 1,674.00	80.00	180.00	360.00	4,094.00	4,500.00*
1,900	.. 1,767.00	80.00	190.00	380.00	4,317.00	4,500.00*
2,000	.. 1,860.00	80.00	200.00	400.00	4,540.00	4,650.00
2,125	.. 1,976.30	80.00	213.00	425.00	4,819.30	4,950.00
2,250	.. 2,092.00	100.00	225.00	450.00	5,117.50	5,250.00
2,375	.. 2,208.80	100.00	238.00	475.00	5,396.80	5,400.00
2,500	.. 2,325.00	100.00	250.00	500.00	5,675.00	5,700.00

*Pay to be stepped up to Rs. 4,650 under Note 5 of rule 1.

STATEMENT No. 8

Existing Scale—Rs. 1,500—60—1,800—100—2,000—125/2—2,500

Revised Scale—Rs. 4,500—150—5,700—200—7,300

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc Increase of 20 per cent	Total columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1,500	.. 1,450.00	70.00	150.00	300.00	3,470.00	4,500.00
1,560	.. 1,476.00	70.00	156.00	312.00	3,574.00	4,500.00
1,620	.. 1,512.00	80.00	162.00	324.00	3,698.00	4,500.00
1,680	.. 1,562.00	80.00	168.00	336.00	3,826.00	4,500.00
1,740	.. 1,618.00	80.00	174.00	348.00	3,960.00	4,500.00
1,800	.. 1,674.00	80.00	180.00	360.00	4,094.00	4,500.00*
1,900	.. 1,767.00	80.00	190.00	380.00	4,317.00	4,500.00*
2,000	.. 1,860.00	80.00	200.00	400.00	4,540.00	4,650.00
2,125	.. 1,976.30	80.00	213.00	425.00	4,819.30	4,950.00
2,250	.. 2,092.50	100.00	225.00	450.00	5,117.50	5,250.00
2,375	.. 2,208.80	100.00	238.00	475.00	5,396.80	5,400.00
2,500	.. 2,325.00	100.00	250.00	500.00	5,675.00	5,700.00

*Pay to be stepped up to Rs. 4,650 under Note 5 below rule 1.

STATEMENT No. 9

Existing Scale .. Rs. 425—15—500—EB—15—560—20—700—(16 Years).
 Revised Scale .. Rs. 1,400—40—1,800—EB—50—2,300—(20 Years).

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Adhoc increase of 20 Per cent	Total of columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
425	756.60	60.00	50.00	85.00	1,376.60	1,400.00
440	763.00	60.00	50.00	88.00	1,401.00	1,440.00
455	769.40	60.00	50.00	91.00	1,425.40	1,440.00
470	775.80	60.00	50.00	94.00	1,449.80	1,480.00
485	782.10	60.00	50.00	97.00	1,474.10	1,480.00
500	788.50	60.00	50.00	100.00	1,498.50	1,520.00
515	794.90	60.00	52.00	103.00	1,524.90	1,560.00
530	801.30	60.00	53.00	106.00	1,550.30	1,560.00
545	820.20	60.00	55.00	109.00	1,589.20	1,600.00
560	842.80	60.00	56.00	112.00	1,630.80	1,640.00
580	872.90	60.00	58.00	116.00	1,686.90	1,720.00
600	903.00	60.00	60.00	120.00	1,743.00	1,760.00
620	933.10	60.00	62.00	124.00	1,799.10	1,800.00
640	963.20	60.00	64.00	128.00	1,855.20	1,900.00
660	993.30	60.00	66.00	132.00	1,911.30	1,950.00
680	1,023.40	60.00	68.00	136.00	1,967.40	2,000.00
700	1,035.50	70.00	70.00	140.00	2,033.50	2,050.00

STATEMENT No. 10

Existing Scale .. Rs. 550—25—750—EB—30—900—(13 Years).
 Revised Scale .. Rs. 1,640—60—2,600—EB—75—2,900—(20 Years).

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Adhoc increase of 20 per cent	Total of Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
550	827.80	60.00	55.00	110.00	1,602.80	1,640.00
575	865.40	60.00	58.00	115.00	1,673.40	1,700.00
600	903.00	60.00	60.00	120.00	1,743.00	1,760.00
625	940.60	60.00	63.00	125.00	1,813.60	1,820.00
650	978.30	60.00	65.00	130.00	1,883.30	1,940.00
675	1,015.90	60.00	68.00	135.00	1,953.90	2,000.00
700	1,053.50	70.00	70.00	140.00	2,033.50	2,060.00
725	1,091.10	70.00	73.00	145.00	2,104.10	2,120.00
750	1,128.80	70.00	75.00	150.00	2,173.80	2,180.00
780	1,173.90	70.00	78.00	156.00	2,257.90	2,300.00
810	1,217.80	70.00	81.00	162.00	2,340.80	2,360.00
840	1,259.20	70.00	84.00	168.00	2,421.20	2,480.00
870	1,300.60	70.00	87.00	174.00	2,501.60	2,540.00
900	1,342.00	70.00	90.00	180.00	2,582.00	2,600.00

STATEMENT No. 11

Existing Scale : Rs. 700—40—1,100 (10 years).

Revised Scale : Rs. 2,000—60—2,300—EB—75—3,200—100—3,500 (20 years)

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Adhoc increase of 20 per cent	Total of Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
700	1,053.50	70.00	70.00	140.00	2,033.50	2060.00
740	1,113.70	70.00	74.00	148.00	2,145.70	2,180.00
780	1,173.90	70.00	78.00	156.00	2,257.90	2,300.00
820	1,231.60	70.00	82.00	164.00	2,367.60	2,375.00
860	1,286.80	70.00	86.00	172.00	2,474.80	2,525.00
900	1,342.00	70.00	90.00	180.00	2,582.00	2,600.00
940	1,385.20	70.00	94.00	188.00	2,677.20	2750.00
980	1,428.40	70.00	98.00	196.00	2,772.40	2,825.00
1020	1,450.00	70.00	102.00	204.00	2,846.00	2,900.00
1060	1,450.00	70.00	106.00	212.00	2,898.00	2,900.00
1100	1,450.00	70.00	110.00	220.00	2,950.00	2,975.00

STATEMENT No. 12

Existing Scale: Rs. 700—40—1100—50—1300 (14 years)

Revised scale : Rs. 2200—75—2800—EB—100—3700 (17 years)

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Adhoc increase of 20 per cent.	Total of Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
700	1,053.50	70.00	70.00	140.00	2,033.50	2,200.00
740	1,113.70	70.00	74.00	148.00	2,145.70	2,200.00
780	1,173.90	70.00	78.00	156.00	2,257.90	2,275.00
820	1,231.00	70.00	82.00	164.00	2,367.60	2,425.00
860	1,286.00	70.00	86.00	172.00	2,474.80	2,500.00
900	1,342.00	70.00	90.00	180.00	2,582.00	2,650.00
940	1,385.20	70.00	94.00	188.00	2,677.20	2,725.00
980	1,428.40	70.00	98.00	196.00	2,772.40	2,800.00
1020	1,450.00	70.00	102.00	204.00	2,846.00	2,900.00
1060	1,450.00	70.00	106.00	212.00	2,898.00	2,900.00
1100	1,450.00	70.00	110.00	220.00	2,950.00	3,000.00
1150	1,450.00	70.00	115.00	230.00	3,015.00	3,100.00
1200	1,450.00	70.00	120.00	240.00	3,080.00	3,100.00
1250	1,450.00	70.00	125.00	250.00	3,145.00	3,200.00
1300	1,450.00	70.00	130.00	260.00	3,210.00	3,300.00

STATEMENT No. 13

Existing Scale: Rs. 500—20—700—25—900—(18 years)

Revised Scale: Rs. 1740—60—2700—E.B.—3000—(20 years)

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Adhoc increase of 20 per cent	Total of Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
500	788.50	60.00	50.00	100.00	1,498.50	1,740.00
520	797.00	60.00	52.00	104.00	1,533.00	1,740.00
540	812.70	60.00	54.00	108.00	1,574.70	1,740.00
560	842.80	60.00	56.00	112.00	1,630.80	1,740.00
580	872.90	60.00	58.00	116.00	1,686.90	1,740.00
600	903.00	60.00	60.00	120.00	1,743.00	1,800.00
620	933.10	60.00	62.00	124.00	1,799.10	1,800.00
640	963.20	60.00	64.00	128.00	1,855.20	1,860.00
660	993.30	60.00	66.00	132.00	1,911.30	1,920.00
680	1,023.40	60.00	68.00	136.00	1,967.40	1,980.00
700	1,053.50	70.00	70.00	140.00	2,033.00	2,040.00
725	1,091.10	70.00	73.00	145.00	2,104.10	2,160.00
750	1,128.80	70.00	75.00	150.00	2,173.80	2,220.00
775	1,166.40	70.00	78.00	155.00	2,244.40	2,280.00
800	1,204.00	70.00	80.00	160.00	2,314.00	2,340.00
825	1,238.50	70.00	83.00	165.00	2,381.50	2,400.00
850	1,273.00	70.00	85.00	170.00	2,448.00	2,460.00
875	1,307.50	70.00	88.00	175.00	2,515.50	2,520.00
900	1,342.00	70.00	90.00	180.00	2,582.00	2,640.00

Accompaniment to Government Resolution, Education and Employment Department No. NGC. 1286/(1224)/UNI-4,
dated 27th February 1989

APPENDIX III

FORM OF OPTION

I, Substantive holder
of the post of in the
scale of Rs. in the
College hereby.

*(i) elect the revised scale of the post With effect from 1st January 1986 ;

*(ii) elect to retain the ^{*existing} _____ scale of pay of the post until ;
*Pre-January 1986

- *the date of my next increment.
- *the date of my subsequent increment
- *raising my pay to Rs.
- *I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date :

Signature

Signed before me

Date :

Signature
(Principal of the College)

(Received the above declaration)

Date :

Signature
(Head of the Institution)

Note.—The option should be exercised separately in respect of substantive and officiating appointments.
*To be scored out, if not applicable.

Accompaniment to Government Resolution, Education and Employment Department No. NGC. 1286/(1224)/UNI-4 dated 27th February 1989

APPENDIX IV
Form of Agreement

THIS AGREEMENT made thisday of.....One thousand Nine hundred and Eighty nine between Shri/Smt./Kum. Demonstrator/Tutor/Reader/Senior/Junior Lecturer/Professor of Principal of College/University Established by hereinafter referred to as "the Employee" (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and College/University hereinafter referred to as "the said College/University" of the Other Part.

WHEREAS the Employee has been working as a Demonstrator/Tutor/Reader/Senior/Junior Lecturer/Professor of/Principal of the said College/University from the..... day of198

AND WHEREAS the Government of Maharashtra has by Government Resolution, Education and Employment Department bearing No. NGC. 1286/(1224)/UNI-4, dated the 27th February 1989 (hereinafter referred to as "the said Resolution" a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revise the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said Resolution which the Employee has agreed to do.

NOW THIS AGREEMENT WITNESSTH AND IT IS HEREBY AGREED AND DECIDED by and between Parties hereto as follows :-

In consideration of the said College/University agreeing to revise the pay scale of the Employee and to pay to him/her the remuneration as may be payable to him/her as per the said relevant revised scale applicable to him/her as specified in the said Resolution, notwithstanding anything to the contrary in that regard contained in his/her contract of service and/or conditions of service the Employee both hereby, -

- (1) agree, accept and duly comply with the terms and conditions specified in the said Government Resolution ;
(2) agree to have these conditions inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter ;
(3) agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

IN WITNESS WHEREOF Shri/Smt./Kum.the Employee above-named has hereto set his/her hand and

Common Seal of University has been here unto affixed.

Members of the Managing Committee/Governing Body of have set their respective hands the day and year first hereinabove written.

Signed and delivered by-

Shri/Smt./Kum.the Employee abovenamed in the presence of-

- 1.
2.
3.

Or

Signed and delivered by,-

- 1.
2.
3.
4.
5. Etc. the present Membersof the Managing Committee/

Governing Body of in the presence of.....

- 1.
2.