

**MOST IMMEDIATE**

No. F.1-1/2018-U.II  
Government of India  
Ministry of Human Resource Development.  
Department of Higher Education

New Delhi, 26<sup>th</sup> July, 2018

To,

The Education Secretaries of all State Governments.

Subject:- Reimbursement of financial burden due to implementation of Revised Pay Scales on the basis of 7<sup>th</sup> Pay Commission recommendations for Teachers and equivalent Cadres in Universities and Colleges from 01.01.2016.

Sir,

I am directed to say that it has been decided by the competent authority to provide financial assistance to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme, notified by the Ministry vide letter No.1-7/2015-U.II(1) dated 2<sup>nd</sup> November, 2017 & 8<sup>th</sup> November, 2017, 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. The financial assistance, by way of reimbursement, shall be provided to those State Governments which implement this Ministry's Scheme of revision of pay of teachers and equivalent cadres in universities and colleges as contained in this Ministry's letter No.1-7/2015-U.II(1) dated 02.11.2017 & 08.11.2017, which, inter alia, provides that the Scheme may be extended to universities, colleges and other higher educational institutions coming under the purview of the State Legislatures, receiving substantial financial assistance for its maintenance and operations from the State Governments, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

- (a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre 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 State Governments. The state bills preferred by the State Governments for reimbursement pertaining to 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 01.01.2016 to 31.03.2019.

(e) The entire liability accruing with effect from 01.04.2019 onwards on account of revision of pay scales etc. of university and college teachers shall be met by the State Government/ University opting for revision of pay scales.

(f) The 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 filled up on regular basis as on 01.01.2016 by way of reimbursement.

(g) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).

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

3. Fixation of pay of each category of posts may be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in Universities and Colleges vide letter No.1-7/2015-U.II(1) dated 02.11.2017 and 08.11.2017.

4. The State Governments shall have to adopt the scheme including the regulations as may be specified by UGC, for being eligible for appropriate Central assistance. However, it is mentioned that the various allowances other than pay scales, applicable to teachers and equivalent cadres in State Governments shall be governed by the respective State Government rules. Financial assistance will be provided for sharing the State bills in respect of State funded Higher Educational Institutions, on account of the implementation of Revised Pay Scales, upto 50% of additional financial impact preferred by the State Governments for reimbursement pertaining to 2017-18 and 2018-19 only.

5. This arrear component would be the difference between the pay + DA/additional DA, if any, existed prior to 01.01.2016 and the revised pay admissible in the pay band plus AGP in terms of revised pay rules notified by



this Ministry for teachers in Universities and Colleges, based on the CCS (Revised) Pay Rules, 2016.

6. It is provided in Para 16(iv)(g) of this Ministry's letter No.1-7/2015-U.II(1) dated 02.11.2017, that the State Governments taking into consideration other local conditions may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme. This implies that State Governments cannot make modifications lowering the pay package prescribed by this Ministry. Also, after adoption of the Central Scheme as a composite package, the State Government shall be required to furnish detailed calculations and other documents in support of its claim for central assistance, in the enclosed format.

7. Release of the Central assistance shall be considered by this Ministry in accordance with the provisions of the Scheme only after the State Government have adopted and implemented the scheme as a composite scheme and have disbursed the salary based on revised pay, and after scrutiny of the detailed proposal (containing duly authenticated undertaking, check list, calculation sheet, proforma for additional information as per format) as may be received from the State Government.

8. It shall be necessary for the Universities and Managements of colleges to make appropriate changes in their statutes, ordinances, rules, regulations, etc to incorporate the provisions of this Scheme and a copy of the same shall be submitted to the Ministry and UGC.

9. The detailed proposal for implementation of the Scheme on the lines indicated above, may kindly be formulated immediately and sent to this Department for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.

10. The Scheme applies to teachers in all Universities (including Agricultural Universities) and colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities.

Yours faithfully,

*Renuka Mishra*

(Dr. Renuka Mishra)  
Director (U.II)  
Tel:23381468

Encl: as above.

Copy to:

1. Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi.
2. Web Master (CMIS), Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

*Renuka Mishra*

(Dr. Renuka Mishra)  
Director (U.II)

Encl: as above.



**CALCULATION SHEET**

Name of the State-							
Pre-revised pay scale	Number of posts filled up as on 01.01.2016	Additionality for the period from 01.01.2016 to 30.06.2016 (A* Col 2*6)	Additionality for the period from 01.07.2016 to 30.06.2017 (B* Col 2*12)	Additionality for the period from 01.07.2017 to 30.06.2018 (C* Col 2*12)	Additionality for the period from 01.07.2018 to 31.03.2019 (D* Col 2*9)	Total additionality for the period from 01.01.2016 to 31.03.2019 (Total of Col 3 to Col 6)	Central share (50% of Col.7)
1	2	3	4	5	6	7	8
15600-39100 + AGP 6000							
15600-39100 + AGP 7000							
15600-39100 + AGP 8000							
37400-67000 + AGP 9000							
37400-67000 + AGP 10000							
67000-79000							
<b>Total</b>							

A\*, B\*, C\*, D\*- Please refer to the attached statements



**Additionality due to revision of pay scales (7th CPC)**

Pre-revised pay scale	Total entitlement as on 31.12.2015				Additional implication during 01.01.2016 to 30.06.2016	
	AGP	Mid-point of pre-revised pay scales (Basic pay) (X)	DA (119%)	Total	Revised pay as per 7th CPC (X*2.57)	Additionality per month (A)
15600-39100	6000	33350	39686	73036	87200	14164
15600-39100	7000	34350	40876	75226	89900	14674
15600-39100	8000	35350	42066	77416	92500	15084
37400-67000	9000	61200	72828	134028	161600	27572
37400-67000	10000	62200	74018	136218	162300	26082
67000-79000	-	73000	86870	159870	187700	27830

Additional implication during 01.07.2016 to 30.06.2017					
Pre-revised pay scale	Total pay as on 31.12.2015	Revised pay	Increment	Total pay	Difference (B)
15600-39100	73036	87200	2616	89816	16780
15600-39100	75226	89900	2697	92597	17371
15600-39100	77416	92500	2775	95275	17859
37400-67000	134028	161600	4848	166448	32420
37400-67000	136218	162300	4869	167169	30951
67000-79000	159870	187700	5631	193331	33461



Additional implication during 01.07.2017 to 30.06.2018					
Pre-revised pay scale	Total pay as on 31.12.2015	Revised pay	Increment	Total pay	Difference (C)
15600-39100	73036	89816	2694	92510	19474
15600-39100	75226	92597	2778	95375	20149
15600-39100	77416	95275	2858	98133	20717
37400-67000	134028	166448	4993	171441	37413
37400-67000	136218	167169	5015	172184	35966
67000-79000	159870	193331	5800	199131	39261

Additional implication during 01.07.2018 to 31.03.2019					
Pre-revised pay scale	Total pay as on 31.12.2015	Revised pay	Increment	Total pay	Difference (D)
15600-39100	73036	92510	2775	95285	22249
15600-39100	75226	95375	2861	98236	23010
15600-39100	77416	98133	2943	101076	23660
37400-67000	134028	171441	5143	176584	42556
37400-67000	136218	172184	5165	177349	41131
67000-79000	159870	199131	5974	205105	45235

**UNDERTAKING BY THE STATE GOVERNMENT**

I, Shri/Smt./Km.....  
(Designation)\* in the (name of Department), Government of  
..... duly authorized by .....  
..... (Name & Designation of Competent Authority) do  
hereby commit and undertake on behalf of the Government of  
....., that an amount of Rs..... has been released to  
the teachers of State Universities and Colleges as payment of arrear on  
account of revision of salary on implementation of the UGC Revised Pay  
Scales Scheme for the period from 01.01.2016 to 31.03.2019.

Signature

Seal

Date

\*Deputy Secretary or Officer of equivalent position in the State Government.



## FORMAT-III

**State:**

**Check-list for reimbursement of financial burden due to implementation of revised pay scales on the basis of 7<sup>th</sup> CPC recommendations for Teachers and equivalent cadres in Universities and Colleges under State Governments**

Sl. No.	Coverage	Yes/ No	Remarks
1.	Whether State Government has adopted the revised scales as per this Ministry's letter No. 1-7/2015-U.II dated 02.11.2017 and the UGC Regulations,		
2.	Date of implementation of revised scales		
3.	Pay fixation formula adopted		
4.	Career Advancement Scheme adopted		
5.	Incentives for Ph.D/M.Phil and other higher qualification adopted		
6.	Adoption of UGC Regulations and amendments thereof.		
7.	Increments		
8.	Whether State Government has disbursed the full arrears to the state universities and colleges on account of revision of pay scales for the period 01.01.2016 to 31.03.2019 or it has been paid in installments.		
9.	Whether calculation sheet furnished as per MHRD letter dated 24.07.2018.		
10.	Whether appropriate changes have been made in the Statutes, ordinances, rule, regulations to incorporate the provisions of the Central Scheme of revised pay scales for University and College Teachers.		
11	Whether a copy of the amended statutes, ordinances, rules, regulations etc have been furnished to UGC.		

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## FORMAT-IV

**Proforma for Additional Information**

There are certain conditions of the Scheme dated 24.07.2018 and UGC Pay Regulations, 2018 which need to be confirmed by the respective State Governments before release of central share can be recommended. State Governments may please furnish the requisite information as under:-

Sl. No	Condition	Status of implementation by State Government	Remarks
(i)	The Scheme allows State Government to introduce Scales of Pay higher than these mentioned in the Scheme. In such cases, Central assistance shall be restricted to the Scheme of pay scales as approved by the Central Government. It needs to be confirmed whether the claim made is in accordance with this principle.		If higher pay scales have been provided, please indicate the comparative variation in the pay scales, average pay fixed etc and quote the amount involved.
(ii)	Fixation of pay in each category of posts is to be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in universities and colleges, and the fixation formula circulated subsequently.		It may be confirmed if the pay fixation has been done as per CS(RP) rules. The model/ illustrative average fixation done for each category of posts may be indicated and quote the amount category wise that has been incurred/involved.
(iii)	No allowance or pension is admissible for reimbursement. Only revised Pay is admissible. This needs to be confirmed.		Confirmed – Yes/No
(iv)	The State Governments cannot offer a lower pay package than prescribed by this Ministry and make claim for Central assistance.		Please confirm that the pay package offered by the State Government is not lower than the package contained in Scheme dated 31.12.2008
(v)	Whether the State Governments have already disbursed the salary based on revised pay scales.		If yes, details thereof may be provided. If not, action proposed to be taken in this regard may be indicated in the Status col. Please indicate the amount involved.
(vi)	Whether any changes were required to be made in their statutes, ordinances, rules etc. to incorporate the provisions of the Central Scheme and if yes, whether that has been carried out.		Please furnish a list of statutes, ordinances, rules etc which were required to be changed and also enclose a copy each of the relevant statutes, ordinances, rules etc.

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