



**UNIVERSITY GRANTS COMMISSION  
BAHADUR SHAH ZAFAR MARG  
NEW DELHI – 110 002.**

No. F. 1-2/2016 (PS/PRC)

9<sup>th</sup> June, 2016

**NOTIFICATION**

The UGC in consultation with the Ministry of Human Resource Development (MHRD) hereby constitutes the Pay Review Committee for pay revision of academic staff of Universities and Colleges with the following Terms of Reference (ToRs):

- (i) To review the implementation of the previous decision of the Government/UGC under the scheme of Revision of Pay Scales approved for University and College Teachers, Librarians, Physical Education Personnel and other academic staff in Universities and Colleges, and in the process, to evaluate the extent to which the earlier recommendations in relation to qualifications, service conditions and pay-scales etc. have been implemented.
- (ii) To examine the present structure of emoluments and conditions of service of University and College Teachers, Librarians, Physical Education Personnel and other academic staff in Universities and Colleges and to suggest revision in the structure, taking into account the minimum qualifications, career advancement opportunities, and total packet of benefits available to them (such as superannuation benefits, medical, housing facilities, etc.).
- (iii) To make recommendations on the ways and means for attracting and retaining talented persons in the teaching profession, as well as for furtherance of research in the University System and also for their career advancement in teaching and equivalent positions in order to improve the quality of higher education.
- (iv) To make recommendations on the ways and means for the furtherance and improvement in the quality of research in the university system as well as ways to encourage engagement with industry for their research requirements.
- (v) To make recommendations on ways and means to improve quality of teaching and encouraging/incentivizing the use of Information Technology in teaching.
- (vi) To look into the cases of anomalies, if any, in the matter of pay structure and/or career advancement opportunities for any categories of academic staff, consequent on revision of pay scales based on the recommendations of the preceding Pay Review Committee and to suggest remedial measures.

*Sub  
9/6/16*

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