



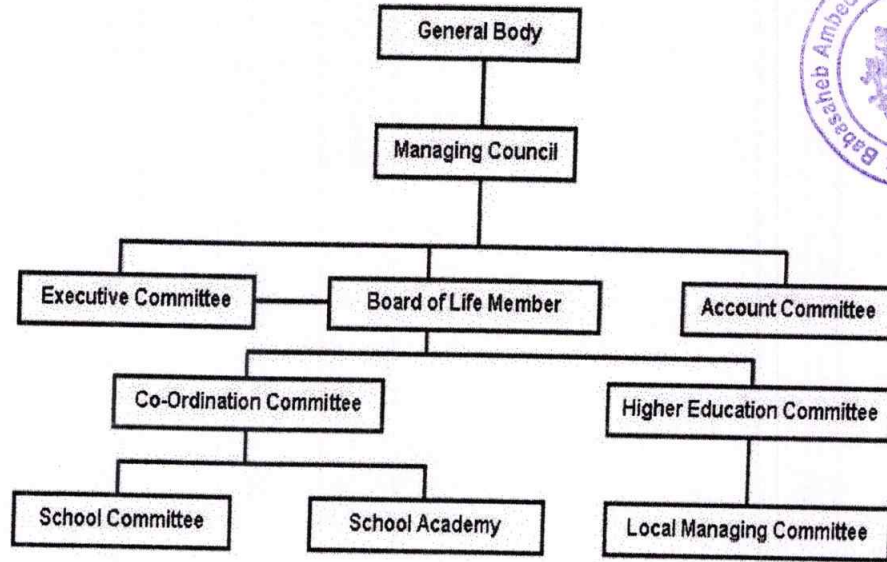
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- Administration
- Committees
- Regional Offices

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7th Pay

Teachers

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7 Pay Teaching
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Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

GOVERNMENT OF MAHARASHTRA

Higher & Technical Education Department

Government Resolution No. Misc-2018/C.R.56/18/UNI-1

Mantralaya Annex, Mumbai – 400 032

Date: 08 March, 2019

Read:-

1. Government Resolution, Higher and Technical Education Department No. NGC-2009/(243/09)-Uni.1, dated 12th August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017.
3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8th November, 2017.
4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28th January, 2019.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018.
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018.
7. The Maharashtra Public University Act, 2016

Preamble:-

University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7th Pay of teachers and equivalent orders in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of teachers and equivalent academic staff shall be subject to provisions of the scheme of revision of Pay scales as contained in letter dated 2nd November, 2017 and regulation issued by UGC dated 18th July, 2018 and amendments thereof from time to time in this behalf.



Resolution:

The question of implementing scheme of revisions of pay scales of universities and college teachers as per letter No. 1-7/2015-U.II (1), Government of India, Ministry of Human Resource Development, Department of Higher Education, dated 2.11.2017, and other relevant guidelines and notifications issued by University Grants Commission (UGC regulations on Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and Measures for the maintenance of standards in Higher Education, 2018), dated 18.7.2018 (in short "UGC Regulations, 2018") was under considerations of State Government. After considering all the aspects, the state government has decided to implement and revise pay scales and terms and conditions of services as detailed below:

1.0. Coverage

The revised pay scales and other measures to the improvement of standards in Higher Education are applicable to all categories of full-time teachers/librarians/Director of Physical Education employed by the non-Agricultural Universities, National Law Universities, Deemed to be Universities, non-Government aided/unaided Colleges, in the faculties of Arts, Science, Commerce, Humanities, Law, Education, Social Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communications, Music, Performing Arts, Visual Arts, Other traditional Indian Art forms like Sculpture, etc., Drama and Yoga, etc., in the State, Government Institutes and Colleges.

However, unaided colleges/unaided institutes/unaided deemed to be Universities/Private Universities/Open Universities will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes the Government assistance will only be limited to the posts approved by the Government from time to time.

The revised scales are not applicable to teachers who retired on or before 31st December 2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

The revised scales are not applicable to the Accompanists, Coaches, Tutors and Demonstrators.

2.0. Date of Implementation

The date of implementation of the revised pay shall be 1st January, 2016, and the date of implementation of terms and conditions shall be the date of issue of these Rules.

3.0. Designation

There shall be only three designations in respect of teachers in 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.

There shall be only four designations in respect of teachers in Universities, namely, Assistant



Professors, Associate Professors, Professors and Senior Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel up to Deputy Librarian/ Assistant Librarian (Selection Grade) and Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) respectively. However, University Librarian is re-designated as Director, Knowledge Resource Center and University Director of Physical Education & Sports is re-designated as Director of Sports & Physical Education.

4.0. Recruitment and Qualifications

4.1. The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor, Professor and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Rules. These provisions shall be incorporated in the statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Rules.

4.2. The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Director, Knowledge Resource Center, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports, and Director of Sports & Physical Education shall be as specified by the UGC in its regulations and accepted by State Government time to time.

4.3. I. The National Eligibility Test (NET) or State Eligibility Test (SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018.

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET /SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D.



- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

Note:

- i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.
 - ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.
- I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)**

Eligibility:

- 1) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. Degree or six years of service for those without an M.Phil or Ph.D. degree.
- 2) He/she has attended one Orientation course of 21 days' duration; and
- 3) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of



the assessment period as the case may be, as specified in Appendix II, Table 5;
and

ii. The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

Eligibility:

- 1) He/she has completed five years of service in Senior Scale/ Academic Level 11.
- 2) He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A).

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/ Academic Level 12.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher



Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

IV. From University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organizing competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.



CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

8.0. SELECTION OF PRO-VICE-CHANCELLOR / VICE -CHANCELLOR OF UNIVERSITIES:

The Selection of Pro-Vice Chancellor/ Vice Chancellor shall be as per the procedure prescribed in The Maharashtra Public University Act, 2016.

9.0. 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, 14 and 15.
- 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 (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	--	67,000

- f) The Pay matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Appendix -I



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 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 percent 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. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs. 8,000 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. 9,000 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.10,000 AGP in PB Rs. 37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale/PB of Rs. 67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)



(iii) Revised Pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian/College Librarian (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian/College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian (Senior Scale)/College Librarian (Senior 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. 8,000 AGP in PB Rs. 15,600-39,100)	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. 9,000 AGP in PB Rs. 37,400-67,000)	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. 10,000 AGP in PB Rs. 37,400-67,000)	Director, Knowledge Resource Center (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 (at Rs. 6,000 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. 7,000 AGP in PB Rs. 15,600-39,100)	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 (Selection Grade) (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (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 (Selection Grade) (at Rs. 9,000 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 (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Director of Physical Education & Sports (at Rs. 10,000 AGP in PB Rs. 37,400-67,000)	University Director of Sports & Physical Education (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

10.0. Revised pay of Pro-Vice Chancellor and Vice- Chancellor of universities

I. Pro-Vice Chancellor:

The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.9,000/- per month.

II. Vice-Chancellor:

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.11, 250/- per month.

11.0. Revised Pay of Principals 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. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with the existing special allowance of Rs. 4,500/- per month.

(ii) Post Graduate Colleges:

The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with the existing special allowance of Rs. 6,750/- per month.

Note:

- i. The existing academic pay scale of a person shall be protected on appointment as principal provided that the person was drawing salary on Government aided post.
- ii. 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 Principal, they would go back to their academic post and draw



salary due in such respective academic posts and would not continue to have the Principal's pay.

- iii. If a person appointed as Principal joins his earlier position in the parent organization without completing his five year term, he shall draw salary of his respective academic post and would not continue to have Principal's pay.

12.0. Incentives for Ph.D./M.Phil. and other Higher Qualification

The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.

13.0. 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.

14.0. 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.

15.0. Allowances and Benefits

The rate of allowances to the teachers shall be at par with the state government employees.



16.0 Leaves

Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the state government employees.

17.0 Superannuation and Reemployment

The existing provisions on superannuation and reemployment of teachers shall continue

18.0 Consultancy Assignments

The consultancy Rules, terms conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the State Government Rules.

19.0. Period of Probation and Confirmation

- a. The minimum period of probation of a teacher shall be one year, extendable by maximum period of one more year in case of unsatisfactory performance.
- b. The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- c. Subject to this Clause, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- d. The probation and confirmation Rules shall be applicable only at the initial stage of recruitment, issued from time to time by the State Government.
- e. All other State Government Rules on probation and confirmation shall be applicable *mutatis mutandis*.

20.0. Creation and Filling-up of Teaching Posts

Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post Professor, of there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

21.0. Service Agreement and Fixing of Seniority

- a) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.
- b) The self-appraisal methodology, as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.



c) Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The Rules and regulations of the State Government shall apply, for all other matters of seniority.

22.0. Code of Professional Ethics

I. Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

- i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- ii. Manage their private affairs in a manner consistent with the dignity of the profession;
- iii. Seek to make professional growth continuous through study and research;
- iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- v. Maintain active membership of professional organizations and strive to improve education and profession through them;
- vi. Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- vii. Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- viii. Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- ix. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the



conduct of university and college examinations, including supervision, invigilation and evaluation; and

- x. Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students

Teachers should:

- i. Respect the rights and dignity of the student in expressing his/her opinion;
- ii. Deal justly and impartially with students regardless of their religion, cast gender, political, economic, social and physical characteristics;
- iii. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- v. Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- vi. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- vii. Pay attention to only the attainment of the student in the assessment of merit;
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- ix. Aid students to develop an understanding of our national heritage and national goals; and
- x. Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

- i. Treat other members of the profession in the same manner as they themselves wish to be treated;
- ii. Speak respectfully of other teachers and render assistance for professional betterment;
- iii. Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.



IV. Teachers and Authorities

Teachers should:

- i. Discharge their professional responsibilities according to the existing Rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change of any such Rule detrimental to the professional interest;
- ii. Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- iv. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- vi. Adhere to the terms of contract;
- vii. Give and expect due notice before a change of position takes place; and
- viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff

Teachers should :

- i. Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- ii. Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

VI. Teachers and Guardians

Teachers should:

Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.



VII. Teachers and Society

Teachers should:

- i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- ii. Work to improve education in the community and strengthen the community's moral and intellectual life ;
- iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- v. Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

VIII. The Vice-Chancellor/Pro-Vice-chancellor/Rector

The Vice-Chancellor/Pro-Vice-chancellor/Rector should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.



IX. College Principal

College Principal should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- c) Act as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- g) Manage their private affairs in a manner consistent with the dignity of the profession;
- h) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;
- i) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- j) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

X. Director Physical Education and Sports (University/ College)/ Librarian (University/College)

Director Physical Education and Sports (University/ College)/ Librarian (University/College) should:

- a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- b) Manage their private affairs in a manner consistent with the dignity of the profession;
- c) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;



- d) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- e) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

23.0. Maintenance of Standards in Higher Education Institutions

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

- i. The process of evaluation for Ph.D. shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Rules within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D. seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. Scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these Rules.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Rules.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilization of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centers of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT) scheme shall also organize such induction programmes as per their mandate.



- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centers such as Schools of Education (SoEs), Teaching Learning Centers (TLCs), Faculty Development Centers (FDCs), Centers for Excellence in Science and Mathematics (CESMEs), Centers for Academic Leadership and Education Management (CALEMs) under the PMMMNTT scheme shall be taken into consideration for fulfillment of the requirements as laid down in Career Advancement Scheme of these Regulations.

24.0. Option for the Revised Scales of Pay

1. Within a period of one month from the date of issue of this Government Resolution, the teachers /Librarians /Physical Education Staff and other personnel will have to opt in the prescribed form for the revised pay scales.
2. The teachers opting for the new pay scales will have to enter into an agreement as mentioned with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.
3. The teachers /Librarians /Directors of Physical Education/ other personnel who were in service on 1st January 2016 and those who were not in service after 1st January 2016 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1st January 2016 and should be held entitle to the benefit of these Rules.
4. 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, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1-5/2016-IC, dated 29th July, 2016. (Appendix IV)



25.0. Procedure to be adopted by the universities and Director of Higher Education

- i. As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that.
“ All the teachers have been lawfully appointed,
“ The pay of each teacher has been properly fixed as per this scheme and
“In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.
- ii. The university shall submit these certificates along with the fixation forms etc., to the concerned Regional Joint Director, Higher Education who shall thereafter release the necessary grants after broadly satisfying themselves.
- iii. The Director of Higher Education, Maharashtra State, Pune should send a quarterly statement to the Accountant General, Maharashtra-1, Mumbai, and the Accountant General, Maharashtra II, Nagpur, and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra -1, Mumbai should be requested to credit the Government of India's share under receipt head “1601-Grant-in-aid from Central Government –Education.
- iv. The additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and Non Government collages as on 1st January, 2016 shall be shared for the period from 1st January, 2016 to 31st March, 2019 between the Government of India and the State Government in the ratio of 50:50. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant from more than six months as on 1st January 2016 will be treated as post existing as on 1st January 2016 shall be borne entirely by the State Government. The Universities and Non-Government colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed. If proper sanction of the Director of Education (Higher Education), Maharashtra State, Pune, has not been obtained by them.

Budget Heads:

The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head Demand No.W02-2202, General Education as under:



1) 02 Secondary Education

105 Teacher's Training (01) Teacher's Training

A) (01) (01) Government Colleges of Education (Committed) 01 Salary (2202 0291)

B) (02) Assistance to Non-Government Colleges of Education (02) (01) Ordinary Maintenance Grants (committed) 36, Grant in aid (Salary) (2202 0306)

2) 03 University & Higher Education

102 Assistance to Universities

A) (00) (01) Grants to Universities for General Education (Committed) 36 Grant in aid (Salary) (2202 0683)

B) (00) (02) Grants for Improvement of Salary Scales (Committed) 36 Grant in aid (Salary) (2202 0692)

C) (00) (05) Assistance to Tilak Maharashtra Vidyapeeth, Pune (Committed) 36, Grant in aid (Salary) (2202 0727)

D) (00) (12) Development of Amravati University (Committed), 36, Grant in aid (Salary) (2202 3477)

E) (00) (13) Development of North Maharashtra University, Talgaon (Committed), 36, Grant in aid (Salary) (2202 3486)

F) (00) (17) Development of New University at Solapur (Committed), 36, Grant in aid (Salary) (2202 3521)

G) Development of Dr. Babashaeb Ambedkar Marathwada University, Aurangabad (Committed), 36, Grant in aid (Salary) (2202 3539)

H) (00) (21) Development of Law University (Scheme), 36, Grant in aid (Salary) (2202 G959)

I) (00) (22) Establishment of Gondwana University, (Committed), 36, Grant in aid (Salary) (2202 H581)

J) (00) (26) Development of Shivaji University, Kolhapur (Committed), 36, Grant in aid (Salary) (2202 H812)

103 Government Colleges & Institutes

A) (01) Government Arts Colleges (01) (01) Government Arts Colleges (Committed), 01 Salaries (2202 0772)

B) (02) Government Science Colleges (02) (01) Government Science Colleges (Committed), 01 Salaries (2202 0792)

C) (02) Government Science Colleges (02) (03) Open of New Colleges of Forensic Science / Institute of Forensic Science in the State (Committed), 01 Salaries (2202 H082)

D) (03) Government Law Colleges (03) (01) Government Law Colleges (Committed), 01 Salaries (2202 0816)



E)) (03) Government Commerce Colleges (04) (01) Government Commerce Colleges (Committed), 01 Salaries (2202 0834)

104 Assistance to Non Government Colleges and Institute,

1) (01) Assistance To Non Government Colleges

A) (01) (01) Grants to Non Government Arts, Science, commerce & Law Colleges (Committed) 36 Grant in aid (Salary) (2202 0872)

B) (01) (02) Grants for Introduction of U G C Scales (Committed) 36 Grant in aid (Salary) 2202 0881)

C) (01) (03) Grants for Expansion of Deccan College, Pune (Committed) 36 Grant in aid (Salary) (2202 0899)

C) (01) (05) Assistance to Non Government Colleges of Physical Education (Committed) 36 Grant in aid (Salary) (2202 1011)

2) (02) Assistance To Non Government Colleges and Institutes

A) (02) (06) Development of Non Government Aided Colleges for Increasing Gross Enrolment Ratio in District having less Gross Enrolment Ratio (Scheme) 36 Grant in aid (Salary) (2202 H055)

B) (02) (07) Opening of New Science Colleges attached to Sainik Schools in the State (Committed) 36 Grant in aid (Salary) (2202 H055)

3) 80 General

1. 001 Direction & Administration

(00) (03) Constitution of Committee for Fixation of fees chargeable by unaided and permanent unaided education colleges (Scheme) 01 Salary (2202 I022)

2. 003 Training (02) Training

A)(02) (01) State Institute of Administrative Careers (Committed) 01 Salaries (2202 1133)

B) (02) (03) Opening of Pre-Indian Administrative Services Training Centers in Government Colleges (Committed) 01 Salaries (2202 H108)

26.0. Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately.

27.0. This Government Resolution is subject to the decision taken by the state Government on the scheme forwarded by Government of India by its letter dated 31.1.2018. Therefore, anomalies, if



any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.

These order issue with the concurrence of the Finance Department vide their unofficial reference No. 67/19/Seva - 9, dated 01 March, 2019.

This Government resolution of Maharashtra Government is available at the website www.maharashtra.gov.in. Reference no. for this is 201903081456273308. This order has been signed digitally.

By order and in the name of the Governor of Maharashtra.

Vijay Eknath
Sable

Digitally signed by Vijay Eknath Sable
DN: cn=Vijay Eknath Sable, o=Government of Maharashtra, ou=HIGHER
AND TECHNICAL EDUCATION DEPARTMENT,
postalCode=400032, st=Maharashtra,
2.5.4.20=ad746220b49c8ab0c835473593131ad047
aeb3a905785a4a4a7a7d9e,
emailAddress=ec8660c83593131ad047aeb3a905785a4a4a7a7d9e
sable12@mah.gov.in, c=IN, o=Vijay Eknath
Sable
Date: 2019.03.08 19:18:08 +05'30'

(Vijay E. Sable)

Under Secretary to Government.

To,

The Secretary to the Government Raj Bhavan, Malabar Hill, Mumbai. (By letter

The Principal Secretary to the Chief Minister.

The Secretary to the Government of India, MHRD (Department of Education, New Delhi.

The Secretary, University Grant Commission, New Delhi.

The Private Secretary to the Minister, Higher & Technical Education.

The Director of Higher Education, Maharashtra State, Pune. .

The Regional Joint Directors of Higher Education Mumbai, Pune, Kolhapur, Nagpur, Aurangabad,
Amravati, Nanded, Jalgaun.

The Registrar of all non-Agriculture Universities.

The Account General (accounts), Maharashtra- I and II Mumbai and Nagpur.

The Account General (audit), Maharashtra- I and II Mumbai and Nagpur

The Pay and Account Officer, Mumbai

All District Treasury Officer.

The Planning Department.

The Finance Department.

The Personal Assistant to Chief Secretary.

All Desk to Higher & Technical Education Department.

The Director General of Information & Publicity, Mumbai . (with request to issue a suitable press note
and send 25 copies to the Department.

Select File UNI-1.



Non-Teaching

Circular



(१) "जीडपन" म्हणजेच या नियमासोबत जोडलेली जोडपत्रे.
संदर्भानुसार दुसरा अर्थ अपेक्षित नसेल तर, या नियमात :-

३. व्याख्या:-

सेवानिवृत्तीनंतरचा पुनर्नियुक्तीचा कालावधी त्या तारखेनंतर वाढवून दिले आहे, असे कर्मचारी.
याना सेवानिवृत्तीनंतर पुन्हा त्या तारखेस नियुक्त करण्यात आले आणि ज्यांच्या

(क) जे कर्मचारी ३३.१२.२०१५ रोजी किंवा तत्पूर्वी सेवानिवृत्त झाले आणि

(डि) रोजगारीवरील कर्मचारी,

(इ) आकास्मिक खर्चाने याना वेतन दिले जाते असे कर्मचारी,

(क) कजाटी कर्मचारी,

(ख) एकत्रित वेतनावरील कर्मचारी,

(अ) पूर्वाकालिक कर्मचाऱ्यांवर नसलेले कर्मचारी,

(२) हे नियम खालील कर्मचा-याना लागू होणार नाहीत

संस्थानामार्फत चालविली जाणारी महाविद्यालये वर्गजून लागू होतील.

असलेल्या पूर्वाकालिक शिक्षकेतर कर्मचा-याना राज्य शासन आणि स्थानिक प्राधिकारी

महाविद्यालयातील शिक्षकेतर पदांच्या आढाव्यानुसार शासनाने मान्य केलेल्या पदांवर कार्यरत

(१) हे नियम अर्कष विद्यापीठांशी संलग्नित असलेल्या अशासकीय अर्जद्वारे

२. हे नियम लागू होणा-या कर्मचा-यांचे प्रवर्ग:-

येईल.

(२) ते दिनांक १ जानेवारी, २०१६ पासून अंमलात आले आहेत, असे मानण्यात

यावे.

महाविद्यालये प्रमाणसंहिता (शिक्षकेतर कर्मचा-यांचे सुधारित वेतन) नियम, २०१९ असे संबंधित

(१) या नियमाना महाराष्ट्र अर्कष विद्यापीठांशी संलग्नित अशासकीय अर्जद्वारे

१. संक्षिप्त नाव आणि प्रारंभ:-

खालीलप्रमाणे विहित करील आहे:-

स्थानिक प्राधिकारी संस्थानामार्फत चालविली जाणारी महाविद्यालये वर्गजून प्रमाणसंहिता नियम

शिक्षकेतर कर्मचारी/अधिका-यांच्या वेतनक्षणीत सुधारणा करण्याकरिता राज्य शासन आणि

अर्कष विद्यापीठांशी संलग्नित अशासकीय अर्जद्वारे महाविद्यालये यांच्यावेतन कायदा करणा-या

आलेल्या अधिका-यां बाबत महाराष्ट्र शासन उच्च शिक्षण विभागाने अधिनियम असलेल्या

महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम २०१६ मधील तरतुदी अन्वये प्रदान करण्यात

आसून, त्याकरिता आवश्यक ती सर्व उपयोजना करण्याची जबाबदारी या संस्थांची आहे.

विद्यार्थ्यांना योग्य व दर्जेदार शिक्षण देणे हे विद्यापीठ व संलग्नित महाविद्यालयांचे आद्य कर्तव्य

मधील तरतुदी व मा. न्यायालयानी वेगवेगळ्या याचिकांमधून वेळोवेळी दिलेल्या आदेशानुसार

कमांक - वेतन-२०१६/१९/वि.१ - महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम २०१६

अधिसूचना

दिनांक ०७ सप्टेंबर, २०१९

मंत्रालय विस्तार भवन, मुंबई-३२,

मादाम कामा मार्ग, हुलास राजगुरु चौक,

उच्च व तंत्रशिक्षण विभाग,

महाराष्ट्र शासन

7 Pay Non-Teaching
Circular



सुधारित वेंचन स्तर किंवा वेंचनक्षणी आधिसूचीत करण्यात आली असेल ती खरीज करून (११) "सुधारित वेंचन स्तर किंवा वेंचनक्षणी" म्हणजे एखाद्या पदासंदर्भात वेगळ्या टिप - सुधारित वेंचन संरचना जोडपत्र-चार मध्ये दिली आहे.

वेंचनक्षणी निगडित वेंचन मॅट्रीक्समधील वेंचन स्तर किंवा वेंचनक्षणी आधिसूचीत करण्यात आली असेल ती खरीज करून विद्यमान वेंचनबूड आणि (१०) "सुधारित वेंचन संरचना" म्हणजे एखाद्या पदासंदर्भात वेगळ्या सुधारित वेंचन स्तर स्वरूपाच्या विवक्षित संलमये आहारा कधीत असलेले वेंचन.

(९) "वेंचन स्तरमधील वेंचन" या नियमांसाठी वेंचन जोडपत्र-चार मध्ये दर्शिलेल्या वेंचन वेंचनक्षणी निगडित वेंचन मॅट्रीक्समधील वेंचनस्तर, किंवा वेंचनक्षणी.

(८) "स्तर" म्हणजे नियमांसाठी वेंचन जोडपत्र-चार मधील विद्यमान वेंचनबूड आणि श्रेष्ठ आहेत.

विद्यमान वेंचनबूड आणि श्रेष्ठ वेंचनक्षणी निगडित वेंचन स्तर ज्या स्तरातील संलमये दर्शिलेले महामंडळी मता यांचा समावेश असले.

(७) "वेंचन मॅट्रीक्स" म्हणजे या नियमांसाठी वेंचन जोडपत्र-चार मधील मॅट्रीक्स ज्यामध्ये (३) "विद्यमान वित्तलक्षणी" मध्ये (i) विद्यमान मूळ वेंचन, आणि (ii) मूळ वेंचनावरील समर्थित

क्षणीची सूची जोडपत्र-तीन मध्ये नमूद केलेली आहे. टिप - विद्यापीठ अर्जदान आयोगाच्या वेंचनक्षणी वर्गाने अंमल असलेल्या विद्यमान

समावेश होती. वेंचनबूड आणि श्रेष्ठ वेंचन, वेंचन मूळ वेंचन, त्या पदाचे मूळ वेंचन, वेंचन आणि वेंचनक्षणीचा

किंवा स्वीयतर सेवेत नसता किंवा यथास्थिती, वरच्या पदावर स्थानापन्न म्हणून नसता तर, त्याने आणि श्रेष्ठ वेंचन" आणि "विद्यमान क्षणी" यामध्ये ती भारताबाहेर प्रतिनिधित्व करणारी किंवा रजिस्टर

म्हणून काम करीत राहिल्या असता, अशा कर्मचा-याबाबत "विद्यमान मूळ वेंचन" विद्यमान वेंचन बूड वरच्या पदावर स्थानापन्न नसता तर त्या तारखेस एका किंवा अधिक खालच्या पदावर स्थानापन्न

२०१६ रोजी भारताबाहेर प्रतिनिधित्व करणारी किंवा रजिस्टर किंवा स्वीयतर सेवेत होती, किंवा जी स्पष्टीकरण - जी अशासकीय अर्जदानीत महाविद्यालयांमधील कर्मचा-री १ जानेवारी, २०१६

असलेली वैयक्तिक क्षणी. पदाला लागू असलेला वेंचनबूड आणि श्रेष्ठ वेंचन अथवा वेंचनक्षणी किंवा, यथास्थिती, त्याला लागू

अर्जदानीत महाविद्यालयांमधील कर्मचा-याने, कायम असा, किंवा स्थानापन्न असा धारण केलेल्या (५) "विद्यमान वेंचन संरचना क्षणी" म्हणजे ०१ जानेवारी, २०१६ लागतपूर्वी अशासकीय

पदाला लागू असलेली वेंचनक्षणी किंवा यथास्थिती, त्याला लागू असलेली वैयक्तिक क्षणी. महाविद्यालयातील कर्मचा-याने, कायम असा, किंवा स्थानापन्न नात्याने असा धारण केलेल्या

(४) "विद्यमान क्षणी" मध्ये म्हणजे १ जानेवारी २०१६ लागतपूर्वी अर्जदानीत अशासकीय पदाला लागू असलेला वेंचनबूड आणि श्रेष्ठ वेंचन.

(३) "विद्यमान वेंचन बूड आणि श्रेष्ठ वेंचन" म्हणजे १ जानेवारी, २०१६ लागतपूर्वी अशासकीय अर्जदानीत महाविद्यालयातील कर्मचा-याने, कायम असा, किंवा स्थानापन्न नात्याने असा धारण

केलेल्या पदाला लागू असलेला वेंचनबूड आणि श्रेष्ठ वेंचन. साखळ्या वेंचन यांचा समावेश नसेल. आधिक अर्जदानीत श्रेष्ठ वेंचन किंवा विद्यमान क्षणीतील वेंचन पर्यंत ज्यामध्ये "विशेष वेंचन" इत्यादी

(२) "विद्यमान मूळ वेंचन" म्हणजे विहित वेंचन बूडमध्ये आहारा कधीत असलेले वेंचन

अनुसूचीच्या स्तंभ (२) मध्ये नमूद केलेल्या पदासमोर स्तंभ (५) मध्ये दर्शविण्यात आलेला वेतन स्तर, किंवा वेतनश्रेणी.

(१२) "सुधारित मूळ वेतन" म्हणजे विहित वेतन स्तरामध्ये आहरण करीत असलेले वेतन परंतु त्यामध्ये विशेष वेतन इत्यादी सारख्या वेतनाचा समावेश नसेल.

(१३) "सुधारित वित्तलब्धी" म्हणजे सुधारित वेतन संरचनेत अनुदानित अशासकीय महाविद्यालयातील कर्मचा-यास अनुज्ञेय असलेल्या वेतन स्तरातील (i) मूळ वेतन; आणि (ii) मूळ वेतनावरील समुचित महागाई भत्ता यांचा समावेश असेल.

(१४) "अनुसूची" म्हणजे या नियमासोबत जोडलेली अनुसूची.

४. पदांची वेतनश्रेणी किंवा वेतन संरचना:- या नियमाच्या प्रारंभाच्या दिनांकापासून अनुसूचीच्या स्तंभ (२) मध्ये नमूद केलेल्या प्रत्येक पदाचा वेतन स्तर त्या पदासमोर स्तंभ (५) मध्ये नमूद केल्याप्रमाणे असेल.

५. सुधारित वेतन संरचनेमध्ये वेतन काढणे. - या नियमांमध्ये, अन्यथा तरतूद केली असेल ती खेरीज करुन अशासकीय अनुदानित महाविद्यालयातील शिक्षकेतर कर्मचारी ज्या पदावर त्यास नेमले असेल त्या पदाला लागू असलेल्या सुधारित वेतन संरचनेतील वेतन स्तरामध्ये वेतन घेईल.

परंतु ज्या दिनांकास विद्यमान वेतन संरचनेत लगतनंतरची किंवा पुढची कोणतीही वेतनवाढ त्याला देय होईल त्या तारखेपर्यंत किंवा तो आपले पद रिक्त करेपर्यंत किंवा त्या वेतन संरचनेत वेतन घेणे बंद होईपर्यंत, विद्यमान वेतन संरचनेत वेतन चालू ठेवण्याचा अशासकीय अनुदानित महाविद्यालयांमधील शिक्षकेतर कर्मचा-यास विकल्प देता येईल ;

परंतु आणखी असे की, दिनांक ०१ जानेवारी, २०१६ आणि हे नियम अधिसूचित करण्याच्या दिनांकाच्या दरम्यान पदोन्नती, पदाची श्रेणीवाढ इत्यादीमुळे उच्च संरचना घेणा-या अशासकीय अनुदानित महाविद्यालयांमधील शिक्षकेतर कर्मचा-यास पदोन्नतीच्या, पदाच्या श्रेणीवाढीच्या दिनांकापासून सुधारित वेतन संरचनेची निवड करण्याचा विकल्प देता येईल.

स्पष्टीकरण-१ — या नियमांच्या परंतुकानुसार विद्यमान वेतन संरचना ठेवण्याचा विकल्प केवळ एका विद्यमान वेतन संरचनेबाबतच अनुज्ञेय राहिल.

स्पष्टीकरण-२ — दिनांक ०१ जानेवारी, २०१६ रोजी किंवा त्यानंतर एखाद्या पदावर अशासकीय अनुदानित महाविद्यालयीन कर्मचारी सेवेत प्रथमच किंवा दुस-या पदावरून बदली करुन नेमलेल्या कोणत्याही कर्मचा-यास उपरोक्त विकल्प अनुज्ञेय असणार नाही आणि त्याला केवळ सुधारित वेतन संरचनेनुसारच वेतन मिळेल.

स्पष्टीकरण ३ — जेव्हा अशासकीय अनुदानित महाविद्यालयांमधील कर्मचारी, नियमितपणे स्थानापन्न म्हणून त्याने धारण केलेल्या पदाच्या बाबतीत, त्या पदाला लागू असलेल्या कोणत्याही अन्य नियमान्वये किंवा आदेशानुसार विद्यमान वेतन संरचनेतील वेतनाच्या विनियमनासाठी या नियमांच्या परंतुकानुसार ती सुधारित वेतन संरचना कायम ठेवण्याचा विकल्प देत असेल तेव्हा, ज्या कायम पदावर त्याचा धारणाधिकार असेल किंवा धारणाधिकार तहकूब झाला नसता तर त्याचा धारणाधिकार राहिला असता, त्या पदाच्या बाबतीत त्याने विद्यमान वेतन संरचना कायम ठेवली असती तर त्याने घेतले असते ते कायम वेतन, किंवा त्यावेळी अंमलात असलेल्या कोणत्याही आदेशानुसार कायम वेतनाचे स्वरूप प्राप्त झालेले स्थानापन्न पदाचे वेतन, यापैकी जे अधिक असले ते त्याचे कायम वेतन राहिल.



६. विकल्प देणे:-

(१) नियम ५ च्या परंतुकानुसार द्यावयाचा विकल्प, या नियमांना जोडलेल्या जोडपत्र-एक मधील नमुन्यात लेखी द्यावा लागेल. हा विकल्प पोटनियम (२) मध्ये मनूद केलेल्या अधिका-यास, ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून एक महिन्याच्या आत किंवा या नियमांत केलेल्या कोणत्याही सुधारणेमुळे विद्यमान संरचना सुधारण्यात आली असेल तेव्हा, त्या प्रकरणी अशा सुधारणेच्या आदेशाच्या दिनांकापासून एक महिन्याच्या आत पोहोचेल, अशा बेताने पाठविण्यात यावा.

परंतु.

(एक) अशा प्रसिध्दीच्या दिनांकास किंवा यथास्थिती अशा आदेशाच्या दिनांकास अनुदानित अशासकीय महाविद्यालयांमधील कर्मचारी भारताबाहेर रजेवर, किंवा प्रतिनियुक्तीवर किंवा स्वीयेतर सेवेत किंवा युध्दसेवेत असेल, तेव्हा त्या बाबतीत अशा कर्मचा-याने भारतात आपल्या पदाचा कार्यभार घेण्याच्या दिनांकापासून एक महिन्याच्या आत उक्त प्राधिका-यास पोहोचेल, अशा रीतीने उक्त विकल्प द्यावा, आणि

(दोन) १ जानेवारी, २०१६ रोजी अकृषी विद्यापीठे आणि अनुदानित अशासकीय महाविद्यालयांमधील कर्मचारी निलंबनाधीन असेल, तेव्हा त्याचा कामावर परत येण्याचा दिनांक या पोटनियमांमध्ये विहित केलेल्या दिनांकानंतरचा असेल, तर त्या दिनांकापासून एक महिन्याच्या आत त्याला विकल्प देता येईल.

(२) अशासकीय अनुदानित महाविद्यालयांमधील कर्मचारी हे त्यांचा विकल्प जोडपत्र-एक मधील नमुन्यात कार्यालय प्रमुखास म्हणजेच संबंधित महाविद्यालयांचे प्राचार्य यांना कळवतील आणि त्यासोबतच या नियमासोबतच्या जोडपत्र-दोन मधील नमुन्यात बंधपत्र सादर करतील.

(३) विकल्पासंबंधीची सूचना पोटनियम (१) मध्ये नमूद केलेल्या कालावधीत मिळाली नाही तर, अशासकीय अनुदानित महाविद्यालयांमधील कर्मचा-याने १ जानेवारी, २०१६ रोजी व त्याच दिवसापासून सुधारित वेतन संरचनेची निवड केली आहे असे समजण्यात येईल. अशा प्रकरणी कार्यालय प्रमुख/संबंधित महाविद्यालयाचे प्राचार्य अशा कर्मचाऱ्यांकडून या नियमांसोबतच्या जोडपत्र-दोन मधील नमुन्यातील बंधपत्र प्राप्त करून घेईल.

(४) एकदा दिलेला विकल्प अंतिम असेल.

टीप.१- १ जानेवारी, २०१६ रोजी किंवा त्यानंतर ज्यांच्या सेवा समाप्त करण्यात आल्या आणि मृत्यू, मंजूर पदाच्या समाप्तीनंतरची कार्यमुक्ती, राजीनामा, शिस्तभंगाच्या कारणावरून बडतर्फी किंवा कार्यमुक्ती यामुळे विहित कालमर्यादेत ज्यांना विकल्प देता आला नाही, अशा व्यक्ती या नियमांचे लाभ मिळण्यास पात्र आहेत.

टीप.२-१ जानेवारी, २०१६ रोजी किंवा त्यानंतर मृत्यु पावल्यामुळे ज्यांना विहित कालमर्यादेत विकल्प देता आला नाही, त्यांनी १ जानेवारी, २०१६ रोजी व त्याच दिवसापासून किंवा सुधारित वेतन संरचना अधिक अनुकूल असल्यास त्यांच्या अवलंबितांना जास्तीत जास्त लाभदायक असेल, अशा नंतरच्या तारखेपासून सुधारित वेतन संरचनेची निवड केली आहे, असे मानले जाईल. अशा प्रकरणांमध्ये थकबाकी प्रदान करण्याची आवश्यक कार्यवाही कार्यालय प्रमुखाने करावी. परंतु, मृत कर्मचा-याच्या थकबाकी मिळण्यास पात्र असलेल्या अवलंबितांकडून कार्यालय प्रमुख या नियमांसोबतच्या जोडपत्र-दोन मधील नमुन्यातील बंधपत्र प्राप्त करून घेतील.



टीप.३-१ जानेवारी, २०१६ रोजी अर्जित रजेवर किंवा रजा वेतन प्रदेय असणा-या इतर कोणत्याही रजेवर असलेले अशासकीय अनुदानित अशासकीय महाविद्यालयांमधील शिक्षकेतर कर्मचारी या नियमांचा लाभ मिळण्यास पात्र असतील.

७. सुधारित वेतन संरचनेत प्रारंभिक वेतन निश्चिती:-

(१) दिनांक १ जानेवारी, २०१६ पासून सुधारित वेतन संरचना लागू करण्याबाबत ज्याने नियम ६ च्या पोटनियम (१) अनुसार विकल्प दिला आहे किंवा नियम ६ च्या पोटनियम पोटनियम (३) अनुसार विकल्प दिल्याचे मानण्यात आले आहे, अशा अशासकीय अनुदानित महाविद्यालयीन कर्मचा-यांच्या बाबतीत, शासनाने विशेष आदेशाद्वारे अन्यथा निदेश दिले नसल्यास, त्याचे प्रारंभिक वेतन, ज्या कायम पदावर त्याचा धारणाधिकार आहे किंवा तो धारणाधिकार तहकूब झाला नसता तर तो राहिला असता, त्या पदाच्या कायम वेतनाच्या बाबतीत आणि त्याने धारण केलेल्या स्थानापत्र पदाच्या बाबतीत, खालीलप्रमाणे स्वतंत्रपणे निश्चित केले जाईल :-

(अ) सर्व कर्मचा-यांच्या बाबतीत:-

(एक) दिनांक १ जानेवारी, २०१६ लगतपूर्वीच्या मूळ वेतनास २.५७ ने गुणून पूर्णांकित केलेली रक्कम संबंधित सुधारित वेतन मॅट्रिक्समध्ये अनुज्ञेय वेतन स्तरामधील सेलमध्ये (Cell) असल्यास ती रक्कम सुधारित वेतन ठरेल. जर ती रक्कम अनुज्ञेय वेतन स्तरामधील सेलमध्ये नसेल तर सदर पूर्णांकित रकमेच्या लगतच्या पुढील सेलमधील रक्कम सुधारित वेतन ठरेल.

(दोन) जर वरील (एक) प्रमाणे येणा-या रकमेपेक्षा अनुज्ञेय सुधारित वेतन संरचनेच्या स्तरातील किमान वेतन अथवा पहिल्या सेलमधील रक्कम जास्त असेल तर त्या स्तरातील किमान वेतनावर अथवा पहिल्या सेलमधील वेतनावर वेतन निश्चित केले जाईल.

परंतु, वरीलप्रमाणे वेतननिश्चिती करतांना विद्यमान संरचनेत यथास्थिती, वेतनबँड आणि ग्रेड वेतन किंवा श्रेणीमध्ये लागोपाठ दोन किंवा त्याहून अधिक टप्प्यांवर वेतन घेणा-या अशासकीय अनुदानित महाविद्यालयांमधील कर्मचा-यांचे वेतन जेव्हा एकवटते म्हणजेच, वेतन मॅट्रिक्समधील वेतन स्तरामध्ये एकाच टप्प्यावर निश्चित होते; तेव्हा विद्यमान वेतन संरचनेतील एकवटणा-या प्रत्येक दोन टप्प्यांना सुधारित वेतन संरचनेतील वेतन स्तरामध्ये एक याप्रमाणे वेतनवाढ देण्यात येईल आणि विद्यमान वेतन संरचनेत जास्त वेतन घेणा-या अनुदानित अशासकीय महाविद्यालयातील कर्मचा-यांचे वेतन अनुज्ञेय वेतन स्तरातील पुढील सेलमध्ये निश्चित करण्यात येईल. त्यानंतर पुढील वेतनवाढ मंजूर करण्यासाठी नियम १० मधील तरतूदी लागू राहतील.

स्पष्टीकरण.- वरील परंतुकाच्या प्रयोजनार्थ, अशासकीय अनुदानित महाविद्यालयातील दोन कर्मचा-यांच्या विद्यमान वेतन संरचनेतील (वेतनबँड आणि ग्रेड वेतन) वेतनांपैकी उच्च वेतन हे निम्न वेतनापेक्षा किमान ३ टक्के पेक्षा अधिक असेल तर ते दोन वेतन टप्पे ठरतील; जेथे हा फरक ३ टक्के पेक्षा कमी असेल त्या प्रकरणी हा लाभ अनुज्ञेय राहणार नाही. तसेच महाराष्ट्र शासन अधिसूचना उच्च व तंत्रशिक्षण विभाग क्रमांक संकीर्ण २००९/(३२६/०९)-विशि-१ दिनांक ०७ ऑक्टोबर, २००९ अन्वये प्रकाशित केलेल्या महाराष्ट्र अकृषी विद्यापीठे व संलग्नित महाविद्यालये प्रमाणसंहिता (शिक्षकेतर कर्मचा-यांचे सुधारित वेतन) नियम, २००९ सोबतच्या जोडपत्र-तीन मध्ये दर्शविलेल्या विद्यमान वेतन संरचनेतील (वेतनबँड आणि ग्रेड वेतन) नियुक्तीच्या किमान वेतनापेक्षा कमी असणारे सर्व वेतन टप्पे, वेतनांचे एकवटणे निश्चित करण्यासाठी विचारात घेतले जाणार नाहीत.



टीप-३- जेव्हा, कायम पद धारण करणारा अशासकीय अनुदानित महाविद्यालयातील कर्मचारी नियमितपणे वरच्या पदावर स्थानापन्न म्हणून काम करित असेल आणि या दोन्ही पदांना लागू असलेल्या वेतन संरचना वेतन मॅट्रिक्समधील एकाच वेतन स्तरामध्ये विलीन झाल्या असतील तेव्हा या पोटनियमानुसार केवळ स्थानापन्न पदाच्या संदर्भात वेतन निश्चित केले जाईल आणि असे निश्चित केलेले वेतन कायम वेतन म्हणून मानले जाईल.

वेगवेगळ्या विद्यमान वेतन संरचनांना एकच सुधारित वेतन संरचना लागू असलेली पदे स्थानापन्न नात्याने धारण करणा-या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यास, या टीपेच्या तरतुदीयोग्य त्या फेरफारांसह लागू होतील.

टीप-४ - जेव्हा अशासकीय अनुदानित महाविद्यालयातील कर्मचारी विद्यमान वित्तलब्धी सुधारित वित्तलब्धीपेक्षा अधिक होत असतील, तेव्हा फरकाची रक्कम वैयक्तिक वेतन म्हणून दिली जाईल आणि ती वेतनातील पुढील वेतनवाढीमध्ये सामावून घेतली जाईल.

टीप-५- पोटनियम (१) अन्वये वेतन निश्चित करताना, जो अशासकीय अनुदानित महाविद्यालयातील कर्मचारी १ जानेवारी २०१६ च्या लगतपूर्वी, त्याच संवर्गातील कनिष्ठ कर्मचा-यापेक्षा विद्यमान वेतन संरचनेत जास्त वेतन घेत होता त्याचे सुधारित वेतन संरचनेतील वेतन हे त्याच्या कनिष्ठ कर्मचा-याचे वेतन दर्शविणा-या वेतन सेलमधील वेतनापेक्षा कमी निश्चित होत असेल म्हणजेच, कनिष्ठ कर्मचा-याच्या वेतनापेक्षा कमी वेतनावर निश्चित होत असले, तर त्या बाबतीत त्यांचे वेतन कनिष्ठ कर्मचा-याच्या वेतनापर्यंत वाढविण्यात येईल.

टीप-६- ज्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यास १ जानेवारी २०१६ रोजी वैयक्तिक वेतन मिळत असेल त्या कर्मचा-याच्या बाबतीत त्याच्या वैयक्तिक वेतनासहीत विद्यमान वित्तलब्धी सुधारित वित्तलब्धीपेक्षा अधिक होत असतील तर अशी फरकाची जादा रक्कम अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यास वैयक्तिक वेतन म्हणून देण्यात येईल आणि ती वेतनातील पुढील वाढीत समावून घेतली जाईल.

टीप-७- दोन विद्यमान श्रेणीपैकी एक दुसरीची बढतीची श्रेणी असून या दोन्ही श्रेणी विलीन झाल्या असतील आणि विद्यमान खालच्या श्रेणीत समान अथवा निम्न वेतन घेणारा अशासकीय अनुदानित महाविद्यालयातील कनिष्ठ कर्मचारी सुधारित वेतन संरचनेत विद्यमान वरच्या श्रेणीतील वरिष्ठ कर्मचा-याच्या वेतनापेक्षा अधिक वेतन घेत असेल अशा बाबतीत वरिष्ठ कर्मचा-याचे सुधारित वेतन संरचनेतील वेतन त्याच्या कनिष्ठ कर्मचा-याच्या वेतनापर्यंत त्या दिनांकापासून वाढविण्यात येईल आणि त्यानंतर पुढील वेतनवाढ मंजूर करण्यासाठी नियम १० मधील तरतुदी लागू राहतील.

टीप-८- (एक)- १ जानेवारी २०१६ पूर्वी वरच्या पदावर बढती दिलेला अशासकीय अनुदानित महाविद्यालयातील वरिष्ठ कर्मचारी सुधारित वेतन संरचनेत, १ जानेवारी २०१६ रोजी किंवा त्यानंतरच्या वरच्या पदावर बढती मिळालेल्या त्याच्या कनिष्ठाहून कमी वेतन घेत असेल तेव्हा अशा प्रकरणी वरिष्ठ कर्मचा-याचे वेतन त्याच्या कनिष्ठ कर्मचा-याच्या सुधारित वेतन संरचनेत निश्चित केलेल्या वेतनाच्या रकमेइतके वाढविण्यात यावे. ही वाढ कनिष्ठ कर्मचा-याच्या तारखेपासून लागू करण्यात यावी. मात्र, त्यासाठी पुढील शर्ती पूर्ण कराव्या लागतील :-

(अ) अशासकीय अनुदानित महाविद्यालयातील कनिष्ठ व वरिष्ठ कर्मचारी हे दोघेही एकाच संवर्गातील असावेत आणि ज्या पदांवर त्यांना बढती देण्यात आली असेल ती पदे त्याच संवर्गात समरूप असावीत;



१४. वेतन निश्चितीची जबाबदारी व पद्धत:-

या अधिसूचनेन्वये लागू करण्यात आलेल्या सुधारित वेतनसंरचनेमध्ये वेतननिश्चिती करण्याची जबाबदारी प्रथमतः संबंधीत अशासकीय अनुदानित महाविद्यालयांचे प्राचार्य यांची असेल. संबंधित अशासकीय अनुदानित महाविद्यालयाच्या प्राचार्यांनी वेतननिश्चितीबाबत कार्यवाही करून आवश्यक तो प्रस्ताव संबंधित सहसंचालक (उच्च शिक्षण) विभागाकडे सादर करावा. सदरहू प्रस्ताव सादर करताना संबंधित अशासकीय अनुदानित महाविद्यालयांचे प्राचार्य यांनी खालील बाबींचे प्रमाणपत्र द्यावे.

(अ) प्रत्येक कर्मचा-याची/अधिका-याची वेतननिश्चिती योग्यरितीने करण्यात आलेली आहे.

(ब) चुकीच्या वेतन निश्चितीमुळे कोणतेही अतिप्रदान झाल्यास जेवढ्या रक्कमेचे अतिप्रदान होईल तेवढ्या रक्कमेची वसुली संबंधित महाविद्यालयांकडून दंड स्वरूपात वसूल करण्यात येईल.

अशाप्रकारे अशासकीय अनुदानित महाविद्यालयांचे प्राचार्य यांचेकडून प्राप्त झालेल्या वेतननिश्चिती योग्य झाल्याची खातरजमा करून विभागीय सहसंचालक (उच्च शिक्षण) यांनी सुधारित वेतन संरचनेमध्ये आवश्यक तो निधी वितरित करतील.

१५. वेतनाची थकबाकी प्रदान करण्याची कार्यपद्धती:-

वित्त विभागाने ७ व्या वेतन आयोगाच्या अनुषंगाने राज्य शासकीय कर्मचाऱ्यांना थकबाकी अदा करण्याबाबत जी कार्यपद्धती विहित केलेली आहे. तीच कार्यपद्धती अशासकीय अनुदानित महाविद्यालयातील कर्मचाऱ्यांना थकबाकी अदा करण्यासाठी वापरण्यात यावी.

१६. नियमांचा अधिभावी परिणाम:-

या नियमांत अन्यथा तरतूदी केली असेल ती खेरीज करून जेथे या नियमानुसार वेतनाचे विनियमन करण्यात आले असेल त्या प्रकरणांना अकृषी विद्यापीठे व संलग्नित महाविद्यालये प्रमाणसंहिता (शिक्षकेतर कर्मचा-यांच्या सेवा व शर्ती) नियम, १९८४ च्या तरतूदी या नियमांशी विसंगत ठरत असतील त्या मर्यादेपर्यंत लागू होणार नाहीत.

१७. नियम शिथिल करण्याचा अधिकार:-

कोणत्याही विशिष्ट प्रकरणांत या नियमांच्या सर्व किंवा कोणत्याही तरतूदी अकारण त्रासदायक होतील अशी शासनाची खात्री झाली असे ते प्रकरण न्याय्य व रास्त पद्धतीने हाताळण्यासाठी राज्यपालांस आवश्यक वाटेल अशा मर्यादेच्या व अशा शर्तीच्या अधीन राहून तो नियम लागू करू नये किंवा त्या नियमानुसार आवश्यक म्हणून ठरविलेल्या बाबी शिथिल कराव्या असा आदेश शासन काढू शकेल.

१८. निर्वाचन:-

या नियमांच्या कोणत्याही तरतूदीच्या निर्वाचनासंबंधीत कोणताही प्रश्न उपस्थित झाल्यास अथवा संदिग्धता उपस्थित झाल्यास वित्त विभागाच्या क्रमांक वेपुर २०१९/प्र.क्र.१/सेवा-९ दिनांक ३० जानेवारी, २०१९ च्या अधिसूचनेतील अर्थ ग्राह्य धरण्यात यावा.

त्याप्रमाणे या नियमांच्या अनुषंगाने कोणतीही विसंगती/त्रुटी उद्भवल्यास संचालक (उच्च शिक्षण) महाराष्ट्र राज्य, पुणे यांच्यामार्फत महाराष्ट्र शासनाच्या उच्च व तंत्र शिक्षण विभागाकडे निर्दिष्ट करण्यात याव्यात.

१९. सदरहू अधिसूचना वित्त विभागाने त्यांच्या अनौपचारिक संदर्भ क्र. UOR-३३६/२०१९/सेवा-९ दि. २९/०८/२०१९ अन्वये दिलेल्या सहमतीने निर्गमित करण्यात येत आहे.





१. मा. राज्यपाल व कुलपतींचे सचिव, राजभवन, मलबार हिल, मुंबई.
२. मा. कुलगुरु, सर्व अर्कषि विद्यापीठ,
३. मा. मुख्यांनी यांचे अपर मुख्या सचिव/प्रधान सचिव/सचिव
४. महालखापाल (लेखा परीक्षा), महाराष्ट्र-९, मुंबई
५. महालखापाल (लेखा व अर्जोपचारा), महाराष्ट्र-९, मुंबई
६. महालखापाल (लेखा परीक्षा), महाराष्ट्र-२, नागपूर
७. महालखापाल (लेखा व अर्जोपचारा) महाराष्ट्र-२, नागपूर
८. अधिदान व लेखा अधिकारी, मुंबई/निवासी लेखा परीक्षा अधिकारी,
९. सर्व निव्वहा कार्यागार अधिकारी,
१०. संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे,
११. संचालक, तंत्र शिक्षण, महाराष्ट्र राज्य, मुंबई.
१२. कुलसचिव, सर्व अर्कषि विद्यापीठ,
१३. सर्व विभागीय शिक्षण सहसंचालक, उच्च शिक्षण,
१४. सर्व विभागीय सहसंचालक, तंत्र शिक्षण,
१५. वित्त विभाग (सेवा-९/व्यय-५), संचाल्य, मुंबई
१६. मा. मंत्री, उच्च व तंत्र शिक्षण विभाग यांचे खाजगी सचिव
१७. मा. राज्यमंत्री, उच्च व तंत्र शिक्षण विभाग यांचे स्वीय सहायक
१८. बहुरजन समाज पाटी, जी-९ इन्सा हटमेंट, आझाद मैदान, मुंबई-९.
१९. भारतीय जनता पार्टी, महाराष्ट्र प्रदेश, सी. जी. ओ., ब्रॅक क्रमांक ९, योगक्षेम समार, वसंतराव भागवत चौक, नरिमन पॉइंट, मुंबई-२०
२०. भारतीय कम्युनिस्ट पार्टी, महाराष्ट्र कमिटी, ३९४ राजभवन, एस. व्ही. पटेल रोड, मुंबई-४
२१. भारतीय कम्युनिस्ट पार्टी (माक्सवादी), महाराष्ट्र कमिटी, जनशक्ती हॉल, जलेश मिल पूंज, वरळी, मुंबई-९३
२२. इंडियन नेशनल काँग्रेस, महाराष्ट्र प्रदेश काँग्रेस (आय) समिती, टिळक भवन, काकासाहेब गाडगीळ मार्ग, दादर, मुंबई-२५
२३. नेशनलिस्ट काँग्रेस पार्टी, राष्ट्रवादी भवन, श्री प्रेस जर्नल मार्ग, नरिमन पॉइंट, मुंबई-२९
२४. शिवासेना, शिवासेना भवन, गडकरी चौक, दादर, मुंबई-२८
२५. उच्च व तंत्र शिक्षण विभागालील सर्व कार्यासने,
२६. निव्वहा नस्ती, (विशि-९)

प्रति,

उपसचिव, महाराष्ट्र शासन

(सतिश व. तिडेक)

Digitally signed by Satish Jagdeorao Tike
DN: cn=Satish Jagdeorao Tike, o=Government of Maharashtra, ou=Higher And
Technical Education Department, postalCode=400032,
serialNumber=25, a=20, email=396527734685080937099472088@vsnl
848c5d31709b4527-096886, cn=Satish Jagdeorao Tike
Date: 2019.07.13 09:23:40 +05'30'

Jagdeorao Tike

Satish

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

अधिसूचना हिजीटल स्वाक्षरीने साक्षात्कृत करून निर्गमित करण्यात येत आहे.

२०. सदर सूचना महाराष्ट्र शासनाच्या www.maharashtra.gov.in या संकेतस्थळावर उपलब्ध करण्यात आली असून ती या संकेतक क्र. २०१९०९०७१४५३००७५०८ असा आहे. सदर सूचना



* जग नसेन ते खोजेवा
** वेतन बृद्ध कर्मांक नमूद करावा
*** वेतन स्तर कर्मांक नमूद करावा।

कायलय प्रमुख.....

नाव:-

सही

दिनांक:-

ठिकाण:

सादर केला आहे.

प्रमाणित करण्यात येते की, * कायम/स्थानापन्न पद धारण करील असलेल्या श्री/श्रीम/कुमारी..... यांनी हा विकल्प, यथावितरित्या स्वाक्षरीसह व विहित दिनांकापूर्वी मला

(केवळ कायलयाने भरवायचे)

ठिकाण :
दिनांक :
नाव :
सही

३. हा विकल्प अंतिम असून, त्यामध्ये या दिनांकानंतर स्थापना करण्यात येणार नाही. मी पद रिक्त करेपर्यंत किंवा विद्यमान वेतनक्षणी वेतन घेण्याचे बंद करेपर्यंत. मी मीझे वेतन रूपये..... पर्यंत वाढवण-या नंतरच्या वेतनवाढीच्या दिनांकापर्यंत माझ्या पुढील वेतनवाढीच्या दिनांकापर्यंत..... करतो/करते.

(२) मी धारण करील असलेल्या पदाची विद्यमान वेतनक्षणी पुढीलप्रमाणे चालू ठेवण्याची निवड

२. मी * श्री/श्रीमती कुमारी.....
- (इ) कायलयवाचे नाव.....
 - (उ) स्थापित वेतन संरचना: वेतन स्तर एएस*..... रूपये.
 - (क) विद्यमान वेतन संरचना: वेतनबूट पीबी..... रूपये..... शेड वेतन रूपये.....
 - (ख) धारण केलेले पद..... कायम/स्थानापन्न
१. (अ) कर्मचा-याचे नाव श्री/श्रीम/कुमारी.....

(पहा नियम ३(१))

विकल्पाचा नमुना

जोडपत्र-एक

दि.०७ सप्टेंबर, २०१९ चे सदपत्र

(शासन अधिसूचना उच्च व तंत्रशिक्षण विभाग, क.वेतन-२०१९/प्र.क.१०५/विशि-१,



.....पदनामः
..... नावः
सही

चिकायः
दिनांकः

..... श्री, असे वचन देतो/देते, की, अर्कषि विद्यापीठांशपी संलग्नित अशासकक्षय अर्जदानीत महाविद्यालयाय प्रमाणसाहित्या (शिष्यकेतर कर्मचाऱ्यांचे सुधारित वेतन) नियम, २०१९ मधील तरतुदीशी विसंगत वेतननिश्चितीच्या परिणामी किंवा पुढे वेतननिश्चितीमध्य विसंगती आढळून आल्यामळे मला अतिप्रदान झाल्याचे निदर्शनास आल्यास ते मंजूरित मला प्रदान करण्यात येणाऱ्या रकमेवून समायोजित करून किंवा इतर प्रकारे शासनास परत करीन.

वचनपत्र

(पदा नियम ६(२))

जाहपत्र-दीन

दि.०७ सप्टेंबर, २०१९ रोजी सहाय्य

(शासन आधिपत्यावना उच्च व तंत्रशिक्षण विभाग, क.वेतन-२०१९/प्र.क.१०५/विशि-१,

(शासन अधिसूचना, उच्च व तंत्रशिक्षण विभाग, क्र.वेतन-२०१९/प्र.क्र.१०५/विशि-१,
दि.०७ सप्टेंबर, २०१९ चे सहपत्र)
जोडपत्र-तीन

अ.क्र.	वेतन बँड/वेतन स्केल	वेतन बँड	ग्रेड वेतन
१	२	३	४
१	-१S	४४४०-७४४०	१३००
२	-१S	४४४०-७४४०	१६००
३	PB-१	५२००-२०२००	१८००
४	PB-१	५२००-२०२००	१९००
५	PB-१	५२००-२०२००	२०००
६	PB-१	५२००-२०२००	२४००
७	PB-१	५२००-२०२००	२८००
८	PB-२	९३००-३४८००	४२००
९	PB-२	९३००-३४८००	४३००
१०	PB-२	९३००-३४८००	४४००
११	PB-२	९३००-३४८००	४६००



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00333	00474	00004	00648	00668	00869	00889	82
00683	00734	00478	00888	00889	00739	00899	72
00723	00644	00668	00698	00679	00649	00829	62
00063	00494	00648	00768	00369	00649	00469	32
00284	00664	00888	00308	00439	00649	00309	42
00464	00804	00698	00889	00849	00649	00689	82
00744	00878	00768	00979	00889	00669	00779	92
00284	00668	00308	00269	00899	00709	00079	22
00324	00638	00889	00639	00829	00889	00269	62
00664	00788	00979	00049	00469	00089	00839	02
00388	00498	00269	00089	00309	00279	00349	86
00278	00228	00639	00099	00689	00869	00889	76
00738	00068	00049	00029	00779	00339	00289	66
00848	00789	00089	00669	00079	00749	00499	36
00688	00379	00099	00209	00269	00049	00729	46
00728	00469	00029	00989	00839	00989	00629	86
00368	00839	00669	00879	00349	00399	00469	96
00808	00949	00209	00369	00889	00829	00809	26
00289	00989	00989	00739	00289	00229	00909	66
00679	00999	00879	00039	00499	00369	00689	06
00069	00929	00369	00249	00729	00069	00689	8
00849	00869	00739	00489	00629	00809	00479	7
00889	00409	00039	00799	00469	00789	00079	6
00899	00389	00249	00699	00809	00289	00469	3
00829	00679	00489	00829	00909	00379	00069	4
00669	00869	00799	00669	00689	00679	00439	8
00069	00669	00699	00669	00689	00369	00039	9
00609	00939	00829	00409	00479	00669	00449	2
00289	00449	00669	00889	00079	00339	00049	6
06							
1-2021	2-2021	3-2021	4-2021	5-2021	6-2021	7-2021	2021
0072	0082	0002	0086	0076	0036	0096	100
00202-0024 : (6-100) 100 100				0880-0888 : 100 6-100 100			

የሥነ-ምግባር ማኅተም

(የሥነ-ምግባር ስልጠና ደንብ)

የሥነ-ምግባር/ሥነ-ምግባር/ሥነ-ምግባር/ሥነ-ምግባር/ሥነ-ምግባር/ሥነ-ምግባር/ሥነ-ምግባር/ሥነ-ምግባር

36 ነዋሽ ዕድ ወደ



00397	00766	00026	00033	22
00267	00546	00883	00683	62
00776	00996	00663	00223	02
00536	00266	00653	00803	86
00986	00683	00083	00374	76
00626	00663	00623	00634	66
00006	00653	00903	00244	36
00073	00293	00574	00394	46
00033	00863	00734	00024	86
00683	00384	00644	00504	96
00223	00664	00594	00088	26
00803	00234	00664	00368	66
00374	00384	00804	00238	06
00634	00094	00678	00688	8
00244	00564	00568	00398	7
00394	00004	00638	00928	6
00024	00578	00788	00668	3
00504	00668	00598	00689	4
00088	00648	00228	00679	8
00368	00888	00068	00369	9
00238	00698	00789	00539	2
00688	00768	00379	00849	6
36-አዎ	ከ6-አዎ	86-አዎ	26-አዎ	አዎ
0038	0088	0098	0028	አዎ ወይ

00789-0098: (2-አዎ) ወይ አዎ

00928	00667	00683	00293	00634	00824	00368	08
00387	00676	00663	00863	00244	00604	00238	89
00067	00836	00653	00384	00394	00888	00688	79
00587	00286	00293	00664	00024	00078	00398	69
00027	00026	00863	00234	00504	00338	00928	39
00386	00683	00384	00384	00088	00248	00668	49
00966	00663	00664	00094	00368	00698	00689	89
00046	00653	00234	00564	00238	00328	00679	99
00726	00083	00384	00004	00688	00868	00369	29
00666	00623	00094	00578	00398	00208	00539	69
00373	00903	00564	00668	00928	00089	00849	09

(शासन अधिसूचना, उच्च व व तंत्र शिक्षण विभाग, क्र.वेतन-२०१९/प्र.क्र.१०५/१९/विशि-१,
दि.०६ सप्टेंबर, २०१९ चे सहपत्र)

अनुसूची/SCHEDULE

अ.क्र. / Sr. No.	पदनाम/Designation	विद्यमान वेतन संरचना/Existing Pay Structure		सुधारित वेतन मॅट्रीक्समधील वेतन स्तर Pay Level in Revised Pay Matrix
		वेतन बँड Pay Band	ग्रेड वेतन Grade Pay	
(१)	(२)	(३)	(४)	(५)

अशासकीय अनुदानित महाविद्यालयातील शिक्षकेतर कर्मचारी/

Non-Teaching Staff of Non-Government aided Colleges affiliated with Non-Agricultural Universities

१	अशासकीय वरिष्ठ महाविद्यालयातील कुलसचिव (चार हजारपेक्षा अधिक विद्यार्थी संख्या असलेल्या) / Registrars of Non Government Senior Colleges (Having Students Strength more than 4000)	९३००-३४८००	४६००	एस-१६ : ४४९००-१४२४००
२	कुलसचिव / Registrar	९३००-३४८००	४४००	एस-१५ : ४१८००-१३२३००
३	लघुलेखक/ Stenographer	९३००-३४८००	४४००	एस-१५ : ४१८००-१३२३००
४	अधिक्षक/Superintendent	९३००-३४८००	४३००	एस-१४ : ३८६००-१२२८००
५	लेखापाल/Accountant	९३००-३४८००	४३००	एस-१४ : ३८६००-१२२८००
६	लघुलेखक (निम्नश्रेणी) Stenographer (Lower Grade)	९३००-३४८००	४३००	एस-१४ : ३८६००-१२२८००
७	मुख्य लिपिक/सहायक अधिक्षक Head Clerk	९३००-३४८००	४२००	एस-१३ : ३५४००-११२४००
८	उपलेखापाल/ Deputy Accountant	९३००-३४८००	४२००	एस-१३ : ३५४००-११२४००
९	ग्रंथालय सहायक/सहाय्यक ग्रंथपाल/ Assistant Librarian	५२००-२०२००	२८००	एस-१० : २९२००-९२३००
१०	तांत्रिक सहायक/प्रयोगशाळा तंत्रज्ञ/ Technical Assistant/ Assistant Librarian	५२००-२०२००	२८००	एस-१० : २९२००-९२३००
११	वरिष्ठ लिपिक/ Senior Clerk	५२००-२०२००	२४००	एस-८ : २५५००-८११००
१२	लेखापाल/सहायक लेखापाल/Accountant/Assistant Accountant	५२००-२०२००	२४००	एस-८ : २५५००-८११००
१३	लघुटंकलेखक/लघुलेखक/ Stenographer/Typist	५२००-२०२००	२४००	एस-८ : २५५००-८११००



१४	वरिष्ठ प्रयोगशाळा सहायक/Senior Labortary Assistant	५२००-२०२००	२४००	एस-८ : २५५००-८११००
१५	कुशल तंत्रज्ञ/वीजतंत्री/ Skilled Technician/Electrician	५२००-२०२००	२४००	एस-८ : २५५००-८११००
१६	प्रयोगशाळा सहायक (अर्हताप्राप्त)/ Laboratory Assistant	i) ५२००-२०२०० (१९७८ पूर्वीचे) ii) ५२००-२०२०० (इतरांसाठी)	२४०० २०००	एस-८ : २५५००-८११०० एस-७ : २१७००-६९१००
१७	भांडारपाल/Store-keeper	५२००-२०२००	२०००	एस-७ : २१७००-६९१००
१८	कनिष्ठ ग्रंथालय सहायक/ Junior Library Assistant	५२००-२०२००	२०००	एस-७ : २१७००-६९१००
१९	कनिष्ठ लिपिक /भांडार लिपिक/ ग्रंथालय लिपिक /टंकलेखक /Junior Clerk/Store clerk/Library Clerk/ Typist	i) ५२००-२०२०० (१९७८ पूर्वीचे) ii) ५२००-२०२०० (इतरांसाठी)	२००० १९००	एस-७ : २१७००-६९१०० एस-६ : १९९००-६३२००
२०	अर्धकुशल तंत्रज्ञ/तारतंत्री/नळ कारागीर/ Semi-skilled Technician/Wiremen/plumber	५२००-२०२००	१९००	एस-६ : १९९००-६३२००
२१	प्रयोगशाळा परिचर/ग्रंथालय परिचर/क्षेत्र समाहरक Laboratory Attendant/ Library Attendant/Field Collector	५२००-२०२०० ४४४०-७४४०	१९०० १३००	एस-६ : १९९००-६३२०० एस-१ : १५०००-४७६००
२२	प्रमुख प्रयोगशाळा परिचर/हवालदार/जमादार/नाईक /Head Laboratory Attendant Havaladar/Jamadar/Naik	४४४०-७४४० (१९७८ पूर्वीचे) ४४४०-७४४० (इतरांसाठी)	१८०० १६००	एस-५ : १८०००-५६९०० एस-३:१६६००-५२४००
२३	शिपाई, हमाल / Peon, Hamal	४४४०-७४४० (१९७८ पूर्वीचे) ४४४०-७४४० (इतरांसाठी)	१६०० १३००	एस-३ : १६६००-५२४०० एस-१ : १५०००-४७६००



**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
	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
1						
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	1,07,200	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					



**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden, etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer- reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved/undertaken any of the activities. Note: Number of activities can be within or across the broad categories of activities



Table 2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S. N.	Academic/Research Activity	Faculty of Sciences /Engineering /Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education /Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by:		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05



	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4.	(a) Research guidance		
	Ph.D.	10 per degree awarded	10 per degree awarded
		05 per thesis submitted	05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5.	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05



Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SET	03			
6.	Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)	10			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- A) (i) M.Phil + Ph.D : Maximum - 30 Marks
(ii) JRF/NET/SET : Maximum - 07 Marks
(iii) In awards category: Maximum - 03 Marks



B) Number of candidates to be called for interview shall be decided by the concerned universities.

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
TOTAL	-	100

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
		80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
1.	Graduation				
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SET	05			
6.	Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)	06			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			



#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

A) (i) M.Phil + Ph.D	:	Maximum - 25 Marks
(ii) JRF/NET/SET	:	Maximum - 10 Marks
(iii) In awards category:		Maximum - 03 Marks
B) Number of candidates to be called for interview shall be decided by the college.		
C) Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
<hr/>		
TOTAL	-	100
<hr/>		

Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website. 	<p>90% and above – Good</p> <p>Below 90% but 80% and above – Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>



3.	<p>If library has a computerized database then OR</p> <p>If library does not have a computerized database</p>	<p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p>OR</p> <p>Good – 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not up to mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>
4.	Checking inventory and extent of missing books	<p>Good : Checked inventory and missing book less than 0.5%</p> <p>Satisfactory - Checked inventory and missing book less than 1%</p> <p>Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.</p>
5.	<p>i) Digitisation of books database in institution having no computerized database.</p> <p>(ii) Promotion of library network.</p> <p>iii) Systems in place for dissemination of information relating to books and other resources.</p> <p>iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.</p> <p>v) Design and offer short-term courses for users.</p> <p>vi) Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory: Not involved/ undertaken any of the activities.</p>



6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- | | | | |
|------|--|---|-----------|
| i) | Paper in refereed journals without impact factor | - | 5 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
- a) Two authors: 70% of total value of publication for each author.
- b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.



Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.



• **Walk-In**

• **Interview**

Illustration -7

A Senior Professor drawing a Basic Pay of Rs. 75,420/- as on 01.07.2015 in the HAG Scale of Rs.67, 000-79,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay	=	Rs. 75,420
2. $2.57 \times$ Basic Pay	=	Rs. 1,93,829.40
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,93,900
4. Level corresponding to AGP Rs. 10,000	:	Level 15
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,93,900)	=	Rs. 1,99,100

He shall be fixed at Basic Pay of Rs. 1, 99,100. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 2, 05,100/-.

Illustration -8

An Associate Professor drawing a Basic Pay of Rs. 58,660/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 58,660
2. $2.57 \times$ Basic Pay	=	Rs. 1, 50,756.20
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,50,800
4. Level corresponding to AGP Rs. 9,000	:	Level 13A
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,50,800)	=	Rs. 1,52,300

He shall be fixed at Basic Pay of Rs. 1, 52, 300/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 56, 900/-

He is appointed as under graduate college Principal as on 15.7.2019 when he was drawing a basic pay of Rs. 1, 71,400/- in Academic Level 13A. On appointment, he shall remain in Level 13A with a basic pay of Rs. 1, 71,400/-.



He is eligible for promotion under CAS (AGP Rs. 9,000 to AGP Rs. 10,000/ Level 13A to Level 14) on 10.12.2018. On promotion, he shall be re-designated as Professor, he shall be given a notional increment in Level 13A and his basic pay would be Rs. 1,56,900/-. Locating this figure Rs. 1,56,900 in Academic level 14, a cell identical to Rs. 1,56,900 or next higher cell in level 14 is cell no.4 with entry Rs. 1,57,600/-.

His revised basic pay as on 10.12.2018 shall be Rs. 1, 57,600/- and the date of increment shall be 1st July, 2019, and pay after increment is Rs. 1, 62,300/-

Illustration -6

College Principal drawing a Basic Pay of Rs. 61,890/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 10,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 61,890/-
2. $2.57 \times$ Basic Pay	=	Rs. 1,59,057.30
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,59,000
4. Level corresponding to AGP Rs. 10,000	:	Level 14
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,59,000)	=	Rs. 1,62,300

He shall be fixed at Basic Pay of Rs. 1, 62,300. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 67,200/-.



Illustration -4

An Assistant Professor drawing a Basic Pay of Rs. 31,250 as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 8,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 31,250
2. $2.57 \times$ Basic Pay	=	Rs. 80,312.50
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 80,300
4. Level corresponding to AGP Rs. 8,000	:	Level 12
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.80,300)	=	Rs. 82,200

He shall be fixed at Basic Pay of Rs. 82,200/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 84,700/-

He is eligible for promotion under CAS (AGP Rs. 8,000/- to AGP Rs. 9,000/- Level 12 to Level 13A) on 12.03.2018. On promotion, he shall be re-designated as Associate Professor, he shall be given a notional increment in Level 12 and his basic pay would be Rs. 92,500/-. Locating this figure Rs. 92,500 in Academic level 13A, a cell identical to Rs. 92,500 or next higher cell in level 13A is cell no.1 with entry Rs. 1,31,400/-.

His revised basic pay as on 12.03.2018 shall be Rs. 1, 31,400/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 1, 35,300/-

Illustration -5

An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 53,820/-
2. $2.57 \times$ Basic Pay	=	Rs. 1,38,317.40
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,38,400
4. Level corresponding to AGP Rs. 9,000	:	Level 13A
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,38,400)	=	Rs. 1,39,400

He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 43,600/-



He is eligible for promotion under CAS (AGP Rs. 6,000 to AGP Rs. 7,000/ Level 10 to Level 11) on 05.02.2018. On promotion, he shall be given a notional increment in Level 10 and his basic pay would be Rs. 66,800/-. Locating this figure Rs. 66,800 in Academic level 11, a cell identical to Rs. 66,800 or next higher cell in level 11 is cell no.1 with entry Rs. 68,900/-.

His revised basic pay as on 05.02.2018 shall be Rs. 68,900/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 71,000/-

Illustration -3

An Assistant Professor drawing a Basic Pay of Rs. 28,480/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,10, AGP Rs. 7,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 28,480
2. 2.57 × Basic Pay	=	Rs. 73,193.60
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 73,200
4. Level corresponding to AGP Rs. 7,000	:	Level 11
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.73,200)	=	Rs. 75,300

He shall be fixed at Basic Pay of Rs. 75,300/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	77,600
1.7.2017	79,900

He is eligible for promotion under CAS (AGP Rs. 7,000 to AGP Rs. 8,000/ Level 11 to Level 12) on 12.08.2017. On promotion, he shall be given a notional increment in Level 11 and his basic pay would be Rs. 82,300/-. Locating this figure Rs. 82,300 in Academic level 12, a cell identical to Rs. 82,300 or next higher cell in level 12 is cell no.3 with entry Rs. 84,700/-.

His revised basic pay as on 12.08.2017 shall be Rs. 84,700/- and date of increment shall be 1st July, 2018, and pay after increment is Rs. 87, 200/-



Accompaniment to Government Resolution,

Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 / UNI-1, dated 08 March, 2019.

Appendix VI

Fixation of Pay in the Revised Pay Structure: Illustrations

Illustration -1

An Assistant Professor drawing a Basic Pay of Rs. 22,250/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 02.10.2014. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 22, 250
2. $2.57 \times$ Basic Pay	=	Rs. 57,182.50
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 57,200
4. Level corresponding to AGP Rs. 6,000	:	Level 10
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.57,200)	=	Rs. 57,700

He shall be fixed at Basic Pay of Rs. 57,700/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 59, 400/-

Illustration -2

An Assistant Professor drawing a Basic Pay of Rs. 23,610/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 05.02.2012. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 23,610
2. $2.57 \times$ Basic Pay	=	Rs. 60,677.70
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 60,700
4. Level corresponding to AGP Rs. 6,000	:	Level 10
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.60,700)	=	Rs. 61,200

He shall be fixed at Basic Pay of Rs. 61,200/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	63,000
1.7.2017	64,900



**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

PROFORMA FOR FIXATION OF PAY

Name of the College/Institution: _____

Name of the teacher: Shri/Smt. _____

Sr. No.	Description	Relevant Information
1.	Designation of the post in which pay is to be fixed as on January 1, 2016 or on _____ (latter date)	
2.	Status (Substantive/officiating)	
3.	Pre-revised Pay Band and Academic Grade Pay or Scale	
4.	Existing Emoluments as on 01.01.2016 (as per pre-revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay)	
	b. Dearness Allowance	
	c. Existing emoluments (a + b)	
5.	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay) in the pre-revised structure as on January 1, 2016	
6.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or Scale shown at Sr. No. 3	
7.	Amount arrived at by multiplying basic pay as at Sr. No. 5 by 2.57	
8.	Applicable Cell in the Level either equal to or just above the Amount at Sr. No. 7	
9.	Revised Basic Pay (as per Sr. No. 8)	
10.	Stepped up pay with reference to the revised pay of Junior, if applicable. Name and pay of the junior also to be indicated distinctly.	
11.	Revised pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
12.	Personal Pay, if any	
13.	Date of next increment and pay after grant of increment	

Date of Increment

Pay after increment in applicable Level of Pay Matrix

14. Any other relevant information:

Date:

Signature & Designation of Head of Institution

Place:



scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the

Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said resolution which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised pay scales.

In witness whereof Shri/Smt/Kum _____ the employee above named has hereto set his/her hand and seal of University has been unto affixed.

Members of the Managng Committee/Governing Body of _____ have set their respective hands the day and year first hereinabove written.

Signed and Delivered by

Shri/Smt/Kum _____ the Employee above named in the presence of

1. _____ 2. _____

OR

Signed and delivered by

1. _____ 2. _____

5. Etc. the present Members _____ of the Managng Committee/Governing body of _____

In the presence of-----

1. _____ 2. _____



**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No. 1-5/2016-IC dated 29th July, 2016]

I hereby undertake that any excess payment that may be found to have been 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 to me shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Signature:

Station:-

Name:

Designation:

College/Institution:

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

AGREEMENT

THIS AGREEMENT made this _____ day of _____ two thousand nineteen between Shri/Smt/Kum _____ Assistant Professor/Associate Professor/ Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director , Physical Education and Sports/ Principal of _____ College/University. Established by _____ hereinafter referred to as "the Employee" (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and _____ College/University hereinafter referred to as "the said College/University" of the other part.

WHEREAS the Employee has been working as a Assistant Professor/Associate Professor/ Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director, Physical Education and Sports/ Principal of the said college/University from the _____ day of _____.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, being No. _____ (hereinafter referred to as "the said Resolution: a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-



TABLE - E

(Minimum API requirement for the promotion of University Director/Deputy Director, Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000) to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)	Deputy Director (Stage4/ AGP Rs. 9000) to Deputy Director (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE - F

(Minimum API requirement for the promotion of College Director, Physical Education and Sports)

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000 to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee



TABLE - C**(Minimum API requirement for the promotion of Library staff under CAS in Universities)**

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)	Deputy Librarian (Stage4/ AGP Rs. 9000) to Deputy Librarian (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE - D**(Minimum API requirement for the promotion of Library staff under CAS in Colleges)**

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee



**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix III

TABLE – A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – B

(Minimum API requirement for the promotion of teachers under CAS in colleges UG & PG))

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period	60/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee



4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5	i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. ii) Being invited for coaching at state/national level. iii) Organizing at least three workshops in a year. iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory: Not involved/undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	
<p>Note:</p> <ol style="list-style-type: none"> 1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. 2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee. 3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee. 		



Overall Grading:

Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.

Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.

Not satisfactory: If neither good nor satisfactory in overall grading.

Note:

- 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
- 2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
- 3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 5**Assessment Criteria and Methodology for Directors of Physical Education and Sports**

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - neither good nor satisfactory
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory - neither good nor satisfactory



(For website publication)



RAYAT SHIKSHAN SANSTHA, SATARA - 415001 WANTED

**Walk In Interview For Local Appointment on clock hour's Basis
(On Purely Temporary basis for the year 2022-2023)**

Candidates are invited for 'Walk-in-Interview' for the various posts of Asstt. Professor for aided and non-aided courses in Rayat Shikshan Sanstha's various colleges affiliated to the Savitribai Phule Pune University, Pune,

Following are the details of the posts to be filled in.

(For Grantable Posts)

Sr. No	Subject	Total CHB posts	Reserved Category	College Name
A	Assistant Professor in			
1	Marathi	10	SC-37 ST-20 VJ-A-8 NT-B-7 NT-C10 NT-D-6 SBC-6 OBC-54 EWS-28 OPEN-107	CDJ-1, NAGAR-1, RBNB-4, KARJAT-2, SHRIGONDA-2
2	Hindi	04		SSGM-4
3	English	10		PIMPRI-4, KARJAT-2, MANCHAR-2, NAGAR-2
4	Politics	02		NAGAR-1, SHRIGONDA-1
5	Physics	36		RBNB-10, SHRIGONDA-4, SSGM-8, KARJAT-2, HADAPSAR-4, MANCHAR-8
6	Chemistry	46		RBNB-6, MANCAR-2, KARJAT-8, HADAPSAR-10, SSGM-4, SHRIGONDA-6, NAGAR -8, PIMPRI-2
7	History	08		KARJAT-2, PIMPRI-2, SSGM-4
8	Psychology	04		PIMPRI-2, SSGM-2,
9	Geography	09		MANCHAR-2, NAGAR -1, PIMPRI-2, SHRIGONDA-2, SSGM-2
10	Zoology	32		RBNB-8, SHRIGONDA-4, SSGM-6, KARJAT-4, MANCHAR-6, NAGAR-1, PIMPRI-2, HADAPSAR-1
11	Statistics	06		PIMPRI-2, RBNB-2, SHRIGONDA-2,
12	Mathematics	08		SSGM-4, RBNB-2, NAGAR-2

Page no 2



Sr. No	Subject	Total CHB posts	Reserved Category	College Name
13	Economics	20		PIMPRI-2, RBNB-6, KARJAT-2, CDJ-2, MANCHAR-2,SSGM-4, SHRIGONDA-2
14	Botany	30		RBNB-6, PIMPRI-2, MANCHAR -4, KARJAT-4, NAGAR-10 SHRIGONDA- 4
15	Microbiology	06		PIMPRI-6
16	Commerce	39		SHRIGONDA- 4, PIMPRI-10, CDJ-10, SSGM-1, AUNDH-4, HADAPSAR-2 MANCHAR-4, KARJAT-4
17	Electronics	12		SSGM-4, HADAPSAR-4, MANCHAR-4,
18	Sociology	01		NAGAR-1
	Total	283		
B	Dir. of Phy. Education	01		1 SC,
C	Assistant Professor in		1 ST,	
1	Education	01	1 VJA,	SSB SHRIRAMPUR-1
2	M.Law	06	1 OBC	HADAPSAR-1,PIMPRI-1, SHRIGONDA-1, KARJAT-1, AUNDH-1, CDJ-1,
	Total	08	1 EWS,	
			3 OPEN	



(For Non Grantable Posts)

Sr. No.	Subject	TOTAL POSTS		FT OPEN	Full Time Reserved Category	CHB OPEN
		F.T	CHB			
1	MARATHI	02	05	01	1 SC	05
2	HINDI	02	07	01	1 SC,	07
3	ENGLISH	04	13	01	1 SC, 1 OBC, 1 EWS,	13
4	HISTORY	01	02	01	--	02
5	GEOGRAPHY	04	12	01	1 SC, 1 OBC, 1 EWS,	12
6	ECONOMICS	05	10	01	1 SC, 1 VJA, 1 OBC, 1 EWS,	10
7	COMMERCE	15	24	06	2 SC, 1 ST, 1 VJA, 1 NTB, 3 OBC, 1 EWS,	24
8	PHYSICS	09	15	03	1 SC, 1 ST, 1 VJA, 2 OBC, 1 EWS,	15
9	CHEMISTRY	09	40	03	1 SC, 1 ST, 1 VJA, 2 OBC, 1 EWS,	40
10	BOTANY	10	12	04	1 SC, 1 ST, 1 VJA, 2 OBC, 1 EWS,	12
11	ZOOLOGY	07	07	3	1 SC, 1 OBC, 1 VJA, 1 EWS,	07
12	MATHEMATICS	02	14	01	1 SC,	14
13	ELECTRONICS	04	03	01	1 SC, 1 OBC, 1 EWS,	03
14	POLITICS	01	03	01	--	03
15	COMPUTER SCIENCE	04	17	01	1 SC, 1 OBC, 1 EWS,	17
16	COMPUTER APPLICATION	17	14	06	2 SC, 1 ST, 1 VJA, 1 NTB, 1 NTC, 3 OBC, 2 EWS	14
17	BIO-TECH	00	04	00	--	04
18	DEFENCE STUDIES	0	01	00	--	01
19	PSYCHOLOGY	00	03	00	--	03
20	MICROBIOLOGY	00	04	00	--	04
21	BUSINESS ADMINISTRATION	0	4	00	--	04
22	ENVIRONMENT SCIENCE	00	01	00	--	01



(For B.Voc Non-Grantable Posts)

Assistant Professor for non-aided Courses to be run by under NSFQ Scheme of UGC in Rayat Shikshan Sanstha's various colleges affiliated to the Savitribai Phule Pune University, Pune. Following are the details of the posts to be filled in.

Sr. No.	Designation	Qualification	Total Posts		Reservation as per Total Posts		CHB	Post available Branch
			F.T.	CHB	Open Posts	Reserv ed Category Posts	Open to all	
	Asstt. Professor in :-							
1	Mass Communication	M.A./MSc .in Communication With SET/NET/Ph.D	2	0	1	1 SC	-	Pimpri, Dist- Pune
2	Medicinal Plants Grower	M.Sc (Agri) (specialization Horticulture/ Medicinal Plants) With SET/NET/Ph.D	-	1	-	-	1	Karjat Dist- Ahmednagar
3	Food Processing & Quality Management	M.Tech.-(Food) /M.Sc (Food Science) With SET/NET/Ph.D	1	-	1	-	-	Manchar Dist- Pune
4	Accounting and Taxation	M.Com, /DTL/MBA (Finance) With NET/SET/ Ph.D/M.Voc (Accountancy & Taxation) or Equivalent	1	2	1	-	2	Manchar (9) Hadapsar (2 CHB) Dist- Pune



Sr. No.	Designation	Qualification	Total Posts		Reservation as per Total Posts		CHB	Post available Branch
			F.T.	CHB	Open Posts	Reserved Category Posts	Open to all	
5	A) Retail, Marketing and Management- B) Computer Application For RMM C)Business Economics For RMM	A) MBA (Marketing) B) MCA (SET/NET) C) M.Com SET/NET	1	2	1	-	2	Aundhgaon, Dist- Pune (MBA-1 F.T.)
6	Beauty & Wellness	M.Voc Beauty Wellness/ Cosmetic Technology/M.Voc- Beauty Therapy & Aesthetics/P.G.in Cosmetology or Equivalent	-	2	-	-	2	Hadapsar, Dist- Pune
7	Fashion Technology	M.Voc.Fashion Technology /M.Tech Fashion Technology /MSc(Hons) Textiles/M.Sc Fashion Design /Master Designing, or Equivalent	-	2	-	-	2	Hadapsar, Dist- Pune



Note : - The number. of vacancies mentioned above may be changed due to any reason "

1. The Qualifications and Pay-Scales for the posts of Asstt Prof. and Dir.of Phy.Education are as per rules prescribed by UGC, Govt of Maharashtra and The Savitribai Phule Pune University, Pune from time to time.
2. Candidates will have to attend the interview alongwith online printed application form.
3. Application must be enclosed with the certified xerox sets of the original documents pertaining to Educational qualification, Date of birth, Caste and the Caste Validity Certificate.
4. Candidates must have to present all original documents at the time of interview
5. Candidates have to attend the interview at their own expenses.
6. The above Number of aided posts will be filled in on clock hour basis only,
7. Candidates shall not have any right on these posts in future.
8. The posts reserved for backward class candidates will be filled in by the candidates (Domicile of State of Maharashtra) belonging to that particular category only. If candidates belonging to the particular category are not available candidates belonging to other category will be considered for Temporary Local appointment.
9. Temporary Reservations for CHB Post.
10. Above Aided posts advertisement is made as per No-objection Certificate from Joint Director of Higher Education (H.Edn.), Pune Region, Pune Letter No. क्र.तानाहप्र/ 2022 /(3801/22)2072 dated 14 /07/2022
11. This advertise is made as per Govet.Reso.dated 21/08/2019. Temporary Reservations for CHB Posts.
12. The posts mentioned in above grantable posts at the Sr.No. B, C -1,2,posts have not received No-objection Certificate, hence these posts will be filled in on Non-Grant basis, as per Sanstha decision.
13. Every candidate should read the instructions carefully & submit the application form online as per the guidelines given below.



Online application fees Rs.100/- (Rs.Hundred Only) per application which is non-refundable.

Application Process Steps

Application Portal: <https://teaching.rayatrecruitment.com>

- 1. Read the Advertisement carefully.**
- 2. Check the eligibility of post given in advertisement for which you are applying.**
- 3. While filling online application, please ready all necessary documents. You will also require scanned images of your latest passport size photograph and signature to be uploaded while filling the online application form.**
- 4. Click on "Registration for Shivaji University, Kolhapur / Solapur University, Solapur / Pune University,Pune/ Mumbai University, Mumbai" link to start filling online application form.**
- 5. Select the post you want to apply and please fill the application in English.**
- 6. If you are primarily eligible for selected post then proceed and select University wise post to be applied. Fill the required details asked in the online application form.**
- 7. After filling required information, system will generate login ID, password which will be displayed on the screen. (Use Application no as login ID). You will also receive your login ID and password on SMS. (Please enter correct mobile number to get login ID and password by SMS).**
- 8. Click on "Login" link and enter login details and fill following information in the form.**
 - Personal Information.**
 - Address Details.**
 - Qualification Details.**
 - Experience Details.**
 - Upload scanned copy of Photograph, Signature & educational documents.**



9. Without filling above information your form will not be complete. Fill the above information in online application form.
10. Applicant should pay application fee along with bank charges in online mode. After making online payment of application fees, system will send acknowledgement on applicant e-mail.
11. After successful payment application print facility will be made available. Take printout of the form for your reference.
12. Please pay applicable fees before last date mentioned in the advertisement. Fees once paid are non-refundable.

You do NOT have to send the printout of application form to Rayat Shikshan Sanstha, Satara. Your application process is now complete. Please check the website for regular updates.

Online Application Schedule

Sr. No	Programme	Dates	
		From	To
1	Registration & Online filling of Application form	29/07/2022	04/08/2022

Terms and conditions

Schedule of Interview Date – 10/08/2022 9-00 a.m..

Posts	Above Subjects Sr.No.	Place
Grantable	A-1,2,3,4,7,8,9,	Dr.Babasaheb Ambedkar College, Aundhgaon, Pune
Non-Grantable	1,2,3,4,5,14,19	
B.Voc	-	
Grantable	A-13,16,17,18, B, C-1, 2	Mahatma Phule Mahavidyalaya,Pimpri,Pune
Non-Grantable	6,7,13,15,21	
B.Voc	1,4,5	
Grantable	A-5,6,10,11,12,14,15	S.M.Joshi College, Hadapsar, Pune
Non-Grantable	8,9,10,11,12,16,17,18,20,22	
B.Voc	2,3,6,7	



Candidates should submit the following documents at the time of Interview.

1. Print copy of Online application
2. All attested copies of the marksheets and certificates.
3. Backward class candidates should submit their attested copies of the Caste certificate and Caste Validity Certificate
4. The Disabled candidate should submit attested copies of their disability certificate from concern Govt. authorities.
5. All candidates except the Schedule Caste and Schedule Tribe should submit their attested copies of Non-Creamy layer certificate.

SECRETARY,
RAYAT SHIKSHAN SANSTHA, SATARA

