



GOVERNMENT OF KARNATAKA

**EXTENSION OF 2006 REVISED AICTE PAY
SCALES FROM 01-04-2011 TO TEACHERS OF
GOVERNMENT AND AIDED POLYTECHNICS
UNDER THE CONTROL OF THE DEPARTMENT OF
HIGHER EDUCATION IN THE STATE.**



PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub: Extension of revised AICTE pay scales to the Teachers of Government and Aided polytechnics under the control of Department of Higher Education.

Read: 1) G.O. No.ED 79 DTE 91 dated 18.7.1994
2) G.O. No.ED 15 DTE 2000 dated 28.7.2000
3) AICTE Notification No.F.No.37-3/Legal/2010 Dated 05-03-2010.

PREAMBLE:

1) In the Government Order dated 18.7.1994 read at (1) above, AICTE pay scales were extended with effect from 1.4.1993 to the Teachers of Government and Aided polytechnics in Engineering, Humanities and Science subjects, subject to the terms and conditions stipulated thereunder. In Government Order dated 28.7.2000 read at (2) above, Government had extended the 1996 AICTE pay scales to Teachers of Government and Aided polytechnics under the control of Department of Higher Education subject to certain terms and conditions specified thereunder.

2) The AICTE in its Notification dated 05-03-2010 read at (3) above, have made available the Notification as suggested by the Government of India prescribing revised pay scales, service conditions for teaching faculty in technical institutions, career advancement scheme, qualifications criteria, annual increments, incentives for higher qualification, age of superannuation, experience and other service conditions.

3) The revision of the AICTE pay scales in respect of the Teachers of Government and Aided polytechnics under the control of the Department of Higher Education has been examined and the following orders are issued;

GOVERNMENT ORDER NO.ED 118 DTE 2010 DATED 31-03-2011.

4) Government are pleased to revise the AICTE pay scales in respect of Teachers of Government and Aided polytechnics under the control of the Department of Higher Education as detailed below:-



Teachers:

Sl. No.	Existing Category	Revised Category	Existing pay Scale Rs.	New Pay Band Rs.	Academic Grade Pay Rs.
1	Lecturer	Lecturer	8000-13500	15600-39100	5400
2	Lecturer (Senior Scale)	Lecturer	10000-15200	15600-39100	7000
3	Lecturer (Selection Grade) with less than 3 years of service	Lecturer (Selection Grade)	12000-18300	15600-39100	8000
4	Lecturer (Selection Grade) with 3 years of service	Lecturer (Selection Grade)	12000-18300	37400-67000	9000
5		Heads of Department		37400-67000	9000
6	Principal Grade I	Principal of a Polytechnic having less than 6 courses	12000-18300	37400-67000	10000
7	Principal Grade II	Principal of a Polytechnic having more than 6 courses	16400-20000	37400-67000	10000

The Pay fixation in 2006 AICTE pay scales shall be as indicated in Appendix-I

5. DATE OF EFFECT:

The revised AICTE pay scales and all other allowances / benefits thereunder shall be effective from 01-04-2011.

6. COVERAGE:

This scheme will apply to Teachers of Government and Aided Polytechnics under the control of Department of Higher Education.

7. GENERAL:

- (i) There shall be only three designations in respect of Teachers of Government and Aided Polytechnics in the State viz., Lecturers, Heads of Department and Principal.



- (ii) The pay of Teachers of Polytechnics shall be fixed according to their designations in two Pay Bands of Rs.15600-39100 and 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of AGP which shall ensure that Teachers under this Scheme, subject other conditions of eligibility being satisfied have several opportunities for upward movement during their career.
- (iii) To maintain quality, relevance, excellence and inclusiveness, Teachers going on deputation to other jobs except those related to education management and research cannot carry forward the AICTE pay scales. However, they can do so by accepting the State pay scale.
- (iv) The Cadre and Recruitment Rules applicable to the Teachers of the Polytechnics in Engineering subjects and Humanities and Science subjects shall be amended to provide a method of recruitment and minimum qualification under the AICTE scheme / Faculty Norms. All the recruitments shall be made in conformity with the qualifications and experience prescribed in the AICTE guidelines and norms must be strictly adhered.
- (v) Necessary orders, rules, regulations, guidelines, etc., giving effect to the scheme of recruitment, career advancement, appraisal of performance as laid down by AICTE from time to time shall be applicable.
- (vi) The total cadre strength of Lecturers/Lectures (Senior Scale), Lecturers (Selection Grade) and Principal Grade-I and Principal Grade-II shall be equal to the existing cadre strength of Lecturer, Heads of Section and Principals.

8. Revised pay scales, service conditions and CAS for Teachers in the Government and Aided Polytechnics shall be as indicated in Appendix-II.

9. Incentives for Ph.D / M.Tech. / M.Phil and other qualifications shall be as indicated in Appendix-III.

10. Faculty Norms prescribed for the Government and aided polytechnics shall be as indicated in Appendix-IV.

11) (a) DEARNESS ALLOWANCE:

The Dearness Allowance in the revised scale with effect from 01-04-2011 shall be 45% of basic pay.

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(b) ALLOWANCES:

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

12. Other terms and conditions:**a) 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 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 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.

b. Pay 'fixation formula':

The pay 'fixation formula' recommended by the 6th Central Pay Commission as accepted by the Central Government shall be adopted for Teachers.

c. Date of next increment in the revised pay structure:

After the initial pay of the employees is fixed in the revised AICTE pay structure, the next annual increment will accrue on the normal date on which it is due.

13. Anomalies:

Anomalies and disparities, if any, in the implementation of the revised AICTE pay scales should be brought to the notice of the State Government, which will consider them in consultation with the AICTE.

14. Applicability of the Scheme:

- (i) The Government shall not extent the AICTE pay scales to any of its employees except those having coverage under these orders.

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- (ii) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers, etc.,

15. Research Promotion Grant and consultancy Assignments:

As and when the AICTE prescribes appropriate guidelines for Research Promotion Grant and consultancy Assignment, it may be examined separately for implementation in the State.

16. The Option to the revised pay scales shall be executed in writing in the form given in **Appendix-V**.

17. An undertaking in the proforma given in **Appendix-VI** shall be taken from every beneficiary under this Scheme.

18. This order issues with concurrence of the Finance Department vide its Notes No.FD 03 SRP 2011,dated: 28-01-2011 and 31-3-2011.

By order and in the name of the
Governor of Karnataka



(M. MADAN GOPAL)

Principal Secretary to Government
Education Department (Higher Education)

To:

The Compiler, Karnataka Gazette, for publication in the gazette dated:31-3-2011 and to supply 1000 copies.

Copy to:

1. The Secretary to Government of India, MHRD, Department of Education, New Delhi.
2. The Chairman / Member Secretary, AICTE, 7th Floor, Chandralok Building, Janpath, New Delhi: 110 001.
3. The Chairman / Secretary, UGC, New Delhi
4. The Accountant General, Karnataka, Bangalore (Audit) (A&E) (Accounts) Bangalore
5. The Principal Secretary to the Chief Minister, Bangalore
6. The Director of Technical Education, Bangalore
7. The Principals of all Government and aided through Director of Technical Education.
8. The Principal Secretary to Government, Finance Department/Planning Department, Bangalore
9. The PS to Minister for Higher Education, Planning, Statistics, IT & BT and Muzarai, Vidhana Soudha, Bangalore.



10. The IFA/ Deputy Secretary (Universities)/(Higher Education) Education Department
11. Under Secretary (Technical) (Planning)/ (Universities)/ (Collegiate Education) Education Department
12. The Deputy Secretary to Government, Finance Department (Services-II/Exp)
13. The Deputy Secretary to Government, DPAR (Cabinet) Bangalore
14. Information Centre, Education Department.
15. S.G.F /Spare copies.



APPENDIX - I**FITMENT TABLE - 1****PAY FIXATION IN 2006 AICTE PAY SCALES**

(i) Incumbent Lecturer

Pre-Revised Scale : Rs.8000-13500				
Revised Pay Band : Rs.15600 - 39100 + AGP Rs.5400				
Sl. No.	Pre-revised Basic Pay Rs.	Pay in Pay Band Rs.	Revised Pay	
			AGP Rs.	Revised Basic Pay Rs.
1	8000	15600	5400	21000
2	8275	15600	5400	21000
3	8550	15910	5400	21310
4	8825	16420	5400	21820
5	9100	16930	5400	22330
6	9375	17440	5400	22840
7	9650	17950	5400	23350
8	9925	18470	5400	23870
9	10200	18980	5400	24380
10	10475	19490	5400	24890
11	10750	20000	5400	25400
12	11025	20510	5400	25910
13	11300	21020	5400	26420
14	11575	21530	5400	26930
15	11850	22050	5400	27450
16	12125	22560	5400	27960
17	12400	23070	5400	28470
18	12675	23580	5400	28980
19	12950	24090	5400	29490
20	13225	24600	5400	30000
21	13500	25110	5400	30510

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FITMENT TABLE - 2**PAY FIXATION IN 2006 AICTE PAY SCALES**

(ii) Incumbent Lecturer

Pre-Revised Scale : Rs.8000-13500				
Revised Pay Band : Rs.15600 - 39100 + AGP Rs.6000				
Sl. No.	Pre-revised Basic Pay Rs.	Pay in Pay Band Rs.	Revised Pay	
			AGP Rs.	Revised Basic Pay Rs.
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

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FITMENT TABLE - 3
PAY FIXATION IN 2006 AICTE PAY SCALES

(i) Incumbent Lecturer (Sr. Scale)

Pre-Revised Scale: Rs.10000-15200				
Revised Pay Band: Rs.15600 - 39100 + AGP Rs.7000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
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

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FITMENT TABLE - 4
PAY FIXATION IN 2006 AICTE PAY SCALES

(i) Incumbent Lecturers (Selection Grade)] with less than three years of Service

Pre-Revised Scale : Rs.12000-18300				
Revised Pay Band : Rs.15600 - 39100 + AGP Rs.8000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
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

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FITMENT TABLE - 5**PAY FIXATION IN 2006 AICTE PAY SCALES**

- (i) Incumbent Lecturers (Selection Grade) with 3 years of Service]
(ii) Incumbent Principals Grade-I of Polytechnics

Pre-Revised Scale : Rs.12000-18300				
Revised Pay Band : Rs.37400 - 67000 + AGP Rs.9000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
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

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FITMENT TABLE - 6

PAY FIXATION IN 2006 AICTE PAY SCALES

Incumbent Principals Grade-II of Polytechnics

Pre-Revised Scale : Rs.16400-20000				
Revised Pay Band : Rs.37400-67000 + AGP Rs.10000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
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

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Appendix - II**Revised pay scales, service conditions and Career Advancement Scheme for Teachers in the Government and Aided Polytechnics:****(a) Lecturer in Polytechnics**

(i) Persons with B.E. / B.Tech / MCA qualification in appropriate branch / discipline and M.Com/M.A. in Humanities / M.Sc in Sciences / M.Lib in Library and information Science/Master Degree in Fine Arts/Master degree in Clothing / Garment / Fashion Technology or Master degree in the relevant branch either entering the teaching profession newly or Lecturers 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 ME/ M.Tech/ or M.Phil in appropriate branch / discipline.

(ii) Persons with ME/ M.Tech/ M.Phil qualification in appropriate branch / discipline either entering the teaching profession newly or Lecturers 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.

(iii) 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.

(iv) A lecturer possessing ME/ M. Tech/ M.Phil 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.

(v) Lecturers who do not have Ph.D or ME/ M. Tech/ M.Phil 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 Lecturer.

(vi) Lecturers who do not have Ph.D or ME/ M. Tech/ M.Phil 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 Lecturer.

(vii) 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.

(viii) 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.

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(ix) Lecturer 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.

(x) Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs.12000-18300 on 1.4.2011 shall be placed in Pay Band of Rs.37400-67000 with AGP Pay of Rs.9000 and shall be continued to be designated as Lecturers (Selection Grade)

(xi) Incumbent Lecturers (Selection Grade) who have not completed three years in the pay scale of Rs.12000-18300 on 1.4.2011 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 and accordingly designated as Lecturers (Selection Grade).

(xii) Lecturers (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.

(xiii) Posts of Heads of Department 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.

(xiv) Heads of the Department 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 the Pay Band of Rs.37400-67000 with AGP of Rs.10000.

(xv) For initial direct recruitment at the level of Lecturers, Heads of Departments (HOD) and Principals, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations and as may be laid down by the AICTE.

(xvi) All advancements 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) Pay Scales of Principals in Polytechnics:

Appointments 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 Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.2000 per month.

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Appendix - III**Incentives for Ph.D. / M.Tech and other higher qualification:**

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment 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 UGC.

(ii) M.Phil degree holders at the time of recruitment to the post of lecturer shall be entitled to two non-compounded advance increments.

(iii) Those possessing Post Graduate degree in a professional course such as M.E. / M.Tech. in relevant branch / discipline recognised by a Statutory University 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 branch / 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 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. or 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.

(vi) 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 recognized by UGC.

(vii) Teachers who acquire M.Phil. degree or an M.Tech degree in a relevant Branch / discipline recognised by a Statutory University while in service, shall be entitled to one advance increment.

(viii) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing PhD / ME/ M. Tech/ M.Phil, at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

..... For posts at the entry level where no such advance increments were admissible for possessing PhD / ME/ M. Tech/ M.Phil under the earlier scheme, the benefit of five advance increments for possessing PhD/ M.Tech shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

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APPENDIX – IV**Faculty Norms:**

The Faculty Norms prescribed for the Teachers in Government and Aided Polytechnics shall be as indicated below:

Programme	Cadre	Qualifications	Experience
Engineering/ Technology	Lecturer	Bachelor's degree in Engineering / Technology in the relevant branch with First Class or equivalent or MCA. If the candidate has a Master's degree in the Engineering / Technology, first class or equivalent is required at Bachelors or Masters level.	
Humanities and Sciences /Library Sciences / ADFT / Commercial Art/Commercial Practice	Lecturer	First class Master's degree in appropriate subject with first class or equivalent at Bachelor's or Master's level	
HEADS OF DEPARTMENT			
Engineering/ Technology	HOD	Bachelor's and Master's degree of appropriate branch in Engineering / Technology with First Class or equivalent either Bachelor's or Master's level or MCA. OR Bachelor's and Master's degree of appropriate branch in Engineering / Technology with First Class or equivalent either Bachelor's or Master's level and Ph.D or equivalent in appropriate discipline in Engineering / Technology.	Minimum of 10 years relevant experience in teaching / research / industry. Minimum of 5 years relevant experience in teaching / research / industry.

	Principal	<p>Qualifications as above for the post of Heads of Department and Ph. D in engineering.</p> <p>OR</p> <p>Qualifications as above for the post of Heads of Department.</p>	<p>Minimum of 10 years relevant experience in teaching / Research / Industry out of which at least 3 years shall be at the level of Heads of Department or equivalent.</p> <p>In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.</p>
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Notes:

1. Equivalence for Ph.D is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.
2. PhD shall be from a recognized University.
3. In case of research experience, good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection Committee. If the experience in industry is considered, the same shall be at managerial level equivalent to Heads of the department with active participation record in designing, planning, executing, analyzing, quality control innovating, training, technical books / research paper publications / IPR / patents, etc. as deemed fit by the expert members of the Selection Committee.
4. For the Post of Heads of Department and Principal flair for Management and Leadership is essential as deemed fit by the expert members of the Selection Committee.
5. If a class/ division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/ division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below.

Grade Point	Equivalent Percentage
6.25	55 %
6.75	60 %
7.25	65 %
7.75	70 %
8.25	75 %

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APPENDIX - V

Form of Option

(i) I, -----
-----hereby elect the revised scale of the post with effect from
1st April 2011.

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

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

Existing scale-----

Date :
Place :

Signature :
Name :
Designation:

Office in which employed-----



APPENDIX - VI

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the 1996 and 2006 AICTE pay scales 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 :-

Signature -----

Station:-

Name -----

Designation -----

Polytechnic. -----

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APPENDIX - VII**PAY FIXATION IN 2006 AICTE PAY SCALES****PROFORMA FOR FIXATION OF PAY**

Name of the Polytechnic :

Name of the Teacher : Shri / Smt.

Sl.No	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 01.04.2011 or on ----- (later date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.04.2011	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [(a) and (b)]	
5	Revised Pay Band & AGP corresponding to the pre-revised scale at Sl.No. 4 above	
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
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 (Sl.No.7)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	

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12 Date of next increment and pay after increment.

Sl. No.	Date of increment	Pay after increment		
		Pay in Pay Band	AGP	Basic Pay
1				
2				
3				
4				

13. Any other relevant information:

Date :

Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of 2. Service Agreement 3. Undertaking

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APPENDIX – VIII**PAY FIXATION IN 2006 AICTE PAY SCALES****AGREEMENT**

THIS AGREEMENT made this-----day of -----two thousand eleven between Shri/Smt/Kum----- Lecturer / Lecturer (Selection Grade) of -----Principal-----of -----Polytechnic. Established by -----hereinafter referred to as “the Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and ----- Polytechnic hereinafter referred to as “the said Polytechnic” of the other part.

WHEREAS the Employee has been working as a Lecturer / Lecturer (Selection Grade) / of -----/Principal of the said Polytechnic from the -----day of -----199 .

AND WHEREAS the Government of Karnataka has by Government Order No. ----- sanctioned a scheme for revision of the pay-scales of the Polytechnic teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said Polytechnic has agreed to revise the pay scale of the Employee and the Employer agreeing to accept and duly comply with the terms and conditions laid down by the Government of Karnataka by the said Government Order which the Employee has agreed to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows: -

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Order
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

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In witness Shri/Smt/Kum-----
whereof ----- the employee above named has
hereto set his/her hand and seal of Polytechnic has been unto affixed.

Members of the Managing
Committee/Governing Body of ----- have set their respective
hands the day and year first
hereinabove written.

Signed and Delivered by
Shri/Smt/Kum-----

----- the Employee above named in the
presence of

1. -----

2. -----

OR

Signed and delivered by

1. -----

2. -----

5. Elc. the present Members----- of the Managing
----- Committee/Governing body of ----

In the presence of-

1. ----- 2. -----

