

**GOVERNMENT OF RAJASTHAN
FINANCE DEPARTMENT
(RULES DIVISION)**

NOTIFICATION

No.F.9(1)FD(Rules)/2018

Jaipur, dated **26 SEP 2018**

Subject: - Revision of Pay Scales of Teachers including Librarians and PTIs of Government Colleges.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor is pleased to make the following rules, prescribing revised pay (U.G.C.) for Government College Teachers including Librarians and PTIs and principles governing fixation of pay therein, namely: -

1. Short Title and commencement -

- (i) These rules may be called the Rajasthan Civil Services (Revised Pay for Government College Teachers including Librarians & PTIs) Rules, 2018.
- (ii) They shall be deemed to have come into force on the 1st day of January, 2016.

2. (i) Categories of Government College Teachers including Librarians and PTIs to whom the rules apply to: -

These rules shall apply to teachers of Government Colleges in the faculty of Arts, Commerce, Social Science, Science and Law only, including such teachers posted as Director / Joint Director, College Education and drawing pay in their own pay scales and Librarians and PTIs of aforesaid Government Colleges.

- (ii) These rules shall not apply to: -
The teachers including Librarians and PTIs of Medical Colleges, Engineering Colleges, Agriculture Colleges, Veterinary Science Colleges, Teachers' Training Colleges, Polytechnic Institutions and any other colleges not covered under clause (i) of this rule.

3. Power of Interpretation -

If any question arises relating to the interpretation of these rules, it shall be referred to the Government in the Finance Department whose decision thereon shall be final.

4. **Definitions.**—In these rules, unless the context otherwise requires,-

- (i) **“Existing basic pay”** means pay drawn in the prescribed existing Running Pay Band and Academic Grade Pay, but does not include any other type of pay like Special Pay, etc.
- (ii) **“Existing Running Pay Band and Academic Grade Pay”** in relation to Government servant means the Running Pay Band and the Academic Grade Pay applicable to the post held by him immediately before 01.01.2016.

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- (iii) **“Existing Government College Teacher”** means a Teacher including Librarian and PTI who is in service on 1st January 2016 and drawing pay in Running Pay Band and the Academic Grade Pay.

Explanation - Government College Teachers including Librarians and PTIs appointed on or after 01.01.2016 in the Running Pay Band and Academic Grade Pay under the Rajasthan Civil Services (Revised Pay Scales for Government College Teachers including Librarians and PTIs) Rules, 2009 are not existing Government College Teachers. They will draw pay in the Academic Level of the Pay Matrix of the post applicable under the Rajasthan Civil Services (Revised Pay for Government College Teachers including Librarians and PTIs) Rules, 2018, as a result of retrospective operation of these rules. The pay of such Government College teachers including Librarians and PTIs in respect of posts held by them on 01.01.2016 or on the date of appointment subsequent to 01.01.2016, whichever is later, shall be fixed at the minimum (first cell) in the Academic Level of the Pay Matrix of the post appended to these rules only after successful completion of the probation period as per provisions of relevant service rules.

- (iv) **“Existing pay structure ”** in relation to a Government College Teachers including Librarians and PTIs means the present system of Running Pay Band and Academic Grade Pay applicable to the post held by the existing Government College Teachers including Librarians and PTIs as on the date immediately before the coming into force of these rules whether in a substantive or officiating capacity.

Explanation.- In the case of a Government College Teachers including Librarians and PTIs on deputation out of India or on leave or on foreign service or one who would have officiated in one or more lower posts but for his officiating in a higher post, existing 'Running Pay Band and Academic Grade Pay' includes the scales applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or officiating in higher post.

- (v) **“Existing emoluments”** mean the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1st day of January, 2016 i.e. @ 125%;
- (vi) **“Academic Level”** in the Pay Matrix shall mean the Academic Level corresponding to the existing Running Pay Band and Academic Grade Pay as indicated in Schedule-I.
- (vii) **“Pay Matrix”** means Matrix specified in Schedule-II, with Academic Levels of pay arranged in vertical cells as assigned to corresponding existing Running Pay Band and Academic Grade Pay;
- (viii) **“Revised Pay Structure”** in relation to a post means the Pay Matrix and the Academic Level specified therein corresponding to the existing Running Pay Band and Academic Grade Pay as indicated in Schedule-III.
- (ix) **“Basic pay”** in the revised pay structure means the pay drawn in the prescribed Academic Level in the Pay Matrix but does not include any other type of pay like Special Pay, etc.;

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- (x) "Revised Emoluments" means the pay in the Academic Level of the Pay Matrix of a Government College Teachers including Librarian and PTI in the revised pay structure;
- (xi) "Schedule" means Schedules appended to these rules.
- (xii) "Regular Service" means and includes service rendered by a Government College Teacher including Librarian and PTI on his appointment after regular selection in accordance with the provisions contained in the relevant recruitment rules for that post. The period of service rendered on ad-hoc basis / urgent temporary basis shall not be counted as the regular service. In other words, the period of service which is countable for seniority shall only be counted as regular service.
- (xiii) "Special Allowance" means the Special Allowance which shall be drawn with the Academic Level of the Pay Matrix as indicated in Col. 6 of Schedule-III.

5. Academic Level of Posts –

As from commencement of these rules the Academic Level of the Pay Matrix for every posts shall be as indicated in Col 5 of Schedule-III.

6. Drawal of pay in the revised pay structure.–

Save as otherwise provided in these rules, a Government College Teacher including Librarian and PTI shall draw pay in the Academic Level of the Pay Matrix applicable to the post which he is holding as on 01.01.2016 or to which he is appointed on or after 01.01.2016.

7. Option to elect the existing pay structure:-

The Academic Level of post in the Pay Matrix given in the Schedule- III shall apply to every existing Government College Teacher including Librarian and PTI provided that a Government College Teacher including Librarian and PTI may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in that time scale of pay.

Explanation - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2016, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the Academic Level of the Pay Matrix.

8. Exercise of option.-

- (1) The Option under Rule 7 shall be exercised in writing in the form appended to these rules, so as to reach the authority mentioned in sub-rule (2) of this rule within three months from the date of publication of these rules, provided that where a Government College Teacher / Librarian / PTI is under suspension or on leave or on training or on foreign service within India on the date of issue of these rules, the option may be exercised within three months from the date he takes over charge of the post.

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- (2) The option shall be intimated by a Government College Teacher including Librarian and PTI in the prescribed form appended to these rules in the following manner:
- (A) if he is a Assistant Professor/ Associate Professor / Professor / Vice Principal to the Principal of the concerned college;
- (B) if he is a Principal or an officer belonging to Rajasthan Education Service (Collegiate Branch) but working as Director/ Joint Director of College Education to the Accounts Officer of the Directorate of College Education;
- (C) if he is a retired Government College Teacher / Librarian / PTI on the date of issue of these rules, but was a Government College Teacher / Librarian / PTI on 01.01.2016 to the Principal of the Government College wherefrom he retired or the Accounts Officer of the Directorate of College Education, as the case may be.
- (3) (i) In case the intimation regarding option is not received within the time specified in sub-rule (1), the Government College Teacher including Librarian and PTI shall be deemed to have elected to draw pay under these rules with effect from 01.01.2016.
- (ii) Where a Government College Teacher / Librarian/ PTI expires before exercising option within the prescribed period or had expired before issue of these rules, he may be deemed to have exercised option in favour of the existing pay structure or revised pay structure under these rules, whichever is advantageous to him, and his pay shall be fixed accordingly.
- (4) The option once exercised shall be final.

9. Fixation of initial pay of existing Government College Teachers / Librarians / PTIs in Academic Level in the Pay Matrix:

The pay of a Government College Teachers / Librarians / PTIs who elects, or is deemed to have elected under rule 8 to be governed by the revised pay structure on and from the 1st January, 2016, shall, unless in any case the Governor by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

- (i) the pay in the applicable Academic Level in the **Pay Matrix** shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Academic Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Academic Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Academic Level, the pay shall be fixed at the immediate next higher Cell in that applicable Academic Level of the Pay Matrix.
- (ii) if the minimum pay or the first Cell in the applicable Academic Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Academic Level.

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10. **Increments in the Pay Matrix.**—The increment shall be as specified in the vertical Cells of the applicable Academic Level in the Pay Matrix.
11. **Date of next increment in revised pay structure.-**
- (1) There will be a uniform date of annual increment viz. 1st July of every year after fixation of pay under these rules. Employees completing 6 months and above in any Academic Level as on 1st of July will be eligible to be granted the increment.
- (2) Every new recruit on completion of probation period successfully shall be allowed first annual increment on 1st July, which immediately follows the date of completion of probation period.
12. **Amount of fixed remuneration for a Probationer-trainee.**— A Probationer-trainee shall draw fixed remuneration during the period of probation training. Only on successful completion of period of probation training, he will be allowed pay in the revised pay structure. These provisions will be applicable to the existing Probationer-trainees as well as new recruits. The fixed remuneration shall be as indicated in Schedule - IV appended to these rules.
13. **Fixation of pay in the revised pay structure of a Probationer-trainee completing probation training period successfully on or after 01.01.2016.** – A Probationer-trainee on successful completion of probation training period will be allowed pay in the revised pay structure as per Schedule - II applicable to the post to which he is appointed at minimum of Academic Level (first Cell) in the Pay Matrix.
- Provided that a Government servant who is already in regular service of the State Government, if appointed on the post of Assistant Professor / Librarian / PTI as a Probationer-trainee and has opted to draw pay of the previous post during probation, on successful completion of probation period his pay will be fixed in accordance with the provisions contained in Rule 26 of the Rajasthan Service Rules.
14. **Fixation of pay on promotion on or after 01.01.2016.**—The fixation of pay on promotion from one Academic Level to another in the revised pay structure shall be made in accordance with the provisions contained in Rule 26A of the Rajasthan Service Rules.
15. Dearness Allowance, House Rent Allowance and all allowances, facilities etc. if admissible shall be payable on the sum of pay in the Academic Level in the Pay Matrix i.e. on basic pay.
16. Facilities like Government housing, etc., will be governed by the Academic Level corresponding to grade pay prescribed for Government servants under Rajasthan Civil Services (Revised Pay) Rules, 2008.
17. **Removal of Pay Anomalies.**- In cases where a senior Government College Teachers / Librarians / PTIs promoted to a higher post before 01.01.2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after 01.01.2016, the pay of senior Government College Teachers / Librarians / PTIs in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government College Teachers / Librarians / PTIs subject to the fulfillment of the following conditions, namely:-

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- (a) Both the junior and the senior Government College Teachers / Librarians / PTIs belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
- (b) The existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
- (c) The senior Government College Teachers / Librarians / PTIs at the time of promotion are drawing equal or more pay than the junior;
- (d) The anomaly is directly as a result of the application of the provisions of Rule 26A of Rajasthan Service Rules of regulating pay fixation on promotion in the revised pay structure:

Provided that if the junior Government College Teachers / Librarians / PTIs was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this rule shall not be invoked to step up the pay of the senior Government College Teachers / Librarians / PTIs.


18. Notwithstanding anything contained in these rules, the Revised Pay (UGC) shall be subject to the condition that the provisions of the Rajasthan Education Service (Collegiate Branch) Rules, 1986 in regard to qualification, mode of recruitment / appointment to different posts, grant of annual increments / conditions of eligibility for senior and selection scales of Assistant Professor etc. shall be amended with effect from 01.01.2016 strictly in conformity with the guidelines contained in Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi letter No. F. 1-7/2015-U.II(1) dated 02.11.2017 as amended from time to time and University Grants Commission Regulations (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) 2018 immediately after their issuance except age of superannuation and full pension i.e. 50% of average pay or last pay drawn, whichever is higher after 20 years of qualifying service or as prescribed by the Government.

19 **Relaxation of Rules** - Where the Governor is satisfied that the operation of any of these rules causes undue hardship in any particular case, he may, by order, relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

20. **Mode of Payment** –

(i) **Non Accrual of Arrears** :- Notwithstanding anything contained in these rules, no arrears of pay and allowances thereon, on any account shall accrue to a Government servant, whether existing or appointed between 1st January to 31 December 2016 (both days inclusive), for the period upto 31-12-2016.

(ii) **Payment of Arrears** :- The arrears under these rules for the period from 01.01.2017 to 31.07.2018 shall be payable in Finance Year 2018-19, to be deposited in GPF account of the employees after deduction of Income Tax as per rules. The amount of arrears to those appointed on or after 01.01.2004 shall be paid in three installments in the ration of 30 : 30 : 40 on or after 01.10.2018, 01.12.2018 and 01.02.2019 respectively.

By order of the Governor,

(Manju Rajpal)
Secretary, Finance (Budget)

Copy forwarded to -

1. Secretary to Hon'ble Governor.
2. Principal Secretary to Hon'ble Chief Minister.
3. All Special Assistants / Private Secretaries to Ministers / State Ministers.
4. All Additional Chief Secretaries/ Principal Secretaries/Secretaries/Special Secretaries to the Government.
5. Sr. D.S. to Chief Secretary
6. Accountant General Rajasthan, Jaipur.
7. All Heads of the Departments.
8. Director, Treasuries & Accounts, Rajasthan, Jaipur
9. Director, Pension and Pension Welfare Departments, Rajasthan, Jaipur
10. Deputy Director (Statistics), Chief Ministers Office.
11. All Treasury Officers.
12. All Sections of the Secretariat.
13. Administrative Reforms (Gr.7) with 7 copies.
14. Vidhi Rachana Sanghathan, for Hindi translation.
15. Technical Director, Finance Department(Computer Cell)
16. Guard File

Copy also to the -

1. Secretary, Rajasthan Legislative Assembly, Jaipur
2. Registrar General, Rajasthan High Court, Jodhpur / Jaipur.
3. Secretary, Rajasthan Public Service Commission, Ajmer.
4. Secretary, Lokayukta Sachivalaya, Rajasthan, Jaipur.



(Kirti Jain)

Joint Secretary to the Government

(UGC 2018 – 1/2018)

FORM OF OPTION
(See rule 7 & 8)

*1. I, _____ hereby elect the revised pay structure with effect from 01.01.2016.

*2. I, _____ hereby elect to continue on Academic Grade 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 Pay structure/the date of my promotion/upgradation to the post of _____.

Existing Running Pay Band and Academic Grade Pay

Signature
Name.....
Designation.....
Office in which employed

* To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that in the event of my Pay having been fixed in a manner contrary to the provisions contained in the Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature
Name.....
Designation.....

Date:
Place:

Date :
declaration

Received the above

Place:

Signature
(Head of the Office)

M. Anuj

Schedule - I
(Rule No. 4(vi))

Corresponding Academic Level of existing Running Pay Band and Academic Grade
Pays

S. No.	Existing Running Pay Band	Existing Academic Grade Pay	Academic Level in Pay Matrix
1	2	3	4
1	PB-3 (15600-39100)	6000	AL-10
2		7000	AL-11
3		8000	AL-12
4	PB-4 (37400-67000)	9000	AL-13A
5		10000	AL-14

M. S. Singh

Schedule – II
(Rule No. 4(vii))

Pay Matrix

Running Pay Band	PB-3 (15600-39100)			PB-4 (37400-67000)	
Existing Academic Grade Pay	6000	7000	8000	9000	10000
Entry Pay	21600	25790	29900	49200	53000
Academic Levels →	L-10	L-11	L-12	L-13A	L-14
Index	2.67	2.67	2.67	2.67	2.72
Cell No. ↓	Pay Matrix (Amount In Rs.)				
1	57700	68900	79800	131400	144200
2	59400	71000	82200	135300	148500
3	61200	73100	84700	139400	153000
4	63000	75300	87200	143600	157600
5	64900	77600	89800	147900	162300
6	66800	79900	92500	152300	167200
7	68800	82300	95300	156900	172200
8	70900	84800	98200	161600	177400
9	73000	87300	101100	166400	182700
10	75200	89900	104100	171400	188200
11	77500	92600	107200	176500	193800
12	79800	95400	110400	181800	199600
13	82200	98300	113700	187300	205600
14	84700	101200	117100	192900	211800
15	87200	104200	120600	198700	218200
16	89800	107300	124200	204700	
17	92500	110500	127900	210800	
18	95300	113800	131700	217100	
19	98200	117200	135700		
20	101100	120700	139800		
21	104100	124300	144000		
22	107200	128000	148300		
23	110400	131800	152700		
24	113700	135800	157300		
25	117100	139900	162000		
26	120600	144100	166900		
27	124200	148400	171900		
28	127900	152900	177100		
29	131700	157500	182400		
30	135700	162200	187900		
31	139800	167100	193500		
32	144000	172100	199300		
33	148300	177300	205300		
34	152700	182600	211500		
35	157300	188100			
36	162000	193700			
37	166900	199500			
38	171900	205500			
39	177100				
40	182400				

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Schedule - III
(Rule No. 4(viii))

Academic Level in Pay Matrix of the posts

Sr. No.	Name of the Post	Running Pay Band	Academic Grade Pay (AGP)	Academic Level of the Post	Special Allowance (p.m.)
1	2	3	4	5	6
1	Assistant Professor (Ordinary Scale)	15600-39100	6000	AL-10	-
2	Assistant Professor (Senior Scale)	15600-39100	7000	AL-11	-
3	(i) Assistant Professor (Selection Scale)	15600-39100	8000	AL-12	
	(ii) Assistant Professor (Selection Scale) (Who have completed three years of service)	37400-67000	9000	AL-13A	
4	Associate Professor	37400-67000	9000	AL-13A	
5	Professor	37400-67000	10000	AL-14	
6	Vice Principal, Post Graduate College/Degree College (dying cadre)	37400-67000	9000	AL-13A	1000
7	(i) Principal, Post Graduate College	37400-67000	10000	AL-14	3000
	(ii) Principal, Degree College (Existing)	37400-67000	10000	AL-14	2000
*8	Principal, Degree College (newly posted)	-	-	AL-13A	2000
9	Librarian (Ordinary Scale)	15600-39100	6000	AL-10	-
10	Librarian (Senior Scale)	15600-39100	7000	AL-11	-
11	(i) Librarian (Selection Scale)	15600-39100	8000	AL-12	-
12	(ii) Librarian (Selection Scale) (who have completed three years service)	37400-67000	9000	AL-13A	
13	Physical Training Instructor (Ordinary Scale)	15600-39100	6000	AL-10	-
14	Physical Training Instructor (Senior Scale)	15600-39100	7000	AL-11	-
15	(i) Physical Training Instructor (Selection Scale)	15600-39100	8000	AL-12	-
	(ii) Physical Training Instructor (Selection Scale) (who have completed three years service)	37400-67000	9000	AL-13A	

* Note:- Associate Professor drawing pay in AL-13A on his posting as Principal Degree College shall draw pay in his own AL-13A and he will be entitled to special allowance of Rs. 2000/- only.

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Schedule - IV
(Rule No. 12)

Amount of Fixed Remuneration for Probationer-Trainee

Sr. No.	Academic Level of the Post – On successful completion of Probation Period	Amount of Fixed Remuneration per Month (Rs.) payable
1	AL-10	40000

Note:-

1. The Probationer-trainee shall be entitled only to fixed remuneration as above and he/she will not be entitled to Special Pay, Dearness Allowance, House Rent Allowance, City Compensatory Allowance or any other allowance(s) called by whatever name. Similarly, he/she will not be eligible for grant of Ad-hoc Bonus.
2. No Travelling Allowance shall be admissible for joining as a probationer-trainee. In case journey on duty, he/she shall be allowed T.A. as on tour and in case of transfer only Mileage Allowance on the basis of fixed remuneration shall be admissible. In case of transfer only the actual period required for travel will be treated as on duty.
3. No deduction towards General Provident Fund and State Insurance shall be made from the fixed remuneration.
4. Probationer-trainee shall be eligible for Casual Leave of 15 days in a calendar year and for period of less than a calendar year, it shall be admissible in proportion on the basis of completed months.
5. No Deputation Allowance shall be admissible to a Probationer-trainee, if, deputed to 'Foreign Service' for training etc.
6. An existing employee already in regular service shall have an option to opt either for the "Fixed remuneration" or the Pay in the Academic Level in the Pay Matrix (not the Academic Level of his/her new appointment), whichever is beneficial to him/her while he/she is under probation. After successful completion of probation period, Pay shall be fixed as per the rules, where such a Government servant will get due advantage of being in a regular Academic Level earlier, and will get due protection of his/her pay.
7. (i) Probationer-trainee shall earn no leave during the period of probation.
(ii) Female Probationer-trainee shall be granted Maternity Leave as per Rule 103 and 104 of Rajasthan Service Rules, 1951
(iii) Male Probationer-trainee shall be granted Paternity Leave as per Rule 103A of Rajasthan Service Rules, 1951
8. Extraordinary Leave upto 30 days may be sanctioned by the appointing authority to a Probationer-trainee during the entire period of Probation Training. Beyond 30 days and not more than one year by the appointment authority after prior approval of Administrative Department.
9. Mediclaim Insurance coverage for the Probationer-trainee during the period of probation shall be applicable, as applicable to Government servants.
10. Contribution towards New Pension Scheme (NPS) @10% of fixed remuneration shall be made by the Probationer-trainee and employee both.

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