

MHRD Govt. of India  
file

F No. 15-4/2017-TC  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
TC Section

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Shastri Bhawan, New Delhi

Dated: 27 October, 2017

To,

The Directors,  
All Centrally Funded Technical Institutions.

**Sub:- Revision of pay of Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7<sup>th</sup> Central Pay Commission (7<sup>th</sup> CPC).**

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee, to revise the Pay of Faculty and Scientific/Design Staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 7<sup>th</sup> Central Pay Commission (CPC). The revised pay and other service conditions as approved by the Government of India for the Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) are as under: -

1. For Indian Institutes of Technology (IITs), Indian Institute of Science (IISc.), Bangalore, Indian Institutes of Management (IIMs), National Institute of Industrial Engineering (NITIE), Mumbai and Indian Institutes of Science Education & Research (IISERs), National Institutes of Technology (NITs) and Indian Institutes of Information Technology (IIITs).

(a) The pay fitment in respect of the Faculty would be as per fitment table at Annexure-I.

(b) The nomenclature of Assistant Professors (Contractual) is changed into Assistant Professor Grade-II (Presently in AGP 6,000 and AGP 7,000) and Assistant Professor Grade - I (Presently in AGP 8,000 and AGP 9,000). There shall be no change in the terms and conditions of appointment, or nature of appointment as done earlier as per MHRD letter no. 23-01/2008-TS-II dated 18.08.2009 read with 16.09.2009. Institutes should put in place a process for discontinuation of non-performers. The initial pay for Assistant Prof. Grade -II (level 10) be mapped to cell no. 8 of the Annexure-I i.e. Rs. 70,900 instead of the 7 non-compounded increments.

(c) The pay of Directors of IITs/IIMs/IISc/IISERs/NITIE whose pay scale in 6<sup>th</sup> CPC was Rs. 80,000 (fixed) shall only be fixed at level 17 (i.e. Rs. 2,25,000/-fixed) and pay in respect of all other Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the

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present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance:

**2. For SPA, SLIET & NERIST:-**

- (i) The pay fitment in respect of the Faculty would be as per fitment table at **Annexure-II**.
- (ii) The pay in respect of all Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

**3. For CIT, GKCIET, NIFFT & NITTTR :-**

- (i) For Academic posts other than those contained in **Annexure-II** of this order, they shall follow AICTE Pay Revision orders.
- (ii) For Directors, the **Annexure-II** above shall apply as per 2(ii) above.

**4. Pay Fixation Method.**

The revised pay structure for different categories of Faculty is based on the following:

- a) The Pay Fixation formula followed in the 7th CPC for Central Government is being followed in the academic pay structure too, 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, 13A1, 13A2, 14, 14A and 15.
- c) Each cell in an academic level is 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for 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 (Rs.) | Entry Pay (Rs.) |
|----------------|--------------------------|-----------------|
| 10             | 6,000                    | 21,600          |
| 11             | 7,000                    | 25,790          |
| 12 (Annx.-I)   | 8,000                    | 38,000          |
| 12 (Annx.-II)  | 8,000                    | 29,900          |
| 13A1           | 9,000                    | 49,200          |
| 13A2 (Annx.-I) | 9,500                    | 52,300          |
| 14             | 10,000                   | 53,000          |
| 14A (Annx.-I)  | 10,500                   | 58,500          |
| 15             | -                        | 67,000          |

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The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure I & II**.

- (f) 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 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 where 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.

#### **5. 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, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> 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.

#### **6. 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.

#### **7. Allowances**

The decision on allowances of faculty of CFTIs will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

**8. Superannuation and Re-employment**

The existing provisions on superannuation and re-employment of faculty shall continue as per extant provisions.

**9. Scientific/Design Staff:-**

The revised pay of Scientific/Design Staff shall be mapped into the normal replacement pay of 7<sup>th</sup> CPC.

**10. Date of implementation of revised pay and allowance and payment of arrears:**

- (i) The revised Pay and revised rates of Dearness Allowance shall be with effect from 01.01.2016.
- (ii) Payment of arrears shall be made during the current financial year 2017-18, after deduction of income tax as admissible.
- (iii) An undertaking shall be taken from every beneficiary 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 in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M. No.1-5/2016-IC dated 29<sup>th</sup> July, 2016.
- (iv) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible faculty.

11. The above revision is in line with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide O.M: No.1-5/2016-IC dated 29<sup>th</sup> July, 2016.

12. All other provisions/conditions not mentioned in this order shall continue to apply as per MHRD letter no. 23-1/2008-TS-II dated 18.08.2009 read with 16.09.2009.

13. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.

14. Hindi version will follow.

  
(Malathi Narayanan)

Deputy Secretary to the Government of India

Copy to:

1. Directors of all Centrally Funded Technical Institutions (CFTIs).
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi.
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
4. Secretary, Department of Expenditure, North Block, New Delhi.
5. Secretary, Department of Personnel & Training, North Block, New Delhi.

6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Chairman, All India Council for Technical Education, New Delhi
9. Secretary, University Grants Commission, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

*Malathi Narayanan*  
(Malathi Narayanan)

Deputy Secretary to the Government of India

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| Cadre Title                 | Asst. Prof. Grade II |        | Asst. Prof. Grade I |        | Associate Prof. |        | Professor |             |
|-----------------------------|----------------------|--------|---------------------|--------|-----------------|--------|-----------|-------------|
|                             | PB3 15600-39100      |        | PB4 37400-67000     |        |                 |        |           |             |
| 6 <sup>th</sup> PC Pay Band | 6000                 | 7000   | 8000                | 9000** | 9500            | 10000  | 10500     | 67000-79000 |
| Grade Pay -- IIT etc.       | 2.67                 | 2.67   | 2.67                | 2.67   | 2.67            | 2.72   | 2.72      | HAC<br>2.72 |
| Index of Rationalisation    |                      |        |                     |        |                 |        |           |             |
| Entry Pay IIT etc.          | 21600                | 25790  | 38000               | 49200  | 52300           | 53000  | 58500     | 67000       |
| Pay Level                   | 10                   | 11     | 12                  | 13A1   | 13A2            | 14     | 14A       | 15          |
| 1                           | 57700                | 68900  | 101500              | 131400 | 139600          | 144200 | 159100    | 182200      |
| 2                           | 59400                | 71000  | 104500              | 135300 | 143800          | 148500 | 163900    | 187700      |
| 3                           | 61200                | 73100  | 107600              | 139400 | 148100          | 153000 | 168800    | 193300      |
| 4                           | 63000                | 75300  | 110800              | 143600 | 152500          | 157600 | 173900    | 199100      |
| 5                           | 64900                | 77600  | 114100              | 147900 | 157100          | 162300 | 179100    | 205100      |
| 6                           | 66800                | 79900  | 117500              | 152300 | 161800          | 167200 | 184500    | 211300      |
| 7                           | 68800                | 82300  | 121000              | 156900 | 166700          | 172200 | 190000    | 217600      |
| 8                           | 70900                | 84800  | 124600              | 161600 | 171700          | 177400 | 195700    | 224100      |
| 9                           | 73000                | 87500  | 128300              | 166400 | 176900          | 182700 | 201600    |             |
| 10                          | 75200                | 89900  | 132100              | 171400 | 182200          | 188200 | 207600    |             |
| 11                          | 77500                | 92600  | 136100              | 176500 | 187700          | 193800 | 213800    |             |
| 12                          | 79800                | 95400  | 140200              | 181800 | 193300          | 199600 | 220200    |             |
| 13                          | 82200                | 98300  | 144400              | 187300 | 199100          | 205600 |           |             |
| 14                          | 84700                | 101200 | 148700              | 192900 | 205100          | 211800 |           |             |
| 15                          | 87200                | 104200 | 153200              | 198700 | 211300          |        |           |             |
| 16                          | 89800                | 107300 | 157800              | 204700 |                 |        |           |             |
| 17                          | 92500                | 110500 | 162500              |        |                 |        |           |             |
| 18                          | 95300                | 113800 | 167400              |        |                 |        |           |             |
| 19                          | 98200                | 117200 |                     |        |                 |        |           |             |

\*As ISM, Dhanbad has become IIT, not shown separately; \*\* 9000, grade pay also has Asso. Prof (pre 4-tier), not shown separately.

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| Pay Band<br>Cadre Title  | 15600-39100         |        |        | 37400-67000     |        |        | 67000-79000 |  |  |
|--------------------------|---------------------|--------|--------|-----------------|--------|--------|-------------|--|--|
|                          | Assistant Professor |        |        | Associate Prof. |        |        | Professor   |  |  |
| Grade Pay SPA etc.       | 6000                | 7000   | 8000   | 9000            | 10000  | HAG    |             |  |  |
| Index of Rationalisation | 2.67                | 2.67   | 2.67   | 2.67            | 2.72   | 2.72   |             |  |  |
| Entry Pay SPA etc.       | 21600               | 25790  | 29900  | 49200           | 53000  | 67000  |             |  |  |
| Cell No.                 | 10                  | 11     | 12     | 13A1            | 14     | 15     |             |  |  |
| 1.                       | 57700               | 68900  | 79800  | 131400          | 144200 | 182200 |             |  |  |
| 2.                       | 59400               | 71000  | 82200  | 135300          | 148500 | 187700 |             |  |  |
| 3.                       | 61200               | 73100  | 84700  | 139400          | 153000 | 193300 |             |  |  |
| 4.                       | 63000               | 75300  | 87200  | 143600          | 157600 | 199100 |             |  |  |
| 5.                       | 64900               | 77600  | 89800  | 147900          | 162300 | 205100 |             |  |  |
| 6.                       | 66800               | 79900  | 92500  | 152300          | 167200 | 211300 |             |  |  |
| 7.                       | 68800               | 82300  | 95300  | 156900          | 172200 | 217500 |             |  |  |
| 8.                       | 70900               | 84800  | 98200  | 161600          | 177400 | 224100 |             |  |  |
| 9.                       | 73000               | 87300  | 101100 | 166400          | 182700 |        |             |  |  |
| 10.                      | 75200               | 89900  | 104100 | 171400          | 188200 |        |             |  |  |
| 11.                      | 77500               | 92600  | 107200 | 176500          | 193800 |        |             |  |  |
| 12.                      | 79800               | 95400  | 110400 | 181800          | 199600 |        |             |  |  |
| 13.                      | 82200               | 98300  | 113700 | 187300          | 205600 |        |             |  |  |
| 14.                      | 84700               | 101200 | 117100 | 192900          | 211800 |        |             |  |  |
| 15.                      | 87200               | 104200 | 120600 | 198700          |        |        |             |  |  |
| 16.                      | 89800               | 107300 | 124200 | 204700          |        |        |             |  |  |
| 17.                      | 92500               | 110500 | 127900 |                 |        |        |             |  |  |
| 18.                      | 95300               | 113800 | 131700 |                 |        |        |             |  |  |
| 19.                      | 98200               | 117200 |        |                 |        |        |             |  |  |

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