

**GOVERNMENT OF TRIPURA  
EDUCATION (HIGHER) DEPARTMENT**

No. F.1(499)-DHE/Estt(G)/2017

Dated 27<sup>th</sup> December, 2019

**NOTIFICATION**

**Subject:-** *Provision of additional service benefits due to revision of pay scales of teachers in the General Degree Colleges and Institute of Advance studies in Education, College of Teacher Education(CTE), Government Music College, Government Law College under the University Grants Commission and Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018 on the recommendation of 7<sup>th</sup> Central Pay Commission(CPC).*

The Government of India, Ministry of Human Resource Development, Department of Higher Education vide their letter No. No.1-712015-U.II(1) dated 2nd November, 2017 has communicated the new scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC) to the University Grants Commission(UGC) with a copy to all the State Governments. In the said letter it has been indicated that the revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of the Scheme of revision of pay scales as contained in the letter and Regulations issued by UGC and amendments thereof from time to time in this behalf.

After careful consideration of the matter, in order to attract and retain talent in teaching profession, the Government of Tripura has decided to introduce this scheme of revised pay structure as recommended by the Government of India for the teachers in all *State Universities, General Degree Colleges and Institute of Advance studies in Education, College of Teacher Education(CTE), Government Music College, Government Law College* of the State with few modifications. Accordingly, the revised UGC pay notification has been issued vide No. F.1(499)-DHE/Estt(G)/2017/728 dtd. 25.06.2019 (Copy attached at **Annexure-I**).

2. In the letter of Ministry of HRD, Department of Higher Education issued vide No. F. 1-7-U.II (1) dated 2/11/2017 in Para 16 (iv) (h) it has been indicated that:-

*“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 Para-12 of the notification issued on 25/06/2019 regarding revision of pay scale of UGC (7<sup>th</sup> CPC), (at **Annexure-I**) it has been indicated that the service condition and Career Advancement Scheme for College and University, incentive increment for higher qualification and other benefit shall be decided in due course and notified.

4. As per the letter of MHRD Vide No. F.1-11/2019-U.II dated 9/10/2019 it has been informed that the copies of notification in regard to Career Advancement Scheme and incentive for Ph. D/M. Phil and other higher qualification have not been provided by the State Government while submitting the proposal for reimbursement of Central share for implementation of the Scheme of revision of Pay Scale (7<sup>th</sup> CPC) of University and College teacher and equivalent cadre of the Government of Tripura.

5. The additional service benefits as per the guideline of UGC Pay Regulations, 2018 are accordingly notified as follows:



### **A. Incentives for Ph.D./M.Phil. and other Higher Qualification**

- i. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- ii. M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non compounded advance increments.
- iii. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.Arch./M.E., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.
- iv.
  - a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.
  - b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- v. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- vi. Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non compounded increments fixed at increment applicable at entry level only on award of Ph.D. , while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
- vii. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body /Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.

### **B. Career Advancement Scheme (CAS) for Colleges teachers:**

#### **I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11):**

**Eligibility:** Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LL.M, M.Tech. or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

- a) Attended one Orientation course of 21 days' duration on teaching methodology; and
- b) Any one of the following: Completed one Refresher / Research Methodology Course

OR

- c) 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 / MOOC's course during the assessment period.

**CAS Promotion Criteria :**

A teacher shall be promoted if;

- a) 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 of the UGC Pay Regulation, 2018 and;
- b) 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:**

- a) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- b) 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;

- a) 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 of the UGC Pay Regulation, 2018) and
- b) 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:**

- a) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- b) A Ph.D. degree in subject relevant /allied/relevant discipline.
- c) 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 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.

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**CAS Promotion Criteria:**

A teacher may be promoted if;

- a) 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 of the UGC Pay Regulation, 2018, and
- b) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with the UGC Pay Regulation, 2018.

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

**Eligibility:**

- a) Associate Professors who have completed three years of service in Academic Level 13A.
- b) A Ph.D. degree in subject relevant/allied/relevant discipline.
- c) 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.
- d) A minimum of 110 Research Score as per Appendix II, Table 2 of the UGC Pay Regulation, 2018.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- a) 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 of the UGC Pay Regulation, 2018.
- b) The promotion to the post of Professor is recommended by selection committee constituted in accordance with the UGC Pay Regulation, 2018.

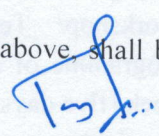
**6. College Principal and Professor (Professor's Grade)**

**A. Eligibility:**

- a) Ph.D. degree
  - b) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
  - c) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
  - d) A minimum of 110 Research Score as per Appendix II, Table 2 of the UGC Pay Regulation, 2018.
7. Assistant Professors who have got CAS benefit under the 6<sup>th</sup> CPC pay scales during the period between 01-10-2017 till the date of issue of notification of the 7<sup>th</sup> CPC pay scales (25-06-2019) may now seek revised CAS incentive based on revised 7<sup>th</sup> CPC pay scales. While releasing the CAS incentives as per revised 7<sup>th</sup> CPC pay scale, the benefits already drawn under 6<sup>th</sup> CPC shall be adjusted.

8. This is issued with the concurrence of the Finance Department vide their U.O.No.539/FIN(Estt-II)/2019 dated 10-12-2019 and further vetting of the draft notification and cabinet memo vide their U.O. No.559/Fin(Estt-II)/2019 dtd. 17.12.2019.

9. The date of implementation of the revision of additional service benefits, as above, shall be w.e.f. 1<sup>st</sup> October, 2017.

  
(Kiran Gitte)  
Secretary

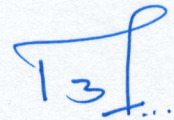
to the Government of Tripura

Copy to:

1. The Principal Secretary to the Governor, Tripura.
2. The Principal Secretary to the Chief Minister, Tripura.
3. The PS to the Minister, Higher Education, Tripura
4. The Chief Secretary, Tripura
5. The Chief Secretary, Finance Department, Tripura
6. The Secretary, UGC, New Delhi.
7. Joint Secretary, Department of Higher Education, M.H.R.D, Shastri Bhawan, New Dehi-110001.
8. The Accountant General, Tripura.
9. The Director, Higher Education.
10. The Joint Secretary, (Cabinet & Confidential) Deptt. Tripura
11. The Treasury Officer, Agartala Treasury No-I, Khowai, Unakoti, North Tripura, South Tripura, Gomati, Sepahijala, Dhalai for information.
12. The Manager, Tripura Govt. Press, Agartala for publication of the Notification in the next issue of the Tripura gazette.

Copy also to :-

1. The Vice Chairman, State Higher Education Council, Tripura.
2. The Vice Chancellor, Tripura University.
3. The Vice Chancellor, MBB University.
4. The Principal/ Principal-in-charge \_\_\_\_\_ for information and necessary action.



(Kiran Gitte)  
Secretary

to the Government of Tripura