

**GOVERNMENT OF ASSAM  
FINANCE (PAY RESEARCH UNIT) DEPARTMENT  
DISPUR :::::: GUWAHATI-6**

**ORDERS BY THE GOVERNOR**

**NOTIFICATION**

No.FPC.28/2018/69

Dated Dispur, the 4<sup>th</sup> Sept. 2018.

The Government of India vide their letter No.1-7/2015-U.II(1) dated 02.11.2017 allowed the revision of pay scales of teachers in the Higher Educational Institutions under the purview of the UGC and vide their letter No.1-7/2015-U.II(2), dated 02.11.2017 has also allowed to revise the pay scale of the Officers of the Central University and Centrally funded Deemed to be Universities.

In pursuance of decision of the State Government and in exercise of powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Assam is pleased to extend the benefit of revised UGC pay scales to the teachers of Technical Educational Institutes/ Polytechnic Institutions /Government Medical Colleges/ Government Ayurvedic College/ Government Dental Colleges and Dental wing of all Medical Colleges/ Government Nursing Colleges/ Government Pharmacy Institutes / Medical Institute, Jorhat, w.e.f 01.04.2016 as shown below:

**A. EDUCATION TECHNICAL**  
**(i).ENGINEERING COLLEGE**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	2	3	4	5	6	7
1	Principal	37,400-67,000	10,000 (Plus Special Allowance Rs. 3000)	1,44,200-2,18,200	14	Plus Special Allowance Rs. 3000/-
2	Professor (Tech)	37,400-67,000	10,000	1,44,200-2,18,200	14	
3	Associate Professor	37,400-67,000	9000	1,31,400 - 2,17,100	13A	
4	Assistant Professor	15,600-39,100	8000	79,800-2,11,500	12	
5	Assistant Professor	15,600-39,100	7000	68,900-2,05,500	11	
6	Assistant Professor	15,600-39,100	6000	57,700-1,82,400	10	

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(ii) POLYTECHNICS

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Principal	37,400-67,000	10,000 (Special Allowance of Rs.2000)	1,44,200-2,18,200	14	(Special Allowance of Rs.2000)
2	Lecturer (Selection Grade)	37,400-67,000	9000	1,31,400 – 2,17,100	13A	
		37,400-67,000	8000	79800-2,11,500	12	Those incumbents who have completed 5 years in Academic Level 11 on 01.04.2016 shall be placed in Academic Level 12.
3	Lecturer (Senior Grade)	15,600-39,100	7000	68,900-2,05,500	11	
4	Lecturer	15,600-39,100	6000	57,700-1,82,400	10	(On completion of Master Degree in appropriate Branch/ Discipline shall move to Academic Level 10)
		15,600-39,100	5400	56,100-1,77,500		Entry Level without Master Degree

**B. GOVERNMENT MEDICAL COLLEGES**

**(i). (MEDICAL SUBJECT)**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Principal	37,400-67,000	10,000	1,44,200-2,18,200 (Special Allowance of Rs.3000/-)	14	Subject to fulfillment of the relevant conditions laid down by MCI/ CCIM/ DCI/ INC/ PCI/ UGC and service rules and any other norms laid down by the State Government for minimum teaching days/ weeks and minimum work load etc.
2	Vice-Principal	37,400-67,000	10,000	1,44,200-2,18,200	14	

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3	Professor	37,400-67,000	10,000	1,44,200- 2,18,200	14	
4	Associate Professor	37,400-67,000	9000	1,31,400 – 2,17,100	13A	
5	Assistant Professor	15,600-39,100	7000	68900- 2,05,500	11	
6	Resident Physician/ Resident Surgeon/ Registrar/ Demonstrator and any other equivalent posts	15,600-39,100	6000	57,700- 1,82,400	10	

**(ii). GOVERNMENT MEDICAL COLLEGE  
(Non-Medical)**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Asst. Professor, (Non-Medical) (Lecturer, Selection Grade/ Assistant Professor / Sr. Physicist/ Lecturer, Health Statistics, SPM)	15,600-39,100	7000	68,900-2,05,500	11	Subject to fulfillment of the relevant conditions laid down by MCI/ CCIM/ DCI/ INC/ PCI/ UGC and service rules and any other norms laid down by the State Government for minimum teaching days/ weeks and minimum work load etc.
2	Lecturer, (Non-Medical) Earlier Psychiatry Social	15,600-39,100	6000	57,700-1,82,400	10	Subject to fulfillment of the relevant conditions laid down by MCI/ CCIM/ DCI/ INC/ PCI/ UGC and service rules and any other norms laid down by the State

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Worker / Clinical Psychologis t, Statistician/ Junior Physicist/ Lecturer, Medical Social Worker )						Government for minimum teaching days/ weeks and minimum work load etc.
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**(iii). GOVERNMENT AYURVEDIC COLLEGE**  
**Ayurvedic/ Non-Ayurvedic**

	Name of post	Existing scale	Academ ic Grade pay	Revised Pay	Aca dem ic level	Remarks
1	Principal	37,400-67,000	10,000 (Special Allowan ce of Rs.3000/- p.m)	1,44,200-2,18,200( Special Allowance of Rs.3000/- p.m)	14	Subject to fulfillment of the relevant conditions laid down by MCI/ CCIM/ DCI/ INC/ PCI/ UGC and service rules and any other norms laid down by the State Government for minimum teaching days/ weeks and minimum work load etc.
2	Professor	37,400-67,000	10,000	1,44,200-2,18,200	14	
3	Associate Professor	15,600-39,100	8000	79,800-2,11,500	12	
		37,400-67,000	9000	1,31,400 - 2,17,100	13A	
4	Asstt. Professor	15,600-39,100	7000	68,900-2,05,500	11	
		15,600-39,100	8000	79,800-2,11,500	12	
5	Assistant Professor	15,600-39,100	6000	57,700-1,82,400	10	

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(Non-Ayurvedic) / Assistant Professor (Ayurvedic) (Earlier Lecturer, Non-Ayurvedic and Lecturer, Ayurvedic)	15,600-39,100	7000	68,900-2,05,500	11	
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**(iv). GOVERNMENT DENTAL COLLEGES AND DENTAL WING OF ALL MEDICAL COLLEGES OF ASSAM.**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Principal	37,400-67,000	10,000 (Special Allowance of Rs.3000/- p.m)	1,44,200-2,18,200 (Special Allowance of Rs.3000/- p.m)	14	Subject to fulfillment of the relevant conditions laid down by MCI/ CCIM/ DCI/ INC/ PCI/ UGC and service rules and any other norms laid down by the State Government for minimum teaching days/ weeks and minimum work load etc.
2	Vice-Principal	37,400-67,000	10,000	1,44,200-2,18,200	14	
3	Professor	37,400-67,000	10,000	1,44,200-2,18,200	14	
4	Reader	37,400-67,000	9000	1,31,400 - 2,17,100	13A	
5	Lecturer	15,600-39,100	7000	68,900-2,05,500	11	
6	Tutor / Resident Surgeon/ Demonstrator/ Registrar and any other equivalent posts	15,600-39,100	6000	57,700-1,82,400	10	

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**(v). GOVERNMENT NURSING COLLEGES (TECHNICAL AND NON-TECHNICAL)**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Principal	37,400-67,000	10,000	1,44,200-2,18,200 (Special Allowance of Rs.3000/- p.m)	14	Subject to fulfillment of the relevant conditions laid down by MCI/ CCIM/ DCI/ INC/ PCI/ UGC and service rules and any other norms laid down by the State Government for minimum teaching days/ weeks and minimum work load etc.
2	Professor	37,400-67,000	10,000	1,44,200-2,18,200	14	Subject to fulfillment of the relevant conditions laid down by MCI/ CCIM/ DCI/ INC/ PCI/ UGC and service rules and any other norms laid down by the State Government for minimum teaching days/ weeks and minimum work load etc.
3	Associate professor	37,400-67,000	9000	1,31,400 - 2,17,100	13A	
4	Asst. Professor (Nursing / Non-Nursing)	15,600-39,100	7000	68,900-2,05,500	11	
5	Lecturer / Tutor / Demonstrator / Nutriologist and any other equivalent posts	15,600-39,100	6000	57,700-1,82,400	10	

**(vi). GOVERNMENT PHARMACY INSTITUTES.**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Principal	37,400-67,000	10,000	1,44,200-2,18,200	14	Subject to fulfillment of the relevant conditions laid down by MCI/ CCIM/ DCI/ INC/ PCI/ UGC and service rules
2	Vice-Principal	37,400-67,000	9000	1,31,400 - 2,17,100	13A	

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3	Senior Lecturer	15,600-39,100	7000	68,900-2,05,500	11	and any other norms laid down by the State Government for minimum teaching days/ weeks and minimum work load etc.
4	Lecturer	15,600-39,100	6000	57,700-1,82,400	10	

**(vii). MEDICAL INSTITUTE, JORHAT**

	Name of post	Existing scale	Academic Grade pay	Revised Pay	Academic level	Remarks
1	Principal	15,600-39,100	7000	68,900-2,05,500	11	
		15,600-39,100	8000	79,800-2,11,500	12	<ul style="list-style-type: none"> <li>• Those incumbents with completed 5 years of service at the Academic Level 11 subject to service rules /relevant guidelines shall be placed in the Academic Level 12.</li> <li>• Those incumbents who have not completed 3 years in the pre revised scale of 15600-39100 with Academic Grade pay of Rs 8000 as on 01.04.2016 shall be placed in Academic Level 12.</li> </ul>

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		37,400-67,000	9000	1,31,400 – 2,17,100	13A	<ul style="list-style-type: none"> <li>• Those incumbents with completed 3 years of service at the Academic level 12 subject to service rules/ relevant guidelines shall be placed in Academic Level 13A.</li> <li>• Those incumbents who have completed 3 years as on 01.04.2016 in the pre-revised scale Rs 15600- 39100 with Academic Grade Pay of Rs 8000, shall be placed in Academic level 13A.</li> </ul>
2	Vice-Principal	15,600-39,100	7000	68,900-2,05,500	11	<ul style="list-style-type: none"> <li>• Those incumbents with completed 5 years of service at Academic Level 11 subject to Service Rules/ relevant guidelines shall be placed in Academic Level 12.</li> </ul>
		15,600-39,100	8000	79,800-2,11,500	12	
3	Senior Teacher/ Junior Teacher	15,600-39,100	6000	57,700-1,82,400	10	<ul style="list-style-type: none"> <li>• Those incumbents with completed 4 years of service and possessing Ph.D degree in relevant discipline shall be placed in Academic Level 11.</li> <li>• Those incumbents having M. Phil or Post Graduate Degree in relevant discipline shall be placed in Academic level 11 on completion of 5 years of service.</li> <li>• Those incumbents not having Ph.D or M. Phil or Post Graduate Degree in relevant Discipline shall be placed in Academic Level 11 on completion of 6 years of service.</li> </ul>
		15,600-39,100	7000	68,900-2,05,500	11	



**C. REVISED PAY FIXATION METHOD FOR MEDICAL AND TECHNICAL EDUCATIONAL INSTITUTION.**

**Pay fixation method...**

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

- a) The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of PB & AGP to that of academic levels and cells.
- b) The first Academic Level (corresponding to AGP of Rs.6000) is mentioned as Academic Level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an Academic Level is at 3% higher than the previous cell in that level
- d) The index of rationalization (IOR) is 2.67 for present AGP less than Rs.10,000/- and 2.72 for the AGP of Rs.10,000/- and above.

e)

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

- f) For fixation of pay of the employees in the Pay Matrix as on 1<sup>st</sup> April, 2016, the existing Pay (Pay in PB + AGP) in the pre-revised structure as on 31<sup>st</sup> March, 2016 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to the employees PB and AGP in the new Pay Matrix. If a cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be revised pay otherwise the next higher cell in that Academic Level shall be the revised pay of the employees. If the figure arrived in this manner is less than the first cell in that academic level, then the pay shall be fixed at the first cell of that academic level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3% may be given for every 2(two) stages bunched, and pay fixed in the subsequent cell in the Pay Matrix.

The matter of financial up-gradation on completion of certain number of years in a particular post along with fulfilment of required norms in case of Medical Educational Institutes is being examined separately.

**D. REVISED PAY SCALE.**

- a) All higher Academic level in the same cadre or post should be subjected to following the guidelines/ regulations as prescribed by the MCI, CCIM, DCI, INC, PCI, UGC and the service rules as framed by the Govt. of Assam.
- b) All promotions from one post to another posts shall be subject to availability of vacancy in the relevant cadre, provisions of relevant service rules and the guidelines / regulations

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as prescribed by the MCI, CCIM, DCI, INC, PCI, UGC and the service rules as framed by the Govt. of Assam.

- c) The benefit of above revised UGC pay scale be extended only subject to the fulfilment of conditions related to numbers of posts, mode of fulfilling up these posts, minimum number of years of service required for any given posts and the conditions related to eligibility in respect of education qualification and teaching / research experience as laid down in the relevant service rules and by UGC regulations and if any by University concerned.
- d) The benefits of above revised UGC pay scale be extended only to those Institutions that adopt the UGC regulations related to creation and filling up of teaching posts in pyramidal order, appointments on Contract basis, minimum numbers of teaching days and week, minimum work load, adoption of service agreement for new appointee and code of professional ethics by way of incorporating these in acts or statutes, wherever applicable, within three months from the date of adopting the revised UGC pay scales.
- e) The Technical Education Department and Health &FW Department will put in place a mechanism within one month at the respective Directorate level to ensure that only those teaching staffs, that are eligible under the scheme, get the revised UGC pay scales.
- f) The Technical Education Department and Health &FW Department will evolve an effective mechanism in respect of Colleges, both General and Technical and Polytechnics within three months to ensure the compliance of the regulations related to minimum teaching days/ weeks and minimum work load, if necessary, by adopting the electronic cards or such other means for recording these parameters.

**E. INCREMENTS:**

- a) 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 increments to each employee would move up in the same academic level, with an employee moving from the existing in the academic level to the immediate next cell in the same academic level.
- b) There shall be only one date of increment i.e 1<sup>st</sup> July of every year.

**F. PROMOTION**

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On the promotion, he would be given a notional increment in his existing Academic level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

**G. ALLOWANCES etc:-**

- a) The Dearness Allowance as applicable to State Government employee which is at par with the rates followed by Central Government shall be applicable.

- b) House Rent Allowance, Leave Travel Concession, Special Compensatory Allowance, Medical Allowance etc. will be admissible w.e.f 01.04.2016 as applicable for the State Govt. employees.
- c) Only the allowance and grants as admissible to the State Government employees will be admissible to the teachers of Technical Educational Institutes/ Polytechnic Institutions, Government Medical Colleges/ Government Ayurvedic College/ Government Dental Colleges and all Dental Wing of Medical Colleges/ Government Nursing Colleges/ Government Pharmacy Institutes and Medical Institute, Jorhat under Health & FW (B) Department and other academic staff covered under these UGC pay scales.

**H. SUPERANNUATION AND PENSION.**

The existing provision on superannuation of teachers shall continue.

**I. DATE OF IMPLEMENTATION OF REVISED PAY AND ALLOWANCE.**

- a) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.04.2016 on the basis of the existing pay as on 31.03.2016.
  - b) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payment due or otherwise to the beneficiary.
- J.** Health & FW (B) Department and Higher Education (Technical) Department of Government of Assam will move Government of India for releasing 50% share of the arrear amount for the period from 01.04.2016 to 31.03.2019. Accordingly, 50% share of the total arrear will be released only on receipt of the same from Government of India.

*J. Dinda* 4/9/18

Principal Secretary to the Govt. of Assam,  
Finance (PRU) Department

Memo No.FPC.28/2018/ 69-A

Dated Dispur the 4<sup>th</sup> Sept. 2018

Copy to :-

1. Accountant General (A&E), Assam, Beltola, Ghy -29.
2. The Secretary to the Hon'ble Governor of Assam, Rajbhawan, Guwahati-29.
3. P.P.S to the Hon'ble Chief Minister, Assam, Dispur.
4. P.S to the Hon'ble Minister, Health & FW Department, Finance Department etc.
5. P.S to the Hon'ble Minister, Education Department.
6. P.S to Chief Secretary, Assam, Dispur.
7. The Commissioner & Secretary to the Govt. of Assam, Higher Education (Technical) Department, Dispur, Ghy-6.
8. The Commissioner & Secretary to the Govt. of Assam, Health & FW (B) Department, Dispur, Ghy-6.
9. All Administrative Department./ All Heads of Department, Assam.
10. Directorate of Medical Education, Assam.
11. Directorate of Ayush, Assam.
12. Directorate of Technical Education, Assam.
13. All Treasury Officers/ Sub-Treasury Officers.
14. Director, Assam Govt. Press, Bamunimaidam, Ghy-21 for publication of the Notification in the next issue of Assam Gazette.
15. Finance (e-GU) Department for uploading in the website.

By order etc.

  
4/9/18  
Under Secretary.

Finance (PRU) Department.