

(To be substituted bearing the same number and date)
GOVERNMENT OF PUNJAB
DEPARTMENT OF TECHNICAL EDUCATION & INDUSTRIAL TRAINING
(TECHNICAL EDUCATION BRANCH - II)

NOTIFICATION

Whereas, the Government of India, Ministry of Human Resource Development, Department of Higher Education vide their letter No. No 1/7/2015 U.II(2) dated 2nd November, 2017 has communicated the new scheme of revision of pay of teachers and equivalent cadres in universities and colleges, following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC) to the University Grants Commission(UGC) with a copy to all the State Governments. Therein it has been indicated that the revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of the Scheme of revision of pay scales as contained in the letter and Regulations, issued by UGC and amendments thereof from time to time in this behalf.

Further whereas, All India Council for Technical Education New Delhi, on 1st March, 2019 vide F. No. 61-1/RIFD/7th CPC/2016-17 has notified AICTE regulations on pay scales, service conditions and minimum qualifications for the appointment of teachers and other academic staff in technical institutions and measures for the maintenance of standards in technical education – (degree) regulation, 2019.

Therefore, after careful consideration of the matter, in order to attract and retain talent in teaching profession, the Government of Punjab, Department of Technical Education & Industrial Training is pleased to revise the pay scales of the teachers in all State Technical Universities, Government Promoted Engineering Colleges and other degree level Technical Institutions such as Architecture, Town Planning and Pharmacy etc.with effect from 1st January 2016 as per details given below:-

1. Designation

There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. Also,

there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels. 2-

2. Revised Pay for teachers and equivalent positions:

i. Pay Fixation method

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

- a. The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b. The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A and 14.
- 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. The entry pay for each level is as follows

Level	Academic Grade Pay	Entry Pay (Rs.)
10	6000	21600
11	7000	25790
12	8000	29900
13A	9000	49200
14	10000	53000
15	-	67000

- f. The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Annexure-I (except Academic Level 15).
- g. For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade

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Pay) in the pre revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay 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 the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at 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 two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

ii. Revised pay for Teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs. 15,600-39100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs. 15,600-39100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
Professor (at Rs. 10000 AGP in PB Rs.37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

iii. Revised pay for Librarians in Universities and Colleges

Assistant Librarian/ College Librarian (at Rs.6000 AGP in PB Rs 15,600-39100)	Assistant Librarian/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs 57,700/-)
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Assistant Librarian (Sr Scale)/ College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs 15,600- 39,100)	Assistant Librarian (Sr. Scale)/College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs. 15,600-39100)	Deputy Librarian/Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/ Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Rs.9000 AGP in Rs.37,400-67000)	Deputy Librarian/ Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs. 10000 AGP in Rs.37,400-67000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

iv. Revised pay for Directors of Physical Education & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports Education & Sports (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale) College Director of Physical Education & Sports (Senior Scale) (at Rs 7000 AGP in PB Rs.15,600-39100)	Assistant Director of Physical Education & Sports (Senior Scale) College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Rs 8000 AGP in PB	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education &

Rs.15,600-39,100)	Sports (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Director of Physical Education & Sports (at Rs 10000 AGP PB Rs 37,400-67,000)	University Director of Physical Education & Sports at Academic Level 14 with rationalized entry pay of Rs 1,44,200)

3. Revised pay of Vice Chancellor of Universities

The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

4. Revised pay of Principals/Directors in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

- i. **Under Graduate Colleges:** The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs.2000/- per month.
- ii. **Post Graduate Colleges:** The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

Note: (1) The existing pay scale of person appointed as Principal/Director shall be protected.

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(1) Principals would continue to have lien in their main academic post, where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay (except in case of Direct recruitment).

5. Registrar/ Finance Officer/ Controller of Examination

- i. Registrar/Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs. 10,000/-, shall be placed at Level 14 with Rationalized Entry Pay of Rs.1,44,200/- as per 7th CPC Pay Matrix given at Annexure-II and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix (Annexure-II) in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission. If they are working in different pay scales then these scales will not be implemented on them.
- ii. The posts of Registrar/ Finance Officer/ Controller of Examination/ shall continue to be filled as per the concerned University Act/Regulations or Institution's bye laws, as the case may be.

6. Date of Implementation

- (i) The date of implementation of the above revised pay shall be 1st January, 2016.
- (ii) The employee shall exercise option in the Form appended as Annexure -III, within a period of two months from the date of notification of these rules.

7. Incentive increment for higher qualification

The incentive structure is built-in in the pay structure itself, wherein those having Masters/M.Phil, M.Tech/M.Pharma/M.Arch etc. or Ph.D. degree will progress faster under CAS. Therefore; there shall be no incentives in form of advance increments for obtaining the degrees of Masters or Ph.D.

8. **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 increments 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 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 financial up-gradation.

9. **Promotion**

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

On 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.

10. **Allowances**

The allowances shall be admissible as decided by the Government from time to time.

11. **Applicability of the Scheme**

- a. These revised pay scales are applicable to the teachers and equivalent cadres of Universities/Institutions for the faculty in disciplines relating to university and institutions of technical education. The service conditions to them will be applicable as per the notifications of the statutory authorities i.e. AICTE, New Delhi from time to time, provided further that in the

disciplines where no such norms and standards have been laid down by any regulatory authority, UGC Regulations shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.

- b. Other terms and conditions of service of teachers shall be the same as may be notified by the State Govt. or specified by way of Regulations incorporating the approved pay scales and other related conditions by the Universities/State Govt. on the lines of existing scheme(s).
- c. The above conditions will apply to all teachers and equivalent cadres appointed on or after the date of issue of this notification. These conditions will also apply to existing incumbents along with modifications specified above.
- d. All other service conditions of University and College teachers and equivalent cadres will continue to be governed by existing rules/instructions of the State Govt.
- e. The qualifications and other conditions for direct recruitment on or after the date of issue of this notification will be as per UGC regulations 2018/AICTE Regulations 2019 or any other applicable regulations of the concerned statutory authority.
- f. The State Govt. may change any of the above conditions of its own or on the recommendations of the Government of India/ UGC/AICTE.

12 Anomalies of the last PRC:

Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Technical Education & Industrial Training for clarification.

13 Date of implementation of revised pay and allowance and payment of arrears:

- i. The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- ii. The revised pay shall be admissible w.e.f. 01.12.2024 (Pay of November Payable in December).
- iii. The decision regarding the payment of arrears shall be taken separately.

- iv. The age of superannuation of the faculty in technical institution shall remain will be 60 years as earlier, but the retirement of the faculty appointed on or after 01.04.2023 in the private aided college will be in accordance with the teaching faculty working in the government college of the State of Punjab.
- v. The revised pay shall be admissible after verification by the SAS officers of the Department of Technical Education & Industrial Training as per UGC/AICTE guidelines.
- vi. 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 payments due or otherwise to the beneficiary.
(Annexure-III)

14 This notification is issued with the concurrence of the Department of Finance (Finance Personnel-1 Branch), Govt. of Punjab conveyed vide their letter no. 07/04/2024-4FP1/99 dated 25.10.2024.

Dated, Chandigarh the
14/02/2025

Kamal Kishor Yadav, IAS
Secretary to Govt. of Punjab,
Deptt. of Technical Education & Indl. Training

Endst. No. 09/01/2024-5TE2/1-8

Dated: 01/01/2025

A copy is forwarded to the following for information and necessary action:-

- ✓ 1. The Director, Technical Education & Industrial Training, Punjab, Chandigarh.
2. The Vice Chancellor, I. K. Gujral Punjab Technical University, Kapurthala.
3. The Vice Chancellor, Maharaja Ranjit Singh Punjab Technical University, Bathinda.
4. The Vice Chancellor, Sardar Beant Singh State University, Gurdaspur.
- ✓ 5. The Vice Chancellor, Shaheed Bhagat Singh State University, Ferozepur

6. Principal, Malout Institute of Management & Information Technology, Malout ¹⁰⁻
7. The Deputy Director (Computer), Deptt. of Technical Education & Industrial Training Punjab, Chandigarh.
8. Registrar, O/o Director, Technical Education & Industrial Training, Punjab, Chandigarh for uploading it on the portal of Controller, Printing and Stationery, Punjab, Chandigarh with the request that the notification may be published in the State Govt. extra-ordinary Gazette and 20 copies of the notifications may be supplied to Government for record.

Charanjit Kaur

Deputy Secretary

Technical Education and Industrial Training

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Annexure-I

Pay Band (Rs)	15600-39100			37400-67000		67000-79000
	6,000	7,000	8,000	9,000	10,000	0
Grade Pay (Rs)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs)	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
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2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,100	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			

28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

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Annexure-II

Pay Matrix for Registrars/Finance Officers/Controllers of Examination

Pay Band (Rs)	15600-39100			37400-67000	
Grade Pay (Rs)	5400	6600	7600	8700	10,000
Academic Level	10	11	12	13	14
Rationalized Entry Pay (Rs)	56,100	67,700	78,800	1,18,500	1,44,200
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2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,100	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,700
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		

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29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

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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 scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature.....

Name

Designation.....

Place.....

Date.....

msy

FORM OF OPTION

1. I,hereby opt for the revised pay structure with effect from 01.01.2016.

2. I, hereby opt the multiplying factor of.....

Signature.....

Name.....

Designation

Ihrms Code.....

Place.....

Date.....