

# GOVERNMENT OF ANDHRA PRADESH

## ABSTRACT

Technical Education – Implementation of All India Council for Technical Education Scales of Pay, 2006 to the Teachers, Library and Physical Education Personnel working in Government Polytechnics in the State with effect from 01-01-2006 – Orders – Issued.

### HIGHER EDUCATION (TE.I) DEPARTMENT

G.O.Ms.No. 209.

Dated: 20-11-2010.  
Read the following:-

1. G.O.Ms.No.72, H.E (TE.2) Deptt., Dated: 26-09-2001.
2. AICTE Gazette Notification, New Delhi, Dated: 5th March, 2010.
3. From the CTE, Hyd., Lr.No.B1/2244/2010, Dated: 23-03-2010 and 08-09-2010.
4. From the General Secretary, PALA, Hyderabad, Lr.No.489/PALA/2010, Dated:05-02-2010 and 22-03-2010.

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#### ORDER:

In the reference first read above, orders have been issued extending the Revised Pay Scales, 1996 which are analogous to the All India Council for Technical Education (AICTE) Scales of Pay to the Teachers, Library and Physical Education Personnel in the Government Polytechnics in the State.

2. In the reference second read above, the All India Council for Technical Education has issued the recommendations regarding Pay Scales, service conditions and Qualifications for the Teachers and other Academic Staff in Technical Institutions i.e. All India Council for Technical Education Scales of Pay, 2006. The above recommendations are applicable to all the Teaching categories working in Diploma Level Technical Institutions falling under the purview of All India Council for Technical Education.

3. In the reference third read above, the Commissioner of Technical Education, A.P., Hyderabad, in accordance with the Gazette Notification Dated: 05-03-2010 issued by the All India Council for Technical Education and on the representation made by the Polytechnic All Lecturers Association (PALA) has recommended for implementation of AICTE Revised Pay Scales, 2006 to the Teachers, Library and Physical Education Personnel working in Government Polytechnics in the State with effect from 01-01-2006.

4. Government after careful examination of the proposal of the Commissioner of Technical Education, and the recommendation of the All India Council for Technical Education, New Delhi, have decided to implement the All India Council for Technical Education (AICTE) Revised Scales of Pay, 2006 to the Teachers, Library and Physical Education personnel working in Government Polytechnics in the State with effect from 01-01-2006.

#### 1. Short Title

These Pay Scales may be called the Andhra Pradesh Revised AICTE Scales of Pay, 2006.

#### 2. Date of effect:-

(a) These Pay Scales shall come into effect from 01-01-2006.

(b) Arrears payable for the period from 01-01-2006 to 31-03-2010 shall be credited to the GPF Accounts of the individuals and locked in for a period of 2 (two) years and the arrears with effect from 01-04-2010 shall be paid in cash.

### 3. Coverage and applicability:-

- (i) The AICTE Revised Pay Scales, 2006 are applicable to all the teaching staff, Librarians, Physical Directors who are drawing the AICTE Scales of Pay, 1996 in Government Polytechnics/ State Wide Institutions, including officers in the same category working at Commissionerate of Technical Education and the offices of the Regional Joint Directorates of Technical Education/ State Board of Technical Education and Training (SBTET).
- (ii) These Scales are applicable to those Government Polytechnic teachers/ Librarians/ Physical Directors who were under the AICTE Scales of Pay, 1996 as on 01-01-2006 and recruited thereafter and fulfilled all the eligibility criteria laid down by Government for the purpose.
- (iii) These Scales are applicable to those Government Polytechnic Teachers/ Librarians/ Physical Directors who have been already retired from Government Service either voluntarily or on attaining the age of superannuation or died while in service on or after 1-1-2006 and are drawing the AICTE Scales of Pay, 1996.

### 4. Pay Scales and Pay Fixation Formula and Modalities:

- (i) The detailed Modalities for implementation of AICTE Scales of Pay, 2006 is appended in the APPENDIX-A.
- (ii) The Pay Scales prescribed for AICTE Revised Pay Scales, 2006 are as per Fitment Tables annexed as Appendix- "B" to this order.
- (iii) The pay in respect of the in service and retired Teachers/ Physical Directors/ Librarians in the AICTE Scales of Pay, 1996 as on 1-1-2006 is shown at the corresponding pay in the AICTE Revised Pay Scales, 2006 as per the Fitment Tables annexed, the same may be fixed with effect from 1-1-2006 or from a later date as per the option exercised by the Government servant. The scales are to be implemented to those teachers who were recruited thereafter subject to fulfillment of all the eligibility criteria laid down in G.O.Ms.No.178, Higher Education (TE.I) Department, Dated: 9-12-2005 for the purpose from the date of their appointment. (iv) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- (v) Each advance increment shall be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and is Noncompoundable.
- (vi) The number of additional increment(s) on placement of each higher stage of AGP may be as per the existing Schemes, Regulations of Increment on promotion from lower Pay Scale to higher Pay Scale, however, in view of the considerable raise in effective pay between the two Pay Bands, there may be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400-67000.
- (vii) The date of next increment i.e. the date of annual increment, in all cases, may be the first of July. Employees completing six months and above in the scale as on July 1st is eligible.
- (v) Each advance increment shall be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and is Noncompoundable.
- (vi) The number of additional increment(s) on placement of each higher stage of AGP may be as per the existing Schemes, Regulations of Increment on promotion from lower Pay Scale to higher Pay Scale, however, in view of the considerable raise in effective pay between the two Pay Bands, there may be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400-67000.
- (vii) The date of next increment i.e. the date of annual increment, in all cases, may be the first of July. Employees completing six months and above in the scale as on July 1st is eligible.

5. The Commissioner of Technical Education, A.P., Hyderabad shall take necessary action accordingly.
6. This order issues with the concurrence of Finance (Exp.HE) Department vide their U.O.No. 30092/775/Expn.HE/2010, Dated: 12-11-2010.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**C.R. BISWAL**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

To  
The Commissioner of Technical Education, A.P., Hyderabad.  
The Accountant General, A.P., Hyderabad.  
The Secretary, Andhra Pradesh Public Service Commission, Hyderabad.  
The Director of Treasuries and Accounts, A.P., Hyderabad.  
The District Treasury Officers in Andhra Pradesh.  
The Pay & Accounts Officer, Hyderabad.  
Copy to:  
The Finance (Exp.HE) Department.  
The General Secretary, Polytechnic All Lecturers Association (PALA), Hyderabad.  
PS Prl. Secretary to Chief Minister.  
PS to M(TE)  
PS to Prl. Secretary to Government, HE Department.  
SF/Sc

## **APPENDIX-A**

### **Modalities for implementation of AICTE Scales of Pay, 2006**

1. **General**
  - (i) There shall be designations in respect of teachers in Polytechnics, namely, Lecturer, Senior Lecturer, Head of the Department and Principal. The equivalent cadres are Librarian, Senior Librarian, Physical Director and Senior Physical Director with reference to Lecturer & Senior Lecturer in teaching cadre
  - (ii) The pay of teachers and equivalent positions in Polytechnics shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied have several opportunities for upward movement during their career.
2. **Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:**

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:

  - (a) **Lecturer in Polytechnics**
    - (i) Persons with B.E. / B. Tech/ B. Arch/ B. Pharm qualification in appropriate branch / discipline and M.Com/MCA/MA/ M. Sc in Humanities/ Sciences either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 5400 and will move to AGP of Rs. 6000 on completion of ME/ MTech/ MArch/ MPharm or MPhil in appropriate branch / discipline.
    - (ii) Persons with ME/ M. Tech/ M.Arch/ M.Pharm/ M.Phil qualification in appropriate branch / discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000.
    - (iii) A Lecturer with completed service of 4 years, possessing Ph. D Degree in the relevant branch /

- discipline shall be eligible, for moving up to AGP of Rs. 7000 and shall be designated as Lecturer (Senior Scale). (iv) A lecturer possessing ME/ M. Tech/ M.Arch/ M.Pharm/ M.Phil in the relevant branch / discipline as defined for technical education shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Lecturer and shall be designated as Lecturer (Senior Scale). (v) Lecturers who do not have Ph.D or ME/ M. Tech/ M.Arch/ M.Pharm/ MPhil in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 6,000 only after completion of 6 years' service as Lecturer. (vi) Lecturers who do not have Ph.D or ME/ M. Tech/ M.Arch/ M.Pharm/ MPhil in the relevant branch / discipline of a program shall be eligible for the AGP of Rs. 7,000 only after completion of 9 years' service as Lecturer and shall be designated as Lecturer (Senior Scale).
- (vii) The upward movement from AGP of Rs. 5400 to AGP of Rs. 6000 and from AGP of Rs. 6000 to Rs. 7000 for all Lecturers shall be subject to their satisfying other conditions as laid down by AICTE,
- (viii) The pay of the incumbents to the posts of Senior Lecturer/ Lecturer (Senior Scale) (i.e. the pre-revised scale of Rs. 10,000-15200) shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.
- (ix) Senior Lecturer/ Lecturer (Senior Scale) with completed service of 5 years with the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the AICTE to move up to the AGP of Rs. 8000 and shall be designated as Lecturer (Selection Grade).
- (x) Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be continued to be designated as Lecturers (Selection Grade)
- (xi) Incumbent Lecturers (Selection Grade) who have not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and shall be continued to be designated as Lecturers (Selection Grade).
- (xii) Lecturers (Selection Grade), completing 3 years of teaching with the AGP of Rs. 8000 shall be eligible, subject to other conditions, as may be prescribed by AICTE, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and shall be continued to be designated as Lecturers (Selection Grade).
- (xiii) Posts of HOD shall be in the Pay Band of Rs. 37400-67000, with AGP of Rs.9000. Directly recruited HOD shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- (xiv) Head of the Department (HOD) completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible, subject to other conditions of academic performance as laid down by the AICTE, shall be placed in Rs.37400-67000 with AGP of Rs. 10000.
- (xv) For initial direct recruitment at the level of Lecturers, HOD and Principal, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations.
- (xvi) All advancements to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP/ ISTE/ NITTTR/ SBTET sponsored programs.
- (b) Pay Scales of Principals in Polytechnics:**  
 Appointments to the posts of Principal in Polytechnics shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by AICTE from time to time, the posts of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10,000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000 and shall be eligible for a special allowance of Rs. 2000 per month.

### 3. Pay Scales and Career Advancement Scheme for Librarians etc:

#### (a) Librarian:

- (i) Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.
- (ii) All the conditions of eligibility and academic qualifications laid down by the AICTE shall be applicable for direct recruitment of Librarian.

#### (b) Librarian (Sr. Scale)

- (i) The posts of Senior Librarian/ Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.
- (ii) Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the AICTE shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100 and shall be designated as Librarian (Sr. Scale).
- (iii) Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the AICTE, shall become eligible for the higher AGP of Rs. 7000 and shall be designated as Librarian (Sr. Scale).
- iv) After completing service of 6 years in the AGP of Rs. 6000, a Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the AICTE, move to the higher AGP of Rs. 7000 and shall be designated as Librarian (Sr. Scale).
- (v) The pay of the existing Senior Librarian/ Librarian (Sr. Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000 at an appropriate stage based on their present pay.

#### (c) Librarian (Selection Grade) :

- (i) On completion of service of 5 years, a Senior Librarian/ Librarian (Senior Scale) shall be eligible for the Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8000, subject to their fulfilling other conditions of eligibility as laid down by the AICTE and shall be designated as Librarian (Selection Grade).
- (ii) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, a Librarian (Selection Grade) will move to the Pay Band of Rs. 37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility laid down by the AICTE.
- (iii) Senior Librarian/ Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the AICTE, shall also be eligible for being placed in the AGP of Rs. 8000 and shall be redesignated as Librarian (Selection Grade).
- (iv) Incumbents to the posts of Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Librarian (Selection Grade)
- (v) Incumbents to the posts of Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Librarian (Selection Grade). They shall be continued to be designated as Librarian (Selection Grade).

- (v) Incumbents to the posts of Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Librarian (Selection Grade). They shall be continued to be designated as Librarian (Selection Grade).
- 4. Incentives for PhD / M. Tech. and other higher qualification:**
- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by UGC.
- (ii) M.Phil degree holders at the time of recruitment to the post of lecturer shall be entitled to two non-compounded advance increments.
- (iii) Those possessing Post Graduate degree in a professional course such as M.Tech./ M.Arch/M.Pharm/ in relevant branch / discipline recognised by a Statutory University shall also be entitled to 2 non-compounded advance increments at the entry level.
- (iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three noncompounded increments if such Ph.D. is in the relevant branch / discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- (v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. or have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified.
- (vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university recognized by UGC.
- (vii) Teachers who acquire M.Phil. degree or a M.Tech/M.Arch/M.Pharm degree in a relevant Branch / discipline recognised by a Statutory University while in service, shall be entitled to one advance increment.
- (viii) Five non-compounded advance increments shall be admissible to Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.
- (ix) Librarian and other Library personnel acquiring the degree of Ph.D, at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.
- (x) However, persons in posts of Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non compounded increments 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.
- (xi) In respect of every other case of persons in the posts of Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the UGC for the award of PhD, in respect of either course-work or evaluation or both, as the case may be.

- (xii) Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of PhD, 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.
- (xiii) Two non-compounded advance increments shall be admissible for Librarian with M. Phil degree in Library Science at the entry level. Librarian and those in higher positions acquiring M. Phil degree in Library Science at any time during the course of their service shall be entitled to one advance increment.
- (xiv) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing PhD / ME/ M. Tech/ M.Arch/ M.Pharm/ MPhil, at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.
- (xv) For posts at the entry level where no such advance increments were admissible for possessing PhD / ME/ M. Tech/ M.Arch/ M.Pharm/ MPhil, under the earlier scheme, the benefit of five advance increments for possessing PhD/ M. Tech shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

**5. Pay Scales and Career Advancement Scheme for Physical Education Personnel: (a) Physical Director**

- (i) The Physical Director in the pre-revised pay scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.
  - (ii) All existing conditions of eligibility and academic qualifications laid down by the AICTE shall continue to be applicable for direct recruitment of Physical Director.
- (b) Physical Director (Senior Scale)**
- (i) Senior Physical Director/ Physical Director (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. (ii) Physical Director in the AGP of Rs. 6000 and possessing PhD in Physical Education shall, after completing service of four years and if otherwise eligible as per guidelines prescribed by the AICTE, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100 and shall be designated as Physical Director (Senior Scale).
  - (iii) Physical Directors possessing M.Phil in Physical Education in the AGP of Rs. 6000 shall, after completing service of five years be eligible for the higher AGP of Rs. 7000 and shall be designated as Physical Director (Senior Scale).
  - (iv) Physical Director without the relevant Ph.D. and M.Phil shall, after completing service of six years in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the AICTE, be eligible for being placed in the AGP of Rs. 7000 and shall be designated as Physical Director (Senior Scale).
  - (v) Pay of incumbent Senior Physical Director/ Physical Director (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6th CPC.

**(c) Physical Director (Selection Grade)**

- (i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the AICTE, a Senior Physical Director/ Physical Director (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Physical Director (Selection Grade).
- (ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the AICTE, a Physical Director (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Physical Director (Selection Grade).
- (iii) All Incumbents to the post of Physical Director (Selection Grade) who have completed service of at least three years in the unrevised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000. They shall continue to be designated as Physical Director (Selection Grade).
- (iv) All incumbents to the post of Physical Director (Selection Grade) whose services in the unrevised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Physical Director (Selection Grade).

**6. Other terms and conditions:**

**(a) Increments:**

- (i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- (ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- (iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

**(b) Pay 'fixation formula':**

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for Polytechnic teachers and equivalent positions in the Library Cadres and for Physical Education Personnel.

**(c) Exercising of Option and Drawal of pay in the revised pay structure –**

Save as otherwise provided in these rules, a Government servant shall draw pay in the revised pay structure applicable to the post to which he is appointed;

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Government servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Government servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.



- (c) **Physical Director (Selection Grade)**  
(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the AICTE, a Senior Physical Director/ Physical Director (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Physical Director (Selection Grade).

**Explanation 1** - The option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale.

**Explanation 2** - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

**Explanation 3** - Where a Government servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Fundamental Rule 22, or any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

(d) **Exercise of Option:**

- (1) The option under the above proviso shall be exercised in writing in the form appended to these rules within three months of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date, within three months of the date of such order. PROVIDED THAT:-
- i. In the case of a government servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India, and
  - ii. Where a Government servant is under suspension on the 1st day of January, 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his Office.
- (3) If the intimation regarding option is not received within the time mentioned in subrule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1st day of January, 2006
- (4) The option once exercised shall be final.

**NOTE 1:** Persons whose services were terminated on or after the 1st day of January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, are entitled to the benefits of this rule.

**NOTE 2:** Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

Note 3: The scales of pay may not however be applicable to those who have left the services from the Department on their own will/ resigned/opted for relief to join other departments in Central/ State/Quasi Government/private service etc on or after 1-1-2006 and where All India Council for Technical Education Scales of Pay 2006 are not in force.

Note 4: Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

**(e) Fixation of initial pay in the revised pay structure:**

- (1) The initial pay of a Government servant who elects, or is deemed to have governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-
- (A) In the case of all employees:-
- (i) The pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale;

**Provided further that:-**

Where, in the fixation of pay, the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching. In the case of pay scales in higher administrative grade (HAG) in the pay band PB-4, benefit of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade. In the case of HAG+ scale, benefit of one increment for every two stages in the pre-revised scale will be granted in the revised pay scale. If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a Government servant 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. (iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

**(f) Allowances:**

In respect of all allowances, except DA & HRA State Rules may be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees from time to time shall be implemented.

**7.(a) Study Leave:**

In respect of Study Leave AICTE guidelines shall be applicable from time to time.

**(b) Sabbatical Leave for Teachers**

To encourage interface between technical education and industry a Faculty member in a Polytechnic should be given a sabbatical leave for six months for working in an industry after the completion of six years of teaching. Such leave, however, shall be available to a teacher only twice in his/her teaching career.

**8. Research Promotion Grant:**

AICTE guidelines shall be applicable from time to time.

**9. Age of Superannuation:** The age of superannuation for Polytechnic teachers shall be 58 years on par with State Government Employees.

**10. Pension benefits:** The State rules shall apply in respect of Pension/ Gratuity and other retirement related benefits for those drawing AICTE Scales on par with State Government employees from time to time.

**11. Date of implementation of revised pay and allowance and payment of arrears:**

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.
- (ii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (iii) The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the AICTE.

**12. FACULTY NORMS.**

(a) **Minimum Qualifications and Experience** for appointment of teaching Posts in Diploma Level Technical Institutions shall be as per the Revised APTES Rules as issued by the Govt. in G.O. Ms. No. 178 Higher Education (TE-1) Department Dt. 09-12-2005.

(b) **Teaching days, Work load, Reimbursement, Accountability, Jobs and Responsibilities:-** The teaching days, workload, reimbursement, accountability, Job & Responsibilities of Teachers/ Physical directors/ librarians in Government Polytechnics shall be in accordance with G.O.Ms.No.72, Higher Education (TE.II) Department, Dated: 26-09-2002.

(c) **Anomalies in the implementation of the Scheme:**  
Anomalies, if any, in the implementation of the scheme shall be brought to the notice of the Government through Commissioner of Technical Education for the issue of clarification.

(d) **TA/DA Rules:** TA/DA Rules in accordance with State Government norms for the employees drawing AICTE. Scales of pay, 2006 may be applied.

**13. Future Revision:** The beneficiaries of these scales shall not be entitled for revision of scales again till next revision of scales is made by All India Council for Technical Education.

**14. Composition of Committee for Movement from one A.G.P. to another A.G.P. :** Same procedure as laid down in G.O.Ms.No.72, Higher Education (TE.II) Department, Dated: 26-09- 2002 shall be adopted. Since it is only a movement from one A.G.P. to another A.G.P. in respect of the above posts the committee shall scrutinize the applications in the light of guidelines prescribed by the All India Council for Technical Education in Para's of 2(a), 3(b) and (c) of the Appendix-"A" appended to this order.

**C.R. BISWAL**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

//Forwarded: :By order//

**SECTION OFFICER**