

Revision of Pay scales in
Government and Grant-in-aid
Diploma level Engineering/
Pharmacy Institutions as per
AICTE Recommendations

Government of Gujarat
Education Department
Resolution No.SCT/102010/1928/376762/GH
Sachivalay, Gandhinagar.
Date: 02/08/2011

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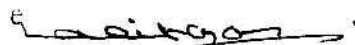
- [1] Government of Gujarat, Education Department, GR No.SCT-1099-1887-GH dated 20-06-2001
- [2] Government of Gujarat, Finance Department, GR No. (GN-8)PGR-1009-2-Pay Cell (M), dated 27.02.2009.
- [3] Government of Gujarat, Finance Department, Resolution No.PGR/1009/3/Pay Cell (M), dated 20.03.2009.
- [4] All India Council for Technical Education, Gazette Notification No.37-3/Legal/2010 dated 5/3/2010
- [5] Government of India, Ministry of Human resource development, Department of Higher education letter no. 1-32/2006-U.II/U.I (i) dated 31/12/2008.

Preamble:

The Government of India and All India Council for Technical Education (AICTE) have decided to implement the scheme of revision of pay scales of Teachers in Diploma level Engineering/Pharmacy colleges with effect from 01.01.2006 vide its letter dated 5.3.2010 cited above. The question of revision of pay scales of employees of government and grant-in-aid Diploma level Engineering/Pharmacy colleges on the lines of government of India was under consideration of Government of Gujarat

RESOLUTION:

Government has considered the issue mentioned in preamble carefully and it has been decided that the pay scales of employees of Government and Grant-in-aid colleges offering Diploma courses in Engineering/Pharmacy be revised as per cadres and pay scales shown in **Annexure-I** with effect from 1.1.2006.



The other terms and conditions of revision of pay scales of various cadres are mentioned in **Annexure-II**. The fixation of the pay shall be done as per the fitment tables in **Annexure-III** as prescribed by Government of India, Ministry of Human Resource Development, Department of Higher Education Letter No. F-3-1/2009-U.I dated 04/06/2009.

The list of Institutes and posts covered under this pay revision is mentioned in **Annexure-IV**.

The revision of pay is subject to fulfillment of conditions prescribed in AICTE notification date 05/03/2010.

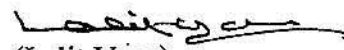
Other terms and conditions prescribed by finance department shall be as under:

1. The benefits of pay revision shall be applicable to cadres 1 to 6 mentioned in annexure-I. This pay revision will be subject to fulfillment of conditions and educational qualification prescribed in AICTE notification dated 05/03/2010.
2. The benefits of revision of these pay scales shall not be applicable to teachers appointed on fixed pay and contractual posts.
3. All the resolutions issued by Government of Gujarat in respect of AICTE shall be strictly observed by Government /GIA institutions. Any exemption shall not be permitted without prior approval of the State Government.
4. Additional posts shall not be created and benefit of AICTE pay scale shall not be given to such posts without prior approval of the State Government.
5. The benefits of revision of these pay scales shall not be applicable to the posts other than those mentioned in Annexure-I. If the institutions exercise its own authority in this regard, the responsibility of Director of Technical Education shall have to be fixed.
6. All the colleges shall strictly observe service matter rules.
7. Additional posts shall not be created by Government and Grant-in-aid institutions and no recruitment shall be made on their own.
8. For creation of new posts and recruitment on posts there of, prior approval of State Government shall have to be obtained. In case of failure to observe this condition, the responsibility of Joint Director/ office of the Directorate of Technical Education shall be fixed.
9. Economy policy of the State Government shall have to be strictly observed.
10. Arrears to those employees, who have GPF accounts, shall be deposited in their GPF accounts in five equal installments from the financial year 2009-10. Arrears to those employees, who have CPF accounts, shall be paid in cash in five equal installments from the financial year 2009-10.

11. Additional Allowances shall not be sanctioned or paid other than sanctioned in fifth pay scale. Prevailing Allowances shall not be increased.
12. The pay fixation for Diploma Level Technical Institutions shall be done by IFMS system only.
13. If any post is filled up/will be filled up by Government/GIA institutions without approval of the State Government, such post shall not be entitled for benefits of pay revision and pension / retirement.
14. Retirement age of the Polytechnic employees shall be kept as it is i.e.58 years.
15. All the conditions like educational qualifications / experience etc. prescribed by AICTE dated 05/03/2010 respectively shall be completely observed and in case of failure to observe such condition, the sanctioning authority shall be personally held responsible.

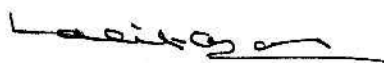
This resolution is issued with the concurrence of Finance Department note dated 07/07/2011, on this Department file of even number.

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


(Lalit Vyas)

Under Secretary to the Govt. of Gujarat,
Education Department.

To,
The Secretary to the Governor of Gujarat, Raj Bhavan, Gandhinagar.
The Secretary to Chief Minister.
The P. S. to Minister(Higher and Technical) , Gandhinagar
The Director of Higher Education Gandhinagar.
The Director of Technical Education Gandhinagar ..
The Accountant General, Ahmedabad
The Accountant General, Rajkot.
The pay and Accounts Officer, Ahmedabad/ Gandhinagar.
The Examiner, Local Fund Accounts, Ahmedabad.
The Residence Audit, Officer, Ahmedabad.
The Registrar, Gujarat Technological University, Ahmedabad
The Registrar, M.S. Uni. Of Baroda, Vadodara.
The Secretary to the Govt. of India, Ministry of Human Resource Development, Deptt. Of Education, New Delhi.
All Principals of Govt. Engineering/Pharmacy Institutions (Polytechnics).
All Principal of GIA Engineering/Pharmacy Institutions (Polytechnics) through D.T.E.



ANNEXURE-I

(Government of Gujarat, Education Department Resolution no, SCT/102010/1928/376762/GH Dated: 02/08/2011)

Pay scales of various cadres in the Technical Education at Diploma level colleges in Engineering/Pharmacy. (Pre revised and revised pay scale with effect from 1.1.2006)

Sr No.	Existing Cadre	Pre-Revised Pay scales(in Rs.) on 1.1.2006	Revised Pay scales as per AICTE	
			Pay Band (Rs)	Academic Grade Pay(Rs)
1.	Lecturer	8000-275-13500	15600-39100	5400 [For B.E.] 6000 [For M.E./M.Tech]
2.	Lecturer [Senior Scale]	10000-325-15200	15600-39100	7000
3.	Lecturer [Selection Grade]	12000-420-18300	15600-39100	8000
4.	Lecturer [S.G] [More than 3 yrs]	12000-420-18300	37400-67000	9000
5.	Head Of Dept.	12000-420-18300	37400-67000	9000
6.	Principal	16400-450-20000	37400-67000	10000

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ANNEXURE-II

(Government of Gujarat, Education Department Resolution no, SCT/102010/1928/376762/GH Dated: 02/08/2011)

1. Revised Pay Scales, 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 prescribed in All Indian Council for Technical Education Notification F-No-37-3/Legal/2010 dated 05-03-2010.

[A] Lecturer in Polytechnics:-

- (1) Persons with B.E. / B.Tech. Qualification in appropriate branch / discipline either entering the teaching profession newly or lecturer already in service in polytechnic institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.5400 and will move to AGP of Rs.6000 on completion of Masters in qualification in appropriate branch / discipline.
- (2) Persons with M.Tech. / M.E. qualification in an appropriate branch / discipline either entering the teaching profession newly or lecturer already in service in polytechnic institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.
- (3) A Lecturer 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.
- (4) A Lecturer possessing Masters' 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 Lecturer.
- (5) Lecturers 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.6000 only after completion of 6 years service as a Lecturer.
- (6) Lecturers 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 9 years service as a Lecturer.
- (7) The upward movement from AGP of Rs.5400 to AGP of Rs.6000 and from AGP of Rs.6000 to Rs.7000 for all Lecturers shall be subject to their satisfying other conditions as laid down by AICTE.

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- (8) The pay of the incumbents to the posts of Lecturer (Senior scale) (i.e. the pre-revised scale of Rs.10000-15200) shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs.7000
- (9) Lecturers with completed service of 5 years with 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.
- (10) 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 the Pay Band of Rs.37400-67000 with AGP of Rs.9000 and shall be continued to be designated as lecturers (Selection Grade).
- (11) Incumbent Lecturers (Selection Grade) who had not completed 3 years in the Pre-revised 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 with AGP of Rs. 9000 and accordingly designated as lecturers (Selection Grade)
- (12) Lecturer (Selection Grade), completing 3 years of teaching with the AGP of Rs.8000 shall be eligible, subject to other conditions, as may be prescribed by AICTE, to move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000.
- (13) Posts of HOD shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.9000. Directly recruited HOD 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.
- (14) Head of the Department (HOD), completing 3 years of service in the AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible, subject to other conditions of academic performance as laid down by the AICTE, shall be placed in Rs.37400-67000 with AGP of Rs.10000.
- (15) For initial direct recruitment at the level of lecturers, HOD and Principal, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations.
- (16) All advancement to higher grade pays 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) Workshop Superintendent:

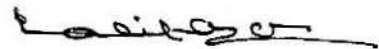
Workshop Superintendent as treated at par with Lecturers and is to be considered for upward mobility similar to that of lecturers.

(C) Principals in Polytechnics:

Appointment to the posts of principal in Polytechnics 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 Principals shall be in the Pay Band of 37400-67000 with AGP of Rs.10000. All Principals in service shall be appropriately fixed in the pay band with the AGP of Rs.10000.

2. 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) 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.



ANNEXURE-III
FITMENT TABLE-I
LECTURER [B.E.]

Pre-revised pay scale: 8000-275-13500

Revised Pay band + Grade Pay: PB-3 Rs.15600-39100 + AGP 5400

Pre-Revised Basic	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
1	2	3	4
8000	15600	5400	21000
8275	15600	5400	21000
8550	15910	5400	21310
8825	16420	5400	21820
9100	16930	5400	22330
9375	17440	5400	22840
9650	17950	5400	23350
9925	18470	5400	23870
10200	18980	5400	24380
10475	19490	5400	24890
10750	20000	5400	25400
11025	20510	5400	25910
11300	21020	5400	26420
11575	21530	5400	26930
11850	22050	5400	27450
12125	22560	5400	27960
12400	23070	5400	28470
12675	23580	5400	28980
12950	24090	5400	29490
13225	24600	5400	30000
13500	25110	5400	30510
13775	25630	5400	31030
14050	26140	5400	31540
14325	26650	5400	32050

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ANNEXURE-III
FITMENT TABLE-II

LECTURER [M.E.] OR LECTURER [B.E. + 6 YEARS SERVICE]

Pre-revised pay scale: 8000-275-13500

Revised Pay band + Grade Pay: PB-3 Rs.15600-39100 + AGP 6000

Pre-Revised Basic	Revised Pay		
	Pay in the Pay Band	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

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Revised Pay band + Grade Pay: PB-3 Rs.15600-39100 + AGP 7000

Pre-Revised Basic	Revised Pay		
	Pay in the Pay Band	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

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ANNEXURE-III
FITMENT TABLE-IV

Incumbent lecturer [Selection Grade – Less than 3 years]

Pre-revised pay scale: 12000-420-18300

Revised Pay band + Grade Pay: PB-3 Rs.15600-39100 + AGP 8000

Pre-Revised Basic	Revised Pay		
	Pay in the Pay Band	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

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ANNEXURE-III
FITMENT TABLE-V

**Incumbent Head of department &
Incumbent lecturer [Selection Grade – With 3 years service]**

Pre-revised pay scale: 12000-420-18300

Revised Pay band + Grade Pay: PB-4 Rs.37400-67000 + AGP 9000

Pre-Revised Basic	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12000	37400	9000	46400
12420	37400	9000	46400
12840	37400	9000	46400
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

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ANNEXURE-III
FITMENT TABLE-VI

Incumbent Principal

Pre-revised pay scale: 16400-450-20000

Revised Pay band + Grade Pay: PB-4 Rs.37400-67000 + AGP 10000

Pre-Revised Basic	Revised Pay		
	Pay in the Pay Band	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

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ANNEXURE-IV

(Government of Gujarat, Education Department Resolution no SCT/102010/1928/376762/GH Dated: 02/08/2011)

Sanctioned Teaching Posts in Govt./GIA Diploma Colleges					
Sr No	Institute	Sanctioned Posts			
		Principal	HOD	Lecturer	Total
Government Polytechnics					
1	Government Polytechnic, Porbandar	1	9	91	101
2	Government Polytechnic, Gandhinagar	1	11	106	118
3	Government Polytechnic, Himatnagar	1	7	83	91
4	K.J. Poly., Bharuch	1	12	130	143
5	K.D.Poly., Patan	1	10	98	109
6	AVPTI, Rajkot	1	9	94	104
7	CU Shah Polytechnic, Surendranagar	1	9	96	106
8	Dr. JNMP, Amreli	1	9	104	114
9	Govt. Girls Poly., Ahmedabad	1	7	76	84
10	Govt. Girls Poly., Surat	1	8	77	86
11	Government Polytechnic, Ahmedabad	1	15	154	170
12	Government Polytechnic, Bhuj	1	13	86	100
13	Government Polytechnic, Dahod	1	11	99	111
14	Government Polytechnic, Chhotaudepur	1	7	49	57
15	Dr. Gandhi College, Surat	1	12	115	128
16	Government Polytechnic, Jamnagar	1	10	85	96
17	Government Polytechnic, Palanpur	1	12	107	120
18	Government Polytechnic, Rajkot	1	13	126	140
19	Government Polytechnic, Valsad	1	10	119	130
20	RCTI, Ahmedabad	1	8	122	131
21	BPTI, Bhavnagar	1	14	135	150
22	Government Polytechnic, Godhra	1	6	59	66
23	Government Polytechnic, Vadnagar	1	5	43	49
24	Government Polytechnic, Waghai (Dang)	1	2	35	38
25	Government Polytechnic, Junagadh	1	5	42	48
26	LEC (Poly.), Morbi	0	10	91	101
27	Othres	0	8	9	17
Total		25	252	2431	2708
Government Diploma Pharmacy College					
1	B.K. Mody College of Pharmacy, Rajkot	1	1	14	16
2	Smt. R.D. Gardi Pharmacy College, Lakhtar				
Total		1	1	14	16
Total of Government Diploma Engineering And Pharmacy Colleges		26	253	2445	2724

Grant-in-aid Polytechnics (Diploma Engineering)					
1	BBIT, VV Nagar	1	6	72	79
2	TFGP, Adipur	1	3	28	32
3	MSU (Diploma), Vadodara	1	1	64	66
Total		3	10	164	177
Grant in Aid Diploma Pharmacy College					
1	MNCP, Khambhat	0	0	6	6
2	T.I.P., Adipur	1	0	5	6
3	Dr. Dayaram Patel, Bardoli	0	1	3	4
4	BM Shah, Modasa	0	0	4	4
5	S.S. Pharmacy College, Bhavnagar	0	0	6	6
Total		1	1	24	26
Total of Grant-in-aid Diploma Engineering And Pharmacy Colleges		4	11	188	203

L. A. G. S.