

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

No. F.1 (13-1)-DHE/Estt (G)/2019

Dated 27th December, 2019

**NOTIFICATION**

**Subject:-Revision of pay scales of teachers in the degree level technical institutions in the State (i.e. Tripura Institute of Technology and Govt. College of Art & Crafts) under the purview of AICTE under Education (Higher) Department on the recommendation of 7<sup>th</sup> Central Pay Commission(CPC).**

The Government of India, Ministry of Human Resource Development, Department of Higher Education vide their letter No.1-37/2016-TS.II dated 18.01.2019 has communicated the new scheme of revision of pay of teachers and other academic staff in Degree level Engineering Colleges under the purview of AICTE to the Chairman, All India Council for Technical Education (AICTE) with a copy to all the State Governments for taking necessary action. In the said letter it has been indicated that the scheme shall be applicable to teachers and other academic staff in degree level engineering Colleges and other Degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Art & Crafts institutions under the purview of AICTE. The revision of pay scale of teachers and other academic staff shall be subject to the acceptance of all the conditions mentioned thereof in this behalf. Regulations and amendments thereof from time to time will be issued by AICTE in this behalf. The Scheme of revision of pay structure communicated from the Ministry under the aforesaid reference shall 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. TIT and Govt. College of Art & Crafts) coming under the purview of AICTE, provided the State Government adopts and implement the scheme subject to the terms and conditions laid down in this regard.

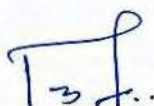
2. After careful consideration of the matter, in order to attract and retain talent in teaching profession, the Government of Tripura has decided to introduce this scheme of revised pay structure as recommended by the Government of India for the teachers in all Government degree level technical institutions of the State including Art and Crafts College with few modifications. This 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 post such as Senior Instructor, Senior Programmer, Foreman, Foreman Instructor, Workshop Superintendent and other support technical staff/non-teaching posts.

3. The revised pay structure and other provisions of the scheme adopted are as under:

**3.1 Date of Effect**

- a) **Pay Scales:** The revised pay-scales shall be effective from 01.10.2017 without any notional fixation.
- b) **DA and Other Allowances:** Allowances shall be applicable from the date as notified by the State Government from time to time.

3.2 Effective date of application of Service Conditions will be as per the AICTE Regulations, 2019.



### 3.3 General

#### 3.3.1 Revised Designations and Mode of Appointments

a. There shall be only three designations in respect of teachers in degree level technical institutions as far as cadre structure is concerned, namely Assistant Professor, Associate Professor and Professor as given below in Table 1.

Following mode of appointment shall henceforth be used:

**Table 1: Cadre Structure and Mode of Appointment**

Sl. No.	Designations of Teaching Faculty	Entry Pay	Level	Mode of Appointment
1	Assistant Professor	57700	10	Direct Recruitment
2	Assistant Professor (Senior Scale)	68900	11	Promotion
3	Assistant Professor (Selection Grade)	79800	12	Promotion
4	Associate Professor	131400	13A1	Promotion / Direct Recruitment
5	Professor	144200	14	Promotion / Direct Recruitment
7	Principal	144200	14	Direct Recruitment

#### b. Principal

(i) Principal of AICTE approved institution has to be a full time faculty selected in accordance with the due process of selection to be adopted by the concerned university / State Government / Public Service Commission / respective Board of Governors / Board of Management by taking into consideration the qualifications and other requirements as laid down by AICTE and under the purview of AICTE.

(ii) In an institution where several programmes under technical education approved by AICTE and under the purview of AICTE are running, the Principal shall be from one of the programmes preferably from a programme with maximum student strength.

(iii) This position shall be of contractual in nature for 5 years and can be extended for one more term depending upon the performance.

(iv) Performance assessment shall be carried out through a committee appointed by the affiliating university.

(v) After completing the final term, the incumbent shall join back his / her parent organization in the previous designation from where he / she has proceeded.

#### 3.3.2 New Pay Structure

The new pay structure shall involve a pay matrix with an ascending series of levels and ascending cells in each level. The new pay matrix shall subsume the pay band and grade pay in one simple chart as given in **Annexure-I**. The pay matrix shall comprise of two dimensions – a horizontal range of levels starting from the lowest level in the hierarchy and ascending to the highest level, with the levels being numbered from 10 to 15 covering the entire gamut of Teachers. Within each level,

the salary increases as one goes down vertically, with each progression of going down represented by a "Cell". Each Cell within that level represents the steps of annual financial progression of 3%. On recruitment / promotion, an employee shall join at a particular level and progress within the level as per the vertical range. The movement shall be based on annual increments till the time of his /her next promotion. When the employee will receive a promotion, he/she will progress to the next level in the horizontal range till it exhausts.

### **3.3.3 Levels and Cells**

The method followed by the 7<sup>th</sup> CPC shall be adopted in the academic pay structure also, moving from the concept of Pay Band and Academic Grade Pay to that of Levels and Cells. The changes will appear only due to the existing difference between the two streams in terms of Academic Grade Pay vis-à-vis the corresponding Grade Pay. The levels for academic pay shall be numbered as per the corresponding non-academic level. Thus, the levels are numbered as 10, 11, 12, 13A1 and 14 corresponding to the present AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.

### **3.3.4 Pay Matrix and Fixation of Revised Pay**

For Fixation of pay of an Employee in the Pay Matrix as on 1<sup>st</sup> October, 2017, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 30<sup>th</sup> September, 2017 shall be multiplied by a factor of 2.57, rounded off to the nearest Rupee, and the figure so arrived at, will be located in that level in the Pay Matrix and if such an identical figure corresponds to any cell in the applicable level of the Pay Matrix, the same shall be the pay, and if no such cell is available in the applicable level, the pay shall be fixed at the immediate next higher cell in that applicable level of the Pay Matrix. If the figure arrived at in this manner is less than the first cell in that level, then the pay shall be fixed at the first cell of that level of Pay Matrix.

If more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

### **3.3.5 Pay Bands with AGP and IOR (Index of Rationalization)**

Based on the above, the various levels of pay with its Academic Grade Pay (AGP) are as per **Annexure-I**.

### **3.3.6 Entry Pay**

The Entry Pay for Academic Pay Structures and Levels shall be as per Table 1.

### **3.3.7 Pay Fixation in case of Direct Recruitment / Promotion**

The pay of employees appointed by direct recruitment on or after 1<sup>st</sup> day of October, 2017 shall be fixed at the minimum pay or the first cell in the level, applicable to the post to which such employee is appointed. In case of promotion, candidate would be given a notional increment in his existing Level of Pay, by moving him/her to the next higher cell at that level. The pay shown in this cell would now be located in the new level corresponding to the post to which candidate has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay;

otherwise the next higher cell at that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

### **3.3.8 Date of Increment**

- (i) Annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. Annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be one date of increment i.e. 1<sup>st</sup> July of every year.

**3.3.9** Annual Process of Promotion will be as per the AICTE Regulations, 2019.

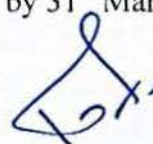
### **3.3.10 Financial Assistance from Government of India for implementation of 7<sup>th</sup> CPC scale.**

The Central Government shall provide by way of financial assistance, 50% of the additional expenditure (arrears from 01.10.2017 till 31.03.2019) on implementing the revised scales of pay for faculty in State Government/State University Departments.

- a) Financial assistance from the Central Government to State Governments for revising pay scales of teachers under the scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved after payment of arrears to eligible faculty members in the implementation of the revision, for the Universities, Colleges and other technical institutions funded by the State Government. For this, State Government shall submit the claim to the Central Government. All such claims must be submitted to the Central Government by the State on or before 31.03.2020. No claim of the State Government shall be considered for financial assistance after 31.03.2020 as per AICTE Regulations, 2019.
- b) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.10.2017 to 31.03.2019 only.
- c) The entire liability on account of revision of pay scales etc. with effect from 01.04.2019 shall be taken over by the State Government opting for revision of pay scales.
- d) Financial assistance from the Central Government shall be restricted to revision of pay scales and not for any other allowances and in respect of only those posts which were in existence and had been filled up on regular basis as on 01.01.2016.
- e) The revised pay including arrears of salary and applicable allowances from the date of application as mentioned above shall be paid to all eligible beneficiaries under this scheme.

### **3.3.11 Arrears**

Payment of arrears for the period from 01.10.2017 to 31.12.2019 shall be disbursed in four equal quarterly instalments completed by 31<sup>st</sup> March, 2020.



### 3.3.12 Age of Superannuation

The existing provisions on superannuation of teachers and Principal shall continue. The age of superannuation of all faculty members and Principals of institutions shall be 60 years.

### 4. Pension and retirement benefits

a. Pension and retirement benefits would be admissible to college teachers appointed before 01.07.2018 as per Pension Rules of the State Government amended from time to time. In regard to upper ceiling of pension/family pension of the degree level technical educational institutions under the purview of AICTE, a separate notification would be issued by Higher Education Department, Tripura.

b. Teachers of degree level technical educational institutions under the purview of AICTE, appointed on or after 01.07.2018 will be guided by the New Pension Scheme (NPS) notified by the State Government.

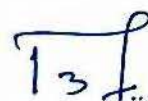
### 5. Undertaking:

An undertaking to be submitted by the concerned faculty members to the effect that excess amount, if any drawn, shall be recovered. A format of undertaking is attached at **Annexure-II**. A format for exercising option to switch over from existing pay to the revised pay is attached at **Annexure-III**.

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

7. This is issued with the concurrence of the Finance Department, Govt. of Tripura communicated vide their U.O. No. 507/FIN(Est -II)/19 dated 20.11.2019.

8. The Accountant General of Tripura is being informed.



(Kiran Gitte)

Secretary

to the Government of Tripura.

## Pay Matrix Table for Degree Level Technical Institutions

(All figures are in Rupees)

Pay Band in VI CPC		15,600-39,100			37,400-67,000	
Cadre Title		Assistant Professor			Associate Professor	Professor
Grade Pay in VI CPC		6,000	7,000	8,000	9,000	10,000
Entry Pay		21,600	25,790	29,900	49,200	53,000
Cell No.	Level	10	11	12	13A1	14
1		57,700	68,900	79,800	1,31,400	1,44,200
2		59,400	71,000	82,200	1,35,300	1,48,500
3		61,200	73,100	84,700	1,39,400	1,53,000
4		63,000	75,300	87,200	1,43,600	1,57,600
5		64,900	77,600	89,800	1,47,900	1,62,300
6		66,800	79,900	92,500	1,52,300	1,67,200
7		68,800	82,300	95,300	1,56,900	1,72,200
8		70,900	84,800	98,200	1,61,600	1,77,400
9		73,000	87,300	1,01,100	1,66,400	1,82,700
10		75,200	89,900	1,04,100	1,71,400	1,88,200
11		77,500	92,600	1,07,200	1,76,500	1,93,800
12		79,800	95,400	1,10,400	1,81,800	1,99,600
13		82,200	98,300	1,13,700	1,87,300	2,05,600
14		84,700	1,01,200	1,17,100	1,92,900	2,11,800
15		87,200	1,04,200	1,20,600	1,98,700	2,18,200
16		89,800	1,07,300	1,24,200	2,04,700	-
17		92,500	1,10,500	1,27,900	2,10,800	-
18		95,300	1,13,800	1,31,700	2,17,100	-
19		98,200	1,17,200	1,35,700	-	-
20		1,01,100	1,20,700	1,39,800	-	-
21		1,04,100	1,24,300	1,44,000	-	-
22		1,07,200	1,28,000	1,48,300	-	-
23		1,10,400	1,31,800	1,52,700	-	-
24		1,13,700	1,35,800	1,57,300	-	-
25		1,17,100	1,39,900	1,62,000	-	-
26		1,20,600	1,44,100	1,66,900	-	-
27		1,24,200	1,48,400	1,71,900	-	-
28		1,27,900	1,52,900	1,77,100	-	-
29		1,31,700	1,57,500	1,82,400	-	-
30		1,35,700	1,62,200	1,87,900	-	-
31		1,39,800	1,67,100	1,93,500	-	-
32		1,44,000	1,72,100	1,99,300	-	-
33		1,48,300	1,77,300	2,05,300	-	-
34		1,52,700	1,82,600	2,11,500	-	-
35		1,57,300	1,88,100	-	-	-
36		1,62,000	1,93,700	-	-	-
37		1,66,900	1,99,500	-	-	-
38		1,71,900	2,05,500	-	-	-
39		1,77,100	-	-	-	-
40		1,82,400	-	-	-	-

Note: The end-points of any column do not signify the end-points of the pay received at that level. As was the case in the earlier provision of traditional pay scales, the last point does not represent the maximum pay of that level for calculation purposes. The end-points of the column should not be treated as the maximum and minimum of a pay scale to calculate the average pay for any level.

**UNDERTAKING BY THE CONCERNED FACULTY**

I\_(Name)\_\_\_\_\_(Designation)\_\_\_\_\_(Son /Daughter/Wife of) \_\_\_\_\_ hereby undertake that the excess amount, if any drawn by me shall be recovered from my pay and allowance in future course of action.

Signature of the faculty member

**FORM OF OPTION**

\*(i) I\_(Name)\_\_\_\_\_(Designation)\_\_\_\_\_(Son /Daughter/Wife of) \_\_\_\_\_ hereby elect the revised pay structure with effect from 1<sup>st</sup> October, 2017.

\*(ii) I\_(Name)\_\_\_\_\_(Designation)\_\_\_\_\_(Son /Daughter/Wife of) \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until \*date of my next increment

the date of my subsequent increment raising my pay to Rs.

I vacate or cease to draw pay in the existing scale.

The date of my promotion to \_\_\_\_\_

Existing Scale \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_


Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

Date :

Place:

\* To be scored out, if not applicable.



Copy to:

1. The Principal Secretary to the Governor, Tripura.
2. The Principal Secretary to the Chief Minister, Tripura.
3. The PS to the Minister, Higher Education, Tripura
4. The Chief Secretary, Tripura
5. The Chief Secretary, Finance Department, Tripura
6. The Member Secretary, AICTE, New Delhi.
7. Joint Secretary, Department of Higher Education, M.H.R.D, Shastri Bhawan, New Dehi-110001.
8. The Accountant General, Tripura.
9. The Director, Higher Education.
10. The Joint Secretary, (Cabinet & Confidential) Deptt. Tripura
11. The Treasury Officer, Agartala Treasury No-I, Khowai, Unakoti, North Tripura, South Tripura, Gomati, Sepahijala, Dhalai for information.
12. The Manager, Tripura Govt. Press, Agartala for publication of the Notification in the next issue of the Tripura gazette.

Copy also to :-

1. The Vice Chairman, State Higher Education Council, Tripura.
2. The Vice Chancellor, Tripura University.
3. The Vice Chancellor, MBB University.
4. The Principal/ Principal-in-charge \_\_\_\_\_ for information and necessary action.



(Kiran Gitte)  
Secretary to the  
Government of Tripura