



UNIVERSITY OF CALICUT

Abstract

കാലിക്കറ്റ് സർവകലാശാല - ജനറൽ & അക്കാദമിക് വിഭാഗം-II - യു.ജി.സി. ഏഴാം ശമ്പള പരിഷ്കരണം സംസ്ഥാനത്ത് നടപ്പിലാക്കിയതിന്റെ തുടർച്ചയായി ഇറക്കിയ സർക്കാരുത്തരവുകളിൽ വ്യക്തത/മാറ്റം വരുത്തിയിരുന്ന 19.10.2022 തീയതിയിലെ G.O.(Ms) No.183/2022/Fin ഉൾപ്പെടെയുള്ള 5 സർക്കാരുത്തരവുകൾ സർവകലാശാലയിൽ നടപ്പിലാക്കുന്നതിനുള്ള ഉപസമിതിയുടെ ശുപാർശ - 30.10.2023 തീയതിയിലെ സിൻഡിക്കേറ്റ് യോഗത്തിന്റെ അടിയന്തിര ഇനം നമ്പർ 2023.1214* തീരുമാനം നടപ്പിലാക്കി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

General and Academic II - 'F' Section

U.O.No. 17504/2023/Admn

Dated, Calicut University.P.O, 13.11.2023

- Read:-(1) 26.07.2019 തീയതിയിലെ U.O. No.9946/2019/Admn.
 (2) 20.09.2023 തീയതിയിലെ U.O. No.14543/2023/Admn.
 (3) 30.10.2023 തീയതിയിൽ ചേർന്ന സിൻഡിക്കേറ്റ് യോഗത്തിന്റെ ഇനം നം.2023.1214* തീരുമാനം.
 (4) 12.11.2023 തീയതിയിലെ വൈസ് ചാൻസലറുടെ ഉത്തരവ്.

ORDER

ഉന്നത വിദ്യാഭ്യാസ വകുപ്പിന് കീഴിലുള്ള സർവകലാശാലാ അധ്യാപകർ, കോളേജ് അധ്യാപകർ ഉൾപ്പെടെയുള്ള അധ്യാപകർക്ക് യു.ജി.സി ഏഴാം ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കിക്കൊണ്ട് സർക്കാർ പുറപ്പെടുവിച്ച 29.06.2019 തീയതിയിലെ സ.ഉ.(അച്ചടി) നം.18/2019/ഉ.വി.വ., പരാമർശം (1) ഉത്തരവിലൂടെ സർവകലാശാലയിൽ നടപ്പിലാക്കിയിട്ടുള്ളതാണ്.

2. യു.ജി.സി. ഏഴാം ശമ്പള പരിഷ്കരണം സംസ്ഥാനത്ത് നടപ്പിലാക്കിയതിന്റെ തുടർച്ചയായി ഇറക്കിയ സർക്കാരുത്തരവുകളിൽ വ്യക്തത/മാറ്റം വരുത്തിയിരുന്ന 19.10.2022 തീയതിയിലെ G.O.(Ms) No.183/2022/Fin ഉൾപ്പെടെയുള്ള 5 സർക്കാരുത്തരവുകൾ സർവകലാശാലയിൽ നടപ്പിലാക്കുന്ന വിഷയം സർവകലാശാലാ സിൻഡിക്കേറ്റിന്റെ തീരുമാനത്തെ തുടർന്ന്, പരാമർശം (2) പ്രകാരം വിശദ പഠനത്തിനായി രൂപീകരിച്ച സമിതി പരിഗണിക്കുകയുണ്ടായി.

3. മേൽ സർക്കാരുത്തരവുകൾ സർവകലാശാലയിൽ അടിയന്തിരമായി നടപ്പിലാക്കുന്നതിന് ശുപാർശ ചെയ്തുകൊണ്ട് പ്രൊഫ. (ഡോ.) പ്രദീപ് കുമാർ പി പി കൺവീനറായ സമിതി സിൻഡിക്കേറ്റിനു മുമ്പാകെ റിപ്പോർട്ട് സമർപ്പിക്കുകയും, 30.10.2023 തീയതിയിൽ ചേർന്ന സർവകലാശാല സിൻഡിക്കേറ്റ് യോഗം മേൽ റിപ്പോർട്ട് പരിഗണിക്കുകയും, പരാമർശം (3) പ്രകാരം റിപ്പോർട്ട് അംഗീകരിക്കുകയും ചെയ്തു.

4. മേൽ തീരുമാനം നടപ്പിലാക്കുന്നതിനായി വൈസ് ചാൻസലർ അംഗീകാരം നൽകിയതിനാൽ, 30.10.2023 തീയതിയിൽ ചേർന്ന സിൻഡിക്കേറ്റ് യോഗത്തിന്റെ അടിയന്തിര ഇനം നമ്പർ 2023.1214* തീരുമാനപ്രകാരം ചുവടെ ചേർത്ത സർക്കാരുത്തരവുകൾ സർവകലാശാലയിൽ നടപ്പിലാക്കി ഉത്തരവിറക്കുന്നു:

- (i) 13.10.2021 തീയതിയിലെ G.O.(Ms) No.120/2021/Fin.
- (ii) 19.10.2022 തീയതിയിലെ G.O.(Ms) No.183/2022/Fin.
- (iii) 31.01.2023 തീയതിയിലെ G.O.(P) No.10/2023/Fin.
- (iv) 04.04.2023 തീയതിയിലെ G.O.(P) No.37/2023/Fin.
- (v) 16.04.2023 തീയതിയിലെ G.O.(Ms) No.69/2023/Fin.

(മേൽ സർക്കാരുത്തരവുകൾ ഇതോടൊപ്പം ചേർത്തിരിക്കുന്നു.)

Aseeja K

Assistant Registrar

To

സർവകലാശാലാ പഠന വകുപ്പുകൾ, അഫിലിയേറ്റഡ് എയ്ഡഡ് കോളേജുകൾ, GA-II-A, C, H & Spl Cell സെക്ഷനുകൾ.

Copy to: PS to VC/PA to PVC/ PA to Registrar/KSAD/SF

Forwarded / By Order

Section Officer



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, Teachers in Agricultural University, Veterinary & Animal Science University, Fisheries University, Faculties in Medical Education including Medical, Dental, Nursing and Pharmaceutical Sciences, Faculties in Ayurveda Medical Education, Faculties in Homoeopathic Medical Education, Faculties in Govt./Aided Polytechnic Colleges, Teachers in Physical Education and Qualified Librarians as per 7th UGC/AICTE Regulations - Common Issues - Regulating - Orders Issued

FINANCE (PRC-C) DEPARTMENT

G.O.(Ms)No.120/2021/FIN Dated,Thiruvananthapuram, 13/10/2021

- Read 1 G.O.(P)No.18/2019/H.Edn dated 29.06.2019.
2 G.O.(P)No.29/2019/H.Edn dated 30.09.2019.
3 G.O.(P)No.18/2020/H.Edn dated 28.05.2020.
4 G.O.(P)No.38/2020/H.Edn dated 06.11.2020.
5 G.O.(P)No.03/2021/H.Edn dated 23.01.2021.
6 G.O.(P)No.54/2020/H&FWD dated 11.09.2020.
7 G.O.(P)No.149/2020/Fin dated 05.11.2020.
8 G.O.(Ms)No.97/2021/H.Edn dated 16.02.2021.
9 G.O.(Ms)No.99/2021/H.Edn dated 16.02.2021.
10 G.O.(Ms)No.41/2021/Fin dated 26.02.2021.
11 G.O.(P)No.112/2021/Fin dated 09.08.2021.

ORDER

As per Government Orders read as 1st, 6th, 7th, 8th, 9th and 11th papers above Government have issued orders revising the pay and allowances of teaching staff of Universities and Affiliated Colleges, Teachers in Law Colleges and Engineering Colleges, Teachers in Agricultural University, Veterinary & Animal Science University, Fisheries University, Faculties in Medical Education including Medical, Dental, Nursing and Pharmaceutical Sciences, Faculties in Ayurveda Medical Education, Faculties in Homoeopathic Medical Education, Faculties in Govt./Aided Polytechnic Colleges, Teachers in Physical Education and Qualified Librarians as per 7th UGC/AICTE Regulations. A clarification regarding the arrears of pay revision regarding Medical and Ayurveda stream has since been issued as per Government order read as 10th paper above.

2) Now the Manager, SPARK has reported that notwithstanding the uniformity in 7th UGC/AICTE pay pattern, the pay revision orders of various departments lacks homogeneity and the same causes difficulties in processing the pay bills of faculties under these departments. The SPARK has also requested to clarify some aspects which are relevant in processing of certain claims of employees who come under UGC/AICTE pay structure.

3) Government, after having examined the matter in detail, are pleased to issue the following regulations which will be applicable to the staff in Universities and affiliated Colleges under Higher Education, Faculties in Law Colleges, Govt./Aided Engineering Colleges, Kerala Agricultural University, Kerala Veterinary & Animal Science University, Kerala University of Fisheries and Ocean Studies, teachers in Physical Education, qualified Librarians, Faculties in Medical Education including Medical, Dental, Nursing and Pharmaceutical Sciences, Faculties in Ayurveda Medical Education, Faculties in Homoeopathic Medical Education, Faculties in Govt./Aided Polytechnic Colleges in the State who are drawing UGC/AICTE pay scales.

I) Advance Increment.

In view of the conflict of interest between conditions in UGC/AICTE pay revision orders and UGC/AICTE Regulations, 2018 regarding granting of advance increment, it is clarified that 'in order to avoid any drop in pay to those who have already enjoyed the benefit of advance increment in pre-revised pay band, during the period from 01.01.2016 to 17.07.2018, the balance in advance increment if any, will be protected as personal pay subject to the condition that the same will be absorbed in the future increases in pay. The final decision on the admissibility of incentive advance increment will be taken on receipt of the clarification from UGC/AICTE'.

II) Rules of option and its conditions.

In order to bring uniformity in rules of option, the following are set forth,

All appointments and promotions made on or after 01-01-2016 shall be deemed to have been made in the revised pay structure. However, an employee may elect to

- i. continue to draw pay in the existing pay structure until the date on which he/ she earns his/her next or any subsequent increment in the existing pay structure not later than the date of pay revision order concerned.

or

- ii. continue to draw pay in the existing pay structure until the first promotion date (whether by regular promotion, career advancement promotion or financial upgradation) on or after 01.01.2016 but before the date of pay revision order concerned. On electing promotion date, he will first avail promotion to the pre-revised scale of the higher post and thereafter avail the benefits of this pay revision on the same date of such promotion. This option will be available only for the first promotion after 01.01.2016 but

before the date of pay revision order concerned:

Provided that

- i) In case of an employee, on the date of order, is out of India or on leave or on deputation or in foreign service, the said option shall be exercised in writing so as to reach the said authority within three months from the date of taking charge of post.
- ii) Where an employee is under suspension on the 1st day of January 2016, the option may be exercised within three months of the date of return to duty if that date is later than the date prescribed in this rule.
- iii) Employees shall be entitled to submit revised option within a period of three months from the date of this order.
- iv) If the intimation regarding option is not received within the time limit mentioned above, the employee shall be deemed to have elected to be governed by the revised pay structure with effect from 01-01-2016.
- v) The option as above once exercised shall be final.

Provided that, the employees already promoted/received financial upgradation under career advancement promotion on or after 01.01.2016 but before the date of pay revision order concerned and had opted the date of their next increment in the lower grade for fixation of pay will be allowed to exercise revised option for fixation of pay.

In such instances of employees exercising revised option on promotion/financial upgradation under career advancement promotion, they are eligible also for the benefit of re-option to come over to the revised pay structure.

III) Date of Increment in the revised pay structure.

It is clarified that ' the increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under Career Advancement Promotion during the period between the 2nd day of January and 1st day of July (both inclusive) shall accrue on the following 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation including Career Advancement Promotion during the period between the 2nd day of July and 1st day of January (both inclusive) shall accrue on the following 1st day of July provided a period of 6 months qualifying service is strictly fulfilled. The next increment thereafter shall however, accrue only after completion of one year'.

provided the date of appointment/promotion/financial upgradation including Career Advancement Promotion falls on the date of increment in the lower grade, if any, and increment sanctioned before placement in the higher grade, the next increment shall accrue only after completion of one year.

Note 1

If one opts the date of increment in the pre-revised pay structure, i.e. 01/07/2016, 01/07/2017 etc., for date of pay fixation in the revised pay structure and fixation is made after sanctioning increment, then the next increment in the revised pay structure shall accrue only after one year of qualifying service, i.e. on 01/07/2017, 01/07/2018 etc.

Note 2

If the date of pay fixation in the revised pay structure is happened to be the date of increment in the pre-revised pay structure, i.e. 01/07/2016, 01/07/2017 etc., on which placement in the higher grade pay or scale, on account of promotion or upgradation also takes place as per option, then the next increment will accrue only on completion of one year from the date of fixation, i.e. 01/07/2017, 01/07/2018 etc.

Illustration

(a) In case of an employee appointed or promoted in the normal hierarchy or under career advancement promotion during the period between the 2nd day of July 2016 and the 1st January 2017, the first increment shall accrue on the 1st day of July 2017 and thereafter it shall accrue after one year on annual basis.

(b) In case of an employee appointed or promoted in the normal hierarchy or under career advancement promotion during the period between the 2nd day of January 2016 and the 1st day of July 2016, who did not draw any increment on 1st day of July 2016, the next increment shall accrue on 1st day of January 2017 and thereafter it shall accrue after one year on annual basis,

provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the pay was so fixed as on 1st day of January 2016 shall accrue on 1st day of July 2016

provided that the next increment after drawal of increment on 1st day of July 2016 shall accrue on 1st day of July 2017.

IV) **Deputation.**

With regard to the matter of arrears of pay revision in respect of faculties under deputation, it is clarified as below:

‘In the case of employees who are on deputation to foreign service/Government of India for any period between 01.01.2016 to 31.12.2019 or as the case may be, their arrears should be credited to the head of account ' **0070-60-800-24 Receipt on Account of Pay Revision Arrears to Government Employees on Deputation**'. The foreign employer should remit the total amount of arrears including that of surrender of earned leave in lump for the period from 01.01.2016 up to the period they have worked on deputation on or before 30.11.2021. The details of remittance to Government account along with the copy of Pay-in-slip should be forwarded to the Drawing and Disbursing Officer concerned in the parent department. After getting the copy of the pay-in-slips and ensuring that the remittance has been made, the DDO concerned in the parent department would draw the amount of arrears from the Government account and disburse it either in cash or credit to the PF account of the employees, as per the prevailing government order.

4) It is further clarified that if the Government Orders mentioned above contain any provisions contrary to the provisions in this order, such provisions will get modified to the extent ordered herein. The other stipulations in the pay revision orders will remain unchanged.

(By order of the Governor)
Rajesh Kumar Singh I A S
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, M.G. University.

The Registrar, Calicut University.

The Registrar, Kannur University.

The Registrar, CUSAT.

The Registrar, SSUS.

The Registrar, Kerala Agricultural University.

The Registrar, Kerala veterinary and Animal Sciences University.

The Registrar, Kerala University of Fisheries and Ocean Studies.

The Director, Collegiate Education.

The Director, Technical Education.

The Director, Medical Education, Thiruvananthapuram.

The Director, Ayurveda Medical Education, Thiruvananthapuram.

The Principal & Controlling Officer, Government Homoeopathic Medical College, Thiruvananthapuram.

The Principal, Government Homoeopathic Medical College, Kozhikode.

The Joint Director, SITTTR, Kalamassery.

The Principals of all Government & Aided Ayurveda Medical Education Colleges (through Director, Ayurveda Medical Education)

The Principals of all Engineering Colleges (through Director, Technical Education)

The Principals of all Government & Aided Polytechnic Colleges (through Director, Technical Education)

The Director of Treasuries, Thiruvananthapuram.

The District Treasuries / Sub Treasuries.

The Director, Information & Public Relations Department.

Higher Education (C),(G) & (L) Department.

Health & Family Welfare (S) Department.

The Ayush (A) Department.

Agriculture Department.

General Education Department.

Animal Husbandry Department.

Fisheries & Ports Department.

The Nodal Officer, www.finance.kerala.gov.in

Stock File / Office Copy.

Forwarded /By order

Section Officer



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 indential 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 faciity, 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 exercised 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.
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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.
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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.



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, Technological University, Malayalam 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.(P)No.10/2023/Fin

Dated, Thiruvananthapuram, 31-01-2023

-
- Read 1. GO(Ms)No.120/2021/Fin dated 13/10/2021.
2. GO(Ms)No.183/2022/Fin dated 19/10/2022.
3. Letter No.GE10/A/GI./618 dated 26/10/2022 from the Accountant General (A&E) Branch Office, Kottayam

ORDER

As per Government Orders read 1st and 2nd above, Government had clarified / regulated certain common issues connected with the implementation of 7th UGC / AICTE pay revisions in various Universities / Colleges / Other institutions coming under the Departments of Higher Education, Technical Education, Medical Education, Ayurveda Medical Education, Homoeopathic Medical Education etc.

2. The Accountant General, vide the letter read 3rd above, has sought some clarifications in connection with the provisions in para 2 of the Government Order read 2nd above.

3. After having examined the matter in detail, Government are pleased to issue the following modifications / clarifications to the Government Orders read 1st and 2nd above.

(I) In the Government Order read 1st above-

(i) The following is inserted under Para 3(II)(ii) before provisos (i) to (v)-

“ or

(iii) Continue to draw pay in the existing pay structure until the date of granting of advance increments for M.Phil or Ph.D acquired before 02/11/2017 subject to the limitation provided in the note below.

Note

The benefit of this option is limited to the employees who are beneficiaries of advance increments for M.Phil or Ph.D during the period from 01/01/2016 to 01/11/2017, irrespective of whether the date of first promotion comes prior to the above date.”

(II) In the Government Order read 2nd above-

(i) The 3rd sentence in para-2 (2) is replaced with the following-

“The advance increment may be allowed at the pre-revised rate and the fixation shall be done after merging the amount with the amount arrived at after multiplying the pre-revised pay with the factor 2.57. 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 the 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.”

(ii) The following is inserted under para 2 (2)

Illustration

Mr.X was drawing a pay of Rs.22,280 + 7,000 AGP as pre-revised pay as on 01/01/2016. He was granted 3 advance increments for Ph.D with effect from 17/08/2016. His pay fixation in the 7th UGC/AICTE Scale / Level is to be done as follows:

Pay as on 01/01/2016 : 22280 + 7000 AGP

Pay as on 01/07/2016 : 23160 + 7000 AGP

(Next normal increment subject to the eligibility)

Advance Increment on 17/8/2016 : 2730 (3*910)

Revised pay on 17/8/2016 : [(23160+7000)*2.57]+2730

: 77511+ 2730

: 80241

Revised pay on 17/8/2016 : 82300 in Academic Level 11

Next increment on 01-07-2017 : 84800/-

4. The modifications under para 3(I) and 3 (II) above will take effect from the date of effect of the benefits in the original orders.
5. It is also ordered that a period of 3(three) months from the date of this order will be allowed to the beneficiaries of Para 2 (I) above for exercising the revised option.
6. It is also clarified that option facility on placement as provided in para 2(3) of the Government Order read 2nd above is admissible for those who have been placed in the higher academic levels after 01.01.2016 in the revised pay structure.
7. Government Orders read 1st and 2nd above will remain in force, subject to the modifications specified above.

(By order of the Governor)

BISHWANATH SINHA

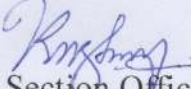
ADDITIONAL CHIEF SECRETARY

To

- The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.
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Ayush (A) Department.
Agricultural Department.
General Education Department.
Animal Husbandry Department.
Fisheries and Ports Department.
The Nodal Officer, www.finance.kerala.gov.in
Stock File/Office Copy (E-2106748/PRC-C3/11/2022-Fin)

Forwarded /By order


Section Officer

24-04-2023 (9)



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, Teachers in Agricultural University, Veterinary & Animal Science University, Fisheries University, Faculties in Medical Education including Medical, Dental, Nursing and Pharmaceutical Sciences, Faculties in Ayurveda Medical Education, Faculties in Homoeopathic Medical Education, Teachers in Physical Education and Qualified Librarians as per 7th UGC/AICTE Regulations – Bunching of increment - Modified Orders issued

FINANCE (PAY REVISION CELL - C) DEPARTMENT

G.O.(P)No.37/2023/Fin

Dated, Thiruvananthapuram, 04/04/2023

- Read
1. G.O.(P)No.18/2019/H.Edn. dated 29.06.2019
 2. G.O.(P)No.54/2020/H&FWD dated 11.09.2020
 3. G.O.(P)No.149/2020/Fin dated 05.11.2020
 4. G.O.(Ms)No.99/2021/H.Edn. dated 16.02.2021
 5. G.O.(P)No.112/20212/Fin dated 09.08.2021

ORDER

As per Government Orders read above, Government had revised the pay and allowances of teaching staff in Universities and Affiliated Colleges, Teachers in Law Colleges and Engineering Colleges, Teachers in Agricultural University, Veterinary & Animal Science University, Technological University, Malayalam University, Fisheries University, Faculties in Medical Education including Medical, Dental, Nursing and Pharmaceutical Sciences, Faculties in Ayurveda Medical Education, Faculties in Homoeopathic Medical Education, Teachers in Physical Education and Qualified Librarians as per 7th UGC/AICTE Regulations .

In majority of the above Government Orders, provision for the benefit of increment on account of bunching of stages has been incorporated . But later, it has been noticed that granting of such a benefit may lead to further complications, anomalies and unnecessary litigation which in turn will result in additional financial commitment to State Government.

Government, after having examined the issued in detail, order that the benefit on account of Bunching incorporated in the Government Orders read above or in any other Government Orders stands deleted with effect from the date of effect of the respective Government Orders. This will be applicable in the case of all employees in the State drawing pay in the Central Schemes such as UGC/AICTE/CSIR/NJPC etc. irrespective of the status of the institution whether Government, PSU, Autonomous or Grant-in-Aid institution.

(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.
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- The Principals of all Government & Aided Polytechnic Colleges (through Director, Technical Education).
- The Director of Treasuries, Thiruvananthapuram.



GOVERNMENT OF KERALA

Abstract

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FINANCE (PAY REVISION CELL - C) DEPARTMENT

G.O.(Ms)No.69/2023/Fin

Dated, Thiruvananthapuram, 16/04/2023

- Read
1. G.O(P)No. 18/2019/H.Edn. dated 29.06.2019
 2. G.O(P)No. 54/2020/H&FWD. dated 11.09.2020
 3. G.O(P)No. 149/2020/H.Edn. dated 05.11.2020
 4. G.O(P)No. 97/2021/H.Edn. dated 16.02.2021
 5. G.O(P)No. 99/2021/H.Edn. dated 16.02.2021
 6. G.O(P)No. 112/2021/H.Edn. dated 09.08.2021
 7. G.O(Ms)No.120/2021/Fin dated 13/10/2021
 8. G.O(Ms)No.183/2022/Fin dated 19/10/2022
 9. G.O(P)No.10/2023/Fin dated 31/01/2023

ORDER

As per Government Orders read 1st to 6th 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, Malayalam University, Technological 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, on receiving various representations from stakeholders of the above Government orders seeking more clarifications/rectification of anomalies in the above pay revisions, Government had modified/clarified/regulated certain common issues in the above pay revisions and subsequent orders issued in this regard as per

the Government Orders read 7th to 9th above.

2. As per para 3(II)(ii) of the Government Order read 7th above, an employee can elect to continue to draw pay in the existing pay structure until the first promotion date (whether by regular promotion, career advancement promotion or financial upgradation) on or after 01/01/2016 but before the date of pay revision order concerned and on electing promotion date, he will first avail promotion to the pre-revised scale of the higher post and thereafter the benefits of the 7th UGC/AICTE pay revision on the same date of such promotion and the option facility was limited only for the first promotion after 01/01/2016 but before the date of order of pay revision. But a confusion arose whether promotion date mentioned above would include the next increment date on which fixation was done for such promotion as per the option exercised by the incumbent on the strength of the option facility as provided in the pre-revised (6th UGC-AICTE) pay revision orders. Many employees also requested to allow them to change over to 7th UGC/AICTE pay on such date of increment they choose to fix their pay consequent on grant of promotion/financial upgradation under 6th UGC/AICTE scheme.

3. On verification, it is found that if 'date of promotion' mentioned under para 3 (II) (ii) of the Government Order read 7th above is taken as the date of actual promotion, those who opted the date of next increment for fixation of pay on promotion under 6th UGC/AICTE Scheme and have chosen the date of promotion for coming over to the revised pay structure will have to re-fix their pay on the date of actual promotion under 6th UGC/AICTE scheme first and come over to the revised scheme thereafter on such promotion date. In such cases, a situation will arise where employees will lost their normal increment they had already earned on 1st July under 6th UGC/AICTE scheme, whereas their junior who got promotion on 1st July (date of increment) will get their normal increment and increment on account of promotion on that date and their next increment will fall on the 1st January of the subsequent year on completion of six months qualifying service. In such circumstances an anomalous situation will arise where juniors draw more pay than seniors as the seniors will also become eligible to get their next increment on 1st January of the ensuing year.

4. Government have examined the case in detail and are pleased to modify para 3 (II)(ii) of the Government Order read 7th above as given below, in order to avoid the above anomalous situation.

“continue to draw pay in the existing pay structure until the first promotion date (whether by regular promotion, career advancement promotion or financial upgradation) on or after 01.01.2016 but before the date of pay revision order concerned. On electing promotion date, he will first avail promotion to the pre-revised scale of the higher post and thereafter avail the benefits of this pay revision on the same date of such promotion. **The promotion date mentioned above also includes the next increment date (1st July), in cases where fixation of pay on promotion was done on such increment date as per the option exercised by the employee.** This option will be available only for the first promotion after 01.01.2016 but before the date of pay revision order concerned”

5. This modification will take effect from the date of effect given in the original order. The beneficiaries of this modified provision shall be allowed to exercise revised option for pay revision within a period of three months from the date of this order.

(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.
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