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No. 22046—DAFE-RESH-MISC-0025/2019

GOVERNMENT OF ODISHA

DEPARTMENT OF AGRICULTURE & FARMERS' EMPOWERMENT

RESOLUTION

The 22nd November 2019

SUBJECT— Revision of Pay Scales of teachers and equivalent cadres working in the Odisha University of Agriculture & Technology (O.U.A.T) in receipt of U.G. C. Scales of Pay following the revision of Pay Scales of Central Government employees on the recommendation of 7th Central Pay Commission.

The State Government extended the U.G.C. Pay Scales to the teachers and equivalent cadres working in the Odisha University of Agriculture & Technology (O.U.A.T) with effect from the 1st January 2006 vide Resolution No. 2839-Ag., dated the 5th February 2010.

2. In the meantime, State Government vide Resolution No.3324-HE., dated the 11th February 2019 of Higher Education Department have been pleased to implement the scheme of revision of Pay Scales for the teachers of Universities and Colleges under Higher Education Department in receipt of U.G.C. Scales of Pay with effect from the 1st January 2016. Higher Education Department being the Nodal Department in respect of U.G.C. Scales of Pay have advised concerned Administrative Departments to prepare separate resolution for their employees of in this regard. Therefore, the question of revision of Pay Scales for the teachers and equivalent cadres working in the Odisha University of Agriculture & Technology (O.U.A.T) on the basis of recommendations of Government of India and U.G.C. was under active consideration of Government.

3. After careful consideration, the Government have been pleased to implement the scheme of revision of Pay Scales for the teachers and equivalent cadres working in the Odisha University of Agriculture & Technology (O.U.A.T) in receipt of U.G.C. Scale with the following terms and conditions.

4. Coverage : The revised U.G.C. Scales of Pay and other related service benefits shall be applicable to all the full time regular teachers/equivalent cadre working in the Odisha University of Agriculture & Technology who were in receipt of U.G.C. Scales of Pay as on the 1st January 2016. The Teachers/Scientists who are working in KVKs and are in receipts of U.G.C. Scales are entitled to get revised U.G.C. Scales of Pay without burdening any financial liability to the State Government.

5. Date of implementation : The revised Scales of Pay shall be effective from the 1st January 2016.

6. Other Conditions : As soon as regulations laying down other conditions are received from U.G.C., the same may be considered by the State Government.

7. Designation : There shall be only three designations in respect of teachers in Universities namely Assistant Professor/equivalent, Associate Professor/equivalent and Professor/equivalent.

8. Revised Pay for teachers and equivalent cadres :

(i) Pay fixation method : The revised pay structure for different categories of teachers and equivalent cadres shall be based on the following :—

- (a) The formula followed by the 7th CPC is followed in the academic pay structure moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- (b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13(A) and 14.
- (c) Each cell in an academic level is at 3% higher than the previous cell in that level rounded off to nearest 100.
- (d) The Index of Rationalisation (IoR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000.
- (e) The entry pay for each level is as follows :

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000

- (f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay corresponding to the AGP of pre-revised pay is at **Annexure-I**.
- (g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to the employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.
- (h) Employees joining after the 1st January 2016 will be placed in the 1st cell of the corresponding Academic level. Where the fixation is in the 1st cell, their annual increment shall fall due 12 months after the fixation under revised pay.
- (ii) **Revised pay of Vice-Chancellors of Universities** : The pay of the Vice-Chancellor shall be fixed at Rs.2,10,000 (fixed) (Figures obtained by using the IoR of 2.81 on 75,000 and rounding off the figures to nearest five thousand), with special allowance of Rs.5000 per month.

9. Incentive increment for higher qualification : The incentive structure is built-in in the pay structure itself wherein those having M. Phil or Ph.D. Degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M. Phil. or Ph.D.

10. Increment :

- (i) The annual increment is given by moving from the existing cell in the academic level to the immediate next higher cell in the same academic level.
- (ii) The date of next increment shall be 12 months after the sanction of the last increment. Where the pay is fixed at minimum in the revised pay, the date of next increment shall be the anniversary of the date of coming over to the revised pay.

11. Promotion : When an employee gets a promotion, the new pay on promotion would be fixed in the Pay Matrix as follows :

A notional increment will be given in the existing Academic Level by moving to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay. If the pay arrived at in this manner is less than the first cell in the new Academic level, then the pay shall be fixed at the first cell of that Academic level.

12. Exercise of Option : All teachers receiving pay under the U.G.C. Scales shall be deemed to have come over to the revised Scales of Pay with effect from the 1st January 2016 except where they have opted for a date after the 1st January 2016 under the provisions of Revised Scales of Pay Rules. However, exercise of options shall be limited to the date of increment in the existing scale falling due within a period of one year, i.e. from the 1st January 2016 to the 31st December 2016.

No option shall however be exercised in case of direct recruits appointed on or after the date of implementation of the Revised Scales of Pay Rules. Option once exercised shall be final.

13. Stepping up Benefit : In case, a senior teacher/equivalent is drawing more pay than his junior teacher/equivalent immediately before 1st day of January, 2016, in the same Grade and the senior's pay gets fixed at a stage lower than that of his junior then his pay can be stepped up to the stage of his junior and increment will accrue one year after that date. Such stepping up benefit can be available to an employee only once. But, where junior gets more pay than his senior in the revised scale on account of exercise of option, such stepping up of pay shall not be permissible.

14. Dearness Allowances : Consequent upon revision of pay scales as per the revised pay structure with effect from the 1st January 2016, the payment of Dearness Allowance shall be regulated in the manner by the same principle as adopted by Government of Odisha for their employees and the rate of Dearness Allowance will be as mentioned below :—

Date from which payable	Rate of D.A. per mensem
01-01-2016	No D.A.
01-07-2016	2%
01-01-2017	4%
01-07-2017	5%
01-01-2018	7%
01-07-2018	9%

15. House Rent Allowance : The teachers /equivalent cadre of the O.U.A.T. in receipt of U.G.C. Scales of Pay shall continue to draw House Rent Allowance equal to the amount drawn before the date of publication of this Resolution even after fixation of pay in the revised pay scale. The revision of H.R.A. shall be decided subsequently. Resolution in this regard shall be issued separately. In case of change of headquarters of a teacher/equivalent due to transfer or otherwise after the date of issue of this resolution, the teacher/equivalent shall draw the H.R.A. at the rate applicable to the new station in the existing provision on the basis of pay drawn just before issue of this resolution. Teachers/equivalent joining service after issue of this resolution and before finalization of H.R.A. shall draw the H.R.A. at the existing rate basing on the initial pay in the Pay Band and Academic Grade Pay applicable to the post as per Agriculture Department Resolution No. 2839, dated the 5th February 2010.

16. Age of Superannuation : Keeping in view the age of superannuation of State Government employees, the age of superannuation in case of University and College teachers shall be 60 years.

17. Pension : The terminal benefits and pension admissible to the teachers/equivalent cadre of O.U.A.T. availing the U.G.C. Scales of Pay shall be governed by the provisions laid down under extant rules for this matter taking the last pay drawn at the time of retirement.

18. Payment of current salary and arrears :

(i) The current salary and pension/family pension in the revised pay will be given effect from the month of issue of the Notification and 40% of the arrear salary may also be drawn during the same financial year. The payment of balance 60% of the arrears will be made as per the decision of the Government at a later stage. However, the teachers /equivalent who have since been retired by the date of such notification will get the entire arrear salary in one installment during the same financial year.

(ii) Financial Implication : The financial assistance from Central Govt. shall be limited to the extent of 50% of the additional expenditure involved in the implementation of the revision. The same shall be provided for the period from the 1st January 2016 to the 31st March 2019. However the entire burden on account of additional expenditure will have to be met first by the State Govt. to be subsequently reimbursed by the Central Government to the extent of 50% of the additional expenditure.

19. Anomalies : The anomalies, if any, will be brought to the notice of the State Government in Department of Agriculture & Farmers' Empowerment for consideration in consultation with Finance Department.

20. This has been concurred in by the Finance Department vide their Noting-46 in OSWAS file No. DAFE-RESH-MISC-0025-2019 of A. & F.E. Department.

ORDER—Ordered that this Resolution be published in the *Odisha Gazette* and copy forwarded to all Departments of Government/ Accountant-General (A&E), Odisha / Secretary to Government of India, Ministry of Human Resource Development (Department of Education), New Delhi/ Secretary, U.G.C., Bahadur Shah Zafar Marg, New Delhi-110002/Director, Department of Agriculture Research & Education, Krishi Bhawan, New Delhi/ Secretary, ICAR, New Delhi/ Principal Resident Commissioner, New Delhi/ Registrar, O.U.A.T., Bhubaneswar/Comptroller, O.U.A.T., Bhubaneswar.

By order of the Governor

SAURABH GARG

Principal Secretary to Government

Annexure-I

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
	6,000	7,000	8,000	9,000	10,000
(Rs.)					
Academic Level Cell	10	11	12	13A	14
1	57,700	68,900	79,800	1,31,400	1,44,200
2	59,400	71,000	82,200	1,35,300	1,48,500
3	61,200	73,100	84,700	1,39,400	1,53,000
4	63,000	75,300	87,200	1,43,600	1,57,600
5	64,900	77,600	89,800	1,47,900	1,62,300
6	66,800	79,900	92,500	1,52,300	1,67,200
7	68,800	82,300	95,300	1,56,900	1,72,200
8	70,900	84,800	98,200	1,61,600	1,77,400
9	73,000	87,300	1,01,100	1,66,400	1,82,700
10	75,200	89,900	1,04,100	1,71,400	1,88,200
11	77,500	92,600	1,07,200	1,76,500	1,93,800
12	79,800	95,400	1,10,400	1,81,800	1,99,600
13	82,200	98,300	1,13,700	1,87,300	2,05,600
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200
16	89,800	1,07,300	1,24,200	2,04,700	
17	92,500	1,10,500	1,27,900	2,10,800	
18	95,300	1,13,800	1,31,700	2,17,100	
19	98,200	1,17,200	1,35,700		
20	1,01,100	1,20,700	1,39,800		
21	1,04,100	1,24,300	1,44,000		
22	1,07,200	1,28,000	1,48,300		
23	1,10,400	1,31,800	1,52,700		

24	1,13,700	1,35,800	1,57,300
25	1,17,100	1,39,900	1,62,000
26	1,20,600	1,44,100	1,66,900
27	1,24,200	1,48,400	1,71,900
28	1,27,900	1,52,900	1,77,100
29	1,31,700	1,57,500	1,82,400
30	1,35,700	1,62,200	1,87,900
31	1,39,800	1,67,100	1,93,500
32	1,44,000	1,72,100	1,99,300
33	1,48,300	1,77,300	2,05,300
34	1,52,700	1,82,600	2,11,500
35	1,57,300	1,88,100	
36	1,62,000	1,93,700	
37	1,66,900	1,99,500	
38	1,71,900	2,05,500	
39	1,77,100		
40	1,82,400		