

"ഭരണഭാഷ- മാതൃഭാഷ"



കേരള സർക്കാർ



ഉന്നത വിദ്യാഭ്യാസ (സി) വകുപ്പ്

നമ്പർ. സി3/183/2019/ഉ.വി.വ

06-05-2023, തിരുവനന്തപുരം

പ്രേശിതൻ

പ്രിൻസിപ്പൽ സെക്രട്ടറി

സീകർത്താവ്

കോളേജ് വിദ്യാഭ്യാസ ഡയറക്ടർ, തിരുവനന്തപുരം
 ഡയറക്ടർ, കേരള സംസ്ഥാന ഓഫീസ് ഡിപ്പാർട്ട്മെന്റ്
 രജിസ്ട്രാർ, മഹാത്മാഗാന്ധി യൂണിവേഴ്സിറ്റി

സർ,

വിഷയം:- ഉ.വി.വ — നോൺ-കോമ്പാണ്ടിഡ് അധ്യാർഥിൻ്റെ ഇൻക്റിമെന്റ്
 നൽകുന്നത് - സംബന്ധിച്ച്

സൂചന:- 1. കേരള സംസ്ഥാന ഓഫീസ് വകുപ്പിന്റെ 22/07/2019 ലെ
 ഡി.കെ.എസ്.എ/2163/2019/യൂണി. നമ്പർ കത്ത്.

2. കോളേജ് വിദ്യാഭ്യാസ ഡയറക്ടറുടെ 11.10.2021 ലെ യൂ.ജി.സി സെൽ
 3/35565/2021-ധി.സി.ഇ നം. കത്ത്.

3. കോളേജ് വിദ്യാഭ്യാസ ഡയറക്ടർക്കും കേരള സംസ്ഥാന ഓഫീസ്
 ഡിപ്പാർട്ട്മെന്റ് ഡയറക്ടർക്കും നൽകിയ 11/04/2022 ലെ ഇതേ നം. സർക്കാർ
 കത്ത്.

സൂചനയിലേക്ക് താകളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. എൻഡി കേഡിറിൽ, അതായത്
 അസ്ഥിസ്റ്റ് പ്രാഹസൻ തസ്തികയിൽ മാത്രമേ നോൺ കോമ്പാണ്ടഡ് അധ്യാർഥിൻ്റെ
 ഇൻകുമെന്റ് നൽകേണ്ടതുള്ള എന്നം പി.എച്ച്.ഡി അടിസ്ഥാനയോഗ്യത ആയി
 നിശയിച്ചിട്ടുള്ള തസ്തികക്ക് മുൻകൂർ ഇൻകുമെന്റിന് അർഹത ഉണ്ഡായിരിക്കുന്നതല്ല എന്നം
 യുജിസി സ്പെഷ്ടീകരണം നൽകിയ സാഹചര്യത്തിൽ അസ്ഥിസ്റ്റ് പ്രാഹസൻ തസ്തികയുടെ
 തുടക്കശ്രദ്ധയുള്ളതിന്റെ അടിസ്ഥാനത്തിൽ അസ്ഥിസ്റ്റ് പ്രാഹസൻ തസ്തികയിൽ മാത്രമേ
 നോൺകോമ്പാണ്ടഡ് അധ്യാർഥിൻ്റെ ഇൻകുമെന്റ് അനവർദ്ദിച്ച നൽകാവു എന്നം പി.എച്ച്.ഡി
 അടിസ്ഥാനയോഗ്യത ആയി നിശയിച്ചിട്ടുള്ള തസ്തികക്ക് മുൻകൂർ ഇൻകുമെന്റിന് അർഹത
 ഉണ്ഡായിരിക്കുന്നതല്ല എന്നം അപ്രകാരമല്ലാതെ അനവർദ്ദിച്ച അധിക ഇൻകുമെന്റ് കൾ
 കൂമീകരിക്കേണ്ടതാണെന്നം ഈ ഇനത്തിൽ അധിക തുക അനവർദ്ദിച്ചിട്ടുണ്ടെങ്കിൽ ആയത്
 തിരികെ ഇന്താക്കേണ്ടതാണെന്നം. അറിയിക്കുന്ന . കൂടാതെ, കേന്ദ്ര മാനവവിഭാഗത്തിൽ

മന്ത്രാലയത്തിനകീഴിലുള്ള ഉന്നത വിദ്യാഭ്യാസ വകുപ്പിന്റെ 02/11/2017 തീയതിയിലെ 1-7/2015/U-II(1) നമ്പർ കത്തിന്റെ അടിസ്ഥാനത്തിൽ ആരാം യു.ജി.സി/എഫേസിട്ടിലും സ്കീം പ്രകാരം നൽകി വന്നിരുന്ന Ph.D/M.Phil നാളും നോൺ-കോമ്പാണ്ടഡ് അധ്യാർഷസ് ഇൻകുമെന്റ് 02.11.2017 മുതൽ പ്രാബല്യത്തിൽ നിർത്തലാക്കിക്കൊണ്ട് 19.10.2022ലെ G.O(Ms)No.183/2022/Fin ഉത്തരവ് പുരപ്പെട്ടവിച്ചിട്ടുണ്ട് (പകർപ്പ് ചുവടെ അറ്റാച്ച് ചെയ്തിരുന്നു) എന്നം ടീ ഉത്തരവ് പ്രകാരം Ph.D/M.Phil നാളും നോൺ-കോമ്പാണ്ടഡ് അധ്യാർഷസ് ഇൻകുമെന്റ് പ്രീ റിവേസ്യുൾ രേറ്റിൽ 01/11/2017 വരെ മാത്രം അനവദനീയമാണെന്നും 01/11/2017-ന് ശേഷം അനവദിച്ച് നല്കിയിട്ടുള്ള അധ്യാർഷസ് ഇൻകുമെന്റ് തുക ശമ്പള പരിഷ്കാരണ കടിശ്ശീകരിയിൽ നിന്നും ഇംഗ്ലീഷിലും മലയാളിലും ഉത്തരവായിട്ടുണ്ട് എന്നും താങ്കളെ അറിയിക്കുന്നു.

വിശ്വസ്യതയോടെ,
JAYASREE T V
അംഗഭർ സെക്രട്ടറി
പ്രിൻസിപ്പൽ സെക്രട്ടറിയുടെ

അംഗീകാരത്തോടെ

Signed by

JOSE A
കോക്കുസ് ഓഫീസർ.

Date: 06-05-2023 15:16:50



GOVERNMENT OF KERALA

Abstract

Finance Department – Revision of pay and allowances of faculties of Universities and Affiliated Colleges, Teachers in Law Colleges and Engineering Colleges, Agricultural University, Veterinary & Animal Science University, Fisheries University, Faculties in Medical Education including Dental, Nursing and Pharmaceutical Sciences, Ayurveda Medical Education, Homoeopathic Medical Education, Faculties in Government and Aided Polytechnic Colleges, Teachers in Physical Education and Qualified Librarians as per 7th UGC/AICTE Regulations - Common issues - Clarifications - Orders issued

FINANCE (PAY REVISION CELL - C) DEPARTMENT

G.O.(Ms)No.183/2022/Fin Dated, Thiruvananthapuram, 19/10/2022

Read 1. Government of India Letter No.1-7/2015/U.II(1) and 1-7/2015/U.II(2) dated 02.11.2017 of the Ministry of Human Resource Development.

2. OM No.13/02/2017-Estt.(Pay-I) dated 27.07.2017 of the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training.
3. OM No. F.No.4-21/2017-IC/E.III(A) dated 31.07.2018 of Ministry of Finance; Department of Expenditure.
4. GO(P)No.18/2019/H.Edn dated 29.06.2019.
5. GO(P)No.29/2019/H.Edn dated 30.06.2019.
6. GO(P)No.18/2020/H.Edn dated 28.05.2020.
7. GO(P)No.54/2020/H&FWD dated 11.09.2020.
8. GO(P)No.149/2020/H.Edn dated 05.11.2020.
9. GO(P)No.38/2020/H.Edn dated 06.11.2020.
10. GO(P)No.03/2021/Fin dated 23.01.2021.
11. GO(P)No.25/2021/Fin dated 08.02.2021.
12. GO(P)No.97/2021/H.Edn dated 16.02.2021.
13. GO(P)No.99/2021/H.Edn dated 16.02.2021.
14. GO(P)No.41/2021/H.Edn dated 26.02.2021.
15. GO(P)No.112/2021/H.Edn dated 09.08.2021.
16. G.O(Ms)No.120/2021/Fin dated 13/10/2021.

17. Minutes of the meeting held on 14/06/2022 to discuss issues on the implementation of 7th UGC/AICTE pay revisions.

ORDER

As per Government Orders read 4th, 7th, 8th, 12th, 13th and 15th above Government had issued orders revising the pay and allowances of teaching staff of Universities and affiliated colleges under Collegiate Education Department, Law College, Engineering Colleges, Agricultural University, Veterinary & Animal Science University, Fisheries University, Faculties in Medical Education including Dental, Nursing and Pharmaceutical Sciences, Ayurveda Medical Education, Homoeopathic Medical Education, Faculties in Government and Aided Polytechnic Colleges, Teachers in Physical Education and Qualified Librarians as per 7th UGC/AICTE Regulations. Subsequently, as per the Government Order read 16th above, Government had clarified/regulated certain common issues in the above pay revisions.

2. Later, various representations were received from the service organisations of the above Departments seeking more clarifications/rectification of anomalies in the above pay revisions. Government have examined the matter in detail and are pleased to issue the following further clarifications/orders in supersession of the orders already issued in this regard, which will be generally applicable to the categories of staff of the Departments mentioned above except those specified hereunder.

(1) **Granting of Increment after the period of probation in the case of Aided College teachers :**

As per the University rules, the period of probation of Aided College teachers in Kerala is one year. As per Rule 37B(b)(ii) of Part I, KSRs, in the case of a probationer whose period of probation is one year and whose increment is annual, the first increment in the scale of pay of the probation post shall be drawn only with effect from the date on which he is declared to have completed his probation. As there are two dates for sanctioning annual increments (1st January and 1st July) in the 7th CPC, there exists ambiguity in sanctioning increment on completion of probation. It is therefore clarified that the first increment after completion of probation irrespective of date of increment (1st January or 1st July) will be sanctioned on the date of declaration of satisfactory completion of probation. The next increment will be given on

completion of six months qualifying service since the date of declaration of probation, either on 1st January or on 1st July as the case may be, and subsequent increments will be given on annual basis.

(2) **Advance increment :**

In the Government of India letter read as 1st paper above, it has been specified that as the incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D degree will progress faster under CAS, there shall be no incentive in the form of advance increments for obtaining the degrees of M.Phil or Ph.D. Accordingly, it is clarified that the incentive increments for M.Phil, Ph.D etc; are admissible only upto 01.11.2017 and the same may be allowed at the pre-revised rate. The fixation shall be done after merging the amount in the pre-revised pay and the figure so arrived at will be located in the applicable Level in the 7th Pay Matrix and if such an identical figure corresponds to any cell in that Level of the Pay Matrix, the same shall be the pay, and if no such cell is available in the applicable Level, the pay shall be fixed at the immediate next higher cell in that Level of the Pay Matrix. No incentive advance increment shall be allowed from 02.11.2017 onwards. The incentive increments already sanctioned after 01.11.2017 shall be adjusted in the pay revision arrears.

(3) **Option facility for promotions in revised pay structure :**

In view of the possible junior-senior anomaly in fixation of pay on promotion in the revised pay structure due to lack of option facility, Government are pleased to order as follows, in line with the orders in the Office Memoranda read as 2nd and 3rd papers above.

The officer, on placement/promotion from one academic Level to another, shall be given an option to get his/her pay fixed in the higher post either from the date of placement/promotion or from the date of next increment viz, 1st July or 1st January as the case may be, except in cases of appointment on deputation basis to an ex-cadre post or on direct recruitment basis or appointment/promotion on ad-hoc basis. The pay will be fixed in the following manner :

(i) In case, the officer opts to get his/her date of next increment (either 1st July or 1st January as the case may be) in the Level of the post from which he/she is promoted, then, from the date of promotion till his/her date of next increment, the officer shall be placed at the next higher cell in the Level of the post to which he/she is promoted.

Illustration

1	Level in the revised pay structure : Level 10	Pay Band	15600-39100	
2	Basic Pay in the revised pay structure 66800	Grade Pay	6000	7000
3	Granted promotion in Level 11	Levels	10	11
4	Pay in the upgraded Level i.e ; Level 11: 68900 (Next higher to 66800 in Level 11)	1	57700	68900
		2	59400	71000
		3	61200	73100
		4	63000	75300
		5	64900	77600
		6	66800	79900
		7	68800	82300
		8	70900	84800
		9	73000	87300
		10	75200	89900
5	Pay from the date of promotion till date of next increment (DNI) : 68900			

ii) Subsequently, on the date of next increment in the Level of the post to which the officer is promoted, his/her pay will be re-fixed and two increments (one accrued on account of annual increment and the second accrued on account of promotion) may be granted in the Level from which the officer is promoted and he/she shall be placed, at a cell equal to the figure so arrived, in the Level of the post to which he/she is promoted; and if no such cell is available in the Level to which he/she is promoted, he/she shall be placed at the next higher cell in that Level.

Illustration

1	Level in the revised pay structure : Level 10	Pay Band	15600-39100	
2	Basic Pay in the revised pay structure 66800	Grade Pay	6000	7000
3	Granted promotion in Level 11	Levels	10	11

4	Pay from the date of promotion till DNI:68900	1	57700	68900
		2	59400	71000
		3	61200	73100
		4	63000	75300
		5	64900	77600
		6	66800	79900
		7	68800	82300
		8	70900	84800
		9	73000	87300
		10	75200	89900
5	Refixation on DNI : Pay after giving two increments in Level 10:70900			
6.	Pay in the upgraded Level i.e, Level 11 : 71000 (Either equal to or next higher to 70900 in Level 11)			

In such cases, the first increment in the promotional grade will be allowed on 1st January or 1st July as the case may be after completion of 6 month qualifying service after such fixation of pay on 1st July or 1st January (i.e; the date of increment in the lower grade). The next increment thereafter will accrue on completion of one year.

The incumbents shall have the option, to be excercised within one month from the date of promotion to have the pay fixed from the date of promotion or have the pay fixed from the date of accrual of next increment in the scale of pay in lower grade. In order to enable the officials to exercise the option within the time limit prescribed, the option clause for pay fixation on promotion with effect from date of promotion/DNI shall invariably be incorporated in the promotion/appointment order so that there are no cases of delay in exercising the options due to administrative lapse.

It is further clarified that in case an officer promoted or granted financial upgradation on 1st January or 1st July, where the pay is fixed in the Level applicable to the post on which promotion/financial upgradation is made, the first increment in the Level applicable to the post on which promotion is made shall accrue on the following 1st July or 1st January, as the case may be, provided a period of 6 month's qualifying service is strictly fulfilled. The next increment thereafter shall, however, accrue only after completion of one year.

3. The Government Orders mentioned above will remain in force except for the modified provisions herein.

(By order of the Governor)
BISHWANATH SINHA
ADDITIONAL CHIEF SECRETARY

To

The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.
The Principal Accountant General (G&SSA), Kerala, Thiruvananthapuram.
The Registrar, University of Kerala.
The Registrar, Mahatma Gandhi University.
The Registrar, University of Calicut.
The Registrar, University of Kannur.
The Registrar, Cochin University of Science & Technology.
The Registrar, Sree Sankaracharya University of Sanskrit.
The Registrar, Kerala Agricultural University.
The Registrar, Kerala Veterinary & Animal Science University.
The Registrar, Kerala University of Fisheries and Ocean Studies.
The Director, Collegiate Education.
The Director, Technical Education.
The Director, Medical Education.
The Director, Ayurveda Medical Education.
The Principal and Controlling Officer, Government Homoeopathic Medical College, Thiruvananthapuram.
The Principal, Government Homoeopathic Medical College, Kozhikode.
The Joint Director, SITTTR, Kalamassery.
Principals of all Government & Aided Ayurveda Medical Education Colleges (Through Director, Ayurveda Medical Education).
Principals of all Engineering Colleges (Through Director, Technical Education).
Principals of all Government & Aided Polytechnic Colleges (Through Director, Technical Education).
The Director of Treasuries, Thiruvananthapuram.
The District Treasuries/Sub Treasuries.
The Director, Information and Public Relations Department.
Higher Education (C),(G) and (L) Department.
Health & Family Welfare (S) Department.
Ayush (A) Department.
Agricultural Department.
General Education Department.

Animal Husbandry Department.
Fisheries and Ports Department.
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