



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, Agricultural University, Veterinary & Animal Science University, Fisheries University, Faculties in Medical Education including Dental, Nursing and Pharmaceutical Sciences, Ayurveda Medical Education, Homoeopathic Medical Education, Faculties in Government and Aided Polytechnic Colleges, Teachers in Physical Education and Qualified Librarians as per 7th UGC/AICTE Regulations - Common issues - Clarifications - Orders issued

FINANCE (PAY REVISION CELL - C) DEPARTMENT

G.O.(Ms)No.183/2022/Fin

Dated, Thiruvananthapuram, 19/10/2022

- Read 1. Government of India Letter No.1-7/2015/U.II(1) and 1-7/2015/U.II(2) dated 02.11.2017 of the Ministry of Human Resource Development.
2. 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.
 3. OM No. F.No.4-21/2017-IC/E.III(A) dated 31.07.2018 of 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.18/2020/H.Edn dated 28.05.2020.
 7. GO(P)No.54/2020/H&FWD dated 11.09.2020.
 8. GO(P)No.149/2020/H.Edn dated 05.11.2020.
 9. GO(P)No.38/2020/H.Edn dated 06.11.2020.
 10. GO(P)No.03/2021/Fin dated 23.01.2021.
 11. GO(P)No.25/2021/Fin dated 08.02.2021.
 12. GO(P)No.97/2021/H.Edn dated 16.02.2021.
 13. GO(P)No.99/2021/H.Edn dated 16.02.2021.
 14. GO(P)No.41/2021/H.Edn dated 26.02.2021.
 15. GO(P)No.112/2021/H.Edn dated 09.08.2021.
 16. G.O(Ms)No.120/2021/Fin dated 13/10/2021.

17. Minutes of the meeting held on 14/06/2022 to discuss issues on the implementation of 7th UGC/AICTE pay revisions.

ORDER

As per Government Orders read 4th, 7th, 8th, 12th, 13th and 15th above Government had issued orders revising the pay and allowances of teaching staff of Universities and affiliated colleges under Collegiate Education Department, Law College, Engineering Colleges, Agricultural University, Veterinary & Animal Science University, Fisheries University, Faculties in Medical Education including Dental, Nursing and Pharmaceutical Sciences, Ayurveda Medical Education, Homoeopathic Medical Education, Faculties in Government and Aided Polytechnic Colleges, Teachers in Physical Education and Qualified Librarians as per 7th UGC/AICTE Regulations. Subsequently, as per the Government Order read 16th above, Government had clarified/regulated certain common issues in the above pay revisions.

2. Later, various representations were received from the service organisations of the above Departments seeking more clarifications/rectification of anomalies in the above pay revisions. Government have examined the matter in detail and are pleased to issue the following further clarifications/orders in supersession of the orders already issued in this regard, which will be generally applicable to the categories of staff of the Departments mentioned above except those specified hereunder .

(1) **Granting of Increment after the period of probation in the case of Aided College teachers :**

As per the University rules, the period of probation of Aided College teachers in Kerala is one year. As per Rule 37B(b)(ii) of Part I, KSRs, in the case of a probationer whose period of probation is one year and whose increment is annual, the first increment in the scale of pay of the probation post shall be drawn only with effect from the date on which he is declared to have completed his probation. As there are two dates for sanctioning annual increments (1st January and 1st July) in the 7th CPC, there exists ambiguity in sanctioning increment on completion of probation. It is therefore clarified that the first increment after completion of probation irrespective of date of increment (1st January or 1st July) will be sanctioned on the date of declaration of satisfactory completion of probation. The next increment will be given on

completion of six months qualifying service since the date of declaration of probation, either on 1st January or on 1st July as the case may be, and subsequent increments will be given on annual basis.

(2) **Advance increment :**

In the Government of India letter read as 1st paper above, it has been specified that as the incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D degree will progress faster under CAS, there shall be no incentive in the form of advance increments for obtaining the degrees of M.Phil or Ph.D. Accordingly, it is clarified that the incentive increments for M.Phil, Ph.D etc; are admissible only upto 01.11.2017 and the same may be allowed at the pre-revised rate. The fixation shall be done after merging the amount in the pre-revised pay and the figure so arrived at will be located in the applicable Level in the 7th Pay Matrix and if such an indential figure corresponds to any cell in that Level of 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 level of the Pay Matrix. No incentive advance increment shall be allowed from 02.11.2017 onwards. The incentive increments already sanctioned after 01.11.2017 shall be adjusted in the pay revision arrears.

(3) **Option facility for promotions in revised pay structure :**

In view of the possible junior-senior anomaly in fixation of pay on promotion in the revised pay structure due to lack of option facility, Government are pleased to order as follows, in line with the orders in the Office Memoranda read as 2nd and 3rd papers above.

The officer, on placement/promotion from one academic level to another, shall be given an option to get his/her pay fixed in the higher post either from the date of placement/promotion or from the date of next increment viz, 1st July or 1st January as the case may be, except in cases of appointment on deputation basis to an ex-cadre post or on direct recruitment basis or appointment/promotion on ad-hoc basis. The pay will be fixed in the following manner :

(i) In case, the officer opts to get his/her date of next increment (either 1st July or 1st January as the case may be) in the level of the post from which he/she is promoted, then, from the date of promotion till his/her date of next increment, the officer shall be placed at the next higher cell in the level of the post to which he/she is promoted.

Illustration

1	Level in the revised pay structure : Level 10	Pay Band	15600-39100	
2	Basic Pay in the revised pay structure 66800	Grade Pay	6000	7000
3	Granted promotion in Level 11	Levels	10	11
4	Pay in the upgraded Level i.e ; Level 11: 68900 (Next higher to 66800 in Level 11)	1	57700	68900
		2	59400	71000
		3	61200	73100
		4	63000	75300
		5	64900	77600
		6	66800	79900
		7	68800	82300
		8	70900	84800
		9	73000	87300
		10	75200	89900
5	Pay from the date of promotion till date of next increment (DNI) : 68900			

ii) Subsequently, on the date of next increment in the level of the post to which the officer is promoted, his/her pay will be re-fixed and two increments (one accrued on account of annual increment and the second accrued on account of promotion) may be granted in the level from which the officer is promoted and he/she shall be placed, at a cell equal to the figure so arrived, in the level of the post to which he/she is promoted; and if no such cell is available in the level to which he/she is promoted, he/she shall be placed at the next higher cell in that Level.

Illustration

1	Level in the revised pay structure : Level 10	Pay Band	15600-39100	
2	Basic Pay in the revised pay structure 66800	Grade Pay	6000	7000
3	Granted promotion in Level 11	Levels	10	11

4	Pay from the date of promotion till DNI:68900	1	57700	68900
		2	59400	71000
		3	61200	73100
		4	63000	75300
		5	64900	77600
		6	66800	79900
		7	68800	82300
		8	70900	84800
		9	73000	87300
		10	75200	89900
5	Refixation on DNI : Pay after giving two increments in Level 10:70900			
6.	Pay in the upgraded level i.e, Level 11 : 71000 (Either equal to or next higher to 70900 in Level 11)			

In such cases, the first increment in the promotional grade will be allowed on 1st January or 1st July as the case may be after completion of 6 month qualifying service after such fixation of pay on 1st July or 1st January (i.e; the date of increment in the lower grade). The next increment thereafter will accrue on completion of one year.

The incumbents shall have the option, to be exercised within one month from the date of promotion to have the pay fixed from the date of promotion or have the pay fixed from the date of accrual of next increment in the scale of pay in lower grade. In order to enable the officials to exercise the option within the time limit prescribed, the option clause for pay fixation on promotion with effect from date of promotion/DNI shall invariably be incorporated in the promotion/appointment order so that there are no cases of delay in exercising the options due to administrative lapse.

It is further clarified that in case an officer promoted or granted financial upgradation on 1st January or 1st July, where the pay is fixed in the Level applicable to the post on which promotion/financial upgradation is made, the first increment in the level applicable to the post on which promotion is made shall accrue on the following 1st July or 1st January, as the case may be, provided a period of 6 month's qualifying service is strictly fulfilled. The next increment thereafter shall, however, accrue only after completion of one year.

3. The Government Orders mentioned above will remain in force except for the modified provisions herein.

(By order of the Governor)
BISHWANATH SINHA
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, 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.
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