

F. No. 23-1/2008-TS.II
Government of India
Ministry of Human Resources Development
Department of Higher Education
Technical Section-II

Shastri Bhawan, New Delhi
Dated: 18th 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 6th Central Pay Commission (6th 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 6th 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 31st 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 31st 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 6th 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 30th 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 30th 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 30th 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 4th 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.

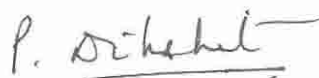
10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

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

Shastri Bhawan, New Delhi
Dated: 16th 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 6th Central Pay Commission (6th CPC).

Sir,

I am directed to refer to this Ministry's Order No. 23-1/2008-TS.II dated 18th 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 18th 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 18th 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)

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 7th Central Pay Commission (7th 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 7th 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 6th 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, 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.

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

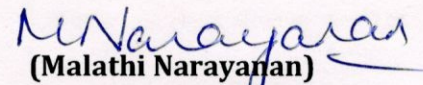
The existing provisions on superannuation and re-employment of faculty shall continue as per extant provisions.

9. Scientific/Design Staff:-

The revised pay of Scientific/Design Staff shall be mapped into the normal replacement pay of 7th 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 29th 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 29th 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
(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 th PC Pay Band	6000	7000	8000	9000**	10000	10500	10000	10500	10500	10500	10500	HAG	2.72
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	53000	58500	53000	58500	58500	58500	58500	67000	67000
Entry Pay IIT etc.	10	11	12	13A1	14	14A	14	14A	14A	14A	14A	15	15
Cell No.	1	2	3	4	5	6	7	8	9	10	11	12	13
	57700	68900	101500	131400	143600	157100	159100	162300	167200	172200	177400	182700	188200
	59400	71000	104500	135300	148500	163900	163900	168800	173900	179100	184500	190000	195700
	61200	73100	107600	139400	152500	167200	167200	172200	177400	182700	188200	193800	199600
	63000	75300	110800	143600	157100	172200	172200	177400	182700	188200	193800	199600	205100
	64900	77600	114100	147900	161800	176900	176900	182700	188200	193800	199600	205100	211300
	66800	79900	117500	152300	166400	181800	181800	187300	192900	198700	204700	210800	217600
	68800	82300	121000	156900	171400	187000	187000	192900	198700	204700	210800	217000	224100
	70900	84800	124600	161600	176500	193000	193000	199100	205100	211300	217600	224100	
	73000	87300	128300	166400	181800	200000	200000	206000	212000	218000	224000		
	75200	89900	132100	171400	187000	206000	206000	212000	218000	224000			
	77500	92600	136100	176500	193000	212000	212000	218000	224000				
	79800	95400	140200	181800	200000	220000	220000	226000	232000				
	82200	98300	144400	187300	206000	226000	226000	232000	238000				
	84700	101200	148700	192900	212000	232000	232000	238000	244000				
	87200	104200	153200	198700	218000	238000	238000	244000	250000				
	89800	107300	157800	204700	224000	244000	244000	250000	256000				
	92500	110500	162500										
	95300	113800	167400										
	98200	117200											

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

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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					

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