

BY SPEED POST/REGISTERED POST/SPECIAL MESSENGER

OFFICE OF THE PRINCIPAL ACCOUNTANT GENERAL (A&E), WEST BENGAL  
TREASURY BUILDINGS::KOLKATA-700 001.

Circular No. Pen. Co-ordn./Andhra Pradesh/Vol.-VI/Rev-IIEdn-UGC/66 Date : 08-09-2021

*Subject : Revision of pension/family pension and grant of dearness relief with effect from 01-01-2016 in respect of pre-2016 pensioners/family pensioners of University/Government Degree Colleges and Aided Teaching Staff of Private Aided Degree Colleges who drew UGC Scales of Pay.*

This is to state that the Government of Andhra Pradesh in their G.O.Ms.No. 15 dated 13-02-2019 has revised the pension/family pension of their existing pre-2016 pensioners/family pensioners of University/Government Degree Colleges and Aided Teaching Staff of Private Aided Degree College Teachers who drew UGC Scales of Pay and retired/died prior to 01-01-2016.

2. As per the GO the pension/family pension of existing pre-01-01-2006 pensioners/family pensioners shall be consolidated with effect from 01-01-2006 by adding together :

(i) The revised pension/family pension with effect from 01-01-2016 shall be determined by multiplying the existing pension/family pension, as had been fixed at the time of implementation of Sixth Central Pay Commission recommendations, by 2.57. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee; or

(ii) The pension/family pension with effect from 01-01-2016 may be revised by notionally fixing the pay of pensioners in the pay matrix recommended by the Seventh Central Pay Commission in the level corresponding to the pay in the pay scale/pay band and grade pay at which pensioners retired/died. This will be done by notional pay fixation under each intervening Pay Commission based on the formula for revision of pay. While fixing pay on notional basis, the pay fixation formulae approved by the Government and other relevant instructions on the subject in force at the relevant time shall be strictly followed. 50% of the notional pay as on 01-01-2016 shall be the revised pension and 30% of this notional pay shall be the revised family pension with effect from 01-01-2016. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.

3. In cases where pension/family pension with effect from 01-01-2016, is arrived at in accordance with point 2 (i) above or worked out in accordance with point 2 (ii) above, the pension/family pension whichever is higher shall be treated as revised pension/family pension with effect from 01-01-2016.

4. In the case of those employees who retired/died before 01-01-1986, the pension may be worked out on lines with concordance tables given in Government of India F. No. 38/37/2016 P&PW (A) dated 06-07-2017, based on their notional pay as on 01-01-1986, which was fixed in accordance with G.O.Ms.No. 31 dated 24-05-2013 (this office circular No. Pen. Co-ordn./Andhra Pradesh/Vol.-V/Rev-IIIEdn-pre-96/117 dated 13-08-2014).

5. For the purpose of point 2(ii) to arrive at notional fixation of pay of the pensioners/family pensioners, the concordance tables given in the Government of India Letter No. 38/37/2016-P&PW(A) dated 06-07-2017 shall be followed. A copy of the same is annexed.

6. The amount arrived as above, will be regarded as the revised pension or family pension, as the case may be, with effect from 01-01-2016.

7. In case where the pension consolidated is treated as the final full pension, it shall not be lower than 50% of the corresponding pay in the revised pay scale, corresponding to the pre-revised pay scale, from which the pensioner had retired. Such pension will be suitably reduced pre-rata, where the pensioner has less than the maximum required service for full pension as per rule applicable to the pensioner as on the date of his/her superannuation/retirement and in no case, it will be less than the minimum pension, as prescribed by the Government from time to time. Similarly, in case where the family pension so consolidated is treated as final, it shall not be less than 30% of the corresponding pay in the revised scale of pay introduced with effect from 01-01-2016, for the post held by the concerned pensioner.

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8. The pay scales as indicated in G.O.Ms.No.14 dated 13-02-2019 (copy enclosed) shall be followed, for allowing the minimum pension/family pension.

9. Consequent upon revision of pension/family pension as above, the Government of Andhra Pradesh in their G.O.MS.No. 7 dated 03-02-2020 and G.O.Ms.No. 98 dated 01-12-2020 has also ordered for payment of dearness relief on the consolidated pension as detailed hereunder. The dearness relief shall be rounded off to the next rupee.

Date of effect	Rate of dearness relief per month
01-01-2016 to 30-06-2016	Nil
01-07-2016 to 31-12-2016	2% of basic pension/family pension
01-01-2017 to 30-06-2017	4% of basic pension/family pension
01-07-2017 to 31-12-2017	5% of basic pension/family pension
01-01-2018 to 30-06-2018	7% of basic pension/family pension
01-07-2018 onwards	9% of basic pension/family pension

10. The revised pension shall be paid with effect from 01-04-2019. The orders on the arrears consequent on revision of the pension with effect from 01-01-2016 to 31-03-2019 will be issued separately on receipt of authority from the office of the Accountant General (A&E), Andhra Pradesh.

11. The pensioners are not entitled to commute any portion of pension on the difference in pension now admissible as per these orders.

12. Additional quantum of pension, medical allowance and other related benefits shall be applicable as per the orders issued by the Government of Andhra Pradesh from time to time.

13. The pension disbursing officers shall communicate the amount of revised basic pension/enhanced family pension/normal family pension to all the service pensioners and family pensioners and obtain their acknowledgement in token of having received the same. Simultaneously the details of revised basic pension/family pension shall be kept in the website.

14. All the pension disbursing officers shall note the revised pension as per these orders in the pension payment orders. They shall simultaneously calculate and note the corresponding revised enhanced family pension in the pension payment orders. Similarly in case where enhanced family pension is being paid, the normal family pension to be payable in future, shall also be revised and noted on the pension payment orders.

15. Having been authorised by the Accountant General (A&E), Andhra Pradesh in their letter Nos. AG(A&E)/AP/PM-I/OGP/2020-21/298108 (SSA No. 15749) dated 09-07-2020, AG (A&E)/AP/PM-I/OGP/2020-21/298401 (SSA No. 15786) dated 24-07-2020, AG(A&E)/AP/PM-I/OGP/2020-21/304483 (SSA No. 15855) dated 05-03-2021 and AG(A&E)AP//PM-I/OGP/2020-21/302912 (SSA No. 15844) dated 29-01-2021, it is requested to make necessary arrangement for revision of pension/family pension and payment of dearness relief with effect from 01-04-2019 to the pre-2016 Andhra Pradesh Government teacher pensioners/family pensioners of University/Government Degree Colleges and Aided Teaching Staff of Private Aided Degree College Teachers who drew UGC Scales of Pay after proper adjustment.

16. The University/Government and Aided Teaching Staff in Aided Colleges who have retired after 01-01-2016 with the benefit of Andhra Pradesh Revised UGC Scales of Pay 2016 are not eligible for such revision of pension. Their pension will be revised based on their new pay fixed in the UGC Pay Scales of 2016.

17. The charges on this accounts are debitible to the head "8793-I.S.S. A/cs.; Government of Andhra Pradesh etc."

*Receipt of the circular may please be acknowledged.*

*Encl : As stated above.*

  
Sr. Accounts Officer

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**Copy to :**

1. Accountant General (A&E), Andhra Pradesh, Hyderabad – 500 004.
2. All Treasury Officers in West Bengal.
3. Director of Treasuries and Accounts, Government of West Bengal, Mitra Building, 3<sup>rd</sup> floor, 8, Lyons Range, Kolkata-700 001.
4. OSD & Ex-officio Joint Secretary, Finance (e-governance group) Department, Government of West Bengal, Nabanna, 12th floor, Room No. 1205, 325 Sarat Chandra Chatterjee Road, PO – Shibpur, Howrah – 711 102.
5. BO-in-charge : PPA PP Pcn-VI Pcn-IV PPParty & PFC of this office.
6. AAO-in-charge : PPA PP Pcn-VI Pcn-IV PPParty & PFC of this office.
7. BO & AAO-in-charge of PenEDP with the request to send a scanned copy of the circular to DTA, West Bengal at [dtawestbengal@gmail.com](mailto:dtawestbengal@gmail.com) and [ifms-wb@gov.in](mailto:ifms-wb@gov.in). He is also requested to upload the circular in this office website in employees' login.
8. BO & AAO-in-charge of Admn. Hindi Cell with the request to translate the circular in Hindi.
9. BO & AAO-in-charge of AM, Legal Cell, ITSC & TIParty.



ORDER

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

**UNIVERSITIES AND COLLEGES - Implementation of UGC Revised Pay Scales, 2016 to the Teaching staff in the Universities and Colleges with effect from 01.01.2016 - Orders - Issued.**

**HIGHER EDUCATION (UE) DEPARTMENT**

G.O.Ms.No.14.

Dated:13.02.2019.

Read the following:-

1. G.O.Ms.No. 14 Higher Education (UE.II) Department, Dated:20.2.2010.
2. G.O.Ms.No 38, Higher Education(U.E.II) Department, Dated: 23.6.2016
3. Govt.Lr.No. 2398/UE/A1/2017 Dated:29.6.2017 with UGC Regulations 2016
4. MHRD Govt. of India F.No.1-7/2015-U.II(1) Dated:2.11.2017
5. Secretary, UGC F.No.23-4/2017(PS), Dated:31.1.2018
6. UGC Regulations F.No.1-2/2017(EC/PS), Dated:18.7.2018
7. G.O.Rt.No.267 Higher Education (UE) Department Dated:27.11.2018
8. Report of the Committee, Dated: 23.1.2019.

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**ORDER :**

In the G.O. first read above, orders have been issued extending the UGC Revised Pay Scales of 2006 which are analogous to the University Grants Commission Scales of pay to the Teachers, Librarians and Physical Education personnel in the Universities and Colleges in the State.

2. In the G.O. second read above and letter 3<sup>rd</sup> read above, orders were issued substituting the appendix of G.O.Ms.No.14, to that of UGC Regulations 2010 and communicated the UGC Regulations, 2016.

3. In the reference 4<sup>th</sup> and 5<sup>th</sup> read above, Government of India has revised the UGC Scales for University and College Teachers with effect from 01.01.2016 and communicated the same by the University Grants Commission to all State Governments for immediate action in a time a bound manner. It is stated, among other things, that the Government of India will provide financial assistance to the State Governments who wish to adopt and implement the revision of Pay scales subject to the following terms and conditions:

- (a) The Central Government will provide financial assistance to the State Governments for the period from 1.1.2016 to 31.3.2019, which have opted for these revised pay scales, to the extent of 50% of the additional expenditure involved in the implementation of the revision.
- (b) The State government will meet the remaining 50% of the expenditure from their own sources for the period from: 1.1.2016 to 31.3.2019 and the entire liability on account of revision of pay scales, etc., of University and college teachers would be taken over by the State Government w.e.f. 1.4.2019.

- (c) Financial assistance from the Central Government will be provided to those posts which were in existence and had been filled up as on 1.1.2016.
- (d) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/scales of pay from a date on or after 1.1.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s);
- (e) Payment of Central assistance for implementing this Scheme is also subject to the conditions that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented and scales of pay mentioned herein above.
- (f) The proposal for claiming the reimbursement from MHRD should be submitted well before 31.3.2019. No proposal beyond this date will be accepted.

4. In the reference 6<sup>th</sup> read above, the University Grants Commission issued UGC Regulations, 2018 for minimum qualifications for appointment of teachers and other academic staff in the Universities and Colleges and measures for the maintenance of standards in higher education.

5. In the reference 7<sup>th</sup> read above, the Government have constituted a Committee to examine the implementation of UGC Pay Scales of 2016 and UGC Regulations 2018 with the following terms of references and submit its report to the Govt.

- [a] To examine the terms and conditions stipulated in the Govt. of India letter Dated.02.11.2017 forwarded by UGC in its letter dt.31.01.2018 and UGC Regulations 2018 with regard to the Pay Scales in 7<sup>th</sup> PRC, its structure, increments, allowances and its applicability to the teachers working in all State Universities funded by the State Government, Government and Government Aided Colleges offering Degree, Education and Physical Education courses.
- [b] To examine the additional financial commitment @ 50% on the part of the State Government from 1.1.2016 to 31.3.2019 to claim 50% arrears from MHRD,GOI during the period and 100%subsequently.
- [c] To examine the formulae evolved by MHRD as per Govt. of India Lr.No.1-1/2017-V.II dt.11.6.2018 for consolidation of pension w.e.f.1.1.2016 to the university and college teachers who have drawn UGC Pay Scales and retired from service before 1.1.2016 and approximate additional financial commitment to be borne by the Government.



- b
- (d) To examine the UGC Regulations 2018 on maintenance of academic standards, selections of teachers under direct recruitment and CAS.
  - (e) To examine the Regulations on service matters of the teachers and on other general aspects.

6. The committee has submitted the report to the State Govt on 23.1.2019 in the reference 8<sup>th</sup> read above. After careful examination of the committee, the Government of Andhra Pradesh have decided to implement U.G.C. Revised Pay Scales, 2016 to the University and College Teachers with effect from 1.1.2016 in the State of Andhra Pradesh as shown in the Appendix to this order.

7. **Short title:**

These pay scales may be called the Andhra Pradesh Revised U.G.C. Scales of Pay, 2016.

8. **Coverage and Applicability :-**

(1) The UGC Revised Pay Scales of 2016 are applicable to the University and College Teachers, Librarians, Directors of Physical Education admitted to the privileges of the Universities.

(2) The scales shall be applicable to the faculty of all the State funded universities established through State Act and receiving Block Grants, Government Degree Colleges and Aided teaching staff in the Private Aided Degree Colleges, where UGC Scales of pay of 2006 were implemented/ extended.

(3) These orders are also applicable to such of the Institutions which follow the norms/regulations prescribed by UGC/their respective National Councils, provided the qualifications and other criteria are not lower than those prescribed by the UGC Regulations.

(4) These scales are applicable to those university and college teachers who were under the UGC scales of pay as on 1.1.2016 and recruited thereafter and fulfilled all the eligibility criteria laid down by the UGC for the purpose in the UGC Revised Pay Scales, 2016.

(5) The UGC Revised Pay Scales, 2016 are applicable to the teachers who were in the scales other than UGC and came under the UGC Scales after 1.1.2016, by option.

(6) Teachers who were given UGC Revised Pay Scales of 2006 with conditions to fulfil within a time frame but failed to fulfil the same will not be eligible for the UGC Revised Pay Scales 2016 until they fulfil the conditions. They may be given the new scales prospectively as and when they fulfil the conditions. Further, the UGC Revised Pay Scales 2016 shall not be extended with conditions for ineligible teachers.

(7) The non-Teaching cadres like Registrars, Controller of Examinations and Finance Officers etc., in respect of the state funded institutions, shall continue to be governed by the existing service conditions and state pay scales as approved by the

Universities. And these scales are not applicable to the teachers who are drawing the UGC Scales of Pay and occupy these posts on deputation or transfer or by appointment.

**9. Date of effect;**

These pay scales shall come into force with effect from 01.01.2016.

**10. Pay Scales and Pay Fixation Formula :**

(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> Central Pay Commission (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 Rationalisation (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 of all eligible university and college teachers in the UGC Scales of Pay as on 1.1.2016 shall be fixed at the corresponding pay in the UGC RPS 2016 as per the Pay Matrix Tables annexed with effect from 01.01.2016.
- g) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay are annexed shall be implemented.
- h) 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



multipled 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 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.

**(i) Revised pay for Teachers in Universities and Colleges**

Existing pay	Revised pay
Assistant Professor (at Rs.6000 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. 7000 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. 8000 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. 9000 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. 10000 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/-)

**(ii) Revised pay for Librarians in Universities and Colleges**

Existing pay	Revised pay
Assistant Librarian / College Librarian (at Rs.6000 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 (Sr. Scale)/ College Librarian (Sr. Scale) (at Rs. 7000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian (Sr. Scale)/ College Librarian (Sr. 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. 8000 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. 9000 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. 10000 AGP in PB Rs. 37,400-67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

(iii) 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.6000 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. 7000 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 (at Rs. 8000 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 (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 (at Rs. 9000 AGP in PB Rs. 37,400- 67,100)	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
University Director of Physical Education & Sports (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

- (ii) The minimum pay and maximum pay matrix of the category concerned i.e. Assistant Professor, Assistant Professor-Senior Scale, Assistant Professor - Selection Grade, Associate Professor, Professor and Senior Professor, may be fixed as the pay scale of that category duly indicating the academic level of that category.

Category	Academic level	Pay scale
Asst. Professor	10	Rs. 57,700-1,82,400
Asst. Professor Sr.Scale	11	Rs. 68,900-2,05,500
Asst. Professor Sel.Gr.	12	Rs. 79,800- 2,11,500
Associate Professor	13A	Rs. 1,31,400-2,17,100
Professor	14	Rs. 1,44,200-2,18,200
Senior Professor	15	Rs. 1,82,200-2,24,100

**11. Revised pay of the Vice-Chancellor of Universities**

- (i) 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. 5000/- per month.

**12. 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. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/- with the existing special allowance of Rs.2000/- per month.
- (ii) Post Graduate Colleges : The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

**Note:**

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (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 principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals pay.

**13. 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 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.
- (iii) The option date of increment as on 1<sup>st</sup> Jan or 1<sup>st</sup> Jul will have effect as and when the teacher concerned was appointed or promoted. Till such time, the existing procedure of 1<sup>st</sup> July will continue. The clarification issued by the Ministry of Finance vide No.4-21/2017-IC/E.III (A) dt.31.7.2018 in this regard is to be followed.

#### 14. 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 (F.R. 22 a (i)) 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 then level.

#### 15. Allowances

- (1) The percentage of HRA as clarified vide No. 2/5/2017-EII(B), Dated: 07.07.2017 of the Ministry of Finance, Govt. of India shall be followed w.e.f. 01.07.2017.

City	Cities in AP	HRA rates as per 2006	HRA Rates as per 2016		
			DA upto 25%	DA crosses 25%	DA crosses 50%
X	Nil	30%	24%	27%	30%
Y	Vijayawada, Vizag, Guntur, Nellore	20%	16%	18%	20%
Z	Remaining cities	10%	8%	9%	10%

- (2) In respect of all allowances, except DA & HRA, state rules shall be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees, from time to time, shall be implemented. In respect of other allowances, except DA & HRA, the State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.

**16. Recruitment and Qualifications, Selection procedures and other service conditions :**

(1) The Recruitment and Qualifications, Selection Procedures, general service conditions, teaching days, work load, code of professional ethics, accountability etc., shall be as indicated in the schedule to this order.

(2) Supplementary Rules will be issued for effective implementation of UGC Regulations 2018.

(3) Pension, Gratuity, ex-gratia compensation etc. The State Government Orders shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Scales on par with the State Government employees from time to time.

(4) Superannuation age - The existing age of superannuation of teachers in the State Universities and Colleges, shall apply from time to time.

(5) Medical Benefits: The state Govt orders shall be apply from time to time.

17. On account of implementation of 2016 U.G.C. scales of pay w.e.f. from 1.1.2016, the Government of A.P. shall make a claim towards central assistance to the extent of 50% of the additional expenditure involved immediately for the period from 01.01.2016 to 31.03.2019.

18. Anomalies if any in the implementation of the scheme should be brought to the notice of Government for clarification.

19. Payment of arrears in UGC revised Pay Scales of 2016, from 1.1.2016 to 31.3.2019 will be credited into GPF account of the teacher concerned on receipt of reimbursement from MHRD and the revised salary in UGC Scales of Pay of 2016 will be paid from 1.4.2019.

20. In respect of employees who were appointed to service on or after 01.09.2004 and are governed by the Contributory Pension Scheme (CPS), out of the arrears payable for the period from 01.01.2016 to 31.03.2019, 10% of arrears shall be credited to the PRAN accounts of the individuals along with the employer share as per G.O.Ms.No.250, Finance (Pen.I) Department, dated: 06-09-2012 and the remaining 90% of arrears shall be paid, in cash in three instalments, on receipt of reimbursement from MHRD share and the revised salary in UGC Scales of Pay of 2016 will be paid from 01.04.2019.

21. This order issues with concurrence of Finance (PC&TA) Department vide their Fin.U.O.No 62021/15/2018-PC and TA, Dated:12/02/2019.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**K. DAMAYANTHI**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

To  
All the Registrars of State funded Universities,  
The Commissioner of Collegiate Education, Vijayawada.  
The Commissioner, School Education, Vijayawada.  
The Secretary, UGC, New Delhi,