



# ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ

ಅಧಿಕೃತವಾಗಿ ಪ್ರಕಟಿಸಲಾದುದು

ವಿಶೇಷ ಪತ್ರಿಕೆ

ಭಾಗ - I	ಬೆಂಗಳೂರು, ಗುರುವಾರ, ಮಾರ್ಚ್ ೨೫, ೨೦೧೦ (ಚೈತ್ರ ೪, ಶಕ ವರ್ಷ ೧೯೩೨)	ನಂ. ೨೯೫
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## AGRICULTURE SECRETARIAT

### PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

**Subject:** Extension of 2006 Revised UGC/ICAR pay scales to Teachers, Librarians and equivalent cadres in Agricultural & Horticultural Universities in Karnataka.

**READ :**

1. GO No.AHD 25 AUM 99, dated 14-01-2000.
2. Letter No. 1-32/2006-U.II/U.I(i) dated 31-12-2008 of the Ministry of Human Resource Development, Department of Higher Education (MHRD), Govt. of India, New Delhi.
3. Letter F.No. 1(01)/2009-Per.IV dated 13-03-2009 of the Department of Agricultural Research & Education (DARE), Ministry of Agriculture, Govt. India New Delhi.
4. Letter No. F.3-1/2009-U.I dated 04-06-2009 of the Ministry of Human Resource Development (MHRD), Department of Higher Education, Govt. of India, New Delhi.
5. Letter F.No. 1(01)/2009-Per.IV dated 16-06-2009 of the Department of Agricultural Research & Education (DARE), Ministry of Agriculture, Govt. India, New Delhi.
6. Central Civil Services (Revised Pay) Rules, 2008 notified vide GSR No. 622(E) dated 29-08-2008 of the Department of Expenditure, Ministry of Finance, Govt. India, New Delhi.
7. Office Memoranda F.No.1/1/2008-IC dated 30-08-2008 of the Department of Expenditure, Ministry of Finance, Govt. India, New Delhi.
8. Office Memoranda F.No.1/1/2008-IC dated 13-09-2008 of the Department of Expenditure, Ministry of Finance, Govt of India, New Delhi.

**PREAMBLE :**

In Government Order dated:14-01-2000 read at (1) above, Government had extended the 1996 UGC/ICAR Pay scales to the Teachers, Librarians and equivalent cadres of Agricultural Universities in Karnataka with effect from 01-01-1996 in consultation with the Ministry of Human Resource Development[MHRD], Department of Higher Education, Government of India, New Delhi.

The Government of India have decided to revise the pay scales of Teachers, Librarians and equivalent cadres in the Central Universities subject to various provisions of the Scheme of revision of pay scales as contained in letter No. 1-32/2006-U.II/U.I(i) dated 31-12-2008 of Ministry of Human Resource Development, Department of Higher Education, Government of India, New Delhi, read at (2) above, and Regulations to be framed by the University Grants Commission (UGC) in this behalf in accordance with the scheme. The Department of Agricultural Research and Education [DARE], Ministry of Agriculture, Government of India, New Delhi vide its letter F. No. 1(01)/2009-Per.IV dated 13-03-2009, read at (3) above, has endorsed these instructions to the State Governments to consider to adopt and implement the scheme in the State Agricultural Universities. The major issues of the scheme are: (1) Revision of pay scales; (2) Career Advancement Scheme [CAS]; (3) Incentives for higher qualifications; and (4) Other conditions which include increments, fixation, revision of allowances, age of superannuation, etc. Service conditions, workload, etc., as determined by the ICAR/UGC from time to time in consultation with the State Government shall be implemented strictly in the Universities. Financial assistance to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revised pay scales for the period from 01-01-2006 to 31-03-2010 shall be provided by ICAR to State Governments opting to implement the Scheme and the State Government shall meet the remaining 20%. The entire liability on account of revision of pay scales shall be taken over by the State Government with effect from 01-04-2010. Financial assistance shall be restricted only to those posts that were in existence and had been filled up as on 01-01-2006. The authenticated fitment tables for fixation of pay in the revised pay scales of the existing incumbents, who were in position as on 01-01-2006 are issued by the Ministry of Human Resource Development, (MHRD), vide their letter, dated: 04-06-2009 read at (4) above. The Department of Agricultural Research and Education (DARE), in their letter, dated:16-06-2009 read at (5) above, requested Chief Secretaries of all the State Governments to take further action accordingly.

In view of the above, the revision of the UGC/ICAR pay scales in respect of the Teachers, librarians and equivalent cadres in Agricultural and Horticultural Universities in Karnataka has been examined by the Government and hence the following order are issued.

**GOVERNMENT ORDER NO. AHD 64 AUM 2009, BANGALORE DATED: 24/03/2010**

Government are pleased to revise the UGC/ICAR pay scales of the Teachers, Librarians and equivalent cadres of the Agricultural and Horticultural Universities in Karnataka State as detailed below.

**TEACHERS**

Sl No	Designation		Existing Pay Scale	Revised Pay Scale	
	Existing	Revised		Pay Band	AGP
1	Assistant Professor	Assistant Professor	8000-13500	15600-39100	6000
2	Assistant Professor (Senior Scale)	Assistant Professor	10000-15200	15600-39100	7000
3	Assistant Professor (Selection Grade)/ Associate Professor (with less than 3 years of service as on 01-01-2006)	Assistant Professor / Associate Professor	12000-18300	15600-39100	8000
4	Assistant Professor (Selection Grade) / Associate Professor (with 3 years of service as on 01-01-2006)	Associate Professor	12000-18300	37400-67000	9000
5	Professor	Professor	16400-22400	37400-67000	10000

**LIBRARIANS**

Sl No	Designation		Existing Pay Scale	Revised Pay Scale	
	Existing	Revised		Pay Band	AGP
1	Assistant Librarian	Assistant Librarian	8000-13500	15600-39100	6000
2	Assistant Librarian (Senior Scale)	Assistant Librarian	10000-15200	15600-39100	7000
3	Assistant Librarian (Selection Grade) / Deputy Librarian (With less than 3 years of service as on 01-01-2006)	Assistant Librarian / Deputy Librarian	12000-18300	15600-39100	8000
4	Assistant / Librarian (Selection Grade) / Deputy Librarian (With 3 years of service as on 01-01-2006)	Deputy Librarian	12000-18300	37400-67000	9000
5	Librarian	Librarian	16400-22400	37400-67000	10000

**1. Coverage :**

This scheme applies to Teachers, Librarians and equivalent cadres in the Agricultural and Horticultural Universities in Karnataka.

**2. General :**

- (i) There shall be only three designations in respect of teachers in Universities namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Librarians 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)/ Indian Council of Agricultural Research (ICAR) from time to time. This shall, however, not affect one who is already designated as 'Professor'.
- (iii) The pay of Teachers, Librarians and equivalent positions in Universities 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 AGP which shall ensure that Teachers, Librarians 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) No new posts/No new Departments shall be created in the Universities without the prior approval of the Government/ICAR.
- (v) National Eligibility Test (NET) shall continue to remain as an essential pre-requisite even for candidates with Ph.D. degree for appointment at the entry level of Assistant Professor and equivalent cadres and Assistant Librarian.

**3. Drawl of pay in the revised pay structure :**

A Teacher/Librarian/equivalent employee in position in University shall draw pay in the revised pay structure applicable to the post to which he is appointed:

- Provided that he may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.
- Provided further that in case where he has been placed in a higher pay scale between 01.01.2006 and the date of issue of this Order on account of promotion, upgradation of pay scale etc, he shall have option to elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

**Explanation 1:** The option to retain the existing scale shall be admissible only in respect of one existing scale.

**Explanation 2:** The aforesaid option shall not be admissible to any person appointed to a post on or after 01-01-2006, whether for the first time in service or by transfer from another post and in such cases he shall be allowed pay only in the revised pay structure.

**Explanation 3** Where a person exercises such option to retain the existing scale in respect of the post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under any rule or Order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he had retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien if he/she had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any Order for the time being in force, whichever is higher, been suspended

#### **4. Exercise of Option :**

- (1) The option to the Revised Pay scales shall be exercised in writing in the form appended as **Annexure-I** so as to reach the University within three months from the date of issue of these Orders or where an existing scale has been revised by any Order made subsequent to that date, within three months from the date of such Order. Those who do not exercise the option within a period of three months from the date of issue of this Government Order, shall be deemed to have opted for revised pay scales.

Provided that –

- (i) in the case of an employee who is, on the date of issue of this Order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and
  - (ii) in the case of an employee who is under suspension on the first day of Jan 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this Order.
- (2) The option shall be intimated by the employee to the University.
  - (3) If the intimation regarding option is not received within the time limit, the employee shall be deemed to have elected to be governed by the revised pay structure with effect from 01-01-2006.
  - (4) The option once exercised shall be final.
  - (5) An undertaking (As given in **Annexure-II**) shall be taken from every beneficiary under this scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band / AGP or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.

**Note-1** Persons whose services were terminated on or after 01-01-2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this Order.

**Note-2** Persons who have died on or after 01-01-2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from 01-01-2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the University.

**Note-3** Persons who were on earned leave or any other leave on 01-01-2006, which entitled them to leave salary, will be allowed the benefits of this rule.

### **5. Fixation of pay in the revised pay structure:**

The initial pay in the revised pay structure of the Teachers/Librarian as on 01-01-2006, who elect or are deemed to have elected the revised pay structure, shall be fixed as per the authenticated Fitment Tables (as indicated in **Annexure-III**). In case, the revised pay cannot be fixed with reference to fitment tables, the initial pay shall be fixed as per Rule 7 of Central Civil Services (Revised Pay) Rules, 2008 [CCS (RP) Rules, 2008] dated : 29-08-2008 as directed by Ministry of Finance and Office Memoranda dated 30-08-2008 and 13-09-2008, read at reference 6, 7 and 8, respectively as detailed below.

- (a) The pay in the Pay Band/pay scale will be determined by multiplying the existing basic pay as on 1-1-2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (b) If the minimum of the revised Pay Band/pay scale is more than the amount arrived at as per (a) above, the pay shall be fixed at the minimum of the revised Pay Band/pay scale.

Provided further that:

Wherein in the fixation of pay, the pay of the employee drawing pay at two or more consecutive **stages** in the existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the Pay Band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running Pay Bands. For this purpose, the increment will be calculated on the pay in the Pay Band. AGP will not be taken in to account for the purpose of granting increments to alleviate bunching.

- (c) The pay in the Pay Band will be determined in the above manner. In addition to the pay in the Pay Band, corresponding AGP will be payable.
- (d) If amount arrived at as per (a) above, is more than the maximum of the revised Pay Band, pay shall be fixed at the maximum of the Pay Band.

**Note 1** - A Teacher who is on leave on 01-01-2006 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 01-01-2006 or from the date of option for the revised pay structure. This is also applicable to the employee who is on study leave on 01-01-2006.

**Note 2** - A Teacher under suspension shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subjected to the final Order of the pending disciplinary proceedings.

**Note 3** - Where the existing emoluments exceeds the revised emoluments, in the case of any teacher, the difference shall be allowed as 'personal pay' to be absorbed in future increase in pay.

**Note 4** - Wherein the fixation of pay under the revised pay structure, the pay of the employee, who, in the existing scale was drawing immediately before 01-01-2006 more pay than the junior to him in the same cadre, gets fixed in the revised Pay Band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised Pay Band as that of the junior.

**Note 5** - In case where a senior employee promoted to a higher post before 01-01-2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after 01-01-2006, the pay in the Pay Band of such senior employee should be stepped up to an amount equal to the pay in the Pay Band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of his junior subject to the fulfilment of the following conditions:-

- (i) both the senior and the junior should belong to the same cadre and the posts in which they have been promoted should be to the same cadre.
- (ii) the pre-revised scale of pay and the revised Pay Band and AGP of the lower and higher posts in which they are entitled to draw pay should be identical.
- (iii) the senior at the time of promotion should have been drawing equal or more pay than the junior excluding the benefit of pay fixation on promotion.
- (iv) the anomaly should be directly as a result of the application of the provisions of these Orders or Order regulating pay fixation on such promotion in the revised pay structure.
- (v) If even in the lower post, the junior was drawing more pay in the pre-revised scale than his senior, by virtue of any advance increments sanctioned to him, this provision of this note cannot be invoked to step up the pay of the senior.

**6. Fixation of pay of the employees opted to the revised pay structure subsequent to 01-01-2006:**

Where the employee continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than 01-01-2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

Pay in the Pay Band will be fixed by adding the basic pay applicable on the later date, and the dearness allowance based on the rates applicable as on 01-01-2006. This figure will be rounded off to the next multiple of 10 which will become pay in the applicable Pay Band. If the minimum of the revised Pay Band is more than the amount arrived at as per above, the pay shall be fixed at the minimum of the revised Pay Band. In addition to this pay in Pay Band, corresponding Academic Grade Pay (AGP) will be applicable.

**7. Fixation of pay of the employees promoted on or after 01-01-2006:**

The fixation of pay on promotion on or after 01-01-2006 from one AGP to another in the revised pay structure will be done as indicated in Rule 13 of CCS (RP) Rules, 2008, which is as follows:-

One increment equal to 3% of the sum of the pay in the Pay Band and the existing AGP will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the Pay Band. The AGP corresponding to the promotion post will thereafter be granted in addition to this pay in the Pay Band. In cases where promotion involves change in the Pay Band also, the same methodology will be followed. However, if the pay in the Pay Band after adding the increment is less than

the minimum of the higher Pay Band to which promotion is taking place; pay in the Pay Band will be stepped to such minimum.

#### **8. 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) Each advance increment [incentives for higher qualifications] shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be **non-compoundable**.
- (iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of regulation 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.
- (iv) After the initial pay of the employees is fixed in the revised UGC/ICAR pay structure, the next **annual increment** will accrue on the date on which it is admissible.

#### **9. Date of Effect:**

- (a) The revised pay scales shall be effective from 1-1-2006, and all other allowances, benefits prospectively from the date of issue of this order.

#### **(b) DEARNESS ALLOWANCE:**

The Dearness Allowance in the revised scale with effect from 01-01-2006 shall be regulated as follows:-

Sl. No.	Period	DA rates (% of pay in the Pay Band + AGP)
1	01-01-2006 to 30-06-2006	Nil
2	01-07-2006 to 31-12-2006	2
3	01-01-2007 to 30-06-2007	6
4	01-07-2007 to 31-12-2007	9
5	01-01-2008 to 30-06-2008	12
6	01-07-2008 to 31-12-2008	16
7	01-01-2009 to 30-06-2009	22
8	01-07-2009 to 31-12-2009	27

#### **(c) ALLOWANCES:**

The HRA, CCA and all other allowances and incentives/benefits such as leave/study leave, leave travel facilities, Medical reimbursement and pensionary benefits shall continue to be applicable as admissible to State Government employees.

**10. Direct recruitment: Minimum qualifications, recruitment procedures and selection committee:-**

All conditions and guidelines issued by the ICAR from time to time in respect of minimum qualifications, recruitment procedures and selection committee for direct recruitment shall be made applicable for recruitment of teachers, librarians and equivalent cadres in the Universities.

**11. Career Advancement Scheme for teachers, librarians and equivalent cadres:-**

The Career Advancement Scheme as indicated in the MHRD letter shall be implemented in the Universities from prospective effect. The upward movement and promotions from AGP to another or from one Pay Band to another for all posts shall be subject to their satisfying all other conditions as laid down by ICAR from time to time. The details are as under.

**12 (a). Career Advancement Scheme for teachers and equivalent cadres:**

- (i) An Assistant Professor with completed service of four years, possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving upto AGP of Rs.7000.
- (ii) Assistant Professor possessing M. Phil or post-graduate degree in professional courses shall be eligible for the AGP of Rs.7000 after completion of five years service as Assistant Professor.
- (iii) Assistant Professor 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.7000 only after completion of six years service as Assistant Professor.
- (iv) Assistant Professor with completed service of five 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.
- (v) Assistant Professors completing three years of service 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.
- (vi) Incumbents to the posts of Assistant Professor (Senior scale) (i.e. the pre revised scale of Rs.10000-15200) shall be re-designated as Assistant Professor, and their pay 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) Incumbent Associate Professor and Assistant Professor (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 as 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 Assistant Professor (Selection Grade) / Associate Professor, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.
- (viii) Incumbent Associate Professor and Assistant Professor (Selection Grade) who has 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.
- (ix) Associate Professor / Assistant Professor (Selection Grade) in service at present shall continue to be designated as Associate Professor or Assistant Professor (Selection Grade), as the case may be, until they are placed in the Pay Band of Rs.37400-67000 and re-designated as Associate Professor in the manner described above.



- (x) Associate Professor completing three 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 promoted, appointed or designated as Professor.
- (xi) Ten per cent of the posts of Professors in a University shall be in the higher AGP of Rs.12000. However, teachers appointed to these posts shall continue to be designated as Professors. Eligibility for appointment as a Professor in the higher AGP shall be as 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 as Professor and post-doctoral work of a high standard.

**12 (b). Career Advancement Scheme for Librarians:**

- (i) Assistant Librarian possessing Ph.D. in Library Science, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per UGC/ICAR guidelines, shall be eligible for the higher AGP of Rs.7000 within the Pay Band of Rs.15600-39100.
- (ii) 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 UGC/ICAR guidelines, shall become eligible for the higher AGP of Rs.7000.
- (iii) 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 UGC/ICAR guidelines, if any by the University, move to the higher AGP of Rs.7000.
- (iv) The pay of the existing Assistant Librarian (Senior 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.
- (v) On completion of service of 5 years, Assistant Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15600-39100, with AGP of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree etc. for Deputy Librarian) as per UGC/ICAR guidelines. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade), as the case may be.
- (vi) After completing 3 years in the Pay Band of Rs.15600-39100 with an AGP of Rs.8000, Deputy Librarians /equivalent positions shall move to the Pay Band of Rs.37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility as per UGC/ICAR guidelines and if any by the University for CAS promotion.
- (vii) Assistant Librarians (Sr. Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfil other criteria prescribed by the UGC/ICAR for CAS promotion are also eligible for being placed in the AGP of Rs.8000.
- (viii) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs.12000-18300 on 01.01.2006 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 Grade).
- (ix) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) 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 AGP of Rs.8000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade).

- (x) 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.
- (xi) Deputy Librarian completing service of three years in the AGP of Rs.9000 and otherwise eligible as per UGC/ICAR guidelines, with a PhD qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

### **13. Incentives for Ph.D./M. Phil and other higher qualifications:**

The incentives for Ph.D./M. Phil and other higher qualifications shall be implemented in the Universities **prospectively** from the date of this Order. The details are as under.

- (i) **Five non-compounded advance increments** shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC/ICAR.
- (ii) M. Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to **two non-compounded advance increments**.
- (iii) Those possessing Post Graduate degree in a professional course recognised by the relevant Statutory Body/Council, shall also be entitled to **two non-compounded advance increments** at the entry level.
- (iv) Teachers 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/ICAR for enrolment, course-work and evaluation, etc.
- (v) However, teachers 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/ICAR as having complied with the process prescribed by the UGC/ICAR.
- (vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of **three non-compounded increments** only if the university awarding the Ph.D. has been notified by the UGC/ICAR to have complied with the process prescribed by UGC/ICAR for the award of Ph.D., in respect of either course-work or evaluation or both, as the case may be.
- (vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by UGC/ICAR.
- (viii) Teachers 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**.
- (ix) **Five non-compounded advance increments** shall be admissible to Assistant Librarian who is recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC/ICAR in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

- (x) Assistant Librarian and other Library personnel acquiring the degree of Ph.D., at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC/ICAR in respect of enrolment, coursework and evaluation shall be entitled to **three non-compounded advance increments**.
- (xi) However, persons in posts of Assistant Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone coursework, 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 UGC/ICAR as having complied with the process prescribed by UGC/ICAR.
- (xii) In respect of every other case of persons in the posts of Assistant Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of **three non-compounded increments** only if the university awarding the Ph.D. has been notified by UGC/ICAR to have complied with the process prescribed by UGC/ICAR for the award of Ph. D, in respect of either course-work or evaluation or both, as the case may be.
- Assistant Librarian  
enrolled for Ph.D. shall therefore derive the benefit of **three non-compounded increments** on award of Ph. D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by UGC/ICAR.
- (xiv) **Two non-compounded advance increments** shall be admissible for Assistant Librarian with M. Phil degree in Library Science at the entry level. Assistant Librarian and those in higher positions acquiring M. Phil degree in Library Science at any time during the course of their service shall be entitled to one advance increment.
- (xv) 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.
- (xvi) 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.
- (xvii) Teachers, Librarians and equivalent cadres who have already availed the benefits of increments under CAS as per existing policy for acquiring Ph.D./M. Phil while in service, would not be entitled to benefits under this Scheme.
- (xviii) Teachers, Librarians and equivalent cadres who have acquired Ph.D./M. Phil through distance education mode are not eligible for these incentives.
- (xix) The advance increments shall not be admissible to teachers, who were recruited / promoted to a post for which Ph.D. was an essential qualification.

#### **14. Other terms and conditions:**

##### **Research Promotion Grant:**

The scheme of research promotion grant already in operation in the Karnataka State Agricultural and Horticultural Universities shall continue.

**(a) Age of Superannuation:**

The superannuation age of Teachers/Librarians of Agricultural Universities drawing UGC/ICAR scales shall be 62 years with effect from 28-10-2009 as per GO No. AHD 64 AUM 2009 dated 28-10-2009. The age of superannuation of the Teachers/Librarians of Horticultural University shall be enhanced to 62 years from prospective effect.

**(b) Pension, Family Pension, Gratuity and Encashment of Leave, Ex-Gratia Compensation, Provident Fund, Additional Quantum of Pension to senior pensioners, etc:**

The existing rules and conditions as applicable to State Government employees shall be continued to be adopted in respect of the Teachers/Librarian and employees in equivalent position.

**(c) Service Agreement:**

At the time of recruitment in Universities every teacher, librarian and equivalent post shall execute a service agreement signed between themselves and the University. The self-appraisal of performance OR any other performance report shall form a part of the service agreement.

**(d) Code of Professional Ethics:**

University should evolve its own professional ethics after full discussion in the academic bodies and associations and incorporate the same in its Acts, Ordinances and/or Statute, as the case may be, for strict observance by the academic faculty.

**(e) Accountability:**

The self-appraisal of performance should be adopted as a mandatory part of the Career Advancement Scheme and should be implemented with the revised pay scales within the time frame of one year, if not already implemented. The Academic Performance Indicator (API) and Weightage Points shall be taken into account and shall incorporate transparent and credible methodology of analysis of the merits and credentials of the teachers as per UGC/ICAR guidelines.

**(f) Period of Probation and confirmation:**

The existing minimum period of probation of one year in terms of rules / regulations / statutes governing the conditions of services of teachers and librarians in the universities, shall be continued and the period of probation extendable by a maximum period of one more year in case of unsatisfactory performance.

**(g) Work load and Teaching days:**

The workload and teaching days of the Teachers/Librarians in full employment shall be strictly implemented in the Universities as stipulated in 4<sup>th</sup> Deans Committee Report of the ICAR. Since this report has got recommendations for the teaching staff, there is no specific recommendation on the workload for the teaching staff/scientists working in the University as they are supposed to work in research and extension, it is decided to constitute a sub-committee to study and recommend the quantum of workload for research and extension to help farming community. The sub-committee shall submit its recommendations within 3 months from the date of issue of the Notification.

**15. Non-Application of UGC Pay Scales:**

The Government shall not extend the revised UGC/ICAR pay scales to any of the employees, except those having coverage under this Order and who possess the requisite qualification and the revised pay scale shall be extended only after due verification of the required qualification by the University. Further, revision is applicable to the qualified teaching, library and equivalent cadre staff presently drawing UGC/ICAR pay scales subject to the conditions stipulated in this Order. Teachers going on deputation to other jobs except those related to education and research cannot carry forward their UGC/ICAR pay scales. However, they can go on deputation accepting the relevant State pay scales.

**16. Payment of arrears of Pay Revision:**

The arrears shall be paid to the beneficiaries after receiving the ICAR share of 80% of the additional expenditure and after deducting admissible income tax. Orders in this behalf will be issued separately by the Government.

**17. Anomalies:**

Anomalies and disparities, if any, in the implementation of this Scheme should be brought to the notice of the Government of Karnataka, which will be considered in consultation with ICAR/UGC.

**18.** This Order issues with the concurrence of the Finance Department vide its Notes No. FD 17 SRP 2009 dated 02-02-2010 & 23-08-2010.

By Order and in the name of the Governor of Karnataka,

**G. K. GURANI**

Under Secretary to Government,  
Department of Agriculture

**ANNEXURE - I****Form of Option**

(i) I, \_\_\_\_\_ hereby elect the revised scale of the post with effect from 1<sup>st</sup> January, 2006.

(ii) I, \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:

- o the date of my next increment: \_\_\_\_\_
- o the date of my subsequent increment raising my pay to Rs. \_\_\_\_\_
- o I vacate or cease to draw pay in the existing scale.
- o The date of my promotion to \_\_\_\_\_

Existing scale: \_\_\_\_\_

Date:

Place:

Signature:

Name:

Designation:

Office in which employed: \_\_\_\_\_

**G. K. GURANI**

Under Secretary to Government,  
Department of Agriculture

**ANNEXURE - II****UNDERTAKING**

I hereby undertake that any excess payment that may be found to have been made as a result incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:

Station:

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

College: \_\_\_\_\_

**G. K. GURANI**

Under Secretary to Government,  
Department of Agriculture

## ANNEXURE - III

## Fitment Tables for incumbents as on 01-01-2006

Table 1. Incumbent Assistant Professor / Assistant Librarian / equivalent cadre

Pre- revised scale: Rs. 8000-275-13500		Revised Pay Band + AGP Rs. 15600-39100 + 6000 AGP		
Pre- revised basic pay		Pay in the Pay Band	AGP	Revised Basic Pay
1	8000	15600	6000	21600
2	8275	15600	6000	21600
3	8550	15910	6000	21910
4	8825	16420	6000	22420
5	9100	16930	6000	22930
6	9375	17440	6000	23440
7	9650	17950	6000	23950
8	9925	18470	6000	24470
9	10200	18980	6000	24980
10	10475	19490	6000	25490
11	10750	20000	6000	26000
12	11025	20510	6000	26510
13	11300	21020	6000	27020
14	11575	21530	6000	27530
15	11850	22050	6000	28050
16	12125	22560	6000	28560
17	12400	23070	6000	29070
18	12675	23580	6000	29580
19	12950	24090	6000	30090
20	13225	24600	6000	30600
21	13500	25110	6000	31110
22	13775	25630	6000	31630
23	14050	26140	6000	32140
24	14325	26650	6000	32650

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**Table 2. Incumbent Assistant Professor [Senior Scale]/Assistant Librarian  
[Senior Scale] / equivalent cadre**

<b>Pre- revised scale: Rs. 10000-325-15200</b>		<b>Revised Pay Band + AGP Rs. 15600-39100 + 7000 AGP</b>		
<b>Pre- revised basic pay</b>		<b>Pay in the Pay Band</b>	<b>AGP</b>	<b>Revised Basic Pay</b>
1	10000	18600	7000	25600
2	10325	19210	7000	26210
3	10650	19810	7000	26810
4	10975	20420	7000	27420
5	11300	21020	7000	28020
6	11625	21630	7000	28630
7	11950	22230	7000	29230
8	12275	22840	7000	29840
9	12600	23440	7000	30440
10	12925	24050	7000	31050
11	13250	24650	7000	31650
12	13575	25250	7000	32250
13	13900	25860	7000	32860
14	14225	26460	7000	33460
15	14550	27070	7000	34070
16	14875	27670	7000	34670
17	15200	28280	7000	35280
18	15525	28880	7000	35880
19	15850	29490	7000	36490
20	16175	30090	7000	37090

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**Table 3. Incumbent Assistant Professor [Selection Grade] / Assistant Librarian [Selection Grade] / Associate Professor / Deputy Librarian / equivalent cadre with less than three years of service**

<b>Pre- revised scale: Rs. 1200-420-18300</b>		<b>Revised Pay Band + AGP Rs. 15600-39100 + 8000 AGP</b>		
<b>Pre- revised basic pay</b>		<b>Pay in the Pay Band</b>	<b>AGP</b>	<b>Revised Basic Pay</b>
1	12000	22320	8000	30320
2	12420	23110	8000	31110
3	12840	23890	8000	31890
4	13260	24670	8000	32670
5	13680	25450	8000	33450
6	14100	26230	8000	34230
7	14520	27010	8000	35010
8	14940	27790	8000	35790
9	15360	28570	8000	36570
10	15780	29360	8000	37360
11	16200	30140	8000	38140
12	16620	30920	8000	38920
13	17040	31700	8000	39700
14	17460	32480	8000	40480
15	17880	33260	8000	41260
16	18300	34040	8000	42040
17	18720	34820	8000	42820
18	19140	35610	8000	43610
19	19560	36390	8000	44390

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Under Secretary to Government,  
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**Table 4. Incumbent Assistant Professor [Selection Grade] / Assistant Librarian [Selection Grade] / Associate Professor / Deputy Librarian / equivalent cadre with three years of service**

Pre- revised scale: Rs. 12000-420-18300 Pre- revised basic pay		Revised Pay Band + AGP Rs. 37400 - 67000 + 9000 AGP		
		Pay in the Pay Band	AGP	Revised Basic Pay
1	13260	37400	9000	46400
2	13680	37400	9000	46400
3	14100	37400	9000	46400
4	14520	37400	9000	46400
5	14940	38530	9000	47530
6	15360	38530	9000	47530
7	15780	39690	9000	48690
8	16200	39690	9000	48690
9	16620	40890	9000	49890
10	17040	40890	9000	49890
11	17460	42120	9000	51120
12	17880	42120	9000	51120
13	18300	43390	9000	52390
14	18720	43390	9000	52390
15	19140	44700	9000	53700
16	19560	44700	9000	53700

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**Table 5. Incumbent Professor / Librarian**

<b>Pre- revised scale: Rs. 16400-450-20900-500-22400</b>		<b>Revised Pay Band + AGP</b>		
		<b>Rs. 37400 – 67000 + 10000 AGP</b>		
<b>Pre- revised basic pay</b>		<b>Pay in the Pay Band</b>	<b>AGP</b>	<b>Revised Basic Pay</b>
1	16400	40890	10000	50890
2	16850	40890	10000	50890
3	17300	42120	10000	52120
4	17750	42120	10000	52120
5	18200	43390	10000	53390
6	18650	43390	10000	53390
7	19100	44700	10000	54700
8	19550	44700	10000	54700
9	20000	46050	10000	56050
10	20450	46050	10000	56050
11	20900	47440	10000	57440
12	21400	47440	10000	57440
13	21900	48870	10000	58870
14	<del>22400</del>	48870	<del>10000</del>	<del>58870</del>
15	22900	50340	10000	60340
16	23400	50340	10000	60340
17	23900	51860	10000	61860

**G. K. GURANI**Under Secretary to Government  
Department of Agriculture

## ANNEXURE - IV

## PROFORMA FOR FIXATION OF PAY

Name of the Teacher: Sri/Smt/Dr.

Name of the University:

Sl No	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.1.2006 or on _____ (later date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation & Pay Scale on the above date	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [(a) and (b) ]	
5	Revised Pay Band & AGP/GP corresponding to pre-revised scale at Sl.No.4 above	37400-67000 AGP
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl.No. 4(1).	
7	Academic Grade Pay (AGP) applicable to the post	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sl.No.7 or 9 or 10 above, whichever is applicable)	
	b) Academic Grade Pay (as per Sl.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	
	Total	

12. Any other relevant information:

Date:

Place:

Attachments: 1) Form of option

2) Service Agreement

Signature and Seal of  
pay fixation authority

3) Undertaking

G. K. GURANI

Under Secretary to Government  
Department of Agriculture