



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

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Section Officer