



GOVERNMENT OF KERALA

Abstract

Health & Family Welfare Department–Medical Education Service – Pay and Allowances of Teachers in Government Medical, Dental, Nursing and Pharmaceutical Science Colleges in the State- -Revised - Orders Issued.

HEALTH & FAMILY WELFARE (S) DEPARTMENT

G.O. (P) No. 425 /2009/H&FWD

Dated, Thiruvananthapuram, 14.12.2009

- Read: 1. GO (P) No. 145/2000/H&FWD dated 16.06.2000
2. GO (P) No. 35/2001/Fin. dated 04.01.2001.
3. GO (P) No. 318/2009/H&FWD dated 10.09.2009.
4. GO (P) No. 326/2009/H&FWD dated 16.09.2009
5. Notification No. GSR 62 E dated 29.08.2008 of Ministry of Finance, Department of Expenditure, Government of India
6. Letter F.No. 1/1/2008 – IC dated 30.08.2008 of the Ministry of Finance, Government of India
7. Letter No. F3/2009 – UI dated 04.06.2009 of Ministry of Human Resources Development, Government of India

ORDER

As per the Government Order read as 3rd and 4th paper above, Government have issued orders revising the scales of pay of the teaching staff of Government Medical, Dental, Nursing and Pharmaceutical Science Colleges in the State w.e.f. 01.01.2006. After the issuance of the above said Government Order, Service organizations have represented Government about some anomalies in the orders and requested to rectify the same Accordingly Government have examined the whole matter afresh and taking into consideration the various aspects in this regard, have decided to rectify the anomalies occurred in the above said orders and also to grant some new benefits. In the circumstances, superceding the Government orders, read as 3rd and 4th papers above, Government are pleased to order revision of the pay scales of teachers in Government Medical/Dental/Nursing/ Pharmaceutical Science Colleges in the state w.e.f 01.01.2006, as per UGC Scheme. The details are shown in the Annexure - I to this Order. The rules for career advancement promotion for the teachers in

Medical Education Service under various categories are also modified as shown in Annexure - I. The rules for fixation of pay, increment and other conditions for pay revision are given in Annexure – II to this Order.

The General Pay Revision to other Government employees that may be made by the State Government from time to time will not be applicable to those who come under this scheme.

By Order of the Governor

Dr. Usha Titus

Secretary to Government

To

The Director of Medical Education, Thiruvananthapuram

The Director of Treasuries, Thiruvananthapuram

The Treasury Officers of all District Treasuries and Sub Treasuries

The Principal, Government Medical Colleges/Dental Colleges/Nursing
Colleges/Pharmacy Colleges in the State.

The Secretary to Government, Finance Department

The Secretary to Government of India, Ministry of Health & Family Welfare,
Nirman Bhavan, New Delhi (With C/L)

The Secretary, Medical Council of India, Pocket 14, Sector-8 Dwaraka, New Delhi

The Secretary, Dental Council of India, Ghalib Marg, Kotla Road, New Delhi

The Secretary, Indian Nursing Council, Kotla Road, Temple Lane, New Delhi. 110002

The Registrar, Pharmacy Council of India, Combined Council Building, Kotla Road, New Delhi.

The Accountant General (A&E/Audit), Thiruvananthapuram

(Vide Letter No. GE5 /A/GL/DME PR2006/102 dated 14.12.2009)

Additional Secretary to Chief Secretary

Secretary to Chief Minister

The General Administration (SC) Department

(vide item No.3920 dated, 11.11.2009 of the Proceedings of the Council of Ministers.)

Finance Department (vide U.O.No. 65984/H&L B2/2009/ Fin dated 09.11.2009 &
82883/H&LB2/09/Fin. Dated 05.12.2009.)

The Director of Public Relations, Thiruvananthapuram

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ANNEXURE - I

(To G.O.(P) No. 425/2009/H&FWD dated,14.12.2009)

Revision of Scales of Pay and Allowances, Career Advancement scheme and other service conditions of the teaching staff of Government Medical/Dental/ Nursing/ Pharmaceutical Science Colleges in the State will be as follows:

1. As Per GO (P) No. 145/2000/H&FWD dated 16.06.2000 Government had issued orders revising the scales of pay of the teaching staff of Medical/Dental and Pharmaceutical Science Colleges in the State w.e.f. 01.01.1996 in line with the AICTE pay scales approved by Government of India. The pay revision of Nursing faculties has been implemented in the similar manner as per G.O.(P) No.35/2001/Fin dated, 04.01.2001. Further, through the above orders, Government had also introduced a Career Advancement Scheme for promotion of the teaching faculties under Medical Education Service.

2. Government of India have implemented new pay revision scheme on the basis of the 6th Pay Commission Report, and had revised previous pay scales in 29 categories to a new scheme with 4 pay bands and corresponding grade pays.

3. Government of India, Ministry of Human Resources Development, Department of Higher Education has approved the scheme of Revision of Pay of teachers and equivalent cadres in Universities and Colleges, taking into consideration of the recommendations of the University Grants Commissions, vide letter No. 1- 32/2006-UII/UI (1) dated 31.12.2008, subject to the various provisions of the scheme and regulations to be framed by the UGC in this behalf.

4. Medical Council of India had approved the regulations fixing the minimum qualifications for teachers in Medical Institutions in November 1998. Medical Council of India has also approved the amendment to the regulations which has been notified by Government of India vide Notification dated 21.07.2009. The Dental Council of India, Indian Nursing Council and Pharmacy Council of India/AICTE have also adopted regulations and norms prescribing qualification/experience for the Under-graduate and Post-graduate Teachers of Dental, Nursing and Pharmacy Colleges respectively. These guidelines are also to be considered while deciding the Career Advancement promotion/placement scheme for the Dental, Nursing and Pharmacy College Teachers. However the staff / cadre pattern and qualification / experience for the teachers in each cadre, prescribed as per regulations of the

four Central Councils are not identical; there are a few differences to be reckoned while fixing the Scales of Pay for each category under the UGC scheme.

5. The revision of the existing pay scales and other service conditions of teachers under Medical Education Service will be based on the UGC scheme and complying with the minimum academic eligibility requirements as per the regulations of the Central Councils, subject to the modifications as approved by the Government, as per the details given in the succeeding paragraphs.

5.1. The three teaching grades in the Government Medical and Dental Colleges will be Assistant Professor, Associate Professor and Professor. In addition to this there shall be a grade of Additional Professor for Medical and Dental teachers for career advancement promotion of Associate Professors. In Nursing and Pharmacy colleges the three teaching grades will be Assistant Professor, Associate Professor and Professor. The entry cadre of teaching staff under Medical Education Service in Government Medical and Dental Colleges will be Assistant Professor. The qualification will be Post Graduate degree (MD/MS/DNB/MCh/DM/MDS or equivalent qualifications) in the concerned specialty with 3 years teaching experience or such other teaching experience as prescribed by the Medical Council of India/Dental Council of India from time to time. The Post-graduate study period for Medical subjects will be considered as teaching experience for appointment as Asst. Professor, provided the candidates have undergone Residency Programme during the Post Graduate course period. However, since the Residency System has been introduced in the Medical Colleges in Kerala only recently Post Graduate study period will be considered as experience for appointment in the case of candidates who have passed the post Graduate courses without undergoing residency programme, provided a certificate is produced by the candidate from the Principal of the college to the effect that the candidate has got teaching/clinical work experience during the Post Graduate course period.

5.2. All existing Senior Lecturers having Post Graduate Medical/ Dental Degree in the concerned discipline will be redesignated as Assistant Professor. But the Lecturers who have no P.G. degree in concerned discipline will be continued as Lecturer till they acquire Post Graduate Degree in the concerned speciality. They will be redesignated as Assistant Professors from the date of acquiring Post graduate Degree as prescribed.

5.3. If adequate number of candidates with Post Graduate qualifications are not available for direct recruitment as Assistant Professors in concerned specialties, and as three years teaching experience is a pre-requisite qualification for appointment as Assistant Professor as

per MCI norms, the direct recruitment to the post of Lecturer will be continued for the time being, from among MBBS graduates. Similarly, direct recruitment as Lecturers will be continued in Dental Colleges also if adequate number of Post Graduate qualified candidates are not available in concerned specialities.

5.4. In the case of Nursing and Pharmacy Colleges also, the entry cadre will be Assistant Professor. However, as per the staff pattern approved by the Indian Nursing Council and Pharmacy Council of India, the post of Assistant Professor and Associate Professor do not exist; but equivalent posts prescribed are Lecturer and Reader respectively. For Pharmacy Colleges, the AICTE norms are also applicable. Candidates with Ph.D qualification as required under UGC scheme may not be readily available for direct recruitment as Asst. Professors in these categories. There is no NET for Nursing and Pharmacy teachers as prescribed under UGC scheme. Hence, direct recruitment to the entry cadre of Assistant Professors for Nursing and Pharmacy Colleges will be as per the qualification/experience prescribed by Indian Nursing Council /Pharmacy Council of India with suitable modifications prescribed by Government of Kerala.

5.5 For Medical Laboratory Technology also the entry cadre post for recruitment of MSc. MLT Degree holders will be changed as Assistant Professor and suitable modifications in the Special Rules will be made for this purpose. For non-medical categories also appointment will be done in future in the cadre of Assistant Professor by direct recruitment only, from the candidates having qualifications as prescribed by UGC.

5.6 Since the UGC has no approved Scale of Pay for Lecturers in the 6th Pay revision scheme, the equivalent Central Government pay scales shall be adopted for this post.

6. The Revised Pay bands and Grade Pay/Academic Grade Pay will be as follows:-

a) For Medical & Dental

Designation	Pre Revised Pay Scale	Revised Corresponding pay band (as per Central govt. pay pattern)	Grade pay
Lecturer (without PG degree) For present incumbents	8000 – 275 – 13500	15,600-39100	5400
Lecturer (without PG degree) For new recruits	--	15600-39100 (Starting at Rs.15,600)	5400
Lecturers (Without Post Graduate Degree Drawing pay in the higher scale of 12000 - 18300)	12000 – 420 - 18300	15600-39100	7600
	Pre Revised Pay Scale	Revised Corresponding pay band (as per UGC scheme)	Academic Grade Pay
Senior Lecturer (with P.G degree) To be redesignated as Assistant Professor	10000 – 325 – 15200	15600 – 39100	7000
Assistant Professor	12000 – 420- 18300	15600 – 39100	8000
Assistant Professor (new recruits)		15600 – 39100 (Starting at Rs. 18,600)	7000
Associate Professor	14300 – 450 – 19250	37400 – 67000	9000
Additional Professor (Career Advancement promotion grade for Medical and Dental faculty on completion of 5 years service as Associate Professor)	Nil	37400 – 67000	10000
Professor	16400 – 450 – 20900 – 500 - 22400	37400 - 67000	10000
Principal/JDME	18400 – 500 - 22400	37400 - 67000	12000
Director of Medical Education	22000 - 500 - 24500	37400 - 67000	12000

b) for Nursing, Pharmacy, MLT and other non-medical categories

Designation	Pre Revised Pay Scale	Revised Corresponding pay band (as per Central govt. pay pattern)	Grade pay
Lecturer (without PG degree) For present incumbents only	8000 – 275 – 13500	15600-39100	5400
	Pre Revised Pay Scale	Revised Corresponding pay band (as per UGC scheme)	Academic Grade Pay
Lecturer with PG degree (Non- medical)	8000 – 275 – 13500	15600-39100	6000
Senior Lecturer (with P.G degree) To be redesignated as Assistant Professor	10000 – 325 – 15200	15600 – 39100	6000 /7000*
Assistant Professor	12000 – 420- 18300	15600 – 39100	6000 / 7000/ 8000*
Assistant Professor (new recruits)		15600 – 39100 (Starting at Rs. 15,600)	6000
Associate Professor	14300 – 450 – 19250	37400 – 67000	9000
Professor	16400 – 450 – 20900 – 500 - 22400	37400 - 67000	10000
Deputy Director of Nursing Education	16400 – 450 – 20900 – 500 - 22400	37400 - 67000	12000

* subject to completed years of teaching service.

7.1 Fitment Tables for Pay fixation for all categories of incumbents from Lecturer to Director of Medical Education will be as per the corresponding tables given in Annexure-III. The pay in the new pay band will be fixed at the appropriate stage based on their present pay, with higher starting pay according to the number of years of completed service in the pre-revised scales for each category. Academic Grade Pay (AGP) corresponding to the pay bands will also be allowed. For Lecturers without P.G.degree, only Grade pay corresponding to the Central Government pay bands will be allowed instead of AGP.

7.2. Scale of Pay for Lecturers (without Post Graduation) in Medical/Dental/Pharmacy/Nursing categories

- a) Incumbent Lecturers without Post Graduate degree drawing pay in the scale of Rs.8000–275 –13500 shall be placed in the revised pay band of Rs15,600 – 39,100 as per the Central Government pay scales at the appropriate stage based on their present basic pay and will be allowed Grade pay of Rs.5400. The pay fixation in the revised pay band will be as per the Fitment Table Annexured to this order.
- b) Lecturer in Medical and Dental Colleges without Post Graduate Degree who are currently drawing pay in the time bound higher scale of Rs. 12,000 – 18,300, sanctioned on completion of 10 years service without change in designation, will also be placed in the revised pay band of Rs.15, 600–39,100 at the appropriate stage based on present basic pay as per the corresponding fitment table and allowed Grade Pay of Rs. 7,600/- as per the Fitment Table Annexured.

7.3. Scale of pay for Senior Lecturers in Pharmacy/Nursing Colleges

- a) Incumbent Senior Lecturers with P.G. qualification and who have not completed 5 years of teaching experience as Tutor/Lecturer/Lecturer Trainee/Senior Lecturer will be redesignated as Assistant Professor and fixed in the revised pay band of Rs. 15,600 – 39,100 at the appropriate stage with Academic Grade Pay of Rs.6000/- as per the Fitment Table Annexured to this Order.
- b) Incumbent Senior Lecturers with P.G. qualification who have completed 5 years teaching experience as Tutor/Lecturer Trainee / Lecturer/Senior Lecturer will be redesignated as Assistant Professors and their pay fixed in the pay band of Rs. 15,600 – 39,100 in the appropriate stage with starting pay of Rs. 18,600 or higher based on their present pay with Academic Grade Pay of Rs. 7,000/- as per the Fitment Table.

7.4. Revised Scale of pay for Assistant Professor

a) Medical and Dental

- i) Incumbent Lecturers with Post Graduate degree or Senior Lecturers (Medical & Dental) in the scale of pay of Rs.10000-15200, as on 1.1.2006 or later, will be redesignated as Asst. Professors and placed in the revised pay band of Rs.15600-39100 with a starting pay at appropriate stage and AGP of Rs.7000/- w.e.f 1.1.2006 or such later date as applicable, as per the Fitment Table annexured to this order.
- ii) Incumbent Assistant Professors in the current scale of pay of Rs.12000-18300 (including those drawing Time Bound Higher Grade of Rs. 12,000 – 18,300) shall be placed in the pay band of Rs.15, 600 – 39,100 with a starting pay of Rs. 22,320 or at the appropriate stage based on present pay with Academic Grade Pay of Rs.8,000/-w.e.f 01.01.2006 or such later date as applicable, as per the Fitment Table annexured.
- iii) Senior Lecturers redesignated as Assistant Professors and completing 5 years service after acquiring Post Graduate Degree including pre revised scale of Rs. 10,000 – 15,200 will be placed in the in the Pay Band of Rs. 15,600 – 39,100 with Academic Grade Pay of Rs.8,000/- with effect from 01/01/2006 or later as applicable as per the Fitment Table annexured.
- iv) Incumbent Senior Lecturers in Superspecialty Departments without Superspecialty Post Graduation in concerned discipline, shall also be redesignated as Assistant Professors and placed in the revised pay band as in (i) to (iii) above as applicable; but they will be eligible for further placement under Career Advancement Promotion or higher AGP only after acquiring Post Graduation in Superspecialty in the concerned discipline (the department wise list of clinical, non clinical, medical, non- medical and super speciality departments is included as Annexure VII.)
- v) New recruits entering the teaching profession in Government Medical/Dental Colleges under Medical Education Services with Post Graduate degree, shall be designated as Assistant Professors and shall be placed in the pay band of Rs.15,600–39,100 with starting pay of Rs.18,600/- and Academic Grade Pay (AGP) of Rs.7,000/-. They shall be eligible to move to the higher AGP of Rs. 8,000/- on completion of 5 years teaching service after acquiring Post Graduate Degree or in the AGP of Rs. 7,000/-, subject to fulfilling academic performance requirements to be prescribed later. The appointment will be based

on the guidelines to be issued for making direct recruitment to the post of Assistant Professor in the above said categories. Amendments in Special Rules to enable direct recruitment to the post of Assistant Professor will be made separately.

b) Assistant Professors (Nursing and Pharmacy)

- i) Existing Assistant Professors in the scale of Pay of Rs.12, 000 – 18,300 and having a total teaching experience of 10 years in all posts/grades as Lecturer/Lecturer trainee/Senior Lecturer/Assistant Professor put together shall be placed in the pay band of Rs.15, 600 – 39,100 with starting pay in the appropriate stage based on the present pay with Academic Grade Pay of Rs.8,000/-, as per the Fitment Table Annexured. Existing Assistant Professors with less than ten years total service as above in all posts/grades put together shall be placed in the pay band of Rs.15, 600 – 39,100 with starting pay at the appropriate stage based on the present pay with Academic Grade Pay of Rs.7000/- as per the Fitment Tables. They will be allowed to move to AGP of Rs.8,000/- on completion of 10 years total teaching service as above, subject to fulfilling academic performance requirements to be specified..
- ii) Assistant Professors with 5 years Service in Academic Grade Pay of Rs. 7,000 will be allowed Academic Grade Pay of Rs.8,000/-, subject to satisfying other academic performance requirements to be specified.
- iii) For those Asst. Professors with Ph.D qualification in the concerned subjects, the Academic Grade Pay of Rs.7, 000 will be allowed after 4 years service in the Academic Grade Pay of Rs.6000 and Academic Grade Pay of Rs.8, 000 will be allowed after five years in Academic Grade Pay of Rs.7000; subject to satisfying other academic performance requirements to be specified.
- iv) Direct recruitment shall be made as Assistant Professor as per qualification to be notified after amendment in the relevant Special Rules, in the pay band of Rs. 15,600 – 39,100 at the initial with Academic Grade Pay of Rs.6, 000.

7.5. Revised scale for Associate Professors

a) Medical & Dental

- i) Existing Associate Professors in the Pay Scale of Rs. 14,300–19200 (including those on Time Bound Grade Service) will be placed in the appropriate stage in revised pay band of Rs. 37,400 – 67,000 w.e.f 1.1.2006 or later date with Academic Grade Pay of Rs. 9,000/-.

- ii) Incumbent Assistant Professors with five years (for teachers with Super specialty degree in the concerned discipline this will be two years after acquiring Superspeciality degree) teaching experience as Assistant Professor in the current pay scale of Rs.12000-18300 including Time Bound Higher Grade service and a total service of 8 years after acquiring Post Graduate Degree (5 years for Superspeciality degree holders) in all grades put together will be promoted and placed in the pay band of Rs.37,400–67,000 with Academic Grade Pay of Rs.9,000 and shall be redesignated as Associate Professors; however they will have to publish two Research papers within a period of two years of promotion in Peer Indexed/National Journals as per MCI/ DCI regulations; However for teachers of Dental Colleges, as per the Dental Council of India regulations, only Post PG teaching experience will be reckoned as eligible service for placement as Associate Professor.
- iii) Incumbent Assistant Professors who have not completed 5 years teaching service (or having less than 2 years service for superspeciality degree holders) in the cadre of Assistant Professor (including TBCP/CAP grade) as on 01.01.2006 will be placed in the appropriate stage in the pay band of Rs.15, 600 – 39,100 and Academic Grade Pay of Rs.8,000/-, till they complete the required period of 5/2 years respectively. Thereafter on completion of 5 years service as Assistant Professor, including Time Bound Cadre Promotion grade in pre-revised scale (2 years for superspeciality degree holders) and a total service of 8 years after acquiring Post graduate Degree (5 years for superspeciality degree holders) in all grades put together, they will be promoted and placed in the appropriate stage in the Pay band of Rs.37, 400 – 67,000 with Academic Grade pay of Rs.9,000/- and redesignated as Associate Professor, subject to fulfilling academic performance requirements to be specified. However they will have to publish two Research papers within a period of two years in Peer Indexed/National Journals as per MCI regulations; provided that for Dental College teachers, only post PG teaching experience will be reckoned as per Dental Council of India norms for promotion.
- iv) There are instances of teachers in Medical College who have acquired P.G. Degree after joining service and after rendering some period of service in the Lecturer grade. Only their post P.G. service was being counted for promotion under Career Advancement scheme as per existing norms. It has been decided to review such cases. Accordingly Incumbent teachers in Medical Colleges who have completed 10 years of teaching service in Lecturers/Lecturer trainee/ Senior Lecturers/Assistant Professor grades put

together and who complete 5 years of service after acquiring Post Graduate degree will be deemed to have been promoted as Associate Professor on the date of completion of 10 years total service as above (on notional basis only if 10 years service is completed prior to 1.1.2006) and they will be placed in the pay band of 37,400-67,000 with AGP of Rs.9,000/- w.e.f. 01.01.2006 or later as the case may be subject to fulfilling academic performance requirements as specified. Arrears will be given only from 01.01.2007 in such cases also.

- v) Assistant Professors in Medical Category completing 4 years teaching service as Assistant Professor (2 years for superspeciality degree holders) and drawing AGP of Rs.8, 000/- on or after 21.07.2009 will be also promoted and placed in the appropriate stage in the pay band of Rs.37, 400–67,000 with Academic Grade Pay of Rs.9,000/- and redesignated as Associate Professors, subject to completion of total teaching service of 7 years after acquiring P.G degree in the concerned discipline (5 years for Superspecialty departments teachers) and fulfilling academic performance requirements to be specified. Relaxation as per sub-para (iv) will be also applicable in such cases They will have to publish two Research Papers in Peer Indexed/National Journals within a period of 2years of promotion.

b) Associate Professor (Nursing & Pharmacy)

Incumbent Associate Professors in the Pay Scale of Rs.14, 300– 19,200 and having a total of 13 years (11 years with Ph.D) teaching experience including in all lower grades/posts put together will be placed in the appropriate stage in the new Pay band of Rs.37, 400 – 67,000, w.e.f 01.01.2006 or later date, with Academic Grade Pay of Rs.9, 000. Those with lesser experience than specified above will be placed in the pay band of Rs.15600-39100 at the appropriate stage with AGP of Rs.8000 and will be allowed the revised pay band of Rs.37, 400–67,000 with Academic Grade Pay of Rs.9,000. (Those with lesser experience than specified above will be placed in the pay band of Rs.15600-39100 at the appropriate stage with AGP of Rs.8000 and will be allowed the revised pay band of Rs.37,400 – 67,000 with Academic Grade Pay of Rs.9,000/-) on completion of the prescribed years (13/11) of service as above.

7.6.Revised scale for Professors

(Medical & Dental)

- a) Existing Professors in the Scale of Pay of 16,400 – 450 – 20,900 will be placed in the appropriate stage in the new pay band of Rs. 37,400 – 67,000 with Academic Grade Pay of Rs. 10,000/-, as per the Fitment Table w.e.f 01.01.2006 or later.
- b) Associate Professors in the pay scale of Rs.14, 300 – 450 – 19,200, on completion of 3 years of service will be eligible to be promoted as Professor and placed in the new pay band of Rs.37, 400–67,000 w,e,f 01.01.2006 or later with Academic Grade pay of Rs.10,000; subject to the availability of vacancy and satisfying other Academic performance requirements as speified. They shall publish 4 Research Papers in Peer Indexed / National Journals with in a period of 2 years of promotion as per MCI/DCI regulations. But those who have less than 2 years service to retire from service shall be exempted from the condition of the publication of the research papers. However the existing Associate Professors who were eligible for regular promotion as Professor in a vacancy which has arisen before 10.09.2009 will be given promotion as per the norms prevailing before 10.09.2009.
- c) Professors in Medical and Dental Colleges will be given Academic Grade Pay of Rs12,000/- on completion of 10 years of service as Professor in the revised/pre-revised scales.

7.7 Professors (Nursing & Pharmacy)

Existing Professors in the Scale of Pay of Rs.16,400–450–20,900 will be placed in the appropriate stage in the new pay band of Rs.37,400 – 67,000 with Academic Grade Pay of Rs. 10,000/- w.e.f. 01.01.2006 or later date.

7.8 Pay scale of Principals in Medical & Dental Colleges / Joint Directors of Medical Education

Appointment to the post of Joint Director of Medical Education / Principals in respective disciplines will be as per the norms of Medical Council of India and Dental Council of India and as per the Special Rules framed by the Government of Kerala from time to time. The post of Principal in Medical and Dental Colleges / Joint Director of Medical Education shall be placed in the pay band of Rs.37,400–67,000 with Academic Grade Pay of Rs.12,000/-. The incumbents occupying the above said posts at present shall be placed in the appropriate stages in the new pay band as per fitment table annexured. The Principal/Joint Director of Medical Education shall be given an Administrative Allowance of Rs.4,000/- per month, in consideration of their administrative duties.

7.9 Pay scale of Deputy Director of Nursing Education/Principal, Nursing Colleges

The post of Deputy Director of Nursing Education is the head of nursing education in the state and is a designated post of senior most Professor/Principal of Nursing Colleges. However no scale of pay has been fixed for the post and the current incumbent is drawing the scale of pay of Professor. The Post of Deputy Director of Nursing Education is allowed the Pay band of Rs.37,400 –67,000 with Academic Grade Pay of Rs. 12,000/- w.e.f. 01.01.2006. Administrative Allowance of Rs.4,000/- per month is also sanctioned for this post in consideration of their administrative duties. The incumbent shall be placed in this pay band at the appropriate stage. Special Rules/ orders for promotion to the post of Deputy Director of Nursing Education will be issued separately.

There is no cadre post in the category of Principals of Nursing Colleges under Medical Education Service and hence senior most Professor of Nursing Colleges is being designated/posted as the Principal, without any change in scale of pay. This will continue. However Principals have more additional and administrative responsibilities. Therefore the pay band for Principal, Nursing College is fixed as Rs.37,400–67,000, with an Administrative Allowance of Rs.3000/- [Rs.2,000/- for Nursing Colleges, without Post Graduate Course] and pay fixation will be as per fitment table annexured.

7.10 . Pay Scale of Director of Medical Education

Revised Pay Band of Director of Medical Education shall be Rs.37, 400 – 67,000 with the Academic Grade Pay of Rs. 12,000/-. The Director of Medical Education is allowed an Administrative Allowance of Rs. 5,000/- per month, in consideration of the administrative duties.

8 Career Advancement Scheme for teachers of Government Medical/Dental Colleges

- a) The career advancement scheme for teachers in Medical / Dental colleges with P.G Degree will be as per the norms of UGC and following the minimum academic eligibility requirements as per the regulations of the Medical Council of India /Dental Council of India, with modifications if any as approved by the Government of Kerala from time to time.
- b) For Lecturers in Medical and Dental colleges who do not have Post Graduate qualification, on completion of ten years teaching service, movement to higher grade pay of Rs.7,600/- will be allowed in the pay band of Rs.15600—39100, subject to fulfilling academic performance requirements to be specified.

- c) The existing faculties in Radiological Physics will be given pay revision and Career Advancement in the same manner as in the preceding paragraphs, subject to fulfillment of academic requirements to be prescribed. However, those without specified qualifications/experience as per MCI regulations or equivalent qualifications approved by State Government will be eligible for pay revision/career advancement promotion as applicable for other non-medical categories as below.
- d) Academic performance requirements for advancement from one AGP to higher AGP stage and from one grade to a higher grade, in line with the norms under UGC scheme, suitably adapted for the Medical Education Service, will be notified separately, which will have to be acquired by the teachers for sanctioning career advancement at each stage. The assessment procedure for sanctioning of higher stage of AGP and for placement under career advancement promotion scheme will be also issued separately.
- e) A new grade of Additional Professor for career advancement promotion in Medical and Dental category is created. Associate Professors in Medical and Dental categories who complete 5 years service will be eligible for placement as Additional Professors in the pay band of Rs.37,400 – 67,000 with AGP of Rs.10,000/- subject to the publication of two research papers in peer reviewed / national journal. This will have effect from the date of this order only.

9. Career Advancement Scheme for teachers of Government Nursing/ Pharmacy Colleges

a) Senior Lecturers in Pharmacy/Nursing

- i) Incumbent Senior Lecturers with Post Graduate qualification and who have not completed 5 years of teaching experience as Lecturer/Senior Lecturer in Nursing college service will be redesignated as Assistant Professor and fixed in the revised pay band of Rs. 15,600 – 39,100 at the appropriate stage with Academic Grade Pay of Rs.6000/- w.e.f 01.01.2006 or later as applicable.
- ii) Incumbent Senior Lecturers with P.G. qualification who have completed 5 years teaching experience as Lecturer Trainee / Lecturer/Senior Lecturer in Nursing college services will be re-designated as Assistant Professors and their pay fixed in the appropriate stage with starting pay of Rs. 18,600/- or higher in the pay band of Rs. 15,600 – 39,100 based on their present pay with Academic Grade Pay of Rs. 7,000/- w.e.f 01.01.2006 or later as applicable.
- iii) Incumbent Senior Lecturers in Nursing and Pharmacy Colleges with teaching service of 5 years after acquiring Post Graduate degree and a total service of 10 years in

Lecturer/ Lecturer trainee/ Senior Lecturer grades put together will be also placed as Assistant Professor in the pay band of Rs.15,600 – 39,100 in the corresponding stage with AGP of Rs.8,000/-w.e.f 01.01.2006 or later as applicable.

b) Assistant Professors (Nursing and Pharmacy)

- i) Existing Assistant Professors (including those in TBCP/ CAP grade) with 5 years service in the scale of Pay of Rs.12,000 – 18,300 (including Time Bound Cadre Promotion grade) and a total teaching experience of 13 years in all grades as Lecturer/Lecturer trainee/Senior Lecturer/Assistant Professor grades put together (11 years with PhD) will be promoted and be placed in the pay band of Rs.37,400 – 67,000/- with Academic Grade Pay of Rs.9,000/-, and redesignated as Associate Professors, subject to fulfilling academic requirements to be specified.
- ii) Assistant Professors with 5 years Service in Academic Grade Pay of Rs. 7,000 will be allowed Academic Grade Pay of Rs.8,000/-,
- iii) For those Asst. Professors with Ph.D qualification in the concerned subjects, the Academic Grade Pay of Rs.7, 000 will be allowed after 4 years service in the Academic Grade Pay of Rs.6000 and Academic Grade Pay of Rs.8, 000 will be allowed after five years in Academic Grade Pay of Rs.7,000/-

c) Associate Professor (Nursing & Pharmacy)

Assistant Professors who complete 3 years service in the AGP of Rs 8,000/- will be eligible to be promoted and placed as Associate Processor in the pay band of Rs 37,400 – 67,000 with AGP of Rs. 9,000/- subject to fulfilling academic requirements to be specified.

10. The existing provisions regarding Career Advancement Promotions issued as per GO (P) No. 145/2000/H&FWD dated 16.06.2000 and G.O.(P) No.35/2001/Fin dated, 04.01.2001 will stand repealed from the date of this order; provided that all the time bound cadre promotions/Grades already sanctioned after 01.01.2006 till the date of this order will not be altered. The regular promotions granted to the vacancies arisen prior to the date of this order will also not be altered. Fixation of pay in the TBCP grade in the new pay band as on 01.01.2006 or later and further fixations on regular promotion in the cadre since 01.01.2006 also will be allowed.

11. a) Incumbent Assistant Professors in Medical Lab Technology who have Post Graduate qualification (M.Sc. MLT) and drawing AICTE scale of pay will also be allowed career advancement promotion/placement as applicable for PG qualified teachers of

- Nursing and Pharmacy Colleges. The service rendered in PIPMS under Director of Medical Education will be also reckoned for this purpose.
- b) The existing Tutors in Medical Lab Technology in Medical Education Service who have Post Graduate qualification (M.Sc. MLT) and drawing state Government scales of pay , will be redesignated as Assistant Professor and placed in the pay band of Rs. 15600 – 39,100 with AGP of Rs. 6,000/- with effect from the date of this order. They will be also eligible for Career Advancement Promotion / higher AGP as prescribed in preceding paragraph for Nursing and Pharmacy categories.
- c) The Lecturers / Senior Lecturers (Non-medical) in the subjects of and Medical Anatomy/Medical Microbiology/Medical Biochemistry and other non-clinical subjects, having M.Sc. qualifications in relevant subjects (as prescribed by Medical Council of India.) will be redesignated as Assistant Professors (non-medical) and placed in the pay band of Rs. 15,600 – 39,100 and AGP of Rs. 6,000/-. They will be eligible for movement to higher AGP of Rs. 7,000 / 8,000/- as per the conditions prescribed above for Nursing/ Pharmacy Colleges. The faculty in the above subjects with Ph.D qualification, will be eligible for Career Advancement promotion up to Associate Professor as per the conditions prescribed above for Nursing/Pharmacy/categories.

12. Pay Revision and Career Advancement Scheme for teachers of Non-Medical categories under Medical Education Service

- a) For the teachers in Non – Medical categories namely Entomology, Medico Sociology, Statistics & Demography, Bio Statistics, Statistics, Health Education, Clinical Psychology, Psychiatric Social Work, Audiology, Child Psychology etc., UGC scheme will be applicable to only those who have the prescribed qualifications as per University Grants Commission guidelines. All others who do not have UGC prescribed qualifications will be eligible for only State Government pay scales. However, for the existing teachers in Non-medical categories the following rules shall apply.
- b) Existing Lecturers or Senior Lecturers in the Non-medical subjects who have Post-graduate Degree in the subject concerned and having 6 years of teaching experience as Lecturer/Senior Lecturer shall be redesignated as Assistant Professor (Non-medical) and placed in the pay band of Rs.15,600– 39100 in the appropriate stage with Academic Grade pay of Rs.7000/-. as per the Fitment Table Annexured w.e.f

- 01.01.2006 or later. Those who do not have 6 years service will be continued as Lecturer and placed in the pay band of Rs.15600 -39100 with grade pay of Rs.6,000/- w.e.f 01.01.2006 or later and redesignated as Asst. Professor (Non-medical) with AGP of Rs.7000 on completion of 6 years teaching service.
- c)** Senior Lecturers/Lecturers in non-medical subjects who have M.Phil/PhD in the subject concerned and have 5/4 years of total teaching experience respectively, shall be redesignated as Assistant Professors (Non-medical) and placed in the pay band of Rs. 15,600 – 39,100 with Academic Grade pay of Rs. 7,000/-, as per the Fitment Table, w.e.f 01.01.2006 or later.
- d)** Incumbent Assistant Professors in the Non-Medical category having PhD Degree in the relevant discipline with completed teaching service of 3 years in the scale of Rs.12000–18300 and with completed teaching service of 9 years as Lecturer/Senior Lecturer/Assistant Professor shall be placed in the pay band of Rs.15600-39100 in the corresponding stage of pre revised scale of Rs.12000-18300 and with AGP of Rs.8000/- w.e.f 01.01.2006 or later. For those teachers with Ph.D and less than 3 year service as Assistant Professor, placement shall be in AGP of Rs. 7,000/-.
- e)** Incumbent Assistant Professors who have P.G/ M.Phil Degree in the relevant discipline in the non-medical category and have completed service of 3 years in the scale of Rs.12000-18300 and have a total teaching experience/service of 11 years (10 years with M.Phil) shall be placed in the pay band of Rs.15600-39100 with Academic Grade pay of Rs.8,000/- w.e.f 01.01.2006 or later. Incumbent Assistant Professors (Non-medical) with less than 3 years service will be placed in the Pay Band of Rs. 15,600 – 39,100 with Academic Grade Pay of Rs. 7,000/- if they have total teaching service of 6 years as Lecturer/ Senior Lecturer/Assistant Professor put together or with Academic Grade Pay of Rs. 6,000/- if they have less than 6 years total teaching service as above.
- f)** Incumbent teachers in non-medical categories who have Ph.D / M.Phil in the relevant discipline and have completed 9/10 years service as Lecturer/Senior Lecturer put together will be redesignated as Assistant Professors (Non-medical) on notional basis in the pre- revised scale from the date of such completion and placed in the pay band of Rs.15,600-39,100 with AGP of Rs.8,000/- w.e.f. 01.01.2006 or later.
- g)** Assistant Professors in non-Medical Categories with completed service of 5 years in the Academic Grade Pay of Rs.8,000/- shall be eligible to be placed in the pay band of Rs.37,400 -67,000 with Academic Grade pay of Rs.9,000/- and redesignated as

Associate Professor (Non-medical) subject to fulfilling academic performance requirements to be specified.

- h) Existing Associate Professors in the non-medical categories in 12 (a) above with 16 years of teaching experience as Lecturer and above (13 years for those with Ph.D) and currently drawing scale of Rs.14, 300-19,200, but who have not completed 3 years service in the scale of pay of Rs.14300-19200, will be placed in the pay band of Rs.15600-39100 with starting pay at the appropriate stage based on their present pay, with Academic Grade Pay of Rs.8000/-; as per the Fitment Table annexured, w.e.f 01.01.2006 or later. They will be placed in the pay band of Rs.37,400-67,000 with Academic Grade Pay of Rs.9,000/- on completion of 3 years service in Academic Grade Pay of Rs.8,000/-; subject to fulfillment of academic performance requirements as per UGC scheme to be prescribed.
- i) Existing Associate Professors in non-medical categories who have completed 3 years service in the scale of pay of Rs.14300-19200 and having a total of 16 years teaching experience as Lecturer and above (13 years with PhD) will be placed in the pay band of Rs.37400-67,000 with academic grade pay of Rs.9,000, as per the Fitment Table annexured; subject to fulfillment of academic performance requirement as per UGC scheme to be specified.
- j) No post oriented promotion as per Special Rules based on Departmental Promotion Committee selection will be allowed after the date of this order in the Non-medical categories, in view of the revised Career Advancement Promotion Scheme introduced in line with UGC Scheme.

13. Patient Care Allowance for Doctors: Patient Care Allowance is sanctioned for Medical and Dental College Doctors (with MBBS / BDS qualification) at the rate of 15% of their basic pay (that is, pay in the pay band + AGP). The Director of Medical Education and Joint Directors of Medical Education will not be eligible for Patient Care Allowance. Principals who do not have patient care duties are also not eligible for patient care allowance

14. Risk Allowance: - Allowed as per existing rates if any.

15. Administrative Allowance: In Medical College hospitals, administrative jobs like Superintendent, Additional/Deputy Superintendent/Resident Medical Officer/ Assistant RMO etc are being handled by the faculty, holding additional charge, extra to their clinical and academic duties. Similarly Vice Principals of Medical Colleges are performing many

academic and administrative duties, in addition to the duties in their regular post. Administrative Allowance as stated below is sanctioned to the above categories as follows:

Post	Administrative Allowance (Rs)
Medical Superintendent	4000/- per month
Vice Principal	3,000/- per month
Additional Superintendent / Deputy Superintendent/ Resident Medical Officer (RMO)	2,000/- per month
Registrar / Assistant RMO	1,500/- per month

16. Non Practicing Allowance: At present the doctors in Medical Education Service are allowed private practice. This has affected the quality of teaching and research work in the Medical and Dental Colleges. Several committees appointed by the Government have recommended banning of private practice for Medical college faculty by giving adequate compensation. Institutions like Regional Cancer Centre and Sree Chitra Tirunal Institute for Medical Science and Technology in the state have already put such ban on Private practice of the faculty many years ago. Considering the above, Government are pleased to sanction Non Practicing Allowance for Medical and Dental College doctors @ 25% of the Basic Pay (Band Pay in the pay + Academic Grade Pay), with DA payable on the Non Practicing Allowance also. In view of this, Private Practice stands banned for all the doctors in Government Medical and Dental Colleges and all the existing orders / circulars with respect to Private Practice of doctors shall stand superceded as far as the Medical and Dental College doctors are concerned. This has come in to effect from 01.10.2009. Notification regarding amendment of Kerala Government Servants Conduct Rules, 1960 with respect to Private Practice of doctors had been issued already.

17. Incentives for PhD/ M Phil / Super specialty degree Qualifications

- (i) Five 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 by a university following the process of registration, course – work and external evaluation as prescribed by the UGC.
- (ii) M. Phil degree holders in the relevant discipline at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

- (iii) Those possessing Post Graduate degree in a Super specialty subject such as DM / M.Ch. etc., recognized by the Medical Council of India shall also be entitled to two non – compounded advance increments at the entry level.
- (iv) Teachers who complete their Ph.D. Degree while in service shall be entitled to three non-compounded increments if such Ph.D is in relevant discipline and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- (v) However, teachers in service who have been awarded Ph.D at the time of coming into force of this scheme or having been enrolled for Ph.D have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D, is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (vi) In respect of every other case, a teacher who is already enrolled for Ph.D, shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be
- (vii) Teachers in service who have not yet enrolled for PhD shall therefore derive the benefit of three non compounded increments on award of Ph.D , while in service, only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (viii) Teachers who acquire M. Phil degree in the relevant discipline or a post graduate degree in a concerned Superspecialty subject recognized by the Medical Council of India, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

18. Increment:- Annual increments shall be allowed as per UGC pattern @ 3% of the Basic Pay. The uniform date of increment for the teachers will be fixed as 1st July of every year, irrespective of their date of joining and the present due dates of increments. Detailed guidelines for refixing of the increment date are given in Annexure - II.

- 19. Dearness Allowance :-** DA will be as sanctioned by State Government from time to time for the teachers in Medical/Dental/Nursing/Pharmacy Colleges drawing pay under UGC scheme
- 20. Other Allowances:-** House Rent allowance, City Compensatory Allowance, Travelling Allowance etc will be allowed as per rules in force in respect of State Government employees.
- 21. Leave Rules:** – Leave Rules as per Kerala Service Rules will be continued with existing eligibility for earned leave surrender.
- 22.** *Teaching service or teaching experience prescribed for placement in higher grade or as eligibility for Career Advancement Promotion as above for all categories of teachers shall include the periods of eligible sanctioned leave (including LWA on Medical Certificate) reckoned for increments and the deputation period spent for PG studies under Service Quota. The existing post-oriented promotion through DPC selection upto Associate Professor post in the Medical Education Service stands stopped w.e.f. the date of this order in view of the introduction of the revised Time Bound Career Advancement Promotion Scheme up to this grade, as above.*
- 23. Other Allowances and additions to pay:** – Other allowances and additions to pay, if any admissible shall be as per orders of Government of Kerala from time to time.
- 24. Date of Effect:** The date of effect shall be 01.01.2006. Revision from 01.01.2006 to 31.12.2006 shall be notional. Arrears from 01.01.2007 to 30.11.2009 shall be credited to the GPF Account and the amount will be permitted to be withdrawn only after 31.12.2012. All Allowances (except Non Practicing Allowance) shall be granted with effect from 10.09.2009. Non Practicing allowance shall be payable from the date of effect of ban on private practice, that is, 01/10/2009.
- 25. The working hours:-** The working hours of teachers in Medical and Dental Colleges and Hospitals covered by this Government Order will continue to be 9 AM - 4 PM as existing. The duty timing of the Clinical faculty following the working hours of 8AM – 3PM shall be continued. Director of Medical Education shall issue separate orders regulating OP/Casualty and other clinical duty timings as required.
- 26.** No revision of seniority already assigned to any of the teachers in Medical Education Service based on the hitherto existing Special Rules/TBCP rules will be made on account of the changes in rules for Career Advancement Promotion contemplated in this order and consequent promotions sanctioned to any employee.

ANNEXURE-II

(to GO (P) No. 425 /2009/H&FWD dated 14.12 .2009

RULES FOR THE FIXATION OF PAY IN THE REVISED PAY BAND

1. As per the Government Orders GO (P) No. 425 /2009/H&FWD dated 14.12.2009, Government have revised the pay and allowances of teachers in Government Medical/Dental/Nursing/ Pharmaceutical Science Colleges under Medical Education Services. The Rules regarding fixation of Pay and Allowances, option forms and fitment tables will be as mentioned in succeeding paragraphs.
2. All the teaching staff of Government Medical, Dental, Nursing and Pharmaceutical Science Colleges, whose pay revision was ordered shall exercise their option for drawal of their pay in the revised pay structure in the format prescribed in Annexure IV and forward it to the Accountant General within three months of the date of order.
3. **Authority to fix revised pay**:- In the case of teachers in Medical Education service whose pay revision is ordered now, the drawal of the revised salary will be authorized by the Accountant General on the basis of the options, forwarded by the employees to the Accountant General.
4. The manner of initial fixation of pay in the revised pay structure shall be as indicated in Rule 7 of the CCS (RP) Rules, 2008 issued as per GSR No.622(E) dated 29th August 2008 of Government of India. The Rules for Pay fixation are given here under. Detailed Fitment Tables for each stage in each of the pre-revised scales have been worked out in the manner recommended by the Sixth Pay Commission/UGC in terms of F No.1/1/2008-IC dated 30.08.2008 of the Ministry of Finance and No.F3-1/2009 – U.I dated 4th June 2009 of Government of India Ministry of Human Resources Development and are enclosed as Annexure III to this order. These may be used for the purpose of fixation in the revised pay structure as on 01.01.2006.
5. Omissions or errors, if any, in respect of posts or pay bands indicated in succeeding paragraphs should be reported to Government by the Director of Medical Education within a month positively from the date of this order with relevant supporting documents for timely rectification.
6. In order to ensure correct and systematic fixation of pay in the revised pay structure, a proforma for the purpose (Statement of fixation of Pay) is enclosed as Annexure V. The

Statement should be prepared in triplicate and submitted with the form of option. The adjustment of the installments of Dearness Allowance paid between January 1st, 2007 and November 30th, 2009 will be done.

7. Arrear claims preferred in pursuance of these orders will be paid without pre-check in relaxation of Article 53, Kerala Financial Code, Volume I.
8. It is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. The payments will be made to the employees subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking may be submitted in writing by every employee at the time of disbursement of the arrears, revised pay and allowances for November, 2009 to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised scales will be refunded by him/her to Government either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed as Annexure-VI.
9. *While disbursing the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject. The amount of Income Tax due on the arrears may be adjusted from the total arrears to be credited to GPF account and only the balance arrears may be credited to GPF account. The net arrears credited to GPF account shall not be withdrawn till 31.12.2012.*
10. The Assessment procedure for granting of movement from one Academic Grade Pay stage to a higher stage and for placement under the time bound career advancement promotion scheme from the Assistant Professor grade to Associate /Additional Professor grades as per the revised eligibility criteria prescribed will be ordered separately.
11. Some of the changes ordered such as the eligibility norms for regular promotion from Associate Professors to the post of Professor etc. will require amendments, to the Special Rules and existing Government Orders. These will be issued separately.
12. If there is any doubt on the application of these orders clarifications may be obtained from Government before approving the pay fixation and disbursing the pay.
13. **.Scale of Pay of Posts:-**
 - 13.1. The pay band and grade pay or academic grade pay applicable, of every post/grade shall be as specified in Para 6 of Annexure- I and in the Fitment Tables in Annexure – III.
 - 13.2.. The revised Scales of Pay shall come into force w.e.f 01.01.2006. Revision from

01.01.2006 to 31.12.2006 shall be notional.

13.3. Existing Scale for the purpose of these Rules is the scale of pay as on 01.01.2006.

13.4. If the amount arrived as per fitment table is more than the maximum of the revised pay band, the pay shall be fixed at the maximum of the revised pay band and the difference shall be treated as personal pay. Such Personal Pay will not be absorbed in future increases in pay on account of earning of increments. This Personal Pay will count for all purposes, namely subsequent fixation of pay, leave salary, drawal of allowances including Dearness Allowance and Pension.

13.5. (i). On fixation of pay in the applicable revised pay bands and grade pay as the case may be, pay and allowances for the month of September, 2009 may be drawn and paid on the basis of the revised pay structure and the applicable allowances thereon after deduction of enhanced subscription to the General Provident Fund which will be calculated with reference to the revised basic pay.

“Basic Pay” in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay or Academic Grade Pay (AGP) but does not include any other item like special pay, etc”.

(ii) Bills may be drawn separately in respect of the arrears of pay and allowances for the period from, January 1st, 2007 to November 30th, 2009. The aggregate arrears, computed with reference to the revised pay shall be credited to GPF account of the employee.

(iii) The revised / new rates of all allowances, such as Patient Care Allowance, Administrative Allowance (except non practicing allowance) etc, will be paid w.e.f 10.09.2009. However, Non-Practicing Allowance and Dearness Allowance on Non Practicing Allowance for doctors will be payable w.e.f. 01.10.2009 .

14. Stepping up of pay of senior

In cases where a senior Government employee promoted to a higher post before 01.01.2006, other than a time bound higher grade draws less pay in the revised scale than his junior promoted to this higher post after 01.01.2006, the pay of the Senior employee shall be stepped up to the level of the pay of the junior with effect from the date on which the junior draws more pay, provided that:-

i) The senior and the junior employee should belong to the same category. They should also have been promoted to the same category of post.

- ii) The pre-revised and revised scales of pay of the lower and higher post in which they are entitled to draw pay should both be identical:
- iii) The senior Government employee at the time of promotion should have been drawing equal or more pay than the junior.
- iv) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay;
- v) The anomaly should not have arisen due to the option exercised on different dates or due to any advance increments granted to the junior in the lower post or due to increased service weightage to the junior

Note:-

- 1) *If, in the pre revised scale in the lower post, the junior employee was drawing more pay than the senior, the senior to such junior will have no claim over the pay of the junior.*
- 2) *In case where pay of an employee is stepped up in terms of this rule, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of the Pay, subject to the other conditions of unification of date of increments..*

15. Exercise of Option

- i) All appointments and promotions made on or after 01.01.2006 shall be deemed to have been made in the revised pay structure.
- ii) However an employee promoted to a higher scale (whether by regular promotion, ratio promotion or under the time bound higher grade scheme) on or after 01.01.2006, but before the date of this Government order will have the option to continue in the pre revised scale of the lower post till the date of such promotion and then first avail promotion to the pre revised scale of the higher post and thereafter avail the benefits of this pay revision on the same date as such promotion. This option will be available only for the first promotion after 01.01.2006. This benefit of option will be restricted to the employees who were promoted on or after 01.01.2006, but before the date of this order. The option in writing is to be exercised within a period of three months from the date of this Government Order.

- iii) Employees who are promoted on or after 01.01.2006 are not allowed to exercise option to continue in the pre-revised scale of the lower post beyond the date of such promotion.
- iv) The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale. The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Government service or by transfer from another post and he/she shall be allowed pay only in the revised pay structure.
- v) The option once exercised shall be final. In the case of subsequent reversion(after the exercise of option as per this rules),the employee will be allowed to exercise option in respect of the lower post also, provided that such option is exercised within a period of three months from the date of order or reversion.
- vi). Re-option will not be allowed for any pay revision(including the present pay revision) except in cases involving retrospective revision of or change in scale of pay that takes effect on a date prior to the date of option exercised by the employee for the concerned pay revision. In such cases, arrears of salary/pension will be payable only with effect from the date of filing of reoption. Such re-option has to be exercised within 3 months of the date of issue of the order of revision/changing the scale of pay retrospectively.
- vii). If no option is exercised within the period of three months as mentioned in rule above the date of effect of pay revision orders, ie 01.01.2006 shall be treated as the date of option for coming into the revised scale and the officer competent to fix the employee's pay is to proceed accordingly. No subsequent option shall be allowed.
- viii) If an employee dies before the expiry of the time fixed for option and without exercising option, the officer competent shall fix his/her pay in the revised scale of pay with effect from the date which is more advantageous to the survivors of the deceased. If the deceased is a Gazetted Officer, the Head of the Department and if the deceased himself was the Head of the Department, Secretary to Government concerned, in consultation with the Accountant General (A&E) will fix the date of option of the deceased employee, in such a way that it is the most advantageous to the beneficiary.
- ix). An employee on leave or on deputation or under suspension will be allowed to exercise option within a period of three months from the date of return to duty.

- x). Persons whose services were terminated on or after 01.01.2006 and who could not exercise the option within the prescribed time limit on account of death, discharge on the expiry of the sanctioned post, resignation, dismissal or discharge on disciplinary ground are also entitled to the benefits of the aforesaid rules.

16. Fixation of pay in the revised pay structure subsequently to the 1st day of January 2006 –

- (i) Where a Government servant continues to draw his/her pay in the existing scale and is brought over to the revised pay structure from a date later than the 1st day of January, 2006, his/her pay from the later date in the revised pay structure shall be fixed in the following manner :-

Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates applicable as on 01.01.2006. This figures will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the Academic Grade Pay corresponding to the pre-revised pay scale will be payable.

- (ii) Fixation of pay on promotion on or after 01.01.2006 – In the case of promotion from one Grade Pay to another in the revised pay structure, the fixation will be done as follows –

One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay/AGP will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum

17. Provisional employees recruited through the employment exchange who were in service on 31.12.2005 and continued thereafter shall be eligible only for the minimum of the revised scale of pay from 01.01.2006, so however that the monetary benefits will be payable only from 01. 01. 2007 (if they had continued in service till then).

18. **Rate of increment in the revised pay structure:-** The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay /AGP applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band.

19. **Date of next increment in the revised pay structure:-**

- (i) There shall be a uniform date of increment i.e, 1st July of the year after implementation of the revised pay structure. Consequently, in the case of employees whose date of next increment falls on 01.01.2006, the increment will be drawn in the pre-revised scale and pay fixed in accordance with the fitment tables after including this increment. The next increment in the revised pay structure in such cases will be drawn on 1st July, 2006.
- (ii) Employees completing 6 months and above in the revised pay structure as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 01.01.2006 in the revised pay structure will be granted on 01.07.2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st Januray,2007.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January,2006, the next increment in the revised pay structure shall be allowed on the 1st day of January,2006. Thereafter, the provision of this rule would apply.

Provided that in cases where an employee reaches the maximum of his/her pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he/she will continue to move in the higher pay band till his/her pay in the pay band reaches the maximum of PB-4 (after which no further increments will be given as per central scales)

- a. An employee whose increment is withheld for want of declaration of probation on 01.01.2006 or on the date of change over to the new scale will also be allowed the benefit of fixation of pay, notionally counting the increments accrued but withheld in relaxation of Rule 37 B(b), Part I KSR subject to the condition that the next increment after such fixation will be allowed only after he/she is declared to have satisfactorily completed his/her probation and the period of approved service required to earn an increment.

- b. In the case of an employee whose pay has been reduced with the effect of postponing future increments, fixation of pay in the revised scale will be allowed on the basis of the option exercised by him/her, but he/she has to remain in that pay till the expiry of the period of reduction. The pay will, however, be fixed on the date of expiry of the period of reduction. The next increment in such cases will be allowed only on completion of approved service required to earn an increment from the date of such fixation.
20. Leave salary/pension contribution based on the pay in the revised scales of pay will be recovered from 01.01.2006 or from the date of effect of option of these employees concerned in the revised scales of pay. Foreign employers will arrange the remittance at the revised rates from 01.01.2006 or from the date of option exercised by the employee concerned.
21. Fixation of Pay will be done by the Accountant General in the revised Pay Band with the AGP admissible corresponding to the pre-revised scale of pay in which the officers have drawn their pay as on 01.01.2006 or later. Pay fixation in the revised Pay Band in the same cadre with AGP as applicable reckoning the completed teaching service as on 01.01.2006 or later in term of para 7 and 12 of Annexure – I of this order shall also be done by the Accountant General, according to the options submitted by the teachers, without any placement order from Director of Medical Education / Government. However for fixation of pay in cases involving placement in higher AGP from a lower AGP in the same cadre or Career Advancement promotion to a higher cadre based on Academic Performance requirements to be fulfilled, separate placement order will be issued by the Director of Medical Education / Government.
22. Accountant General may redesignate the existing Lecturers / Senior Lecturers in Medical, Dental, Nursing and Pharmaceutical Colleges as Assistant Professors along with Pay Fixation without any further orders from Government.
23. Incentives like advance increments for PhD/ M. Phil/ Superspecialty qualifications shall be authorized only after receiving sanctions on individual basis from the Director of Medical Education.
24. **The detailed orders on pension and other related benefits will be issued separately by the Finance Department**

ANNEXURE – III

FITMENT TABLE – I

(Medical and Dental)

For Lecturers without P.G. Degree

(Both incumbents and new entrants)

Pre – revised scale

Revised Pay band + Grade Pay

Rs. 8000 – 275 - 13500

Rs. 15,600 – 39100 + 5400

Pre revised Basic Pay	Pay in the Revised Pay Band	Grade Pay	Revised Basic Pay
8,000	15,600	5,400	21,000
8,275	15,600	5,400	21,000
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

Note:- Allowances at the following rates will be applicable:

- 1. Patient Care Allowance: 15% of revised basic pay (for Medical & Dental doctors)**
- 2. Non Practicing Allowance: 25% of revised basic pay (for Medical & Dental doctors)**
- 3. Dearness Allowance: At the rate sanctioned by Government of Kerala for teachers drawing pay in the revised UGC scales, (on Basic Pay and Non Practicing Allowance).**

FITMENT TABLE – 1 A

(Medical & Dental)

**Lecturers with out Post Graduate Degree drawing Pay in the higher scale of
12000 – 18300**

Pre – revised scale

Revised Pay band + AGP

Rs.12000-420-18300

15600 – 39100 + 7600

Pre Revised Scale	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	7600	29,920
12420	23110	7600	30,710
12840	23890	7600	31,490
13260	24670	7600	32,270
13680	25450	7600	33,050
14100	26230	7600	33,830
14520	27010	7600	34,610
14940	27790	7600	35,390
15360	28570	7600	36,170
15780	29360	7600	36,960
16200	30140	7600	37,740
16620	30920	7600	38,520
17040	31700	7600	39,300
17460	32480	7600	40,080
17880	33260	7600	40,860
18300	34040	7600	41,640
18720	34820	7600	42,420
19140	35610	7600	43,210
19560	36390	7600	43,990

Note:- Allowances at the following rates will be applicable:

- 1. Patient Care Allowance: 15% of revised basic pay (for Medical&Dental doctors)**
- 2. Non Practicing Allowance: 25% of revised basic pay (for Medical& Dental doctors)**
- 3. Dearness Allowance: At the rate sanctioned by Government of Kerala for teachers drawing pay in the revised UGC scales, (on Basic Pay and Non Practicing allowance).**

FITMENT TABLE - 2

Senior Lecturers (Medical & Dental)/Lecturer with P.G. Degree

(to be redesignated as Assistant Professor)

Pre revised scale

10,000-325-15,200

Revised Pay Band +AGP

Rs.15, 600-39,100+7,000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

Note:- Allowances at the following rates will be applicable

- 1. Patient Care Allowance: 15% of revised basic pay (for Medical&Dental doctors)**
- 2. Non Practicing Allowance: 25% of revised basic pay (for Medical & Dental doctors)**
- 3. Dearness Allowance: At the rate sanctioned by Government of Kerala for teachers drawing pay in the revised UGC scales, (on Basic Pay and Non Practicing Allowance).**

FITMENT TABLE -3

ASSISTANT PROFESSOR (Medical & Dental)

(in the pre-revised scale of Rs.12000-18300 including TBCP grade)

Pre-Revised Scale

Revised Pay Band + AGP

Rs.12000-420-18300

Rs. 15600+39100+8000

Pre Revised basic pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30,320
12420	23110	8000	31,110
12840	23890	8000	31,890
13260	24670	8000	32,670
13680	25450	8000	33450
14100	26230	8000	34,230
14520	27010	8000	35,010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40,480
17880	33260	8000	41260
18300	34040	8000	42,040
18720	34820	8000	42820
19140	35610	8000	43,610
19560	36390	8000	44,390

Note:- Allowances at the following rates will be applicable:

- 1. Patient Care Allowance: 15% of revised basic pay (for Medical&Dental doctors)**
- 2. Non Practicing Allowance: 25% of revised basic pay (for Medical & Dental doctors)**
- 3. Dearness Allowance: At the rate sanctioned by Government of Kerala for teachers drawing pay in the revised UGC scales, (on Basic Pay and Non Practicing Allowance).**

FITMENT TABLE -4
ASSOCIATE PROFESSORS (Medical & Dental)

Pre-Revised Scale
Rs.14300-450-19250

Revised Pay Band + AGP
Rs.37400-67000+9000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
14300	37400	9000	46400
14750	37400	9000	46400
15200	38530	9000	47530
15650	38530	9000	47530
16100	39690	9000	48690
16550	39690	9000	48690
17000	40890	9000	49890
17450	40890	9000	49890
17900	42120	9000	51120
18350	42120	9000	51120
18800	43390	9000	52390
19250	43390	9000	52390
19700	44700	9000	53700
20150	44700	9000	53700
20600	46050	9000	55050
21050	46050	9000	55050
21500	47440	9000	56440
21950	47440	9000	56440
22400	48870	9000	57870
22850	48870	9000	57870
23300	50340	9000	59340
23750	50340	9000	59340

Note:- (i) Allowances at the following rates will be applicable:

- 1. Patient Care Allowance: 15% of revised basic pay (for Medical&Dental doctors)**
- 2. Non Practicing Allowance: 25% of revised basic pay (for medical& Dentall doctors)**
- 3. Dearness Allowance: At the rate sanctioned by Government of Kerala for teachers drawing pay in the revised UGC scales, (on Basic pay and Non Practicing Allowance).**

FITMENT TABLE - 5
PROFESSORS (Medical and Dental)

Pre-revised Scale
Rs.16400-450-20900-500-22400

Revised Pay band + AGP
Rs. 37400-67000+10000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

Note:- Allowances at the following rates will be applicable:

- 1. Patient Care Allowance: 15% of revised basic pay (for Medical & Dental doctors)**
- 2. Non Practicing Allowance: 25% of revised basic pay (for Medical & Dental doctors)**
- 3. Dearness Allowance: At the rate sanctioned by Government of Kerala for teachers drawing pay in the revised UGC scales, (on Basic pay and Non Practicing Allowance).**

FITMENT TABLE – 6
PRINCIPAL (Medical & Dental Colleges)
and JOINT DIRECTOR OF MEDICAL EDUCATION

Pre-revised Scale

Rs.18400-500-22400

Revised Pay band +AGP

37400-67000+12000

Pre revised basic pay	Pay in the Revised pay band	Academic Grade pay	Revised basic pay
18400	44700	12000	56700
18900	46050	12000	58050
19400	46050	12000	58050
19900	47440	12000	59440
20400	47440	12000	59440
20900	48870	12000	60840
21400	48870	12000	60840
21900	50340	12000	62340
22400	51850	12000	63850
22900	53410	12000	65410
23400	55020	12000	67020
23900	56680	12000	68680

Note:- Allowances at the following rates will be applicable

- 1. Patient Care Allowance: 15% of revised basic pay will be allowed to Principals who opt for patient care duties and are permitted to do so by the Government JDME will not be eligible for Patient Care Allowance**
- 2. Non Practicing Allowance: 25% of revised basic pay (for Medical & Dental doctors)**
- 3. Dearness Allowance: At the rate sanctioned by Government of Kerala for teachers drawing pay in the revised UGC scales(on Basic pay and Non Practicing Allowance).**
- 4. Administrative Allowance: Rs. 4000 per month for Principal / JDME**

FITMENT TABLE - 7
DIRECTOR OF MEDICAL EDUCATION

Pre-Revised Scale
Rs.22400-500-24500

Revised Pay Band + AGP
Rs. 37400-67000+12000

Pre revised basic pay	Pay in the Revised pay band	Academic Grade pay	Revised basic pay
22400	51850	12000	63850
22925	53410	12000	65410
23450	55020	12000	67020
23975	56680	12000	68680
24500	58380	12000	70380

Note:- Allowances at the following rates will be applicable

- 1. Non Practicing Allowance: 25% of revised basic pay**
- 2. Dearness Allowance: At the rate sanctioned by Government of Kerala for teachers drawing pay in the revised UGC scales, (on Basic pay and Non Practicing Allowance).**
- 3. Administrative Allowance: Rs. 5000 per month for DME.**

FITMENT TABLE – 8
LECTURERS (NURSING AND PHARMACY)
 (without Post Graduate Degree)

Pre-Revised Scale
 Rs.8000-275-13500

Revised Pay Band + Grade Pay
 Rs.15600 – 39100 + 5400

Pre revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
8,000	15,600	5,400	21,000
8,275	15,600	5,400	21,000
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

FITMENT TABLE – 9 A

Incumbent SENIOR LECTURERS (Nursing & Pharmacy)

with PG qualification and who have not completed 5 years of teaching service as Lecturers/

Lecturer Trainee/ Senior Lecturer together as on 01.01.2006

(To be redesignated as Assistant Professor)

Pre-Revised Scale

Rs.10000-325-15200

Revised Pay Band + AGP

Rs.15600-39100+6000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	6000	24600
10325	19210	6000	25210
10650	19810	6000	25810
10975	20420	6000	26420
11300	21020	6000	27020
11625	21630	6000	27630
11950	22230	6000	28230
12275	22840	6000	28840
12600	23440	6000	29440
12925	24050	6000	30050
13250	24650	6000	30650
13575	25250	6000	31250
13900	25860	6000	31860
14225	26460	6000	32460
14550	27070	6000	33070
14875	27670	6000	33670
15200	28280	6000	34280
15525	28880	6000	34880
15850	29490	6000	35490
16175	30090	6000	36090

FITMENT TABLE 9-B

SENIOR LECTURERS (NURSING & PHARMACY)

with PG qualification and who have completed 5 years of teaching service as Lecturer/Lecturer
trainee/Sr.Lecturer together as on 01.01.2006
(to be redesignated as Assistant Professor)

Pre revised scale
Rs.10,000-325-15,200

Revised Pay Band +AGP
Rs.15, 600-39,100+7,000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

Note:-i) For the teachers having Ph.D degree, only 4 years service will be required for placement in AGP of Rs.7000/-.

FITMENT TABLE 10 A
ASSISTANT PROFESSORS (NURSING AND PHARMACY)

Incumbents In the scale of Rs.12000-18300 and a total teaching experience of 10 years in all grades (Lecturer/Sr. Lecturer/Assistant Professor) put together .

Pre-Revised Scale

Rs.12000 - 420 -18300

Revised Pay Band + AGP

Rs.15600-39100+8000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30,320
12420	23110	8000	31,110
12840	23890	8000	31,890
13260	24670	8000	32,670
13680	25450	8000	33450
14100	26230	8000	34,230
14520	27010	8000	35,010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40,480
17880	33260	8000	41260
18300	34040	8000	42,040
18720	34820	8000	42820
19140	35610	8000	43,610
19560	36390	8000	44,390

Note :- i) For teachers with Ph.D degree, only 9 years of total service will be required for placement in AGP of Rs.8000/-.

ii) Incumbent Assistant Professors in MLT, with required experience will be also placed in the revised pay band as above.

FITMENT TABLE -10B

ASSISTANT PROFESSORS (Nursing & Pharmacy)

with less than 10 years total teaching service in all grades put together.

Pre-revised Scale

Rs.12000-420-18300

Revised Pay Band +AGP

Rs.15600-39100+7000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	7000	29,320
12420	23110	7000	30,110
12840	23890	7000	30890
13260	24670	7000	31670
13680	25450	7000	32450
14100	26230	7000	33230
14520	27010	7000	34,010
14940	27790	7000	34790
15360	28570	7000	35570
15780	29360	7000	36360
16200	30140	7000	37140
16620	30920	7000	37920
17040	31700	7000	38700
17460	32480	7000	39,480
17880	33260	7000	40260
18300	34040	7000	41,040
18720	34820	7000	41820
19140	35610	7000	42,610
19560	36390	7000	43,390

Note:- Incumbent Assistant Professors in MLT, with required experience will be placed in the revised pay band as above.

FITMENT TABLE - 11 A

ASSOCIATE PROFESSOR (Nursing and Pharmacy)

with total 13 years (11 years for those with PhD) total teaching service in all grades put together.

Pre-revised Scale

Rs. 14300-450-19250

Revised Pay Band +AGP

Rs. 37400-67000+9000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
14300	37400	9000	46400
14750	37400	9000	46400
15200	38530	9000	47530
15650	38530	9000	47530
16100	39690	9000	48690
16550	39690	9000	48690
17000	40890	9000	49890
17450	40890	9000	49890
17900	42120	9000	51120
18350	42120	9000	51120
18800	43390	9000	52390
19250	43390	9000	52390
19700	44700	9000	53700
20150	44700	9000	53700
20600	46050	9000	55050
21050	46050	9000	55050
21500	47440	9000	56440
21950	47440	9000	56440
22400	48870	9000	57870
22850	48870	9000	57870
23300	50340	9000	59340
23750	50340	9000	59340

Note:- i) Associate Professors who have not completed 13 years total teaching service (11 years with Ph.D) will be placed in the Pay Band 15600 – 39100 with AGP of Rs.8,000 as per Table – 11B and allowed to move to the Pay Band 37,400 – 67,000 AGP of Rs.9,000 on completion of 3 years in the AGP of Rs. 8,000/-)

FITMENT TABLE 11 B

ASSOCIATE PROFESSORS (Nursing & Pharmacy)

who have not completed 13 years (11 years with PhD) teaching service.

Pre-revised Scale

Rs.14300-450-19250

Revised Pay Band +AGP

Rs. 15600-39100+8000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
14300	27010	8000	35010
14750	27790	8000	35790
15200	28540	8000	36570
15650	29360	8000	37360
16100	30140	8000	38140
16550	30920	8000	38920
17000	31700	8000	39700
17450	32480	8000	40480
17900	33260	8000	41260
18350	34040	8000	42040
18800	34820	8000	42820
19250	35610	8000	43610

FITMENT TABLE 12
PROFESSORS (Nursing & Pharmacy)

Pre-Revised Scale

Rs.16400-450-20900-500-22400

Revised Pay Band + AGP

Rs.37400-67000+10000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

Note :- Principal, Nursing College will have the same pay band and AGP and will be sanctioned Special/Administrative Allowance of Rs.3000/- (for Postgraduate Colleges) and Rs.2000 (for Undergraduate Colleges)

FITMENT TABLE -13

Deputy Director of Nursing Education

Pre-Revised Scale

Rs.16400-450-20900-500-22400

Revised Pay Band + AGP

Rs. 37400-67000+12000

Pre revised basic pay	Pay in the Revised pay band	Academic Grade pay	Revised basic pay
19100	44700	12000	56700
19550	46050	12000	58050
20000	46050	12000	58050
20450	47440	12000	59440
20900	47440	12000	59440
21400	48870	12000	60870
21900	50340	12000	62340
22400	51850	12000	63850
22900	53410	12000	65410
23400	55020	12000	67020
23900	56680	12000	68680

Note:- Deputy Director of Nursing Education will be also eligible for Administrative Allowance of Rs.4000/ p.m.

FITMENT TABLE 14-A
LECTURERS –Non Medical (Entry level)

Pre-Revised Scale
Rs.8000-275-13500

Revised Pay Band + Academic Grade Pay
Rs.15600-39100 +6000

Pre revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
8,000	15600	6,000	21600
8,275	15,600	6,000	21600
8,550	15,910	6,000	21,910
8,825	16,420	6,000	22,420
9,100	16,930	6,000	22,930
9,375	17,440	6,000	23,440
9,650	17,950	6,000	23,950
9,925	18,470	6,000	24,470
10,200	18,980	6,000	24,980
10,475	19,490	6,000	25,490
10,750	20,000	6,000	26,000
11,025	20,510	6,000	26,510
11,300	21,020	6,000	27,020
11,575	21,530	6,000	27,530
11,850	22,050	6,000	28,050
12,125	22,560	6,000	28,560
12,400	23,070	6,000	29,070
12,675	23,580	6,000	29,580
12,950	24,090	6,000	30,090
13,225	24,600	6,000	30,600
13,500	25,110	6,000	31,110
13,775	25,630	6,000	31,630
14,050	26,140	6,000	32,140
14,325	26,650	6,000	32,650

FITMENT TABLE 14 B**SENIOR LECTURERS –Non Medical**

(Who do not have 6 years of teaching experience / service)

(To be redesignated as Assistant Professor)

Pre-Revised Scale

Revised Pay Band + Grade Pay

Rs.10,000 – 325 - 15200

Rs.15600-39100+6000

Pre revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	6000	24600
10325	19210	6000	25210
10650	19810	6000	25810
10975	20420	6000	26420
11300	21020	6000	27020
11625	21630	6000	27630
11950	22230	6000	28230
12275	22840	6000	28840
12600	23440	6000	29440
12925	24050	6000	30050
13250	24650	6000	30650
13575	25250	6000	31250
13900	25860	6000	31860
14225	26460	6000	32460
14550	27070	6000	33070
14875	27670	6000	33670
15200	28280	6000	34280
15525	28880	6000	34880
15850	29490	6000	35490
16175	30090	6000	36090

FITMENT TABLE – 14 C

Incumbent Lecturers/ Senior Lecturers (Non Medical)

with PG qualification in the concerned subject and who have completed 6 years of teaching service as Lecturers/ Senior Lecturer together as on 01.01.2006

(To be redesignated as Assistant Professor)

Pre-Revised Scale

Rs.10000-325-15200

Revised Pay Band + AGP

Rs.15600-39100+7000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

Note: For those teachers in the above category having PhD degree/M.Phil degree in the concerned subject, the AGP of Rs.7000/- will be allowed after 4/5 years respectively of teaching service as Lecturers and Senior Lecturers put together.

FITMENT TABLE 14 D
ASSISTANT PROFESSORS (Non Medical)

With 3 years service in the scale of Rs.12000-18300 and having a total teaching experience of 11 years in all grades (Lecturer/Sr. Lecturer/Assistant Professor) put together

Pre-Revised Scale

Rs.12000 - 420 -18300

Revised Pay Band + AGP

Rs.15600-39100+8000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30,320
12420	23110	8000	31,110
12840	23890	8000	31,890
13260	24670	8000	32,670
13680	25450	8000	33450
14100	26230	8000	34,230
14520	27010	8000	35,010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40,480
17880	33260	8000	41260
18300	34040	8000	42,040
18720	34820	8000	42820
19140	35610	8000	43,610
19560	36390	8000	44,390

Note:- For those teachers in the Non-Medical category having Ph.D/ M.Phil degree in the concerned subject only, placement in the pay band of Rs.15600-39100 with AGP of Rs.8000/- will be allowed after completion of 9/10 years service respectively as Lecturer/Sr.Lecturer/Assistant Professor put together.

FITMENT TABLE -14 E**ASSISTANT PROFESSORS (Non Medical)**

(with less than 3 years service in the scale of Rs.12000-18300.)

Pre-revised Scale

Rs.12000-420-18300

Revised Pay Band +AGP

Rs.15600-39100+7000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	7000	29,320
12420	23110	7000	30,110
12840	23890	7000	30890
13260	24670	7000	31670
13680	25450	7000	32450
14100	26230	7000	33230
14520	27010	7000	34,010
14940	27790	7000	34790
15360	28570	7000	35570
15780	29360	7000	36360
16200	30140	7000	37140
16620	30920	7000	37920
17040	31700	7000	38700
17460	32480	7000	39,480
17880	33260	7000	40260
18300	34040	7000	41,040
18720	34820	7000	41820
19140	35610	7000	42,610
19560	36390	7000	43,390

FITMENT TABLE – 14 F
ASSOCIATE PROFESSOR (Non Medical)

Pre-revised Scale

Rs. 14300-450-19250

Revised Pay Band +AGP

Rs. 37400-67000+9000

Pre Revised Basic Pay	Pay in the Revised Pay Band	Academic Grade Pay	Revised Basic Pay
14300	37400	9000	46400
14750	37400	9000	46400
15200	38530	9000	47530
15650	38530	9000	47530
16100	39690	9000	48690
16550	39690	9000	48690
17000	40890	9000	49890
17450	40890	9000	49890
17900	42120	9000	51120
18350	42120	9000	51120
18800	43390	9000	52390
19250	43390	9000	52390
19700	44700	9000	53700
20150	44700	9000	53700
20600	46050	9000	55050
21050	46050	9000	55050
21500	47440	9000	56440
21950	47440	9000	56440
22400	48870	9000	57870
22850	48870	9000	57870
23300	50340	9000	59340
23750	50340	9000	59340

Note : Existing Associate Professor in Non-Medical categories who have completed 3 years service in the scale of pay of Rs.14300-19200 and having a total of 16 years teaching experience as Lecturer and above also will be placed in the revised pay band as per the above fitment table. For those with PhD in the concerned subject only, total teaching service required will be 13 years. For those with lesser experience than above, placement will be given in the Pay Band of 15,600 – 39,100 with appropriate stage with AGP of 8,000/-

ANNEXURE - IV

**FORM FOR EXERCISING OPTION UNDER THE PAY REVISION 2006 FOR
TEACHERS UNDER THE MEDICAL EDUCATION SERVICE**

(Approved in GO (P) No.425/2009/H&FWD dated 14.12.2009)

I holding the post of
.....(Regular/TBCP) in the scale of pay of Rs.
..... in College, in
..... (Place) do hereby elect *(a) to come under the revised scale of pay Rs.
..... with effect from 01.01.2006, *(b) to continue in the
existing scale of pay of Rs. till, from which
date I may be given the corresponding higher scale/pay band

Signature

Name :
Designation :
College :
Place :

Station :

Date :

* Strike off which is not applicable.

ANNEXURE – V

Statement of fixation of pay under Pay Revision (2006) for teaching staff in Medical Education Service.

1. Name of Employee :	
2. Designation of the post in which pay is to be fixed as on January 1, 2006 :	
3. Status (Regular/TBCP) :	
4. Pre-revised scale(s) of pay applicable for : the post [In case more than one scale of pay is applicable for the post and these have been merged in single revised scale, the scale of pay in which the employee was actually drawing his pay should be specified)	
5. Existing emoluments as on January 1, 2006 - : (a) Basic pay (including Stagnation Increments, if any) : (b) Dearness Pay : (c) Dearness Allowance applicable at AICPI average 536 (1982 = 100) : (d) Total existing emoluments [(a) to (c)]:	
6. Revised pay band and AGP/grade pay : corresponding to the pre-revised scale shown at Sl.No.4 above.	
7. Pay in the revised pay band/scale in : which pay is to be fixed as per the fitment table attached as Annex-II (Fitment Table No.....)	
8. AGP/Grade pay to be applied in terms of fitment table (Annex-II) :	

9. Revised emoluments after fixation (a) Pay in the Revised Pay Band/Pay Scale :	
(b) Grade Pay/AGP	
(c) Patient care Allowance if admissible	
(d) Non-Practicing Allowance, if admissible.	
(e) Special allowance, if admissible	
10. Date of next increment (Rules 11) and pay after grant of increment.	

Pay after Increment

Pay in the Pay Band	Grade Pay/AGP (wherever applicable)

11. Any other relevant information :

Date :

Signature & Designation of Drawing Officer

ANNEXURE - VI

UNDERTAKING

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

Signature :

Name :

Designation :

College :

Date :

Station :

ANNEXURE VII

Branch – I – ADMINISTRATIVE CADRE

1. Director of Medical Education
2. Joint Director of Medical Education
3. Principals (in Government Medical and Dental Colleges)
4. Deputy Director of Nursing

BRANCH – II – TEACHING CADRE

A) Medical (Non Clinical)

- i) Anatomy
- ii) Physiology
- iii) Biochemistry
- iv) Pharmacology
- v) Pathology
- vi) Microbiology
- vii) Community Medicine
- viii) Forensic Medicine
- ix) Radiological Physics

B) Medical (Clinical)

- i) General Medicine
- ii) General Surgery
- iii) Obstetrics & Gynaecology
- iv) Paediatrics
- v) Pulmonary Medicine
- vi) Psychiatry
- vii) Dermatology & Venereology
- viii) Orthopaedics
- ix) Infectious Diseases
- x) Anaesthesiology
- xi) Radiodiagnosis
- xii) Radiotherapy
- xiii) OtoRhinoLaryngology (ENT)
- xiv) Ophthalmology

- xv) Nuclear Medicine
- xvi) Physical Medicine & Rehabilitation
- xvii) Transfusion Medicine

C) Medical (Super specialities)

- i) Cardiology
- ii) Neurology
- iii) Nephrology
- iv) Medical Gastroenterology
- v) Surgical Gastroenterology
- vi) Paediatrics Surgery
- vii) Neuro Surgery
- viii) Cardio Vascular & Thoracic Surgery
- ix) Genito Urinary Surgery (Urology)
- x) Plastic & Reconstructive Surgery
- xi) Paediatric Neurology
- xii) Paediatric Cardiology

D) Non- Medical Categories

- i) Entomology
- ii) Medico Sociology
- iii) Statistics & Demography
- iv) Biostatistics
- v) Statistics
- vi) Health Education
- vii) Biochemistry
- viii) Micro biology
- ix) Anatomy
- x) Clinical Psychology
- xi) Psychiatric Social Work
- xii) Audiology
- xiii) Child Psychology