



GOVERNMENT OF KERALA

Abstract

Finance Department-Implementation of 7th UGC Pay Revision to the
teachers of Ayurveda Medical Education- Orders Issued

Finance (Pay Revision Cell-C) Department

G.O.(P)No.149/2020/Fin dated, Thiruvananthapuram, 5th November, 2020

Read

G.O.(P)No.573/2012/Fin dated 16.10.2012

ORDER

1) As per Government order read above, Government have revised the scales of pay of teachers of Government and Aided Ayurveda Colleges, who have P.G Degree, as per UGC scheme. The Director of Ayurveda Medical Education has forwarded proposal for revision of scales of pay of teaching staff of Ayurveda Medical Colleges in line with 7th UGC scheme.

2) Government have examined the matter in detail and are pleased to revise the scales of pay of the teachers drawing UGC scales of pay in Government and Aided Ayurveda Colleges as per 7th UGC Scheme as follows.

“ 1. Coverage

The revised UGC pay is applicable to the faculties in Government & Aided Ayurveda Medical Colleges having Post Graduate Qualification.

2. Date of implementation

The date of effect of pay revision will be 01.01.2016. The date of effect of allowance will be w.e.f 01.01.2020. Arrears from 01.01.2016 to 31.12.2019 will be decided later.

3.General Conditions

Only the posts of Assistant Professor, Associate Professor will be eligible for Career Advancement Promotion schemes.

4.Revised pay scales

(i) Pay Fixation Method

The revised pay structure for different categories of teachers is based on the following:

a) The existing academic pay structure, i.e. the concept of Pay Band and Academic Grade Pay is replaced by Academic Levels and Cells.

b) The first academic level (corresponding to AGP of 6000) is numbered as academic level 10 and other academic levels are 11,12,13A, 14 and 15.

c) Each cell in the academic level is at 3% higher than the previous cell in that level.

d) The index of rationalisation is 2.67 for present AGP less than Rs.10000 and 2.72 for the AGP 10000 and above.

e)The entry pay for each level is as follows:

Pay Band	Academic Grade Pay	Entry Pay	Revised Academic Levels	Rationalised Entry Pay
15600-39100	6000	21600	10	57700
15600-39100	7000	25790	11	68900
15600-39100	8000	29900	12	79800
37400-67000	9000	49200	13A	131400
37400-67000	10000	53000	14	144200
37400-67000	12000	67000	15	182200

5. Pay Fixation Method

The pay in the revised pay structure shall be fixed in the following manner -

The pay in the Applicable Level in the pay matrix shall be the pay obtained by multiplying the existing basic pay (pay in the pay band +AGP) as on 31st December, 2015 by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any cell in the applicable Level in 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 applicable Level of the pay matrix.

6. Bunching of Increment

Benefit on account of bunching is to be extended when two or more stages get bunched, an additional increment equal to 3% may be given for every two stages bunched and pay fixed in the subsequent cell in the pay matrix. An example is illustrated below.

If two persons drawing pay of Rs. 53,000 and Rs. 54,590 in the AGP 10000 are to be fitted in the new pay matrix, the person drawing pay of Rs. 53,000 on multiplication by factor of 2.57 will expect a pay corresponding to Rs.1,36,210 and the person drawing pay of Rs. 54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,40,296. Revised pay of both should ideally be fixed in the first cell of level 15 in the pay of Rs.1,44,200 but to avoid bunching, the person drawing pay of Rs. 54,590 will get fixed in second cell of level 15 in the pay of Rs.1,48,500.

7. Fixation of pay on promotion on or after 01.01.2016

The fixation of pay in case of promotion from one Academic Level to another in the revised pay structure shall be made in the following manner;

One increment shall be given in the Academic Level from which the employee is promoted and he shall be placed at a cell equal to the figure so arrived at in the Academic Level of the post to which promoted and if no such Cell is available in the Academic Level to which promoted, he shall be placed at the next higher Cell in the Academic Level.

8. Revised Academic Levels

Designation	Pre-revised pay band	Revised pay matrix level	Rationalised pay
Assistant Professor	15600-39100+6000	10	57700
Assistant Professor	15600-39100+7000	11	68900
Assistant Professor	15600-39100+8000	12	79800
Associate Professor	37400-67000+9000	13 A	131400
Professor	37400-67000+10000	14	144200
Principal	37400-67000+12000	14	144200
DAME	37400-67000+12000	15	182200

Increment

i) The annual increment is given in the pay matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increment to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of the existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of career advancement promotion.

9) Career Advancement Scheme

The career advancement scheme for teachers in Ayurveda Medical Colleges with regular approved P.G Degree will be as per the norms of UGC and following 5+5+3 rule and the minimum academic eligibility requirements as per the regulations of the Central Council of Indian Medicine, with modifications, if any, as approved by the Government of Kerala from time to time. For career advancement promotion, Academic Performance Requirements other than minimum qualifications will be mandatory. However such Academic Performance Requirements wherever mentioned need not be insisted for granting Academic Grade Pay / Career Advancement in all the cadres of placement which became due till 31.05.2018. Thereafter API scores will be binding for career advancement and relaxation in this regard will not be allowed under any circumstances.

1. Assistant Professor (Academic Level 10) to Assistant Professor (Academic Level 11)

Assistant Professor with 5 years teaching experience after P.G.Degree will be given career advancement promotion to Academic level 11, subject to satisfaction of academic performance requirements as specified by UGC.

2 . Assistant Professor (Academic Level 11) to Assistant Professor (Academic Level 12)

Assistant Professor who have completed 5 years in the Academic level 11 will be given career advancement promotion as Assistant Professor to Academic level 12, subject to satisfaction of academic performance requirements as specified by UGC.

3 . Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13 A).

Assistant Professor who have completed 3 years in the Academic level 12 will be given career advancement as Associate Professor in to the Academic Level 13A, subject to satisfaction of academic performance requirements as specified by UGC.

4. Associate Professor (Academic Level 13 A) to Professor (Academic Level 14)

Associate Professor who have completed 3 years in the Academic level 13A will be given career advancement as Professor in to the Academic Level 14, subject to satisfaction of academic performance requirements as specified by UGC.

10) Placement of Existing Faculties

i) The pay band of existing Assistant Professors who got appointment on or before 31.12.2015 will be revised as 15600-39100+7000 AGP and they will be placed in Academic Level 11 on the date of option. They will be eligible for career advancement as Assistant Professor to the Academic Level 12 on completion of a total service of 5 years in the AGP of 7000 and Academic Level 12 combined together. The monetary benefit for such placement will be notional up the date of pay revision order.

ii) Existing Assistant Professors in the pay band 15600-39100+8000 AGP will be placed at the Academic Level 12 on the date of option. They will be eligible for career advancement placement as Associate Professor at the Academic Level 13A on completion of a total service of 3 years in the AGP of 8000 and Academic Level 12 combined together.

iii) Existing Associate Professors in the pay band of 37400-67000+9000 AGP will be placed in Academic Level 13A on the date of option. They will be eligible for career advancement promotion as Professor at Academic Level 14 on completion of 3 years of service in the AGP of 9000 and Academic Level 13A combined together.

iv) Existing Professors in the pay band of 37400-67000+10000 and 12000 AGP will be placed in Academic Level 14 on the date of option.

11) Allowances

1) Dearness Allowance

Date	Rate of DA	Total DA
01.01.2016	0	0
01.07.2016	2%	2%
01.01.2017	2%	4%
01.07.2017	1%	5%
01.01.2018	2%	7%
01.07.2018	2%	9%

Further Dearness allowance will be as sanctioned by the State Government from time to time for the Ayurveda Medical Colleges drawing pay under UGC scheme.

2) Patient Care Allowance

Patient Care Allowance may be sanctioned to Ayurveda College Faculties at a rate of 15% of their basic pay subject to the condition that the post is clinical one. The DAME will not be eligible for this allowance. Principals who do not have patient care duties are also not eligible for this allowance.

3) Administrative Allowances

Administrative Allowance will be as per the following rate.

Designation	Rate
DAME	15 % of basic pay*
Principals	10 % of basic pay*
RMO, Superintendent	3000
Deputy Warden	1500

* in lieu of Patient Care Allowance.

4) House Rent Allowance, City Compensatory Allowance

HRA & CCA will be sanctioned to the teaching faculties of Ayurveda Medical Education at the rate applicable to the State Government employees from time to time.

12) Review of existing career advancement

In order to ensure correctness, all the career advancement promotions given (as per 1996 AICTE scheme and 2006 UGC scheme) should be verified and irregularities if any should be rectified before implementing this pay revision.

13) Stepping up of pay of senior

In cases where a senior Government employee promoted to a higher post before 01.01.2016, other than a career advancement draws less pay in the revised scale than his junior promoted to this higher post after 01.01.2016, the pay of the Senior employee shall be stepped up to the level of the pay of the junior with effect from the date on which the junior draws more pay, provided that :-

- i) The senior and the junior employee should belong to the same category. They should also have been promoted to the same category of post.
- ii) The pre-revised and revised scales of pay of the lower and higher post in which they are entitled to draw pay should both be identical.
- iii) The senior Government employee at the time of promotion should have been drawing equal or more pay than the junior.
- iv) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay;
- v) The anomaly should not have arisen due to the option exercised on different dates or due to any advance increments granted to the junior on acquiring higher qualifications in the lower post or due to increased service weightage to the junior.

Note :-

- 1) If, in the pre revised scale in the lower post, the junior employee was drawing more pay than the senior, the senior to such junior will have no claim over the pay of the junior.
- 2) In case where pay of an employee is stepped up in terms of this rule, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of the pay.

14) Exercise of Option

- i) All appointments and promotions made on or after 01.01.2016 shall be deemed to have been made in the revised pay structure.
- ii) However an employee already promoted to a higher scale (whether by regular promotion or by career advancement promotion) on or after 01.01.2016, but before the date of the Pay Revision Order will have the option to continue in the pre-revised scale of the lower post till the date of such promotion and then first avail the promotion to the pre-revised scale of the higher post and thereafter avail the benefits of this pay revision. This option will be available only for the first promotion after 01.01.2016 but before the date of this order. The option in writing is to be exercised within a period of

three months from the date of issue of pay revision order. 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, 2006, 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) If the intimation regarding option is not received within the time mentioned in sub rule (i), the employee shall be deemed to have elected to be governed by the revised pay structure with effect from 01-01-2006.
- iv) The option once exercised shall be final. Form of Fixation, Form of option and Undertaking are shown in Appendix II , III & IV.

(By order of the Governor)

RAJESH KUMAR SINGH IAS
ADDITIONAL CHIEF SECRETARY

To

The Principal Accountant General, Kerala, Thiruvananthapuram.

The Accountant General (A&E), Kerala, Thiruvananthapuram.

The Director, Ayurveda Medical Education, Thiruvananthapuram.

The Principal, Government Ayurveda Medical College, Thiruvananthapuram

The Principal, Government Ayurveda Medical College, Thripunithara, Ernakulam

The Principal, Government Ayurveda Medical College, Pariyaram, Kannur

The Principal, Kottakkal Vaidyaratnam P.S Warrier Ayurveda Medical College,
Kottakkal, Malappuram

The Principal, Vaidyaratnam Ayurveda College, Ollur, Thrissur.

The Health and Family Welfare (D) Department.

General Administration (SC) Department (Vide item No 4345 dated 04.11.2020 of the proceedings of the Council of Ministers).

The Private Secretaries to Chief Minister and other Ministers.

The Private Secretaries to Speaker, Deputy Speaker, Leader of Opposition and Government

Chief Whip.

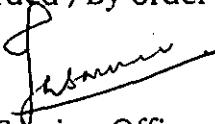
The Secretary to Governor.

The Additional Secretary to Chief Secretary

The Director of Treasuries, Thiruvananthapuram

The District Treasuries/ Sub Treasuries.

Forwarded /By order



Section Officer

Appendix I.

Pay Matrix

Pay Band	15600-39100			37400-67000		67000 - 79000(37400 - 67000 + 12000)
Grade Pay	6000	7000	8000	9000	10000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay	21600	25790	29900	49200	53000	67000
Academic Level	10	11	12	13A	14	15
Rationalised Entry Pay	57700	68900	79800	131400	144200	182200
1						
2	59400	71000	82200	135300	148500	187700
3	61200	73100	84700	139400	153000	193300
4	63000	75300	87200	143600	157600	199100
5	64900	77600	89800	147900	162300	205100
6	66800	79900	92500	152300	167200	211300
7	68800	82300	95300	156900	172200	217600
8	70900	84800	98200	161600	177400	224100
9	73000	87300	101100	166400	182700	
10	75200	89900	101400	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					

Appendix – II

Statement of fixation of pay under Pay Revision (2016) for teaching staff in Ayurveda
Medical Education Service.

(As per para. 5 of GO (P) No.149/2020/Fin dated 05.11.2020)

Sl.No	Particulars	Relevant Information
1	Name and PEN of the Employee	
2	Name of the College	
3	Present Designation & Date of Joining	
4	Date of Option for revised pay matrix	
5	Designation as on date of option	
6	Pre-revised emoluments as on date of option	
	i) Pay in the pay band	
	ii) Academic Grade Pay	
7	Amount arrived (Basic Pay+ AGP) X 2.57	
8	Revised pay in the Pay Matrix	
9	Academic Level in the pay matrix (10,11,12,13A,14,15)	
10	Next date of increment and Pay	

Appendix - III

Form of Option

[See G.O.(P) No.149/2020/Fin dated 05.11.2020]

* (i) I(Name) hereby elect
the revised pay structure with effect from 1st January 2016.

* (ii) I(Name) hereby elect to continue in the existing
Scale of Pay of my post mentioned below until.....

Existing Pay band and AGP.....

Signature.....

Name

Designation:

College:

Date :

State:

** To be scored out, if not applicable*

Appendix – IV

UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised Scale or grant of inappropriate pay band or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature.....

Name

Designation:

PEN.....

College

Date :

Station.....