

F.No.A-33-1/2019-TS-I (May)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Education Bureau

Shastri Bhawan, New Delhi,  
Dated the 10<sup>th</sup> May, 2019

To,

Shri Hemanta Ghosh,  
BC2, Samarpally,  
Krishnapur Main Road,  
Kolkata, Pin-700102,  
West Bengal,  
Mobile No. 7980214087

Subject: Application under Right to Information Act, 2005-reg.

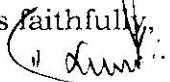
Sir,

I refer to your RTI application Registration No. DOHED/R/2019/50995/2 dated 01.05.2019 received in this Division on 01.05.2019.

2. The undersigned is the CPIO in respect of 23 IITs dealt with in Technical Section-1. A copy each of the order No. 23-1/2008-TS-II dated 18.08.2009, dated 16.09.2009 and order No. 17-9/2010-TS-1 dated 28.06.2011 regarding eligibility for appointment of faculty in IITs is enclosed.

3. Appeal if, any may be preferred within 30 days of receipt of this reply to Shri Prashant Agarwal, Director (IITs), Department of Higher Education, Shastri Bhawan, New Delhi-110001, who is the First Appellate Authority.

Encl: As above

Yours faithfully,  


(Kundan Nath)  
Under Secretary & CPIO

**F. No. 23-1/2008-TS.II**  
Government of India  
Ministry of Human Resources Development  
Department of Higher Education  
Technical Section-II  
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Shastri Bhawan, New Delhi  
Dated: 18<sup>th</sup> August, 2009

To

The Director,  
All Centrally Funded Technical Institutions

**Subject: -Revision of pay of teaching and other Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 6<sup>th</sup> Central Pay Commission (6<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 Govardhan Mehta Committee, to revise the Pay of teaching and other staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 6<sup>th</sup> CPC. The revised pay and other service conditions as approved by the Government of India for the teaching and other staff in 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).**

**(i) Lecturers**

- (1) Lecturers are not part of the regular faculty cadre in these Institutes. Appointment at this level may be made as Lecturer-cum-Post Doctoral Fellow on contract basis to enable bright young Ph.Ds to teach and earn experience in premier institutions.
- (2) At the entry level they may be placed in Pay Band PB-3 of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs.6000/-p.m. with seven non-compounded advance increments.
- (3) To encourage fresh PhDs to join the teaching system, at least 10% of the total faculty strength should be recruited at this level of Lecturer-cum-Post Doctoral Fellow. However, relaxation in respect of educational qualifications could be given up to 25% of total Lecturers recruited. The reasons for such relaxations should be duly recorded and reported to the Board of Governors of the respective institutions.
- (4) After one year of post Ph.D experience, these **Lecturers-cum-Post Doctoral Fellows** shall be placed in the AGP of Rs.7000/-p.m.

**(ii) Assistant Professors**

- (1) To be appointed in PB-3 with AGP of Rs. 8000/-p.m. For direct recruits, minimum pay in the Pay Band to be fixed at Rs.30000/-.
- (2) For appointment as Assistant Professor, one should have a Ph.D with first class or equivalent in the appropriate branch with a very good academic record throughout and at least three years' industrial/research/teaching experience, **excluding however, the experience gained while pursuing Ph.D.**

**(iii) Associate Professors**

- (1) To be appointed in PB-4 (Rs.37400-67000) with AGP of Rs.9500/-p.m. For direct recruits, minimum pay in the PB-4 to be fixed at **Rs. 42800/-**.
- (2) For appointment as Associate Professor, one should have a Ph.D with first class or equivalent in the appropriate branch with a very good academic record throughout and a minimum of six years Teaching/ Industry/ Research experience, of which at least three years' should be at the level of Assistant Professors, Senior Scientific Officer/ Senior Design Engineer.

**(iv) Professors**

- (1) To be appointed in PB-4 (Rs.37400-67000) with AGP of Rs.10500/- p.m. For direct recruits, minimum pay in the Pay Band to be fixed at **Rs. 48000/-**.
- (2) For appointment as Professor, one should have a Ph.D with first class or equivalent with a very good academic record and a minimum of 10 years' experience.
- (3) Up to a maximum of 40% of the posts of Professors **at any given point of time** will be eligible for AGP of Rs. 12000/- p.m. after 6 years' of regular service in AGP of Rs. 10500/- p.m. subject to performance evaluation based on research publications, Ph.D supervision, teaching and consultancy services etc.

**2. For other Centrally Funded Technical Institutions.**

The pay structure and designations for all other Centrally Funded Technical Institutions will generally be the same as per the scheme of revision of pay of teachers, etc in Universities, etc. as notified by the Ministry of HRD vide letter No.1-32/2006-U.II/U.I (i) dated 31st December, 2008 and clarification issued thereon from time to time. However, **in the case of National Institutes of Technology (NITs), Indian School of Mines University (ISMU), Indian Institutes of Information Technology (IIITs) and Schools of Planning & Architecture (SPAs)**, the following accelerated promotional benefits will be given while maintaining the UGC Pay Structure and designations;

- (a) Seven non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D awarded in the relevant discipline.

- (b) (i) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.6000/- p.m. shall be eligible for moving to AGP of Rs.7000/-p.m.
- (ii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.7000/- p.m. shall be eligible for moving to AGP of Rs.8000/- p.m.
- (iii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.8000/- p.m. shall be eligible for moving to AGP of Rs.9000/- p.m., and re-designated as Associate Professor.
- (c). Associate Professor completing 4 years' of regular service in the AGP of Rs.9000/- and possessing a Ph.D degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and by the university, if any. No teacher other than those with a Ph.D shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs.10000/- p.m.
- (d) Up to a maximum of 20% of the sanctioned post of Professors shall be placed in PB-4 in the AGP of Rs.12000/- p.m. after regular service of 6 years' as Professor in the AGP of Rs 10000 and the minimum pay in the Pay Band will be fixed at Rs.48000/- p.m.. Other eligibility conditions will be as laid down by the UGC.
- (e) All promotions will be based on performance evaluation and subject to fulfillment of other conditions laid down by MHRD letter No.1-32/2006-U.II/U.I (i) dated 31<sup>st</sup> December, 2008.

3. Existing faculty of IITs and ISMU, Dhanbad shall be given the replacement pay being proposed for IITs, as personal to them. Revised pay, as given in Para 2 above will be applicable for those recruited on or after the date of issue of these orders.

4. **Directors:** As regards the Directors of the Centrally Funded Technical Institutions (CFTIs), it was decided to follow a two-tier structure as in the case of faculty positions, as under:-

- (a) For Directors of IITs, IIMs, IISc Bangalore, IISERs, NITIE ,Mumbai, a fixed pay of Rs.80,000/- p.m.
- (b) For Directors of NITs, IITs, ISMU, Dhanbad, NIFFT, Ranchi, SPAs, SLIET, NERIST, CIT, NITTTRs, pay of Rs.75,000 plus Special Allowance of Rs.5000/- p.m, as applicable to Vice Chancellors of Universities.

5. **Cadre of Librarians and Directors of Physical Education** will be given the revised pay and other benefits as notified vide MHRD letter No. 1-32/2006-U.II/U.I (i) dated 31<sup>st</sup> December, 2008. The qualifications and the age of superannuation (60 years) will remain unchanged.

6. The revised pay of **Scientific Officers/Design Staff** shall be mapped into the normal replacement pay of 6<sup>th</sup> CPC. However, if the Scientific Officers / Design Staff are doing teaching work, their revised pay as approved for the teaching staff shall be applicable.

7. **Faculty Structure:** The flexible faculty structure will continue in those institutions where it is already in operation. However, institutions like ISMU/IITs which were earlier under the IIT pay structure will have the same faculty structure as in UGC scheme except for the accelerated promotions as provided under Para 2 above. The Ministry of Human Resource Development (MHRD) will devise suitable academic criteria for those institutions which may like to change over to a four-tier flexible faculty structure.

8. **Other service conditions:**

(i) Annual increment will be at the rate of 3% of the pay as per the CCS (RP) Rules, 2008 (pay in the pay band plus applicable AGP).

(ii) Pay in the pay band and Academic Grade Pay shall not exceed the limits set in the CCS (RP) Rules, 2008 i.e. Rs.80000/-.

(iii) A cumulative Professional Development Allowance for Rs.3 lakhs for every block period of 3 years (Rs. One lakh per year) may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses.

(iv) Revised pay scales will be effective from 1.1.2006 and other allowances from 1.9.2008 and pay of existing incumbents will be fixed as per the formula given in the CCS (RP) Rules, 2008 and the Fixation Table given in Annex-I of Ministry of Finance OM No.1/1/2008-IC dated 30<sup>th</sup> August, 2008. This is further subject to the proviso that the revised pay of existing incumbents as on 1.1.2006 will not be less than the minimum pay at the entry level for direct recruits in each category in the case of **IITs, IIMs, IISc, IISERs and NITIE**. This would effectively mean that:

a) Assistant Professors in the pre-revised scale of Rs.12,000 - Rs.18,300 with basic pay ranging from Rs.12,000/- to Rs.15,780/- p.m. will be placed at the minimum of Rs.30,000/- p.m. For those incumbents with pre-revised basic pay of more than Rs.15780/-, their revised pay will be determined by multiplying the existing pay as on 1.1.2006 by a factor of 1.86 and rounding off the multiple figure to the next multiple of 10 as given in Rule 7 (1)(a)(i) of the CCS (RP) Rules, 2008.

b) In the case of Associate Professors in the pre-revised scale of Rs.16,400 - Rs.20,000 with basic pay ranging from Rs.16,400/- to Rs.18,200/- p.m., the minimum will be fixed at Rs.42,800. For those incumbents with pre-revised pay of more than Rs.18200/-, the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-26 as given in Annexure-I of Ministry of Finance's O.M.No.1/1/2008-IC dated 30<sup>th</sup> August, 2008.

c) In the case of Professors in the pre-revised scale of Rs.18400-22400 with basic pay ranging from Rs.18400 to Rs.20400 p.m. will be placed at the minimum of Rs 48000/-. For those incumbents with pre-revised pay of more than Rs.20400/-, the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-29 as given in Annexure-I of Ministry of Finance's O.M.No.1/1/2008-IC dated 30<sup>th</sup> August, 2008.

(v) In respect of other categories of institutions, pay fixation will be made as per CCS (RP) Rules, 2008 and the Fitment table issued by MHRD for UGC funded institutions vide letter No.3-1/2009-U.I dated 4<sup>th</sup> June, 2009, which is available on the web-site of MHRD.

9. **For Registrars, Dy. Registrar, Asstt. Registrar.** UGC pay scales will apply to Registrar, Dy Registrars, Assistant Registrars of IITs, IISERs, NITs, IISc and Deemed to be Universities subject to they possessing the qualifications and experience as prescribed by UGC from time to time. For others, normal replacement scale as per CCS (RP) Rules, 2008 will apply. Age of superannuation will, however, continue to be 60 years.

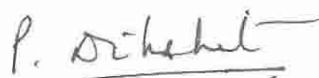
10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

Yours faithfully,

  
(Pratima Dikshit)  
Director (TC)

Copy to: -

1. Principal Secretary to Prime Minister, South Block, New Delhi.
2. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi.
3. Secretary, Department of Expenditure, North Block, New Delhi,
4. Secretary, Department of Personnel & Training, North Block, New Delhi.
5. Secretary, Department of Agriculture Research and Education, Krishi Bhawan, New Delhi.
6. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhawan, New Delhi.
7. Acting Chairman, All India Council for Technical Education, New Delhi.
8. Secretary, University Grants Commission, New Delhi.
- ✓9. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

  
(Pratima Dikshit)  
Director (TC)

F. No. 23-1/2008 – TS.II  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section II  
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Shastri Bhawan, New Delhi  
Dated: 16<sup>th</sup> September 2009

To,

The Directors,  
All Centrally Funded Technical Institutions

Subject: Revision of pay of teaching and other staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 6<sup>th</sup> Central Pay Commission (6<sup>th</sup> CPC).

Sir,

I am directed to refer to this Ministry's Order No. 23-1/2008-TS.II dated 18<sup>th</sup> August, 2009 on the subject and to say that, consequent upon the issue of the above referred Order, representations have been received by this Ministry seeking modifications to certain provisions of the Scheme of Pay Revision of Teachers, etc of CFTIs communicated vide the above said Order of this Ministry. On careful consideration of these representations, it has been decided to make the following modifications/ additions to this Ministry's Order No. 23-1/2008-TS.II dated 18<sup>th</sup> August, 2009:-

- (1) The post of '**Lecturer-cum-Post Doctoral Fellows**' mentioned in Para 1 (i) will be re-designated as '**Assistant Professor, to be recruited on contractual basis**'. There will, however, be no change in the terms and conditions of appointment at this level.


contd....2

- (2) A new sub-paragraph may be inserted under Para 1(ii) as Para 1(ii)((3), to be read as **“Assistant Professors in IITs, IISc, Bangalore, IIMs, NITIE Mumbai and IISERs, on completion of 3 years of service in the shall move to Pay Band of Rs 37400-67000 (PB 4) with an Academic Grade Pay (AGP) of Rs 9000 and will, however, continue to be designated as Assistant Professor.”**
- (3) The academic qualifications prescribed for the posts of Assistant Professors [Para 1 (ii) (2)], Associate Professors [Para 1 (iii) (2)] and Professors [Para 1 (iv) (2)] i.e. ‘a Ph.D with first class’ may be read as **‘a Ph.D with first class at the preceding degree’.**
- (4) The experience prescribed for the post of Professors [Para 1 (iv) (2)] i.e. ‘a minimum of 10 years’ experience’ may be read as **‘a minimum of 10 years’ experience of which at least 4 years should be at the level of Associate Professor in IITs, IISc Bangalore, IIMs, NITIE Mumbai and IISERs.**
- (5) The age of superannuation of Librarians, the cadre of Physical Education Personnel of Centrally Funded Technical Institutions (CFTIs); and Registrar and Finance Officer of IITs, IISERs, NITs, IISC, Bangalore and Deemed to be Universities, will be on par with UGC, and hence be fixed at 62 years, subject to their possessing the qualifications and experience as prescribed by UGC from time to time. The enhanced age of superannuation of 62 years will take effect from the date of issue of this Order.




2. All other provisions of the Scheme of Revision of Pay of Teaching and Other Staff of Centrally Funded Technical Institutions (CFTIs) communicated vide this Ministry's Order No. 23-1/2008-TS.II dated 18<sup>th</sup> August, 2009 shall remain unchanged.

Yours faithfully,

  
(Pratima Dikshit)  
Director (TC)

Copy to:

1. Principal Secretary to Prime Minister, South Block, New Delhi.
2. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi.
3. Secretary, Department of Expenditure, North Block, New Delhi,
4. Secretary, Department of Personnel & Training, North Block, New Delhi.
5. Secretary, Department of Agriculture Research and Education, Krishi Bhawan, New Delhi.
6. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhawan, New Delhi.
7. Acting Chairman, All India Council for Technical Education, New Delhi.
8. Secretary, University Grants Commission, New Delhi.
9. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

  
(Pratima Dikshit)  
Director (TC)

Director's Office  
Dy. No. 1036 Dt. 11/7/11  
Suj

F.No. 17-9/2010-TS.I / pt. file

Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section - I

Shastri Bhawan, New Delhi  
Dated the 28<sup>th</sup> June, 2011

To

The Directors,  
Indian Institute of Technology,  
Delhi, Bombay, Madras, Roorkee, Kanpur, Kharagpur, Guwahati,  
Bhubaneswar, Gandhinagar, Hyderabad, Patna, Jodhpur, Ropar, Indore  
& Mandi.

**Subject:** Clarification regarding movement of pay scale of Assistant Professor from PB 3 to PB 4 with AGP of Rs. 9000/- on completion of 3 years of service.

Sir,

This Ministry has received references from IIT Bhubaneswar and IIT Kanpur vide their letter NO. 4-1/100014/PF dated 5<sup>th</sup> April, 2011 and DIR/IITK/2011 dated 23<sup>rd</sup> March, 2011, seeking clarification whether service rendered in Institutions other than IITs by Assistant Professors appointed in IITs will be counted for movement to PB 4 with AGP of Rs. 9000/- as referred to in para (2) of this Ministry's letter F.No. 23-1/2008-TS.II dated 16.09.2009. The matter was examined in this Ministry and it is clarified that Assistant Professors of IITs having 3 years post doctoral experience in the AGP of Rs. 8000/- rendered in Centrally Funded Technical Institutions, AICTE approved institutions and institutions under the UGC would be considered for upward movement to the AGP of Rs. 9000/-.

Yours faithfully,

P. Dikshit

(PRATIMA DIKSHIT)  
DIRECTOR

Copy to: (i) TS.II, Deptt. of HE, MHRD, with reference to their letter F.No. 23-1/2008-TS.II dated 16.09.2009.

(ii) Guard Folder

(iii) Registrars of all IITs.

1. DORA-

2. MK

Registrar

Supdt  
In-charge  
for  
12/7  
prepare file including  
other resolutions  
for sending to B.G.  
कुलशासक संकाय को

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