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OFFICE OF THE CHANCELLOR, RAJ BHAVAN, ORISSA, BHUBANESWAR
NOTIFICATION

The 15th February 2010

No. 137—U-35/2010-SG.—In pursuance to sub-section (1) of Section 22 of Orissa Universities Act, 1989 (Orissa Act 5 of 1989), the Chancellor is pleased to make the following rules, namely :—

1. Short title and commencement :

(1) These rules may be called the Orissa Revised Scales of Pay for University Teachers (U.G.C. Scale of Pay) Rules, 2010.

(2) They shall be deemed to have come into force on the 1st day of January, 2006.

2. Application :

(1) Save as otherwise provided by or under these rules, these rules shall apply to University Teachers (U.G.C. Scale of Pay) in whole time employment of the Utkal University, Berhampur University, Sambalpur University, Shree Jagannath Sanskrit Vishvavidyalaya, North Orissa University, Fakir Mohan University and Ravenshaw University.

(2) These rules shall not apply to,—

(i) Teachers engaged by the University on contract basis;

(ii) Teachers re-employed in University service after retirement; and

(iii) Any other class or category of teachers whom the Chancellor may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. Definitions—In these rules, unless the context otherwise requires,—

(i) “Academic grade pay” is the fixed amount corresponding to the pre-revised pay scales/posts as specified in column (6) of Schedule I;

(ii) “basic pay” in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable academic grade pay but does not include any other type of pay like special pay, etc.;

(iii) Existing “Basic Pay” means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), personal pay granted due to fixation of pay under sub-rule(d) of Rule 74 of the Orissa Service Code including the cases where reducible personal pay has been granted to protect the total emoluments on account of loss of special pay, advance increments granted, if any but does not include any other type of pay like “Special Pay”, etc.:

Provided that personal pay granted on account of protection of special pay drawn in the lower post continuously for a period of three years in accordance with the Finance Department Office Memorandum No. 24870-F., dated 10th July 1969 shall not be included in the basic pay.

(iv) Existing emoluments means the sum of existing basic pay, dearness pay appropriate to the basic pay and dearness allowance appropriate to the basic pay + dearness pay at Index average 536(1982=100);

(v) “Existing Scale” means in relation to a University teacher, the scale which would have been applicable to the post held by him (or as the case may be, personal scale applicable to him or her) as on the 1st day of January, 2006, whether in a substantive, temporary or officiating capacity, but for the revised scales.

Explanation—In the case of a teacher who was on the 1st day of January, 2006, on deputation or on leave, or on foreign service or on training, or who would have on that date, officiated in one or more lower posts but for his officiating in a higher post, ‘existing scale’ includes, the scale applicable to the post which he would held but for his being on deputation or on leave or on foreign service or on training or as the case may be, but for his officiating in a higher post.

(vi) University means Utkal University, Berhampur University, Sambalpur University, Shree Jagannath Sanskrit Vishvavidyalaya, North Orissa University, Fakir Mohan University and Ravenshaw University.

(vii) “Pay in the pay band” means pay drawn in the running pay bands specified in Column (5) of Schedule I;

(viii) “Pay” means the pay as defined in clause (i) of sub-rule(a) of Rule 33 of the Orissa Service Code in the existing scale.

(ix) “revised emoluments” means the pay in the pay band plus academic grade pay of a teacher in the revised pay structure;

(x) “Schedule” means schedule annexed to these rules;

NOTE—A list of existing scales of pay and their corresponding pay band/revised pay structure is appended to Schedule-I to these rules.

4. Scale of Pay—The revised pay structure with the pay band, pay scale and academic grade pay as applicable, corresponding to the existing scale of every post/grade specified in Column (3) of Schedule I shall be as specified against it in Columns (5) and (6) thereof.

5. Drawal of pay in the revised pay structure—Save as otherwise provided in these rules, a teacher shall draw pay in the corresponding pay in pay band with academic grade pay in revised pay structure applicable to the post to which he is appointed :

Provided that a teacher may elect to continue to draw his pay in the existing scale until the date on which he earns his next increment in the existing scale falling due within a period of one year, i.e. from 1st day of January, 2006 to 31st December, 2006.

6. Exercise of option—(1) The option under the provisos to Rule 5 shall be exercised in writing in Form as in Schedule II so as to reach the authority 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 3 months of the date of such order:

(i) In case of a teacher of the University who is on the date of such publication or, as the case may be, date of such order, 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 and/or within three months from the date of publication of this rule to the University or Head Office;

(ii) Where a teacher is under suspension on the 1st day 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 teacher to his Head of Office and where the teacher himself is the Head of Office, the option shall be intimated to the authority competent to sanction his normal increment.

(3) if the intimation regarding option is not received within the time mentioned in sub-rule (1), the teacher 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.

7. Fixation of initial pay in the revised pay structure —

(1) The initial pay of a teacher who elects, or is deemed to have elected under sub-rule (3) of Rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2006 shall, unless in any case the Governor 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 :—

(i) the pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on the 1st January 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 as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale or as specified in the Tables 1 to 6 annexed to these rules.

(iii) Fixation of pay of Readers who were selected strictly in accordance with the rules and regulation framed by U.G.C. and who were in the post of Readers and have completed 5 years of service after 1st day of January, 2006, their pay will be fixed at the minimum of Rs.37,400.

NOTE 1—Where in the existing emoluments exceed the revised emoluments in the cases of any teacher, the difference shall be allowed as personal pay to be observed in future increases in pay.

NOTE 2—Where in the fixation of pay under sub-rule (1) the pay of a teacher who in the existing scale was drawing immediately before 1st day of January 2006 more pay than another teacher junior to him in the same grade in the cadre he belongs gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

NOTE 3—Where a teacher is in receipt of personal pay on the 1st day of January 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such teacher as personal pay to be absorbed in future increases in pay.

NOTE 4—In case where a senior teacher promoted to higher post before the 1st day of January 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January 2006, the pay in the pay band of the senior teacher shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. This stepping up shall be done with effect from the date of promotion of the junior teacher subject to the fulfilment of the following conditions, namely :—

(i) Both the junior and senior teacher must belong to the same cadre and the post in which they have been promoted must be identical in the same cadre.

(ii) Pre-revised scale of pay and revised academic grade pay to the lower and higher post in which they are entitled to draw pay must be identical.

NOTE 5—Fixation of pay in the revised scale shall be made in the form appended to these rules as in Schedule III.

8. Authority competent to fix the pay—The pay of a teacher in the revised scale shall be fixed by the authority competent to sanction his normal increment and the next higher authority will check the pay fixation statement. Provided that fixation of pay in the revised scale in respect of those teachers covered under clause (iii) of sub-rule (1) of Rule 7 of these rules shall require the approval of the Chancellor.

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

10. Date of next increment in the revised pay structure—The date of next increment shall be twelve months from the last increment sanctioned. In case where the pay is fixed at the minimum of revised scale of pay, the date of next increment shall be the anniversary of date of coming over to the revised scale of pay.

11. Fixation of pay in the revised pay structure subsequent to the 1st day of January, 2006—Where a teacher of the university continues to draw his basic pay in the existing scale and is brought over to revised pay structure from the date later than the 1st day of January, 2006, his pay from the later date in the revised pay structure subject to the provisions of Rule 5, shall be fixed in the manner as indicated in Rule 7 taking the pre-revised basic pay as on that date.

12. Fixation of pay on reappointment after 1st day of January, 2006 to a post held prior to that date—A teacher who had officiated in the post prior to the 1st day of January, 2006, but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit to the extent it would have been admissible, had he been holding that post on the 1st day of January, 2006 and had elected the revised pay structure on and from that date.

13. Excess payment to be recovered—Where in the course of fixation of pay under these rules, any amount drawn or received as pay by any teacher under any rule is found to be in excess of the amount payable to him under these rules, the excess amount so drawn or received shall be recoverable from such teacher or from his/her recoverable pensionary benefits for which he/she shall submit an undertaking as specified in Schedule V.

14. Payment of Current Salary and Arrears—The current salary/pension and family pension in the revised scale will be given with effect from 1st January, 2010 to be drawn in February 2010 and 40% of the arrears may also be drawn during the financial year 2009-2010. 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 the 31st March 2010 will get the entire arrear salary in one instalment during 2009-2010.

15. Interpretation—If any question arises relating to the interpretation of any of the provisions of these rules, for removal of anomalies, omissions, difficulties, printing and clerical errors, all such matters shall be referred to the Government for clarification and decision.

16. The fixation of pay of the teachers of the University as per the procedure laid down in Rules 7 and 8 of the Revised Scale of Pay Rules, 2010 shall be checked by the Comptroller of Finance with a certificate to the effect that the pay fixation has been scrutinized and found correct and shall be submitted for final approval by the Chancellor.

By order of the Governor

PARAG GUPTA

Commissioner-*cum*-Secretary to the Chancellor

SCHEDULE I

**Existing Scale of Pay under O.R.S.P. (For University Teachers) Rules, 2001 and
corresponding Revised Scale of Pay for University Teachers (U.G.C. Scale of Pay)
Rules, 2010 in Pay Band with Academic Grade Pay**

(See Rule 2(1) & 4)

Sl. No.	Name of the Post	Existing Scale of Pay under O.R.S.P. for(College Teachers) Rules, 2001	Pay Band	Revised Scale of Pay	Academic Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	Lecturer	8,000—275—13,500	P. B. 1	15,600—39,100	6,000
2	Lecturer (Sr. Scale)	10,000—325—15,200	P. B. 1	15,600—39,100	7,000
3	Reader	12,000—420—18,300	P. B. 1	15,600—39,100	8,000
		(Less than 5 years)			
4	Reader	12,000—420—18,300	P. B. 2	37,400—67,000	9,000
		(With 5 years)			
5	Principal, Degree Colleges	12,000—420—18,300	P. B. 2	37,400—67,000	10,000
6	Principal, Lead Colleges	16,400—450—20,000	P. B. 2	37,400—67,000	10,000
7	Principal, Auto College	16,400—450—20,000	P. B. 2	37,400—67,000	10,000
8	Director, Higher Education	16,400—450—20,450	P. B. 2	37,400—67,000	10,000
9	Professor	16,400—450—20,000	P. B. 2	37,400—67,000	10,000
10	Professor (Directly Recruited)	16,400—450—20,900 —500—22,400	P. B. 2	37,400—67,000 (not below Rs. 43,000)	10,000
11	Professor	16,400—450—20,900 —500—22,400	P. B. 2	37,400—67,000	10,000

COLLEGE & ACCOUNTANCY & MANAGEMENT STUDIES

12	Lecturer	8,000—275—13,500	P. B. 1	15,600—39,100	6,000
13	Lecturer (Sr. Scale)	10,000—325—15,200	P. B. 1	15,600—39,100	7,000
14	Lecturer (Selection Grade)	12,000—420—18,300	P. B. 1	15,600—39,100	8,000
		(Less than 5 years)			
15	Reader/Associate Professor.	12,000—420—18,300	P. B. 1	15,600—39,100	8,000
		(Less than 5 years)			
16	Reader/Associate Professor.	12,000—420—18,300	P. B. 2	37,400—67,000	9,000
		(With 5 years)			
17	Professor	16,400—450—20,000	P. B. 2	37,400—67,000	10,000
18	Principal-cum-Professor.	16,400—450—20,000	P. B. 2	37,400—67,000	10,000

SCHEDULE II

Application form for exercising option to come over to the Orissa Revised Scales of Pay for University Teachers (U.G.C. Scale of Pay) Rules, 2010

[See Rule 6 (1)]

1. (i) I holding the post of
..... in the scale of do hereby
elect the revised pay structure with effect from the 1st day of January, 2006.

OR

(ii) I hereby elect to continue on the existing
scale of pay of my substantive/officiating post until date
(i. e. the date of my next increment).

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date

Signature

Designation

Office

Signed before me

Head of Office/Any other Gazetted Officer with
designation received the above declaration.

Signature

Head of Office/Competent Authority

(With Seal)

Date

N. B.—Delete which is not applicable at Para. 1.

SCHEDULE III

**Form for fixation of Pay under the Orissa Revised Scales of Pay for University
Teachers (U.G.C. Scale of Pay) Rules, 2010**

(See Rule 7)

1. Name of the Employee :
2. Designation of the post in which pay is to be fixed as on January 1, 2006 :
3. Status (Substantive/Officiating) :
4. Name of the Head of the Office :
(Designation only)
5. Existing Scale of Pay
6. Revised pay band & academic grade pay in the pay structure as per the Fitment Table attached at Annexure 1. :
7. Date from which option exercised to come over to the Revised Scale :
8. Emoluments in the existing Scale of Pay on the date from which Revised Scale is opted. :
 - (a) Basic Pay (including R.P.P.) :
 - (b) D.P., if any :
 - (c) D.A. as on 01.01.2006 :
 - (d) Total emoluments (a to c) :
9. Pay fixed in the Revised Scale of Pay :
 - (a) Pay in the revised pay band/scale in which pay is to be fixed as per the fitment Table attached at Annexure-1 :
 - (b) Academic grade pay to be applied corresponding to the pay band as per Annexure-1 :
10. Stepped up pay with reference to the Revised pay of junior, if applicable [Notes 2 & 4 of Rule 7(1) of O.R.S.P. (For College Teachers) Rules, 2010]. Name and pay of the Junior also to be indicated distinctly. :
11. Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable [Sub Rule (1) of Rule 7]. :

12. Personal Pay, if any [Notes 1 and 3 of Sub Rule (1) of Rule 7]. :
13. Revised emoluments after fixation :
- (a) Pay in the Revised Pay Band/Pay Scale :
- (b) Academic Grade Pay :
- (c) Personal Pay, if admissible :
14. Date of next increment (Rule 10) and pay after grant of increment. :

Date of Increment : Pay after increment

Pay in the Pay Band/Scale	Academic Grade Pay (wherever applicable)

15. Any other relevant information :

Date :

Office :

Signature & Designation of
Head of Office/Competent Authority

SCHEDULE IV

**Form for Exercising Option on the Event of Fixation of Pay on Promotion to next
Higher Grade/Post**

(Rule 7)

1. I.....holding the post of in the pay scale of Rs. and drawing pay of Rs. do hereby elect to get my pay fixed in pay band..... with grade pay under the O.R.S.P. (Orissa Revised Scales of Pay, for University Teachers (U.G.C. Scale of Pay) Rules, 2010 on, i.e. the date of my joining in the promotional post/the date of accrual of my next increment.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Signature

Designation

Office

Signed before me

Head of Office/any Gazetted Officer

SCHEDULE V

Undertaking

(See Rule 13)

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the University either by adjustment against future payments due to me or otherwise.

Signature of the employee

Name

Designation

Date

Place

TABLE 1

(i) Incumbent Lecturers

Pre-Revised Scale

Rs. 8,000—276—13,500 (Group-A entry)

Revised Pay Band+A.G. P.

Rs. 15,600—39,100+A.G.P. 6,000

Pre-Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
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—15,200Revised Pay Band+A.G.P.
Rs. 15,600—39,100+A.G.P. 7,000

Pre-Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
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—18,300Revised Pay Band+A.G.P.
Rs. 15,600—39,100+A.G.P. 8,000

Pre-Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
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—18,300Revised Pay Band+A.G.P.
Rs. 37,400—67,000+A.G.P. 9,000

Pre-Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
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	49,890
17,040	40,890	9,000	49,890
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—22400 (S27 & S29)Revised Pay Band+A.G.P.
Rs. 37,400—67,000+A.G.P. 10,000

Pre-Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
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

Pre-Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
(1)	(2)	(3)	(4)
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