

**GOVERNMENT OF TELANGANA  
ABSTRACT**

**HIGHER EDUCATION** - Fitment formula for fixation of pay of lecturers in UGC pay scales of 2006 from State RPS 2005 and 2010 of Telangana State - Orders - Issued.

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HIGHER EDUCATION (CE) DEPARTMENT

G.O.MS.No. 1

Dated:08.01.2015.

Read the following:-

- 1) G.O.Ms.No.124, HE (CE.I) Dept., Dt.22.7.2008.
- 2) G.O.Ms.No.14, HE (UE) Dept., Dt.20.2.2010.
- 3) Representation dt.29.12.2010 received from the Genl. Secy., Govt. College Gazetted Teachers' Association, Hyderabad.
- 4) Govt. Memo.No.2715/CE.I-1/2011-01, Dt.31.1.2011.
- 5) From the CCE, AP Lr.Rc/No.144/UGC-PF-2/2011, Dt.16.5.2011.
- 6) From the CCE Lr.No.174/UGC.PF.3/2012, Dt.3.5.2012.
- 7) Govt. Lr.No. 2715/CE.I-1/2011-04, Dt.22.05.2012.
- 8) From the CCE, AP Lr.Rc/No.144/UGC-PF-2/2011, Dt.26.05.2012.
- 9) From the Secretary, APSCHE, Hyd Lr.No.APSCHE/UM-777/UGCRPS-2006-Fitment-Table/2012, Dt.10.07.2012.
- 10) From the CCE, AP Lr.Rc/No.144/UGC-PF.3/2011, Dt.4.2.2013.
- 11) From the CCE, AP Lr.Rc/No.144/UGC-PF.2/2011, Dt.1.1.2014.
- 12) Representation dt.10.1.2014 received from the Genl. Secy., Govt. College Gazetted Teachers' Association, Hyderabad.
- 13) From the Secretary, APSCHE, Hyd Lr.No.APSCHE/UM-777/UGCRPS-2006-Fitment-formula/2014, Dt.18.07.2014.
- 14) From the CCE, Telangana State, Hyderabad Lr.Rc.No.144/UGC-PF.2/2011, Dt.06.08.2014.

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**O R D E R:**

In the reference 3<sup>rd</sup> read above, the General Secretary, Govt. College Gazetted Teachers' Association, Hyderabad, among other things, has stated that the UGC Pay Scales, 2006 is to be extended to the Junior Lecturers possessing NET / SLET / Ph.D as per UGC Norms and are drawing State Pay Scales of 2010. A new fitment formula is required to convert their State Pay Scales of 2010 to the UGC Pay Scales, 2006. He has requested the Government to extend UGC Pay Scales, 2006 to the above category of Lecturers by evolving a new fitment formula for conversion of State Pay Scales, 2010 to UGC Pay Scales, 2006.

2. The Commissioner of Collegiate Education, Andhra Pradesh, Hyderabad in his letter 4<sup>th</sup> read above has stated that Government in G.O.Ms.No.14, Higher Education (UE-II) Dept. dt.20-02-2010, have implemented the revised UGC Pay Scales, 2006 to the teachers working in Government / Aided Degree Colleges w.e.f.01-01-2006. NET / SLET / Ph.D as eligibility criteria for UGC Scales. If the Lecturers, who were appointed by promotion from the cadre of Junior Lecturers and possess

requisite qualification as per rules are eligible to draw UGC Scales, 2006. Hence, a fitment formula is necessary for fixation of pay of the Lecturers who are eligible for UGC Scales from

Contd.2.

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State Pay Scales of RPS, 2005 / 2010 to the UGC Scales of 2006. Government have implemented the State Pay Scales 2005 /2010 to all the Employees of State Government w.e.f. 1.7.2003 / 1.7.2008 w.m.b. from 1.4.2005 /1.2.2010 respectively. Hence, a fitment formula is necessary for fixation of pay of the Teachers who are eligible for UGC Scales as per rules from State Pay Scales of RPS, 2005 / 2010 to the UGC Pay Scales, 2006.

3. The Commissioner of Collegiate Education has further stated that earlier Govt. in G.O.Ms.No.124, Hr.Edn. (CE-I-I) Dept. dt. 22-07-2008 have ordered a fitment formula for fixation of pay of Lecturers drawing State Pay Scales, 2005 to UGC Pay Scales, 1996 to the Lecturers, who are eligible to draw UGC Pay Scales, 1996. Since, UGC Scales, 2006 have come into force w.e.f. 1.1.2006, two formulae are required to fix the pay of the eligible Lecturers I UGC Pay Scales, 2006 i.e., (i) from State Pay Scales in respect of those, who have been promoted as Lecturers after 01-01-2006 and drawing State Pay Scales, 2005 and (ii) from State Pay Scales, 2010 to UGC Pay Scales, 2006 in respect of those, who have promoted as Lecturers after 01-07-2008 (State RPS, 2010 has come into force w.e.f. 01-07-2008)

4. The Commissioner of Collegiate Education has proposed following two formulae for approval:-

**Formula - I**

**FOR THE LECTURERS PROMOTED / RECRUITED ON OR AFTER 01-01-2006 AND DRAWING STATE PAY SCALES, 2005 AND QUALIFIED FOR UGC PAY SCALES,2006.**

From the basic pay drawn in the State Pay Scales, 2005 as on the date of promotion to the post carrying the revised UGC Pay Scales, 2006. D.A. element merged as on 01-07-2003 (30.266%) and D.A. element allowed as on 01-01-2006 (14.130%) should be arrived first i.e. (16.136) and shall be added to the basic pay (State Pay Scales) as on the date of promotion / eligibility to UGC Pay Scales, shall be taken as basic pay for the purpose of fixation of pay in the Revised UGC Pay Scales, 2006. The pay shall be fixed in the pay band of Rs.15,600 – 39,100 + 6000 AGP at the stage above the grade pay in the pay band.

**FORMULA - II**

**FOR THE LECTURERS WHO WERE APPOINTED AFTER 1-07-2008  
DRAWING STATE PAY SCALES, 2010 AND QUALIFIED FOR UGC PAY  
SCALES, 2006:-**

From the basic pay being drawn in the State Pay Scales, 2010 as on the date of promotion to the post carrying the revised UGC Pay Scales, 2006. D.A. element merged as on 01-07-2008 (42.39%) and D.A. allowed as on 01-01-2006 (14.130) should be arrived first i.e. (28.26) shall be deducted from the basic pay and the balance of basic pay (State Pay Scales) thus arrived at, shall be taken as basic pay for fixation of pay in UGC Pay Scales, 2006. The pay shall be fixed in the pay band of Rs.15,600-39,100 + 6000 AGP at the stage next above the grade pay in the pay band + AGP.

Contd.3.

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5. The Commissioner of Collegiate Education, Telangana State, Hyderabad has furnished the illustrations on pay fixation formula-I in respect of the Lecturers promoted / recruited on or after 01-01-2006 and drawing State Pay Scales, 2005 and opted to revised UGC Pay Scales, 2006 and formula-II in respect of Lecturers who were promoted / recruited on or after 1.1.2006 and drawing State Pay Scales, 2010 and opted to revised UGC Pay Scales, 2006 and requested the Govt. to communicate the fitment formulae from State Pay Scales to UGC Pay Scales, 2006 for fixation of pay to the Lecturers drawing pay in State Pay Scales of 2005 / 2010 and are eligible to draw UGC Scales as per rules in the revised UGC Pay Scales of 2006.

6. The Government after careful examination hereby confirm the fitment formulae mentioned under paras 4 and 5 above for fixation of pay of Lecturers in UGC pay scales of 2006 in the Telangana District from State RPS 2005 and 2010, subject to condition that the additional expenditure, if any, due to the above pay fixation have to be met from the existing budget provision only and after final allocation of Lecturers to the Telangana State.

7. Certain illustrations on pay fixation formulae -I in respect of the lecturers promoted / recruited on or after 01-01-2006 and drawing State Pay Scales, 2005 and opted to revised UGC Pay Scales, 2006 and formulae-II in respect of Lecturers who promoted / recruited on or after 1.1.2006 and drawing State Pay Scales, 2010 and opted to revised UGC Pay Scales, 2006 as per eligibility and as per rules are given in the annexure to this order.

8. The Commissioner of Collegiate Education, Telangana State, Hyderabad shall take necessary action accordingly.

9. This order is issued with the concurrence of Finance (EBS.IV) Dept., vide their U.O.No.184/EBS.IV/14, Dt.05.01.2015.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

VIKAS RAJ  
SECRETARY TO GOVERNMENT

To  
The Commissioner of Collegiate Education, Telangana State, Hyderabad.  
The Secretary, Telangana State Council of Higher Education, Hyderabad.  
The Secretary, A.P. State Council of Higher Education, Hyderabad.  
The Government Pleader for Higher Education, APAT, Hyderabad.

Copy to:

The Finance (EBS.IV) Dept.  
The Finance (HRM.I) Dept.,  
The P.S. to Hon'ble Minister (Education)  
SF/SC.

//FORWARDED BY ORDER //

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**FORMULA - I**

Fitment formula in respect of lecturers promoted / recruited on or after 1.1.2006 and drawing State Scales of pay 2005 and opted to revised UGC scales of pay 2006.

Illustration.I

UGC Scale 15600 - 39100+6000 AGP

1	Pay as on the date of promotion in the cadre of JL	19125
2	If FR22(B) allowed (introduced in State RPS 2005)	550 <u>625</u> <u>20300</u>
3	D.A. element merged in State RPS 2005 as on 1.7.2003 (30.266%) on 11300	3420
4	D.A. element allowed in State Scales of pay as on 1.1.2006 (14.130) on 11300	1597
5	Pay as on 1.7.2003 in State RPS 1998	11300
6	D.A. element arrived (3-4)	(3420 - 1597) = 1823
7	Pay as on date of promotion in the cadre of Lecturer in RPS 2005	20300

8	Pay after adding D.A. element (7+6)	(20300 + 1823) - 22123
9	Stage in the UGC scales of 2006 in the pay band 15600 - 39100 - 8000 AGP w.e.f the date of promotion	22560 + 6000 AGP
10	Date of next increment	1 <sup>st</sup> July

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### **FORMULA - I**

Fitment formula in respect of lecturers promoted / recruited on or after 1.1.2006 and drawing State Scales of pay 2005 and opted to revised UGC scales of pay 2006.

#### Illustration.II

UGC Scale 15600 - 39100+6000 AGP

1	Pay as on the date of promotion in the cadre of JL	20300
2	If FR22(B) allowed (introduced in State RPS 2005)	625 <u>625</u> <u>21550</u>
3	D.A. element merged in State RPS 2005 as on 1.7.2003 (30.266%) on 11300	3798
4	D.A. element allowed in State Scales of pay as on 1.1.2006 (14.130) on 12550	1773

5	Pay as on 1.7.2003 in State RPS 1998	12550
6	D.A. element arrived (3-4)	(3798 - 1773) =2025
7	Pay as on date of promotion in the cadre of Lecturer in RPS 2005	21550
8	Pay after adding D.A. element (7+6)	(21550 + 2025) - 23575
9	Stage in the UGC scales of 2006 in the pay band 15600 - 39100 - 8000 AGP w.e.f the date of promotion	23580 + 6000 AGP
10	Date of next increment	1 <sup>st</sup> July

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### FORMULA - I

Fitment formula in respect of lecturers promoted / recruited on or after 1.1.2006 and drawing State Scales of pay 2005 and opted to revised UGC scales of pay 2006.

#### Illustration.III

UGC Scale 15600 - 39100+6000 AGP

1	Pay as on the date of promotion in the cadre of JL	22800
2	If FR22(B) allowed (introduced in State RPS 2005)	700 <u>700</u>

		<u>24200</u>
3	D.A. element merged in State RPS 2005 as on 1.7.2003 (30.266%) on 11300	4207
4	D.A. element allowed in State Scales of pay as on 1.1.2006 (14.130) on 12550	1964
5	Pay as on 1.7.2003 in State RPS 1998	13900
6	D.A. element arrived (3-4)	$(4207 - 1964) = 2243$
7	Pay as on date of promotion in the cadre of Lecturer in RPS 2005	24200
8	Pay after adding D.A. element (7+6)	$(24200 + 2243) = 26443$
9	Stage in the UGC scales of 2006 in the pay band 15600 - 39100 - 8000 AGP w.e.f the date of promotion	26850 + 6000 AGP
10	Date of next increment	1 <sup>st</sup> July

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### **Formula –II**

Fitment formula in respect of Lecturers who promoted/recruited on or after 1.1.2006 and drawing State scales of pay of 2010 and opted to revised UGC scales of pay of 2006

### **Illustration-I**

UGC scales 15600-39100+6000AGP

1.	Pay as on the date of promotion in the cadre of Junior Lecturer	20680
2.	If FR 22(B) allowed (introduced in State RPS 2010)	570 <u>570</u> <u>21820</u>
3	D.A. element merged in State RPS 2010 as on 1.7.2008 (42.39%) on 11125	4716
4	D.A. element allowed in State scales of pay as on 1.1.2006(14.130) on 11125	1572
5	If pay as on 1.7.2008 in State scales 2005	11125
6	D.A. element arrived (3-4)	$(4716-1572)=3144$
7	Pay in State RPS as on the date of promotion	21820
8	Pay after deducting D.A.element as at column 6	$(21820-3144)=18676$
9	Stage in the UGC scale of 2006 in the pay band of 15600-39100+6000 AGP w.e.f the date of promotion	18980+6000 AGP
10	Date of next increment	1 <sup>st</sup> July

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### **Formula –II**

Fitment formula in respect of Lecturers who promoted/recruited on or after 1.1.2006 and drawing State scales of pay of 2010 and opted to revised UGC scales of pay of 2006

#### **Illustration-II**

UGC scales 15600-39100+6000AGP

1.	Pay as on the date of promotion in the cadre of Junior Lecturer	27700
2.	If FR 22(B) allowed (introduced in State RPS 2010)	750 <u>750</u> <u>29200</u>
3	D.A. element merged in State RPS 2010 as on 1.7.2008 (42.39%)	6009
4	D.A. element allowed in State scales of pay as on 1.1.2006(14.130)	2003
5	If pay as on 1.7.2008 in State scales 2005	14175
6	D.A. element arrived (3-4)	(6009-2003)=4006
7	Pay in State RPS 2010 as on the date of promotion	29200-4006=25194
8	Pay after deducting D.A.element as at column 6	25194
9	Stage in the UGC scale of 2006 in the pay band of 15600-39100+6000 AGP w.e.f the date of promotion	25630+6000 AGP
10	Date of next increment	1 <sup>st</sup> July

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