

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION  
ANDHRA PRADESH : HYDERABAD

Rc.No.220/UGC.Pf.3/2012

Dated:07.06.2013

Sub:- Government/Aided Degree Colleges - Revised UGC Pay Scales of 2006 - Guidelines for sanction of Incentive increments for acquiring additional qualifications (i.e. M.Phil./Ph.D., etc.) as per the revised guidelines issued by the University Grants Commission - Issued.

- Ref:-1. G.O.Ms.No.14 Education, dated: 20.02.2010.  
2. Govt.Memo.No.6882/UE.II/2010-2, dated 24.01.2011.  
3. CCE's Procs.Rc.No.651/UGC.PF.3/2011, dated: 15.07.2011.  
4. Govt.Memo.No.6882/UE.II/2010-3, dated: 25.10.2012  
communicated vide CCE's Procs.Rc.No.220/UGC.PF.3/2012,  
dated: 14.12.2012.

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In supersession of earlier instructions issued in the reference third and fourth read above comprehensive guidelines for sanction of **Incentive Increments** to the teachers for acquiring additional qualifications i.e. M.Phil./PhD. Etc., are given here under:

The Principals of all Government Degree Colleges/Correspondents of Aided Degree Colleges are informed that while revising UGC Pay Scales to the teachers Government also ordered incentive increments to the teachers for having Ph.D./M.Phil. and other higher qualifications, as under:

- Five Non-compounded advance increments shall be admissible to the teachers/Librarians/Physical Directors for having Ph.D. Degree at the entry level of recruitment
- Two Non compounded advance increments shall be admissible for having M.Phi. Degree at the time of recruitment.

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- Teachers/Librarians/Physical Education personnel who complete their Ph.D. degree while in service shall be entitled to 3 non compounded increments.
  - Teachers/Librarians/Physical Education personnel who acquire M.Phil. Degree or a Post Graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment.

Keeping in view the said Government Orders the Principals of Government Degree Colleges/Correspondents of Private Aided Degree and Oriental Colleges are directed to sanction advance increments to the teachers who acquire higher qualification viz., Ph.D./M.Phil., etc., While scrutinizing such proposals the Principals/Correspondents shall follow the following guidelines:

1. To direct the teachers seeking incentive increments for having Ph.D. at the entry level as per eligibility, to furnish a certificate from the University that Ph.D. Degree is awarded to the teacher by following the process of admission, registration, course work and external evaluation as defined by the UGC at para 3.2.2. of G.O.Ms.No.14 Education, dated: 20.02.2010.
2. To sanction advance increments irrespective of the fact whether the teachers were exempted from NET/SLET for possessing Ph.D.
3. That the advancement increments will not be sanctioned in the pay band of 37400-67000 + 9000 AGP in respective of teachers acquired Ph.D./M.Phil. while in service as clarified in Govt.Memo.No.6882/UE.II/2010-2, dated: 24.01.2011.
4. That the teachers who have already availed the benefit of advance increments as per the existing scheme that was prevailing prior to issuance of G.O. 14 Education, dated: 20.02.2010 (i.e. in terms of G.O.Ms.No.208 Education, dated: 29.06.1999) are not entitled for increments under the present revised scheme
5. As clarified by the Government vide reference second read above each non compoundable increment has to be calculated separately and the amount so arrived may be multiplied by

number of increments to be sanctioned. There after the total amount may be merged with basic pay of the employee. Admissible allowances are allowed on such advance non compounded increments.

Example:

"the increments have to be calculated on Rs.15600-6000 AGP @ 3% i.e. Rs.648 rounded to Rs.650. In case a teacher is entitled for 5 non compounded increments the amount of Rs.650 has to be multiplied by 5 (i.e.  $650 \times 5$ ) equal to Rs.3250/- and in case of two non compoundable increments it has to be  $Rs.650 \times 2 = Rs.1300$ ".

The Principals are directed to calculate the advance increments in the above manner in the pay band of 15600-39100 only.

6. The non compounded Advance increments shall be allowed with effect from 01.09.2008.

7. Increments to teachers who acquire Ph.D. prior to 01.01.1996

Further, The Principals/Correspondents are informed that Government vide G.O.Ms.No.294 Education, dated: 20.12.2008 while making amendment to para 4 of G.O.Ms.No.208 Education, dated: 29.06.1999 ordered that a teacher who acquired Ph.D. Degree prior to 01.01.1996 and not benefited in earlier schemes will be entitled for two advancement increments payable from 27.07.1998.

Hence, they are also directed to sanction two advance increments to those who acquired Ph.D. Degree prior to 01.01.1996 and not benefited in earlier schemes. Such increments are payable from 01.09.1998 and shall be shown as Personal Pay (PP) and shall not be merged with the Pay.

The Principals of Government Degree Colleges/Correspondents of Aided Degree Colleges are directed to adhere the instructions scrupulously while clearing the proposals, failing which the matter will be viewed seriously and the Principals/Correspondents concerned will be personally held responsible for any lapse. Action as per Conduct Rules and as per the provisions of Education Act will be initiated as and when such lapses come to the notice of the Commissioner.

The receipt of these proceedings shall be acknowledged.

**N. Geetanjali**  
For Commissioner of Collegiate Education

To All the Principals of  
Govt. Degree Colleges in the State.  
All the Correspondents of Private Aided Degree Colleges in the State  
Copy to all Regional Joint Directors of  
Collegiate Education in the State.  
Copy to the General Secretaries,  
G.C.T.A., G.C.G.T.A., & A.C.T.A., Hyderabad.  
Copy to all Officers in the Office.  
Copy to Chief Accounts Officer in the Office.  
Copy to Ser.I, II, III, IV, Admn.I, II, III, IV & V Sections in the office.  
Copy to UGC.PF. 2 Seat.  
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SUPERINTENDENT