

GOVERNMENT OF TELANGANA

ABSTRACT

COLLEGIATE EDUCATION - Government Degree Colleges - Re-designation of Lecturers drawing UGC Scales as Asst. Professor / Associate Professors according to grade pay and eligibility in Government Degree Colleges in the State - Permission - Accorded Orders - Issued.

HIGHER EDUCATION (CE/AI) DEPARTMENT

G.O.MS.No. 30.

Dated: 20.12.2014.

Read the following:-

- 1) G.O.Ms.No.47, Higher Education (CE.I-1) Dept., Dt.14.5.2007.
- 2) G.O.Ms.No.14, Higher Education (UE.II) Dept., Dt.20.2.2010.
- 3) Orders of Hon'ble Tribunal in O A No.7781 of 2011, Dt.20.9.2011
- 4) From the CCE, AP, Hyd Lr.Rc.No.293/UGC-PF/2012, Dt.1.9.2012
- 5) From the General Secretary, GCGTA, reprn. dt.3.10.2012.
- 6) Govt. Letter No.16143/CE.I-1/2011-04, Dt.26.11.2012.
- 7) Govt. Memo. No.16143/CE.I-1/2011-05, Dt.26.11.2012.
- 8) From the Secretary, APSCHE, Hyd Lr.No.APSCHE/UM-674/ ECE(TS)- Title of Designations/2014, DT.22.10.2014.
- 9) From the CCE, T.S. Hyd Lr.Rc.No.293/UGC-PF/2012,Dt.22.11.2014.
- 10) From the Vice President, AIFUCTO, Letter No., dt.9.11.2014.

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ORDER:

In the G.O. 2nd read above, orders were issued implementation of UGC revised Pay Scales, 2006 to the Teaching staff of Universities and Colleges with effect from 01.01.2006 and in Appendix.II of the said G.O., it was mentioned that:-

- (i) Persons entering the teaching profession in Universities and colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15,600 - 39,100 with AGP of Rs.6,000. Lecturers already in service in the pre-revised scale of Rs.8,000 - Rs.13,500, shall be re-designated as Assistant Professors with the said AGP of Rs.6,000.
- (ii) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years of service in the current pay scale of Rs.12,000 - Rs.18,300 as on 1.1.2006 shall be placed in Pay Band of Rs.37,400. - 67,000 with AGP of Rs.9,000 and shall be redesignated as Associate Professor.

2. The Commissioner of Collegiate Education, Telangana State,Hyderabad in her letter 9th read above has requested the Government to issue necessary orders permitting the Commissioner of Collegiate Education, Telangana State, Hyderabad to redesignate the Lecturers as Assistant Professors, Associate Professors as the case in the following manner and conditions:-

- 1) The Lecturers who are in the Pay Scale of (15600-39100) +6000, 7000 & 8000 AGP) may be redesignated as Assistant Professors.
- 2) The Lecturers who are in the Pay Scale of (37400-67000 +9000AGP) may be redesignated as Associate Professors.

- (i) The Lecturer designated as Assistant Professors / Associate Professors as above, shall continue to discharge their normal duties as Lecturers and they can not claim any seniority, workload, promotions or age of superannuation on par with University Teachers merely because of redesignation.For all service matters they continue to be governed by service rules issued vide G.O.Ms.No.47, Higher Education (CE.I.1) Dept., Dt.14.5.2007.

- (ii) The fact that they have been redesignated as Assistant Professors / Associate Professors also will not entitle them for claiming any interse seniority or further Promotion for the post of Principal. They shall be promoted as Principal based on their seniority and the service conditions as indicated in G.O.Ms.No.47, Higher Education (CE.I.1) Dept., Dt.14.5.2007 only.

3. After careful examination of the entire matter, keeping in view the orders issued vide G.O.Ms.No.14, Higher Education (HE.II) Dept.,Dt.20.2.2010, Government hereby accorded permission to the Commissioner of Collegiate Education, Telangana State, Hyderabad to redesignate the Lecturers who are in the Pay Scale of (15600-39100) +6000, 7000 & 8000 AGP) as Assistant Professors and the Lecturers who are in the Pay Scale of (37400-67000 +9000 AGP) as Associate Professors, subject to the following manner and conditions:-

- (i) The Lecturer designated as Assistant Professors / Associate Professors as above, shall continue to discharge their normal duties as Lecturer and they can not claim any seniority, workload, promotions or age of superannuation on par with University Teachers merely because of redesignation. For all service matters, they continue to be governed by service rules issued vide G.O.Ms.No.47, Higher Education (CE.I.1) Dept., Dt.14.5.2007.
- (ii) The fact that they have been redesignated as Assistant Professors / Associate Professors also will not entitle them for claiming any interse seniority or further promotion for the post of Principal. They shall be promoted as Principal based on their seniority and the service conditions as indicated in G.O.Ms.No.47, Higher Education (CE.I.1) Dept., Dt.14.5.2007 only

4. The Commissioner of Collegiate Education, Telangana State, and Hyderabad shall take necessary further action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANPANA)

VIKAS RAJ

SECRETARY TO GOVERNMENT

To

The Commissioner of Collegiate Education, Telangana State, Hyderabad. The Secretary, Telangana State Council of Higher Education, Hyderabad. The Secretary, A.P. State Council of Higher Education, Hyderabad.

The Secretary, Telangana Public Service Commission, Hyderabad.

The Secretary, A.P Public Service Commission, Hyderabad.

The Government Pleader for Higher Education, APAT, Hyderabad.

Copy to:

The Finance (EBS.IV) Dept.

The Finance (HRM.I) Dept.,

The General Administration (Ser.C) Department.

The P.S. to Hon'ble Minister (Education)

SF/SC.

//Forwarded by Order//

SECTION OFFICER

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION,  
TELANGANA, HYDERABAD.

Re.No:293/UGC-PF-3/2012

Dated: 02-04-2015

Sub: - University and College Teachers - Implementation of Revised UGC Pay Scales 2006 to the Lecturers working in Government Degree Colleges -  
Redesignation of lecturers as Assistant Professors, Associate Professors -  
Orders issued.

Ref: - 1. G.O.Ms No. 14, Education, Dated: 20.12.2010.  
2. G.O.Ms No. 30 H.E, Dated: 20.12.2014  
3. R.C. No. 293/UGC-PF/2013 Dated: 29.12.2014 of Commissioner of Collegiate Education, Hyderabad.

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Government in its orders 2<sup>nd</sup> cited have permitted Commissioner of Collegiate Education Hyderabad, to Redesignate the Lecturers drawing UGC Scales as **Assistant Professors / Associate Professors** according to the grade pay and eligibility in GDC's of the state.

Commissioner of Collegiate Education in the proceedings 3<sup>rd</sup> cited has instructed to **all** the Principals of GDC's in the State to submit proposals for Redesignation from the eligible candidates as per G.O, 30, Dt. 20.12.2014.

In pursuance of the above orders of the Commissioner of Collegiate Education in reference cite-ei proposals were received from the Principals for consideration of Re-designation to Lecturers drawing UGC Scales as Assistant Professors / Associate Professors.

In view of the above, after careful examination the Commissioner of Collegiate Education has accorded permission for Redesignation of Lecturers working in GDC'S and drawing UGC scales, as per the AGP draw by them.

Sd/- A.Vani Prasad  
Commissioner of Collegiate Education

To

Copy to RJDCE Warangal,

Copy to All the Principals of GDC's in the State,

Copy forwarded to the Govt. Pleader APAT, T.S. for Information, Copy to JKC to upload in the CCE official web site,

Copy to All the Service Sections O/o CCE, for Information,

Copy to CAO of this Office for Information,

Copy to A- II Section of this Office,

Spare - 5

// True Copy Attested//

GOVERNMENT OF TELANGANA  
ABSTRACT

PENSIONS – Enhancement of maximum limit of Retirement Gratuity from Rs.8,00,000/- to Rs.12,00,000/- - Orders - Issued.

FINANCE (PENSION I) DEPARTMENT

Dated: 21-07-2015.

G.O.Ms.No.99

Read the following:

1. G.O.Ms.No.249 Finance (Pen-I) Department, dated 04.10.2005
2. G.O.Ms.No.101 Finance (Pen-I) Department, dated 06.04.2010
3. G.O.Ms.No.51 Finance (Pen-I) Department, dated 01.04.2011
4. G.O.Ms.No.95 G.A. (Spl.A) Department, dated.28.02.2013.
5. G.O.Ms.No.25 Finance (HRM.IV) Dept., dated:18.03.2015 G.O.Ms.No.25 Finance (HRM.IV) Dept., dated:18.03.2015 G.O.Ms.No.25 Finance (HRM.IV) Dept., dated:18.03.2015. G.O.Ms.No.25 Finance (HRM.IV) Dept., dated:18.03.2015.G.O.Ms.No.25 Finance (HRM.IV) Dept., dated:18.03.2015

**ORDER:**

In the Government Order 4<sup>th</sup> read above, orders were issued constituting Tenth Pay Revision Commission appointing Sri Pradeep Kumar Agarwal, IAS (Retd) as Pay Revision Commissioner laying down the terms of reference of the Commission.

2. The Tenth Pay Revision Commission submitted its report to the Government on 29.05.2014 and recommended, inter-alia, to the effect that:

The maximum limit of the Retirement Gratuity be raised from Rs.8,00,000/- (Rupees Eight Lakhs only) to Rs.12,00,000/- (Rupees Twelve Lakhs only)

3. After careful consideration of the Report, Government decided to accept the recommendations of the Pay Revision Commissioner and hereby order that:

i) The maximum limit of Retirement Gratuity ordered in GO.Ms.No.51 Finance (Pen.I) Department dated 01.04.2011 be raised from Rs. 8,00,000/- (Rupees Eight lakhs only) to Rs.12,00,000/- (Rupees Twelve Lakhs only).

ii) The formula for calculation of Retirement Gratuity shall be followed as ordered in para 3 of G.O.Ms.No.14 Finance & Planning (FW: Pen.I) Department, dated 30.1.1999.

iii) As regards the arrears on account of revision of Gratuity from 02.06.2014 to 28.02.2015, orders will be issued separately. The revised gratuity shall be paid in cash from the month of March onwards.

4 These orders shall come into force with effect from 02.06.2014 and shall apply to all Government Servants including the retired University/ Government/ Aided College Teachers who are drawing the UGC pay Scales in the state and to all Non-Government service Pensioners whose service Pension is being charged to 2071 Pension and Other Retirement benefits who retired or whose death took place on or after this date.

5. Necessary amendments to Rule 46 of the Andhra Pradesh Revised Pension Rules 1980, will be issued separately.

6. The G.O is available on Internet and can be accessed at the address <http://goir.telangana.gov.in> and <http://finance.telangana.gov.in>.

[BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA]

N.SIVA SANKAR  
SECRETARY TO GOVERNMENT

To

- The Accountant General, Telangana, Hyderabad (20 copies).
- The Accountant General, Telangana, Hyderabad (by name).
- All the Heads of Departments (including Collectors and District Judges).
- The Director of Treasuries, Telangana, Hyderabad.

GOVERNMENT OF TELANGANA

ABSTRACT

**PENSIONS** – Recommendations of the Tenth of Pay Revision Commission 2015- Medical allowance - Ceiling for eligibility for getting family pension for son/ daughter/ widowed daughter etc. - Orders - Issued.

FINANCE (HRM.V) DEPARTMENT

G.O.Ms.No.100

Dated: 21-07-2015.

Read the following:-

1. G.O.Ms.No.100 Finance (Pen-1) Department, dated 06.04.2010.
2. G.O.Ms.No.315 Finance (Pen-1) Department, dated 07.10.2010.
3. G.O.Ms.No.95 G.A. (Spl.A) Department, dated.28.02.2013.
4. G.O.Ms.No.25 Finance (HRM.IV) Dept., dated:18.03.2015

**ORDER:**

In the Government Order 3<sup>rd</sup> read above, orders were issued constituting Tenth Pay Revision Commission appointing Sri Pradeep Kumar Agarwal, IAS (Retd) as Pay Revision Commissioner laying down the terms of reference of the Commission.

2. The Tenth Pay Revision Commission submitted its report to the Government on 29.05.2014 and recommended, inter alia, in respect of the following pensionary benefits.

- i) Additional Quantum of pension
- ii) Medical Allowance
- iii) Amount of ceiling for eligibility for getting family pension for son/ daughter/ widowed daughter.

3. After careful consideration of the Report, Government decided to accept the recommendations of the Pay Revision Commissioner on para 2 (ii) and 2(iii) above and hereby order that:

- i) **ADDITIONAL QUANTUM OF PENSION:** The existing pattern of additional quantum of pension shall continue as ordered in G.O.Ms.No 100 Finance (Pen-1) Department, dated 06.04.2010.
- ii) **MEDICAL ALLOWANCE:** The medical allowance to the pensioners/family pensioners is enhanced from Rs.200/- to Rs.350/- per month. This shall be disbursed along with their monthly pension.
- iii) The monetary ceiling of income prescribed for eligibility to draw family pension in respect of Category-I and Category-II persons under Rule 50 of the Revised Pension Rules, 1980 is enhanced to Rs. 6500/- per month ( Rupees Six Thousand Five Hundred only ) from all sources.

4. These orders shall come into force with effect from 02.06.2014 and shall apply to all Government Servants including the retired University/ Government/ Aided College Teachers who are drawing the UGC pay Scales in the state and to all Non-Government service pensioners whose service pension is being charged to 2071 pensions and Other Retirement Benefits, who retired or whose death took place on or after this date.

5. The G.O is available on Internet and can be accessed at the address <http://goir.telangana.gov.in> and <http://finance.telangana.gov.in>.

[BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA]

N.SIVA SANKAR

SECRETARY TO GOVERNMENT

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE  
EDUCATION: TELANGANA, HYDERABAD.

**Date: 13-07-2017**

**Re No. 117/UGC-PF/2017**

**Sub:** Higher Education Department - Award of Career Advancement Scheme to the eligible Lecturers/Librarians/Physical Directors with AGP 7000 and 8000 in Government Degree Colleges - Notification for CAS in RPS UGC pay Scales.2006 - Orders Issued.

- Ref:** 1) G.O.Ms.No.67, HE (UE.II) Department, Dated: 04/04/2000  
2) G.O.Ms.No.14, HE (UE.II) Department, Dated: 20/02/2010  
3) Govt.Memo.No.3308/UE.II/2014, Dated: 16/03/2016.  
4) This office proceeding Rc.No:224/UGC-PF/2015-I, dated:21/03/2016, 20/04/2016 and 19/05/2016.  
5) CCE's Proceeding RC.No:250/UGC-PF/2016, dated:04/03/2017.  
6) Representation dated: 01/05/2017, of the President, Telangana Govt. College Teachers Association.Hyderabad.  
7) Representation dated: 08/05/2017, of the Gen.Sec., Telangana Govt. College Gazetted Teachers Association,Hyderabad.

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The attention of the Principals of Government Degree Colleges in the State, are invited to the references read above, and are informed that , during the year 2016 notification was issued to the Principals of Govt.Degree Colleges in the State to submit proposals to conduct CAS in RPS UGC-2006 scales in terms of Govt. orders issued in the reference second read above , the Screening committee on verification approved the eligible Assistant Professors since the year 2010 for award of AGP 7000, 8000, as per the recommendations of the committee .

In view of the above, and as per the request of the Teachers Associations in the reference 6<sup>th</sup> and 7<sup>th</sup> read above, and in terms of Government orders issued in the reference second read above, the CCE hereby issue notification June-2017 of Career Advancement Scheme to the eligible Assistant Professors with AGP 7000, and 8000, in Govt. Degree Colleges in the State , under Revised UGC pay scales 2006.

In this connection all the Govt. Degree Colleges in the State, are hereby instructed that The Career Advancement Scheme promotions of Assistant Professors from one AGP to the higher AGP shall be conducted by a Screening cum Evaluation Committee, as prescribed at Para.6.3.1 and 6.3.2.2 of G.O.Ms.No. No.14, (UE.II.1) Department, Dt: 20/02/2010 and subject to Rules, Regulations and Exemptions governing the scheme and other conditions issued by the competent authority from time to time.

The applicants should utilize the proformas (Annexures) enclosed herewith. They should submit the application in duplicate to the Principal concerned before the **last date I.e. 20-08-2017**

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The status of the applicant in all respects as on the date of notification will only be considered vide reference second read above. No requests for modification of date of eligibility will be considered from the date of issuance of this Notification.

The applicants must be on the pay roles and in active service of the colleges on the date of consideration by the selection committee for selection/CAS promotions.

Applicants should submit applications in duplicate, to the Principal of the College concerned. The Principal under their administrative control should be consolidated and only those with minimum academic performance and service requirements for promotion of teachers & equivalent cadets in Colleges in Appendix-III, Table:III & with minimum API Score in category I,II, and III are to be submitted to CCE.

The Career Advancement Scheme awards will be granted as per G.O.Ms, No. No.14, (UE.II.1) Department, Dt: 20/02/2010 and subject to Rules, Regulations and Exemptions governing the scheme from time to time and subject to modifications/clarifications and other conditions issued by the competent authority from time to time.

The Principals are requested to complete the above procedure and submit the proposals on or before 20-08-2017 to this office along with the service register of the individuals.

Receipt of these proceedings should be acknowledged.

**Sd/- A.Vani Prasad**  
**Commissioner of Collegiate Education.**

The  
All the Principals of Government Degree Colleges in the State.  
Copy to RJDCE Warangal.  
Copy to Monitoring Cell with a request to post in official website.  
Copy to TKC of this office for necessary action.  
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**SUPERINTENDENT**

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION,  
TELANGANA STATE, NAMPALLY, HYDERABAD.  
Present: Sri NAVIN MITTAL, I.A.S.,

Rc.No.183/Ser.1.1/2015

Date.13.04.2018

Sub:- Government Degree Colleges - RJD & Principals -  
delegation of powers - claims of medical reimbursement  
up to Rs.200000 - orders - issued.

- Read:- 1) G.O.Ms.No.74 Health Medical and Family Welfare (Ks)  
Dept., Dt.15.03.2005.  
2) G.O.Ms.No.68 Health Medical and Family Welfare (Ks)  
Dept., Dt.28.03.2011.  
3) This Office Proc.Rc.No.183/Ser.1.1/2015,  
Dt.01.02.2018.

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ORDER:

In the reference 3<sup>rd</sup> read above, the Commissioner of Collegiate Education, Telangana State, Hyderabad issued orders for delegation of sanction of claims of medical reimbursement up to Rs.1,00,000/- to the Joint Director, O/o the Commissioner of Collegiate Education, Telangana State, Hyderabad in City Cadre and Regional Joint Director at regional level.

Further, to strengthen and smooth functioning of College administration, the Commissioner of Collegiate Education, Telangana State, Hyderabad has decided to enhance the delegation of sanction of claims of medical reimbursement from Rs.1,00,000/- to Rs.2,00,000/- and to delegate these powers to the Principals of Government Degree Colleges and Regional Joint Director in respect of those employees who are working in their offices.

Hence, in modification of the earlier orders issued in reference third cited, the Commissioner of Collegiate Education, Telangana State, Hyderabad here by delegates powers for sanction of claims of medical reimbursement up to Rs.2,00,000/-, to the Principals of Government Degree Colleges and RJD in the State. The Principals of Government Degree Colleges and Regional Joint Director of Collegiate Education, Warangal are here by competent and sanctioning authorities to those claims received from their employees working in their Offices.

PTO



The above orders shall come into force with immediate effect. The above orders should be followed scrupulously without any deviation. Any deviation in this regard will be viewed seriously.

Sd/- NAVIN MITTAL.,  
COMMISSIONER OF COLLEGIATE EDUCATION

To

The Principals of Government Degree Colleges in the State  
The Regional Joint Director of Collegiate Education, Warangal

All the Officers & Staff of this Office.

Copy to Accounts Officer of this Office

Copy to AGO of this Office

Copy to CCE Peshi

Copy to Ser.I.2 seat

S.C.2.

**// TRUE COPY ATTESTED //**

ASSISTANT DIRECTOR OF COLLEGIATE EDUCATION



GOVERNMENT OF TELANGANA  
ABSTRACT

PENSIONS - Contributory Pension Scheme - Extension of benefits of 'Retirement Gratuity and Death Gratuity' to the State Government employees covered by Contributory Pension Scheme (National Pension System) — Orders issued.

FINANCE (HRM.V) DEPARTMENT

G.O.Ms.No. 60

Dated.23.05.2018.  
Read the following.

1. G.O.Ms No.653, Finance (Pension) Department, dt. 22.9.2004 .
2. O.M. No.7/5/2012, P&PW(F)/B, dated 26.8.2016 of Ministry of Personnel Public Grievances &Pensions, Department of Pension and Pensioners Welfare.

ORDER

In the G.O. 1<sup>st</sup> read above, the Contributory Pension Scheme was introduced with effect from 01.09.2004 to all State Government employees who are recruited on or after 01.09.2004. The employees covered under Contributory Pension Scheme are excluded from the applicability of T.S. Revised Pension Rules 1980. Accordingly, employees covered under Contributory Pension Scheme are not eligible for benefit of Gratuity.

2. In the reference 2<sup>nd</sup> read above, the Government of India allowed the benefit of 'Retirement Gratuity and Death Gratuity' to the Government employees covered by National Pension System on the same terms and conditions, as are applicable to employees covered by Central Civil Service (Pension) Rules, 1972.

3. Several representations were made to the Government to extend similar benefit as allowed by the Government of India i.e., 'Retirement Gratuity and Death Gratuity' to the Government employees covered by Contributory Pension Scheme (National Pension System) in the State.

4. Government, after careful consideration, hereby extend the benefit of Retirement Gratuity/ Death Gratuity to all the employees as mentioned in the G.O.Ms.No.653, Finance (Pen.I) Department, dated.22.09.2004, covered by the Contributory Pension Scheme (National Pension System) on the pattern applicable to employees governed by the Telangana Revised Pension Rules, 1980.

P.T.O.

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5. These orders are applicable to those Government employees who joined Government service on or after 01.09.2004 and are covered by Contributory Pension Scheme and shall take effect from the same date i.e., 01.09.2004.
6. The necessary amendment to the Telangana Revised Pension Rules, 1980 and the guidelines for drawal of amounts as per this order will be issued separately.
7. The G.O is available on Internet and can be accessed at the address <http://www.telangana.gov.in/goir>.

(BY ORDER AND IN THE NAME OF GOVERNOR OF TELANGANA)

N.SIVA SANKAR,  
PRINCIPAL SECRETARY TO GOVERNMENT (FP)

To  
All Heads of Department.  
All Departments in the Secretariat.  
The Pri. Accountant General (Audit.I), AP&Telangana, Hyderabad.  
The Accountant General (Audit.II) A.P&Telangana.Hyderabad.  
The Principal Accountant General (A&E), AP&Telangana, Hyderabad.  
The Director of Treasuries & Accounts, Telangana, Hyderabad.  
The Pay and Accounts Officer, Telangana.Hyderabad.  
The Director of State Audit, Telangana State, Hyderabad.  
The Director of Works & Accounts, Telangana State, Hyderabad.  
The Registrar High Court for the state of f AP & Telangana , Hyderabad.  
The Secretary TSPSC., Hyderabad.  
All the District Collectors.  
All the District Judges.  
All the Chief Executive Officers of Zilla Praja Parishads.  
All the District Treasury Officers.  
All the Commissioners and Spl. Officers of Municipalities.  
All the District Educational Officers.  
All the Secretaries of ZillaParishads through the District Collectors concerned.  
All the District Panchayat Officers.  
The Presiding Officer, Labour Court, Hydrabad.  
The Chairman, Telangana State Housing Board, Hyderabad.  
The Chairman, Tribunal for Disciplinary proceedings, Hyderabad.  
The Managing Director, T.S. GENCO/ TRANSCO, Vidyut Soudha, Hyderabad.

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PROCEEDINGS OF THE COMMISSIONER OF THE COLLEGIATE EDUCATION  
TELANGANA STATE :: HYDERABAD

Present: Sri Navin Mittal, I.A.S.,

Sub:- Government Degree Colleges - Prevention of availing Summer Vacation due to conduct of UG Semester Examination in the month of May/June, 2019 for the year 2018-19 - Preservation of Proportionate Earned Leave - Orders - Issued.

Read:- 1. G.O.Ms.No.35 Education (H) Department dt 16.01.1981  
2. Proceedings Rc.No.33/Ser.II-1/2018, dt 03.03.2018  
3. Representation dated 06.09.2019 of the General Secretary, Telangana Government College Gazetted Teachers' Association.  
4. Representation dated 09.09.2019 of the General Secretary, Telangana Government College Teachers' Association.

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The General Secretary, Telangana Government College Gazetted Teachers' Association in his letter in reference 3<sup>rd</sup> read above has stated that the Annual examinations for the year 2018-19 in all the Universities in the state were conducted in Summer vacation May / June 2019 and requested for preservation of proportionate Earned Leave to the eligible Principals/Lecturers / Librarians / Physical Directors of Degree colleges who were prevented for availing summer vacation for conduct of examination duties in Summer Vacation as per G.O.Ms.No.35 Education dated 16.01.1981.

As per G.O.Ms.No.35 Education dated 16.01.1981, the Head of the Department is competent to issue instructions for preservation of proportionate Earned Leave to the teachers who were prevented from availing summer vacation due to their involvement in conduct of Examination, Census duty and Election duty etc.

In the circumstances stated above, the Commissioner of Collegiate Education, Telangana, Hyderabad here by accords permission to all the Principals of Government Degree Colleges in the State to preserve the Proportionate Earned Leave to those Lecturers who were prevented from availing Summer Vacation for conducting the Examination in the month of May/ June, 2019 during the academic year 2018-19 for the period they worked based on the following formula.

Formula:-

$$\text{No. of ELs to be preserved} = \frac{[365/11 - (27 \times \text{No. of days of vacation availed})] - 6}{\text{Total No. of days of vacation}}$$

The receipt of these proceedings shall be acknowledged.

(Orders issued with the approval of the Commissioner of Collegiate Education, Telangana, Hyderabad)

Signature Not Verified  
Digitally signed by Dr C Manjulatha  
Date: 2019.10.09 17:58:26 IST  
Reason: Approved

For COMMISSIONER OF COLLEGIATE EDUCATION

To  
All the Principals of Government Degree Colleges in the State.  
Copy to Regional Joint Director of Collegiate Education, Hyderabad .

## Annexure to Proceedings

(File No.CCE-Ser2/Assn/1/2018-SER2, dated 09.10.2019)

| S. No | University     | Vacation declared by University | No. of days of vacation as per the almanac 2018-19 | No. of days prevented from vacation due to Examinations (May/June 2019) | No. of days available in vacation (d-e) | No. of ELs eligible to be preserved as per the ELs formula of leave Rule 9(a), 17(1) and Note 1 of leave rule 20(ii) |
|-------|----------------|---------------------------------|----------------------------------------------------|-------------------------------------------------------------------------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| (a)   | (b)            | (c)                             | (d)                                                | (e)                                                                     | (f)                                     | (g)                                                                                                                  |
| 1     | Osmania        | 09.05.2019 to 16.06.2019        | 39                                                 | 20                                                                      | 19                                      | 14                                                                                                                   |
| 2     | Kakatiya       | 01.05.2019 to 16.06.2019        | 47                                                 | 25                                                                      | 22                                      | 15                                                                                                                   |
| 3     | Mahatma Gandhi | 09.05.2019 to 12.06.2019        | 35                                                 | 22                                                                      | 13                                      | 17                                                                                                                   |
| 4     | Palamuru       | 15.05.2019 to 18.06.2019        | 35                                                 | 22                                                                      | 13                                      | 17                                                                                                                   |
| 5     | Telangana      | 15.05.2019 to 25.06.2019        | 42                                                 | 23                                                                      | 19                                      | 15                                                                                                                   |
| 6     | Satavahana     | 10.05.2019 to 16.06.2019        | 38                                                 | 19                                                                      | 19                                      | 14                                                                                                                   |

Signature Not Verified

Digitally signed by Dr C Manjulatha

Date: 2019.10.18 12:45:45 IST

Reason: Approved

For Commissioner of Collegiate Education

North Block, New Delhi  
Dated 31<sup>st</sup> July, 2018

OFFICE MEMORANDUM

Subject: Date of next increment- Rule 10 of CCS (RP) Rules, 2016- regarding.

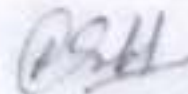
The undersigned is directed to invite attention to Rule 10 of CCS (RP) Rules 2016 which provides, inter alia, that there shall be two dates for increment namely 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of the provision of one date of increment on the 1<sup>st</sup> July during the 6<sup>th</sup> Pay Commission pay structure. The Rule further provides that an employee shall be entitled to only one annual increment either on 1<sup>st</sup> January or 1<sup>st</sup> July depending on the date of appointment, promotion or grant of financial upgradation. The Sub-Rule (2) thereof provides that increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACP during the period between the 2<sup>nd</sup> day of January and 1<sup>st</sup> day of July (both inclusive) shall be granted on 1<sup>st</sup> day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACP during the period between 2<sup>nd</sup> day of July and 1<sup>st</sup> day of January (both inclusive) shall be granted on 1<sup>st</sup> day of July.

2. The proviso to Sub-Rule 2 of Rule 10 of CCS (PR) Rules, 2016 provides that the next increment after drawal of increment on 1<sup>st</sup> day of July 2016 shall accrue as on 1<sup>st</sup> day of July 2017.

3. A number of references has been received in the Ministry of Finance seeking clarification whether in case of an employee promoted on 1<sup>st</sup> July 2016, whose pay was fixed on 01/07/2016 in terms of the rules governing fixation of pay on promotion, the next increment may be allowed on 1<sup>st</sup> January 2017 or on 1<sup>st</sup> July 2017.

4. The matter has been considered. During the regime of pay structure obtaining immediately prior to 01/01/2016, when the annual increment was admissible uniformly on 1<sup>st</sup> July every year, the increment was admissible on 1<sup>st</sup> July, provided the condition of 6 months' service was fulfilled. Thereafter, the next increment used to be given after a period of 12 months.

1/2



5. Accordingly, keeping in view the principle followed during the period before 1.1.2016 immediately prior to coming into force of the CCS(RP) Rules, 2016, which has been modified in the revised pay structure in terms of Rule 10 thereof by way of 2 dates of increment on 1<sup>st</sup> January and 1<sup>st</sup> July, it is clarified that in case an employee is promoted or granted financial upgradation including upgradation under the MACP scheme on 1<sup>st</sup> January or 1<sup>st</sup> July, where the pay is fixed in the Level applicable to the post on which promotion is made in accordance with the Rule 13 of the CCS(RP) Rules, 2016, the first increment in the Level applicable to the post on which promotion is made shall accrue on the following 1<sup>st</sup> July or 1<sup>st</sup> January, as the case may be, provided a period of 6 months' qualifying service is strictly fulfilled. The next increment thereafter shall, however, accrue only after completion of one year.

6. This order is issued in consultation with office of C&AG in its application to employees working in Indian Audit and Accounts Department.

7. Hindi version of this order is also attached.



(Ram Gopal)

Under Secretary to the Government of India

To,

All Ministries/Departments (As per the list)

Copy to:- C&AG, UPSC etc. as per standard endorsement list.

Copy also to NIC: with a request to place this OM on the website of Ministry of Finance (DoE)



**PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE  
EDUCATION TELANGANA, HYDERABAD.**

**Present: Navin Mittal, I.A.S.**

|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sub:  | Collegiate Education - Extension of date for participation in Refresher Courses/ Orientation Courses up to 31/12/2018 for promotion under Career Advancement Scheme - Reg.                                                                                                                                                                                                                                                                                                                                                                          |
| Read: | <ol style="list-style-type: none"><li>1) G.O.Ms.No.14, HE (UE.II) Department, Dated: 20/02/2010</li><li>2) From the Secretary, UGC, New Delhi, Letter No.F.No.2-16/2002 (PS)Pt.FI.II, dated:16/10/2018.</li><li>3) From the General Secretary Telangana Government College Teachers Association (TGCTA) Hyderabad Dated:28/11/2018.</li><li>4) Govt. Memo. No.5832/CE/A1/2018, dated: 12/12/2018.</li><li>5) From the General Secretary Telangana Government College Gazetted Teacher's Association (TGCGTA) Hyderabad dated: 19/12/2018.</li></ol> |

In the reference second read above , The Secretary, UGC New Delhi, extended the date of participation in Orientation courses/Refresher Courses for promotion under CAS upto 31/12/2018 in respect of Teachers/ Librarian/Physical Directors for the purposes of Career Advancement Scheme.

In view of the extension of the date of participation in Orientation courses/Refresher Courses, by the University Grants Commission, New Delhi upto 30/12/2018, and in pursuance of Government memo in the reference fourth read above, the CCE hereby extend the date of participation of Orientation courses/ Refresher Courses to Government Teachers/Librarian/Physical Directors till 31/12/2018 for award for CAS.

The Principals of Government Degree Colleges in the State, are requested to submit proposals to the Commissioner of Collegiate Education along with Service book to the above effect for taking further necessary action in the matter.

Receipt of these proceedings should be acknowledged.

Signature Not Verified

Digitally signed by NAVIN MITTAL IAS  
Date: 2019.05.07 15:40:33 IST  
Reason: Approved

**Commissioner of Collegiate Education.**

To,

1. All the Principals of Government Degree Colleges in the State.
2. The RJDCE, Warangal, for information.
3. Copy to TKC of this office for necessary action.

Proceedings of the Commissioner of Collegiate Education  
Telangana, Hyderabad

Present: Navin Mittal, IAS

Rc.No.01/CCETS/AC/SWAYAM/2018-19

Dt:31.08.2018

**Sub:** CCETS-Online courses through SWAYAM-Teaching staff permitted to take up one online courses every semester-Regarding.

SWAYAM is a programme initiated by MHRD Government of India and designed to achieve the three cardinal principles of Education Policy viz., Access, Equity and Quality. The objective of this effort is to take the best teaching learning resources to all, including the most disadvantaged.


During the MOOCs workshop conducted by UGC SERO at Maulana Azad National Urdu University on 31<sup>st</sup> August 2018, suggestions were received that faculty members in Colleges should take up online courses through SWAYAM platform for their capacity building. No further permission is required on case by case to take up one online course every semester through SWAYAM platform.

Hence all the faculty are informed to take up one online course in every semester through SWAYAM platform. The Academic cell O/o of CCETS shall support and monitor this initiative.

Sd/-

Navin Mittal, IAS

//Copy Attested//

  
For Commissioner of Collegiate Education

PROCEEDING OF THE COMMISSIONER OF COLLEGIATE EDUCATION,  
TELANGANA STATE, NAMPALLY, HYDERABAD.

Present: Sri NAVIN MITTAL, I.A.S.,

Rc.No.183 /Ser.I.1/2018

Dated: 17.04.2018

Sub:- COLLEGIATE EDUCATION - ESTABLISHMENT - Delegation of powers - Entrusting of certain duties to Joint Director, Regional Joint Director, Warangal and Principals of Government Degree Colleges in the State - Orders - Issued - Reg.

Read:- This Office Proc.Rc.No.183/Ser.I.1/2015, Dt.13.04.2018.

@ @ @

ORDER:

The Commissioner of Collegiate Education, Telangana State, Hyderabad after careful re-examination of the powers vested with Officers at various levels in Collegiate Education, here by pleased to delegate powers in the following subjects to Joint Director in Office of the Commissioner of Collegiate Education, Telangana State, Hyderabad, Regional Joint Director, Warangal and Principals of Government Degree Colleges in the State in the State as follows:-

(I) Joint Director / Deputy Director in Office of the Commissioner of Collegiate Education, Telangana State, Hyderabad:-

1. Sanction of Regular Leaves i.e., Earned Leave, Half Pay Leave, Commuted Leave on Medical Certificate and Leave Travel Concession (LTC) up to the cadre of Superintendent in the Commissionerate.
2. Permission for Surrender of Earned Leave (SEL) and Encashment of Earned Leave/Half Pay Leave up to the cadre of Assistant Director in the Commissionerate.
3. Sanction of GPF, Temporary Advances, Part Final and Final Withdrawals of GPF up to the cadre of Assistant Director in the Commissionerate.
4. Forwarding of Re-imbusement of Medical expenditure representations/bills for scrutinizing from Director of Medical Education or other competent Medical authorities and sanction of Medical Reimbursement up to Rs.2.00 lakhs only after approval of the Director of Medical Education or other Component Medical Authority for Gazetted / Non Gazetted Officers in the Commissionerate.
5. Sanction of Annual Increments to Gazetted /Non Gazetted Officers in the Commissionerate.

6. Sanction of Automatic Advancement Scheme (AAS) of 06/12/18/24 years to the Non Gazetted Officers in the Commissionerate.
7. Communication of all Government Orders after they are seen by the Commissioner of Collegiate Education
8. General correspondence with the Principals of Government Degree Colleges, where policy or important issue is not involved.
9. Service matters pertaining to regularizations and declaration of probation in respect of Senior Assistants and Office Superintendents in Commissionerate.
10. Pay Fixations, Regularization of Services, Preparation of Seniority List, sanction of Loans & Advances, Telangana State Government Life Insurance & Group Insurance Scheme (T.S.G.L.I & G.I.S), up to the cadre of Superintendent in Commissionerate.
11. Part Time Contingent Staff

(II) Regional Joint Director of Collegiate Education, Warangal :-

1. Sanction of Casual Leaves and Leave Travel Concession (LTC) to the Principals of Government Degree Colleges.
2. Permission for Surrender of Earned Leave (SEL) and Encashment of Earned Leave/Half Pay Leave for Principals of GDCs.
3. Sanction of Temporary Advances, Part Final and Final Withdrawals of GPF to the Principals.
4. Forwarding of Re-imbusement of Medical expenditure representations/bills for scrutinizing from Director of Medical Education or other competent Medical authorities and sanction of Medical Reimbursement up to Rs.2.00 lakhs only after approval of the Director of Medical Education or other Component Medical Authority to the Principals of Government Degree Colleges.
5. Release of Annual Increments to the Principals.
6. Sanction of Automatic Advancement Scheme (AAS) of 06/12/18/24 years to the Principals.
7. Pay fixation of UGC Scales of Pay, sanction of Loans & Advances, Telangana State Government Life Insurance & Group Insurance Scheme (T.S.G.L.I & G.I.S) to the Principals of Government Degree Colleges.
8. Regularisation of services, preparation of seniority list upto the cadre of senior Assistants in Government Degree Colleges.

(III) Principals of Government Degree Colleges:-

1. Sanction of Regular Leave i.e., Earned Leave, Half-pay Leave, Commuted Leave on Medical Certificate (up to 90

days), Casual leave and Leave Travel Concession (LTC) to Lecturers & Administrative Officers and below working in their Colleges.

2. Sanction of Surrender of Earned Leave (SEL) and Encashment of Earned Leave/Half Pay Leave to the Lecturers & Administrative Officers and below working in their Colleges.
3. Sanction of Temporary Advances, Part Final and Final Withdrawals of GPF to the Lecturers and Administrative Officers and below working in their Colleges.
4. Forwarding of Re-inbursement of Medical expenditure representations/bills for scrutinizing from Director of Medical Education or other competent Medical authorities and sanction of Medical Reimbursement up to Rs.2.00 lakhs only after approval of the Director of Medical Education or other Component Medical Authority to the Lecturers & Administrative Officers and below working in their Colleges.
5. Release of Annual Increments to Lecturers & Administrative Officers and below working in their Colleges.
6. Sanction of Automatic Advancement Scheme (AAS) of 06/12/18/24 years to Lecturers & Administrative Officers and below working in their Colleges.
7. Pay fixation of UGC Scales of Pay/RPS, to the Lecturers & Administrative Officers and below in their Colleges.

The above orders are come into force with immediate effect.

The receipt of these orders shall be acknowledged.

Sd/- NAVIN MITTAL,  
COMMISSIONER OF COLLEGIATE EDUCATION

To  
The Joint Director/ Deputy Director, O/o the Commissioner of Collegiate Education, Telangana State, Hyderabad.  
The Regional Joint Director of Collegiate Education, Warangal.  
The Principals of Government Degree Colleges in the State.  
All the Officers & Staff of this Office.  
Copy to the CCE-Peshi.  
S.C-1

//TRUE COPY ATTESTED//

ASSISTANT DIRECTOR OF COLLEGIATE EDUCATION



**GOVERNMENT OF TELANGANA**

**ABSTRACT**

Public Services - Recommendations of 10<sup>th</sup> Pay Revision Commission on Child Care Leave - Sanction of Child Care Leave for Three months to the women employees of the State - Orders - Issued.

FINANCE (HRM-III) DEPARTMENT

G.O.MS.No. 209

Dated: 21/11/2016

Read the following :

1. G.O.Ms.No. 254, Fin &Plg (FR-I) Department, dt: 10-11-1995.
2. G.O.Ms.No. 152, Finance (FR-I) Department, dt: 4-5-2010.
3. G.O.Ms.No. 95, G.A.(Spl.A) Department, dt: 28-2-2013.

\*\*\*\*

**ORDER:**

In the Government Order 3<sup>rd</sup> read above, orders were issued constituting 10<sup>th</sup> Pay Revision Commission and Government appointed Sri P.K. Agarwal, IAS (retired) as Pay Commissioner.

2. The 10<sup>th</sup> Pay Revision Commission submitted its report to the Government which, inter alia, recommended sanction of Child Care Leave to all women employees to look after two eldest children upto the age of eighteen (18) years.

3. Government, after careful consideration of the report, hereby order that women employees of the State Government having minor children be granted Child Care Leave, by the authority competent to grant leave, for a period of three (3) months, not exceeding 15 days in any spell, in the entire service to look after two eldest children upto the age of 18 years (22 years in case of disabled children) for any of their needs like examinations, sickness etc., subject to the following conditions:

- (a) Child Care leave of three months can be sanctioned in not less than 6 spells to look after two eldest children up to the age of 18 years and in case of disabled children up to 22 years. The Child Care leave shall be permitted only if the child is dependent on and residing with the Government servant.
- (b) LTC cannot be availed during the Child Care Leave.
- (c) The leave account for child care shall be maintained in the prescribed proforma enclosed and it shall be kept along with the Service Book of Government servant concerned. The leave shall be deducted from the child care leave account. It should not be clubbed with regular leave account.
- (d) The Head of the office shall ensure that the availment of Child Care leave to an employee will not affect the functioning of the office for which necessary orders depending upon the circumstances of the office may be issued.
- (e) Child Care leave cannot be construed as a matter of right. It requires the prior sanction of the competent authority.
- (f) The Women employees shall be paid leave salary equal to the pay drawn immediately before proceedings on leave.
- (g) Child Care Leave may be combined with leave of any kind due and admissible, except LTC.
- (h) The Child Care Leave is admissible during the period of probation also. However, the period of probation shall be extended to that extent.
- (i) The existing facility of maternity leave up to 180 days is separate from the Child Care Leave and the Child Care leave may be sanctioned in continuation of maternity leave or any other leave, other than Casual Leave and Spl. Casual leave.



5. These orders shall come into force with immediate effect.
6. This order can be accessed at the addresses, <http://goir.telangana.gov.in> and <http://finance.telangana.gov.in>.

**(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)**

**K.RAMAKRISHNA RAO,  
PRL.SECRETARY TO GOVERNMENT**

To

The Accountant General, Andhra Pradesh and Telangana, Hyderabad.  
The Accountant General, Andhra Pradesh and Telangana, Hyderabad (by name)  
The Pay & Accounts Officer, Hyderabad.  
All Special Chief Secretaries/Principal Secretaries/Secretaries to Government.  
All the Departments of Secretariat  
The Registrar General, High Court of Judicature at Hyderabad  
for the State of Telangana and the State of Andhra Pradesh.  
All the Heads of Departments  
All District Collectors.  
All District Judges of Telangana  
Copy to:  
The Chief Secretary to the Government of Telangana.  
The Principal Secretary to Governor, Andhra Pradesh & Telangana, Hyd.  
The PRL.Secretary to the Chief Minister and Private Secretaries to all Ministers.  
The Secretary to Telangana Public Service Commission, Hyderabad.  
All the District Treasury Officers  
The Chairman and Managing Director, Telangana GENCO/TRANSCO.  
The V.C. & M.D., Telangana State R.T.C., Hyderabad (with covering letter).  
All District Educational Officers.  
All the District Development Officers, ZillaPrajaParishads  
All the District Panchayat Officers  
All Principals of Junior and Degree Colleges of Telangana.  
All Mandal Development Officers.  
All Secretaries of ZillaGrandhalayaSamsthas through Director of  
Public Libraries, Hyderabad.  
All Secretaries of Agricultural Market Committees through the  
Commissioner and Director of Marketing, Telangana, Hyderabad.  
All Commissioners/Spl.Officers of Municipal Corporations & Municipalities.  
The Commissioner, Government Printing Press, Telangana, Hyderabad for  
Publication in the Telangana Gazette.  
The General Administration (Cabinet) Dept.  
The General Administration (SW) Dept.  
SF/SCs.

**// FORWARDED BY ORDER //**

*E. Naga Madhavi*

**SECTION OFFICER**

**GOVERNMENT OF TELANGANA  
ABSTRACT**

UNIVERSITIES AND COLLEGES - Implementation of UGC Revised Pay Scales, 2016  
to the Teaching staff in Universities and Colleges with effect from 01.01.2016 -  
Orders - Issued.

**HIGHER EDUCATION (UE) DEPARTMENT**

**Dated: 29-06-2019**  
Read the following:-

**G.O.No. 15**

1. G.O.No.14, Higher Education (UE) Deptt., dt.20.02.2010.
2. Letter from the Secretary, University Grants Commission (MHRD, GoI), New Delhi, F.No.23-4/2017(PS), dt.31.01.2018, enclosing the letter of the Director, GoI, MHRD, Deptt. of HE, New Delhi, No.1-7/2015-U-II(1), dt.27.11.2017.
3. Govt. Letter No.744/UE/2018-01, dt.14.02.2018.
4. Letter from the Secretary, TSCHE,Hyd., No.TSCHE/UM-777/UGC-7<sup>th</sup> CPC-2018, dt.05.03.2018.
5. D.O.Letter from the Joint Secretary (HE), GoI, MHRD, Deptt. of HE, New Delhi, No.9-17/2018-U.II, dt.25.5.2018.
6. Govt. Letter No.744/UE/2018-01, dt.7.7.2018, addressed to the Secretary, Deptt. of HE, MHRD, GoI, New Delhi.
7. UGC Regulation F.No.11-2/2017/CPS, dt.18.7.2018.
8. G.O.Rt No.197, H.E (UE) Deptt., dt.08.08.2018.
9. Letter from the Secretary & Convenor, TSCHE, Hyd., No.TSCHE/ UM-777/UGC-7<sup>th</sup> CPC-2018, dt.29.12.2018 & 28.01.2019.
10. Govt. Letter No.744/UE/2018, HE Deptt., dt.25.3.2019, addressed to the Secretary, Deptt. of HE, MHRD, GoI, New Delhi.
11. Letter from the Director (U.II), GoI, MHRD, Deptt. of HE, New Delhi, No.F.1-12/2019-U.II, dt.27.3.2019.
12. D.O. Letter from the Joint Secretary (HE), GoI, MHRD, Deptt. of HE, New Delhi, No.1-1/2018-U.II, dt.16.4.2019.

\*\*\*\*\*

**ORDER**

In the G.O. first read above, orders have been issued extending the revised pay scales, 2006 which are analogous to the University Grants Commission Scales of pay to the Teachers, Librarians and Physical Education Personnel in the Universities and Colleges working in Government/Oriental /Private Aided Oriental and Residential Degree Colleges.

2. In the reference 2<sup>nd</sup> read above, Government of India have revised the UGC scales for University and College Teachers with effect from 01.01.2016. Further, among other things, it was stated that the Govt. of India have decided to extend the Scheme to Universities, College and other higher educational institutions coming under the purview of State Legislatures, provided State Governments wish to adopt and implement the Scheme, subject to the following terms and conditions:-

- (a) The Central Government will provide financial assistance to the State Governments for the period from 01.01.2016 to 31.3.2019, which have opted for the revised pay scales, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision.
- (b) The State Government will meet the remaining 50% (fifty percent) of the additional expenditure from their own sources for the period from 01.01.2016 to 31.3.2019.

(Continue P.2)

- (c) The entire liability on account of revision of pay scales etc. of university and college teachers would be taken over by the State Government w.e.f. 01.04.2019
- (d) 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 during 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.
- (e) 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 had been filled up as on 01.01.2016.
- (f) 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).
- (g) 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. In the reference 7<sup>th</sup> read above, UGC issued regulation of 2018 for minimum Qualifications for appointment of teachers and other academic staff in the University & Colleges and measures for the maintenance of standards in Higher Education, 2018.
4. In the reference 8<sup>th</sup> read above, Government have constituted a Committee to study the issue in-depth related to the implementation of the UGC Pay Scales, 2016 to the teaching staff of the Universities and Colleges in the State.
5. In the reference 9<sup>th</sup> read above, the Telangana State Council of Higher Education has submitted the report of the Committee to the Government.
6. After careful consideration of the revised U.G.C. Scales and the suggestions of Government of India, and the recommendations of the Committee, the State Government of Telangana have decided for implementation of U.G.C. Revised Pay Scales, 2016 to the University and College Teachers in the State with effect from 1.1.2016 in the State, as shown in the Appendix to this order.
7. **Short title:**

These pay scales may be called the Telangana State Revised U.G.C. Scales of Pay, 2016.

(Continue P.3)

### **Coverage and Applicability :-**

8.

- (1) The UGC Revised Pay Scales of 2016 are applicable to the University and College Teachers, Librarians, Directors of Physical Education.
- (2) The scales shall be applicable to the faculty of all the State funded universities established through State Act and receiving Block Grants, Government Degree Colleges and Aided teaching staff in the Private Aided Degree Colleges, B Ed and BPEd Colleges, where UGC Scales of pay of 2006 were implemented/ extended.
- (3) These orders are also applicable to such of the institutions which follow the norms/regulations prescribed by UGC/their respective National Councils, provided the qualifications and other criteria are NOT lower than those prescribed by the UGC Regulations.
- (4) These scales are applicable to those university and college teachers who were under the UGC scales of pay as on 1.1.2016 and recruited thereafter and fulfilled all the eligibility criteria laid down by the UGC for the purpose in the UGC Revised Pay Scales, 2016.
- (5) The UGC Revised Pay Scales, 2016 are applicable to the teachers who were in the scales other than UGC and came under the UGC Scales after 1.1.2016, by option.
- (6) Teachers who were given UGC Revised Pay Scales of 2006 with conditions to fulfil within a time frame but failed to fulfil the same will not be eligible for the UGC Revised Pay Scales 2016 until they fulfil the conditions. They may be given the new scales prospectively as and when they fulfil the conditions. Further, the UGC Revised Pay Scales 2016 shall not be extended with conditions for ineligible teachers.
- (7) The non-Teaching cadres like Registrars, Controller of Examinations and Finance Officers etc., in respect of the state funded institutions, shall continue to be governed by the existing service conditions and state pay scales as approved by the Universities. And these scales are not applicable to the teachers who are drawing the UGC Scales of Pay and occupy these posts on deputation or transfer or by appointment.

### **9. Date of effect:**

These pay scales shall come into force with effect from 01.01.2016.

### **10. Pay Scales and Pay Fixation Formula :**

#### **(I) Pay Fixation method**

The revised pay structure for different categories of teachers and equivalent positions is based on the following :

- a) The formula followed by the 7<sup>th</sup> Central Pay Commission (CPC) is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.

(Continue P.4)

- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- e) The entry pay for each level is as follows:

| Level | Academic Grade Pay (Rs.) | Entry Pay (Rs.) |
|-------|--------------------------|-----------------|
| 10    | 6,000                    | 21,600          |
| 11    | 7,000                    | 25,790          |
| 12    | 8,000                    | 29,900          |
| 13A   | 9,000                    | 49,200          |
| 14    | 10,000                   | 53,000          |
| 15    | -                        | 67,000          |

- f) The pay of all eligible university and college teachers in the UGC Scales of Pay as on 1.1.2016 shall be fixed at the corresponding pay in the UGC RPS 2016 as per the Pay Matrix Tables annexed with effect from 01.01.2016.
- g) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay are annexed shall be implemented.
- h) For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

**(i) Revised pay for Teachers in Universities and Colleges**

| Existing pay                                                      | Revised pay                                                                                  |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| Assistant Professor<br>(at Rs.6000 AGP in PB Rs. 15,600-39,100)   | Assistant Professor<br>(at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)    |
| Assistant Professor<br>(at Rs. 7000 AGP in PB Rs. 15,600- 39,100) | Assistant Professor<br>(at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)    |
| Assistant Professor<br>(at Rs. 8000 AGP in PB Rs. 15,600- 39,100) | Assistant Professor<br>(at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)    |
| Associate Professor<br>(at Rs. 9000 AGP in PB Rs. 37,400- 67,000) | Associate Professor<br>(at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-) |
| Professor<br>(at Rs. 10000 AGP in PB Rs. 37,400-67,000)           | Professor<br>(at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)            |
| Professor<br>(HAG Scale/ PB of Rs. 67,000-79,000)                 | Professor<br>(at Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-)            |

( Continue P.5)

**Revised pay for Librarians in Universities and Colleges**

(ii)

| Existing pay                                                                                                                             | Revised pay                                                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assistant Librarian / College Librarian (at Rs.6000 AGP in PB Rs. 15,600-39,100)                                                         | Assistant Librarian / College Librarian (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)                                                          |
| Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Rs. 7000 AGP in PB Rs. 15,600- 39,100)                                | Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)                                   |
| Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade)(at Rs. 8000 AGP in PB Rs. 15,600- 39,100)  | Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)    |
| Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs. 9000 AGP in PB Rs. 37,400- 67,000) | Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-) |
| University Librarian (at Rs. 10000 AGP in PB Rs. 37,400- 67,000)                                                                         | University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)                                                                           |

(iii)

**Revised pay for Directors of Physical Education & Sports in Universities and Colleges**

| Existing pay                                                                                                                                                                                                     | Revised pay                                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs. 15,600-39,100)                                                                     | Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)                                                                       |
| Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs. 7000 AGP in PB Rs. 15,600-39,100)                                       | Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)                                          |
| Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Rs. 8000 AGP in PB Rs. 15,600-39,100) | Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)    |
| Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Rs. 9000 AGP in PB Rs. 37,400-67,100) | Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-) |
| University Director of Physical Education & Sports (at Rs. 10000 AGP in PB Rs. 37,400-67,000)                                                                                                                    | University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)                                                                                                                      |

(Contiune P.6)

(II) The minimum pay and maximum pay matrix of the category concerned i.e. Assistant Professor, Assistant Professor-Senior Scale, Assistant Professor - Selection Grade, Associate Professor, Professor and Senior Professor, may be fixed as the pay scale of that category duly indicating the academic level of that category.

| Category                  | Academic level | Pay scale             |
|---------------------------|----------------|-----------------------|
| Asst. Professor           | 10             | Rs. 57,700-1,82,400   |
| Asst. Professor Sr. Scale | 11             | Rs. 68,900-2,05,500   |
| Asst. Professor Sel. Gr.  | 12             | Rs. 79,800-2,11,500   |
| Associate Professor       | 13A            | Rs. 1,31,400-2,17,100 |
| Professor                 | 14             | Rs. 1,44,200-2,18,200 |
| Senior Professor          | 15             | Rs. 1,82,200-2,24,100 |

### 11. Revised pay of the Vice-Chancellor of Universities

(i) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs. 5000/- per month.

### 12. Revised pay of Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

- (i) Under Graduate Colleges : The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/- with the existing special allowance of Rs.2000/- per month.
- (ii) Post Graduate Colleges : The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

#### Note:

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals pay.

### 13. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

(Continue P. 7)

- (ii) There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.
- (iii) The option date of increment as on 1<sup>st</sup> Jan or 1<sup>st</sup> July will have effect as and when the teacher concerned was appointed or promoted. Till such time, the existing procedure of 1<sup>st</sup> July will continue. The clarification issued by the Ministry of Finance vide No.4-21/2017-1C/E.III (A) dt.31.7.2018 in this regard is to be followed.

**14. Promotion**

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment (F.R. 22 a (i)) in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of then level.

**15. Allowances**

- (1) The percentage of HRA as clarified vide No. 2/5/2017-EII(B), Dated: 07.07.2017 of the Ministry of Finance, Govt. of India shall be followed w.e.f. 01.07.2017.

| City | Cities in<br>Telangana | HRA<br>rates as<br>per<br>2006 | HRA Rates as per 2016 |                      |                      |
|------|------------------------|--------------------------------|-----------------------|----------------------|----------------------|
|      |                        |                                | DA<br>upto<br>25%     | DA<br>crosses<br>25% | DA<br>crosses<br>50% |
| X    | Hyderabad              | 30%                            | 24%                   | 27%                  | 30%                  |
| Y    | Warangal               | 20%                            | 16%                   | 18%                  | 20%                  |
| Z    | Remaining cities       | 10%                            | 8%                    | 9%                   | 10%                  |

- (2) In respect of all allowances, except DA & HRA, state rules shall 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. In respect of other allowances, except DA & HRA, the State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.

Encashment of earned leave, however, shall be allowed as applicable to the employees of the Central Government.

**16. Recruitment and Qualifications, Selection procedures and other service conditions :**

- (1) The Recruitment and Qualifications, Selection Procedures, general service conditions, teaching days, work load, code of professional ethics, accountability etc., shall be as indicated in the schedule to this order.

(Continue P.8)



- (2) Supplementary Rules will be issued for effective implementation of UGC Regulations 2018.
- (3) Pension, Gratuity, ex-gratia compensation etc. The State Government Orders shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Scales on par with the State Government employees from time to time.
- (4) Superannuation age - The existing State Government provision on age of superannuation of teachers in the State Universities and Colleges, shall apply from time to time.
- (5) Medical Benefits: orders shall be issued separately.

17. On account of implementation of 2016 U.G.C. scales of pay w.e.f. from 1.1.2016, the Government of Telangana shall make a claim towards central assistance to the extent of 50% of the additional expenditure involved immediately for the period from 01.01.2016 to 31.03.2019.

18. Anomalies if any in the implementation of the scheme should be brought to the notice of Government for clarification.

19. Salaries in the revised U.G.C. Pay Scales of 2016, shall be payable w.e.f. the month of July, 2019, i.e. the salary payable on 01.08.2019 and orders as regards disbursement of arrears for the period from 01.01.2016 to 30.06.2019, shall be issued separately.

20. This order issues with concurrence of Finance (EBS-IV) Department vide their Fin.U.O.No.3281-B/80/A2/EBS.IV/HE/19, dt.28.6.2019.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

**Dr. B. JANARDHAN REDDY**  
**SECRETARY TO GOVERNMENT**

To

- The Chairman, Telangana State Council of Higher Education, Hyderabad
- The Commissioner of Collegiate Education, Telangana, Hyderabad.
- The Commissioner of School Education, Telangana, Hyderabad.
- The Director of Local Fund Audit, Telangana, Hyderabad.
- The Director of Information and Public Relations, Telangana, Hyderabad.
- The Secretary, University Grants Commission (MHRD, GoI), New Delhi.
- The Director, GoI, MHRD, Deptt. of HE, New Delhi.
- The Joint Secretary (HE), GoI, MHRD, Deptt. of HE, New Delhi.
- The Commissioner of Printing, S.S & Purchases, Chanchalguda, Hyderabad (with request to supply 100 copies)
- The Director of Treasuries & Accounts, Telangana, Hyderabad.
- The Registrars of all universities in the State.

**Copy to:**

- The Pay & Accounts Officer, Telangana, Hyderabad.
- The Accountant General, Telangana, Hyderabad.
- The Secretary, Telangana State Council for Higher Education, Hyderabad.
- The Secretary, Telangana State Public Service Commission, Hyderabad.
- The Finance (EBS-IV)Dept.
- The Law Dept.
- The PS to Special Secretary to C.M
- The P.S to Minister for Higher Education
- The P.S to Chief Secretary
- The P.S. to Secretary, Education Department.
- All Section in Higher Education Department

SF/SC

//FORWARDED::BY ORDER//

SECTION OFFICER

- IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidate.

*Provided* that the publications submitted by the candidate shall have been published during the qualifying period.

*Provided* further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalising the outcome of selection.

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B) and 4.4 (III.B) of these Regulations, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.
- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.
- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Regulations. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

- A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and reviewing and discussing the answers in the class.
- ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refreshers/methodology courses, development of e-content and MOOC's, organising seminar/conference/workshop / presentation of papers and chairing of seminars/prosiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co-curricular and Extra-curricular Activities.**

#### B. Assessment Process

The following three-step process is recommended for carrying out assessment for promotion under the CAS at all levels:

**Step 1:** The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 3 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher-in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

**Step 2:** After completion of the required years of experience for promotion under CAS and fulfillment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

**Step 3:** A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.

**6.1 Assessment Criteria and Methodology:**

(a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities and Colleges;

(b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and

(c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme

**6.2** The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Regulations.

**6.3** The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.

**I.** A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.

**II.** The Selection Committee specifications as contained in Clauses 5.1 to 5.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.

**III.** The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table I of Appendix II.

**IV.** The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.

**V.** For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.

**VI.** The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.

i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.

ii) If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.

iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

- (a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulations.

OR

- (b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments, is defined as under :

i. Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4<sup>th</sup> Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.

ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

Note: There shall be no minimum API score requirement for Category II and Category III individually.

TABLE-A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

| S.No. |                                                   | Assistant Professor<br>(Stage 1/ AGP<br>Rs.6000/- to Stage<br>2/AGP Rs.7000/-) | Assistant Professor<br>(Stage 2/ AGP<br>Rs.7000/- to Stage<br>3/AGP Rs.8000/-) | Assistant Professor<br>(Stage 3/ AGP<br>Rs.8000/-) to<br>Associate<br>Professor (Stage<br>4/AGP Rs.9000/-) | Associate Professor<br>(Stage 4/ AGP<br>Rs.9000/- to<br>Professor (Stage<br>5/AGP Rs.10000/-) |
|-------|---------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| 1     | Research and Academic contribution (Category III) | 40/assessment period                                                           | 100/assessment period                                                          | 90/assessment period                                                                                       | 120/assessment period                                                                         |
| 2     | Expert assessment system                          | Screening Committee                                                            | Screening Committee                                                            | Selection Committee                                                                                        | Selection Committee                                                                           |

Table-B

(Minimum API requirement for the promotion of teachers under CAS in colleges (UG &amp; PG))

| S.No. |                                                   | Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-) | Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-) | Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Professor (Stage 4/AGP Rs.9000/-) | Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-) |
|-------|---------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| 1     | Research and Academic contribution (Category III) | 20/assessment period                                                  | 50/assessment period                                                  | 45/assessment period                                                                        | 60/assessment period                                                              |
| 2     | Expert assessment system                          | Screening Committee                                                   | Screening Committee                                                   | Selection Committee                                                                         | Selection Committee                                                               |

Table-C

(Minimum API requirement for the promotion of Library staff under CAS in Universities)

| S.N |                                                   | Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-) | Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-) | Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-) | Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs.10,000/-) |
|-----|---------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| 1   | Research and Academic contribution (Category III) | 40/assessment period                                                  | 100/assessment period                                                 | 90/assessment period                                                                                                        | 120 per assessment period                                                               |
| 2   | Expert assessment system                          | Screening Committee                                                   | Screening Committee                                                   | Selection Committee                                                                                                         | Selection Committee                                                                     |

Table-D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

| S.No. |                                                   | Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-) | Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-) | Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-) |
|-------|---------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| 1     | Research and Academic contribution (Category III) | 20/assessment period                                                  | 50/assessment period                                                  | 45/assessment period                                                                                                        |
| 2     | Expert assessment system                          | Screening Committee                                                   | Screening Committee                                                   | Selection Committee                                                                                                         |

Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration,

OR

Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOCs course during the assessment period.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and;
- ii. The promotion is recommended by the screening-cum-evaluation committee.

**II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)**

**Eligibility:**

- 1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- 2) Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and
- ii) The promotion is recommended by the Screening-cum-evaluation committee.

**III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)**

**Eligibility:**

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- 2) A Ph.D. degree in subject relevant /allied/relevant discipline.
- 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

**CAS Promotion Criteria:**

A teacher may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix II, Table 1, and
- ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Regulations.

**IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)****Eligibility:**

1. Associate Professors who have completed three years of service in Academic Level 13A.
2. A Ph.D. degree in subject relevant/allied/relevant discipline.
3. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
4. A minimum of 110 Research Score as per Appendix II, Table 2

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2.
- ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Regulations.

**C. Career Advancement Scheme (CAS) for University teachers****I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)****Eligibility:**

- i) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech, M.V.Sc and M.D., or six years of service in case of those without a Ph.D./M.Phil/ PG Degree in a Professional course and satisfies the following conditions:
- ii) Attended one Orientation course of 21 days duration on teaching methodology;
- iii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and
- iv) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

**CAS Promotion Criteria :**

A teacher shall be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II, Table 1), and;
- ii) The promotion is recommended by the screening-cum evaluation committee.

**II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)****Eligibility:**

- i) Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- ii) A Ph.D. Degree in the subject relevant/allied/relevant discipline.
- iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/ course / programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten

days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

- (iv) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

#### CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;
- ii) The promotion is recommended by the Screening-cum-evaluation committee.

#### III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

#### CAS Promotion Criteria:

A teacher shall be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2.
- ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

#### IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A.
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

#### CAS Promotion Criteria:

A teacher shall be promoted if;

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.



**V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)**

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject -experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Regulations.

**Eligibility:**

- i) Ten years' experience as a Professor.
- ii) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

**D. Career Advancement Scheme (CAS) for Librarians****Note:**

- i) The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.
- ii) The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

**I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11):****Eligibility:**

An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil.degree, or six years of service for those without a M.Phil or a Ph.D. degree.

- (i) He/she has attended at least one Orientation course of 21 days' duration; and
- (ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

**CAS Promotion Criteria:**

An Assistant Librarian/College Librarian may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii) The promotion is recommended by a screening-cum-evaluation committee.

**II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)****Eligibility:**

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii) The promotion is recommended by a screening-cum-evaluation committee.

**III. From University Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)**

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

**IV. The criteria for CAS Promotions from University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian/College Librarians (Academic Level 14) shall be the following:**

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript-Keeping

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

**E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports**

**Note:**

- i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.
- ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

**I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)**

**Eligibility:**

- (i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.
- (ii) He/she has attended one Orientation course of 21 days' duration; and
- (iii) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programmes/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification)

**CAS Promotion Criteria:**

An individual may be promoted if

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5; and
- (ii) The promotion is recommended by a screening-cum-evaluation committee

**II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)**

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5; and;
- (ii) The promotion is recommended by a screening-cum-evaluation committee

**III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/ College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A) / College Director of Physical Education and Sports (Academic Level 13A)**

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if,

- (i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5; and,
- (ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14) shall be the following:

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

#### CAS Promotion Criteria:

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

6.5. Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LL.M degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

#### 7.0 SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:

##### 7.1 PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.

7.2 It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of the Vice-Chancellor.

##### 7.3 VICE CHANCELLOR:

- i. A person possessing the highest level of competence, integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years' of experience as Professor in a University or ten years' of experience in a reputed research and / or academic administrative organisation with proof of having demonstrated academic leadership.
- ii. The selection for the post of Vice-Chancellor should be through proper identification by a Panel of 3-5 persons by a Search-cum-Selection-Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search-cum-Selection Committee shall be

**Table 1**  
**Assessment Criteria and Methodology for University/College Teachers**

| S.No. | Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Grading Criteria                                                                                                                                                                                                                                       |
|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.    | Teaching: (Number of classes taught/total classes assigned) in 100%<br>(Classes taught includes sessions on tutorials, lab and other teaching related activities.)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 80% & above - Good<br>Below 80% but 70% & above-Satisfactory<br>Less than 70% - Not satisfactory                                                                                                                                                       |
| 2.    | Involvement in the University/College students related activities/research activities<br><br>(a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc.<br><br>(b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation<br><br>(c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.<br><br>(d) Organising seminars/ conferences/ workshops, other college/university activities.<br><br>(e) Evidence of actively involved in guiding Ph.D students.<br><br>(f) Conducting minor or major research project sponsored by national or international agencies.<br><br>(g) At least one single or joint publication in peer-reviewed or UGC list of Journals. | Good - Involved in at least 3 activities<br>Satisfactory - 1-2 activities<br>Not-satisfactory - Not involved / undertaken any of the activities<br><br><b>Note:</b><br>Number of activities can be within or across the broad categories of activities |

**Overall Grading:**

**Good:** Good in teaching and satisfactory or good in activity at Sl.No.2

**G:**

**Satisfactory:** Satisfactory in teaching and good or satisfactory in activity at Sl.No.2

**Not Satisfactory:** If neither good nor satisfactory in overall grading

**Note:** For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

**Table 2****Methodology for University and College Teachers for calculating Academic/Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc..)

| S.N. | Academic/Research Activity                                                                                                  | Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences | Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines |
|------|-----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.   | Research Papers in Peer-Reviewed or UGC listed Journals                                                                     | 08 per paper                                                                  | 10 per paper                                                                                                                                             |
| 2.   | Publications (other than Research papers)                                                                                   |                                                                               |                                                                                                                                                          |
|      | (a) Books authored which are published by :                                                                                 |                                                                               |                                                                                                                                                          |
|      | International publishers                                                                                                    | 12                                                                            | 12                                                                                                                                                       |
|      | National Publishers                                                                                                         | 10                                                                            | 10                                                                                                                                                       |
|      | Chapter in Edited Book                                                                                                      | 05                                                                            | 05                                                                                                                                                       |
|      | Editor of Book by International Publisher                                                                                   | 10                                                                            | 10                                                                                                                                                       |
|      | Editor of Book by National Publisher                                                                                        | 08                                                                            | 08                                                                                                                                                       |
|      | (b) Translation works in Indian and Foreign Languages by qualified faculties                                                |                                                                               |                                                                                                                                                          |
|      | Chapter or Research paper                                                                                                   | 03                                                                            | 03                                                                                                                                                       |
|      | Book                                                                                                                        | 08                                                                            | 08                                                                                                                                                       |
| 3.   | Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula |                                                                               |                                                                                                                                                          |
|      | (a) Development of Innovative pedagogy                                                                                      | 05                                                                            | 05                                                                                                                                                       |
|      | (b) Design of new curricula and courses                                                                                     | 02 per curricula/course                                                       | 02 per curricula/course                                                                                                                                  |
|      | (c) MOOCs                                                                                                                   |                                                                               |                                                                                                                                                          |
|      | Development of complete MOOCs in 4 quadrants (4*20 credit course)/In case of MOOCs of lesser credits 05 marks/credit)       |                                                                               | 20                                                                                                                                                       |
|      | MOOCs (developed in 4 quadrant) per module/lecture                                                                          | 05                                                                            | 05                                                                                                                                                       |
|      | Content writer/subject matter expert for each module of MOOCs (at least one quadrant)                                       | 02                                                                            | 02                                                                                                                                                       |
|      | Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)                          | 08                                                                            | 08                                                                                                                                                       |
|      | (d) E-Content                                                                                                               |                                                                               |                                                                                                                                                          |
|      | Development of e-Content in 4 quadrants for a complete course/e-book                                                        | 12                                                                            | 12                                                                                                                                                       |
|      | e-Content (developed in 4 quadrants) per module                                                                             | 05                                                                            | 05                                                                                                                                                       |
|      | Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)                     | 02                                                                            | 02                                                                                                                                                       |
|      | Editor of e-content for complete course/ paper /e-book                                                                      | 10                                                                            | 10                                                                                                                                                       |
| 4    | (a) Research guidance                                                                                                       |                                                                               | 10                                                                                                                                                       |

|  |                                                                                                                                                                                                                                                                |                                                  |                                                  |
|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------|
|  | Ph.D.                                                                                                                                                                                                                                                          | 10 per degree awarded<br>05 per thesis submitted | 10 per degree awarded<br>05 per thesis submitted |
|  | M.Phil./P.G dissertation                                                                                                                                                                                                                                       | 02 per degree awarded                            | 02 per degree awarded                            |
|  | <b>(b) Research Projects Completed</b>                                                                                                                                                                                                                         |                                                  |                                                  |
|  | More than 10 lakhs                                                                                                                                                                                                                                             | 10                                               | 10                                               |
|  | Less than 10 lakhs                                                                                                                                                                                                                                             | 05                                               | 05                                               |
|  | <b>(c) Research Projects Ongoing :</b>                                                                                                                                                                                                                         |                                                  |                                                  |
|  | More than 10 lakhs                                                                                                                                                                                                                                             | 05                                               | 05                                               |
|  | Less than 10 lakhs                                                                                                                                                                                                                                             | 02                                               | 02                                               |
|  | <b>(d) Consultancy</b>                                                                                                                                                                                                                                         | 03                                               | 03                                               |
|  | <b>(a) Patents</b>                                                                                                                                                                                                                                             |                                                  |                                                  |
|  | International                                                                                                                                                                                                                                                  | 10                                               | 10                                               |
|  | National                                                                                                                                                                                                                                                       | 07                                               | 07                                               |
|  | <b>(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>                                                                            |                                                  |                                                  |
|  | International                                                                                                                                                                                                                                                  | 10                                               | 10                                               |
|  | National                                                                                                                                                                                                                                                       | 07                                               | 07                                               |
|  | State                                                                                                                                                                                                                                                          | 04                                               | 04                                               |
|  | <b>(c) Awards/Fellowship</b>                                                                                                                                                                                                                                   |                                                  |                                                  |
|  | International                                                                                                                                                                                                                                                  | 07                                               | 07                                               |
|  | National                                                                                                                                                                                                                                                       | 05                                               | 05                                               |
|  |                                                                                                                                                                                                                                                                |                                                  |                                                  |
|  |                                                                                                                                                                                                                                                                |                                                  |                                                  |
|  | <b>A. *Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b> |                                                  |                                                  |
|  | International (Abroad)                                                                                                                                                                                                                                         | 07                                               | 07                                               |
|  | International (within country)                                                                                                                                                                                                                                 | 05                                               | 05                                               |
|  | National                                                                                                                                                                                                                                                       | 03                                               | 03                                               |
|  | State/University                                                                                                                                                                                                                                               | 02                                               | 02                                               |

The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

- |                                                     |   |           |
|-----------------------------------------------------|---|-----------|
| i) Paper in refereed journals without impact factor | - | 5 Points  |
| ii) Paper with impact factor less than 1            | - | 10 Points |
| iii) Paper with impact factor between 1 and 2       | - | 15 Points |
| iv) Paper with impact factor between 2 and 5        | - | 20 Points |
| v) Paper with impact factor between 5 and 10        | - | 25 Points |
| vi) Paper with impact factor >10                    | - | 30 Points |

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

**Note:**

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- \*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b), Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

**Table 3A****Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

| S.N. | Academic Record                                                                                                                                             | Score            |                           |                                                                             |                           |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------------------------|-----------------------------------------------------------------------------|---------------------------|
|      |                                                                                                                                                             | 1.               | Graduation                | 80% & Above = 15                                                            | 60% to less than 80% = 13 |
| 2.   | Post-Graduation                                                                                                                                             | 80% & Above = 25 | 60% to less than 80% = 23 | 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20 |                           |
| 3.   | M.Phil.                                                                                                                                                     | 60% & above = 07 | 55% to less than 60% = 05 |                                                                             |                           |
| 4.   | Ph.D.                                                                                                                                                       | 30               |                           |                                                                             |                           |
| 5.   | NET with JRF                                                                                                                                                | 07               |                           |                                                                             |                           |
|      | NET                                                                                                                                                         | 05               |                           |                                                                             |                           |
|      | SLET/SET                                                                                                                                                    | 03               |                           |                                                                             |                           |
| 6.   | Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)                                           | 10               |                           |                                                                             |                           |
| 7.   | Teaching / Post Doctoral Experience (2 marks for one year each)#                                                                                            | 10               |                           |                                                                             |                           |
| 8.   | Awards                                                                                                                                                      |                  |                           |                                                                             |                           |
|      | International / National Level<br>(Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies) | 03               |                           |                                                                             |                           |
|      | State-Level<br>(Awards given by State Government)                                                                                                           | 02               |                           |                                                                             |                           |

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

**Note:**

- (A)
- (i) M.Phil + Ph.D Maximum - 30 Marks
  - (ii) JRF/NET/SET Maximum - 07 Marks
  - (iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.



|     |                       |   |            |
|-----|-----------------------|---|------------|
| (C) | Academic Score        | - | 80         |
|     | Research Publications | - | 10         |
|     | Teaching Experience   | - | 10         |
|     | <b>Total</b>          | - | <b>100</b> |

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

**Table: 3 B**

**Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

| S.N. | Academic Record                                                                                                                                             | Score            |                           |                                                                             |                           |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------------------------|-----------------------------------------------------------------------------|---------------------------|
|      |                                                                                                                                                             | 80% & Above = 21 | 60% to less than 80% = 19 | 55% to less than 60% = 16                                                   | 45% to less than 55% = 10 |
| 1.   | Graduation                                                                                                                                                  |                  |                           |                                                                             |                           |
| 2.   | Post-Graduation                                                                                                                                             | 80% & Above = 25 | 60% to less than 80% = 23 | 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20 |                           |
| 3.   | M.Phil.                                                                                                                                                     | 60% & above = 07 | 55% to less than 60% = 05 |                                                                             |                           |
| 4.   | Ph.D.                                                                                                                                                       | 25               |                           |                                                                             |                           |
| 5.   | NET with JRF                                                                                                                                                | 10               |                           |                                                                             |                           |
|      | NET                                                                                                                                                         | 08               |                           |                                                                             |                           |
|      | SLET/SET                                                                                                                                                    | 05               |                           |                                                                             |                           |
| 6.   | Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)                                           | 06               |                           |                                                                             |                           |
| 7.   | Teaching / Post Doctoral Experience (2 marks for one year each)#                                                                                            | 10               |                           |                                                                             |                           |
| 8.   | Awards                                                                                                                                                      |                  |                           |                                                                             |                           |
|      | International / National Level<br>(Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies) | 03               |                           |                                                                             |                           |
|      | State-Level<br>(Awards given by State Government)                                                                                                           | 02               |                           |                                                                             |                           |

\* However, if the period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note :

(A)

|       |                    |         |   |          |
|-------|--------------------|---------|---|----------|
| (i)   | M.Phil. + Ph.D.    | Maximum | - | 25 Marks |
| (ii)  | JRF/NET/SET        | Maximum | - | 10 Marks |
| (iii) | In awards category | Maximum | - | 03 Marks |

- (B) Number of candidates to be called for interview shall be decided by the college.
- (C) Academic Score - 84  
 Research Publications - 06  
 Teaching Experience - 10  
 TOTAL - 100
- (D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/Institutions only.

**Table 4**  
**Assessment Criteria and Methodology for Librarians**

| S.No. | Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Grading Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1     | <p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> <li>• Library Resource and Organization and maintenance of books, journals and reports.</li> <li>• Provision of Library reader services such as literature retrieval services to researchers and analysis of report.</li> <li>• Assistance towards updating institutional website</li> </ul> | <p>90% and above - Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>                                                                                                                                                                                                                                                                                                                                                                          |
| 2     | <p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>Good - 1 National level seminar/ workshop - 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory - Not falling in above two categories</p>                                                                                                                                                              |
| 3     | <p>If library has a computerized database then<br/>OR<br/>If library does not have a computerized database</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p>Good - 100% of physical books and journals in computerized database.</p> <p>Satisfactory - At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory - Not falling under good or satisfactory.</p> <p>OR</p> <p>Good - 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not upto mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p> |

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|                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                 |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4               | Checking inventory and extent of missing books                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Good : Checked inventory and missing book less than 0.5%<br>Satisfactory - Checked inventory and missing book less than 1%<br>Unsatisfactory - Did not check inventory<br>Or<br>Checked inventory and missing books 1% or more. |
| 5               | (i) Digitisation of books database in institution having no computerized database.<br>(ii) Promotion of library network.<br>(iii) Systems in place for dissemination of information relating to books and other resources.<br>(iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.<br>(v) Design and offer short-term courses for users.<br>(vi) Publications of at least one research paper in UGC approved journals. | Good : Involved in any two activities<br>Satisfactory : At least one activity<br>Not Satisfactory : Not involved/ undertaken any of the activities.                                                                             |
| Overall Grading | Good : Good in Item 1 and satisfactory/good in any two other items including Item 4.<br>Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.<br>Not satisfactory : If neither good nor satisfactory in overall grading.                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                 |

Note :

- (1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
- (2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.
- (3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 5

## Assessment Criteria and Methodology for Directors of Physical Education and Sports

| S. No. | Activity                                                                                                            | Grading Criteria                                                                                                                                                                |
|--------|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend. | 90 and above - Good<br>Above 80 but below 90- Satisfactory.<br>Less than 80 - Not satisfactory.                                                                                 |
| 2      | Organizing intra college competition                                                                                | Good - Intra college competition in more than 5 disciplines.<br>Satisfactory - Intra college competition in 3-5 disciplines.<br>Unsatisfactory - Neither good nor satisfactory. |

|                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.              | Institution participating in external competitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines.</p> <p>Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.</p> <p>Or District level competition in at least 5 disciplines.</p> <p>Unsatisfactory - Neither good nor satisfactory.</p> |
| 4.              | <p>Up-gradation of sports and physical training infrastructure with scientific and technological inputs.</p> <p>Development and maintenance of playfields and sports and physical Education facilities.</p>                                                                                                                                                                                                                                                                                                                                                                        | Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.                                                                                                                                                                                                                                                                                                                  |
| 5.              | <p>(i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.</p> <p>(ii)Being invited for coaching at state/national level.</p> <p>(iii)Organizing at least three workshops in a year.</p> <p>(iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.</p> | <p>Good: Involved in any two activities.</p> <p>Satisfactory: 1 activity</p> <p>Not Satisfactory : Not involved/ undertaken any of the activities.</p>                                                                                                                                                                                                                                         |
| Overall Grading | <p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                |

**Note:**

- i)It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
- ii)The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.
- iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

RAKESH  
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Pay Matrix

Annexure-I

| Pay Band (Rs.)                 | 15,600-39,100 |          |          | 37,400-67,000 |          | 67,000-79,000 |
|--------------------------------|---------------|----------|----------|---------------|----------|---------------|
|                                | 6,000         | 7,000    | 8,000    | 9,000         | 10,000   | 0             |
| Grade Pay (Rs.)                | 2.67          | 2.67     | 2.67     | 2.67          | 2.72     | 2.72          |
| Index of Rationalization       | 21,600        | 25,790   | 29,900   | 49,200        | 53,000   | 67,000        |
| Entry Pay (Rs.)                | 10            | 11       | 12       | 13A           | 14       | 15            |
| Academic Level                 | 57,700        | 68,900   | 79,800   | 1,31,400      | 1,44,200 | 1,82,200      |
| Rationalised Entry Pay (Rs.) 1 | 2             | 3        | 4        | 5             | 6        | 7             |
|                                | 59,400        | 71,000   | 82,200   | 1,35,300      | 1,48,500 | 1,87,700      |
|                                | 61,200        | 73,100   | 84,100   | 1,39,400      | 1,53,000 | 1,93,300      |
|                                | 63,000        | 75,300   | 87,200   | 1,43,600      | 1,57,800 | 1,99,100      |
|                                | 64,900        | 77,600   | 89,800   | 1,47,900      | 1,62,300 | 2,05,100      |
|                                | 66,800        | 79,900   | 92,500   | 1,52,300      | 1,67,200 | 2,11,300      |
|                                | 68,800        | 82,300   | 95,300   | 1,56,900      | 1,72,200 | 2,17,600      |
|                                | 70,900        | 84,800   | 98,200   | 1,61,600      | 1,77,400 | 2,24,100      |
|                                | 73,000        | 87,300   | 1,01,100 | 1,66,400      | 1,82,100 |               |
|                                | 75,200        | 89,900   | 1,04,100 | 1,71,400      | 1,88,200 |               |
|                                | 77,500        | 92,600   | 1,07,200 | 1,76,500      | 1,93,800 |               |
|                                | 79,800        | 95,400   | 1,10,400 | 1,81,800      | 1,99,600 |               |
|                                | 82,200        | 98,300   | 1,13,700 | 1,87,300      | 2,05,600 |               |
|                                | 84,700        | 1,01,200 | 1,17,100 | 1,92,900      | 2,11,800 |               |
|                                | 87,200        | 1,04,200 | 1,20,600 | 1,98,700      | 2,18,200 |               |
|                                | 89,800        | 1,07,300 | 1,24,200 | 2,04,100      |          |               |
|                                | 92,500        | 1,10,500 | 1,27,900 | 2,10,800      |          |               |
|                                | 95,300        | 1,13,800 | 1,31,700 | 2,17,100      |          |               |
|                                | 98,200        | 1,17,200 | 1,35,700 |               |          |               |
|                                | 1,01,100      | 1,20,700 | 1,39,800 |               |          |               |
|                                | 1,04,100      | 1,24,300 | 1,44,000 |               |          |               |
|                                | 1,07,200      | 1,28,000 | 1,48,300 |               |          |               |
|                                | 1,10,400      | 1,31,800 | 1,52,700 |               |          |               |
|                                | 1,13,700      | 1,35,800 | 1,57,300 |               |          |               |
|                                | 1,17,100      | 1,39,900 | 1,62,000 |               |          |               |
|                                | 1,20,600      | 1,44,100 | 1,66,900 |               |          |               |
|                                | 1,24,200      | 1,48,400 | 1,71,900 |               |          |               |
|                                | 1,27,900      | 1,52,900 | 1,77,100 |               |          |               |
|                                | 1,31,700      | 1,57,500 | 1,82,400 |               |          |               |
|                                | 1,35,700      | 1,62,200 | 1,87,900 |               |          |               |
|                                | 1,39,800      | 1,67,100 | 1,93,500 |               |          |               |
|                                | 1,44,000      | 1,72,100 | 1,99,300 |               |          |               |
|                                | 1,48,300      | 1,77,300 | 2,05,300 |               |          |               |
|                                | 1,52,700      | 1,82,600 | 2,11,500 |               |          |               |
|                                | 1,57,300      | 1,88,100 |          |               |          |               |
|                                | 1,62,000      | 1,93,700 |          |               |          |               |
|                                | 1,66,900      | 1,99,500 |          |               |          |               |
|                                | 1,71,900      | 2,05,500 |          |               |          |               |
|                                | 1,77,100      |          |          |               |          |               |
|                                | 1,82,400      |          |          |               |          |               |

K. S. Tufaha  
21/1/17

## LEAVE RULES - 1933

### **Leave:**

Duty periods(RULE-4(a))

- 1) CL
- 2) public holidays
- 3) Leave periods before and after holidays(prefix/suffix)
- 4) Vacation period
- 5) Foreign service
- 6) Joining time
- 7) Sanctioned leave

FR67-Leave is not a right a)Proper sanctioned b)Proper relief c)Proper handing over of charge FR70-recall FR71-physical fitness certificate FR69-No employment on leave FR55-No leave sanction to suspended employee

### **Casual Leave**

- ❖ A concession to Government servant in special circumstances to be absent from duty for short period.
- ❖ Treated as duty.
- ❖ Maximum period for availment in a calendar year is 15 days in general.
- ❖ If not availed in the calendar year leave will lapse.
- ❖ Can be combined with Optional Holidays and Public Holidays.

### **Period of absence should not exceed 10 days.**

- ❖ For temporary employees, sanction depends on discretion of the sanctioning authority.
- ❖ Grant of half day C.L. either from 10.30.A.M. to 1.30.P.M. or from 2.00 P.M. to 5.00 P.M. is allowed.
- ❖ A register of C.L. should be maintained.

### **Special Casual Leave-Rule 85 -4 Occasion**

1. Donating Blood One day
2. Summons to give witness in a court in which his private interest is not in issue

### **As per the attendance Certificate (Go.Ms.No.137 dt:23-2-84)**

1. For Family Planning operations
  - (a) Male-Vasectomy 6 working Days(G.O.Ms.No.607 dt:12-11-91)
  - (b) Female-Tubectomy 1st & 2nd Operations 14 Working Days(G.O.Ms.No.124 F&P dt:13-4-82)
  - (c) Male - For Tubectomy of wife 1st & 2nd Operations 7 Days
  - (d) Insertion of Contraceptive 1 Day (G.O.Ms.No.128 F&P DT:13-4-92)
  - (e) Recanalisation (Both) 21 Days

### **Sports**

1. For participating in Sporting events - not exceeding 30 days.

2. If exceeded 30 days – excess period treated as regular leave.
3. Principal Office bearers of Recognized service Associations – 21 days in a calendar year.
4. To participate in Rallies, Camps etc. Organized by A.P. Bharat Scouts and Guides 10 days.
5. Elected as President or Secretary of National Sports bodies- 15 days in a calendar Year
6. AP Secretariat Cultural Association Members for dramas – 6 days in a calendar Year
7. Members of Institutions Engineers:a). For attending annual Meeting at Hyd-7 days  
(b) For attending annual convention to any part of the country 10 days

#### **Earned Leave – Rules 8,10,17 and 20**

- ⊙ All temporary and permanent employees are eligible for Earned Leave.
- ⊙ Earned Leave is earned for duty and leave also.
- ⊙ Completed months are to be considered and fraction of a month is to be ignored. Leave Rules has been liberalized w.e.f. 01.01.1978.
- ⊙ The Teaching and non teaching working in schools/ educational institutions, who have availed vacation/ summer vacation, 6 days E.Ls in two spells i.e., 3 days from 1st January to 30th June and 3 days from 1st July to 31 December in a calendar year may be credited to their leave account as G.O.Ms No317 Edn (service V) Dept DT 15-09-1994
- ⊙ Leave will be credited, in advance, in two spells on 1st Jan. and on 1st July every year.
- ⊙ The credit for all temporary employees is 8 days for calendar half year.
- ⊙ The credit for all permanent employees is 15 days for calendar half year.
- ⊙ All the permanent employees will earn leave at 2 ½ days for each completed month of service.
- ⊙ If appointed Temp. in the middle of the half year, credit for first two months will be one day each, third month two days and so on.
- ⊙ If the employee is on EOL, during the preceding half year the advance credit for the present half year will be reduced by 1/10 of the period of EOL taken during the preceding half year subject to a maximum of 15/8 days. (G.O.Ms.No.384 F&P dt:5-11-77)

The maximum accumulation of E.L. has been further enhanced from 240 to 300 days w.e.f. 16-09-2005 vide G.O.Ms.No:232, Fin. (FR.1) Dept, dated: 16.09.2005.

- ⊙ The maxim leave availed at a time only(120) 180 days as per G.O.Ms.No.153 fin.(FR1)dept.dt.4-5-2010

#### **Recasting of leave account**

- ⊙ When a Govt. servant is appointed temporarily in the first instance and placed on probation at a subsequent date with retrospective effect his leave account should be recast w.e.f. the date of regularization of his service-Ruling under FR rule 20.

- ❖ The leave availed between the date from which his services are regularized and the date of issue of orders shall not be altered as a result of the additional leave that becomes due after recasting the leave account.
  - ❖ The additional leave that becomes due as a result of recasting of the leave account shall be availed of only after later date. Rule: 20 of A.P.L.R 1 Surrender of Earned Leave (Introduced from 13-08-1969) G.O.Ms.No.238 dt:13-8-69
  - ❖ Employee who takes earned leave for not less than 30 days can surrender E.L. to a maximum of 30 days and receive leave salary in lieu of leave so surrendered.
  - ❖ Leave sanctioning authority is competent to sanction surrender of E.L.
  - ❖ E.L. surrendered will be debited against leave account.
  - ❖ There should be an interval of 24 months between one surrender and another for surrender of 30 days .
  - ❖ There should be an interval of 12 months between one surrender and another for surrender of 15 days
  - ❖ The total of E.L. availed and E.L. surrendered should not exceed 300 days at any time.
  - ❖ No deductions will be made in surrender leave salary.
- Temporary Government servants are eligible to surrender 15 days of EL after completing 24 months of service

- ❖ The employees are permitted to encash 300 days of E.L. at the time of superannuation or by death and has been enhanced to, from 240 to 300 days w.e.f. 16.09.05.

#### **Half Pay Leave**

- ❖ All regular Government servants – 20 days for each completed year of service.
- ❖ Credit of H.P.L. is allowed for duty, leave and E.O.L.
- ❖ Grant of H.P.L. either on Medical Certificate or on Private affairs. No limit for sanction of HPL.RULE 11. Up to 4 months Pay D.a. full allowances half to be drawn.
- ❖ H.P.L on full pay up to 6 months can be granted to regular Government servants suffering from Leprosy/ Heart diseases/ Tuberculosis/ Cancer/ Mental illness and Renal failure (Kidney).G.O.Ms.No 386 dt:6-9-76 READ WITH  
(G.O.Ms.No.268 Fin & Plg (FWFR-1) Department, dated 28-10-1991.  
As per G.O.Ms.No.29 Fin & Plg. (FWFR-1) Department, dated 9-3-2011 extended up to 8 months for above diseases  
As per circular Memo No. 14568-A/63/PCI/A2/2010 dated.31-01-2011 up to 6 months Half pay and half DA allowances full.

#### **Commutated Leave**

- ❖ To be granted on Medical Certificate.
- ❖ Limited to 240 days during entire service.
- ❖ Twice the amount of H.P.L. be deducted from the leave account.
- ❖ E.L. + Commuted leave shall not exceed 180 days.



✦ The limit of 180 days removed.

✦ Sanctioning authority has to believe that the Government servant will return to duty on expiry of leave.

### **Leave for Employment in Abroad**

✦ Conditions for grant of EOL 5 years for employment in abroad.

1. Any category of employees Technical & Non-Technical employees are eligible.

2. After receipt of appointment letter from employer than only leave can be sanctioned.

3. Leave cannot be sanctioned for searching the job in abroad.

4. If the Govt. employee services are need in emergency circumstances, HOD can reject the leave

5. Vol. Retd. & Resignation is not necessary for working in abroad. This period is not treated as service break.

6. If not joined after completion of leave, that can be treated as cease the employment.

7. After completion of employment in abroad, the employee should not demand excesses salary.

8. Only one time in entire service.

9. Permission must be obtained before joining.

10. Peacemile leave also be sanctioned..

### **Leave Not Due**

✦ If no balance of H.P.L/EL, Leave not due is given

✦ To be granted on Medical certificate only.

✦ Maximum limit for availment is 180 days during entire service.

✦ Deducted from H.P.L. account against future credit.

✦ If retired voluntarily or resigned after availing leave not due before the adjustment of minus balance, leave salary paid should be recovered.

### **If retirement is on medical invalidation or death recovery will not be insisted.**

✦ Sanctioning authority has to believe that the Government servant will return to duty on expiry of leave.

✦ The leave not due should be limited to the H.P.L, he is likely to earn thereaft

✦ Extra Ordinary Leave

✦ May be granted to a permanent Government Servant in superior service and last grade service in special circumstances.

✦ When no other leave is available.

✦ When leave is available, but if the Government servant request for grant of EOL in writing.

✦ The sanctioning authority can treat the period of absence without leave into E.O.L. and dies -non

✦ Maximum period for absent on leave of any kind is 5 years, in case of permanent Government employee. FR 18

**For non-permanent Government servant E.O.L. shall not exceed 3 months.**

- ✧ If completed 3 years of service – 6 months on production of Medical Certificate.
- ✧ For undergoing treatment (T.B., Leprosy) – 18 months.
- ✧ For SC's and ST's HOD can sanctioned E.O.L. for 12 months for Cancer or Mental Illness.
- ✧ HOD can sanctioned E.O.L. to SC's and ST's for 24 months for prosecuting studies.
- ✧ E.O.L. granted on medical certificate counts for qualifying service.
- ✧ Gazetted Officers are to submit medical certificate from a doctor not below the rank of Civil Surgeon.
- ✧ N.G.Os and last grade employees are to submit medical certificate from not below the rank of civil surgeon.
- ✧ OD can permit E.O.L. on M.C. for not more than 6 months to count for grant of increment.
- ✧ In case of E.O.L. on M.C. exceeding 6 months Government is competent to count for grant of increment.

#### **Special Disability Leave (FR – 83)**

- ✧ Permanent or temporary Government servants who is disabled by injury inflicted or caused in, or in consequence of due performance of his official duties or in consequence of his official position.
- ✧ Government is competent to sanction leave.  
For Gazetted Officers certificate by Medical Board and in case of N.G.Os certificate by Civil Surgeon is necessary.
- ✧ The leave in no case shall exceed 24 months.  
If the leave required does not exceed 2 months a certificate from Government Medical Officer is sufficient.

**The leave can be combined with any other kind of leave.**

- ✧ If the disability is aggravated leave may be granted more than once.
- ✧ The leave shall be counted as duty for calculation of service for pensions.
- ✧ The leave shall not debited against the leave account.

#### **Study Leave (FR 84)**

- ✧ Leave is granted by Government only.
- ✧ For the study of Scientific, Technical studies for the use of department to reduce the similar problems in dept. are to undergo special courses of instructions.
- ✧ Government servant of less than 5 years service and due to retire within 3 years is not eligible for sanction of leave.
- ✧ Leave should not exceed 2 years in entire service.

**If it is combined with leave with allowances the period of leave should not exceed 28 months.**

- ✧ This leave is not debited against the leave account.

- ⊙ E.O.L. may be taken in combination of this leave without any limit.
- ⊙ The employee will draw leave salary on half pay during Study leave.
- ⊙ Maternity Leave FR 101(a)
- ⊙ Admissible to married female Government Servants, for a period not exceeding 180 days GO Ms No 152Fin FR I Dept Dt 4.05.2010 for each confinement.
- ⊙ In case of miscarriage including abortion leave does not exceed 6 weeks.
- ⊙ The leave application should be supported by the medical certificate.
- ⊙ This leave can be combined with leave of any other kind, supported by medical certificate.
- ⊙ HOD and other competent authorities may grant leave.

**Leave should not be granted if female Government servant is having two living children.**

- ⊙ If leave falls during vacation, the leave and vacation put together should not exceed 180 days
- ⊙ Leave salary is equal to leave salary on full pay.
- ⊙ This leave is not debitable to leave account.

#### **Hospital Leave FR 101 (b)**

- ⊙ Temporary Government servants are not eligible.
- ⊙ Applicable to all last grade employees shown under SR (2).
- ⊙ Should not exceed 6 months in every 3 years of service.
- ⊙ The leave salary is equal to half pay leave salary.

#### **Perernity Leave**

This provision has been introduced vide G.O.Ms.No:231, Fin. (FR.I) Dept., dt: 16.09.2005 to be granted to married male permanent or temporary Government Employees having one surviving children.

- ⊙ Leave to be granted for a period of 15 days on full pay.
- ⊙ Leave sanctioning authority is competent to sanction the leave.

#### **PREFIX SUFFIX: S.R-5 Under F.R.68**

Earned leave, Half Pay leave commuted leave, EOL can be utilised by prefixing or suffixing the public holidays, Summer holidays (DPI.Progs. rc.No 1549,d1/68, 1-3-68)

- ⊙ Prefix or suffix is not applicable to Dassrs and Sankranthi Holidays( DPI Prog.Rc.No 10324/E4-2/69 dt 7-11-1969
- ⊙ If the Lecturer is present either on Closing Day or Re opening day of the Summer vacation, Summer Vacation can be Prefixed or suffixed ( any one only)



GOVERNMENT OF TELANGANA  
ABSTRACT

PENSIONS - Contributory Pension Scheme - Extension of benefits of 'Retirement Gratuity and Death Gratuity' to the State Government employees covered by Contributory Pension Scheme (National Pension System) — Orders issued.

FINANCE (HRM.V) DEPARTMENT

G.O.Ms.No. 60

Dated.23.05.2018,  
Read the following.

1. G.O.Ms No.653, Finance (Pension) Department, dt. 22.9.2004 .
2. O.M. No.7/5/2012, P&PW(F)/B, dated 26.8.2016 of Ministry of Personnel Public Grievances &Pensions, Department of Pension and Pensioners Welfare.

ORDER

In the G.O. 1<sup>st</sup> read above, the Contributory Pension Scheme was introduced with effect from 01.09.2004 to all State Government employees who are recruited on or after 01.09.2004. The employees covered under Contributory Pension Scheme are excluded from the applicability of T.S. Revised Pension Rules 1980. Accordingly, employees covered under Contributory Pension Scheme are not eligible for benefit of Gratuity.

2. In the reference 2<sup>nd</sup> read above, the Government of India allowed the benefit of 'Retirement Gratuity and Death Gratuity' to the Government employees covered by National Pension System on the same terms and conditions, as are applicable to employees covered by Central Civil Service (Pension) Rules, 1972.

3. Several representations were made to the Government to extend similar benefit as allowed by the Government of India i.e., 'Retirement Gratuity and Death Gratuity' to the Government employees covered by Contributory Pension Scheme (National Pension System) in the State.

4. Government, after careful consideration, hereby extend the benefit of Retirement Gratuity/ Death Gratuity to all the employees as mentioned in the G.O.Ms.No.653, Finance (Pen.I) Department, dated.22.09.2004, covered by the Contributory Pension Scheme (National Pension System) on the pattern applicable to employees governed by the Telangana Revised Pension Rules, 1980.

P.T.O.

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