

7th Pay

Teachers

Circular

7 Pay Teaching  
Circular

**Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7<sup>th</sup> 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 12<sup>th</sup> August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2<sup>nd</sup> November, 2017.
3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8<sup>th</sup> November, 2017.
4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28<sup>th</sup> January, 2019.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31<sup>st</sup> January, 2018.
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18<sup>th</sup> July, 2018.
7. The Maharashtra Public University Act, 2016

**Preamble:-**

University Grants Commission vide its letter dated 31<sup>st</sup> January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2<sup>nd</sup> November 2017 regarding revision of 7<sup>th</sup> 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 7<sup>th</sup> 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 2<sup>nd</sup> November, 2017 and regulation issued by UGC dated 18<sup>th</sup> 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 31<sup>st</sup> 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 1<sup>st</sup> 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 7<sup>th</sup> 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 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> 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, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

#### **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 (PMMMNMTT) 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 PMMMNMTT 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 from 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 1<sup>st</sup> January 2016 and those who were not in service after 1<sup>st</sup> 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 1<sup>st</sup> 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 29<sup>th</sup> 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 1<sup>st</sup> January, 2016 shall be shared for the period from 1<sup>st</sup> January, 2016 to 31<sup>st</sup> 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 1<sup>st</sup> January 2016 will be treated as post existing as on 1<sup>st</sup> 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](http://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=In, o=Government Of Maharashtra, ou=HIGHER  
AND TECHNICAL EDUCATION DEPARTMENT,  
postalCode=400032, st=Maharashtra,  
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serialNumber=d8df0c87ab8e6c0f6574ab838d4c466e  
be81a28f43e76bfa0129f8e862cd2, cm=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



महाराष्ट्र शासन  
उच्च व तंत्रशिक्षण विभाग,  
मादाम कामा मार्ग, हुतात्मा राजगुरु चौक,  
मंत्रालय विस्तार भवन, मुंबई-३२,  
दिनांक ०७ सप्टेंबर, २०१९

अधिसूचना

क्रमांक - वेतन-२०१९/प्र.क्र.१०५/१९/विशि-१ - महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम २०१६ मधील तरतुदी व मा. न्यायालयानी वेगवेगळ्या याचिकांमध्ये वेळोवेळी दिलेल्या आदेशानुसार विद्यार्थ्यांना योग्य व दर्जेदार शिक्षण देणे हे विद्यापीठ व संलग्नित महाविद्यालयांचे आद्य कर्तव्य असून, त्याकरिता आवश्यक ती सर्व उपाययोजना करण्याची जबाबदारी या संस्थांची आहे.

महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम २०१६ मधील तरतुदी अन्वये प्रदान करण्यात आलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन उच्च शिक्षण विभागाच्या अधिनस्त असलेल्या अकृषी विद्यापीठांशी संलग्नित अशासकीय अनुदानित महाविद्यालये यांच्यातून कार्य करणा-या शिक्षकेतर कर्मचारी/अधिका-यांच्या वेतनश्रेणीत सुधारणा करण्याकरिता राज्य शासन आणि स्थानिक प्राधिकारी संस्थांमार्फत चालविली जाणारी महाविद्यालये वगळून प्रमाणसंहिता नियम खालीलप्रमाणे विहित करित आहे:-

१. संक्षिप्त नाव आणि प्रारंभ:-

(१) या नियमांना महाराष्ट्र अकृषी विद्यापीठांशी संलग्नित अशासकीय अनुदानित महाविद्यालये प्रमाणसंहिता (शिक्षकेतर कर्मचा-यांचे सुधारित वेतन) नियम, २०१९ असे संबोधण्यात यावे.

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

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

(१) हे नियम अकृषी विद्यापीठांशी संलग्नित असलेल्या अशासकीय अनुदानित महाविद्यालयातील शिक्षकेतर पदांच्या आढाव्यानुसार शासनाने मान्य केलेल्या पदांवर कार्यरत असलेल्या पूर्णकालिक शिक्षकेतर कर्मचा-यांना राज्य शासन आणि स्थानिक प्राधिकारी संस्थांमार्फत चालविली जाणारी महाविद्यालये वगळून लागू होतील.

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

(अ) पूर्णकालिक कामावर नसलेले कर्मचारी,

(ब) एकत्रित वेतनावरील कर्मचारी,

(क) कंत्राटी कर्मचारी,

(ड) आकस्मिक खर्चातून ज्यांना वेतन दिले जाते असे कर्मचारी,

(ई) रोजंदारीवरील कर्मचारी,

(फ) जे कर्मचारी ३१.१२.२०१५ रोजी किंवा तत्पूर्वी सेवानिवृत्त झाले आणि ज्यांना सेवानिवृत्तीनंतर पुन्हा त्या तारखेस नियुक्त करण्यात आले आणि ज्यांच्या सेवानिवृत्तीनंतरचा पुनर्नियुक्तीचा कालावधी त्या तारखेनंतर वाढवून दिला आहे, असे कर्मचारी.

३. व्याख्या:-

संदर्भानुसार दुसरा अर्थ अपेक्षित नसेल तर, या नियमात :-

(१) "जोडपत्र" म्हणजेच या नियमासोबत जोडलेली जोडपत्रे.



(२) "विद्यमान मूळ वेतन" म्हणजे विहित वेतन बँडमध्ये आहरित करीत असलेले वेतन अधिक अनुज्ञेय ग्रेड वेतन किंवा विद्यमान श्रेणीतील वेतन परंतु ज्यामध्ये "विशेष वेतन" इत्यादी सारख्या वेतनाचा समावेश नसेल.

(३) "विद्यमान वेतन बँड आणि ग्रेड वेतन" म्हणजे १ जानेवारी, २०१६ लगतपूर्वी अशासकीय अनुदानित महाविद्यालयातील कर्मचा-याने, कायम असो, किंवा स्थानापन्न नात्याने असो धारण केलेल्या पदाला लागू असलेला वेतनबँड आणि ग्रेड वेतन.

(४) "विद्यमान श्रेणी" मध्ये म्हणजे १ जानेवारी २०१६ लगतपूर्वी अनुदानित अशासकीय महाविद्यालयातील कर्मचा-याने, कायम असो, किंवा स्थानापन्न नात्याने असो धारण केलेल्या पदाला लागू असलेली वेतनश्रेणी किंवा यथास्थिती, त्याला लागू असलेली वैयक्तिक श्रेणी.

(५) "विद्यमान वेतन संरचना श्रेणी" म्हणजे ०१ जानेवारी, २०१६ लगतपूर्वी अशासकीय अनुदानित महाविद्यालयांमधील कर्मचा-याने, कायम असो, किंवा स्थानापन्न असो धारण केलेल्या पदाला लागू असलेला वेतनबँड आणि ग्रेड वेतन अथवा वेतनश्रेणी किंवा, यथास्थिती, त्याला लागू असलेली वैयक्तिक श्रेणी.

स्पष्टीकरण - जो अशासकीय अनुदानित महाविद्यालयांमधील कर्मचारी १ जानेवारी, २०१६ रोजी भारताबाहेर प्रतिनियुक्तीवर किंवा रजेवर किंवा स्वीयेत्तर सेवेत होता, किंवा जो वरच्या पदावर स्थानापन्न नसता तर त्या तारखेस एका किंवा अधिक खालच्या पदांवर स्थानापन्न म्हणून काम करीत राहिला असता, अशा कर्मचा-याबाबत "विद्यमान मूळ वेतन" "विद्यमान वेतन बँड आणि ग्रेड वेतन" आणि "विद्यमान श्रेणी" यामध्ये तो भारताबाहेर प्रतिनियुक्तीवर किंवा रजेवर किंवा स्वीयेत्तर सेवेत नसता किंवा यथास्थिती, वरच्या पदावर स्थानापन्न म्हणून नसता तर, त्याने जे पद धारण केले असते, त्या पदाचे मूळ वेतन, वेतनबँड आणि ग्रेड वेतन आणि वेतनश्रेणीचा समावेश होतो.

टीप - विद्यापीठ अनुदान आयोगाच्या वेतनश्रेणी वगळून अंमलात असलेल्या विद्यमान श्रेणीची सूची जोडपत्र- दोन मध्ये नमूद केलेली आहे.

(६) "विद्यमान वित्तलब्धी" मध्ये (i) विद्यमान मूळ वेतन, आणि (ii) मूळ वेतनावरील समुचित महागाई भत्ता यांचा समावेश असेल.

(७) "वेतन मॅट्रीक्स" म्हणजे या नियमांसोबतच्या जोडपत्र-चार मधील मॅट्रीक्स ज्यामध्ये विद्यमान वेतनबँड आणि ग्रेड वेतनाशी निगडीत वेतन स्तर उभ्या स्तंभातील सेलमध्ये दर्शविले आहेत.

(८) " स्तर " म्हणजे नियमांसोबतच्या जोडपत्र-चार मधील विद्यमान वेतनबँड आणि ग्रेड वेतनाशी निगडीत वेतन मॅट्रीक्समधील वेतनस्तर, किंवा वेतनश्रेणी.

(९) " वेतन स्तरामधील वेतन " या नियमांसोबतच्या जोडपत्र-चार मध्ये दर्शविलेल्या वेतन स्तराच्या विवक्षित सेलमध्ये आहरण करीत असलेले वेतन.

(१०) "सुधारित वेतन संरचना " म्हणजे एखाद्या पदासंदर्भात वेगळ्याने सुधारित वेतन स्तर किंवा वेतनश्रेणी अधिसूचीत करण्यात आली असेल ती खेरीज करुन विद्यमान वेतनबँड आणि ग्रेड वेतनाशी निगडीत वेतन मॅट्रीक्समधील वेतन स्तर.

टीप - सुधारित वेतन संरचना जोडपत्र-चार मध्ये दिली आहे.

(११) "सुधारित वेतन स्तर किंवा वेतनश्रेणी" म्हणजे एखाद्या पदासंदर्भात वेगळ्याने सुधारित वेतन स्तर किंवा वेतनश्रेणी अधिसूचीत करण्यात आली असेल ती खेरीज करुन





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 करित 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 नियमाच्या 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 मनुद 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 पोटनियमामध्ये 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 संबंधीत 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 नियमासोबतच्या जोडपत्र-दोन मधील नमुन्यातील बंधपत्र प्राप्त करून घेतील.





टीप.३-१ जानेवारी, २०१६ रोजी अर्जित रजेवर किंवा रजा वेतन प्रदेश 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.





परंतु आणखी असे की, जे कर्मचारी दिनांक १ जानेवारी २०१६ रोजी विद्यमान वेतन संरचनेतील वेतनबँडच्या अथवा वेतनश्रेणीच्या कमाल टप्प्यावर दोन वर्षे वा त्यापेक्षा अधिक कालावधीसाठी कुंडित झाले असतील, अशा प्रकरणी १ जानेवारी २०१६ रोजी सुधारित वेतन संरचनेत कुंडिततेच्या प्रत्येकी दोन वर्षांसाठी एक वेतनवाढ देण्यात येईल. मात्र अशी वेतनवाढ (ढी) दिल्यामुळे सुधारित वेतन मॅट्रिक्समधील वेतन स्तराच्या कमाल टप्प्यापेक्षा अधिक वेतन अनुज्ञेय असणार नाही. त्यानंतर पुढील वेतनवाढ मंजूर करण्यासाठी नियम १० मधील तरतूदी लागू राहतील.

(ब) विद्यमान वेतनश्रेणीतील वेतनाबरोबर विशेष वेतन अथवा भत्ता मिळणा-या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-याच्या बाबतीत, जेथे सुधारित वेतन मॅट्रिक्समधील वेतन स्तराबरोबर विशेष वेतन अथवा भत्ता अनुज्ञेय करण्यात आला नाही, त्याप्रकरणी सुधारित वेतन संरचनेत वरील खंड (अ) च्या तरतुदीनुसार वेतन निश्चित करण्यात येईल.

(क) अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यास विद्यमान वेतनश्रेणीतील वेतनाबरोबर अन्य कोणत्याही नामाभिधानाने विशेष वेतन अथवा भत्ता मिळत असेल आणि सुधारित वेतन संरचनेत विशेष वेतन अथवा भत्ता पूर्वीच्याच अथवा सुधारित दराने अनुज्ञेय करण्यात आला असेल तर, त्या प्रकरणी सुधारित वेतन संरचनेत वरील खंड (अ) च्या तरतुदीनुसार वेतन निश्चित करण्यात येईल.

टीप १. - (एक) १ जानेवारी २०१६ रोजी रजा वेतन प्रदेय रजेवर असलेल्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यास सुधारित वेतन संरचना १ जानेवारी २०१६ अथवा विकल्पानुसार सुधारित वेतन संरचना स्वीकृतीच्या दिनांकापासून लागू होईल. तसेच, १ जानेवारी २०१६ रोजी अध्ययन रजेवर असलेल्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यास या नियमांचा लाभ १ जानेवारी २०१६ अथवा विकल्पानुसार सुधारित वेतन संरचना स्वीकृतीच्या दिनांकापासून लागू होईल.

(दोन) १ जानेवारी, २०१६ पूर्वी वैद्यकीय कारणास्तव असाधारण रजेवर असलेल्या आणि कार्यालयात रुजू न होता १ जानेवारी २०१६ रोजी अथवा त्यानंतर नियत वयोमानाने सेवानिवृत्त झालेल्या किंवा मृत्यू पावलेल्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-याचे वेतन, लागू असणा-या नियमांन्वये केवळ अनुज्ञेय सेवानिवृत्तीवेतनविषयक लाभ मंजूर करण्यासाठी या नियमानुसार सुधारित वेतन संरचनेत काल्पनिकरित्या निश्चित करण्यात येईल, मात्र सुधारित वेतन संरचनेतील वेतननिश्चितीच्या परिणामी त्यास कोणतीही थकबाकी अनुज्ञेय असणार नाही.

(तीन) १ जानेवारी २०१६ पूर्वी वैद्यकीय कारणांखेरीज अन्य कारणांस्तव असाधारण रजेवर असलेल्या आणि कार्यालयात रुजू न होता १ जानेवारी २०१६ रोजी अथवा त्यानंतर सेवानिवृत्त झालेल्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यास या नियमांचे लाभ अनुज्ञेय असणार नाहीत. तथापि, लागू असणा-या नियमांन्वये अनुज्ञेय सेवानिवृत्तिवेतनविषयक लाभ असुधारित वेतन संरचनेनुसार देण्यात येतील.

टीप-२ - निलंबनाधीन असलेला अशासकीय अनुदानित महाविद्यालयातील कर्मचारी विद्यमान वेतन संरचनेतच निर्वाह भत्ता आहरित करित आणि सुधारित वेतन संरचनेतील त्याचे वेतन, त्याच्या विरुद्ध सुरु असलेल्या शिस्तभंगाच्या कार्यवाहीवरील अंतिम निर्णयाच्या अधिन राहिल.





टीप-३- जेव्हा, कायम पद धारण करणारा अशासकीय अनुदानित महाविद्यालयातील कर्मचारी नियमितपणे वरच्या पदावर स्थानापन्न म्हणून काम करीत 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;





(ब) ज्या खालच्या व वरच्या पदांवर वेतन मिळण्यास ते पात्र असतील त्या पदांच्या विद्यमान वेतन संरचना व सुधारित वेतन संरचना समरूप असाव्यात;

(क) अशासकीय अनुदानित महाविद्यालयातील वरिष्ठ कर्मचारी बढतीच्यावेळी कनिष्ठ कर्मचा-च्या इतके किंवा त्यापेक्षा अधिक वेतन आहरित करित असला पाहिजे;

(ड) अशा बढतीनंतर सुधारित वेतनसंरचनेमध्ये वेतन विनियमित करण्यास लागू होणा-या महाराष्ट्र अकृषी विद्यापीठीय व संलग्नित महाविद्यालये प्रमाणसंहिता (शिक्षकेतर कर्मचा-यांच्या सेवा व शर्ती) नियम, १९८४ मधील तरतुदी किंवा कोणताही दुसरा नियम किंवा आदेश यांचा प्रत्यक्ष परिणाम म्हणून अशी विसंगती उद्भवलेली असावी;

परंतु, जर कनिष्ठ कर्मचारी खालच्या पदावर विद्यमान वेतन संरचनेमध्ये त्याला दिलेल्या आगाऊ वेतन वाढीमुळे वरिष्ठ कर्मचा-यापेक्षा अधिक वेतन घेत असेल तर वरिष्ठ कर्मचा-याचे वेतन वाढविण्यासाठी या टीपेच्या तरतुदींचा आधार घेता येणार नाही.

(दोन) वरील खंड (एक) नुसार अशासकीय अनुदानित महाविद्यालयातील वरिष्ठ कर्मचा-याच्या वेतन पुनर्निश्चितीचे आदेश अकृषी विद्यापीठे व संलग्नित महाविद्यालये प्रमाणसंहिता (शिक्षकेतर कर्मचा-यांच्या सेवा व शर्ती) नियम, १९८४ च्या नियमांतर्गत निर्गमित करण्यात यावेत. संबंधित वरिष्ठ कर्मचा-यास पुढील वेतनवाढ वेतन पुनर्निश्चितीपासून त्याची आवश्यक ती अर्हताकारी सेवा पूर्ण झाल्यानंतर अनुज्ञेय राहिल.

(२) पोटनियम (१) अन्वये स्थपनापत्र पदाचे निश्चित केलेले वेतन कायम पदाच्या निश्चित केलेल्या वेतनाहून कमी असल्यास, नियम ५ च्या तरतुदींच्या अधिन राहून, स्थानापत्र पदाचे वेतन कायम पदाच्या वेतन टप्प्याइतक्या वेतनावर निश्चित करण्यात येईल.

**८. १ जानेवारी, २०१६ रोजी किंवा त्यानंतर सरळसेवेने नियुक्त झालेल्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-याची सुधारित वेतन संरचनेत वेतननिश्चिती:-**

१ जानेवारी, २०१६ रोजी किंवा त्यानंतर सरळसेवेने नियुक्त झालेल्या कर्मचा-याचे वेतन, त्यास ज्या पदावर नियुक्त करण्यात येईल त्या पदाला अनुज्ञेय असलेल्या वेतन स्तराच्या किमान वेतनावर किंवा वेतन स्तरातील पहिल्या सेलमधील वेतनावर निश्चित करण्यात येईल :

परंतु, १ जानेवारी २०१६ आणि सदर अधिसूचना निर्गमित झाल्याच्या दिनांकादरम्यान नियुक्त झालेल्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-याचे वेतन विद्यमान वेतन संरचनेत निश्चित केले असेल आणि त्याची विद्यमान वित्तलब्धी, सुधारित वेतन संरचनेनुसार निश्चित होणारे वेतन आणि त्यावरील महागाई भत्त्यापेक्षा अधिक असेल तर सदर फरकाची रक्कम वैयक्तिक वेतन म्हणून दिली जाईल आणि ती वेतनातील पुढील वाढीमध्ये सामावून घेतली जाईल.

**९. वेतनवाढ वेतन मॅट्रीक्समधील अनुज्ञेय वेतन स्तरातील पहिल्या सेल पासून शेवटच्या सेलकडे जाणा-या सेलमध्ये दर्शविल्याप्रमाणे राहिल. जोडपत्र-चार**

**१०. सुधारित वेतन संरचनेमध्ये पुढील वेतनवाढीचा दिनांक. -**

(१) वार्षिक वेतनवाढीच्या विद्यमान १ जुलै या दिनांकाऐवजी दरवर्षी १ जानेवारी आणि १ जुलै हे वार्षिक वेतनवाढीचे दोन दिनांक राहतील:

परंतु, नियुक्ती, पदोन्नती अथवा आर्थिक श्रेणीवाढीच्या दिनांकाच्या अनुषंगाने अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यांस १ जानेवारी किंवा १ जुलै यापैकी एकाच दिनांकास वार्षिक वेतनवाढ अनुज्ञेय राहिल.





(२) २ जानेवारी आणि १ जुलै (दोनही दिवस धरून) या कालावधीत नियुक्त किंवा पदोन्नत झालेल्या अशासकीय अनुदानित अशासकीय महाविद्यालयातील कर्मचा-यास पुढील वर्षाच्या १ जानेवारी रोजी वेतनवाढ देण्यात येईल, आणि २ जुलै आणि १ जानेवारी (दोन्ही) दिवस धरून) या कालावधीत नियुक्त किंवा पदोन्नत झालेल्या कर्मचा-यास पुढील वर्षाच्या १ जुलै रोजी वेतनवाढ देण्यात येईल.

(३) १ जानेवारी किंवा १ जुलै रोजी शासकीय कर्मचा-यास पदोन्नती मिळाल्यास किंवा नियम १३ अन्वये पदोन्नतीच्या पदास अनुज्ञेय वेतन स्तरामध्ये वेतननिश्चिती केली असल्यास, अशा प्रकरणी पदोन्नतीच्या पदास अनुज्ञेय वेतन स्तरामध्ये, प्रथम वेतनवाढ यथास्थिती, पुढील १ जुलै अथवा १ जानेवारी रोजी देय राहिल परंतु यासाठी सहा महिन्यांच्या अर्हताकारी सेवेची पूर्तता अनिवार्य राहिल. तथापि, त्यानंतरची पुढील वेतनवाढ एक वर्षाची सेवा पूर्ण झाल्यानंतरच अनुज्ञेय राहिल.

**११. दिनांक १ जानेवारी २०१६ च्या नंतर सुधारित वेतन संरचनेतील वेतननिश्चिती:-**

जो अशासकीय अनुदानित महाविद्यालयातील कर्मचारी १ जानेवारी २०१६ रोजी त्याने धारण केलेल्या पदाच्या बाबतीत १ जानेवारी २०१६ नंतर त्याच्या पुढील वेतनवाढीच्या वा अन्य दिनांकापासून सुधारित वेतन संरचनेची निवड करतो, त्याची त्या दिनांकास सुधारित वेतन संरचनेतील वेतननिश्चिती नियम ७ च्या पोटनियम (१) च्या खंड (अ) नुसार करण्यात येईल.

**१२. १ जानेवारी २०१६ या दिनांकापूर्वी धारण केलेल्या पदावर १ जानेवारी २०१६ नंतर पुनिर्नियुक्ती झाल्यावर वेतननिश्चिती:-**

अशासकीय अनुदानित महाविद्यालयातील कर्मचा-याने १ जानेवारी २०१६ पूर्वी एखाद्या पदावर स्थानापन्न म्हणून काम केले असेल पण त्या दिनांकास पद धारण करित नसेल आणि जो त्या पदावर नंतर नेमणूक झाल्यावर सुधारित वेतन संरचनेत वेतन घेत असेल, त्या कर्मचा-यास अकृषी विद्यापीठीय व संलग्नित महाविद्यालये प्रमाणसंहिता (शिक्षकेतर कर्मचा-यांच्या सेवा व शर्ती) नियम, १९८४ च्या नियमाप्रमाणे लाभ देण्यात येईल. हा लाभ १ जानेवारी २०१६ रोजी त्याने पद धारण केले असते आणि त्या दिनांकापासून सुधारित वेतन संरचनेची निवड केली असती तर अनुज्ञेय होणा-या लाभाच्या मर्यादेइतका असेल.

**१३. १ जानेवारी २०१६ रोजी किंवा त्यानंतरच्या पदोन्नतीच्या अनुषंगाने वेतननिश्चिती:-**

१ जानेवारी २०१६ रोजी किंवा त्यानंतर पदोन्नत झालेल्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-याच्या बाबतीत तो ज्या पदावरून पदोन्नत होईल त्या पदाच्या वेतन स्तरामध्ये एक वेतनवाढ देण्यात येईल आणि अशा प्रकारे येणारी रक्कम पदोन्नतीच्या पदाच्या वेतन स्तराच्या सेलमध्ये असल्यास त्या रकमेवर, मात्र अशी सेल उपलब्ध नसल्यास लगतच्या पुढील सेलमधील उच्च वेतनावर वेतननिश्चिती करण्यात येईल.

परंतु, १ जानेवारी २०१६ रोजी किंवा त्यानंतर पदोन्नत झालेल्या अशासकीय अनुदानित महाविद्यालयातील कर्मचा-यास त्याची पदोन्नतीच्या पदावरील वेतननिश्चिती पदोन्नतीच्या दिनांकापासून अथवा सुधारित वेतनसंरचनेतील वेतनवाढीच्या दिनांकापासून करण्याचा विकल्प देता येईल. मात्र अशासकीय अनुदानित महाविद्यालयातील कर्मचा-याने असा विकल्प या नियमांच्या प्रसिध्दीच्या दिनांकापासून एक महिन्यांच्या आत देणे आवश्यक राहिल.





**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 संबंधीत 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 कार्यपध्दती:-**

वित्त विभागाने ७ व्या वेतन आयोगाच्या अनुषंगाने राज्य शासकीय कर्मचाऱ्यांना थकबाकी अदा करण्याबाबत जी कार्यपध्दती विहित केलेली आहे. तीच कार्यपध्दती 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.



२०. सदरहू अधिसूचना महाराष्ट्र शासनाच्या [www.maharashtra.gov.in](http://www.maharashtra.gov.in) या संकेतस्थळावर उपलब्ध करण्यात आली असून तीचा संकेतांक क्र.२०१९०९०७१४५३००७५०८ असा आहे. सदरहू अधिसूचना डिजीटल स्वाक्षरीने साक्षांकित करून निर्गमित करण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

Satish

Jagdeorao Tidke

(सतिश ज. तिडके)

उपसचिव, महाराष्ट्र शासन

Digitally signed by Satish Jagdeorao Tidke  
DN: c=IN, o=Government of Maharashtra, ou=Higher And  
Technical Education Department, postalCode=400032,  
st=Maharashtra,  
2.5.4.20=abbed596652773468508d937a99472988ebcda2  
8db8c543b79abe527c99646f6, cn=Satish Jagdeorao Tidke  
Date: 2019.09.07 15:39:53 +05'30'

प्रति,

१. मा. राज्यपाल व कुलपतींचे सचिव, राजभवन, मलबार हिल, मुंबई.
२. मा. कुलगुरु, सर्व अकृषि विद्यापीठे,
३. मा. मुख्यमंत्री यांचे अपर मुख्य सचिव/प्रधान सचिव/सचिव
४. महालेखापाल (लेखा परीक्षा), महाराष्ट्र-१, मुंबई
५. महालेखापाल (लेखा व अनुज्ञेयता), महाराष्ट्र-१, मुंबई
६. महालेखापाल (लेखा परीक्षा), महाराष्ट्र-२, नागपूर
७. महालेखापाल (लेखा व अनुज्ञेयता) महाराष्ट्र-२, नागपूर
८. अधिदान व लेखा अधिकारी, मुंबई/निवासी लेखा परीक्षा अधिकारी,
९. सर्व जिल्हा कोषागार अधिकारी,
१०. संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे,
११. संचालक, तंत्र शिक्षण, महाराष्ट्र राज्य, मुंबई.
१२. कुलसचिव, सर्व अकृषि विद्यापीठे,
१३. सर्व विभागीय शिक्षण सहसंचालक, उच्च शिक्षण,
१४. सर्व विभागीय सहसंचालक, तंत्र शिक्षण,
१५. वित्त विभाग, (सेवा-९/व्यय-५), मंत्रालय, मुंबई
१६. मा. मंत्री, उच्च व तंत्रशिक्षण विभाग यांचे खाजगी सचिव
१७. मा. राज्यमंत्री, उच्च व तंत्रशिक्षण विभाग यांचे स्वीय सहायक
१८. बहुजन समाज पार्टी, डी-१ इन्सा हटमेंट, आझाद मैदान, मुंबई-१.
१९. भारतीय जनता पार्टी, महाराष्ट्र प्रदेश, सी. डी. ओ., बॅरक क्रमांक १, योगक्षेम समोर, वसंतराव भागवत चौक, नरिमन पॉईंट, मुंबई-२०
२०. भारतीय कम्युनिस्ट पार्टी, महाराष्ट्र कमिटी, ३१४ राजभवन, एस. व्ही. पटेल रोड, मुंबई-४
२१. भारतीय कम्युनिस्ट पार्टी (मार्क्सवादी), महाराष्ट्र कमिटी, जनशक्ती हॉल, ग्लोब मिल पॅलेस, वरळी, मुंबई-१३
२२. इंडियन नॅशनल काँग्रेस, महाराष्ट्र प्रदेश काँग्रेस (आय) समिती, टिळक भवन, काकासाहेब गाडगीळ मार्ग, दादर, मुंबई-२५
२३. नॅशनलिस्ट काँग्रेस पार्टी, राष्ट्रवादी भवन, फ्री प्रेस जर्नल मार्ग, नरिमन पॉईंट, मुंबई-२१
२४. शिवसेना, शिवसेना भवन, गडकरी चौक, दादर, मुंबई-२८
२५. उच्च व तंत्रशिक्षण विभागातील सर्व कार्यासने,
२६. निवड नस्ती, (विशि-१)





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

जोडपत्र-एक

विकल्पाचा नमुना

(पहा नियम ६(१))

१. (अ) कर्मचा-याचे नांव श्री./श्रीम./कुमारी.....  
(ब) धारण केलेले पद..... कायम/स्थानापन्न  
(क) विद्यमान वेतन संरचना: वेतनबँड पीबी..... रुपये.... ग्रेड- वेतन रुपये .....  
(ड) सुधारित वेतन संरचना: वेतन स्तर एस\*\*..... रुपये.  
(ई) कार्यालयाचे नांव .....
२. मी \* श्री/श्रीमती कुमारी .....
- (१) १ जानेवारी २०१६ पासून सुधारित वेतन संरचनेची निवड करतो/करते  
(२) मी धारण करित असलेल्या पदाची विद्यमान वेतनश्रेणी पुढीलप्रमाणे चालू ठेवण्याची निवड करतो/करते.  
माझ्या पुढील वेतनवाढीच्या दिनांकापर्यंत.....  
मी माझे वेतन रुपये.....पर्यंत वाढवणा-या नंतरच्या वेतनवाढीच्या दिनांकापर्यंत.  
मी पद रिक्त करेपर्यंत किंवा विद्यमान वेतनश्रेणी वेतन घेण्याचे बंद करेपर्यंत.
३. हा विकल्प अंतिम असून, त्यामध्ये या दिनांकानंतर सुधारणा करण्यात येणार नाही.

ठिकाण : सही  
दिनांक : नांव .....

(केवळ कार्यालयाने भरावयाचे)

प्रमाणित करण्यात येते की, \* कायम/स्थानापन्न पद धारण करित असलेल्या  
श्री./श्रीम./कुमारी.....यांनी हा विकल्प, यथोचितरित्या स्वाक्षरीसह व विहित दिनांकापूर्वी मला  
सादर केला आहे.

ठिकाण : सही  
दिनांक :- नाव:-  
कार्यालय प्रमुख.....

- \* लागू नसेल ते खोडावे
- \*\* वेतन बँड क्रमांक नमूद करावा
- \*\*\* वेतन स्तर क्रमांक नमूद करावा.





(शासन अधिसूचना उच्च व तंत्रशिक्षण विभाग, क्र.वेतन-२०१९/प्र.क्र.१०५/विशि-१,  
दि.०७ सप्टेंबर,२०१९ चे सहपत्र)  
जोडपत्र-दोन  
(पहा नियम ६(२))

वचनपत्र

मी, ..... असे वचन देतो/देते, की, अकृषि विद्यापीठांशी संलग्नित अशासकीय अनुदानित महाविद्यालये प्रमाणसंहिता (शिक्षकेतर कर्मचाऱ्यांचे सुधारित वेतन) नियम, २०१९ मधील तरतुदींशी विसंगत वेतननिश्चितीच्या परिणामी किंवा पुढे वेतननिश्चितीमध्ये विसंगती आढळून आल्यामुळे मला अतिप्रदान झाल्याचे निदर्शनास आल्यास ते भविष्यात मला प्रदान करण्यात येणाऱ्या रकमेतून समायोजित करून किंवा इतर प्रकारे शासनास परत करीन.

ठिकाण :

दिनांक :-

सही

नाव :.....

पदनाम:.....



(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





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

जोडपत्र-चार

वेतन बँड-१ एस: ४४४०-७४४०			वेतन बँड (पीबी-१) : ५२००-२०२००				
ग्रेड वेतन	१३००	१६००	१८००	१९००	२०००	२४००	२८००
स्तर	स्तर-१	स्तर-३	स्तर-५	स्तर-६	स्तर-७	स्तर-८	स्तर-१०
१	१५०००	१६६००	१८०००	१९९००	२१७००	२५५००	२९२००
२	१५५००	१७१००	१८५००	२०५००	२२४००	२६३००	३०१००
३	१६०००	१७६००	१९१००	२११००	२३१००	२७१००	३१०००
४	१६५००	१८१००	१९७००	२१७००	२३८००	२७९००	३१९००
५	१७०००	१८६००	२०३००	२२४००	२४५००	२८७००	३२९००
६	१७५००	१९२००	२०९००	२३१००	२५२००	२९६००	३३९००
७	१८०००	१९८००	२१५००	२३८००	२६०००	३०५००	३४९००
८	१८५००	२०४००	२२१००	२४५००	२६८००	३१४००	३५९००
९	१९१००	२१०००	२२८००	२५२००	२७६००	३२३००	३७०००
१०	१९७००	२१६००	२३५००	२६०००	२८४००	३३३००	३८१००
११	२०३००	२२२००	२४२००	२६८००	२९३००	३४३००	३९२००
१२	२०९००	२२९००	२४९००	२७६००	३०२००	३५३००	४०४००
१३	२१५००	२३६००	२५६००	२८४००	३११००	३६४००	४१६००
१४	२२१००	२४३००	२६४००	२९३००	३२०००	३७५००	४२८००
१५	२२८००	२५०००	२७२००	३०२००	३३०००	३८६००	४४१००
१६	२३५००	२५८००	२८०००	३११००	३४०००	३९८००	४५४००
१७	२४२००	२६६००	२८८००	३२०००	३५०००	४१०००	४६८००
१८	२४९००	२७४००	२९७००	३३०००	३६१००	४२२००	४८२००
१९	२५६००	२८२००	३०६००	३४०००	३७२००	४३५००	४९६००
२०	२६४००	२९०००	३१५००	३५०००	३८३००	४४८००	५११००
२१	२७२००	२९९००	३२४००	३६१००	३९४००	४६१००	५२६००
२२	२८०००	३०८००	३३४००	३७२००	४०६००	४७५००	५४२००
२३	२८८००	३१७००	३४४००	३८३००	४१८००	४८९००	५५८००
२४	२९७००	३२७००	३५४००	३९४००	४३१००	५०४००	५७५००
२५	३०६००	३३७००	३६५००	४०६००	४४४००	५१९००	५९२००
२६	३१५००	३४७००	३७६००	४१८००	४५७००	५३५००	६१०००
२७	३२४००	३५७००	३८७००	४३१००	४७१००	५५१००	६२८००
२८	३३४००	३६८००	३९९००	४४४००	४८५००	५६८००	६४७००
२९	३४४००	३७९००	४११००	४५७००	५००००	५८५००	६६६००



३०	३५४००	३९०००	४२३००	४७१००	५१५००	६०३००	६८६००
३१	३६५००	४०२००	४३६००	४८५००	५३०००	६२१००	७०७००
३२	३७६००	४१४००	४४९००	५००००	५४६००	६४०००	७२८००
३३	३८७००	४२६००	४६२००	५१५००	५६२००	६५९००	७५०००
३४	३९९००	४३९००	४७६००	५३०००	५७९००	६७९००	७७३००
३५	४११००	४५२००	४९०००	५४६००	५९६००	६९९००	७९६००
३६	४२३००	४६६००	५०५००	५६२००	६१४००	७२०००	८२०००
३७	४३६००	४८०००	५२०००	५७९००	६३२००	७४२००	८४५००
३८	४४९००	४९४००	५३६००	५९६००	६५१००	७६४००	८७०००
३९	४६२००	५०९००	५५२००	६१४००	६७१००	७८७००	८९६००
४०	४७६००	५२४००	५६९००	६३२००	६९१००	८११००	९२३००

वेतन बँड (पीबी-२) : ९३००-३४८००

ग्रेड वेतन	४२००	४३००	४४००	४६००
स्तर	स्तर-१२	स्तर-१४	स्तर-१५	स्तर-१६
१	३५४००	३८६००	४१८००	४४९००
२	३६५००	३९८००	४३१००	४६२००
३	३७६००	४१०००	४४४००	४७६००
४	३८७००	४२२००	४५७००	४९०००
५	३९९००	४३५००	४७१००	५०५००
६	४११००	४४८००	४८५००	५२०००
७	४२३००	४६१००	५००००	५३६००
८	४३६००	४७५००	५१५००	५५२००
९	४४९००	४८९००	५३०००	५६९००
१०	४६२००	५०४००	५४६००	५८६००
११	४७६००	५१९००	५६२००	६०४००
१२	४९०००	५३५००	५७९००	६२२००
१३	५०५००	५५१००	५९६००	६४१००
१४	५२०००	५६८००	६१४००	६६०००
१५	५३६००	५८५००	६३२००	६८०००
१६	५५२००	६०३००	६५१००	७००००
१७	५६९००	६२१००	६७१००	७२१००
१८	५८६००	६४०००	६९१००	७४३००
१९	६०४००	६५९००	७१२००	७६५००
२०	६२२००	६७९००	७३३००	७८८००
२१	६४१००	६९९००	७५५००	८१२००
२२	६६०००	७२०००	७७८००	८३६००





२३	६८०००	७४२००	८०१००	८६१००
२४	७००००	७६४००	८२५००	८८७००
२५	७२१००	७८७००	८५०००	९१४००
२६	७४३००	८११००	८७६००	९४१००
२७	७६५००	८३५००	९०२००	९६९००
२८	७८८००	८६०००	९२९००	९९८००
२९	८१२००	८८६००	९५७००	१०२८००
३०	८३६००	९१३००	९८६००	१०५९००
३१	८६१००	९४०००	१०१६००	१०९१००
३२	८८७००	९६८००	१०४६००	११२४००
३३	९१४००	९९७००	१०७७००	११५८००
३४	९४१००	१०२७००	११०९००	११९३००
३५	९६९००	१०५८००	११४२००	१२२९००
३६	९९८००	१०९०००	११७६००	१२६६००
३७	१०२८००	११२३००	१२११००	१३०४००
३८	१०५९००	११५७००	१२४७००	१३४३००
३९	१०९१००	११९२००	१२८४००	१३८३००
४०	११२४००	१२२८००	१३२३००	१४२४००



(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 Labrotary 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 Havalдар/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



# Appointment

# Rules

(Teaching & Non-Teaching Staff)



**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
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	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
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.  <b>Note:</b> Number of activities can be within or across the broad categories of activities



**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.





**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.	<b>Research Papers in Peer-Reviewed or UGC listed Journals</b>	08 per paper	10 per paper
2.	<b>Publications (other than Research papers)</b>		
	<b>(a) Books authored which are published by:</b>		
	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>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>		
	Chapter or Research paper	03	03
Book	08	08	
3.	<b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>		
	<b>(a) Development of Innovative pedagogy</b>	05	05
	<b>(b) Design of new curricula and courses</b>	02 per curricula/course	02 per curricula/course
	<b>(c) MOOCs</b>		
	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
	<b>(d) E-Content</b>		
	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.	<b>(a) Research guidance</b>		
	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>(b) Research Projects Completed</b>		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	<b>(c) Research Projects Ongoing :</b>		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	<b>(d) Consultancy</b>	03	03
5.	<b>(a) Patents</b>		
	International	10	10
	National	07	07
	<b>(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>		
	International	10	10
	National	07	07
	State	04	04
	<b>(c) Awards/Fellowship</b>		
	International	07	07
	National	05	05





6.	<b>*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)</b>		
	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.



**Table: 3 A****Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

S.N.	Academic Record	Score			
		80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
1.	<b>Graduation</b>	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	<b>Post Graduation</b>	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.	<b>M.Phil.</b>	60% and above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.</b>	30			
5.	<b>NET with JRF</b>	07			
	<b>NET</b>	05			
	<b>SET</b>	03			
6.	<b>Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)</b>	10			
7.	<b>Teaching/Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	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

<b>TOTAL</b>	<b>-</b>	<b>100</b>
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**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.	<b>Graduation</b>	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	<b>Post Graduation</b>	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.	<b>M.Phil.</b>	60% and above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.</b>	25			
5.	<b>NET with JRF</b>	10			
	<b>NET</b>	08			
	<b>SET</b>	05			
6.	<b>Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)</b>	06			
7.	<b>Teaching/Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	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/>		
<b>TOTAL</b>	<b>-</b>	<b>100</b>
<hr/>		

**Table 4**

**Assessment Criteria and Methodology for Librarians**

<b>Sr. No.</b>	<b>Activity</b>	<b>Grading Criteria</b>
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"> <li>• Library Resource and Organization and maintenance of books, journals and reports.</li> <li>• Provision of Library reader services such as literature retrieval services to researchers and analysis of report.</li> <li>• Assistance towards updating institutional website.</li> </ul>	<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>



**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**

<b>Sr. No.</b>	<b>Activity</b>	<b>Grading Criteria</b>
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





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><b>Note:</b></p> <ol style="list-style-type: none"> <li>1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.</li> <li>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.</li> <li>3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.</li> </ol>		



**Accompaniment to Government Resolution,  
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /  
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**Appendix III**

**TABLE – A**

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

S.No.		<b>Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)</b>	<b>Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)</b>
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.		<b>Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)</b>	<b>Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)</b>
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





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

S.No.		<b>Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)</b>	<b>Deputy Librarian (Stage4/ AGP Rs. 9000) to Deputy Librarian (Stage 5/ AGP Rs. 10000)</b>
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.		<b>Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)</b>
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 – 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





**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 IV**

**Form of Option**

1. I, \_\_\_\_\_ substantive / officiating  
holder of the post \_\_\_\_\_ in the scale of Rs. \_\_\_\_\_,  
AGP \_\_\_\_\_, in the College / Institution \_\_\_\_\_ hereby:

\* (i) elect the revised scale of the post with effect from 1st January, 2016.

\* (ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned  
below until:

\* the date of my next increment

\* the date of my subsequent increment

\* raising my pay to Rs. \_\_\_\_\_

\* I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date :

Signature :

Place :

Signed before me

Signature

(Principal of College)

(Received the above declaration)

Date :

Signature

( Head of the Institution)

\*To be scored out, if not applicable.



**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 29<sup>th</sup> 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-



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 Managing 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 Managing 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.**

**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:



## 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 1<sup>st</sup> 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





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 1<sup>st</sup> 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 1<sup>st</sup> July, 2018, and pay after increment is Rs. 87, 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 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> July, 2016 and pay after increment is Rs. 1, 43,600/-



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 1<sup>st</sup> 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 1<sup>st</sup> July, 2016 and pay after increment is Rs. 1, 67,200/-.





### 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 1<sup>st</sup> 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 1<sup>st</sup> 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/-.



Walk-In

Interview



" स्वावलंबी शिक्षण हेच आमचे ब्रीद " - कर्मवीर

# रयत शिक्षण संस्था, सातारा.

संस्थापक - कर्मवीर भाऊराव पाटील, डी.लिट

Website : www.rayatshikshan.edu

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फॅक्स नं.: २३१४२४

(एस.टी.डी.) (०२१६२)

२३४५६६, २३३८५७

२३२४४४, २२८५६६, २३४८५७

तारेचा पत्ता : 'रयत'

जवक नं.: १४०८

दिनांक :- उ.शि./१०१

२४/०५/२०१८

स्थापना : १९९९

प्रति,  
प्राचार्य,  
अण्णासाहेब आवटे कॉलेज,  
मंचर, जि.- पुणे.

## विषय :- शैक्षणिक वर्ष २०१८-२०१९ साठी असि.प्रोफेसर पदाच्या मुलाखती आयोजित केलेबाबत.(Walk in Interview)

संस्थेच्या विविध महाविद्यालयातील अनुदानित व विना अनुदानित अभ्यासक्रमांसाठी विविध विषयांची सहाय्यक प्राध्यापकांची रिक्त असलेली पदे केवळ तात्पुरत्या स्वरूपात भरणेसाठी Walk in interview चे आयोजन ता.८/०६/२०१८ व ता.९/०६/२०१८ रोजी डॉ.बाबासाहेब आंबेडकर महाविद्यालय, औधगांव, पुणे-७ केलेले आहे. सदरची जाहिरात ता.२२/०५/२०१८ रोजी दै.पुढारी सर्व आवृत्या या वर्तमानपत्रात प्रसिध्द झाली आहे. सोबत प्रसिध्द झालेल्या जाहिरातीची प्रत जोडली आहे.त्यास अनुसरून आपले महाविद्यालयातील हिंदी, इतिहास, अर्थशास्त्र, मानसशास्त्र, प्राणीशास्त्र, बायाटेकनॉलॉजी, बायोकेमिस्ट्री या विषयाचे विभागप्रमुख यांनी वरील तारखेस सकाळी १०-०० वा. डॉ.बाबासाहेब आंबेडकर महाविद्यालय, औधगांव, पुणे-७ येथे उपस्थित राहतील याची न चुकता व्यवस्था करावी. तसेच आपले महाविद्यालयातील सिनिअर विभागाकडील विषयतज्ज्ञ वगळून पाच कायम सेवक असलेले प्राध्यापक व ज्युनिअर विभागाकडील कायम असलेले सेवक पाच तसेच वर्ग-४ मधील ०५ शिक्षकेत्तर सेवक व वर्ग - ३ मधील ०५ शिक्षकेत्तर सेवकांना वरील महाविद्यालयात मुलाखतीचे कामकाजात मदत करणेसाठी सकाळी ९ -०० वा. उपस्थित राहणेबाबत आपले स्तरावर सुचना देण्यात याव्यात.

सालम  
शुद्ध

ग्रीष्मकाल - ०५  
Non Teaching ०५

१ १० चर्चा करा.

सहसचिव,(उ.शि.)

रयत शिक्षण संस्था, सातारा.

सोबत - वरीलप्रमाणे  
प्रत माहितीसाठी

26.5.2018 प्राचार्या, डॉ.बाबासाहेब आंबेडकर महाविद्यालय, औधगांव, पुणे-७

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2015-16





"स्वावलंबी शिक्षण हेच आमचे धीर्द" - कर्मवीर

# रयत शिक्षण संस्था, सातारा.

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स्थापना : १९९९

फॅक्स नं. : २३१४२४

(एस.टी.डी.) (०२१६२)

२३४५६६, २३३८५७

२३२४४४, २२८५६६, २३४८५७

तारखा पत्ता : 'रयत' <sup>५५९५</sup>  
उ.शि./

जावक नं. : २४/०५/२०१८

दिनांक :- / / २०१९

प्रति,  
प्राचार्य,  
राधाबाई काळे महिला महाविद्यालय,  
अहमदनगर

**विषय :- शैक्षणिक वर्ष २०१८-२०१९ साठी असि.प्रोफेसर पदाच्या मुलाखती  
आयोजित केलेबाबत.(Walk in Interview)**

संस्थेच्या विविध महाविद्यालयातील अनुदानित व विना अनुदानित अभ्यासक्रमांसाठी विविध विषयांची सहाय्यक प्राध्यापकांची रिक्त असलेली पदे केवळ तात्पुरत्या स्वरूपात भरणेसाठी Walk in interview चे आयोजन ता.०८/०६/२०१८ व ता.०९/०६/२०१८ रोजी डॉ.बाबासाहेब आंबेडकर महाविद्यालय, औधगांव, पुणे-७ केलेले आहे. सोबत प्रसिध्द केलेल्या जाहिरातीची प्रत जोडली आहे. त्यास अनुसरून आपले महाविद्यालयातील उर्दू या विषयासाठी विषयतज्ज्ञाची व्यवस्था करावी. सदर विषयतज्ज्ञ जाहिरातीमध्ये नमुद केलेल्या तारखेस सकाळी १०-०० वा. डॉ.बाबासाहेब आंबेडकर महाविद्यालय, औधगांव, पुणे-७ येथे उपस्थित राहतील याची न चुकता व्यवस्था करावी.

डॉ. बाबासाहेब  
प्रा. सातारा  
२६.५.२०१८

सहसचिव,(उ.शि.)

रयत शिक्षण संस्था, सातारा.

२६.५.१८

सोबत - वरीलप्रमाणे  
प्रत माहितीसाठी  
प्राचार्य, डॉ.बाबासाहेब आंबेडकर महाविद्यालय, औधगांव, पुणे-७  
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