



കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
PUBLISHED BY AUTHORITY

വാല്യം 11
Vol. XI

തിരുവനന്തപുരം,
ബുധൻ
Thiruvananthapuram,
Wednesday

2022 ജൂലൈ 06
06th July 2022
1197 മിഥുനം 22
22nd Mithunam 1197
1944 ആഷാഢം 15
15th Ashadha 1944

നമ്പർ
No. 2243

എ. പി. ജെ. അബ്ദുൾ കലാം സാങ്കേതിക ശാസ്ത്ര സർവ്വകലാശാലാ
(അക്കാദമിക് വിഭാഗം)
വിജ്ഞാപനം

U. O. No. 1342/2022/KTU.

തിരുവനന്തപുരം, 2022 ജൂൺ 7.

2015-ലെ എ. പി. ജെ. അബ്ദുൾ കലാം സാങ്കേതിക ശാസ്ത്ര സർവ്വകലാശാലാ
ആക്ടിലെ (2015-ലെ 17) 48-ആം വകുപ്പ് അനുശാസിക്കുന്ന പ്രകാരം “The APJ Abdul
Kalam Technological University Regulations On Appointment, Minimum Qualifications And
Service Conditions Of Teachers In Aided Colleges Governed by UGC Act, 2022” ഇതിനാൽ
പ്രസിദ്ധപ്പെടുത്തുന്നു.

പ്രസ്തുത റെഗുലേഷനുകൾക്ക് 24-03-2022-ൽ കൂടിയ ബോർഡ് ഓഫ്
ഗവേർണേഴ്സിന്റെ അംഗീകാരം ലഭിച്ചു.

വൈസ് ചാൻസലറുടെ ഉത്തരവിൻ പ്രകാരം,
ഡോ. എ. പ്രവീൺ,
രജിസ്ട്രാർ.



**APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY
THIRUVANANTHAPURAM**

Abstract

THE APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY REGULATIONS ON APPOINTMENT,
MINIMUM QUALIFICATIONS AND SERVICE CONDITIONS OF TEACHERS IN
AIDED COLLEGES GOVERNED BY UGC ACT, 2022—APPROVED FOR
PUBLICATION IN THE GAZETTE—ORDERS ISSUED

ACADEMIC SECTION

U.O. No. 1342/2022/KTU

Dated, Thiruvananthapuram, 7th June, 2022.

- Read:—*1. The APJ Abdul Kalam Technological University Regulations On Appointment, Minimum Qualifications And Service Conditions Of Teachers In Aided Colleges Governed By UGC Act, 2022.
2. Recommendations of the Syndicate Standing Committee on Academics & Research held on 05-03-2022 vide Item No. SCAR-015-OA1.
3. Resolution of the 9th Special Meeting of the Academic Council held on 09-03-2022 vide Item No. S9.1.002.
4. Resolution of the 32nd Meeting of the Syndicate held on 15-03-2022 vide Item No. S-032-021.
5. E-mail dated 19-03-2022 sent by Convener, Academic Council to members of the Academic Council.
6. Resolution of the 16th meeting of the Board of Governors held on 24-03-2022 vide Item No. GB-016-022.

ORDER

A draft of “The APJ Abdul Kalam Technological University Regulations On Appointment, Minimum Qualifications And Service Conditions Of Teachers In Aided Colleges Governed By UGC Act, 2022” (hereinafter called the “Regulations”) was recommended by the Syndicate Standing Committee on Academics & Research for the consideration of the Academic Council vide reference 2nd above. In exercise of the powers conferred under Section 34 of the APJ Abdul Kalam Technological University Act, 2015 (hereinafter called the “Act”) the Academic Council, vide reference 3rd above, submitted the same for the consideration of the Syndicate. The Syndicate, vide reference 4th above, considered the same and returned it for the consideration of the Academic Council with amendments. The draft Regulations incorporating the amendments was submitted by the Academic Council for the consideration of the Board of Governors. The Board of Governors vide reference 6th above, approved the draft “The APJ Abdul Kalam Technological University Regulations On Appointment, Minimum Qualifications And Service Conditions Of Teachers In Aided Colleges Governed By UGC Act, 2022”.



Section 46 of the Act empowers the Academic Council to make Regulations subject to the provisions of the Act, Statutes and Ordinances and the approval of the Board of Governors.

Section 48 of the Act provides that Regulations made under the Act shall be published by the University in the Gazette.

In the circumstances, sanction is hereby accorded for the publication of “The APJ Abdul Kalam Technological University Regulations On Appointment, Minimum Qualifications And Service Conditions Of Teachers In Aided Colleges Governed By UGC Act, 2022” in the Kerala Gazette (Extraordinary).

This has the approval of the Hon’ble Vice Chancellor.

Sd/-

Dr. A. Praveen,
Registrar.

Copy to:—

1. PS to the Hon’ble Vice Chancellor for bringing the same to the notice of the Hon’ble Vice Chancellor.
2. PS to the Hon’ble Pro-Vice Chancellor for bringing the same to the notice of the Hon’ble Pro-Vice Chancellor.
3. The Registrar.
4. Finance Officer.
5. The Controller of Examinations.
6. The Dean (Academics).
7. The Dean (Research).
8. Director of Printing.
9. Superintendent of Government Presses, Thiruvananthapuram.
10. To all Sections in the University.



**THE APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY REGULATIONS ON
APPOINTMENT, MINIMUM QUALIFICATIONS AND SERVICE CONDITIONS
OF TEACHERS IN AIDED COLLEGES GOVERNED BY UGC ACT, 2022**

Preamble:—WHEREAS clause (xx) of Section 8 of the APJ Abdul Kalam Technological University Act, 2015 (17 of 2015) (hereinafter referred to as ‘ACT’) provides that the University shall have the powers and functions to lay down service conditions including code of conduct, workload, norms of performance appraisal and such other instructions or directions for teachers of affiliated colleges and University teachers as, in the opinion of the University, may be necessary in academic matters.

AND WHEREAS Statute 1, item (xvi) of Chapter 3, under the heading “ Academic Council”, of the APJ Abdul Kalam Technological University First Statutes, 2020, requires the Academic Council of the University to give recommendations to the Syndicate on the framing of Regulations prescribing the required qualifications and conditions for the appointment of teachers, their promotions, placements, grade promotions, etc. incorporating the conditions prescribed by AICTE, UGC or Government, in Aided Colleges, Autonomous Colleges and Aided Colleges granted with academic autonomy affiliated to the University and to amend the same whenever required.

AND WHEREAS the UGC has issued the UGC Regulations on 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 on 18-07-2018.

AND WHEREAS the Government of Kerala as per Order No. G.O.(Ms).No.18/2019/HEdn dated, Thiruvananthapuram 29-06-2019 has revised the scale of pay of teachers/faculty of Institutions coming under the purview of UGC scheme.

NOW THEREFORE, the University in exercise of the above powers, duties and functions issue the following Regulations.

1. Title—

These Regulations may be called ‘The APJ Abdul Kalam Technological University Regulations On Appointment, Minimum Qualifications And Service Conditions Of Teachers In Aided Colleges Governed By UGC Act, 2022’.



2. Commencement.—

Unless otherwise specified in any of the clauses in these Regulations, they shall come into force with effect from 01-01-2016.

3. Definitions.—(1) In these Regulations, unless the context otherwise requires,-

- (a) **‘Act’**, means The APJ Abdul Kalam Technological University Act, 2015 (17 of 2015).
- (b) **‘UGC’** means, The University Grants Commission constituted under the University Grants Commission Act, 1956.
- (c) **‘UGC Regulations’**, means the Regulations issued by the UGC as Notification No. F.1-2/2017(EC/Ps), Dated 18.07.2018 and Subsequent Notification issued by the UGC from time to time applicable to the teachers and other academic staff of the Aided College in respect of pay scales, qualifications, method of appointment etc .
- (d) **‘Career Advancement Scheme Criteria’**, means the criteria fixed by the UGC as approved and issued by the Higher Education Department, Government of Kerala.
- (e) **‘Approved appointment’**, means an appointment made to a sanctioned post in an Aided College and approved by the Syndicate of the University.
- (f) **‘Department’**, means a unit in the Aided College for each course of study and comprising of teachers appointed in it in accordance with these Regulations – For eg., Department of Civil Engineering.
- (g) **‘Direct Recruitment’**, means an appointment made to **a sanctioned post** in an Aided College by the educational agency.
- (h) **‘Government Order’**, means G. O. (Ms.) No. 18/2019/HEdn. dated, Thiruvananthapuram 29.06.2019 and allied Government Orders issued reading G. O. (Ms.) No. 18/2019/HEdn. dated, Thiruvananthapuram, 29.06.2019 issued by the Higher Education Department, Government of Kerala.
- (i) **‘Pay matrix’**, means the levels of pay and stages of pay referred in Annexure 1.
- (j) **‘Regulations’**, means ‘The APJ Abdul Kalam Technological University Regulations on Appointment, Minimum Qualifications And Service Conditions Of Teachers In Aided Colleges Governed by UGC Act, 2022’.
- (k) **‘Regular and Permanent appointment’**, means an appointment of a teacher made to a sanctioned post in the Department of an Aided College in accordance with these Regulations and who is entitled to receive pay and allowances and service benefits as provided in the Regulations and Government Orders.
- (l) **‘Sanctioned post’**, means a post sanctioned by the Government in the Aided College under UGC Scheme to which regular and permanent appointment is made by the educational agency in accordance with these Regulations and UGC Regulations as approved by the Government.



- (m) **‘Statutes’**, means The APJ Abdul Kalam Technological University First Statutes, 2020.
- (n) **‘Teacher/Faculty’**, means a person appointed to a sanctioned post of Assistant Professor, Associate Professor or Professor in the department of the Aided College.
- (o) **‘UGC Scheme’**, means the scheme constituted under the UGC Act where teachers/faculty are appointed to sanctioned posts in accordance with the method of appointment, qualifications, scales of pay, service conditions etc., in accordance with the Regulations issued by the UGC and as approved by the Government.
- (p) **‘University’**, means the APJ Abdul Kalam Technological University established by the Act.

(2). Words and expressions used in these Regulations shall have their respective meanings assigned to them in the Act, Statutes, UGC Regulations or Government Orders.

4. Coverage

4.1. The revised UGC scheme is applicable to teachers in Aided Colleges and teachers in Physical Education and qualified librarians etc.

4.2. Teachers appointed to administrative posts under Government, Universities and other statutory bodies shall also be covered under the UGC scheme.

5. General

5.1. There shall be only three designations in respect of teachers in Aided Colleges, namely Assistant Professors, Associate Professors and Professors. However there shall be no change in the present designation in respect of Library and Physical Education teachers at various levels.

5.2. No one shall be eligible to be appointed, promoted or designated as Associate Professor unless he/she possesses a Ph.D and satisfies other academic condition, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as Associate Professor.

5.3. The qualification for recruitment to various designations of teachers and placements under career advancement scheme shall be deemed to have come into force from 18.07.2018, which is the date of publication of the ‘UGC Regulations’ in the Gazette of India.



5.4. Career Advancement Scheme

The University shall ensure that the career advancement scheme for placement of faculties for various positions are processed in accordance with Career Advancement Scheme Criteria and forwarded to Director of Technical Education for issuance of appropriate orders and release of financial benefits arising there from.

5.5. Approval of Appointments, Promotions and Placements

The University shall approve appointments, promotions and placements of faculties to various positions in accordance with these Regulations.

6. Revised Pay

6.1. Revised pay for Teachers in Aided Colleges:

Existing Pay	Revised Pay
Assistant Professor (at Rs.6,000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7,000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8,000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9,000 AGP in PB Rs.37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10000 AGP in PB Rs.37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)
Professor (HAG Scale/PB of Rs.67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-)



6.2. Revised pay for Librarians in Aided Colleges:

Existing Pay	Revised Pay
College Librarian (at Rs.6000 AGP in PB Rs.15,600-39,100)	College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)	College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
College Librarian (Selection Grade) (at Rs.9000 AGP in PB Rs.37,400-67,000)	College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)

6.3. Revised pay for Directors of Physical Education & Sports in Aided Colleges:

Existing Pay	Revised Pay
College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs.15,600-39,100)	College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
College Director of Physical Education & Sports (Senior Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
College Director of Physical Education & Sports (at Rs.8000 AGP in PB Rs.15,600-39,100)	College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
College Director of Physical Education & Sports (at Rs.9000 AGP in PB Rs.37,400-67,000)	College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)



7. Date of Implementation/Effect

7.1. Pay Scales: The revised pay-scales enumerated in clause 6 shall be effective from 01-01-2016. However, the pay in the revised scale w.e.f. 01-01-2016 to 31-03-2019 shall be credited to the salary account of the teachers and the disbursement of the arrears shall be as determined by the Government. The provisions in the UGC Regulations shall be final on any doubt regarding Pay fixation.

7.2. Dearness Allowance: The employees who opt for the UGC scheme with effect from 01.01.2016 will be eligible for the following rates of Dearness Allowance from the date mentioned below:

Date from which Payable	Percentage rate of DA per month (%)
01/01/16	NIL
01/07/16	2
01/01/17	4
01/07/17	5
01/01/18	7
01/07/18	9
01/01/19	-

The payments of DA from the dates indicated above shall be made after adjusting the installments of DA already paid. The DA with effect from 01.04.2019 onwards will be the same as applicable to the State Government Employees.

7.3. Other Allowances: Allowances other than Dearness Allowance shall be as applicable to State Government Employees. The payment of arrears of other allowances for the period from 01.01.2016 to 31.03.2019 shall be as decided by Government.



8. Pay Fixation Method:

- (a) The formula followed by the 7th CPC will be 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. 6,000/-) is numbered as academic level 10. Similarly, the other academic levels are 11,12,13A, 14 and 15.
- (c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- (d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10,000/- and 2.72 for the AGP of Rs.10,000/- and above.
- (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
15	-	67,000

- (f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Appendix – I. The fitment tables for fixation of pay of the existing incumbents who were in position in various categories of posts is given in Table-1 in Appendix-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 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.



If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

- (h) The payment of revised pay, Dearness Allowances and other allowances will be made after taking an undertaking from the existing teachers that the excess amount if any paid on account of incorrect fixation of pay in the payband or AGP shall be adjusted against future payments due.

8.1. Incentive Increment for Higher qualification

The incentive structure is built-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 the form of advance increments for obtaining the degrees of M.Phil or Ph.D.

9. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

10. Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of pay, by moving him 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 of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

- 10.1. Study Leave:** The study leave with pay for acquiring higher qualifications for incumbent teachers shall be in accordance with the regulations framed by UGC from time to time in this regard.
- 10.2. Research Promotion Grant:** The Research Promotion Grant is applicable to teachers shall be in accordance with the regulations framed by UGC from time to time in this regard.
- 10.3. Consultancy Assignment:** The Consultancy assignments applicable to teachers shall be in accordance with the regulations framed by UGC from time to time in this regard.
- 10.4. Age of Superannuation:** The age of superannuation shall be as applicable to State Government employees.
- 10.5. The Pension, Family Pension, Additional Quantum of Pension to senior pensioners, Gratuity and Encashment of leave, Ex-gratia Compensation, Provident Fund etc.** will be in the rate as applicable to State Government Employees.
- 10.6. Anomalies of the Last PRC:** Anomalies and unimplemented recommendations of the last pay review committee if any shall be decided in accordance with the orders and guidelines issued by UGC in this regard from time to time.
- 10.7. Anomalies of the seventh Pay implementation:** Anomalies if any in the implementation of the pay scales may be brought to the notice of the Department of Higher Education for clarifications/decisions in accordance with UGC orders and guidelines issued from time to time.
- 10.8. Ensuring Accountability:** Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, appointment, service, working conditions and work load of teachers, training/refresher courses etc. and other conditions for career advancement,



code of conduct and norms of professional ethics in Universities and Colleges shall be as per regulations framed in this regard by UGC from time to time, as approved and notified by the Government of Kerala. The relevant Rules and Orders of the Government of Kerala and Statutes, Ordinances and Regulations of the Universities shall be accordingly amended within such periods as directed by Government.

- 10.9.** All teachers in Aided Colleges and teachers in Physical Education and Librarians shall submit the Form of Option specified in **Appendix II** and **Appendix III** and the Principal of the Aided College shall prepare the statements specified in **Appendix IV** in respect of all teachers including teachers in Physical Education and Librarians and shall forward the same to the University for onward transmission to the Director of Technical Education.



APPENDIX-I**Pay Matrix**

(All figures are in Rupees)					
Pay Band in VI CPC	15600 - 39100			37400 - 67000	
Cadre Title	Assistant Professor			Associate Professor	Professor
Grade Pay in VI CPC	6000	7000	8000	9000	10000
Entry Pay	21600	25790	29900	49200	53000
Level	10	11	12	13A	14
Cell No.					
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				



APPENDIX-II
Form of Option

[See G. O. (P) No.dated.....]

*(i) I(Name) hereby
 elect the revised pay structure with effect from 1st January 2016.

*(ii) I(Name) hereby elect to
 continue in the existing scale of pay of my post mentioned below
 until.....

Existing scale of pay.....

Signature.....

Name.....

Designation.....

University/College.....

Date:.....

State:.....

*To be scored out, if not applicable



APPENDIX-III

UNDERTAKING

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

Signature.....

Name.....

Designation.....

Date.....

APPENDIX-IV

STATEMENT OF FIXATION OF PAY UNDER THE REVISED UGC SCHEME

(See G.O (P) No.....dated.....)

1. Name of the College/Univesity:
2. Name of the Employee
3. Designation of the post in which pay is to be fixed:
4. Pre-revised scale of pay applicable to the post:
5. Existing emoluments as on 01-01-2016:
 - (a) Basic Pay (including stagnation increments, if any):
 - (b) Dearness Pay:
 - (c) Dearness Allowance applicable
 - (d) Total existing emoluments [a to c]:



6. Revised Pay band and academic grade pay corresponding to the pre-revised scale as shown at (4) above
7. Pay in the revised pay band in which pay is to be Fixed:
8. Academic grade pay to be applied
9. Stepped up pay of junior with reference to the revised pay of the junior, if applicable
(Name of the junior is to be included distinctly):
10. Revised with reference to Substantiative pay, if applicable:
11. Personal pay, if any:
12. Revised emoluments after fixation:
- Pay in the revised Pay Band
 - Academic Grade Pay
 - Special pay, if admissible
 - Personal pay, if admissible
 - Non practicing allowance, if admissible:
13. Date of next increment:

Date of increment	Pay after increment Pay in the Pay Band	Academic Grade Pay

14. Any other information:

Name and Signature of the Head of the office

Station:

Date:

