

**GOVERNMENT OF PUNJAB
DEPARTMENT OF HIGHER EDUCATION
(EDUCATION, 1 BRANCH)**

NOTIFICATION

2-9-2009

No.10/3/09-3Edu.1/ 3321 Having regard to the decision of the Government of India in pursuance of the recommendations of the University Grants Commission, the Governor of Punjab is pleased to revise the scales of pay of teachers and equivalent cadres in universities and colleges in the state with effect from 1st January, 2006, as per the details given below:-

(i) SCALE OF PAY OF TEACHERS AND EQUIVALENT CADRES IN UNIVERSITIES AND COLLEGES:-

Sr.No.	Category	Existing	Revised	
		Scales of pay	Scales of pay	Designation
For University and College Teachers:				
1.	Lecturer	Rs. 8,000-275-13,500	Rs. 15600-39100+AGP 6000	Assistant Professor
2.	Lecturer (Sr. Scale)	10,000-325-15,200	15,600-39100+AGP 7000	Assistant Professor
3.	Lecturer (Sl. Grade)/ Reader (with less than 3 years of service)	12,000-420-18,300	15600-39100+AGP 8000	Assistant Professor
4.	Lecturer (Sl. Grade)/ Reader (with 3 years of service)	12,000-420-18,300	37400-67000+AGP 9000	Associate Professor
5.	Professor	16,400-450-22400	37400-67000+AGP 10000 37400-67000+AGP 12000	Professor Professor
6.	Principals of Colleges (i)	12000-420-18300	37400-67000+AGP 10000 + Special Allowance of Rs.2000 pm for under graduate colleges and Rs.3000 for post graduate colleges	Principal
		(ii) 16400-450-20900- 500-22400	37400-67000+AGP 10000 + Special Allowance of Rs.2000 pm for under graduate colleges and Rs.3000 for post graduate colleges	Principal
7.	Vice-Chancellor	25000 (Fixed)	75000 (Fixed) + Special Allowance of Rs.5000 pm	

Handwritten signature

Revised pay scale, pay structure, eligibility,
career advancement scheme and service conditions

I. General

- (i) There shall be only three designations in respect of teachers in universities and colleges, namely, 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 University Grants Commission (UGC) 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 Universities and Colleges 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) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.
- (v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.
- (vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

Series, service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

- (a) Assistant Professor/Associate Professors/Professors in Colleges & Universities
- (i) Persons entering the teaching profession in Universities and Colleges 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 discipline shall be eligible, for moving up to AGP of Rs. 7000.
 - (iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.
 - (iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 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 the UGC.
 - (vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and 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 UGC, 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 Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.
 - (x) Incumbent Readers and 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)/Reader, and thereafter shall be placed in the higher Pay Band of Rs. 37400-67000 and accordingly re-designated as Associate Professor.

- (xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.
- 3 yrs
F- 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 the UGC and the university, 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 UGC and if any by the university. 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 university 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 UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.
- (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 UGC through Regulations and as may be laid down by the university.
- (xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned

...institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors in Under Graduate and Post Graduate Colleges:

(xviii) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

(xix) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

Government of Punjab
Department of Education
(Education .I Branch)

Supdt A

RS

18/5/99



NOTIFICATION

No. 10/22/98-5Edu.I/6866

Dated Chandigarh the 24.3.99

The Governor of Punjab is pleased to revise the pay scales of teaching personnel of the Privately affiliated aided Colleges in the State at par with University/ Government Colleges with effect from 1.1.96 as issued vide Government Notification No. 10/22/98-5Edu.I/4257 dated 20.2.99/10.3.99 and Notification dated 12.3.99 issued vide endorsement No.10/22/98-5Edu.I/5813-27 Dated 12.3.99.

Department of Education

G. P. S. Sahi

(Education .I Branch)

Principal Secretary to Govt. Punjab

Department of Higher Education

NOTIFICATION

No. 10/22/98-5Edu.I/6861-69

Dated Chandigarh the 24.3.99

Dated Chandigarh the 24.3.99

ਦਫ਼ਤਰ ਡਾਇਰੈਕਟਰ ਸਿੱਖਿਆ ਵਿਭਾਗ (ਕਾ) ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ

- ਪਿਛੇ ਪਿਛੇ ਨੰ: 851(ਸ) 10/22/98-5Edu.I/6861-69 ਅਫ਼ਿਲਿਏਟਿਡ ਕਾਲਜਾਂ ਦੇ ਟੀਚਰਾਂ ਦੇ ਪੇਸ਼ਾਵਰੀ ਪੱਧਰਾਂ ਦੇ ਸੁਧਾਰ ਲਈ ਸਰਕਾਰ ਵਲੋਂ ਜਾਰੀ ਕੀਤੀਆਂ ਗਈਆਂ ਨੋਟੀਫਿਕੇਸ਼ਨਾਂ 10/22/98-5Edu.I/4257 ਅਤੇ 12-3-99 ਨਾਲ ਨਿੱਕੀ ਰੇਟਾਂ ਤੇ ਮੁੜ ਨਿਯੁਕਤੀਆਂ ਕਰਨ ਲਈ ਸਰਕਾਰੀ ਨੋਟੀਫਿਕੇਸ਼ਨਾਂ ਜਾਰੀ ਕੀਤੀਆਂ ਜਾਂਦੀਆਂ ਹਨ।
1. ਸਰਕਾਰ ਵਲੋਂ ਐਂਡੋਰਸਮੈਂਟ ਨੰ. 10/22/98-5Edu.I/5813-27 ਦਿੱਤੀ ਗਈ ਹੈ।
 2. ਡਿਪਟੀ ਡਾਇਰੈਕਟਰ (ਅਫ਼ਿਲਿਏਟਿਡ ਕਾਲਜਾਂ) ਚੰਡੀਗੜ੍ਹ।
 3. ਮੁਖ ਡਾਇਰੈਕਟਰ (ਸਿੱਖਿਆ ਵਿਭਾਗ ਡਾਇਰੈਕਟਰੇਟ) ਚੰਡੀਗੜ੍ਹ।
 4. ਡਾਇਰੈਕਟਰ (ਸਿੱਖਿਆ ਵਿਭਾਗ ਡਾਇਰੈਕਟਰੇਟ) ਚੰਡੀਗੜ੍ਹ।
 5. ਡਾਇਰੈਕਟਰ (ਸਿੱਖਿਆ ਵਿਭਾਗ ਡਾਇਰੈਕਟਰੇਟ) ਚੰਡੀਗੜ੍ਹ।

Dated Chandigarh the 24.3.99
Dated Chandigarh the 24.3.99

ਇਸ ਨੋਟੀਫਿਕੇਸ਼ਨ ਦੀ ਪਹੁੰਚ ਕਮਿਸ਼ਨਰ ਡਿਪਟੀ ਡਾਇਰੈਕਟਰ (ਕਾ) ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ।

ਦਫ਼ਤਰ ਡਾਇਰੈਕਟਰ ਸਿੱਖਿਆ ਵਿਭਾਗ (ਕਾ) ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ

ਨੋਟੀਫਿਕੇਸ਼ਨ ਨੰ: 851(ਸ) 10/22/98-5Edu.I/6861-69 ਅਫ਼ਿਲਿਏਟਿਡ ਕਾਲਜਾਂ ਦੇ ਟੀਚਰਾਂ ਦੇ ਪੇਸ਼ਾਵਰੀ ਪੱਧਰਾਂ ਦੇ ਸੁਧਾਰ ਲਈ ਸਰਕਾਰ ਵਲੋਂ ਜਾਰੀ ਕੀਤੀਆਂ ਗਈਆਂ ਨੋਟੀਫਿਕੇਸ਼ਨਾਂ 10/22/98-5Edu.I/4257 ਅਤੇ 12-3-99 ਨਾਲ ਨਿੱਕੀ ਰੇਟਾਂ ਤੇ ਮੁੜ ਨਿਯੁਕਤੀਆਂ ਕਰਨ ਲਈ ਸਰਕਾਰੀ ਨੋਟੀਫਿਕੇਸ਼ਨਾਂ ਜਾਰੀ ਕੀਤੀਆਂ ਜਾਂਦੀਆਂ ਹਨ।

ਡਿਪਟੀ ਡਾਇਰੈਕਟਰ (ਕਾ) ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ।

ਡਾਇਰੈਕਟਰ ਸਿੱਖਿਆ ਵਿਭਾਗ (ਕਾ) ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ।

ਮੁਖ ਡਾਇਰੈਕਟਰ (ਸਿੱਖਿਆ ਵਿਭਾਗ ਡਾਇਰੈਕਟਰੇਟ) ਚੰਡੀਗੜ੍ਹ।

ਡਾਇਰੈਕਟਰ (ਸਿੱਖਿਆ ਵਿਭਾਗ ਡਾਇਰੈਕਟਰੇਟ) ਚੰਡੀਗੜ੍ਹ।

ਡਾਇਰੈਕਟਰ (ਸਿੱਖਿਆ ਵਿਭਾਗ ਡਾਇਰੈਕਟਰੇਟ) ਚੰਡੀਗੜ੍ਹ।

(to be substituted for the notification bearing the same number and same date)

Government of Punjab
Department of Education
(Education-I Branch)

NOTIFICATION

Dated, Chandigarh the
20 February, 1999 / 10-3-99

In pursuance of the recommendations of the University Commission, the Governor of Punjab is pleased to revise the pay of the teaching personnel and academic staff only of the Universities and Government colleges in the state and Directorate of Education with effect from the 1st January, 1996, as per the details given below :-

REVISED SCALES OF PAY OF TEACHERS & OTHER ACADEMIC STAFF IN UNIVERSITIES & COLLEGES

Category	Existing scales of Pay	Revised scales of Pay
<u>Universities and College Teachers:</u>		
Professor	2200-75-2800-100-4000	8000-275-13500
Associate Professor (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
Associate Professor (Sl. Grade)/Reader	3700-125-4950-150-5700	12000-420-18300
Assistant Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
Principals of colleges	i) 3700-125-4950-150-5700 ii) 4500-150-5700-200-7300	i) 12000-420-18300 (minimum to be fixed at 12840) ii) 16400-450-20900-500-22400 (minimum to be fixed at 17300)
Deputy Vice-Chancellor	5900-200-7300	18400-500-22400
Vice-Chancellor	7600 (fixed)	25000 (fixed).
<u>Universities</u>		
Registrar/Librarian/Director of Physical Education.	4500-150-5700-200-7300	16400-450-20900-500-22400
Deputy Registrar/Dy. Librarian/Director of Physical Education.	3700-125-4950-150-5700	12000-420-18300

Contd...2.

2.

3.

4.

10. Asstt. Librarian/Asstt. Documentation Officer (Gr. Scale)/Asstt. Director of Physical Education (Sr. Scale).	3000-100-3500-125-5000	10000-325-15200
11. Asstt./Registrar/Asstt. Librarian/Asstt. Documentation Officer/Asstt. Director of Physical Education	2200-75-2800-100-4000	8000-275-13500
12. College Librarian (sl. grade)/ Director of Physical Education (Sl. Grade).	3700-125-4950-150-5700	12000-420-18300
13. College Librarian (Sr. Scale) Director of Physical Education (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
14. College Librarian/Director of Physical Education.	2200-75-2800-100-400	8000-275-13500
Demonstrator/Tutors (Existing incumbants)	1740-60-2700-75-3000-5500-175-9000	10000-325-15200

2. The revised scales are not applicable in the case of Punjab Agricultural University, Ludhiana and Medical, Veterinary Science Technical and Engineering Universities and Colleges in the State.

3. The terms and conditions prescribed for the grant of revised U.G.C.'s pay scales are appended to this communication as Annexure-1.

Necessary amendment in the statutes, rules and regulations etc. of the concerned Universities and amendment in the Punjab Educational Service (College Cadre) Class-I and Class-II Rules, 1976, will be made by the concerned University/State Govt. where called for.

A decision on the arrears for the period from 1.1.96

31.12.1998 will be taken in the next financial year and will be

...3...

The revised scales are not applicable in the case of Punjab Agricultural University, Ludhiana and Medical, Veterinary Science Technical and Engineering Universities and Colleges in the State.

The terms and conditions prescribed for the grant of revised U.G.C.'s pay scales are appended to this communication as Annexure-1.

Necessary amendment in the statutes, rules and regulations etc. of the concerned Universities and amendment in the Punjab Educational Service (College Cadre) Class-I and Class-II Rules, 1976, will be made by the concerned University/State Govt. where called for.

A decision on the arrears for the period from 1.1.96

...3...