

**Government of Jammu and Kashmir
Civil Secretariat Finance Department**

Corrigendum

In The Jammu & Kashmir Government Degree college (Adoption of UGC Revised Pay scales) Rules, 2009 issued vide Notification SRO-284 dated 3rd September, 2009.

For 4th row of Rule 5(1) under the caption "Physical Training Instructor" .

READ					For				
PTI (Selection Grade)	12000-18300	1.PTI (Selection Grade) with 3 years of service	37400-67000	9000	PTI (Selection Grade)	12000-18300	1.PTI (Selection Grade) with less than 3 years of service	15600-39100	8000
							1.PTI (Selection Grade) with 3 years of service	15600-39100	9000

By order of the Governor,

Sd/-
(M.I.Khanday)
Director Codes,
Finance Department.

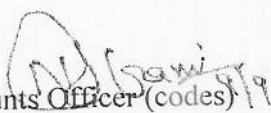
No:-

Dated: -09-2009

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Accounts Officer (codes)
Finance Department.

219

Government of Jammu and Kashmir
Civil Secretariat Finance Department

Notification
Srinagar, the 3rd Sept, 2009

SRO: 284 In exercise of the powers conferred by proviso to Section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to make the following rules, namely:

1. Short Title and Commencement: These rules shall be called the "Jammu and Kashmir Government Degree Colleges (Adoption of U.G.C. Revised Pay Scales) Rules, 2009".
2. These rules shall come into force on the first day of January 2006 with effective date of implementation from 1st August 2009.
3. Application: These rules shall apply to the employees of Degree Colleges who, on 1.1.2006, were holding in substantive or officiating capacity or, but for their deputation or posting outside their parent cadre, would have held, in substantive or officiating capacity, the permanent or temporary posts of: -
 - a. Assistant Professor, Selection Grade Lecturers (for in-service as on 1.1.2006), Associate Professor and Principals;
 - b. Librarians, Librarians (Senior Scale) and Librarians (Selection scale);
 - c. Instructor in Physical Education, Instructors in Physical Education (Senior Scale) and Instructors in Physical Education (Selection scale).

Provided that with effect from the date of commencement of these rules, the revised hierarchical/organizational structure of teaching faculty of the colleges on the pattern of the UGC shall be as under:

27/9/09

S. No.	CATEGORY	
	Existing	Revised
1	Lecturer	Asstt Prof.
2	Lecturer (Sr Scale)	Asstt Professor
3	Lecturer (Selection Grade)	Associate professor
4	Principal	Principal

Provided further that the revised hierarchy of the faculty as per forgoing proviso first shall be adopted in the Degree Colleges subject

to such recruitment, promotion and selection processes as have been prescribed for the purpose by the UGC/MHRD.

4. **Definition:** In these rules unless the context otherwise requires: -
- "Basic Pay" means the pay as defined in note below Art. 27(aa) of J&K CSRs.
 - "College Teacher" means an Assistant Professor, Lecturer (Selection Grade), (in case of in service as on 1.1.2006), Associate Professors, and Principal of a Degree College;
 - "Degree College" means a Government Degree College named by the Government as such and includes a Government College of Physical Education;
 - "Librarian" means a Librarian of a Degree College as specified in rule 3(b);
 - "Instructor in Physical Education" means an Instructor in Physical Education of a Degree College as specified in rule 3(c);
 - "Existing Scales" means pay scales as prescribed under the "Jammu and Kashmir Government Degree Colleges (UGC Pay) Rules, 2002".
 - "Existing Rules" means the J&K Government Degree Colleges (Adoption of UGC Revised Pay Scales) Rules, 2002.
 - "UGC Pay Scale" means the pay scales prescribed by University Grants Commission and adopted by the Government of India w.e.f. 1.1.2006.

5. **Structure of Pay Scales (1):** The following shall be the revised pay structure of the College Teachers, Librarians and Instructors in Physical Education based on the Pay Scales recommended by the UGC and adopted by the Government of India for the College Teachers, Librarians and Instructors in Physical Education w.e.f. 1.1.2006.

Existing category of posts.	Existing Basic Pay	Revised Designation	Revised Pay Structure	
			Pay Band	Academic Grade Pay
Lecturer	8000-13500	Assistant Professor	15600-39100	6000
Lecturer (Sr. Scale)	10000-15200	Assistant Professor	15600-39100	7000

19/1/08

(2) (a) The minimum qualification and experience for appointment to the posts shown in the third column in the table given above shall be those as prescribed by the UGC from time to time and notified by the State Government as such.

(b) The minimum qualifications for appointment to the posts of Associate Professor, Librarians and Instructors in Physical Education in the pay scale of 15600-39100 as presently laid down by the UGC

6. **Drawal of pay in Revised Scale:** A College Teacher, a Librarian or an Instructor in Physical Education shall draw pay in the Revised UGC Pay band applicable to the post to which he is appointed or is deemed to have been appointed in the manner prescribed under these rules.

7. **College Teachers, Librarians, Instructors in Physical Education appointed from 1-1-2006 to the date of issue of these rules:** College Teachers, Librarians and Instructors in Physical Education appointed as such from 1.1.2006 up to the date of issue of these Rules shall be retrospectively placed in the Revised UGC Pay Scale (as per Rule 5(1)) w.e.f. the date of appointment as such.

8. **Fixation of pay in the UGC Pay Scales:**

The pay fixation formula recommended by 6th Central Pay Commission as accepted by the Central Government shall be applicable for teachers and equivalent positions in the Library and Physical Education Cadres.

The fixation of pay of the above existing incumbents, who were in the position as on 1.1.2006, in various categories of posts shall be carried out in terms of the fitment tables annexed with these rules.

9. **Increments**

(i) Each annual increment shall be equivalent to 3 % of the sum total of pay in the relevant pay band and Academic Grade (AGP) as applicable for the stage in the pay band.

(ii) Each advance increment shall also be @ 3 % of the sum total of pay in the relevant pay band and the AGP as applicable and shall be non-compounded.

(iii) The number of additional increment(s) on placement at a higher stage of AGP shall be as per the existing Scherren increments on promotion from a lower pay band to a higher pay band. However, there shall be no additional increment on movement from the pay band of Rs. 15600-39100 to the pay band of Rs. 37400-67000.

10. Determination of admissibility and payment of other allowances relating to pay/pay revision arrears.

Lecturer (Selection Grade)	12000- 18300	I) Lecturer (S.G) with less than three years service (for in-service as on 1.1.2006)	15600- 39100	8000
		II) Associate Professor with 3 years service as Lecturer Selection Grade	37400 -67000	9000
Principal	16400- 22400	Principal	37400 -67000	10,000
Librarian				
Librarian	8000- 13500	Librarian	15600-39100	6000
Librarian (Sr. Scale)	10000- 15200	Librarian (Sr. Scale)	15600-39100	7000
Librarian (Selection Grade)	12000- 18300	i) Librarian with less than 3 years service	15600-39100	8000
		ii) Librarian with 3 years of service		9000
Physical Training Instructor				
PTI	8000- 13500	PTI	15600-39100	6000
PTI (Sr. Scale)	10000- 15200	PTI (Sr. Scale)	15600-39100	7000
PTI (Selection Grade)	12000- 18300	i) PTI Selection Grade with less than 3 years of service	15600-39100	8000
		ii) PTI <u>Section</u> Grade with 3 years service		9000

29/03

Payment of other allowances/pay revision arrears shall continue to be regulated on the same lines as admissible to the State Government employees.

11. Incentives for Ph.D/ M.Phil and other higher qualification:

- i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor/Librarians/Instructors in Physical Education to the persons possessing the degree of Phd awarded in the relevant discipline by the University following the process of registration, course-work and external evaluation as prescribed by the UGC.
- ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor/Librarians/Instructors in Physical Education shall be entitled to two non-compounded advance increments.
- iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc. recognized by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.
- iv) Teachers/Librarians/Instructors in Phy Education who complete their Ph.D degree while in service shall be entitled to three non-compounded increments if such Ph.D is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- v) However, Teachers/librarians/Instructors in Physical Education in service who have been awarded Ph.D. at the time of coming into force of this scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- vi) In respect of every other case, a Teacher/Librarian/Instructor in Physical Education who is already enrolled for PhD shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.
- vii) Teachers/Librarians/Instructors in Physical Education in service who have not yet enrolled for PhD, shall therefore derive the benefit of three non-compounded increments on award of PhD while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- viii) Teachers/Librarians/Instructors in Physical Education, who acquire M.Phil degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in

- service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in-service candidates shall also entitle them to one advance increment.
- x) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D/ M.Phil at the entry level under the earlier Scheme shall not be entitled to the benefit of advance increments under this Scheme.
 - x) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil under the earlier Scheme, the benefit of five advance increments for possessing Ph.D/ M.Phil shall be available to only those appointments, which have been made on or after the coming into force of this Scheme.
 - xi) Teachers/Librarians/Instructors in Physical Education, who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

12. Career Advancement Scheme

Assistant professors and Associate Professor

- i) Persons entering the teaching profession in Colleges shall be designated as Assistant Professors and placed in the pay band of 15600-39100 with AGP of Rs 6000/-. Lecturers already in services 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/Librarians/Instructors in Physical Education 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/Librarians/Instructors in Physical Education possessing M.Phil degree or post graduate degree in professional courses shall be eligible for the AGP of Rs 7,000 after completion of 5 years service as Assistant Professor/Librarians/Instructors in Physical Education.
- iv) Assistant Professors/Librarians/Instructors in Physical Education who do not have Ph.D or M.Phil course shall be eligible for the AGP of Rs 7,000 only after completion of 6 years service as Assistant Professor/Librarians/Instructors in Physical Education.
- v) The upward movement from AGP of Rs 6000 to AGP of Rs 7000 for all Assistant Professors/Librarians/Instructors in Physical Education shall be subject to their satisfying other conditions as laid down by the UGC.
- vi) Assistant Professors/Librarians/Instructors in Physical Education 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.
- vii) Consistently satisfactory performance appraisal reports;
- viii) Participated in one orientation course and one refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing

education programmes of comparable quality as may be specified or approved by the UGC. Those with Ph.D degree would be exempted from one refresher course. However, where the requirement of *orientation/refresher course has remained incomplete*, the promotion would not be held up but these must be completed within two years from the date of promotion.

- ix) Incumbent Lecturers/Librarians/Instructors in Physical Education (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 of Rs 9000 and shall be re-designated as Associate Professor and Librarians/Instructors in Physical Education (Selection Grade) respectively.
- x) Incumbent Lecturer/Librarians/Instructors in Physical Education (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/Librarians/Instructors in Physical Education (Selection Grade) and thereafter shall be placed in the higher Pay Band of Rs 37400-67000 with AGP of Rs 9000 and shall be re-designated as Associate Professor and Librarians/Instructors in Physical Education (Selection Grade) respectively.
- xi) Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) in the Pay Band of Rs 15600-39100 with AGP of Rs 8000 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 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.

13. Promotion to the post of Principal

The posts of principals of Degree Colleges shall be in the Pay Band of Rs 37400-67000 with AGP of Rs 10000 and filled up by Selection from amongst Associate Professors who have completed a minimum period of eight years service.

14. Work Load and teaching norms: Colleges shall strive to arrange teaching work six days a week for thirty weeks in an academic session. This shall be achieved by constantly improvising an academic calendar in order to adjust the length of vacations, number of holidays and examination schedule.

15. It shall be mandatory for college teachers to be available in the colleges for at least five hours a day on each working day and the workload of the college teacher shall not be less than forty hours in a week.

16. Delegation of Powers: Delegation of powers in respect of transfer, sanction of leave etc. shall be exercised in the corresponding revised pay bands by the authorities to whom these powers stand delegated at present.

17. **Over-riding Effect of the rules:** In all cases where the pay of the College Teachers, Librarians and Instructors in Physical Education is regulated under these rules, the provisions of the Jammu and Kashmir Civil Services Regulations regulating Pay and allowances shall not apply to the extent they are inconsistent with these rules.

18. For Leave, TA, Pension and other service rules, the College Teachers shall be governed by JKCSR's.

19. **Repeal and Savings.** On the commencement of these rules relevant provisions of "The Jammu and Kashmir Government Degree Colleges (UGC Pay) Rules, 2002 issued vide Notification SRO-175 dated: 9.5.2002, as amended from time to time, and all other rules and notifications corresponding to these rules which were in force immediately before the issue of these rules shall in so far as they provide for any of the matters contained in these rules cease to operate.

Provided that any order issued or action taken under the said rules and/or notifications issued there under shall be deemed to have been issued or taken under the corresponding provisions contained in these rules.

By Order of the Government of Jammu and Kashmir.

Sd/-
Commissioner/Secretary to Government
Finance Department

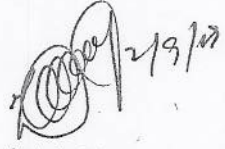
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 5. Principal Secretary to Hon'ble Chief Minister.
 6. Chief Electoral Officer, J&K Jammu.
 7. All Commissioner /Secretaries to Government.
 8. Secretary to HE the Governor.
 9. Divisional Commissioner Kashmir/ Jammu.
 10. Accountant General, J&K Srinagar/ Jammu.
 11. Commissioner of Vigilance, J&K Srinagar.
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 16. Secretary, J&K Legislative Assembly / Legislative Council.
 17. All District Development Commissioners.
 18. Director General Budget, Finance Department
 19. Director General, Audit & Inspections.
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27. All Treasury Officers.
28. General Manager, Government Press for publication in Government Gazette./
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32. All officers / Section officers of Finance Department.
33. President Non Gazetted Employees Union Civil Secretariat Srinagar/ Jammu.
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(M. I. Khanday)
Director Codes
Finance Department.