

Government of Rajasthan  
Agriculture (Gr.2) Department

No. F.12 (73) Agril.2/2009

Jaipur, Dated 18-11-2009

1. The Vice-Chancellor, Swami Keshwanand Rajasthan Agriculture University, Bikaner.
2. The Vice-Chancellor, Maharana Pratap University of Agricultural & Technology, Udaipur.

Subject:- Revision of pay scales of Teaching Staff (General Faculty / Librarians and Director Physical Education) of the State Agricultural Universities of Rajasthan.

Sir,

I am directed to convey sanction of the Governor for revision of the existing scales of pay for Vice-Chancellors, Teachers (Professors, Readers/Associate Professors and Assistant Professors)/ Librarians and Director Physical Education of the Swami Keshwanand Rajasthan Agriculture University, Bikaner and Maharana Pratap University of Agricultural & Technology, Udaipur as under with effect from 1.1.2006:-

**2. Pay Scales for Teachers etc:**

S.No	Name of the Post	Existing pay scale	Revised pay scales
1	Assistant Professor ( Ordinary Scale)	8000-275-13500	15600-39100 AGP -6000
2	Assistant Professor (Senior Scale)	10000-325-15200	15600-39100 AGP -7000
3	Assistant Professor (Selection Scale) Who have not completed three year as on 1.1.2006	12000-420-18300	15600-39100 AGP -8000
4	Assistant Professor (Selection Scale) Who have completed three year as on 1.1.2006.	12000-420-18300	37400-67000 AGP-9000
5	Associate Professor	12000-420-18300	37400-67000 AGP-9000
6	Professor	16400-450-20900- 500-22400	37400-67000 AGP-10000
7.	Vice-Chancellor	25000 (Fixed)	75000 (Fixed) + 5000 Special Allowance



- (i) Persons entering the teaching profession in Universities 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 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/ICAR and the University.
- (vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10000-325-15200) 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/ICAR, 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 Scale) who have completed 3 years in the current pay scale of Rs. 12000-420-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and shall be re-designated as Associate Professor subject to the guidelines issued by UGC / ICAR and Universities in this regard.
- (x) Incumbent Readers and Lecturers (Selection Scale) who had not completed three years in the pay scale of Rs. 12000-420-18300 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 Scale of Lecturer (Selection Scale)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor subject to the guidelines issued by UGC / ICAR and Universities in this regard.

- (xi) Readers/ Lecturers (Selection Scale) in service at present shall continue to be designated as Lecturer (Selection Scale) 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.
- (xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions that may be prescribed by the UGC/ICAR 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) Directly recruited 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/ICAR and if any by the university. No teacher other than those with a Ph.D. shall be 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/ICAR, 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/ Research experience 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/ICAR through Regulations and as may be laid down by the university.



### 3. Pay Scales for Librarians/ Director Physical Education etc:

S.No	Name of the Post	Existing pay scale	Revised pay scales
1	Assistant Librarian, Assistant Director of Physical Education	8000-275-13500	15600-39100 AGP-6000
2	Assistant Librarian (Sr. Scale), Assistant Director of Physical Education(Sr. Scale)	10000-325-15200	15600-39100 AGP-7000
3	Deputy Librarian, Assistant Librarian (Selection Scale), Deputy Director of Physical Education, Assistant Director of Physical Education(Sel. Scale).	12000-420-18300 Who have not completed three years in this scale as on 1.1.2006	15600-39100 AGP-8000
4	Deputy Librarian, Assistant Librarian (Selection Scale), Deputy Director of Physical Education, Assistant Director of Physical Education (Sel. Scale).	12000-420-18300 Who have completed three years in this scale as on 1.1.2006	37400-67000 AGP-9000
4	Librarian (University), Director of Physical Education	16400-450-20900-500-22400	37400-67000 AGP-10000

(a) **Assistant Librarian :**

- (i) Assistant Librarian in the pre-revised scale of pay of Rs.8000-275-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.
- (ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian.

(b) **Assistant Librarian (Sr. Scale) :**

- (i) The posts of Assistant Librarian (Sr. Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.
- (ii) Assistant Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 within the Pay Band of Rs. 15600-39100.
- (iii) Assistant Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if



- otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.
- (iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian 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 higher AGP of Rs. 7000.
  - (v) The pay of the existing Assistant Librarian (Sr. Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

(c) **Deputy Librarian, Assistant Librarian (Selection Scale) :**

- (i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.
- (ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale) shall be eligible for the post of Deputy Librarian in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Scale) as the case may be.
- (iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian .
- (iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.
- (v) Assistant Librarians ( Senior Scale) in universities in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.
- (vi) Incumbents to the posts of Deputy Librarian, Assistant Librarian (Selection Scale) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian, Assistant Librarian (Selection Scale).
- (vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Scale) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Scale).
- (viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.



- (ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.
- (d) **Librarian (University)**
- (i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.
- (ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).
- (iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.
- (iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6<sup>th</sup> CPC in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.
- (e) **Assistant Director of Physical Education (Assistant DPE) :**
- (i) The Assistant Director of Physical Education in the pre-revised pay scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.
- (ii) Pay of incumbent Assistant Directors of Physical Education shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the 6<sup>th</sup> CPC.
- (iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education.
- (f) **Assistant Director of Physical Education (Senior Scale) :**
- (i) Assistant Directors of Physical Education (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.
- (ii) Assistant Directors of Physical Education (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.
- (iii) Assistant Directors of Physical Education possessing M.Phil in Physical Education at the entry level of Assistant DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.
- (iv) Assistant Directors of Physical Education without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of



Physical Education in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

**(g) Deputy Director of Physical Education, Assistant Director of Physical Education (Selection Scale) :**

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

**(h) Director of Physical Education (University):**

- (i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.
- (ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.



- (iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000 as per 'fixation formula' of the Government of India for 6<sup>th</sup> CPC.

**4. The aforesaid revised scales of pay are subject to the following terms and conditions:**

- (i) Before issue of order revising the scales of Pay, approval of the competent authority of the University for revision of the scales as above may be obtained.
- (ii) The pay 'fixation formula' recommended by 6<sup>th</sup> Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in library and physical Education Cadres and fixation tables prescribed by the Government of India vide Ministry of Human Resources Development (Department of Higher Education) circular letter no. F.3-1/2009-U.I dated 4.6.2009.
- (iii) 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.
- (iv) Fixation of pay in the running pay band subsequent to the 1<sup>st</sup> day of January, 2006-Where a University Teacher including Librarian and PTI continue to draw his pay in the existing pay scale and is brought over the running pay band from a date later than the 1<sup>st</sup> day of January, 2006, his pay from the later date in the running pay band shall be fixed in the running pay band by adding the basic pay applicable on the later date, the dearness pay applicable on the date and the pre-revised dearness allowance based on rates in force with effect from 1.1.2006 and applicable as on 1.1.2006. This figure will be rounded of to the next multiple of 10 and will than become the pay in the applicable running pay band. In addition to this the academic grade pay corresponding to the existing pay will be payable.
- (v) Date of next increment in the running pay band- There will be a uniform date of annual increment, viz. 1<sup>st</sup> July of every year. University Teacher / Librarian/ PTIs completing 6 months and above in the running pay band as on 1<sup>st</sup> July will be eligible to be granted the increment. The 1<sup>st</sup> increment after fixation of pay on 1.1.2006 in the running pay band will be granted on 1.7.2006. For those University Teachers/Librarians/PTIs, for whom the date of next increment was between 1<sup>st</sup> July 2006 to 1<sup>st</sup> January, 2007 accordingly all the University Teachers/ Librarians/PTIs, who earn their last increment between 2.1.2005 and 1.1.2006 would get their next increment on 1.7.2006. Provided that in the case of persons who had been drawing maximum of the existing pay scale for more than a year as on 1<sup>st</sup> day of January, 2006, the next increment in the running pay band shall be allowed on the 1<sup>st</sup> day of January, 2006.
- (vi) Fixation of pay in case of stagnation at maximum of running pay band for more than a period of one year: In case of University Teacher/ Librarian/PTI reaches the maximum of his running pay band, shall be placed in the next higher running pay band after one year of reaching such



a maximum. At the time of placement the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the running pay band reaches the maximum of running pay band 37400-67000, after no further increment will be granted.

- (vii) Allowances such as, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, CCA etc. shall be payable to teachers, Librarians and Physical Education Cadres, at par with those allowed by the State Government to the teachers, Librarians and PTI of Government Colleges vide Order No. F. 14(1)FD(Rules)/2009 dated 12.10.2009 and shall be admissible with effect from 1.10.2009.
- (viii) The above scheme of revision of pay scales shall cover teaching staff of all faculties of Agriculture and Veterinary sciences of the aforesaid two Agricultural Universities.
- (ix) A teacher in the service of university as on 1.1.2006 may be given an option to elect to continue to draw pay in the existing pay scale till the date on which he earns his next or any subsequent increment in the existing pay scales or till he vacates his post or ceases to draw pay in that time scale of pay. The teachers may exercise option within three months of the date of issue of the order revising the scales of pay. In case option is not exercised within this period by any teacher, he shall be deemed to have elected to draw pay in the revised scales with effect from 1.1.2006.
- (x) The scheme of revision of pay scales received from the Government of India vide letter No.1-32/2006-II/U.I(i) dated 31 December, 2008, Indian Council of Agricultural Research, Krishi Bhawan, New Delhi letter No. F.No.1(1)/2009/Per-IV dated March 6, 2009 and instructions from State Government in this regard are to be followed strictly. Therefore relevant provisions of the Ordinances/Act/Statutes of University prescribing qualifications the procedure for selection on above mentioned posts should be amended accordingly.
- (xi) The rates of the deduction on account of E.P.F.etc. from the aforesaid employees shall be on the same rates as applicable to the State Government employees from time to time.
- (xii) The rates of the residential accommodation allotted to the teachers shall be revised from 1.10.2009 at the rates as applicable to the Government College Teachers including Librarians and PTIs vide Order No. F. 14(1)FD(Rules)/2009 dated 12.10.2009.
- (xiii) **Superannuation age:** The age of superannuation of the teaching staff of the Universities would be at par with the State Government employee.
- (xiv) The above mentioned pay scales will be allowed to the posts which are sanctioned by Government and filled as on 1.1.2006 or after this date.

5. Fixation of pay in the running pay band of a probationer-trainee completing probation period successfully on or after 1.1.2006 – A probationer trainee on successful



completion of probation period will be allowed pay in the running pay band and academic grade pay.

6. Fixation of pay in the running pay band subsequent to the 1<sup>st</sup> day of January, 2006, where a Teacher, Librarian, Directors of Physical Education of University continues to draw his pay in the existing Pay Scale and is brought over to the running pay band from a date after 1<sup>st</sup> day of January, 2006, his pay from the later date in the running pay band shall be fixed in the running pay band by adding the basic pay applicable on later date, the dearness pay applicable on that date and the pre-revised dearness allowances based on rates in force w.e.f. 1.1.2006 and applicable on 1.1.2006.

7. Notwithstanding anything contained in this order, the revised pay scales (UGC) shall be subject to the conditions that provisions in respect of qualifications, mode of recruitment/appointment to different posts, grant of annual grade increment/conditions of eligibility for Senior and Selection Scale of Assistant Professor etc. shall be amended with effect from 1.1.2006 as per guidelines contained in Government of India, Ministry of Human Resource Development, Department of Education, New Delhi letter No.1-32/2006-II/U.I(i) dated 31 December, 2008 and amended from time to time by Government of India or as prescribed by the State Government and University Grants Commission.

8. **Mode of payment** - Out of the amount of arrears for the period from 1.1.2006 to 30.9.2009, 60% shall be paid in the financial year 2009-10, which will be deposited in the G.P.F.A/c of the employee after deduction of the Income Tax as per rules. The rest 40% shall be paid in the next financial year subject to the condition that the necessary amendments in the relevant Statutes, Ordinances, Regulations of the University as required by the U.G.C. regulations are made. Cash payment of revised pay & allowances shall be payable from 1.10.2009. Payment of revised pay scale and arrears shall be joint responsibility of the University and the State Government. However, no final withdrawal /loan shall be permitted against the amount of arrear so credited in the General Provident Fund Account of the respective teacher including librarian and PTI upto 31.03.2012, except in the case of retirement / death / termination of service.

9. This issues with concurrence of the Finance Department vide their I.D. NO. 100904435 dated 17-11-2009

By order of the Governor,

  
(Anil Gupta)

Dy. Secretary to Government  
ru Agriculture Department

**Copy forwarded to the following for information and necessary action:-**

1. Pr. Secretary to Hon'ble Chief Minister, Rajasthan, Jaipur.
2. The Accountant General, Rajasthan, Jaipur.
3. Pr. Secretary, Finance Department, Rajasthan, Jaipur.

- 4 Pr. Secretary, Agriculture Education Department, Rajasthan, Jaipur.
5. The Director, Publication Relation Department, Raj. Jaipur.
6. Account Officer, Agriculture/*P.S. to MOS (Tech. Edu.)*.
7. Guard file.

*[Signature]*  
Dy. Secretary to Government  
*ac* Agriculture Department