

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF TECHNICAL EDUCATION,
VOCATIONAL & INDUSTRIAL TRAINING**

No. EDN (TE) B (1)1/2012 Dated: Shimla-171002,

15th September, 2012.

NOTIFICATION

Having regard to the Government of India Notification No. 1-32/2006-U-II U.1 (i) dated 31st December, 2008 and 23-1/2008-TS.II dated 7th October, 2009 and subsequent Notification No. F. No. 37-3/Legal/2010, dated 5th March, 2010 of the All India Council For Technical Education and the Notification No. 2/259/09-4TE2/2581 dated 18th June, 2010 of the Government of Punjab and after making suitable modification, the Governor Himachal Pradesh is pleased to revise the pay scales and other service conditions of the teaching staff of the Government degree level technical institutions as under:-

- 1.1 This Notification shall apply to all the degree level technical institutions established by the State Government such as Government Pharmacy College Rohroo, Distt. Shimla, Jawahar Lal Nehru Government Engineering College Sundernagar, Distt. Mandi, Atal Bihari Vajpayee Government Institute of Engineering & Technology Pragatinagar, Distt. Shimla and any other technical institution which may be set up by it.
- 1.2 This Notification shall apply to all the degree level technical institutions imparting technical education as may be notified by the State Government from time to time.
- 1.3 This Notification shall apply to the regular Teachers and Librarians working in the degree level technical institutions, and not to the contract employees.
- 1.4 This Notification shall not apply to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. and the ministerial and other non-teaching technical staff working in the technical institutions.
- 1.5 This Notification shall not apply to the teaching faculty and other staff of the Government Polytechnics.
- 1.6 This Notification shall come in to force with effect from the date of notification.

General

- (i) There shall be only three designations in respect of teachers in these technical institutions namely, Assistant Professors, Associate Professors and Professors.
- (ii) All Principals working in these technical institutions shall be re-designated as Directors / Principals from the date of issue of this notification.
- (iii) However, there shall be no change in the present designations in respect of the Library personnel working at various levels in these technical institutions.

Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as under:-

(a) Assistant Professors/Associate Professors/Professors In Technical Institutions

- (i) Persons entering the teaching profession in technical institutions shall be designated as Assistant Professors and shall be placed in the Pay Band of ₹15600-39100 with AGP of ₹6000. Lecturers already in service in the pre-revised scale of ₹8000-13500, shall be re-designated as Assistant professors with the said AGP of ₹6000.
- (ii) An Assistant Professor with completed service of 4 years, possessing Ph. D. Degree in the relevant branch / discipline shall be eligible, for moving up to AGP of ₹7000.
- (iii) Assistant Professors possessing Master's degree in the relevant branch / discipline as defined for technical education shall be eligible for the AGP of ₹7,000 after completion of 5 years service as Assistant Professors.
- (iv) Assistant Professors who do not have Ph. D. or a Master's degree in the relevant branch / discipline of a programme shall be eligible for the AGP of ₹7,000 only after completion of 6 years' service as Assistant Professors.
- (v) The upward movement from AGP of ₹6000 to AGP of ₹7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by AICTE and the State Government.

- (vi) The incumbents of the posts of Lecturers (senior scale) (i.e. the pre-revised scale of ₹10,000-15200) shall be re-designated as Assistant Professors, and shall be fixed at the appropriate stage in Pay Band of ₹15600-39100 based on their present pay, with AGP of ₹7000.
- (vii) Assistant Professors with completed service of 5 years at the AGP of ₹ 7000 shall be eligible, subject to other requirements laid down by the AICTE and the state government, to move up to the AGP of ₹8000.
- (viii) Posts of Associate Professors shall be in the Pay Band of ₹37400-67000, with AGP of ₹9000. Directly recruited Associate Professors shall be placed in the Pay Band of ₹ 37400-67000 with an AGP of ₹9000, at the appropriate stage in the Pay Band in terms of their conditions of appointment.
- (ix) Incumbent Assistant Professors and Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of ₹12000-18300 shall be placed in Pay Band of ₹37400-67000 with AGP Pay of ₹9000 and shall be re-designated as Associate Professors.
- (x) Incumbent Assistant Professors and Lecturers (Selection Grade) who have not completed three years in the pay scale of ₹12000-18300 shall be placed at the appropriate stage in the Pay Band of ₹15600-39100 with AGP of ₹8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of ₹37400-67000 and accordingly re-designated as Associate Professor.
- (xi) Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade), as the case may be, until they are placed in the Pay Band of ₹37,400-67000 and re-designated as Associate Professors in the manner described in (x) above.
- (xii) Assistant Professors completing 3 years of teaching in the AGP of ₹8000 shall be eligible, subject to other conditions that may be prescribed by the AICTE and the State Government to move to the Pay Band of ₹37400-67000 with AGP of ₹9000 and to be designated as Associate Professors.
- (xiii) Associate Professors completing 3 years of service in the AGP of ₹ 9000 and possessing a Ph. D. degree in the relevant discipline shall be eligible to be appointed and designated as Professors, subject to other conditions of academic performance as laid down by the AICTE and the State Government. No teacher other than those with a Ph. D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be ₹37400-67000 with AGP of ₹10000.

- (xiv) The pay of a directly recruited Professors shall be fixed at a stage not below ₹43000 in the Pay Band of ₹37400-67000, with the applicable AGP of ₹10000.
- (xv) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE and the State Government through Recruitment and promotion Rules.
- (xvi) All advancements to higher grade pays in various cadres of teachers will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programmes, satisfactory academic results and on the basis of 3 annual performance appraisal reports of at least "good" grading to be assessed by a Departmental Promotion Committee comprising of the Secretary (Technical Education) as Chairman, Director (Technical Education) and Director/Principal of the concerned technical institution as members and the Branch Officer of the Technical Education Branch of the Secretariat as Member Secretary.

Pay Scales of Directors/Principals of Technical Institutions:-

Appointments to the posts of Directors/Principals in the technical institutions shall be based on the conditions of eligibility in respect of the educational qualifications and teaching/research experience laid down by the AICTE and the State Government from time to time. The posts of Directors/Principals shall be in the Pay Band of ₹ 37400-67000 with AGP of ₹10,000, plus a Special Allowance of ₹3000/-per month. All Directors/ Principals in service shall be appropriately fixed in the Pay Band with the AGP of ₹10000, plus a Special Allowance of ₹ 3000/-per month.

Pay Scales and Career Advancement Scheme for Librarians etc.:

College Librarian:

- (i) College Librarian in the pre-revised scale of pay of ₹8000-13500 shall be placed in the Pay Band of ₹15600-39100 with AGP of ₹ 6000.

- (ii) All the conditions of eligibility and academic qualifications laid down
- (iii) the AICTE and the State Government shall be applicable for direct recruitment of College Librarian.

College Librarian (Sr. Scale):

- (i) The post of College Librarian (Sr. Scale) in the pre-revised scale of pay of ₹10000-15200 shall be placed in the Pay Band of ₹15600-39100 with AGP of ₹7000.
- (ii) College Librarian possessing Ph. D. in Library Science at the entry level, after completing service of 4 years in the AGP of ₹6000, and if otherwise eligible as per the guidelines laid down by the AICTE and the State Government shall be eligible for the higher AGP of ₹7000 within the Pay Band of ₹15600-39100.
- (iii) College Librarian not possessing Ph. D. but only M. Phil in Library Science at the entry level after completing service of 5 years in the AGP of ₹6000, if otherwise eligible as per guidelines laid down by the AICTE and the State Government, shall become eligible for the higher AGP of ₹7000.
- (iv) After completing service of 6 years in the AGP of ₹6000 College Librarian without the relevant Ph. D. and M. Phil shall, if otherwise eligible as per guidelines laid down by the AICTE and the State Government shall move to the higher AGP of ₹7000.
- (v) The pay of the existing College Librarian (Sr. Scale) in the pre-revised scale of pay of ₹10000-15200 shall be fixed in the Pay Band of ₹15600-39100 with AGP of ₹7000 at an appropriate stage based on their present pay.

College Librarian (Selection Grade):

- (i) On completion of service of 5 years, College Librarian (Senior Scale) shall be eligible for the post of College Librarian (Senior Scale) in Pay Band of ₹15600-39100, with Academic Grade Pay of ₹8000, subject to their fulfilling other conditions of eligibility as laid down by the AICTE.

and the State Government. They shall be designated as College Librarian (Selection Grade) as the case may be.

- (ii) After completing 3 years in the Pay Band of ₹15600-39100 with an AGP of ₹8000, College Librarians/ equivalent positions shall move to the Pay Band of ₹37400-67000 and AGP of ₹ 9000, subject to fulfilling other conditions of eligibility laid down by the AICTE and the State Government.
- (iii) College Librarians (Senior Scale) in the AGP of ₹7000 not possessing Ph. D in Library Science or equivalent published work but who fulfill other criteria prescribed by the AICTE and the State Government, shall also be eligible for being placed in the AGP of ₹8000/-.
- (iv) Incumbents to the posts of College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of ₹12000-18300 shall be fixed at an appropriate stage in the Pay Band of ₹37400-67000 with an AGP of ₹ 9000. They shall continue to be designated as College Librarian (Selection Grade).
- (v) Incumbents to the posts of College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of ₹12000-18300, for being eligible to be placed in the higher Pay Band of ₹37400-57000, shall be placed at an appropriate stage with Academic Grade Pay of ₹8000 till they complete three years of service as College Librarian (Selection Grade).
- (vi) All advancements to higher grade pays in the cadre of Librarians will be effected subject to the guidelines prescribed by the AICTE and on the basis of 3 annual performance appraisal reports of at least "good" grading to be assessed by a Departmental Promotion Committee comprising of the Secretary (Technical Education) as Chairman, Director (Technical Education) and Director of the concerned technical institution as members and the Branch Officer of the Technical Education Branch of the Secretariat as Member Secretary.

Incentives for Ph.D. / M.Tech. and other higher qualification:

- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment 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 UGC.
- (ii) M. Phil degree holders 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 professional course such as M. Tech. in relevant branch / discipline recognized by a Statutory University shall also be entitled to 2 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 the relevant branch / 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 notification or having been enrolled for Ph. D. have already undergone coursework, 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.
- (vi) Teachers in service who have not yet enrolled for Ph. D. 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 recognized by UGC.
- (vii) Teachers who acquire M. Phil. degree or a M. Tech. degree in a relevant Branch / discipline recognized by a Statutory University while in service, shall be entitled to one advance increment. —
- (viii) Five non-compounded advance increments shall be admissible to College Librarian who are recruited at entry level with Ph. D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph. D. in library science.
- (ix) College Librarian and other Library personnel acquiring the degree of Ph. D, at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in

entitled to the benefit of advance increments under this notification.

- (xv) For posts at the entry level where no such advance increments were admissible for possessing Ph. D / M. Tech., under the earlier scheme, the benefit of five advance increments for possessing Ph. D/ M. Tech., shall be available to only those appointments which have been made on or after the coming into force of this notification.

Other terms and Conditions:

Increments:

- (i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- (ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- (iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of ₹15600-39100 to the Pay Band of ₹37400-67000.

Pay Fixation Formula:

The Pay fixation of all the incumbents shall be according to the Pay fixation formula of the State Government.

Study Leave:

All teachers working in the technical institutions shall be eligible for study leave as per the existing rules of the State government.

Age of Superannuation:

The age of superannuation in Technical Institutions shall remain unchanged.

Other Service Conditions:

- (i) All other terms and conditions of appointment in respect of the regular employees covered by this Scheme shall be the same as are applicable in respect of other such employees of the State Government.
- (ii) The terms and conditions of the employees recruited on contract shall be governed by the instructions issued by the State Government from time to time.

BY ORDER

(K. Sanjay Murthy)
Secretary (Tech. Edu.) to the
Government of Himachal Pradesh

Endst. No. As above Dated , Shimla-171002, 15th September, 2012.

Copy for information and necessary action is forwarded to :-

1. The Director, Technical Education Vocational & Industrial Training, H.P. Sundernagar, Distt. Mandi-174401.
2. The Principal Accountant General, H.P. Shimla-171003.
3. The Secretary (Finance) to the Govt. of Himachal Pradesh.
4. The Director/ Principal, J.N. Govt. Engineering College, Sundernagar, Distt. Mandi.
5. The Director/ Principal, Atal Bihari Vajpayee Govt. Institute of Engg. & Technology Pragatinagar, Distt. Shimla.
6. The Principal, Govt. B. Pharmacy College, Rohru, Distt. Shimla.
7. Guard file.

9c Special Secretary (Tech. Edu.) to the
Government of Himachal Pradesh

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF TECHNICAL EDUCATION,
VOCATIONAL & INDUSTRIAL TRAINING

No. EDN (TE) B (1)1/2012 Dated: Shimla-171002, 20th September, 2012.

NOTIFICATION

In partial modification of this Department Notification of even number dated 15th September, 2012 the following provisions made in para (xiii) shall stand deleted from the above Notification with immediate effect :-

Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

(a) Assistant Professors/Associate Professors/Professors In Technical Institutions.

- (xiii) "Associate Professors completing 3 years of service in the AGP of ₹9000 and possessing a Ph. D. degree in the relevant discipline shall be eligible to be appointed and designated as Professors, subject to other conditions of academic performance as laid down by the AICTE and the State Government. No teacher other than those with a Ph. D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be ₹37400-67000 with AGP of ₹10000. "

BY ORDER

(K. Sanjay Murthy)

Secretary (Tech. Edu.) to the
Government of Himachal Pradesh

Endst. No. As above Dated, Shimla-171002, 20th September, 2012.

Copy for information and necessary action is forwarded to :-

1. The Director, Technical Education Vocational & Industrial Training, H.P. Sundernagar, Distt. Mandi-174401.
2. The Principal Accountant General, H.P. Shimla-171003.
3. The Secretary (Finance) to the Govt. of Himachal Pradesh.
4. The Director/ Principal, J.N. Govt. Engineering College, Sundernagar, Distt. Mandi.

-Contd/--

5. The Director/ Principal, Atal Bihari Vajpayee Govt. Institute of Engg. & Technology Pragatinagar, Distt. Shimla.
6. The Principal, Govt. B. Pharmacy College, Rohru, Distt. Shimla.
7. Guard file.

ofc

Special Secretary (Tech. Edu.) to the
Government of Himachal Pradesh

**Government of Himachal Pradesh
Technical Education Department**

No. EDN(TE)B(1)1/2012 Dated:Shimla-171002, 08 th March,2016

NOTIFICATION

In partial modification of this Department Notification of even number dated 15th September, 2012, the Item No. (i) to (xv) appearing below the heading "**Incentive for Ph.D./M.Tech. and other higher qualification**" and Item No. (ii) appearing below the heading "**Other terms and Conditions**" stand deleted from the above notification with immediate effect in the public interest.

This issues with the prior concurrence of the Finance Department (Regulations) obtained vide their Dy.No. 53392589 dated 23.11.2015 and Dy.No. 53322450 dated 04.09.2015.

By Order,

(Sanjay Gupta)

**Principal Secretary (TE) to the
Government of Himachal Pradesh**

Endst.No. As above, Dated:Shimla-2, the 08 th March, 2016

Copy for information and necessary action is forwarded to:-

1. The Principal Accountant General (Audit), HP, Shimla-171003.
2. The Accountant General (A&E), HP, Shimla-171003.
3. The Additional Chief Secretary (Finance) to the Government of HP, Shimla-2 w.r.t. their advice vide Dy.No. 53322450 dated 04-09-2015.
4. The LR-cum-Principal Secretary (Law) to the Government of Himachal Pradesh, Shimla-2.
5. The Director, Technical Education, Vocational & Industrial Training, HP, Sundernagar, Distt.Mandi (HP) PIN-174401.
6. The Director/ Principal, Jawahar Lal Nehru Govt. Engineering College, Sundernagar, Distt Mandi (HP).
7. The Director/ Principal, Atal Bihari Vajpayee Govt. Institute of Engineering & Technology, Pragtinagar, Distt Shimla (HP).
8. The Director/ Principal, Rajiv Gandhi Govt. Engineering College Kangra at Nagrota Bagwan, Distt Kangra (HP).
9. The Director /Principal, Govt. Engineering College Kotla (Jeori) , camp at Jawahar Lal Nehru Govt. Engineering College Sundernagar, Distt Mandi (HP).
10. The Director/ Principal, Govt. College of Pharmacy, Rohru, District Shimla (HP).
11. Guard file.


(Laxmi Nand Kashyap)
**Under Secretary (TE) to the
Govt. of Himachal Pradesh**
Phone-0177-2628486