



**GOVERNMENT OF KERALA**

**Abstract**

Higher Education Department - UGC Scheme- Revision of Scale of Pay of Teachers in Universities under Higher Education, affiliated colleges, teachers in Law colleges and Engineering colleges and Kerala Agricultural University, Kerala Veterinary and Animal Sciences University, Kerala University of Fisheries and Ocean Studies and Teachers in Physical Education and Librarians etc - Modifications - orders issued.

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**HIGHER EDUCATION (C) DEPARTMENT**

**G.O.(P)No.38/2020/HEDN** Dated, Thiruvananthapuram, 06/11/2020

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- Read 1 GO(P)No.18/2019/HEdn dated 29/06/2019.  
2 GO(P)No.29/2019/HEdn dated 30/09/2019.  
3 Lr.No.UGC Cell3/42245/2017/Coll.Edn. dated 24/01/2020, 02/03/2020 & 13/08/2020 from Director of Collegiate Education.

**ORDER**

As per the Government Order read above, Government sanctioned Pay Revision to the Teachers in Universities under Higher Education, Affiliated colleges, teachers in Law colleges and Engineering colleges and Kerala Agricultural University, Kerala Veterinary and Animal Sciences University, Kerala University of Fisheries and Ocean Studies and Teachers in Physical Education and Librarians under the University Grants Commission scheme. As per the letter read as 2nd paper above, the Director of Collegiate Education has sought clarification for certain points such as Advance increment, Annual increment, Option etc. mentioned in the Pay revision order.

Government have examined the matter in detail and are pleased to order the following clarifications to the Government orders read above:

DAT

1. As the incentive scheme for obtaining the higher qualification of Ph.D and M.Phil has been with drawn as per the Office Memorandum No. 1-7/2015-G.II(1) dated 02/11/2017 of the Ministry of Human Resources Department (Department of Higher Education), Government of India, the advance increment paid to the faculties on or after 02/11/2017 has to be refunded.
2. The option form given in Appendix II to the Government Order read as 1st above is replaced by a modified option form annexed to this order.
3. Pensionary benefits (DCRG, Terminal Surrender etc) will be sanctioned in pre-revised rates for the time being and revised pensionary benefits will be decided later during the implementation of UGC Pension Revision.
4. In the case of the employees who are getting any retrospective effect of pay changes from January 2016 to March 2019, they will be sanctioned arrears of salary from 01.04.2019 onwards. The payment of arrears up to 31.03.2019 will be decided subject to finalization in the matter of payment of arrears of pay revision for the period from 01.01.2016 to 31.03.2019.
5. The amount of Rs. 87,100/- given in the 3rd column of Pay Matrix 9 under Table 1 of Appendix-I of the Government Order read as 1st above, is revised as Rs.87,300/-
6. The Index of rationalization (IOR) is fixed as 2.59 in place of 2.67 and 2.72 mentioned in item (d) under para 6.1.1 of the Government Order read as 1st above.
7. The Item 3 under Appendix IV to the Government Order read as 1st above is corrected as 'Designation of the post in which pay is to be fixed'.
8. In fixation statement given in Appendix (IV) of the Government Order read as 1st above, the items 5(b), 5(c), 11,12 and 13 are excluded.
9. For sanctioning of increment consequent to fixation of pay in pay Revision and sanctioning of annual increment to those getting appointment/promotion, it is clarified that those who are appointed/promoted during 2nd January to 1st July (both inclusive) will be given annual increment on 1st January next and those who appointed /promoted during 2nd July to 1st January (both inclusive) will be given annual increment on 1st July next.
10. Government have considered the request of the Director of Collegiate Education for pay fixation to all principals irrespective UG/PG colleges to be in Academic level 14 and it is clarified that the senior most Principals proportional to PG Colleges will be

placed in Academic Level 14 (Rationalized entry pay of Rs.1,44,200/-) and the rest will be placed in Academic Level 13 itself.

The Government orders read above, stands modified to the above extent only.

(By order of the Governor)  
**VIJAYAKUMAR.R**  
**ADDITIONAL SECRETARY**

To:

The Director of Collegiate Education, Thiruvananthapuram.

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

The Director of Treasuries, Thiruvananthapuram.

Registrar of All Universities.

The Secretary, Kerala Public service Commission, Thiruvananthapuram  
(with C.L)

The Director of Information and Public Relations, Thiruvananthapuram.

The Director of Technical Education, Thiruvananthapuram.

Agriculture Department.

Health and Family Welfare Department.

General Education Department.

Animal Husbandry Department.

Fisheries & Ports Department.

All sections of Higher Education Department.

All Managements and Principals of Aided Colleges.

[www.highereducation.kerala.gov.in](http://www.highereducation.kerala.gov.in)

Finance Department (vide No.1115260/EDN-C1/63/19-FIN, dated 05/10/2020).

Web & New media (Information & Public Relations) Department.

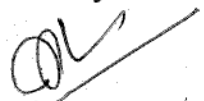
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Copy to:

PS to Hon'ble Minister (HEDN & WM).

CA to Principal Secretary, Higher Education Department.

Forwarded /By order

  
Section Officer

**Appendix-II**

**FORM OF OPTION**

\*1. I ..... hereby elect the revised pay structure with effect from 1st January, 2016

\*2. I, ..... hereby elect to continue on Pay Band and Grade Pay of my substantive/officiating post mentioned below until:

- the date of my next increment raising my pay to Rs. ....
- /the date of my promotion/up gradation to the post of .....
- (provided that such date shall not be beyond the date of the Government Order (P) No.18/H.Edn dated 29/06/2019)

Existing Pay Band and Grade Pay.....

Signature .....

Name.....

Designation .....

Office in which employed .....

D

\*To be scored out, if not applicable

