

F.No. 15-4/2017-TC  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
TC Section  
\*\*\*

Shastri Bhawan, New Delhi  
Dated: 27 October, 2017

To,

The Directors,  
All Centrally Funded Technical Institutions.

**Sub:- Revision of pay of Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7<sup>th</sup> Central Pay Commission (7<sup>th</sup> CPC).**

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee, to revise the Pay of Faculty and Scientific/Design Staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 7<sup>th</sup> Central Pay Commission(CPC). The revised pay and other service conditions as approved by the Government of India for the Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) are as under: -

**1. For Indian Institutes of Technology (IITs), Indian Institute of Science (IISc.), Bangalore, Indian Institutes of Management (IIMs), National Institute of Industrial Engineering (NITIE), Mumbai and Indian Institutes of Science Education & Research(IISERs), National Institutes of Technology (NITs) and Indian Institutes of Information Technology (IIITs).**

(a) The pay fitment in respect of the Faculty would be as per fitment table at **Annexure-I**.

(b) The nomenclature of Assistant Professors (Contractual) is changed into Assistant Professor Grade-II (Presently in AGP 6,000 and AGP 7,000) and Assistant Professor Grade - I (Presently in AGP 8,000 and AGP 9,000). There shall be no change in the terms and conditions of appointment, or nature of appointment as done earlier as per MHRD letter no. 23-01/2008-TS-II dated 18.08.2009 read with 16.09.2009. Institutes should put in place a process for discontinuation of non-performers. The initial pay for Assistant Prof. Grade -II (level 10) be mapped to cell no. 8 of the **Annexure-I** i.e. Rs. 70,900 instead of the 7 non-compounded increments.

(c) The pay of Directors of IITs/IIMs/IISc/IISERs/NITIE whose pay scale in 6<sup>th</sup> CPC was Rs. 80,000 (fixed) shall only be fixed at level 17 (i.e. Rs. 2,25,000/-fixed) and pay in respect of all other Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the

present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

**2. For SPA, SLIET & NERIST:-**

- (i) The pay fitment in respect of the Faculty would be as per fitment table at **Annexure-II**.
- (ii) The pay in respect of all Directors who were in the existing pay scales of Rs. 75,000 + Rs.5000 (Special Allowance) shall be fixed at Rs 2,10,000/- (fixed). However, the present Special Allowance of Rs.5000/- shall continue till a final decision is taken on revision of Special Allowance after consultation with the Ministry of Finance.

**3. For CIT, GKCIET, NIFFT & NITTTR :-**

- (i) For Academic posts other than those contained in **Annexure-II** of this order, they shall follow AICTE Pay Revision orders.
- (ii) For Directors, the **Annexure-II** above shall apply as per 2(ii) above.

**4. Pay Fixation Method.**

The revised pay structure for different categories of Faculty is based on the following:

- a) The Pay Fixation formula followed in the 7th CPC for Central Government is being followed in the academic pay structure too, 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, 13A1, 13A2, 14, 14A and 15.
- c) Each cell in an academic level is 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for 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 (Annx.-I)	8,000	38,000
12 (Annx.-II)	8,000	29,900
13A1	9,000	49,200
13A2 (Annx.-I)	9,500	52,300
14	10,000	53,000
14A (Annx.-I)	10,500	58,500
15	-	67,000

The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure I & II**.

- (f) 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 where more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

#### **5. 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, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> 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.

#### **6. 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.

#### **7. Allowances**

The decision on allowances of faculty of CFTIs will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

**8. Superannuation and Re-employment**

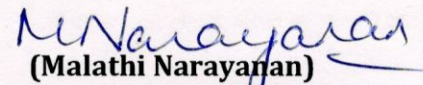
The existing provisions on superannuation and re-employment of faculty shall continue as per extant provisions.

**9. Scientific/Design Staff:-**

The revised pay of Scientific/Design Staff shall be mapped into the normal replacement pay of 7<sup>th</sup> CPC.

**10. Date of implementation of revised pay and allowance and payment of arrears:**

- (i) The revised Pay and revised rates of Dearness Allowance shall be with effect from 01.01.2016.
  - (ii) Payment of arrears shall be made during the current financial year 2017-18, after deduction of income tax as admissible.
  - (iii) An undertaking shall be taken from every beneficiary to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M. No.1-5/2016-IC dated 29<sup>th</sup> July, 2016.
  - (iv) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible faculty.
11. The above revision is in line with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide O.M. No.1-5/2016-IC dated 29<sup>th</sup> July, 2016.
12. All other provisions/conditions not mentioned in this order shall continue to apply as per MHRD letter no. 23-1/2008-TS-II dated 18.08.2009 read with 16.09.2009.
13. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.
14. Hindi version will follow.

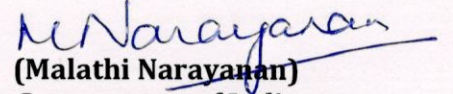
  
(Malathi Narayanan)

**Deputy Secretary to the Government of India**

Copy to:

1. Directors of all Centrally Funded Technical Institutions (CFTIs).
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi.
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
4. Secretary, Department of Expenditure, North Block, New Delhi.
5. Secretary, Department of Personnel & Training, North Block, New Delhi.

6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Chairman, All India Council for Technical Education, New Delhi
9. Secretary, University Grants Commission, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

  
(Malathi Narayanan)

**Deputy Secretary to the Government of India**

**15-4/2017-TC**  
**Government of India**  
**Ministry of Human Resource Development**  
**Department of Higher Education**  
\*\*\*

Pay Matrix Proposed for IITs/IISc/IIM/NITIE/IISER/NIT/IIT - in 4-tier structure* (All figures are in Rupees)													
Cadre Title	Asst. Prof. Grade II			Asst. Prof. Grade I			Associate Prof.			Professor			
	PB3 15600-39100			PB4 37400-67000			PB4 37400-67000			67000-79000			
6 <sup>th</sup> PC Pay Band	6000	7000	8000	9000**	9500	10000	10500	10500	10500	10500	10500	10500	HAG
Grade Pay - IIT etc.	2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72	2.72	2.72	2.72	2.72	2.72
Index of Rationalisation	21600	25790	38000	49200	52300	53000	58500	58500	58500	58500	58500	58500	67000
Entry Pay IIT etc.	10	11	12	13A1	13A2	14	14A	14A	14A	14A	14A	14A	15
Cell No.	10	11	12	13A1	13A2	14	14A	14A	14A	14A	14A	14A	15
1	57700	68900	101500	131400	139600	144200	159100	159100	159100	159100	159100	159100	182200
2	59400	71000	104500	135300	143800	148500	163900	163900	163900	163900	163900	163900	187700
3	61200	73100	107600	139400	148100	153000	168800	168800	168800	168800	168800	168800	193300
4	63000	75300	110800	143600	152500	157600	173900	173900	173900	173900	173900	173900	199100
5	64900	77600	114100	147900	157100	162300	179100	179100	179100	179100	179100	179100	205100
6	66800	79900	117500	152300	161800	167200	184500	184500	184500	184500	184500	184500	211300
7	68800	82300	121000	156900	166700	172200	190000	190000	190000	190000	190000	190000	217600
8	70900	84800	124600	161600	171700	177400	195700	195700	195700	195700	195700	195700	224100
9	73000	87300	128300	166400	176900	182700	201600	201600	201600	201600	201600	201600	
10	75200	89900	132100	171400	182200	188200	207600	207600	207600	207600	207600	207600	
11	77500	92600	136100	176500	187700	193800	213800	213800	213800	213800	213800	213800	
12	79800	95400	140200	181800	193300	199600	220200	220200	220200	220200	220200	220200	
13	82200	98300	144400	187300	199100	205600							
14	84700	101200	148700	192900	205100	211800							
15	87200	104200	153200	198700	211300								
16	89800	107300	157800	204700									
17	92500	110500	162500										
18	95300	113800	167400										
19	98200	117200											

\* As ISM, Dhanbad has become IIT, not shown separately; \*\* 9000 grade pay also has Asso. Prof (pre 4-tier), not shown separately.

*mm*

**15-4/2017-TC**  
**Government of India**  
**Ministry of Human Resource Development**  
**Department of Higher Education**  
 \*\*\*

Pay Band Cadre Title		Pay Matrix Proposed for SPANIFFT/CIT^/SLIET/NERIST/NITTR^/GKCIET^ (All figures are in Rupees)					
		15600-39100		37400-67000		67000-79000	
		Assistant Professor		Associate Prof.		Professor	
Grade Pay SPA etc.	6000	7000	8000	9000	10000	HAG	
Index of Rationalisation	2.67	2.67	2.67	2.67	2.72	2.72	
Entry Pay SPA etc.	21600	25790	29900	49200	53000	67000	
Cell No.	10	11	12	13A1	14	15	
1.	57700	68900	79800	131400	144200	182200	
2.	59400	71000	82200	135300	148500	187700	
3.	61200	73100	84700	139400	153000	193300	
4.	63000	75300	87200	143600	157600	199100	
5.	64900	77600	89800	147900	162300	205100	
6.	66800	79900	92500	152300	167200	211300	
7.	68800	82300	95300	156900	172200	217600	
8.	70900	84800	98200	161600	177400	224100	
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			
16.	89800	107300	124200	204700			
17.	92500	110500	127900				
18.	95300	113800	131700				
19.	98200	117200					

*Nur*