

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

No. F.1(499)-DHE/Estt(G)/2017

Dated 27th December, 2019

NOTIFICATION

Subject:- *Provision of additional service benefits due to revision of pay scales of teachers in the State Universities following the revision of Pay scales recommended by the 7th Central Pay Commission(CPC).*

The Government of India, Ministry of Human Resource Development, Department of Higher Education vide their letter No. No.1-712015-U.II (1) dated 2nd November, 2017 has communicated the new scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC) to the University Grants Commission(UGC) with a copy to all the State Governments. In the said letter it has been indicated that the revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of the Scheme of revision of pay scales as contained in the letter and Regulations issued by UGC and amendments thereof from time to time in this behalf.

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 State Universities, General Degree Colleges and Institute of Advance studies in Education, College of Teacher Education(CTE), Government Music College, Government Law College of the State with few modifications. Accordingly, the revised UGC pay notification has been issued vide No. F.1(499)-DHE/Estt(G)/2017/727 dtd. 25.06.2019 (Copy attached at **Annexure-I**).

2. In the letter of Ministry of HRD, Department of Higher Education issued vide No. F. 1-7-U.II (1) dated 2/11/2017 in Para 16 (iv) (h) it has been indicated that:-

"Payment of Central assistance for implementing this scheme is also subject to the condition that the entire scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above".

3. In Para-12 of the notification issued regarding revision of pay scale of UGC (7th CPC), which was notified 25/06/2019 (at **Annexure-I**) it has been indicated that the service condition and Career Advancement Scheme for College and University, incentive increment for higher qualification and other benefit shall be decided in due course and notified.

4. As per the letter of MHRD Vide No. F.1-11/2019-U.II dated 9/10/2019 it has been informed that the copies of notification in regard to Career Advancement Scheme and incentive for Ph.D/M. Phil and other higher qualification have not been provided by the State Government while submitting the proposal for reimbursement of Central share for implementation of the Scheme of revision of Pay Scale (7th CPC) of University and College teacher and equivalent cadre of the Government of Tripura.

The service benefits as per the guideline of UGC Pay Regulations, 2018 are notified accordingly as follows:

5. Incentives for Ph.D./M.Phil. and other Higher Qualification

- i. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- ii. M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non compounded advance increments.

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- iii. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.Arch./M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.
- iv.
- a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.
 - b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
 - v. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
 - vi. Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non compounded increments fixed at increment applicable at entry level only on award of Ph.D. , while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
 - vii. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body /Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.

6. Career Advancement Scheme (CAS) for University teachers:

I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Eligibility:

- a. An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Professional Courses, such as LL.M., M.Tech, M.V.Sc. and M.D., or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course and satisfies the following conditions:
 - b. Attended one Orientation course of 21 days duration on teaching methodology;
 - c. Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and
 - d. Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria :

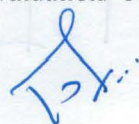
A teacher shall be promoted if;

- a) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II, Table 1 of the UGC Pay Regulation, 2018), and;
- b) The promotion is recommended by the screening-cum evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Eligibility:

- a. Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- b. A Ph.D. Degree in the subject relevant/allied/relevant discipline.
- c. Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development



Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

- d. Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1 of the UGC Pay Regulation, 2018) and;
- ii) The promotion is recommended by the Screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

- a. Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- b. A Ph.D Degree in the subject concerned/allied/relevant discipline.
- c. Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- d. A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- e. Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

- a. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2 of the UGC Pay Regulation, 2018.
- b. The promotion is recommended by a selection committee constituted in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14) Eligibility:

- a. An Associate Professor who has completed three years of service in Academic Level 13 A.
- b. A Ph.D degree in the subject concerned/allied/relevant discipline.
- c. A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- d. Evidence of having successfully guided doctoral candidate.
- e. A minimum of 110 Research Score as per Appendix II, Table 2 of the UGC Pay Regulation, 2018.

CAS Promotion Criteria:

A teacher shall be promoted if;

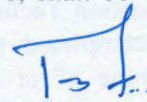
- a. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2 of the UGC Pay Regulation, 2018.
- b. The promotion is recommended by a selection committee constituted in accordance with these Regulations.

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject-experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Regulations.

Eligibility:

- i) Ten years' experience as a Professor.
 - ii) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.
7. Assistant Professors who have got CAS benefit under the 6th CPC pay scales during the period between 01-10-2017 till the date of issue of notification of the 7th CPC pay scales (25-06-2019) may now seek revised CAS incentive based on revised 7th CPC pay scales. While releasing the CAS incentives as per revised 7th CPC pay scale, the benefits already drawn under 6th CPC shall be adjusted.
8. This is issued with the concurrence of the Finance Department vide their U.O.No.539/FIN(Estt-II)/2019 dated 10-12-2019 and further vetting of the draft notification and cabinet memo vide their U.O. No.559/Fin(Estt-II)/2019 dtd. 17.12.2019.
9. The date of implementation of the revision of additional service benefits, as above, shall be w.e.f. 1st October, 2017.



(Kian Gitte)
Secretary

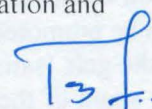
to the Government of Tripura

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 Secretary, UGC, 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