

GOVERNMENT OF RAJASTHAN
Education (Group-4) Department

Revised

No. F. 1(4)Edu-4/2016

Jaipur, Dated: 01.10.2018

1. Vice-Chancellor, University of Rajasthan, Jaipur.
2. Vice-Chancellor, Jai Narain Vyas University, Jodhpur.
3. Vice-Chancellor, Mohan Lal Sukhadia University, Udaipur.
4. Vice-Chancellor, Maharaja Ganga Singh University, Bikaner.
5. Vice-Chancellor, Kota University, Kota.
6. Vice-Chancellor, Vardman Mahveer Open University, Kota.
7. Vice-Chancellor, Mahershi Dayanand Saraswati University, Ajmer.
8. Vice-Chancellor, Maharaja Suraj Mal Brij University, Bharatpur.
9. Vice-Chancellor, Govind Guru Tribal University, Banswara.
10. Vice-Chancellor, Rajrishi Bharthari Matsya University, Alwar.
11. Vice-Chancellor, Pandit Deendayal Upadhyaya University, Sikar.



Subject:- Revision of Pay Scales of University Teachers includes Librarians, DPE, is exclusively for the Universities aforementioned in the address of the circular.

I am directed to convey the sanction for the revision of the existing scales of pay for Vice-Chancellor, University, Teachers (Professors, Associate Professors and Assistant Professors), Librarians and Director Physical Education of the University of Rajasthan, Jaipur, Jai Narain Vyas University, Jodhpur, Mohan Lal Sukhadia University, Udaipur, Maharaja Ganga Singh University, Bikaner, Kota University, Kota, Vardhman Mahveer Open University, Kota, Mahershi Dayanand Saraswati University, Ajmer, Maharaja Suraj Mal Brij University, Bharatpur, Govind Guru Tribal University, Banswara, Rajrishi Bhartrihari Matsya University, Alwar and Pandit Deendayal Upadhyaya University, Sikar with effect from 01.01.2016 :-

1. **Academic Level of Posts –**

- (i) Academic Level in the Pay Matrix shall be corresponding to the existing Running Pay Band and Academic Grade Pay as indicated in Schedule-I
- (ii) Pay Matrix shall be as specified in Schedule-II, with Academic Levels of pay arranged in vertical cells as assigned to corresponding existing Running Pay Band and Academic Grade Pay
- (iii) As from commencement of this order the Academic Level of the Pay Matrix (as per Schedule-I) for every posts shall be as indicated in Schedule-III .

2. **Drawal of pay in the revised pay structure.-**

Save as otherwise provided in this order, a University Teacher including Librarian and DPE shall draw pay in the Academic Level of the Pay Matrix applicable to the post which he is holding as on 01.01.2016 or to which he is appointed on or after 01.01.2016.

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3. **Option to elect the existing pay structure:-**

The Academic Level of post in the Pay Matrix given in the Schedule- III shall apply to every existing University Teacher including Librarian and DPE provided that a University Teacher including Librarian and DPE may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in that time scale of pay.

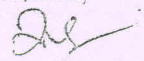
Explanation - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2016, whether for the first time in University service and he shall be allowed pay only in the Academic Level of the Pay Matrix.

4. **Exercise of option.-**

- (1) The Option under Point No. 3 shall be exercised in writing in the form appended to this order, so as to reach the authority mentioned in point no. (2) of this point within three months from the date of publication of this order, provided that where a University Teacher / Librarian /DPE is under suspension or on leave or on training or on foreign service within India on the date of issue of this order, the option may be exercised within three months from the date he takes over charge of the post.
- (2) The option shall be intimated by a University Teacher including Librarian, DPE in the prescribed form appended to this order in the following manner:
 - (A) if he is a Assistant Professor/ Associate Professor / Professor /Librarian/ DPE of the University to the competent authority of the concerned University;
 - (B) if he is a retired University Teacher / Librarian/ DPE on the date of issue of this order, but was a University Teacher / Librarian / DPE on 01.01.2016 to the competent authority of the concerned University wherefrom he retired.
- (3)
 - (i) In case the intimation regarding option is not received within the time specified in point 4 (1), the University Teacher including Librarian and DPE shall be deemed to have elected to draw pay under this order with effect from 01.01.2016.
 - (ii) Where a University Teacher / Librarian/ DPE expires before exercising option within the prescribed period or had expired before issue of this order, he may be deemed to have exercised option in favour of the existing pay structure or revised pay structure under this order, whichever is advantageous to him, and his pay shall be fixed accordingly.
- (4) The option once exercised shall be final.

5. **Fixation of initial pay of existing University Teachers / Librarians / DPE in Academic Level in the Pay Matrix:**

The pay of a University Teachers / Librarians / DPE who elects, or is deemed to have elected under point no. 4 to be governed by the revised pay structure on and from the 1st January, 2016, shall, unless in any case the Government by special order otherwise directs,


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be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

- (i) the pay in the applicable Academic Level in the **Pay Matrix** shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Academic Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Academic Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Academic Level, the pay shall be fixed at the immediate next higher Cell in that applicable Academic Level of the Pay Matrix.
- (ii) if the minimum pay or the first Cell in the applicable Academic Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Academic Level.

6. **Increments in the Pay Matrix.**—The increment shall be as specified in the vertical Cells of the applicable Academic Level in the Pay Matrix.

7. **Date of next increment in revised pay structure.-**

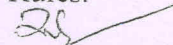
- (1) There will be a uniform date of annual increment viz. 1st July of every year after fixation of pay under this order. Employees completing 6 months and above in any Academic Level as on 1st of July will be eligible to be granted the increment.
- (2) Every new recruit on completion of probation period successfully shall be allowed first annual increment on 1st July, which immediately follows the date of completion of probation period.

8. **Amount of fixed remuneration for a Probationer-trainee.**— A Probationer-trainee shall draw fixed remuneration during the period of probation training. Only on successful completion of period of probation training, he will be allowed pay in the revised pay structure. These provisions will be applicable to the existing Probationer-trainees as well as new recruits. The fixed remuneration shall be as indicated in Schedule - IV appended to this order.

9. **Fixation of pay in the revised pay structure of a Probationer-trainee completing probation training period successfully on or after 01.01.2016.** – A Probationer-trainee on successful completion of probation training period will be allowed pay in the revised pay structure as per Schedule - II applicable to the post to which he is appointed at minimum of Academic Level (first Cell) in the Pay Matrix.

Provided that a Government employee who is already in regular service of the State Government/PSU's/Autonomous bodies/Government Universities if appointed on the post of Assistant Professor / Librarian as a Probationer-trainee and has opted to draw pay of the previous post during probation, on successful completion of probation period his pay will be fixed in accordance with the provisions contained in Rule 26 of the Rajasthan Service Rules.

10. **Fixation of pay on promotion on or after 01.01.2016.**—The fixation of pay on promotion from one Academic Level to another in the revised pay structure shall be made in accordance with the provisions contained in Rule 26A of the Rajasthan Service Rules.



11. Dearness Allowance, House Rent Allowance and all allowances, facilities etc. if admissible shall be payable on the sum of pay in the Academic Level in the Pay Matrix i.e. on basic pay.

12. Facilities like housing, etc., will be governed as per the University rules.

13 **Removal of Pay Anomalies.-** In cases where a senior University Teachers / Librarians / promoted to a higher post before 01.01.2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after 01.01.2016, the pay of senior University Teachers / Librarians in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior University Teachers / Librarians subject to the fulfilment of the following conditions, namely:-

- (a) Both the junior and the senior University Teachers / Librarians belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
- (b) The existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
- (c) The senior University Teachers / Librarians at the time of promotion are drawing equal or more pay than the junior;
- (d) The anomaly is directly as a result of the application of the provisions of Rule 26A of Rajasthan Service Rules of regulating pay fixation on promotion in the revised pay structure:

Provided that if the junior University Teachers / Librarians / DPE was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this rule shall not be invoked to step up the pay of the senior University Teachers / Librarians.

14. Notwithstanding anything contained in this order, the Revised Pay (UGC) shall be subject to the condition that the relevant provisions of Ordinances/Statutes etc of University in regard to qualification, mode of recruitment / appointment to different posts, grant of annual increments / conditions of eligibility for senior and selection scales of Assistant Professor etc. shall be amended with effect from 01.01.2016 strictly in conformity with the guidelines contained in Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi letter No. F. 1-7/2015- U.II(1) dated 02.11.2017 as amended from time to time and University Grants Commission Regulations (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) 2018 immediately after their issuance except age of superannuation and full pension i.e. 50% of average pay or last pay drawn, whichever is higher after 20 years of qualifying service or as prescribed by the Government.

15 **Relaxation of Rules -** Where the Government is satisfied that the operation of any of this order causes undue hardship in any particular case, he may, by order, relax the requirements

of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

16. Mode of Payment –

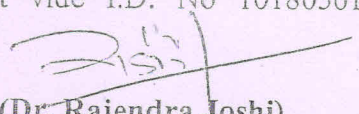
(i) **Non Accrual of Arrears :-** Notwithstanding anything contained in this order, no arrears of pay and allowances thereon, on any account shall accrue to a University Employee, whether existing or appointed between 1st January to 31 December 2016 (both days inclusive), for the period upto 31-12-2016.

(ii) **Payment of Arrears :-** The arrears under this order for the period from 01.01.2017 to 31.07.2018 shall be payable in Finance Year 2018-19, to be deposited in Provident Fund account of the employees after deduction of Income Tax as per rules. The amount of arrears to those appointed on or after 01.01.2004 shall be paid in three installments in the ration of 30 : 30 : 40 on or after 01.10.2018, 01.12.2018 and 01.02.2019 respectively.

17. The aforesaid revised scales of pay are subject to the following terms and conditions:

- (i) Before issue of order revising the scales of Pay, approval of the competent authority of the University for revision of the scales as above may be obtained.
- (ii) The above scheme of revision of pay scales shall cover teaching staff of all faculties excluding faculty of Engineering, Agriculture, Veterinary Science, Medical Science, Ayurved of the aforesaid Universities.
- (iii) The rates of deduction on account of Provident Fund etc from aforesaid employees shall be on the same rates as applicable to the State Government employees from time to time.
- (iv) **Superannuation Age:** The age of superannuation of the teachers would be at par with the State Government employees.
- (v) The above mentioned pay scales will be allowed to the posts which are sanctioned by Government and filled as on 1.1.2016 or after this date.

18. This issues with concurrence of the Finance Department vide I.D. No 101805612, dated 1.10.2018.


(Dr. Rajendra Joshi)
Joint Secretary, Higher Education

Copy forwarded to information and necessary action:-

1. Secretary to Hon'ble Governor, Rajbhawan, Jaipur.
2. Principal Secretary to Hon'ble Chief Minister, Rajasthan, Jaipur.
3. S.A. to Hon'ble Minister, Higher Education, Rajasthan, Jaipur.
4. The Accountant General, Rajasthan, Jaipur.
5. P.S. to ACS, Finance, Govt. of Raj., Jaipur.
6. P.S. to ACS, Higher and Technical Education, Govt. of Raj., Jaipur.

7. P.S. to ACS, Agriculture Department, Govt. of Raj., Jaipur.
8. P.S. to ACS, Veterinary and Animal Husbandry Department, Govt. of Raj., Jaipur.
9. P.S. to ACS, Home Department, Govt. of Raj., Jaipur.
10. P.S. to ACS, Sports Department, Govt. of Raj., Jaipur.
11. P.S. to Secretary, Medical Education Department, Govt. of Raj., Jaipur.
12. P.S. to Secretary, Sanskrit Education Department, Govt. of Raj., Jaipur.
13. P.S. to Secretary, Ayurved Department, Govt. of Raj., Jaipur.
14. P.S. to Secretary, Skill, Employment and Entrepreneurship Department, Govt. of Raj., Jaipur.
15. The Commissioner, College Education Rajasthan, Jaipur.
16. The Director, Public Relations, Rajasthan, Jaipur.
17. Joint Secretary, Technical Education Department, Govt. of Raj., Jaipur
18. Accounts Officer, Higher Education (Gr-5) Rajasthan, Jaipur.
19. Guard File.

Joint Secretary, Higher Education

FORM OF OPTION

(Point No. 3 & 4)

*1. I, _____ hereby elect the revised pay structure with effect from 01.01.2016.

*2. I, _____ hereby elect to continue on Academic Grade Pay of my substantive/officiating post mentioned below until :

* _____ the date of my next increment/the date of my subsequent increment raising my Pay to Rs. _____/I vacate or cease to draw pay in the existing Pay structure/the date of my promotion/upgradation to the post of _____.

Existing Running Pay Band and Academic Grade Pay _____.

Signature.....

Name

Designation.....

Office in which employed

* To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that in the event of my Pay having been fixed in a manner contrary to the provisions contained in the Rules, as detected subsequently, any excess payment so made shall be refunded by me to the University either by adjustment against future payments due to me or otherwise.

Signature.....

Name

Designation.....

Date:

Place:

Date :

Received the above declaration

Place:

Signature
(Head of the Office)

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Schedule - I

(Point 1(i))

Corresponding Academic Level of existing Running Pay Band and Academic Grade Pays

S. No.	Existing Running Pay Band	Existing Academic Grade Pay	Academic Level in Pay Matrix
1	2	3	4
1	PB-3 (15600-39100)	6000	AL-10
2		7000	AL-11
3		8000	AL-12
4	PB-4 (37400-67000)	9000	AL-13A
5		10000	AL-14

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Schedule – II
(Point No. I(ii))

Pay Matrix

Running Pay Band	PB-3 (15600-39100)			PB-4 (37400-67000)	
Existing Academic Grade Pay	6000	7000	8000	9000	10000
Entry Pay	21600	25790	29900	49200	53000
Academic Levels →	L-10	L-11	L-12	L-13A	L-14
Index	2.67	2.67	2.67	2.67	2.72
Cell No. ↓	Pay Matrix (Amount in Rs.)				
1	57700	68900	79800	131400	144200
2	59400	71000	82200	135300	148500
3	61200	73100	84700	139400	153000
4	63000	75300	87200	143600	157600
5	64900	77600	89800	147900	162300
6	66800	79900	92500	152300	167200
7	68800	82300	95300	156900	172200
8	70900	84800	98200	161600	177400
9	73000	87300	101100	166400	182700
10	75200	89900	104100	171400	188200
11	77500	92600	107200	176500	193800
12	79800	95400	110400	181800	199600
13	82200	98300	113700	187300	205600
14	84700	101200	117100	192900	211800
15	87200	104200	120600	198700	218200
16	89800	107300	124200	204700	
17	92500	110500	127900	210800	
18	95300	113800	131700	217100	
19	98200	117200	135700		
20	101100	120700	139800		
21	104100	124300	144000		
22	107200	128000	148300		
23	110400	131800	152700		
24	113700	135800	157300		
25	117100	139900	162000		
26	120600	144100	166900		
27	124200	148400	171900		
28	127900	152900	177100		
29	131700	157500	182400		
30	135700	162200	187900		
31	139800	167100	193500		
32	144000	172100	199300		
33	148300	177300	205300		
34	152700	182600	211500		
35	157300	188100			
36	162000	193700			
37	166900	199500			
38	171900	205500			
39	177100				
40	182400				

Sub

Schedule - III

(Point No.1(iii))

Academic Level in the Pay Matrix of the Post -

(i) **Revised Pay for Teachers in Universities :-**

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs. 9000 AGP in PB Rs.37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs. 10000 AGP in PB Rs.37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Vice Chancellor (at Rs 75,000 Fixed + Rs 5,000 Special Allowance per month)	Vice Chancellor (at Rs 2,10,000 Fixed + Rs 5,000 Special Allowance per month)

(ii) **Revised Pay for Librarians in Universities :-**

Existing pay	Revised pay
Assistant Librarian (at Rs.6000 AGP In PB Rs. 15,600-39,100)	Assistant Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Librarian (Sr Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian/ Assistant Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Librarian/ Assistant Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/ Assistant Librarian (Selection Grade) (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Librarian/ Assistant 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 and Sports in Universities :-**

Existing pay	Revised pay
Assistant Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant 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) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)

Sub

Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) (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) (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) (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) (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/-)

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Schedule - IV

(Point No. 8)

Amount of Fixed Remuneration for Probationer-Trainee

Sr.	Academic Level of the Post	Amount of Fixed Remuneration per Month (Rs.) payable
1	AL-10	40000

Note:-

1. The Probationer-trainee shall be entitled only to fixed remuneration as above and he/she will not be entitled to Special Pay, Dearness Allowance, House Rent Allowance, City Compensatory Allowance or any other allowance(s) called by whatever name. Similarly, he/she will not be eligible for grant of Ad-hoc Bonus.
2. No Travelling Allowance shall be admissible for joining as a probationer-trainee. In case journey on duty, he/she shall be allowed T.A. as on tour and in case of transfer only Mileage Allowance on the basis of fixed remuneration shall be admissible. In case of transfer only the actual period required for travel will be treated as on duty.
3. No deduction towards Provident Fund and Insurance shall be made from the fixed remuneration.
4. Probationer-trainee shall be eligible for Casual Leave of 15 days in a calendar year and for period of less than a calendar year, it shall be admissible in proportion on the basis of completed months.
5. No Deputation Allowance shall be admissible to a Probationer-trainee, if, deputed to 'Foreign Service' for training etc.
6. An existing employee already in regular service shall have an option to opt either for the 'Fixed remuneration' or the Pay in the Academic Level in the Pay Matrix (not the Academic Level of his/her new appointment), whichever is beneficial to him/her while he/she is under probation. After successful completion of probation period, Pay shall be fixed as per the rules, where such a university employee will get due advantage of being in a regular Academic Level earlier, and will get due protection of his/her pay.
7. (i) Probationer-trainee shall earn no leave during the period of probation.



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(ii) Female Probationer-trainee shall be granted Maternity Leave as per Rule 103 and 104 of Rajasthan Service Rules, 1951

(iii) Male Probationer- trainee shall be granted Paternity Leave as per Rule 103A of Rajasthan Service Rules, 1951

8. Extraordinary Leave upto 30 days may be sanctioned by the appointing authority to a Probationer-trainee during the entire period of Probation Training. Beyond 30 days and not more than one year by the appointment authority after prior approval of Competent Authority.

9. Mediclaim Insurance coverage for the Probationer-trainee during the period of probation shall be applicable, as applicable to university employee.

10. Contribution towards New Pension Scheme (NPS) @10% of fixed remuneration shall be made by the Probationer-trainee and employee both.

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