



GOVERNMENT OF KERALA

Abstract

Finance Department - 7th UGC/AICTE Schemes - Revision of Pay and Allowances - Modified - Orders Issued

FINANCE (PRC-C) DEPARTMENT

G.O.(P)No.141/2025/FIN Dated,Thiruvananthapuram, 06-11-2025

Read 1. 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.

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

3. OM No.F.No4-21/2017-IC/E.III(A) dated 31.07.2018 of the 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.54/2020/H&FWD dated 11.09.2020

7. GO(P)No.149/2020/Fin dated 05.11.2020

8. GO(P)No.38/2020/H.Edn dated 06.11.2020

9. GO(P)No.03/2021/Fin dated 23.01.2021

10. GO(P)No.25/2021/Fin dated 08.02.2021

11. GO(P)No.97/2021/H.Edn dated 16.02.2021

12. GO(P)No.99/2021/H.Edn dated 16.02.2021

13. GO(P)No.41/2021/H.Edn dated 26.02.2021

14. GO(P)No.112/2021/Fin dated 09.08.2021

15. G.O.(Ms)No.120/2021/Fin dated 13/10/2021

16. G.O.(Ms)No.183/2022/Fin dated 19.10.2022

17. GO(P)No.10/2023/H.Edn dated 31.01.2023

18. GO(P)No.43/2023/Fin dated 05.05.2023

19. Letter No. F.16-1/2023(CU)/128114 dated 10.02.2025 of University Grants Commission

Report of the Committee constituted to study the issues
20. in the implementation of 7th UGC/AICTE Pay Revisions.

ORDER

As per Government Orders read as 4th, 6th, 7th, 11th, 12th, 14th and 18th above, Government had issued orders revising the pay and allowances of teaching staff of Universities in the State and affiliated colleges both under Government and aided sector and in all streams of education, and Qualified Librarians as per 7th UGC/AICTE Regulations. Subsequently, as per the Government Orders read as 15th, 16th and 17th above, Government had clarified/ regulated certain common issues in the above pay revisions.

2. As per Government Order read as 16th above, the benefit of incentive advance increments available under 6th UGC/AICTE Schemes for acquiring higher qualifications like Ph.D and M.Phil was extended up to 01.11.2017. Vide clause 8 in the Notification read as 2nd above, it was clarified that there should be no incentives in the form of advance increments for obtaining the degrees of M.Phil or Ph.D since the incentive for higher qualification is built-in in the pay structure itself, wherein those having M.Phil or Ph.D degrees would progress faster under CAS. But contrary to the above Notification, the provision for advance increments had been included in the 7th Regulation issued subsequently by the UGC and the AICTE on 18.07.2018 and 01.03.2019 respectively. In view of lack of clarity in the issue, Government sought clarification from Government of India regarding the admissibility of advance increments for higher qualification under 7th UGC/AICTE pay

revision. In the context of non receipt of any reply from the Government of India, State Government, vide the order read as 16th above, had clarified that the incentive increments for M.Phil, Ph.D etc. would be admissible only up to 01.11.2017 and the same would also be allowable only at the pre-revised rate.

3. In the consideration of representations from various service organisations and court cases filed against Govt; in this matter, Government constituted a committee to examine the issues in the implementation of 7th UGC/AICTE Schemes in the State thoroughly.

Later, as per letter read as 19th above, the University Grants Commission informed unequivocally to follow clause 8 in the communication of Ministry of Education dated 02.11.2017.

4. In view of the clarification from University Grants Commission and on the basis of the report of the officers' committee constituted to study the issue, Government examined the matter in detail and are pleased to issue the following orders.

- i. The benefit of advance increments for higher qualification of M.Phil, Ph.D etc. sanctioned during 7th UGC/AICTE period, as per the Government Orders read above, shall be withdrawn with effect from 01.01.2016.
- ii. The excess amount, if any, received in the above connection may be adjusted in the arrears of DA revision/arrears of promotions, as the case may be.
- iii. From the next UGC/AICTE pay revision onwards, an official committee system should be instituted in FD, including the representatives of stake holding departments suitably, in order to make an in depth study of various aspects in the implementation of UGC/AICTE pay revisions in the State, such as, the academic requirement, capacity of the State Finance to absorb the additional

financial commitment due to the revision and the resultant financial commitment, so as to avoid ambiguities and implementation issues in the realm in future. The implementation of UGC/AICTE regulations in the State will be considered by Govt; only on the basis of the recommendation of this Committee. It is also made mandatory that the issuance of orders for UGC/AICTE pay revisions in the State should be from Finance Department.

- iv. The Heads of Department of the teachers/officers who have enjoyed the benefit of incentive advance increments for higher qualification under the 7th UGC/AICTE pay revision, should take steps to get their pay modified as per this order, without any formal application from the teachers/officers concerned and in consultation with the Accountant General (A&E), within a period of six months from the date of this order.

5. The Government Orders read above will stand modified to the extent at which the orders herein is issued.

(By order of the Governor)

A M JAFAR

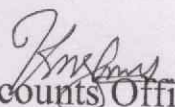
ADDITIONAL SECRETARY

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