

GOVERNMENT OF TRIPURA
EDUCATION (HIGHER) DEPARTMENT

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

1728

Dated 25th June, 2019

NOTIFICATION

Subject:- *Revision of pay scales of teachers in the State Universities, General Degree Colleges and Institute of Advance studies in Education, College of Teacher Education(CTE), Government Music College, Government Law College under the University Grants Commission on the recommendation of 7th Central Pay Commission(CPC).*

The Government of India, Ministry of Human Resource Development, Department of Higher Education vide their letter No. No.1-7/2015-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, Institute of Advance studies in Education, College of Teacher Education(CTE), Government Music College, Government Law College* of the State with few modifications. This scheme shall be applicable to teachers who were/are recruited in the regular scale of pay through prescribed recruitment process.

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

1. Designation: There shall be only three designations in respect of teachers in State Universities and Colleges, namely, Assistant Professors, Associate Professors and Professor. Also, there shall be no change in the present designations in respect of Library and Physical Education personnel at various levels.

2. Revised pay for teachers and equivalent positions:

(i) Pay Fixation Method:

The revised pay structure for different categories of teachers and equivalent positions is based on the following conditions:-

- a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs. 6,000/-) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15 for College/University teachers. The first academic level (corresponding to AGP of Rs.5,400/-) for administrative officers of MBB University is numbered as academic level 10,11,12,13,14 and 15 respectively.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs.10,000 and above.
- e) The entry pay for each level is as follows: (As per 6th CPC)

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000

f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay as per 7th CPC is at **Annexure-I**.

g) For fixation of pay of an employee in the Pay Matrix as on **1st October, 2017**, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 30th September, 2017 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to faculties Pay Band and Academic Grade Pay in the new Pay Matrix at **Annexure-I** for Colleges and State University. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

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

(ii) **Revised pay for Teachers in Universities and Colleges:**

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs. 37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10000 AGP in PB Rs. 37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

(iii) **Revised pay for Librarians in State Universities:**

Existing pay	Revised pay
Assistant Librarian (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian/ Assistant Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Librarian/ Assistant Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/ Assistant Librarian (Selection Grade)	Deputy Librarian/ Assistant Librarian (Selection Grade)

Grade) (at Rs.9000 AGP in PB Rs.37,400-67,000)	Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs.10000 AGP in PB Rs.37,400-67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

(iv) Revised pay for Directors of Physical Education and Sports in State Universities

Existing pay	Revised pay
Assistant Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports (at Academic Level; 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sport (Senior Scale) (at Academic Level 11 with rationalized entry Pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Director of Physical Education & Sports (at Rs.10000AGP in PB Rsw.37,400-67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

3. Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities:

(i) **Pro-Vice Chancellor-** The pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs.10,000/- in the PB Rs.37,400/- to 67,000/-(HAG scale), shall be fixed at academic level 14/ academic level 15, as the case may be with the existing special allowance of Rs.4000/- per month.

(ii) **Vice Chancellor-** The pay of the Vice chancellor shall be fixed at Rs.2, 10,000/-(fixed) (figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest 5000/-), with the existing special allowance of Rs.5000/- per month.

4. Principals in Colleges (Professor's grade):

The pay of Principals in Colleges would be of Professor's grade as per UGC Regulation, 2018.

5. Date of effect:

The date of implementation of the revision of pay shall be **1st October, 2017.**

6. Increment:

(i) The 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. The 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. 1st July of every year.

7. Promotion:

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

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On promotion, he would be given a notional increment in his Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he 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 in 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.

8. Allowances:

As per State Government Rules/Guidelines. Allowances shall be applicable from the date as notified by the State Government from time to time.

9. Superannuation:

The existing provisions on superannuation of teachers shall continue.

10. Applicability of the scheme:

- a) Financial assistance from the Central Government to State Government opting to revise pay scales of teachers and other equivalent cadres covered under the scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the universities, colleges and other higher educational institutions funded by the State Government.
- b) The State Government opting for revision of pay shall meet the remaining 50% (fifty percent) of the additional expenditure from its own sources.
- c) The proposal for reimbursement on account of pay revision in State funded Universities, Colleges and other higher educational institutions shall be submitted in the prescribed format by the Department of Higher Education. The State Government shall send proposal for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter.
- (d) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.10.2017 to 31.03.2019.
- (e) The entire liability on account of revision of pay scales etc. of University and College teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01.04.2019.
- (f) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.10.2017.
- (g) 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.

11. Recruitment and Qualifications of teachers for direct recruitment in Colleges and recruitment and Qualifications of teachers, officers and non academic staff for State Universities for Direct recruitment would be as per UGC's Regulation, 2018 to be followed by TPSC and the respective recruitment Rules to be framed as per the Regulation.

12. Service conditions and career advancement schemes for College and University teachers. Incentive increment for higher qualification, Duty Leave, Study Leave, Sabbatical leave, Research Promotion Grant. Consultancy assignments shall be decided in due course and notified accordingly.

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13. Arrears

Payment of arrears for the period from 1.10.2017 to 31.03.2019 shall be disbursed in four quarterly instalments during 2019-20.

14. Pension & retirement benefits for college teachers:


a. Pension and retirement benefits would be admissible for the university and 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 college and university teachers and administrative officers of the MBB University, a separate notification would be issued by the Finance Department, Government of Tripura.

b. University and college teachers appointed on or after **01-07-2018** will be governed by the New Pension Scheme (NPS) notified by the State government.

15. Necessary amendment to the relevant rules and regulations etc. will be made by the appropriate authority whenever necessary.

16. This is issued with the concurrence of the Finance Department, Govt. of Tripura communicated vide their U.O. No.175/Fin(Estt-II)/2019 dated 14.06.2019.

17. The Accountant General of Tripura is being informed.


(Saumya Gupta)
Secretary

to the Government of Tripura.

Copy to-

1. The 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 Additional Chief Secretary, Finance Deptt, Tripura
5. The Secretary, UGC, New Delhi
5. Joint Secretary, Department of Higher Education, MoHRD, Shastri Bhawan, New Delhi-110001
6. The Accountant General, Tripura.
7. The Joint Secretary, (Cabinet & Confidential) Deptt, Tripura.
8. The Treasury officer, Agartala Treasury No.1, Khowai, Unakoti, North Tripura, South Tripura, Gomati, Sepahijala, Dhalai.
9. The Manager, Tripura Govt. Press, Agartala for publication of the Notification in the next issue of 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(I/C) _____ College, Tripura.


(Saumya Gupta)
Secretary

to the Government of Tripura

Fitment Table for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the pay matrix.

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.)-1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
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	-	-	-	-	-