

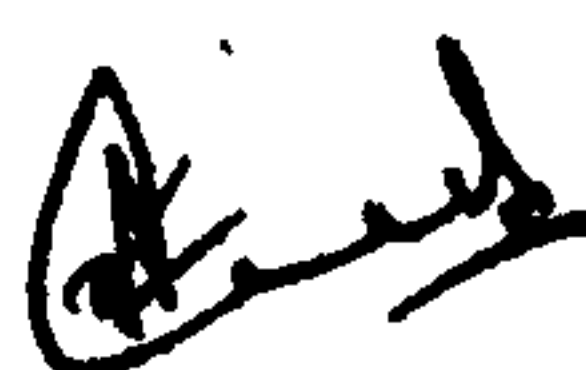
GOVERNMENT OF MANIPUR  
SECRETARIAT: HIGHER EDUCATION DEPARTMENT

ORDERS BY THE GOVERNOR: MANIPUR

Imphal, the 12<sup>th</sup> August, 2011.

**No.7(7)/3/2009-HE(Misc)Pt.(1):** In supersession of this Govt. Order of even number dated 3<sup>rd</sup> June, 2011 and also in consideration of the recommendations of the Government of India, Ministry of Human Resource Development, Department of Higher Education in their letter No.1-32/2006-U.II/U.I(i), dated the 31<sup>st</sup> December, 2008 read with the University Grants Commission (UGC) Notification No.F.3-1/2009 dated 30<sup>th</sup> June 2010, the Governor of Manipur is pleased to accord sanction to the revision of scales of Pay of different categories of the College Teachers (now re-designated) /equivalent Grades in the Government Colleges under the Department of Higher Education in Manipur as under:

Sl. No.	Name of different categories of College Teachers/ Equivalent	Existing Scale of Pay under ROP 1999	Revised Scale of Pay [Pay Band & Academic Grade Pay(AGP)]
(1)	(2)	(3)	(4)
1.	Demonstrator & Tutor	8000-275-13500	PB-2: Rs.9300-34800+GP Rs. 5400/- [Personal pay without any change in their designation].
2.(i)	Lecturer/College Librarian/ Physical Education Lecturer [Entry Level]	8000-275-13500	PB-3: Rs.15,600-39,100 + AGP Rs.6000/- [re-designated as Assistant Professor/College Librarian/College DPE <u>and fulfilling other UGC conditions</u> ]
2.(ii)	Lecturer (Sr. Scale)/College Librarian (Sr. Scale)/Physical Education Lecturer (Sr. Scale)	10000-325-15200	PB-3: Rs.15,600-39,100/- + AGP Rs.7000/-. [re- designated as Assistant Professor/College Librarian(SS) /College DPE(SS) to be granted on completion of 6(six) years at the level of Assistant Professor/College Librarian/College DPE, 5years of M. Phil. holders and 4 years of Ph.D. holders <u>and fulfilling other UGC conditions</u> ]
2.(iii)	Lecturer (Selection Grade)/Reader /College Librarian (SG)/Physical Education Lecturer (SG)	12000-420-18300	PB-3: Rs.15,600-39,100/- + AGP Rs.8000. [re-designated (a) as Assistant Professor /College Librarian (SG)/College DPE(SG) on completion of 5 years at the level of Assistant Professor /College Librarian [SS]/ College DPE[SS] in AGP of Rs. 7000/- <u>and fulfilling other UGC conditions.</u> (b) Lecturer (SG)/Reader in service at present shall continue to be re-designated as Lecturer (SG)/Reader till they completed 3 years]



2.(iv)	Lecturer(SG)/ Reader/College Librarian(SG)/ Physical Education Lecturer(SG) [3 years regular service in Selection Grade]	12000-420-18300	PB-4: Rs.37,400-67,000 + AGP Rs.9000/-. <b>[re-designated as Associate Professor /College Librarian(SG)/ College DPE(SG) on completion of 3 years in the AGP of Rs. 8000 and fulfilling other UGC conditions].</b>
3.	Professor	12000-420-18300	PB-4: Rs.37,400-67,000 + AGP Rs.10000/-. <b>[Associate Professor completing 3 years of service in the AGP of Rs.9000 and possessing Ph.D. degree and fulfilling other UGC conditions].</b>
4.(i)	Principal (Under Graduate College)	12000-420-18300 (minimum to be fixed at Rs.12840/-)	PB-4: Rs.37,400-67,000 + AGP Rs.10,000 + Rs.2,000 Special Allowance.
4.(ii)	Principal (Post Graduate College)	16400-450-20900- 500-22400 (minimum to be fixed at Rs.17300/-)	PB-4: Rs.37,400-67,000 + AGP Rs.10,000 + Rs.3,000 Special Allowances.

2. There shall be only 3 (three) different designations of Posts in respect of the teachers in the Govt. Colleges under Higher Education Department in Manipur namely, (i) Assistant Professor (ii) Associate Professor and (iii) Professor. However, there shall be no change in the existing designations in respect of Library and Physical Education personnel at various levels/positions in the Government Colleges. The eligibility for recruitment and to move up to the next Promotion at every stage shall subject to fulfilling all requirements and conditions laid down by the UGC.

3. These orders shall come into force notionally with effect from 01/01/2006 with **monetary benefit from 01/11/2010** and actual cash payment from 01/07/2011. The arrears for the period from 01/11/2010 to 30/06/2011 shall be deposited into their respective G.P.F Accounts of the employees.

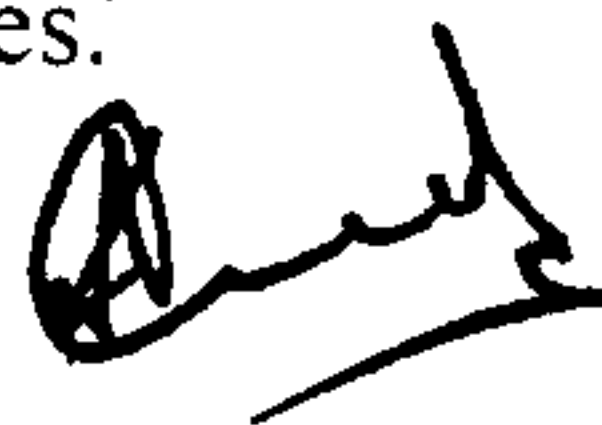
**However, for those employees who subscribe contribution under the New Pension Scheme and retired / expired, the arrears for the period from 01/11/2010 to 30/06/2011 shall be released in 2(two) equal instalments, first on 01/01/2012, and second on 01/07/2012.**

4. The AGP shall not be applicable to other Govt. Employees and other organized services under the Govt. of Manipur except to the categories of posts in the above table under first paragraph. **The term Academic Grade Pay (AGP) shall not be equated to Grade Pay (GP) provided to other Govt. employees for any purpose whatsoever.**

5. "Basic Pay" in the revised new pay structures means the pay drawn in the Prescribed Pay Band plus the applicable Academic Grade Pay (AGP) but does not include any other type of pay like special pay, etc. In the case of Demonstrator & Tutor, whose revised pay scales have not been prescribed under the UGC guidelines, the term "Basic Pay" in the revised pay structure means the pay drawn in the prescribed pay band + Grade pay.

6. The Government College Teachers shall not be allowed to take any Private Tuition/Private Teaching.

7. Rules relating to pension, family pension, gratuity and encashment of Leave salary/Leave of any kind, Ex- gratia Compensation, Provident Fund and New Pension Scheme now in force etc. shall be as applicable to other State Government employees.





8. For those College Teachers/Equivalent Grades who retired/superannuated between 01-01-2006 and 31-10-2010, Pension shall be calculated on the basis of notional pay and AGP in the revised pay.
9. The Governor of Manipur is further pleased to order that the relevant University Grants Commission (UGC)'s Guiding Conditions & Fitment Tables as in Annexure-1 (13 sheets) shall be followed.
10. The revised scales of pay shall be granted subject to exercising option in the Form Prescribed (in Annexure-II) within 3(three) months from the issue of this order.
11. This issues with the concurrence of the Finance Department (PIC) vide their U.O. No. 179/2011-2012/FD(PIC) dated 12/08/2011.

By orders & in the name of Governor,

(K. Moses Chalai)

Commissioner (Higher Education),  
Government of Manipur.


Memo No.7 (7)/3/2009-HE (Misc) Pt.(1):

Imphal, the 12<sup>th</sup> August, 2011.

Copy to:-

1. The Secretary to the Governor, Manipur.
2. The Secretary to Chief Minister, Manipur.
3. All PPS to Minister, Manipur.
4. Staff Officer to Chief Secretary, Government of Manipur.
5. The Accountant General, Central Revenue, New Delhi.
6. The Accountant General (A & E), Manipur.
7. The Addl. Chief Secretary, Government of Manipur.
8. The Accountant General, West Bengal, Kolkata.
9. All Principal Secretaries/Commissioners/Secretaries, Government of Manipur.
10. The Joint Secretary(Cabinet), Government of Manipur.
11. The Resident Commissioner, Government of Manipur, Manipur Bhavan, 2-Sardar Patel Marg, New Delhi.
12. The Secretary, Manipur Legislative Assembly, Manipur.
13. The Secretary, Manipur Public Service Commission, Imphal.
14. All Heads of Departments, Government of Manipur.
15. All Deputy Commissioners, Manipur.
16. The Director of Univ. & Higher Education, Manipur.
17. The Director, Information & Public Relations, Manipur.
18. The Deputy Registrar, Gauhati High Court, Imphal Bench, Imphal.
19. All Principals of Government Colleges, Manipur.
20. The Joint Resident Commissioner, Government of Manipur, Manipur Bhavan, 26-Rowland Road, Kolkata – 700020.
21. The Director, Printing & Stationery, Manipur for publication in the Extra-Ordinary Gazette. He is requested to supply 100 copies to this Department,
22. The Director of Treasuries, Manipur.
23. The Registrar, Manipur University, Canchipur.
24. All Treasury/ Sub-Treasury Officers, Manipur.
25. The Secretary, Council of Higher Secondary Education, Manipur.
26. The Secretary, Board of Secondary Education, Manipur.

- ✓
27. The System Analyst, Directorate of Information & Technology, Manipur for favour of uploading the same in the website.
  28. The Convener, Federation of College Teachers' Associations Manipur (FECTAM), Imphal.
  29. Guard File/Order Book.

 12.8.204.

(Y. Dimbajit Singh)  
Under Secretary (Higher Education),  
Government of Manipur.

-----



GUIDING CONDITIONS FOR GRANT OF REVISED PAY BAND + ACADEMIC GRADE PAY TO THE  
TEACHERS AND EQUIVALENT CADRES UNDER THE GOVERNMENT COLLEGES.

-----  
[Ref. Orders No. No.7(7)/3/2009-HE(Misc)Pt.1 dated / /2011.]

**REVISED PAY SCALES, SERVICE CONDITIONS AND CAREER ADVANCEMENT  
SCHEME FOR COLLEGE TEACHERS AND EQUIVALENT CADRES/POSITIONS.**

**1. PAY SCALES OF ASSISTANT PROFESSOR / ASSOCIATE PROFESSOR / PROFESSORS IN  
GOVERNMENT COLLEGES.**

- (1) Persons entering the teaching profession in Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs. 15600 - 39100 with Academic Grade Pay of Rs. 6000. Lecturers already in service in the pre-revised scale of Rs.8000 - 13,500 shall be re-designated as Assistant Professors with the said Academic Grade Pay of Rs. 6000. Their CAS Promotions would be subject to Academic Performance Indicators (APIs) criteria based Performance Based Appraisal System (PBAS) systems laid out in UGC Regulations, 2010.
- (2) An Assistant Professor with completed service of four years, possessing Ph. D. Degree in the relevant discipline shall be eligible for moving with Academic Grade Pay of Rs. 7000.
- (3) An Assistant Professor possessing M. Phil. Degree or Post-Graduate Degree in professional courses approved by the relevant Statutory Body, such as LLM / M. Tech., etc. shall be eligible for the Academic Grade Pay of Rs. 7000 after completion of five years service as Assistant Professor.
- (4) An Assistant Professor who do not have Ph.D. or M.Phil, or a Master's Degree in the relevant Professional course shall be eligible for Academic Grade Pay of Rs. 7000 only after completion of six years service as Assistant Professor.
- (5) The upward movement from Academic Grade Pay of Rs. 6000 to Academic Grade Pay of Rs. 7000 for all Assistant Professors shall be subject to their satisfying the Academic Performance Indicators (APIs) criteria based Performance Based Appraisal System (PBAS) conditions laid down by the UGC, from time to time.

**2. The Pay of the incumbents to the posts of Lecturer (Sr. Scale) ( i.e., in the unrevised scale of Rs. 10,000 -15,200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs. 15,600 – 39,100 based on their present pay, with Academic Grade Pay of Rs. 7000.**

- (1) Assistant Professor with completed service of 5 years at the AGP of Rs.7000 shall be eligible, subject to other API requirements laid down by the UGC Regulations, to move up to the Academic Grade Pay of Rs. 8000.
- (2) The post of Associate Professor shall be in the Pay Band of Rs.37,400 - 67,000 with Academic Grade Pay of Rs. 9000.



- (3) Incumbents Readers / Lecturers (SG) who have completed three years in the current pay scale of Rs. 12,000 - 18,300 on 1<sup>st</sup> January, 2006 shall be placed in the Pay Band of Rs. 37,400 - 67,000 with AGP of Rs. 9000 and shall be re-designated as Associate Professor.
- (4) Incumbents Readers / Lecturers (SG) who had not completed three years in the pay scale of Rs. 12,000 - 18,300 on 1<sup>st</sup> January, 2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15,600 - 39,100 with Academic Grade Pay of Rs. 8000 till they complete 3 (three) years of service in the grade of Lecturer(SG)/Reader, and thereafter shall be placed in the higher Pay band of Rs. 37,400 - 67,000 with AGP of Rs. 9,000 and accordingly re-designated as Associate Professor.
- (5) Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (SG) or Readers, as the case may be, until they are placed in the Pay Band of Rs.37,400 - 67,000 and re-designated as Associate Professor in the manner described (4).
- (6) Assistant Professors completing 3 (three) years of service of teaching in the Academic Grade Pay of Rs. 8000 shall be eligible, subject to the qualifying conditions prescribed by the UGC Regulations, 2010, to move to the Pay band of Rs.37,400 - 67,000 with Academic Grade Pay of Rs. 9000 and to be designated as Associate Professor.
- (7) Associate Professor completing 3 (three) years of service in the Academic Grade Pay 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 the satisfying the required credit points as per API based on PBAS methodology to be provided later on. No teacher other than those with a Ph.D. shall be promoted or appointed as Professor. The Pay Band of Professor shall be Rs.37,400 - 67,000 with Academic Grade Pay of Rs. 10000.

**3. PAY SCALES OF PRINCIPALS IN COLLEGES.**

- (1) The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37,400 - 67,000 with Academic Grade Pay of Rs. 10000 plus Special Allowance of Rs. 2000 per month and shall also be fixed at a stage not below Rs.43,000 as in the case of directly recruited Professors.
- (2) The posts of Principal in Post graduate Colleges shall also be in the Pay Band of Rs. 37,400 – 67,000 with Academic Grade Pay of Rs. 10000 plus a Special allowance of Rs. 3000 per month and shall also be fixed at a stage not below (Rs.43,000) as in the case of directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band – 4 with the AGP of Rs.10,000.





**4. PAY SCALES AND CAREER ADVANCEMENT SCHEME OF LIBRARIANS ETC.****(1) COLLEGE LIBRARIAN.**

- (a) College librarians in the pre-revised scale of Rs.8000 -13,500 shall be placed in the Pay Band of Rs. 15600 - 39100 with Academic Grade Pay of Rs. 6000.
- (b) All Conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of College Librarian.

**(2) COLLEGE LIBRARIAN (Sr. Scale)**

- (a) The posts of College Librarian (Sr. Scale) in the pre-revised scale of Rs.10,000 - 15,200 shall be placed in the Pay Band of Rs. 15600 - 39100 with Academic Grade Pay of Rs. 7000.
- (b) College Librarian possessing Ph.D. in Library Science at the entry level after completing service of four years and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for placement to the Academic Grade Pay of Rs. 7000.
- (c) College Librarian not possessing Ph.D. but only M. Phil in Library Science at the entry level after completing service of five years and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for placement to the Academic Grade Pay of Rs. 7000.
- (d) After completing six years in the Pay Band of Rs. 15600 - 39100 with Academic Grade Pay of Rs. 6000, College Librarian without the relevant Ph.D. and M. Phil. shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the Academic Grade Pay of Rs. 7000.
- (e) The Pay of the existing College Librarian (Sr. Scale) in the pre- revised scale of Rs. 10,000 - 15,200 shall be fixed in the Pay Band of Rs. 15,600 - 39,100 with Academic Grade Pay of Rs. 7000 an appropriate stage based on their present pay.

**(3) COLLEGE LIBRARIANS (SELECTION GRADE)**

- (a) On completion of service of five years, College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/equivalent posts in Pay Band of Rs.15,600 – 39,100, with Academic Grade Pay of Rs.8000, subject to their fulfilling other conditions of eligibility as laid down by the UGC. They shall be designated as College Librarian (Selection Grade).
- (b) After completing three years in the Pay Band of Rs.15,600 – 39,100 with an AGP of Rs.8000, College Librarians (Selection Grade) shall move to the Pay Band of Rs.37,400 – 67,000 and AGP of Rs.9000, subject to the fulfilling other conditions of eligibility laid down by the UGC.
- (c) Incumbents College Librarians (SG) who have completed three years in the pre-revised pay scale of Rs. 12,000 - 18,300 on 1<sup>st</sup> January, 2006 shall be fix at an appropriate stage in the Pay Band of Rs. 37,400 - 67,000 with Academic Grade Pay of Rs. 9000. They shall continue to be designated as College Librarian (Selection Grade).

- (d) Incumbents College Librarians (SG) who had not completed the requirement of three years in the pre-revised pay scale of Rs. 12,000-18,300, for being placed in the higher Pay band of Rs. 37,400 - 67,000, shall be placed at an appropriate stage with Grade pay of Rs. 8000 in the pay band of Rs. 15,600 - 39,100 till they completed three years of service as College Librarian (Selection Grade).

5. PAY SCALES AND CAREER ADVANCEMENT SCHEME OF PHYSICAL EDUCATION PERSONNEL.

(1) COLLEGE DPE/PHYSICAL EDUCATION LECTURER.

- (a) College DPE/Physical Education Lecturers in the pre-revised scale of Rs.8000 -13,500 shall be placed in the Pay Band of Rs. 15600 - 39100 with Academic Grade Pay of Rs. 6000.
- (b) All Conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of College DPE/Physical Education Lecturers.

(2) COLLEGE DPE/PHYSICAL EDUCATION LECTURER (Sr. Scale)

- (a) The posts of College DPE/Physical Education Lecturers (Sr. Scale) in the pre-revised scale of Rs.10,000 - 15,200 shall be placed to the Academic Grade Pay of Rs. 7000
- (b) College DPE/Physical Education Lecturers possessing Ph.D. in Physical Education at the entry level after completing service of four years and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for placement to the Academic Grade Pay of Rs. 7000.
- (c) College DPE/Physical Education Lecturers not possessing Ph.D. but only M. Phil in Physical Education at the entry level after completing service of five years and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for placement to the Academic Grade Pay of Rs. 7000.
- (d) After completing six years in the Pay Band of Rs. 15600 - 39100 with Academic Grade Pay of Rs. 6000, College DPE/Physical Education Lecturers without the relevant Ph.D. and M. Phil. shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the Academic Grade Pay of Rs. 7000.
- (e) The Pay of the existing College DPE/Physical Education Lecturers (Sr. Scale) in the pre-revised scale of Rs. 10,000 - 15,200 shall be fixed in the Pay Band of Rs. 15,600 - 39,100 with Academic Grade Pay of Rs. 7000 an appropriate stage based on their present pay.

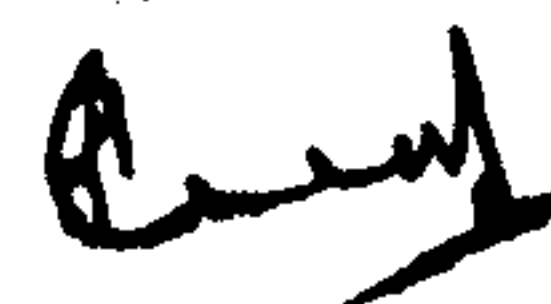
(3) COLLEGE DPE/PHYSICAL EDUCATION LECTURER (SELECTION GRADE)

- (a) After completing service of five years in the Pay Band of Rs.15,600 – 39,100 with the AGP of Rs.7000 and subject to satisfying other eligibility conditions laid down by the UGC, College DPE (Sr. Scale)/Physical Education Lecturer (Sr. Scale) shall move to AGP of Rs.8000 in the Pay Band of Rs.15,600 – 39,100. They shall be designated as College DPE (Selection Grade)/Physical Education Lecturer (Selection Grade).





- (b) After completing service of three years in the Pay Band of Rs.15,600 – 39,100 and the AGP of Rs.8000 and subject to eligibility laid down by the UGC, College DPE (Selection Grade)/Physical Education (Selection Grade) shall move to the Pay Band of Rs.37,400 – 67,000 with the AGP of Rs.9000. They shall continue to be designated as College DPE (Selection Grade)/Physical Education Lecturer (Selection Grade).
- (c) Incumbents College DPE/Physical Education Lecturers (SG) who have completed three years in the pre-revised pay scale of Rs. 12,000 - 18,300 on 1<sup>st</sup> January, 2006 shall be fix at an appropriate stage in the Pay Band of Rs. 37,400 - 67,000 with Academic Grade Pay of Rs. 9000. They shall continue to be designated as College DPE/Physical Education Lecturers (Selection Grade).
- (d) Incumbents College DPE/Physical Education Lecturers (SG) who had not completed the requirement of three years in the pre-revised pay scale of Rs. 12,000-18,300, for being placed in the higher Pay band of Rs. 37,400 - 67,000, shall be placed at an appropriate stage with Grade pay of Rs. 8000 in the pay band of Rs. 15,600 - 39,100 till they completed three years of service as College DPE/Physical Education Lecturers (Selection Grade).
6. INCENTIVES FOR Ph.D. /M. Phil. AND OTHER HIGHER QUALIFICATION TO TAKE EFFECT FROM 01.09.2008.
- (1) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in a relevant discipline by the University following process of registration, course work and external evaluation as prescribed by the UGC.
  - (2) M. Phil. Degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non compounded advance increments.
  - (3) Those possessing Post-Graduate degree in the professional course such as LLM/M. Tech. etc. recognized by the relevant statutory body /council, shall also be entitled to 2 non-compounded increments
  - (4) (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded advance increments if such Ph.D. is in a relevant discipline and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work and evaluation, etc.  
 (ii) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of UGC Regulations, 2010 or having been enrolled for Ph.D. have already undergone Course work as well as evaluation, if any, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of 3 non-compounded advance 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 UGC.
  - (5) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded advance increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by



the Commission for award of Ph.D. in respect of either Course-work or evaluation or both, as the case may be.

- (6) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of 3 non-compounded advance 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.
- (7) Teachers who acquire M. Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment.
- (8) Five non-compounded advance increments shall be admissible to College Librarian/College DPE/Physical Education Lecturer who are recruited at the entry level with Ph.D. degree in the discipline of library science/Physical Education from a University complying with the process of admission, registration, course work and evaluation process for award of Ph.D. in Library Science/Physical Education.
- (9) (i) College Librarian/College DPE/Physical Education Lecturer acquiring the degree of Ph.D. at any time while in service, in the discipline of Library Science/Physical Education from a University complying with the process prescribed by the UGC in respect of enrolment, course work and evaluation shall be entitled to 3 non-compounded advance increments.  
  
(ii) However, persons in posts of College Librarian/College DPE/Physical Education Lecturer who have already been awarded Ph.D. in library science/Physical Education at the time of coming into force of UGC Regulations, 2010 or having already undergone Course work as well as evaluation, if any, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of 3 non-compounded advance 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.
- (10) In respect of every other case of persons in the posts of College Librarian/College DPE/Physical Education Lecturer who have already enrolled for Ph.D. shall avail the benefit of 3 non-compounded advance increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for award of Ph.D. in respect of either Course-work or evaluation or both, as the case may be.
- (11) College Librarians/College DPE/Physical Education Lecturer in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of 3 non-compounded advance 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.
- (12) Two non-compounded advance increments shall be admissible for College Librarian/College DPE/Physical Education Lecturer with M. Phil, degree in library Science/



/Physical Education at the entry level. College Librarians/College DPE/Physical Education Lecturer acquiring M. Phil. Degree in library science/Physical Education at any time during the course of their service shall be entitled to one advance increment.

- (13) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M. Phil, at the entry level under the earlier schemes / Regulations shall not be entitled to the-benefits of advance increments under this Scheme.
- (14) Teachers, Library and Education Cadres who have already availed the benefits of increments as per the then existing policy of acquiring Ph.D./M. Phil, while in service, shall not be entitled to advance increments under these schemes.

## 7. OTHER TERMS AND CONDITIONS.

### (1) INCREMENTS

- (a) Each annual increments shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the respective stage in the Pay Band. The date of increment in the Revised Pay Structure will be on par with State Government employees.
- (b) Each advance increments 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.
- (c) The number of additional increments(s) on placement at each higher stage of AGP shall be as per the existing Schemes / Regulations of increments 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.15,600 - 39,100 to the Pay Band of Rs. 37,400 - 67,000.

## 8. (a) PAY FIXATION FORMULA:

- (1) The pay of College teachers and equivalent cadres shall be fixed and regulated as per "FITMENT TABLE" given in the UGC Regulations, 2010.
- (2) The Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 1.1.2006, in Teachers and equivalent cadres are appended in Appendix- A (6 pages).

## (b) ALLOWANCES

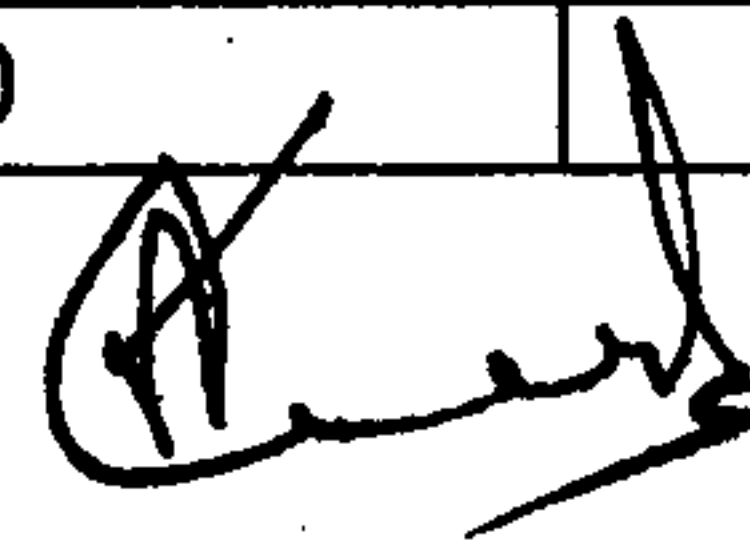
All allowances applicable to the State Government Employees of Manipur shall also be applicable to the teachers and equivalent cadres in Government Colleges.



FIXATION / FITMENT TABLE - I

- I) Incumbent Assistant Professor  
II) Incumbent College Librarian / Phy. Edn. Lecturer

Pre - revised scale Rs. 8000-275-13500	Revised Pay Band + AGP Rs. 15,600 – 39,100 + AGP 6000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

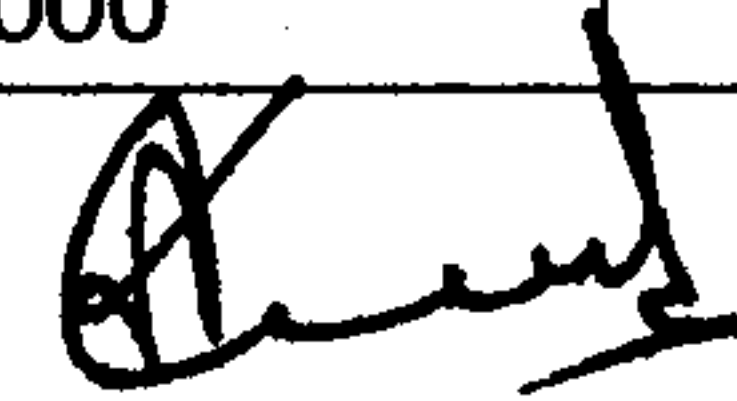




FIXATION / FITMENT TABLE -II

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

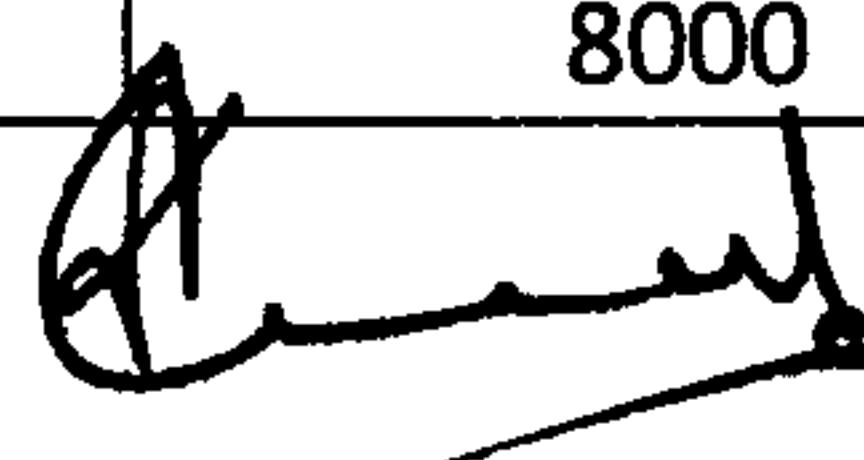
Pre - revised scale Rs. 10000-325-15200	Revised Pay Band + AGP Rs. 15600-39100 + AGP 7000.		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090



**FIXATION / FITMENT TABLE -III**

- I) Incumbent Readers and Lecturer (SG) with less than 3 years of service.  
II) Incumbent College Librarian (Selection Grade)/ Phy. Edn. Lecturer (Selection Grade) with less than 3 years of service

Pre - revised scale Rs. 12000 - 420 -18300	Revised Pay Band + AGP Rs. 15600- 39100 + AGP 8000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390





FIXATION / FITMENT TABLE – IV

- I) Incumbent Readers and Lecturer(SG) with 3 years of service.  
II) Incumbent College Librarian (Selection Grade)/ Phy. Edn. Lecturer  
(Selection Grade) with 3 years of service.

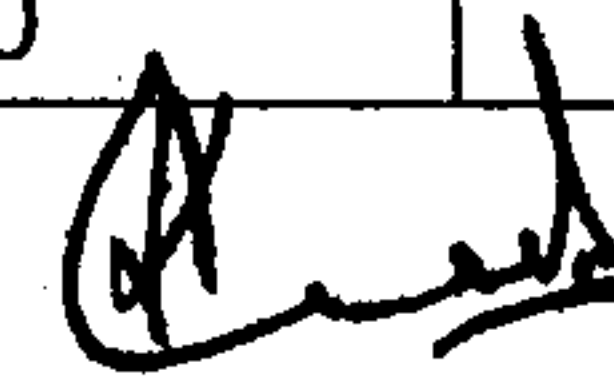
Pre - revised scale Rs. 12000-420-18300	Revised Pay Band + AGP Rs. 37400-67000+ AGP 9000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700



FIXATION / FITMENT TABLE – V

- I) Incumbent Professor in College  
II) Incumbent Principals of PG Colleges

Pre - revised scale Rs. 16400 – 450 – 20900 – 500 – 22400 (S 27 and S 29 )	Revised Pay Band + AGP Rs. 37400-67000+ AGP 10000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860





**FIXATION / FITMENT TABLE – VI**

**Incumbent Principals of UG Colleges**

Pre - revised scale Rs. 12000-420-18300 (minimum to be fixed at Rs. 12840)	Revised Pay Band + AGP Rs. 37400-67000+ AGP 10000		
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic pay
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700



ANNEXURE-II

Form for Option

1. I, ..... hereby opt/elect the revised pay scales of the Government College Teachers/ Equivalent Grades working under Higher Education Department, Government of Manipur sanctioned vide order No. 7(7)/3/2009-HE(Misc)Pt.(1): dated . . . . August, 2011 issued as per Finance Department (PIC)'s U.O. No..... dated ..... August, 2011.
2. The option hereby exercised is final and will not be modified by me on any subsequent date.

Dated ..... 2011

Signature .....

Name .....

Designation .....

Place of posting .....

Signed before me

Dated ..... 2011

Signature of Principal .....

Name of College .....

Dated ..... 2011

Countersignature of Director/Addl. Director  
(UHE), Manipur.

