



ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ

ಅಧಿಕೃತವಾಗಿ ಪ್ರಕಟಿಸಲಾದುದು

ವಿಶೇಷ ಪತ್ರಿಕೆ

ಭಾಗ - I	ಬೆಂಗಳೂರು, ಸೋಮವಾರ, ಮಾರ್ಚ್ 2, ೨೦೧೧ (ಫಾಲ್ಗುಣ ೧೬, ಶಕ ವರ್ಷ ೧೯೩೨)	ನಂ. ೨೬೯
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HIGHER EDUCATION SECRETARIAT

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub: Revision of AICTE pay scales in respect of Teachers, Librarians and Physical Education Personnel of Government, Aided and University Constituent Engineering Colleges under the control of the Department of Higher Education in the State - regarding.

Read: 1) GO No.ED.117 DTE 98 dated 16.6.2000
2) AICTE Notification No.F.No.37-3/Legal/2010 Dated 05-03-2010.

PREAMBLE:

- 1) In Government Order dated 16.6.2000 read at (1) above, Government had extended the 1996 AICTE pay scales to Teachers, Librarians and Physical Education Personnel of Government, Aided and University Constituent Engineering Colleges under the control of the Department of Higher Education subject to certain terms and conditions specified therein.
- 2) The All India Council for Technical Education (AICTE) in its Notification dated 05-03-2010 read at (2) above, has issued the AICTE (Pay scales, Service Conditions and qualifications for the Teachers and other Academic staff in Technical institutions (Degree) Regulations, 2010) prescribing revised pay scales to the teaching staff and equivalent positions, revised selection process, revised CAS etc., for adoption by the State Governments.
- 3) The revision of the AICTE pay scales in respect of the Teachers, Librarians and Physical Education Personnel of Government, Aided and University Constituent Engineering Colleges in the State under the control of the Department of Higher Education has been examined and the following orders are issued.

GOVERNMENT ORDER NO.ED 96 DTE 2010 DATED 07th March 2011.

- 4) Government are pleased to revise the AICTE pay scales in respect of Teachers, Librarians and Physical Education Personnel of Government, Aided and University Constituent Engineering Colleges in the State under the control of the Department of Higher Education as detailed below:-

(a) Teachers:

Sl No	Existing Category	Revised Category	Existing pay Scale Rs.	New Pay Band Rs.	Academic Grade Pay Rs.
1	Lecturer	Assistant Professor	8000-13500	15600-39100	6000
2	Lecturer (Senior Scale)	Assistant Professor	10000-15200	15600-39100	7000
3	Lecturer (Selection Grade) / Assistant Professor with less than 3 years of service	Assistant Professor	12000-18300	15600-39100	8000
4	Lecturer (Selection Grade) / Assistant Professor with 3 years of service	Associate Professor	12000-18300	37400-67000	9000
5	Professor	Professor	16400-22400	37400-67000	9000
6	Principal	Principal	16400-22400	37400-67000	10000

(b) Librarians and Physical Education personnel:

Sl No	Existing Category	Revised Category	Existing pay Scale Rs.	New Pay Band Rs.	Academic Grade Pay Rs.
1	College Librarian / Director of Physical Education	College Librarian / Director of Physical Education	8000-13500	15600-39100	6000
2	College Librarian (Senior Scale) / Director of Physical Education (Senior Scale)	College Librarian (Senior Scale) / Director of Physical Education (Senior Scale)	10000-15200	15600-39100	7000
3	College Librarian (Selection Grade) / Director of Physical Education (Selection Grade)	College Librarian (Selection Grade) / Director of Physical Education (Selection Grade) with less than 3 years of service	12000-18300	15600-39100	8000
4		Librarian (Selection Grade) / Director of Physical Education (Selection Grade) (with 3 years of service)	12000-18300	37400-67000	9000

5. The Pay fixation in 2006 AICTE pay scales is as mentioned in Appendix-I**6. DATE OF EFFECT:**

The revised AICTE pay scales shall be effective from 01-01-2006 and all other allowances/benefits prospectively from the date of issue of this order.

7. COVERAGE:

This scheme will apply to Teachers, Librarians and Physical Education Personnel of Government, Aided and University Constituent Engineering Colleges under the control of the Department of Higher Education.

8. General

- (i) There shall be only three designations in respect of teachers in Universities and Colleges, viz., Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.
- (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D and satisfies other academic conditions, as laid down by the AICTE from time to time. This shall, however, not affect those who are already designated as 'Professor'.
- (iii) The pay of teachers and equivalent positions in Technical institutions shall be fixed according to their designations in two pay bands of Rs.15600-39100 and Rs.37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.
- (iv) Posts of Professors shall be created in Under-Graduate (UG) institutions as well as in Post Graduate (PG) institutions. The ratio of Professors to Associate Professors to Assistant Professors in a UG College shall be in the ratio, ordinarily 1:2:6. The ratio of Professors to Associate Professors and or Assistant Professors in a PG College shall be in the ratio ordinarily of 1:2.
- (v) Upto 10% of the posts of Professors in Technical Institutions shall be in the higher Academic Grade Pay of Rs.12000 with eligibility conditions to be prescribed by the AICTE as applicable.
- (vi) To maintain quality, relevance, excellence and inclusiveness, Teachers going on deputation to other jobs except those related to education management and research cannot carry forward the AICTE pay scales. However, they can do so by accepting the State pay scale.

9. Revised pay scales, service conditions and CAS for teaching and equivalent positions in the Government, Aided and University Constituent Engineering Colleges shall be as indicated in Appendix-II.

10. Incentives for Ph.D / M.Tech., / M.Phil and other qualifications shall be as indicated in Appendix-III.

11. Faculty Norms prescribed for the Government, Aided and University Constituent Engineering Colleges shall be as indicated in Appendix-IV.

12 (a) DEARNESS ALLOWANCE:

The Dearness Allowance in the revised scale with effect from 01-01-2006 shall be regulated as follows: -

01-01-2006	-	no Dearness Allowance
01-07-2006	-	2% of basic pay
01-01-2007	-	6% of basic pay
01-07-2007	-	9% of basic pay
01-01-2008	-	12% of basic pay
01-07-2008	-	16% of basic pay
01-01-2009	-	22% of basic pay
01-07-2009	-	27% of basic pay
01-01-2010	-	35% of basic pay
01-07-2010	-	45% of basic pay

(b) ALLOWANCES:

The HRA, CCA and all other allowances and incentives/benefits such as leave/study leave, Leave Travel facilities, Medical reimbursement and pensionary benefits etc., shall continue to be applicable as admissible to State Government employees.

13. Other terms and conditions:**(a) Increments:**

- (i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- (ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- (iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400-67000.

(b) Pay 'fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for Technical teachers and equivalent positions.

Pay fixation in 2006 in AICTE pay scales shall be as indicated in Appendix-VII and Agreement in Appendix-VIII.

14. Date of next increment in the revised pay structure:

After the initial pay of the employees is fixed in the revised AICTE pay structure, the next annual increment will accrue on the normal date on which it is due.

15. Teaching Days:

The Universities / Colleges must adopt at least 180 working days, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities and non-instructional days (e.g. for sports, college day, etc), 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5-day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks with a 6-day week.

The above is summarized as follows:

Number of weeks

	University	College	University	College
Teaching / Learning process	30 weeks (180 days)	30 weeks (180 days)	36 weeks (180 days)	36 weeks (180 days)
Admissions/Examinations preparation for Examination	12	10	08	08
Vacation	08	10	06	06
Public Holidays (to increase and adjust teaching days accordingly)	02	02	02	02
TOTAL	52 weeks	52 weeks	52 weeks	52 weeks

16. Work Load:

The workload of the Teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University / College for which necessary space and infrastructure should be provided by the University / College. Direct teaching hours should be as follows:

Assistant Professor-16 hours

Associate Professor and Professor-14 hours

A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in research, extension and administration. A minimum of 6 hours per week may have to be allocated for research activities of the teacher.

17. Anomalies:

Anomalies and disparities, if any, in the implementation of the revised AICTE pay scales should be brought to the notice of the State Government, which will consider them in consultation with the AICTE.

18. Non-Application of AICTE Pay Scales:

- (i) The Government shall not extend the AICTE pay scales to any of its employees except those having coverage under these orders.
- (ii) This Scheme is not applicable to the posts of professionals like System Analysts, Senior Analysts, Research Officers, etc.,

19. Payment of arrears of pay revision:

Payment of arrears upto 40% of the total arrears shall be made immediately after receiving Government of India's share from the AICTE/MHRD and the Government will issue orders in this behalf separately.

The option to the revised Pay scales shall be executed in writing in the form as given in **Appendix V**.

An undertaking in the proforma given in **Appendix VI** 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 Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.

20. This order issues with concurrence of the Finance Department vide its Notes No.FD 33 SRP 2010 dated 04-01-2011 and 04-03-2011.

By order and in the name of the Governor of Karnataka,

M. MADAN GOPAL
Principal Secretary to Government
Education Department
(Higher Education)

FITMENT TABLE - 1

PAY FIXATION IN 2006 AICTE PAY SCALES

- (i) Incumbent Assistant Professor (Formerly Lecturer)
(ii) Incumbent Assistant Librarian / College Librarian
(iii) Incumbent Assistant DPE /College DPE.

Pre-Revised Scale : Rs.8000-275-13500 Revised Pay Band : Rs.15600 - 39100 + AGP Rs.6000				
Sl. No.	Pre-revised		Revised Pay	
	Basic Pay Rs.	Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	8000	15600	6000	21600
2	8275	15600	6000	21600
3	8550	15910	6000	21910
4	8825	16420	6000	22420
5	9100	16930	6000	22930
6	9375	17440	6000	23440
7	9650	17950	6000	23950
8	9925	18470	6000	24470
9	10200	18980	6000	24980
10	10475	19490	6000	25490
11	10750	20000	6000	26000
12	11025	20510	6000	26510
13	11300	21020	6000	27020
14	11575	21530	6000	27530
15	11850	22050	6000	28050
16	12125	22560	6000	28560
17	12400	23070	6000	29070
18	12675	23580	6000	29580
19	12950	24090	6000	30090
20	13225	24600	6000	30600
21	13500	25110	6000	31110

FITMENT TABLE - 2**PAY FIXATION IN 2006 AICTE PAY SCALES**

- (i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)]
(ii) Incumbent Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale)
(iii) Incumbent Assistant DPE (Sr. Scale) / College DPE (Sr. Scale).

Pre-Revised Scale: Rs.10000-15200				
Revised Pay Band: Rs.15600 - 39100 + AGP Rs.7000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	10000	18600	7000	25600
2	10325	19210	7000	26210
3	10650	19810	7000	26810
4	10975	20420	7000	27420
5	11300	21020	7000	28020
6	11625	21630	7000	28630
7	11950	22230	7000	29230
8	12275	22840	7000	29840
9	12600	23440	7000	30440
10	12925	24050	7000	31050
11	13250	24650	7000	31650
12	13575	25250	7000	32250
13	13900	25860	7000	32860
14	14225	26460	7000	33460
15	14550	27070	7000	34070
16	14875	27670	7000	34670
17	15200	28280	7000	35280

FITMENT TABLE - 3
PAY FIXATION IN 2006 AICTE PAY SCALES

- (i) Incumbent Assistant Professor [Formerly Lecturers (Selection Grade)] with less than three years of Service
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service
(iii) Incumbent Dy. DPE / Asst. DPE (SG) / College DPE (SG) with less than 3 years of service.

Pre-Revised Scale : Rs.12000-18300				
Revised Pay Band : Rs.15600 - 39100 + AGP Rs.8000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	12000	22320	8000	30320
2	12420	23110	8000	31110
3	12840	23890	8000	31890
4	13260	24670	8000	32670
5	13680	25450	8000	33450
6	14100	26230	8000	34230
7	14520	27010	8000	35010
8	14940	27790	8000	35790
9	15360	28570	8000	36570
10	15780	29360	8000	37360
11	16200	30140	8000	38140
12	16620	30920	8000	38920
13	17040	31700	8000	39700
14	17460	32480	8000	40480
15	17880	33260	8000	41260
16	18300	34040	8000	42040

FITMENT TABLE - 4
PAY FIXATION IN 2006 AICTE PAY SCALES

- (i) Incumbent Assistant Professor [Formerly Lecturers (SG) with 3 years of Service]
(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service
(iii) Incumbent Dy. DPE/ Asst. DPE (SG)/ College DPE (SG) with 3 years of Service.

Pre-Revised Scale : Rs.12000-18300				
Revised Pay Band : Rs.37400 - 67000 + AGP Rs.9000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	13260	37400	9000	46400
2	13680	37400	9000	46400
3	14100	37400	9000	46400
4	14520	37400	9000	46400
5	14940	38530	9000	47530
6	15360	38530	9000	47530
7	15780	39690	9000	48690
8	16200	39690	9000	48690
9	16620	40890	9000	49890
10	17040	40890	9000	49890
11	17460	42120	9000	51120
12	17880	42120	9000	51120
13	18300	43390	9000	52390

FITMENT TABLE - 5
PAY FIXATION IN 2006 AICTE PAY SCALES

- (i) Incumbent Professor in Colleges and Universities
(ii) Incumbent Principals of UG/PG Colleges
(iii) Incumbent Librarian
(iv) Incumbent Director of Physical Education

Pre-Revised Scale : Rs.16400-22400				
Revised Pay Band : Rs.37400-67000 + AGP Rs.10000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	16400	40890	10000	50890
2	16850	40890	10000	50890
3	17300	42120	10000	52120
4	17750	42120	10000	52120
5	18200	43390	10000	53390
6	18650	43390	10000	53390
7	19100	44700	10000	54700
8	19550	44700	10000	54700
9	20000	46050	10000	56050
10	20450	46050	10000	56050
11	20900	47440	10000	57440
12	21400	47440	10000	57440
13	21900	48870	10000	58870
14	22400	48870	10000	58870

FITMENT TABLE - 6
PAY FIXATION IN 2006 AICTE PAY SCALES

Incumbent Principals of UG Colleges.

Pre-Revised Scale : Rs.12000-18300 Minimum at Rs.12840/-				
Revised Pay Band : Rs.37400-67000 + AGP Rs.10000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	12840	37400	10000	47400
2	13260	37400	10000	47400
3	13680	37400	10000	47400
4	14100	37400	10000	47400
5	14520	37400	10000	47400
6	14940	38530	10000	48530
7	15360	38530	10000	48530
8	15780	39690	10000	49690
9	16200	39690	10000	49690
10	16620	40890	10000	50890
11	17040	40890	10000	50890
12	17460	42120	10000	52120
13	17880	42120	10000	52120
14	18300	43390	10000	53390

Revised pay scales, service conditions and CAS for teaching and equivalent positions in the Government, aided and University Constituent Engineering Colleges shall be as indicated below:

(a) Assistant Professor / Associate Professors / Professors In Technical institutions

- (i) Persons entering the teaching profession in Technical Institutions shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs.8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs.6000.
- (ii) An Assistant Professor with completed service of 4 years, possessing Ph. D Degree in the relevant branch / discipline shall be eligible, for moving up to AGP of Rs.7000.
- (iii) Assistant Professors possessing Master's degree in the relevant branch / discipline as defined for technical education shall be eligible for the AGP of Rs.7000 after completion of 5 years service as Assistant Professor.
- (iv) Assistant Professors who do not have Ph.D or a Master's degree in the relevant branch /discipline of a program shall be eligible for the AGP of Rs.7000 only after completion of 6 years' service as Assistant Professor.
- (v) The upward movement from AGP of Rs.6000 to AGP of Rs.7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by AICTE.
- (vi) The incumbents to the posts of Lecturer (senior scale) (i.e. the pre-revised scale of Rs.10000-15200) shall be re-designated as Assistant Professor, and their pay shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs.7000.
- (vii) Assistant Professors with completed service of 5 years at the AGP of Rs.7000 shall be eligible, subject to other requirements laid down by the AICTE, to move up to the AGP of Rs.8000.
- (viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- (ix) Incumbent Assistant Professor and Incumbent lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs.12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs.37400-67000 with AGP of Rs.9000 and shall be re-designated as Associate Professor.
- (x) Incumbent Assistant Professor and Incumbent lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 on 1.1 2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.
- (xi) Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade), as the case may be, until they are placed in the Pay Band of Rs.37400-67000 and re-designated as Associate Professor in the manner described in (x) above.
- (xii) Assistant Professors completing 3 years of teaching in the AGP of Rs.8000 shall be eligible, subject to other conditions, that may be prescribed by AICTE as applicable, to move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 and to be designated as Associate Professor.
- (xiii) Associate Professor completing 3 years of service in the AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the AICTE.

No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs.10000.

- (xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs.43000 in the Pay Band of Rs.37400-67000, with the applicable AGP of Rs.10000.
- (xv) Ten percent of the posts of Professors in a AICTE approved Institution shall be in the higher AGP of Rs.12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the AICTE, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ referred Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard.
- (xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations and as may be laid down by the AICTE.
- (xvii) All advancements to higher grade pay in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs.

b) Pay Scales of Principals in Colleges:

Appointments to the posts of Principal in Technical institutions shall be based on the conditions of eligibility, in respect of educational qualifications and teaching/research experience laid down by AICTE from time to time. The posts of Principal shall be in the Pay Band of Rs.37400-67000m with the AGP of Rs.10000 plus a Special Allowance of Rs.3000 per month.

c) Pay Scales and Career Advancement Scheme for Librarians etc:

I. Assistant Librarian/ College Librarian:

- (i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.
- (ii) All the conditions of eligibility and academic qualifications laid down by the AICTE shall be applicable for direct recruitment of Assistant Librarian/ College Librarian

II. Assistant Librarian (Senior Scale)/ College Librarian (Senior Scale)

- (i) The posts of Assistant Librarian (Senior Scale)/ College Librarian (Senior Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.
- (ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000. and if otherwise eligible as per guidelines laid down by the AICTE shall be eligible for the higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100.
- (iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per guidelines laid down by the AICTE, shall become eligible for the higher AGP of Rs.7000.
- (iv) After completing service of 6 years in the AGP of Rs.6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M. Phil shall, if otherwise eligible as per guidelines laid down by the AICTE move to the higher AGP of Rs.7000.
- (v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be fixed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000 at an appropriate stage based on their present pay.

III. Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

- (i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs.15600-32100 with AGP of Rs.8000 initially at the time of recruitment.
- (ii) On completion of service of 5 years Assistant Librarian (Sr. Scale) / College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian / equivalent posts in Pay Band of Rs.15600-39100, with Academic Grade Pay of Rs.8.000, subject to their fulfilling other conditions of eligibility (such as Ph.D degree or equivalent published work etc. for Deputy Librarian) as laid down by the AICTE. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.
- (iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.
- (iv) After completing 3 years in the Pay Band of Rs.15600-39100 with an AGP of Rs.8000, Deputy Librarians shall move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000, subject to fulfilling other conditions of eligibility laid down by the AICTE.
- (v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the AICTE, shall also be eligible for being placed in the AGP of Rs.8000.
- (vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs.12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000. They shall continue to be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade).
- (vii) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12000-18300 for being eligible to be placed in the higher Pay Band of Rs.37400-67000, shall be placed at an appropriate pay stage with an AGP of Rs.8000/- till they complete 3 years of service in Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade).
- (viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs.15600-39100 with AGP of Rs.8000. They shall move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs.8000.
- (ix) The existing conditions of eligibility and academic qualifications prescribed by the AICTE shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

d. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

I. Assistant Director of Physical Education (Assistant DPE) / College Director of Physical Education (College DPE)

- (i) The Assistant Director of Physical Education/ College DPE in the pre-revised pays scale of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.
- (ii) Pay of incumbent Assistant Directors of Physical Education / College DPE shall be fixed at an appropriate stage in the Pay Band of Rs.15600-39100 with an AGP of Rs.6000.
- (iii) All existing conditions of eligibility and academic qualifications laid down by the AICTE shall continue to be applicable for direct recruitment of Assistant Director of Physical Education / College DPE (Director of Physical Education).

II Assistant Director of Physical Education (Senior Scale) / College DPE (Senior Scale)

- (i) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) in the pre-revised pay scale of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.

- (ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the AICTE, move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100.
- (iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs.6000 shall, after completing service of five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000.
- (iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the AICTE, be eligible for being placed in the AGP of Rs.7000.
- (v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000.

III Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade) / College Director of Physical Education (Selection Grade)

- (i) After completing service of five years in the Pay Band of Rs.15600- 39100 with the AGP of Rs.7000 and subject to satisfying other eligibility conditions laid down by the AICTE, Assistant Director of Physical Education (Senior Scale) / College DPE (Senior Scale) shall move to AGP of Rs.8000 in the Pay Band of Rs.15600-39100. They shall be designated as Deputy Director of Physical Education / Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.
- (ii) After completing service of three years in the Pay Band of Rs.15600-39100 and the AGP of Rs.8000 and subject to eligibility laid down by the AICTE, Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) shall move to the Pay Band of Rs.37400-67000 with the AGP of Rs.9000. They shall continue to be designated as Deputy DPE/ Assistant DPE. (Selection Grade)/ College DPE (Selection Grade)
- (iii) All Incumbents to the post of Deputy DPE / Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the pre-revised Pay Scale of Rs.12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs.37400-67000 with AGP of Rs.9000.
- (iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the pre-revised Pay Scale of Rs.12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs.8000 in the Pay Band of Rs.15600-39100 till they complete the required service of three years as Deputy DPE/ADPE (Selection Grade)/ College DPE (Selection Grade) in the pre-revised Pay Scale.
- (v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs.8000 in the Pay Band of Rs.15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

Appendix - III

Incentives for Ph.D. / M.Tech. and other higher qualification is as indicated below :

- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by UGC.
- (ii) M.Phil degree holders at the time of recruitment to the post of lecturer shall be entitled to two non-compounded advance increments.

- (iii) Those possessing Post Graduate degree in a professional course such as M.Tech. in relevant branch / discipline recognised by a statutory University shall also be entitled to two non-compounded advance increments at the entry level.
- (iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant branch / discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- (v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work. If any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified.
- (vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university recognized by UGC.
- (vii) Teachers who acquire M.Phil degree or an M.Tech degree in a relevant Branch / discipline recognised by a Statutory University while in service, shall be entitled to one advance increment.
- (viii) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who is recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.
- (ix) Assistant Librarian/ College Librarian and other library personnel acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non compounded advance increments.
- (x) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in Library Science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Library Science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (xi) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for PhD. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the UGC for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.
- (xii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (xiii) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.
- (xiv) Notwithstanding anything in the foregoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D / M. Tech, at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.
- (xv) For posts at the entry level where no such advance increments were admissible for possessing Ph.D / M. Tech., under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M. Tech., shall be available to only those appointments which have been made on or after coming into force of this Scheme.

Faculty Norms:

The Faculty Norms prescribed for the Government, aided and University Constituent Engineering Colleges shall be as indicated below:

Programme	Cadre	Qualifications	Experience
Engineering/ Technology	Assistant Professor	B.E./B.Tech., and M.E./M.Tech., in relevant branch with First Class or equivalent either in B.E./B.Tech., or M.E./M.Tech.,	
MCA	Assistant Professor	B.E., / B.Tech., and M.E., / M.Tech., in relevant branch with First Class or equivalent either in B.E., / B.Tech., or M.E./M.Tech., OR B.E./ B.Tech., and M.C.A., with First class or equivalent in either B.E., / B.Tech., or M.C.A., OR M.C.A., with first class or equivalent with two years relevant experience.	
Management	Assistant Professor	First Class or equivalent in Masters Degree in Business Administration or equivalent and 2 years relevant Experience is desirable.	
HMCT	Assistant Professor	First class at Bachelors (3 year degree or Diploma after 10+2 in HMCT) or equivalent and Masters Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 8 years relevant experience OR First class at Bachelors 4 year degree or equivalent and Masters Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 7 years relevant experience	
Architecture	Assistant Professor	Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree	
Town Planning	Assistant Professor	Bachelors and Masters Degree in Town Planning with First Class or equivalent either in Bachelors or Masters Degree.	
Engineering/ Technology /MCA/ Management/ HMCT/ Architecture/ Town Planning	Associate Professor	Qualification as above that is for the post of Assistant Professor, as applicable and Ph.D or equivalent, in appropriate discipline Post Ph.D publications and guiding Ph.D student is highly desirable.	Minimum of 5 years experience in teaching / research / industry of which 2 years post Ph.D experience is desirable. In case of Architecture, Professional Practice of 5 years as certified by

Programme	Cadre	Qualifications	Experience
Engineering/ Technology /MCA/ Management/ HMCT/ Architecture/ Town Planning	Professor	<p>Qualifications as above that is for the post of Associate Professor, applicable</p> <p>Post Ph.D publications and guiding Ph.D students is highly desirable</p>	<p>Minimum of 10 years teaching /research / industrial experience of which at least 5 years should be at the level of Associate Professor.</p> <p>or</p> <p>Minimum of 13 years experience in teaching and/ or Research and/or Industry.</p> <p>In case of research experience, good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising / designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications / IPR / patents, etc. as deemed fit by the expert members of the Selection Committee.</p> <p>In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.</p>
	Principal	<p>Qualifications as above that is for the post of Professor, as applicable</p> <p>Post Ph.D publications and guiding Ph.D students is highly desirable</p>	<p>Minimum of 10 years experience in teaching / Research / Industry out of which at least 3 years shall be at the level of Professor.</p> <p>or</p> <p>Minimum of 13 years experience in teaching and/ or Research and/or Industry.</p> <p>In case of research experience, good academic record and books / research paper publications / IPR / patents record shall be</p>

Programme	Cadre	Qualifications	Experience
			required as deemed fit by the expert members of the Selection committee. If the experience in industry is considered, the same shall be at managerial level equivalent to Professor level with active participation record in devising / designing, developing, planning, executing, analyzing, quality control innovating, training, technical books/ research paper publications / IPR / patents etc. as deemed fit by the expert members of the Selection Committee. Flair for Management and Leadership is essential. In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.

1. Equivalence for Ph.D is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.
2. Ph.D shall be from a recognized University.
3. For an incumbent Assistant Professor, experience at the level of Assistant Professor will be considered equivalent to experience at the level of Associate Professor, provided the incumbent Assistant Professor has acquired or acquires Ph.D Degree in the relevant discipline.
4. Experience at Diploma Institutions is also considered equivalent to experience in degree level Institutions at appropriate level and as applicable. However, qualifications as above shall be mandatory.
5. If a class/ division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/ division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below.

Grade Point	Equivalent Percentage
6.25	55 %
6.75	60 %
7.25	65 %
7.75	70 %
8.25	75 %

Form of Option

(i) I, -----hereby elect the revised scale of the post with effect from 1st January, 2006.

(ii) I, -----hereby 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 the existing scale.
- The date of my promotion to -----

Existing scale-----

Date :

Place :

Signature :

Name :

Designation: -

Office in which employed-----

APPENDIX - VI

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Station:-

Signature -----

Name -----

Designation -----

College/Institution. -----

APPENDIX - VII

PAY FIXATION IN 2006 AICTE PAY SCALES**PROFORMA FOR FIXATION OF PAY**

Name of the College / Institution :

Name of the Teacher : Shri / Smt / Kum

Sl.No	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 01.01.2006 or on ----- (later date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [(a) and (b)]	
5	Revised Pay Band & AGP corresponding to the pre-revised scale at Sl No. 4 above	-

6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sl.No.7 or 9 or 10 above whichever is applicable)	
	b) Academic Grade Pay (Sl.No.7)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

12 Date of next increment and pay after increment.

Sl. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP	Basic Pay
1				
2				
3				
4				

13. Any other relevant information :

Date : _____ Signature & seal of Principal / Director

Place : _____

Attached herewith: 1. Form of option 2. Service Agreement 3. Undertaking

APPENDIX - VIII**PAY FIXATION IN 2006 AICTE PAY SCALES****AGREEMENT**

THIS AGREEMENT made this-----day of -----two thousand eleven between Shri/Smt/Kum----- Assistant Professor/Associate Professor/Professor of ----- 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/ Lecturer/Professor of -----/Principal of the said College/University from the -----day of ----- 199.

AND WHEREAS the Government of Karnataka has by Government Order No. ----- 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 revise the pay scale of the Employee and the Employer agreeing to accept and duly comply with the terms and conditions laid down by the Government of Karnataka by the said Government Order which the Employee has agreed 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 Order
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 cease to derive benefits of revised pay scales.

Shri/Smt/Kum-----

In witness whereof ----- 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.-----
