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[ No. 5673-V-FE-II-17/2010-I. ]

GOVERNMENT OF ORISSA  
**INDUSTRIES DEPARTMENT**

RESOLUTION

The 23rd April 2010

Subject– Revision of Pay Scales in respect of Teachers of Engineering College/Technical Institutions (Degree Level)/Universities and its constituent Colleges following the revision of 6th Pay Scales of Central Government employees on the recommendation of 6th Central Pay Commission.

1. The State Government had extended the A.I.C.T.E. Scale of Pay to the Teachers of Engineering College/Technical Institutions Teachers (Degree Level) with effect from 1-1-1986 vide this department Resolution No.7981, dated 29-3-1990. Again the State Government had extended the revised A.I.C.T.E. Scale of Pay to the teachers of aforesaid Institutions with effect from 1-1-1996 vide this Department Resolution No.20066/I., dated 27-10-2000.

2. The Government of India, Ministry of Human Resource Development (Department of Higher Education), New Delhi after considering the various recommendation made by the A.I.C.T.E./U.G.C. on revision of Pay Scales of teachers of Engineering Colleges, Technical Institutions (Degree Level) and Universities communicated their letters dated 9-10-1998, 14-1-1999, 9-12-1999, 3-5-2000, 7-10-2009 and requested to implement the scheme in the State after taking local conditions into consideration. A. I. C. T. E. have also recommended for revision of pay scale of teachers of aforesaid institutions vide their letter, dated 22-1-2010.

3. The question of revision of pay scales for the Teachers of Engineering Colleges. Technical Institutions (Degree Level) and Universities of the State on the basis of recommendation of M.H.R.D., Government of India vide their letter No.23-1/2008-TS-II, dated 7-10-2009 & A. I. C. T. E. was under consideration of State Government for some time past. After careful consideration State Government have been pleased to implement the scheme of revision of pay scales of teachers in Engineering Colleges and Universities with the following terms and conditions :-

#### 4.1. Date of implementations :

The revised Scales of Pay shall be effective from 1st January 2006.

#### 4.2. Other Conditions :

As soon as regulations laying down other conditions are received from U.G.C./A.I.C.T.E., the same may be considered by the State Government.

#### 4.3. Coverage :

The revised Scale of Pay and other related service benefits shall be applicable to all the full time teachers working in the following Universities, Engineering Colleges & Technical Institutions (Degree Level) :-

1. BPUT, Orissa, Rourkela and its constituent colleges i. e.
  - (a) College of Engineering and Technology, Bhubaneswar
  - (b) Orissa School of Mining Engineering, Keonjhar (Degree Course)
  - (c) Parala Maharaja Engineering College, Berhampur
  - (d) Government College of Engineering, Kalahandi, Bhawanipatana
  - (e) I.M.I.T., Cuttack
  - (f) C.I.T.E., Bhubaneswar.
2. Veer Surendra Sai University of Technology, Burla
3. Indira Gandhi Institute of Technology, Saranga

#### 5.1. Scale of Pay :

- (i) There shall be two Pay Bands of Rs. 15,600—9,100 and Rs. 37,400—67,000 with appropriate “Academic Grade Pay” (A. G. P. in short) for the teachers of Engineering College, Universities & Technical Institutions (Degree Level).
- (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses the Ph.D. and satisfies other academic conditions as laid down by the University Grant Commission (U.G.C./A.I.C.T.E.) from time to time. This shall, however, not affect those who are already designated as ‘Professor’.
- (iii) In the matter of fixation of pay for Readers/Assistant Professors in the U.G.C./A.I.C.T.E. Scale of Pay effective from 1-1-2006, minimum of higher Pay Band shall be allowed to those who would have completed 5 (five) years in the grade. Hence the revised scales for the incumbent Readers/Assistant Professors before completion of 5 (five) years shall be Rs. 15,600 to Rs. 39,100 and after completion of 5 (five) years shall be at the Pay Band of Rs. 37,400 to Rs. 67,000 in the pre-revised scale of Rs. 12,000 to Rs. 18,300.
- (iv) With regard to Academic Grade Pay in favour of the Readers/Assistant Professor and the Principal (Professor Grade) in the same Pay Band of Rs. 37,400 to

Rs.67,000 for maintenance of parity in the hierarchical structure and promotional posts of Principal (Reader/Assistant Professor grade) and Principal (Professor grade), the A. G. P. of Rs. 9,000 shall be allowed for Readers/Assistant Professor with 5 (five) years of service and A. G. P. of Rs.10,000 shall be allowed for Principal (Professor grade) respectively.

- (v) The Industries Department will examine the structural changes in the service and take a view for redesignations of the posts if required, existing in respect of Engineering Colleges (Degree Level)/Technical Institutions & Universities.

## **5.2. Engineering Colleges (Degree Level)/Technical Institutions & Universities :**

- (i) Lecturer :

Existing Scale Rs.8,000–275–13,500

Revision of Pay Scale Rs.15,600–39,100

+ A. G. P. Rs.6,000

Lecturers completing 4 years of service and possessing Ph.D. degree or 5 years of service possessing M.Phil. Degree or completing 6 years of service without possessing M.Phil. and Ph.D. will be allowed A.G.P. of Rs.7,000 in this Pay Band.

- (ii) Lecturer (Sr. Scale) :

Existing Scale Rs.10,000–325–15,200

Revision of Pay Scale Rs.15,600–39,100

+ A. G. P. Rs.7,000

- (iii) Reader/Assistant Professor with less than 5 (five) years of service :

Existing Scale Rs.12,000–420–18,300

Revision of Pay Scale Rs.15,600–39,100

+ A. G. P. Rs.8,000

Reader/Assistant Professor with 5 (five) years of service :

Existing Scale Rs.12,000–420–18,300

Revision of Pay Scale Rs.37,400–67,000

+ A. G. P. Rs.9,000

- (iv) Professor (Government Engineering College) :

Existing Scale Rs.16,400–450–20,900–500–22,400

Revision of Pay Scale Rs.37,400–67,000

+ A. G. P. Rs.10,000

Pay of the directly recruited Professor shall be fixed at a stage not below Rs.43,000 in this Pay Band and the A.G.P. of Rs.10,000.

- (v) Principal (Government Engineering Colleges) Professor Grade :

Existing Scale Rs.16,400–450–20,900–500–22,400

Revision of Pay Scale Rs.37,400–67,000

+ A. G. P. Rs.10,000.

### 5.3. Revised Scales of Pay of Teachers in the Universities :

(a) The Lecturers, Lecturers (Sr. Scale) and Readers/Assistant Professors in the Universities will have the same revised scales of pay as applicable to their counterparts in Government Engineering Colleges which will be as follow :

(i) Lecturer :

Existing Scale Rs.8,000–275–13,500  
Revision of Pay Scale Rs.15,600–39,100  
+ A. G. P. Rs.6,000

Lecturers completing 4 years of service and possessing Ph.D. degree, or 5 years of service possessing M.Phil. Degree or completing 6 years of service without possessing M.Phil. and Ph.D. will be allowed A.G.P. of Rs.7,000 in this Pay Band.

(ii) Lecturer (Sr. Scale) :

Existing Scale Rs.10,000–325–15,200  
Revision of Pay Scale Rs.15,600–39,100  
+ A. G. P. Rs.7,000

(iii) Reader/Assistant Professor with less than 5 (five) years of service :

Existing Scale Rs.12,000–420–18,300  
Revision of Pay Scale Rs.15,600–39,100  
+ A. G. P. Rs.8,000

Reader/Assistant Professor with 5 (five) years of service :

Existing Scale Rs.12,000–420–18,300  
Revision of Pay Scale Rs.37,400–67,000  
+ A. G. P. Rs.9,000

(b) Professor in the Universities

(i) Professor

Existing scale Rs.16,400–450–20,900–500–22,400  
Revision of Pay Scale Rs.37,400–67,000  
+ A. G. P. Rs.10,000

(ii) Pay of the directly recruited Professor shall be fixed at stage not below Rs.43,000 in this Pay Band the A. G. P. of Rs.10,000.

### 5.4. Vice-Chancellor of the Universities :

Existing Scale Rs.25,000 (fixed)  
Revision of Pay Scale Rs.75,000 (fixed)

### 5.5. Pay Scales :

The existing pay scales of different category of teachers in Government Engineering Colleges (Degree Level)/Technical Institutions/Universities shall be revised as follows :-

Sl. No.	Name of the Post	Existing Scale of Pay	Revised Scales of Pay
1	Lecturers	Rs.8,000-275-13,500	Rs.15,600-39,100 + A.G.P. Rs.6,000
2	Lecturers (Sr. Scale)	Rs.10,000-325-15,200	Rs.15,600-39,100 + A.G.P. Rs.7,000
3	Lecturers (Selection Grade)/ Readers/Assistant Professor.	Rs.12,000-420-18,300	Reader/Assistant Professor with less than 5 (five) years of service. Allowed Pay Band of Rs.15,600-39,100 + A.G.P. Rs.8,000  (Reader/Assistant Professor with 5 (five) years of service. Allowed Pay Band of Rs.37,400-67,000 + A.G.P. Rs.9,000
4	Professors	Rs.16,400-450-20,900- 1500-22,400	Rs.37,400-67,000 + A.G.P. Rs.10,000
5	Principal-cum- Professor	Rs.16,400-450-20,900- 500-22,400	Rs.37,400-67,000 + A.G.P. Rs.10,000
6	Vice-Chancellor	Rs.25,000 (fixed)	Rs.75,000 (fixed)

### 6. Fitment Principle & Pay Fixation Formula :

The pay fixation formula adopted for the State Government employees on revision of pay scales pursuant to 6th Pay Commission recommendation shall be applicable for the above category of teachers. The pay fixation in the revised scales of pay shall be made adopting the modified fitment Tables for different category of teachers as per *Annexure I* to VI with effect from the 1st of January, 2006 or from the date from which such revised scale opted for as per stipulations for option.

### 7. Exercise of Option :

All teachers shall be deemed to have come over to the revised Scales of Pay with effect from 1st January 2006 except where the teachers have opted for a date after 1-1-2006 under the provisions of Revised Scales of Pay rules. However, exercise of options shall be limited to the date of increment in the existing scale falling due within a period of one year, i.e. from 1-1-2006 to 31-12-2006.

No option shall however be exercised in case of direct recruit appointed on or after the date of implementation of the Revised Scale of Pay rules. Option once exercised shall be final.

**8. Rate of Increment :**

The rate of increment in the revised pay structure shall be 3% of the sum of the revised basic pay and academic grade pay which will be rounded off to the next multiple of 10. The amount of increment will be added to the pay in the pay band.

**9. Date of Increment :**

The date of next increment shall be 12 months after the sanction of last increment. Where the pay is fixed at the minimum in the revised pay scale, the date of next increment shall be the anniversary of the date of coming over to the revised scale of pay.

**10. Stepping up Benefit :**

In case, a senior teacher is drawing more pay than his junior immediately before 1st day of January 2006, in the same grade and the senior's pay gets fixed at a stage lower than that of his junior then his pay can be stepped up to the stage of his junior and increment will accrue one year after that date. Such stepping up benefit can be available to an employee only once.

**11. Dearness Allowances :**

Consequent upon revision of Pay Scale as per the revised pay structure with effect from 1-1-2006, the payment of Dearness Allowance shall be regulated in the same manner by the same principle as adopted by Government of Orissa for their employees and the rate of dearness allowance shall also be the same.

**12. House Rent Allowance :**

The payment of house rent allowance in the revised Scales of Pay of teachers would be at the same rate as has been allowed to State Government employees which is as follows :

- (i) For Bhubaneswar (Urban Area) and Cuttack (Urban Area) the House Rent Allowance will be 20%.
- (ii) For Rourkela, Berhampur, Sambalpur, Puri, Brajarajnagar, Bhadrak, Balasore, Balangir, Bhawanipatana, Barbil, Baripada, Dhenkanal, Jeypore, Jharsuguda, Jatni, Keonjhar, Paradip, Rayagada and Sunabeda (Urban Areas) House Rent Allowance will be 10%.
- (iii) For other areas of the State, the House Rent Allowance will be 5%. The revised rate of house rent allowance as mentioned above shall be payable in the revised Scale of Pay from 1-12-2008. The existing rate of house rent allowance would, however, continue to be paid as admissible in the existing Scale of Pay until one draws the revised Scale of Pay with effect from 1-12-2008.

**13. Age of Superannuation :**

Keeping in view the age of superannuation of State Government employees, the age of superannuation in case teachers of Engineering Colleges shall be 58 years. However, for the teachers of the Universities and Non-Government Aided Technical Institutions, the superannuation age shall continue to be 60 years.

**14. Pension :**

The pension scheme adopted by the Technical Universities and Autonomous Technical Institutions will be governed by their Acts/Rules/Statutes framed by them from time to time.

**15. Payment of Current Salary & Arrears :**

The current salary/pension and family pension in the revised scale will be given with effect from the 1st April, 2010 to be drawn in May 2010 and 40% of the arrears may also be drawn during the Financial Year 2010-2011. The payment of balance 60% of the arrears will be made as per decision of the Government at later stage. However, the teachers who have since retired or retiring by current financial year or before that will get the entire arrear salary in one instalment in 2010-2011.

**16. Financial implication :**

The financial assistance from the Central Government shall be limited to the extent of 80% of the additional expenditure involved in the implementation of the revision. The same shall be provided for the period from 1-1-2006 to 31-3-2010.

**17. Anomalies :**

The anomalies, if any, will be brought to the notice of the State Government in Industries Department, in consultation with Finance Department.

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ORDER—Ordered that this Resolution be published in the *Orissa Gazette* and copy forwarded to all Department of Government/Accountant-General (A & E), Orissa/Secretary to Government of India, Ministry of Human Resource Development (Department of Higher Education), New Delhi/Secretary, U. G. C., Bahadur Shah Zafar Marg, New Delhi/Secretary, A. I. C. T. E., 7th floor, Chandralok Building, Janpath, New Delhi/Principals of all Government Engineering Colleges/Registrar, B. P. U. T., Rourkela/Registrar, V. S. S. U. T., Burla/Principal, I. M. I. T., Cuttack/Principal, I. G. I. T., Saranga.

By order of the Governor

S. GARG

Commissioner-cum-Secretary to Government

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TABLE-1

(i) Incumbent Lecturers :

Pre-revised Scale Rs.8,000–275–13500 (Group A entry)	Revised Pay Band + A. G. P. Rs.15,600–39,100 + A. G. P. 6,000		
	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8,000	15,600	6,000	21,600
8,275	15,600	6,000	21,600
8,550	15,910	6,000	21,910
8,825	16,420	6,000	22,420
9,100	16,930	6,000	22,930
9,375	17,440	6,000	23,440
9,650	17,950	6,000	23,950
9,925	18,470	6,000	24,470
10,200	18,980	6,000	24,980
10,475	19,490	6,000	25,490
10,750	20,000	6,000	26,000
11,025	20,510	6,000	26,510
11,300	21,020	6,000	27,020
11,575	21,530	6,000	27,530
11,850	22,050	6,000	28,050
12,125	22,560	6,000	28,560
12,400	23,070	6,000	29,070
12,675	23,580	6,000	29,580
12,950	24,090	6,000	30,090
13,225	24,600	6,000	30,600
13,500	25,110	6,000	31,110
13,775	25,630	6,000	31,630
14,050	26,140	6,000	32,140
14,325	26,650	6,000	32,650



TABLE-2

(i) Incumbent Lecturers (Sr. Scale) : Pre-revised Scale Rs.10,000-325-15,200	Revised Pay Band + A. G. P.		
	Rs.15,600-39,100 + A. G. P. 7,000		
	Pre-revised Basic Pay	Pay in the Pay Band	Revised Pay Academic Grade Pay
10,000	18,600	7,000	25,600
10,325	19,210	7,000	26,210
10,650	19,810	7,000	26,810
10,975	20,420	7,000	27,420
11,300	21,020	7,000	28,020
11,625	21,630	7,000	28,630
11,950	22,230	7,000	29,230
12,275	22,840	7,000	29,840
12,600	23,440	7,000	30,440
12,925	24,050	7,000	31,050
13,250	24,650	7,000	31,650
13,575	25,250	7,000	32,250
13,900	25,860	7,000	32,860
14,225	26,460	7,000	33,460
14,550	27,070	7,000	34,070
14,875	27,670	7,000	34,670
15,200	28,280	7,000	35,280
15,525	28,880	7,000	35,880
15,850	29,490	7,000	36,490
16,175	30,090	7,000	37,090

TABLE-3

(i) Incumbent Readers with less than 5 years of Service :

Pre-revised Scale Rs.12,000-420-18,300	Revised Pay Band + A. G. P. Rs.15,600-39,100 + A. G. P. 8,000		
	Revised Pay		
Pre-revised Basic Pay	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12,000	22,320	8,000	30,320
12,420	23,110	8,000	31,110
12,840	23,890	8,000	31,890
13,260	24,670	8,000	32,670
13,680	25,450	8,000	33,450
14,100	26,230	8,000	34,230
14,520	27,010	8,000	35,010
14,940	27,790	8,000	35,790
15,360	28,570	8,000	36,570
15,780	29,360	8,000	37,360
16,200	30,140	8,000	38,140
16,620	30,920	8,000	38,920
17,040	31,700	8,000	39,700
17,460	32,480	8,000	40,480
17,880	33,260	8,000	41,260
18,300	34,040	8,000	42,040
18,720	34,820	8,000	42,820
19,140	35,610	8,000	43,610
19,560	36,390	8,000	44,390

TABLE-4

(i) Incumbent Readers with 5 years of Service :

Pre-revised Scale Rs.12,000-420-18,300	Revised Pay Band + A. G. P. Rs.37,400-67,000 + A. G. P. 9,000		
	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13,260	37,400	9,000	46,400
13,680	37,400	9,000	46,400
14,100	37,400	9,000	46,400
14,520	37,400	9,000	46,400
14,940	38,530	9,000	47,530
15,360	38,530	9,000	47,530
15,780	39,690	9,000	48,690
16,200	39,690	9,000	48,690
16,620	40,890	9,000	48,690
17,040	40,890	9,000	48,890
17,460	42,120	9,000	51,120
17,880	42,120	9,000	51,120
18,300	43,390	9,000	52,390
18,720	43,390	9,000	52,390
19,140	44,700	9,000	53,700
19,560	44,700	9,000	53,700

TABLE-5

(i) Incumbent Professor in Colleges and Universities :

(ii) Incumbent Principals (Professor Grade) of P. G. Colleges :

Pre-revised Scale Rs.16,400-450-20,900-500-22,400 (S 27 & S 29)	Revised Pay Band + A. G. P. Rs.37,400-67,000 + A. G. P. 10,000		
		Revised Pay	
	Pre-revised Basic Pay	Pay in the Pay Band	Academic Grade Pay
16,400	40,890	10,000	50,890
16,850	40,890	10,000	50,890
17,300	42,120	10,000	52,120
17,750	42,120	10,000	52,120
18,200	43,390	10,000	53,390
18,650	43,390	10,000	53,390
19,100	44,700	10,000	54,700
19,550	44,700	10,000	54,700
20,000	46,050	10,000	56,050
20,450	46,050	10,000	56,050
20,900	47,440	10,000	57,440
21,400	47,440	10,000	57,440
21,900	48,870	10,000	58,870
22,400	48,870	10,000	58,870
22,900	50,340	10,000	60,340
23,400	50,340	10,000	60,340
23,900	51,860	10,000	61,860

TABLE-6

Incumbent Principals of U.G. Colleges :

Pre-revised Scale Rs.12,000-420-18,300 (minimum to be fixed at Rs.12,840)	Revised Pay Band + A. G. P. Rs.37,400-67,000 + A. G. P. 10,000		
		Revised Pay	
	Pre-revised Basic Pay	Pay in the Pay Band	Revised Basic Pay
12,840	37,400	10,000	47,400
13,260	37,400	10,000	47,400
13,680	37,400	10,000	47,400
14,100	37,400	10,000	47,400
14,520	37,400	10,000	47,400
14,940	38,530	10,000	48,530
15,360	38,530	10,000	48,530
15,780	39,690	10,000	49,690
16,200	39,690	10,000	49,690
16,620	40,890	10,000	50,890
17,040	40,890	10,000	50,890
17,460	42,120	10,000	52,120
17,800	42,120	10,000	52,120
18,300	43,390	10,000	53,390
18,720	43,390	10,000	53,390
19,140	44,700	10,000	54,700
19,560	44,700	10,000	54,700