

PAY REVIEW COMMITTEE REPORT 2017

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BACKGROUND

Earlier the pay for college post staff was revised in the year 2008. On the demand of our college post staff and with the increase in the price level it was thought appropriate by the Governing Body in its meeting held on 29th August, 2016 resolved to form a pay review committee with the following members [Vide: Resolution No: Pare: 8(iii):

Chairman : Dr. K. D. Ramsiej, Principal

Convenor : Shri K Dutta Roy Vice Principal (Professional Courses)

Members :

1. Dr. M Dey Vice Principal
2. Shri L Pathaw, Vice Principal (HSSLC)
3. Shri J B Massar, Principal Shillong Commerce College
4. Shri M S S Rawat, Chief Accounts Officer, MeECL
5. Dr H Diengdoh, Teacher's Representative
6. Shri M W Synrem, Teacher's Representative
7. Dr E Kharkongor, Co-ordinator, IQAC
8. Shri Augustine Khryiem, Non-Teaching staff Representative
9. Dr M. N. Bhattacharjee, Special Invitee

The committee held three meetings on 27th October, 2016, 8th March, 2017 and 23rd March, 2017. After a threadbare discussion regarding the availability of Funds the enclosed report is prepared to be presented to the Governing Body.

We thankfully acknowledge the contribution of Dr M. N. Bhattacharjee from the core of our hearts.

PART – I: GENERAL

The thrust of all Pay Commissions appointed by various Governments has been to propose an improvement in the pay structure by way of 'simplification and rationalisation.' With the introduction of the provisions of appointment of Staff under 'College Posts', it has become incumbent upon the institution to formulate a pay scale commensurate with the State/Central Government pay scales and then revising the pay structure periodically to remain at par with the pay offered by the government. The Governing Body of Shillong College, hence, appointed a Pay Review Committee in its meeting held on with the following members:

Fixing of the minimum wage remains the core of such exercise and in principle this is usually arrived at after careful deliberations at the Indian Labour Conference, the apex-level tripartite body consisting of representatives of workers, employers and the government (including both Central and state governments), which takes major decisions in matters relating to labour.

The ILC in 1957 had laid down the following criteria for fixing the minimum wage.

- (i) The wage-earner should be able to support a family of four, consisting of husband, wife and two children.
- (ii) These two children were assumed to constitute one "consumption unit", this meant that the earner should be able to support three consumption units.
- (iii) This support should mean 2,700 calories per adult per day and 72 yards of cloth for the family as a whole per year.
- (iv) In addition, 10 per cent of the amount that would cover food and clothing should be added for house rent and 20 per cent for fuel, lighting and other miscellaneous expenditures.
- (v) In 1992, the Supreme Court in an important judgment added a further 25 per cent to the basic food and clothing expenditure, for children's education, medical expenditure and minimum recreational and social expenditure.

The minimum wage criteria as they stand today therefore are as follows: if Rs X are required per year to cover food expenditure that would assure 2,700 calories per adult per day and 72 yards cloth per annum for the family of four, then the annual minimum wage should be Rs X plus 55 per cent of Rs X. The exact amount this translates into would depend, of course, on the prices prevailing in a particular year; but the criteria themselves are clear and approved by all.

The reason for considering one earning member per family is obvious. If one adult in the family takes up wage-work, then the other will have to do the cooking, cleaning taking care of the children, and other household chores, which do not fetch any money-earnings. The entire family's need for food, clothing and the other items mentioned above has to be met out of the wage-income of only one member which, therefore, has to be sufficient for the purpose. If both the adults are assumed to work for money, then they have to employ somebody else to do the household chores that one of them would otherwise have done, *which would accordingly raise the minimum wage* (since the payment to such an employee would then have to be included as additional expenditure for the family). The criteria therefore are perfectly defensible; the only issue is the amount of the minimum wage into which they translate.

The VII Central pay commission has just recommended that Rs 18,000 per month should be the minimum wage for Central government employees whose work requires no special skills; and the Central government has accepted this recommendation. This entire minimum wage discussion, however, has an important bearing on the question of the poverty line for the country. The poverty line in India is defined as that level of actual expenditure (on all items) at which a person just accesses 2,200 calories per day in rural areas and 2,100 calories per day in urban areas. These levels were calculated for the base year 1973-74 from the National Sample Survey data; and even though such data are

available for large samples once every five years, and similar calculations could have been made at five-year intervals for the entire subsequent period, the government chose instead to follow a curious alternative method. It simply brought forward the 1973-74 poverty lines for all subsequent years by using consumer price indices.

Whereas the Government constituted Pay Commissions are bound to consider all the features given above, the College with limited resources may not be able to take into consideration all the parameters. Yet, as an institution, Pay Review Committee of the College intends to conform broadly to the policies adopted by the government and also the aspirations and requirements of the Staff.

Hence the present exercise takes note of the recommendations of the VII Central Pay Commission and also the IV Meghalaya State Pay Commission.

PART II: REPORT OF THE VII CENTRAL PAY COMMISSION

MAJOR THRUSTS OF THE CENTRAL PAY COMMISSIONS

GENERAL CONSIDERATION

The thrust of all the previous Pay Commissions has been to propose an improvement in the pay structure by way of 'simplification and rationalisation.' The most visible results of this exercise are evident in terms of reduction in number of pay scales as well as the compression ratio. Traditionally, compression ratio has been taken as a ratio of maximum salary drawn by the Secretary to Government of India to minimum salary drawn by the lowest functionary in the government. Table 1 & 2 below bring out the trend in appointment of such pay commissions and pay structure in the government of India over the years:

Table 1:

| Central Pay Commissions | Date of Appointment | Date of Submission of Report | Date of Effect |
|--------------------------------|---------------------|--|-------------------------------|
| First Pay Commission | May, 1946 | May, 1947 | 1 st January, 1948 |
| Second Pay Commission | August, 1957 | August, 1959 | 1st January, 1960 |
| Third Pay Commission | April, 1970 | March, 1973 | 1 st January, 1973 |
| Fourth Pay Commission | June, 1983 | Three Reports 1. June, 1986; 2. December, 1986; 3. May, 1987. | 1st Jan 1986 |
| Fifth Pay Commission | April, 1994 | January, 1997 | 1st Jan 1996 |
| Sixth Pay Commission | October, 2006 | March, 2008 | 1st Jan 2006 |
| Seventh Central Pay Commission | 28th February, 2014 | | 1st Jan 2016 |

Table 2: Pay Structure

| Central Pay Commission (CPC) | Minimum Salary (₹) | Maximum Salary (₹) | Compression Ratio | Number of Pay Scales |
|------------------------------|--------------------|--------------------|-------------------|--|
| I CPC(1946-47) | 55 | 2000 | 1: 36.4 | 150 → 30 |
| II CPC(1957-59) | 80 | 3000 | 1: 37.5 | 500 → 140 |
| III CPC(1972-73) | 196 | 3500 | 1: 17.9 | 500 → 80 |
| IV CPC(1983-86) | 750 | 8000 | 1: 10.7 | 153 → 36 |
| V CPC(1994-97) | 2550 | 26000 | 1: 10.2 | 51 → 34 |
| VI CPC(2006-08) | 7000 | 80000 | 1: 11.4 | 35 → 19 [4 PBs with 15 GPs+ 4 distinct scales] |

It can be seen from the table above that successive Pay Commissions have consciously tried to reduce the number of pay scales even though they tended to increase during the intervening period between any two Pay Commissions. There were, however, no significant changes in the pay structure per se until the IV CPC, when the concept of running pay scales was introduced in a limited way in respect of Defence forces. For others, individual pay scales continued till the V CPC. It was the VI CPC which recommended running pay bands for both Civilians as well as Defence forces. This was coupled with the introduction of the concept of Grade Pay as a level differentiator. Another new feature was the calculation of the annual increment on percentage basis. Prior to VI CPC, the increment was a flat sum, depending on the pay scale. The effort at compression of levels was carried forward by the VI CPC,

which reduced the existing 35 levels to 19. Another radical measure was the doing away with 'Group D' as a category and placement of 'Group-D' personnel in 'Group-C' after appropriate training whenever necessary. Hence, it can be seen that the simplification process set in motion by previous Pay Commissions acted as a precursor for progressive rationalisation by the subsequent Commissions.

Determination of Minimum Pay

The estimation of minimum pay is the first step towards building the pay structure. In doing so, the approach is to ascertain, by using the most logical and acceptable methodology, what the lowest ranked staff in government needs to be paid to enable him to meet the minimum expenditure needs for himself and his family in a dignified manner.

Minimum Pay Estimated by the V and VI Central Pay Commission

In making this assessment various methodologies are possible, and have been considered by different Pay Commissions. The V CPC adopted the 'Constant Relative Income Approach' to estimate the minimum pay. This approach is based on the principle that the real minimum pay must grow in tandem with real per capita income so that the compensation of government staff is not independent of the economic realities of the country. Accordingly the V CPC proceeded from the minimum pay of ₹750 estimated by the IV CPC as on 01.01.1986 and added to it the DA of ₹1,110 to arrive at the 'price protected' minimum pay of ₹1,860 as on 01.01.1996. To this a step up of 30.9 percent was applied, the percentage being the real increase in the per capita income (per capita net national product at factor cost) during the period 1986-95. After rounding off, the minimum pay was arrived at ₹2,440 as on 01.01.1996, which was subsequently increased to ₹2,550 at the implementation stage.

To estimate the minimum pay in the government, the VI CPC used the norms set by the 15th Indian Labour Conference (ILC) in 1957 to determine the need-based minimum wage for a single industrial worker. The norms set by the ILC are as below:

- A need-based minimum wage for a single worker should cover all the needs of a worker's family. The normative family is taken to consist of a spouse and two children below the age of 14. With the husband assigned 1 unit, wife, 0.8 unit and two children, 0.6 units each, the minimum wage needs to address 3 consumption units;
- The food requirement per consumption unit is shown in the Annexure to this chapter. The specifications were derived from the recommendations of Dr. Wallace Aykroyd, the noted nutritionist, which stated that an average Indian adult engaged in moderate activity should, on a daily basis, consume 2,700 calories comprising 65 grams of protein and around 45-60 grams of fat. Dr Aykroyd had further pointed out that animal proteins, such as milk, eggs, fish, liver and meat, are biologically more efficient than vegetable proteins and suggested that they should form at least one-fifth of the total protein intake;
- The clothing requirements should be based on per capita consumption of 18 yards per annum, which gives 72 yards per annum (5.5 meters per month) for the average worker's family. The 15th ILC also specified the associated consumption of detergents, which can be seen in the Annexure;
- For housing, the rent corresponding to the minimum area provided under the government's industrial housing schemes is to be taken. The 15th ILC kept it at 7.5 percent of the total minimum wage; v. Fuel, lighting and other items of expenditure should constitute an additional 20 percent of the total minimum wage.

The VI CPC considered additional components of expenditure to cover for children's education, medical treatment, recreation, festivals and ceremonies. This followed from the Supreme Court's ruling in the Raptakos Brett Vs Workmen case of 1991 for determination of minimum wage of an industrial worker. The Supreme Court had prescribed this amount at 25 percent of the total minimum wage calculated from the first five components. However, in considering this additional component the VI

CPC took note of the educational allowance and medical facilities being provided by the government. Based on its calculations the VI CPC arrived at a minimum wage of ₹5,479. This was enhanced by about 22 percent to ₹6,660, which was recommended as the minimum pay in the government. The enhancement quantified the skill factor that Group D staff would acquire through training, upon their merger into Group 'C'. Ultimately, at the implementation stage, the minimum pay was fixed at ₹7,000 per month on 01.01.2006.

The Commission has estimated the minimum pay through the following steps:

1. Step 1: The food, clothing and detergent products listed and their respective quantities specified by the 15th ILC have been adopted. These quantities indicate the monthly consumption of the listed products by a family comprising three consumption units. [For e.g. for the product 'Dal' the quantity specified for daily consumption is 80 grams per consumption unit per day. The monthly consumption of Dal by a consumption unit thus works out to 2.4 kg (80 x 30). Accordingly the monthly consumption of Dal by a family comprising 3 units is 7.2 kgs (2.4 x 3).]
2. Step 2: The quantities have been multiplied by their respective product prices to arrive at product wise cost. The price adopted for each product is the average of prices of various items that are included in the product. The price of an item is the average of its prices prevailing in each month from July, 2014-June, 2015. [At monthly family consumption of 7.2 kg the Commission has estimated the monthly expenditure on Dal at ₹704.44 after calculating the price of Dal at ₹97.84 per kg. The price of Dal has been calculated as the average of prices of Toor, Urad and Moong Dal items specified under the product Dal and whose prices have been determined at ₹87.86, ₹109.66 and ₹96.00 respectively. The prices of these three Dal items are the twelve monthly average prices for the period July, 2014-June, 2015.] The prices of all items have been sourced from Labor Bureau, Shimla. These prices are used in the calculation of the CPI (IW) and subsequently the calculation of Dearness Allowance. In the current exercise the prices of all items are for the period July 2014-June 2015 and have been used in the calculation of DA at 119 percent operative from 01.07.2015.
3. Step 3: The cost of food, clothing and detergent products obtained from Step 2 has been divided by 0.8 to arrive at a total, of which 20 percent provides for fuel and lighting expenses. Another component on housing has not been addressed at this stage as its quantification at the final stage of pay estimation is considered more appropriate by the Commission.
4. Step 4: The cost estimated from Step 3 is divided by 0.85 to arrive at a total, of which 15 percent is towards recreation, ceremonies and festivities. The prescribed provision of 25 percent to cover education, recreation, ceremonies, festivals and medical expenses has been moderated to 15 percent because expenses on educational and medical necessities are being separately provided for through relevant allowances and facilities and thus need not be provided here. This partially addresses the first of the two components outside the 15th ILC norms.
5. Step 5: The cost estimated from Step 4 is increased by 25 percent to account for the skill factor, following the reasoning that there is no unskilled staff in the government after the merger of Group D staff in Group 'C'. This addresses the second of the two components outside the 15th ILC norms.
6. Step 6: The cost estimated from Step 5 is divided by 0.97 to arrive at a total, of which 3 percent provides for housing expenses. This is done in view of the observation that license fees for government accommodation are about 3 percent of the total pay. This partially addresses the housing component, as the 15th ILC norms had fixed the housing provision at 7.5 percent.
7. Step 7: The cost estimated from Step 6 is as on 1 July, 2015 when the DA was 119 percent. The DA is assumed to be 125 percent as on 1 January, 2016, the day from which the Commission expects its recommendations to be implemented by the government. Accordingly the cost estimated from Step 6 has been increased by 3 percent ($2.25/2.19 = 1.027$ or nearly 3%).

The cost estimated from Step 7 is next rounded off to ₹18,000, which is the minimum pay being recommended by the Commission, operative from 01.01.2016. This is 2.57 times the minimum pay of

₹7,000 fixed by the government while implementing the VI CPC's recommendations from 01.01.2006. Accordingly, basic pay at any level on 01.01.2016 (pay in the pay band + grade pay) would need to be multiplied by 2.57 to fix the pay of an employee in the new pay structure. Of this multiple, 2.25 provides for merging of basic pay with DA, assumed at 125 percent on 01.01.2016, while the balance is the real increase being recommended by the Commission. The real increase works out to 14.2 percent ($2.57 \div 2.25 = 1.1429$).

The following table shows the real increase given by each CPC/Government over the previously set minimum pay: (in percent)

| | | |
|----|---------|-------|
| 1. | II CPC | 14.2% |
| 2. | III CPC | 20.6% |
| 3. | IV CPC | 27.6% |
| 4. | V CPC | 31.0% |
| 5. | VI CPC | 54.0% |
| 6. | VII CPC | 14.3% |

DEARNESS ALLOWANCE

The real pay in government is protected by providing Dearness Allowance (DA), which is that percentage of pay by which the CPI (IW) increases over a fixed base value. CPI (IW) is Consumer Price Index for Industrial Workers maintained by Labour Bureau, Shimla.

Consequently the absolute amount of DA keeps on growing with every point increase in CPI (IW). On the other hand the real value of the industrial minimum wage is protected by providing Variable Dearness Allowance (VDA), which is a fixed amount of money given per point increase in CPI (IW) as notified by the Chief Labour Commissioner (central sphere) from time to time. Consequently, over a period of time, the minimum pay + DA in government becomes larger than the minimum wage + VDA in the private sector even though the basic minimum wage in both the sectors is calculated on the basis of the 15th ILC norms. As on 01.01.2015 the minimum pay in government was ₹14,910 whereas minimum wage for a skilled worker was in the range of ₹9,000–₹11,000 per month.

Besides DA, government provides house rent, transport, location and function specific allowances besides Leave Travel Allowance (LTA) which, along with the basic pay, constitute the gross pay of a government employee. If one were to only take HRA at 30 percent of the basic pay and transport allowance at ₹400+DA, as are admissible in A1/A class cities, together with educational allowances for two children at the rate of ₹1,500 per month, the gross pay further increases to ₹20,870 ($20870 = 14910 + 2100 + 860 + 3000$) as on 01.01.2015. In addition government gives a host of other benefits that can be measured under the CTG (Cost to Government of an employee) concept. From these numbers it is clear that benefit given to the lowest ranked government employees, whether monetized or not, are significantly higher than the minimum basic pay and also much higher than the emoluments of skilled industrial workers.

To obtain a comparative picture of the salaries paid in the government with that in the private sector enterprises the Commission engaged the Indian Institute of Management, Ahmedabad to conduct a study. According to the study the total emoluments of a General Helper, who is the lowest ranked employee in the government is ₹22,579, more than two times the emoluments of a General Helper in the private sector organizations surveyed at ₹8,000 - ₹9,500.

FINAL PICTURE

After considering all relevant factors the Commission is of the view that the minimum pay in government recommended at ₹18,000 per month, w.e.f. 01.01.2016, is fair and reasonable and one which, along with other allowances and facilities, would ensure a decent standard of living for the lowest ranked employee in the Central Government.

1. This figure has been arrived as: Current minimum basic (2006 Scale) x 2.57 = 17990, approximated to next 100, i.e. Rs. 18,000.00
However, the index factor in other categories varied to 2.62, 2.67 and also 2.72.
2. Considering the above norms the pay of Central Government employees in different categories of Pay Band 3 and Pay Band 4 are summarised below (only the categories relevant to the College is represented):

| Category | Basic Pay ₹ | Grade Pay ₹ | Net Basic (Entry level) ₹ | Index factor applied | Recommended pay (CPC)/Expected Pay (UGC) – Entry level (₹) |
|--|-----------------|-------------------|--|----------------------------|--|
| Pay Band 1 | 5200- 20200 | 1800 | 7000 | 2.57 | 18000 |
| Pay Band 1 | | 1900 | 7730 | 2.57 | 19900 |
| Pay Band 1 | | 2000 | 8460 | 2.57 | 21700 |
| Pay Band 1 | | 2400 | 9910 | 2.57 | 25500 |
| Pay Band 1 | | 2800 | 11360 | 2.57 | 29200 |
| Pay Band 2 | 9300-34800 | 4200 | 13500 | 2.62 | 35400 |
| Pay Band 2 | 9300-34800 | 4600 | 17140 | 2.62 | 44900 |
| Pay Band 2 | 9300-34800 | 4800 | 18150 | 2.62 | 47600 |
| Pay Band 2 | 9300-34800 | 5400 | 20280 | 2.62 | 53100 |
| Pay Band 3 – CG Employees | 15600- 39100 | 5400 | 21000 | 2.67 | 56100 |
| Pay Band 3 – CG Employees | 15600- 39100 | 6600 | 21000 x 1.15 = 24150 (-5400) + (6600) = 25350 | 2.67 | 67700 |
| Pay Band 3 – CG Employees | 15600- 39100 | 7600 | 29500 | 2.67 | 78800 |
| Pay Band 4 – CG Employees | 37400- 67000 | 8700 | 46100 | 2.57 | 118500 |
| Pay Band 4 – CG Employees | 37400- 67000 | 8900 | 49100 | 2.67 | 131100 |
| Pay Band 4 – CG Employees | 37400- 67000 | 10000 | 53000 | 2.72 | 144200 |
| Assistant Professor – Stage I – UGC | 15600- 39100 | 6000 | 21600 | 2.67 | 57700 |
| Assistant Professor – Stage II – UGC | 15600- 39100 | 7000 | [21600 x 1.15 = 24840 + 1000] = 25840 | 2..67 | 69000 |
| Assistant Professor – Stage III – UGC | 15600- 39100 | 8000 | [25840 x 1.12 = 28940 + 1000] = 29940 | 2.67 | 77300 |
| Associate Professor – PB IV – IGC | 37400- 67000 | 9000 | 46400 | 2.67 | 123900 |
| Principal – PB IV - UGC | 37400- 67000 | 10000 | 47400 | 2.72 | 129000 |

PART III – REPORT OF IV MEGHALAYA STATE PAY COMMISSION

History of Pay Commission – Meghalaya

| Pay Commission | Chairperson | Members | Date of Appointment | Date of Submission | Date of Effect |
|----------------|-------------------------|---|----------------------------------|----------------------------------|-------------------------------|
| First | Dr. R. S. Lyngdoh | 1. Prof. S. Sarangpani, Department of Economics, Gauhati University. 2. Shri D. S. Khongdup, IAS. 3. Shri A. G. Momin, lecturer, Economics, Tura Govt. College. 4. Shri N. N. Mookherjee, IAS, Secretary (Finance) Government of Meghalaya | 1 st August, 1978 | 24 th September, 1979 | 1 st January, 1979 |
| Second | Shri R. T. Rymbai, IAS | 1. Dr. A. M. Goon, Head, Centre of Applied Statistics, NEHU, Shillong 2. Shri F. Kharkongor, Chief Engineer, PWD 3. Dr. Pimsonath S. Momin 4. Shri K. K. Sinha, IAS, Special Secretary, Finance. 5. Shri J. M. Mauskar, IAS | 9 th October, 1986 | 31 st May , 1988 | 1 st January, 1987 |
| Third | Shri J. M. Phira, IAS | 1. Shri R. Dutta, IAS, Principal Secretary, Finance 2. Shri Stetnel Roy Shylla, IA & AS. 3. Shri B. Kharmalki, Ex-member, MPSC 4. Shri T. Budkma, IAS 5. Shri H. G. Momin, Retd. Director, Soil Conservation | 28 th March, 1995 | Feb., 1997 | 1 st January, 1996 |
| Fourth | Shri K. K. Sinha, IAS | 1. Shri H.W.T. Syiem, IAS 2. Shri B. Kharmalki 3. Shri I. K. Sangma 4. Shri B. K. Dev Varma, IAS, Secretary, Finance | 20 th September, 2007 | December, 2008 | 1 st January, 2007 |
| Fifth | Shri P. J. Bazeley, IAS | 1. Shri L. Roy, IAS 2. Shri Uttam Sangma, IAS | | | |

Pay scales recommended by the IV Meghalaya Commission was further modified by the State Government and the implemented pay scales with effect from 1st January 2007 are (only the relevant scales are given in the Table below):

| Sl. No. | Grade/Posts | Pay scales |
|---------|------------------------------|--|
| 1 | Lecturer | 17000-470-20290-EB-560-25330-760-33690 |
| 2 | Senior Grade Lecturer | 18300-500-21800-EB-650-27000-810-35100 |
| 3 | Selection Grade Lecturer | 20700-620-24420-730-29530-890-36650 |
| 4 | Assistant Lecturer HS School | 15700-390-18430-EB-510-23020-690-30610 |
| 5 | Library Assistant | 14100-350-16550-EB-460-20690-620-27510 |
| 6 | Laboratory Assistant | 9900-250-11650-EB-320-14530-440-19370 |
| 7 | Lab. Bearer etc | 6500-160-7620-EB-210-9510-290-12700 |
| 8 | Assistant Teacher HS/Sec | 14100-350-16550-EB-460-20690-620-27510 |

It has been found that the College has implemented the Lecturer scale at par with State scale for the lecturers in College Posts (Degree Level) though the benefit of Career Advancement to Senior and Selection Grade was not extended. Further, the Assistant Lecturers in Higher Secondary Section were extended a different pay scale (15500-450-18200-500-20200-550-26800), the justification of which is

beyond the scope of this committee. Moreover, the Grade IV staffs in the College posts, in general, were offered a pay scale that is much below the recommended pay scale of the State Government.

Comparative State of Pay scales recommended/implemented by College with those of State Government:

| Sl. No. | Grade/Posts | Pay scales recommended/implemented by the college | Pay Scales implemented by State Government | Remark |
|---------|--|---|--|---------------------------------|
| 1 | Lecturer | 17000-470-20290-EB-560-25330-760-33690/- | 17000-470-20290-EB-560-25330-760-33690/- | At par |
| 2 | Senior Grade Lecturer | 18300-500-21800-EB-650-27000-810-35100/- | 18300-500-21800-EB-650-27000-810-35100/- | Recommended but not implemented |
| 3 | Selection Grade Lecturer | 20700-620-24420-EB-730-29530-890-36650/- | 20700-620-24420-EB-730-29530-890-36650/- | Recommended but not implemented |
| 4 | Assistant Lecturer - Higher Secondary | 15500-450-18200-EB-500-21200-550-26700/- | 15700-390-18430-EB-510-23020-690-30610/- | Not at par |
| 5 | Assistant Head Library | 14100-350-16550-EB-460-20690-620-27510/- | 14700-370-17290-EB-480-21610-650-28760/- | Not at par |
| 6 | Gym instructor & Staff Nurse (equivalent grade with Duftari) | 7500-195-9450-EB-225-11700-250-12200/- | 7700-190-9030-EB-250-11280-340-15020/- | Not at par |
| 7 | Office Assistant/LDA | 6500-190-8400-EB-210-9500-240-11220/- | 9200-230-10810-EB-300-13510-410-18020/- | Recommended but not implemented |
| 8 | Peon/Cleaner | 4500-150-6000-EB-165-7650-175-9400/- | 6500-160-7620-EB-210-9510-290-12700/- | Not at par |

It is felt that the new pay should correspond to the scales of State Government implemented since 01-01-2007, and therefore calculations are made on the basis of the pay scales offered by the State Government though this may involve increased financial implications for the College.

Though the Government of Meghalaya has constituted Vth State Pay Commission, the report of the Commission is yet to be submitted.

PART IV: PAY REVIEW BY COLLEGE

This Committee tried “to examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities and benefits in cash or kind having regard to rationalisation and simplification therein.” The committee made following consideration while drawing conclusion on the revised pay structure:

1. It is considered that the recommendations on the pay structure should ensure that the framework for an emoluments structure gets linked with “the need to attract the most suitable talent to education service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders.”
2. The Committee has endeavoured to incorporate the above principles while devising the new pay structure. The approach of the Committee has been to ensure that the emolument structure is in consonance with the nature of work, role and responsibilities and accountability involved at various levels of the hierarchy in the College, maintaining reasonable parity with the pay structure offered by UGC and also the Government of Meghalaya. The value that individual employees are expected to bring to the job, by way of relevant educational qualifications, skill sets and experiences are also important considerations.
3. Internal equity, by way of salaries payable at comparable levels within the organization, is also important considerations. Thus, the Committee has to take an objective consideration on the resources generated by the college and remembering that nearly 40% of the total staff of college is appointed by the college. These posts are labelled as ‘College Post’ and the whole of the salary component of this category of staff are borne by the college for its own resources.
4. A review of the recommendations of VII Central Pay Commission was done which put forward 2.57 to 2.72 as index factor in rationalising the new pay structure and thereby an increase of 14.3% as real increase in pay structure over the past pay scales.
5. An examination of the VII Central Pay Commission report clearly shows that the minimum pay of the lowest category of employee is fixed at ₹ 18,000/- with effect from 1st January, 2016 while the minimum pay of the teachers (Assistant Professor – Stage I) is ₹ 57,700/-.
6. While the college has limited resources which does not allow the institution to adopt the structures of Central pay commission, yet it was felt some consideration be given to this report.
7. The committee further examined the IV State Pay Commission report of the Government of Meghalaya and considered the adoption of State Pay Scale by the College in the College posts, as far as practicable, and the improvement of the same (in the absence of the report of V State Pay Commission) in the light of the considerations taken by the VII Central Pay Commission.

CURRENT STATE PAY SCALE, AS PER IV STATE PAY COMMISSION

| SL. No. | Scales of Pay with effect from 01-01-1996 | | Modified/Revised Scales of Pay (w.e.f. 01-01-2007) | Nature of the Employee |
|------------------|---|----------------|--|--|
| | Standard Scale | Extended Scale | | |
| <u>1</u> (S1) | 2440-3680 | 2900-3875 | 6500-160-7620-EB-210-9510-290-12700 | Group – D posts – Chowkidar/Chapراسي/Clear/Cook/Dak runner/Handyman/Jugali/Messenger/Night Chowkidar/Peon/Sweeper/Process Server. |
| <u>2</u> (S2) | 2650-4130 | 3250-4375 | 7100-180-8360-EB-230-10430-310-13840 | (a) Duftry/Jamadar/Head Chowkidar/Head Mali (b) Driver of Marboat/Operator of Crusher/Granulator/Concrete mixer/Out-board Engine and other Stationary Engines – Junior Grade |
| 3 (S3) | 2900-4620 | 3600-4875 | 7700-190-9030-EB-250-11280-340-15020 | (a) Driver of Trucks/Jeep/Car operator of Compressor/Junior Driver at Raj Bhavan, with a minimum of 8 years of satisfactory service and subject to passing of the Departmental test – Junior Grade. |

| | | | | |
|--------------------------|--------------------------|------------------------|--|--|
| | | | | (b) Driver of Marboat/Operator of Crusher/Granulator/Concrete Fixer/Out-board Engine and other Stationary Engines – Senior Grade |
| <u>4</u> (S4) | 3100-5060 | 3900-5325 | 8300-210-9770-EB-270-12200-370-16270 | (a) Drivers of Bull Dozers/Autograders/Power Graders/Tractors/Road Roller/Power Winch/Head Engine/Crane/Cater-Piller/Motor Grader/Senior Driver of Raj – Senior Bhavan/Power Tiller Operator – Junior Grade (b) Driver of Trucks/Jeep/Car operator of Compressor/Junior Driver at Raj Bhavan, with a minimum of 8 years of satisfactory service and subject to passing of the Departmental test – Senior Grade. (c) Grade III Typists (d) Unqualified Stenographers |
| <u>5</u> (S5) | 3450-5650 | 4300-5875 | 9200-230-10810-EB-300-13510-410-18020 | (a) Drivers of Bull Dozers/Autograders/Power Graders/Tractors/Road Roller/Power Winch/Head Engine/Crane/Cater-Piller/Motor Grader/Senior Driver of Raj – Senior Bhavan/Power Tiller Operator – Senior Grade. (b) Lower Division Assistant (District and subordinate Offices) |
| 6 (S6) | 3725-6165 | 4650-6375 | 9900-250-11650-EB-320-14530-440-19370 | (a) Grade II Typist (b) Lower Division Assistants in Ministries |
| <u>7</u> (S7) | 3975-6655 | 4950-6825 | 10600-270-12490-EB-340-15550-470-20720 | (a) Stenographer III (b) Senior Typist |
| <u>8</u> (S8) | 4250-7170 | 5400-7425 | 11300-280-13260-EB-360-16500-500-22000 | (a) Grade I Typist (b) Upper Division Assistant (District and Subordinate offices) |
| 9 (S9) | 4500-7660 | 5750-7925 | 12000-300-14100-EB-390-17610-530-23440 | xxxxxx |
| 10 (S10) | 4900-8300 | 6150-8475 | 13100-330-15410-EB-420-19190-580-25570 | (a) Stenographer II (b) Head Assistant in Subordinate Offices (c) Supervisory Assistant in other District and Subordinate offices (d) Upper Division Assistant in Ministries. |
| 11 (S11 & S12) | 5100-8740 5300-9180 | 6500-8975 6775-9400 | 14100-350-16550-EB-460-20690-620-27510 | (a) Head Assistants in the Office of DC/SD) (b) Supervisory Assistant in Ministries. |
| 12 (S13) | 5500-9760 | 6775-9400 | 14700-370-17290-EB-480-21610-650-28760 | Superintendent in Ministries |
| <u>13</u> (S14 & S15) | 5750-10120 5900-10400 | | 15700-390-18430-EB-510-23020-690-30610 | Xxxxx Or HR. SECONDARY TEACHERS (???) |
| 14 (S16) | 6100-10795 | | 16300-410-19170-EB-530-23940-720-31860 | Registrar in Ministries |
| <u>15</u> (S17) | 6350-11130 | | 17000-470-20290-EB-560-25330-760-33690 | Lecturer |
| (S18) | 6850-11600 | | 18300-500-21800-EB-650-650-27000-810-35100 | Senior Lecturer |
| <u>16</u> (S19) | 7750-12115 | | 20700-620-24420-730-29530-890-36650 | Selection Grade Lecturer |
| <u>18</u> (S20) | 8750-13100 | | 23300-700-27500-830-32480-970-39270 | |

| | | | | |
|-------------|---------------------|--|---------------------------------|--|
| 19 (S21) | 10000- 14075 | | 26700-800-33100- 1000-42100 | |
| 20 (S22) | 10750- 14800 | | 28700-860-35580- 1050-43980 | |
| 21 (S23) | 11750- 15625 | | 31300-940-37880- 1110-46760 | |
| 22 (S24) | 13200- 475-17000 | | 35300-1060-41660- 1220-48980 | |

RECOMMENDATIONS

I. GENERAL

A. Total Number of pay scales in College posts may be rationalised and simplified.

Following categories of employees may be formalised:

1. **SCPS – 1:** Grade IV Staff: Peon/Cleaner/Laboratory Attendant/Carpenter/other technical assistants/ etc.
2. **SCPS – 2:** Lower Division Assistant/Physical Education Instructor/Staff Nurse/Other Skilled Instructors (with minimum HSSLC degree + Diploma in Skill under the category).
3. **SCPS – 3:** Assistant Head Librarian
4. **SCPS – 4:** Upper Division Assistant/Accountant [whenever such post(s) are created].
5. **SCPS – 5:** Assistant Lecturer – Stage I – Higher Secondary.
6. **SCPS – 6:** Assistant Lecturer – Stage II – Higher Secondary.
7. **SCPS – 7:** Assistant Professor – Stage I – Degree (both General and Professional Courses).
8. **SCPS – 8:** Assistant Professor – Stage II – Degree (both General and Professional Courses).
9. **SCPS: 9:** Assistant Professor – Stage III – Degree (both General and Professional Courses).
10. Principal – only honorarium/charge allowance.
11. Vice Principal – General – only honorarium/charge allowance.
12. Vice Principal – Professional Courses– only honorarium/charge allowance.
13. Vice Principal – Higher Secondary Section– only honorarium/charge allowance.

[Note: Code SCPS stands for Shillong College Pay Structure]

B. Whereas the posts number 1 to 9 shall have a regular time scale, the posts 10 to 13 will draw either only charge allowance (for regular teachers with additional responsibility of such job) or an honorarium (for superannuated teachers retained or appointed for such job). Both the charge allowance or honorarium shall be paid at a fixed consolidated rate per month; the quantum of such remuneration shall be decided suitably by the Governing Body of the College.

C. Teachers appointed on a part-time basis shall be paid remuneration on the basis of number of classes taken where rates of remuneration shall be @ Rs. 300.00 per class, subject to a minimum of Rs. 5000.00 per month.

D. Whenever a teacher (in College post) is proceeding for Study Leave or Lien, their pay as well as the pay of substitute teacher shall be regulated by the existing standard recommendations of the Fund Allocation Committee of the College.

II. REVISED PAY SCALES – Principle & Structure

- (a) Current DA in State Pay scales with effect from 1.7.2016 is 119%.
- (b) This indicates index factor of 2.19 which may be raised by 0.21 points considering skill factor and other benefits.
- (c) Thus, an index factor of $2.19 + 0.21 = 2.40$ will be a reasonable index factor considering available resources of the college.
- (d) Based on above, the revised starting salary may be fixed and this given in the table below.
- (e) It is proposed to fix annual increment following the principle followed by Central Pay Commission, but at the rate of 2.6% (VII CPC has implemented 2.75%) with an approximation that the incremented pay will be rounded off to next 50 or 100, as the case may be.
- (f) The scale for Grade IV staff as extended in the College, i.e. Rs. 4500-150-6000-EB-165-7650-175-9400/-, is significantly at lower stage compared to corresponding pay structure in the State Government. It is proposed to elevate this scale notionally **Rs. 5500-155-6740-EB-190-8640-235-11460/-** (compared to 6500-160-7620-EB-210-9510-290-12700/-, as provided by State Government) and hence revised with multiplication factor of 2.4 to **Rs. 13,200-27,550/-**.

III. PAY SCALE AND PAY MATRIX

Entry Salary and the corresponding pay scale may be obtained based on that in the present scale as on 01-01-2017 multiplied by index factor 2.40 and then rounding off to next 50 or 100 as the case may be.

It may be pointed out that Grade IV Staff in the College post were accorded a pay scale of Rs. 4500-150-6000-EB-165-7650-175-9400/-. This scale is not at par with State Pay Scale. However, College may not be in a position to raise the scale abruptly to the level of 6500-160-7620-EB-210-9510-290-12700/-. It is, therefore, recommended that a scale of Rs 5500-11600/- may be notionally considered and new pay scale may be considered taking this notional scale as the basis.

| Sl. No. | Code | Existing scale | Starting pay | Ending | Pay scale |
|---------|----------|--|--|--|-----------------|
| 1 | SCPS – 1 | Rs. 4500-9400/- Should have been = 6500-12700/- Considered with upgraded scale as Rs. 5500-11460/- | $5500 \times 2.40 = 13,200/- = 13,200.00$ | $11200 \times 2.40 = 26,880/- = 26,900/-$ | 13,200-27,550/- |
| 2 | SCPS – 2 | 7700-15020 | $7700 \times 2.40 = 18,480 = 18,500.00$ | $15,020 \times 2.40 = 36,048/- = 36,050/-$ | 18,500-36,050/- |
| 3 | SCPS – 3 | 14100-27510 | $14100 \times 2.40 = 33840 = 33850/-$ | $27510 \times 2.4 = 66024 = 66050/-$ | 33850-66050/- |
| 4 | SCPS – 4 | 14700-28760 | $14700 \times 2.40 = 35,280/- = 35,300.00$ | $28,760 \times 2.45 = 69,024/- = 69,100/-$ | 35,300-69,100/- |
| 5 | SCPS – 5 | 15700-30610 | $15700 \times 2.40 = 37,680 = 37,700.00$ | $30610 \times 2.40 = 73,464/- = 73,500/-$ | 37,700-73,500/- |
| 6 | SCPS – 6 | New | - | - | 41,650-82,550/- |
| 7 | SCPS – 7 | 17000-33690 | $17000 \times 2.40 = 40,800/-$ | $33,690 \times 2.40 = 80,856/- = 80,900/-$ | 40,800-80,900/- |
| 8 | SCPS – 8 | 18300-35100 | $18300 \times 2.40 = 43,920/- = 43,950.00$ | $35,100 \times 2.40 = 84,240/- = 84,250/-$ | 43,950-84,250/- |

| | | | | | |
|---|-----------------|-------------|--------------------------------------|--|-----------------|
| 9 | SCPS – 9 | 20700-36650 | 20700 x 2.40 = 49,680 = 49,700.00 | 36,650 x 2.40 = 87,960/- = 88,000/- | 49,700-88,000/- |
|---|-----------------|-------------|--------------------------------------|--|-----------------|

So the pay matrix for first ten (10) year of each category of college staff shall be as follows:

| Code | Entry Stage | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| SCPS – 1 | 13,200 | 13550 | 13950 | 14350 | 14800 | 15200 | 15600 | 16050 | 16500 | 16950 | 17400 |
| SCPS – 2 | 18,500 | 19000 | 19500 | 20050 | 20600 | 21150 | 21700 | 22300 | 22900 | 23500 | 24150 |
| SCPS – 3 | 33850 | 34750 | 35700 | 36650 | 37650 | 38650 | 39700 | 40750 | 41850 | 42950 | 44100 |
| SCPS – 4 | 35,300 | 36250 | 37200 | 38200 | 39200 | 40250 | 41300 | 42400 | 43550 | 44700 | 45900 |
| SCPS – 5 | 37,700 | 38700 | 39750 | 40800 | 41900 | 43000 | 44150 | 45300 | 46500 | 47750 | 49000 |
| SCPS – 6 | 41,650 | 42750 | 43900 | 45050 | 46250 | 47500 | 48750 | 46950 | 48200 | 49500 | 50800 |
| SCPS – 7 | 40,800 | 41900 | 43000 | 44150 | 45300 | 46500 | 47750 | 49000 | 50300 | 51650 | 53000 |
| SCPS – 8 | 43,950 | 45100 | 46300 | 47550 | 48800 | 50100 | 51450 | 52800 | 54200 | 55650 | 57100 |
| SCPS – 9 | 49,700 | 51000 | 52350 | 53750 | 55150 | 56600 | 58100 | 59650 | 61200 | 62800 | 64450 |

IV. FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

1. Pay in the revised scales should be fixed under this scheme only after.
 - (a) Every teacher has had an opportunity to decide whether he/she will opt for the earlier scheme/pay structure or to opt for new revised pay structure.
 - (b) College shall incorporate necessary changes in their rules, regulations, etc. to incorporate the provisions of this revised scales of pay.
2. The pay of teachers in Universities and Colleges may be fixed in the revised scales of pay in the following manner:-
 - (i) The existing basic pay shall be multiplied by index factor 2.40. This figure shall be rounded up to next 50 and 100 as the case may be, which shall be new basic of the Staff.
 - (ii) The total emoluments in the existing scale as on 01-01-2017 (current Basic + College DA + DA) are to be added up. Pay of the Staff shall be fixed at the rate arrived at 2 (i) above, provided that:
 - (a) If the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
 - (b) The amount arrived as in 2(i) is not less than the Total emoluments as obtained in 2 (ii).
 - (c) If the amount arrived at as in 2 (i) is less than the Total emoluments as obtained in 2 (ii), then the **pay** of the staff shall be fixed at an appropriate higher stage with one extra increment at the rate of 2.6%

Explanation

- (i) The “existing emoluments” of a teacher on 1.1.2017 shall include:
 - (a) Basic pay
 - (b) College dearness pay,
 - (c) College dearness allowance.
3. The next increment of a teacher whose pay has been fixed in the revised scale in accordance with above shall be granted on the date he would have drawn his increment, had he continued in the existing scale, i.e. 1st day of the month of the original joining in the post.
4. A few illustrations indicating the manner in which the pay of teachers should be fixed under Rule I are given below:-

Illustration-1

1. Existing scale of pay - Rs. 17000-470-20290-EB-560-25330-760-33690
2. Proposed scale of pay - Rs. 40,800-80,900/-
3. Existing basic pay - Rs. 20850
4. College DP on 1.1.2017 – Rs. 10217
5. College DA on 1.1.2017 - Rs. 6255
6. Existing emoluments - Rs. 37322
7. Multiply the basic pay by index factor 2.40 = 50040
8. Pay to be fixed in revised scale = Rs. 50050.00

Difference = 50050 – 37322 = 12728 → increase is 34%

Illustration-2

1. Existing scale of pay - Rs. 17000-470-20290-EB-560-25330-760-33690
2. Proposed scale of pay - Rs. 41,650-82550
3. Existing basic pay - Rs. 18410
4. College DP on 1.1.2017 – NIL
5. College DA on 1.1.2017 - Rs. 5523
6. Existing emoluments - Rs. 23933
7. Multiply the basic pay by index factor 2.40 = 44184
8. Pay to be fixed in revised scale=Rs. 44200.00

Difference = 44200 – 23933 = 20267 → increase is 85%

Illustration - 3

1. Existing scale of pay - Rs. 17000-470-20290-EB-560-25330-760-33690
2. Proposed scale of pay - Rs. 41,650-82550
3. Existing basic pay - Rs. 17470
4. College DP on 1.1.2017 – NIL
5. College DA on 1.1.2017 - Rs. 5241
6. Existing emoluments - Rs. 22711
7. Multiply the basic pay by index factor 2.40 = 41928
8. Pay to be fixed in revised scale=Rs. 41950.00

Difference = 41950 – 22711 = 19239 → increase is 85%

Illustration-4

1. Existing scale of pay - Rs. 4500-150-6000-EB-165-7650-175-9400/-
2. Existing scale of pay as per State Government: Rs. 6500-160-7620-EB-210-9510-290-12700
3. **Upgraded pay scale considered for calculation - Rs. 5500-155-6740-EB-190-8640-235-11460/-**
4. Proposed scale of pay - Rs. 13,200-27550/-
5. Existing basic pay - Rs. 5550 (7 increments)
6. College DP on 1.1.2017 – Rs. 2720
7. College DA on 1.1.2017 - Rs. 1665
8. Existing emoluments - Rs. 9935
9. Basic pay considered notionally in the upgraded scale – Rs. 6585.00
10. Multiply the notional basic pay by index factor 2.40 = 15804.00
11. Pay to be fixed in revised scale = Rs. 15850.00

Herein, the staffs have served for 7 years, and hence the following rule of stepping up for the modified scale, the basic is considered as $[5500 + (155 \times 7)]$ Rs. 6585.00. So the basic in the revised scale shall be fixed as $6585 \times 2.4 = 15804 \approx 15850.00$.

Difference = 15850 – 9935 = 5915 → increase is 59.5%

Illustration-5

1. Existing scale of pay - Rs. 4500-150-6000-EB-165-7650-175-9400/-
2. Existing scale of pay as per State Government: Rs. 6500-160-7620-EB-210-9510-290-12700
3. **Upgraded pay scale considered for calculation - Rs. 5500-155-6740-EB-190-8640-235-11460/-**
4. Proposed scale of pay - Rs. 13,200-27,550/-
5. Existing basic pay - Rs. 5850 – (9 increments)
6. College DP on 1.1.2017 – Rs. 2867
7. College DA on 1.1.2017 - Rs. 1755
8. Existing emoluments - Rs. 10,472.00
9. Basic pay considered notionally in the upgraded scale – Rs. 6895.00
10. Multiply the notional basic pay by index factor 2.40 = 16548.00
11. Pay to be fixed in revised scale = Rs. 16550.00

Herein, the staffs have served for 9 years, and hence the following rule of stepping up for the modified scale, the basic is considered as $[5500 + (155 \times 9)]$ Rs. 6895.00. So the basic in the revised scale shall be fixed as $6895 \times 2.4 = 16548 \approx 16550.00$.

Difference = $16550 - 10472 = 6078 \rightarrow$ increase is 58%

Illustration-6

1. Existing scale of pay - Rs. 4500-150-6000-EB-165-7650-175-9400/-
2. Existing scale of pay as per State Government: Rs. 6500-160-7620-EB-210-9510-290-12700
3. **Upgraded pay scale considered for calculation - Rs. 5500-155-6740-EB-190-8640-235-11460/-**
4. Proposed scale of pay - Rs. 13,200-27,550/-
5. Existing basic pay - Rs. 5400.00 – (6 increments)
6. College DP on 1.1.2017 – Rs. 2646.00
7. College DA on 1.1.2017 - Rs. 1620.00
8. Existing emoluments - Rs. 9666.00
9. Basic pay considered notionally in the upgraded scale – Rs. 6430.00 – (6 increments)
10. Multiply the notional basic pay by index factor 2.40 = 15432.00
11. Pay to be fixed in revised scale = Rs. 15450.00

Herein, the staffs have served for 6 years, and hence the following rule of stepping up for the modified scale, the basic is considered as $[5500 + (155 \times 6)]$ Rs. 6430.00. So the basic in the revised scale shall be fixed as $6430 \times 2.4 = 15432 \approx 15450.00$.

Difference = $15450 - 9666 = 5784 \rightarrow$ increase is 59.8%

V. INCENTIVES

1. Teachers with M. Phil., at the entry level, will be entitled to a flat incentive for M. Phil. @ Rs. 500/- per month in all categories of college posts.
2. Teachers with Ph. D., at the entry level, will be entitled to a flat incentive for Ph. D. @ Rs. 1000/- per month in all categories of college posts.
3. Teachers who acquire M. Phil. degree during the service will be entitled to a flat incentive for M. Phil. @ Rs. 500/- per month from the month of award of the degree in all categories of college posts.
4. Teachers who acquire Ph. D. degree during the service will be entitled to a flat incentive for Ph. D. @ Rs. 1000/- per month from the month of award of the degree in all categories of college posts.
5. However, for teachers with both M. Phil. and Ph. D. degree, only the highest degree (i.e., Ph. D.) will be considered and the benefits will be accrued accordingly.

VI. CAREER ADVANCEMENT

1. A teacher in College posts in the Degree level will be entitled to move to Stage II after 8 years of satisfactory service which shall be determined by an appropriate authority of the college.
2. A teacher in College posts in the Degree level at Stage II will be entitled to move to Stage III after further 6 years (Total = 8 + 6 = 14 years) of satisfactory service which shall be determined by an appropriate authority of the college.
3. A teacher in College posts in the Higher Secondary Section will be entitled to move to Stage II after 10 years of satisfactory service which shall be determined by an appropriate authority of the college. There shall no further CAS level for teachers of this section.
4. In calculating the continuous service of the teachers, only the service rendered in this college in teaching post will be considered.
5. In calculating the fixation pay of teachers on reaching higher stages of career advancement, their pay shall be fixed in the next higher scale with one increment for promotion (or placement).
6. As illustration of point no. 5 above, a teacher in Stage I is eligible for placement in Stage II after 8 years of service. His/her pay on 8th years is 50,300/- . The pay in the corresponding Stage on 8th year is Rs. 54,200.00. With the benefit of one increment, the pay shall be fixed at Rs. 55,650.00.

VII. DEARNESS ALLOWANCE

There is need for rationalising the Dearness Allowance paid to the staff. At present, two types of DA structures are existing in College posts and they are: (i) College DP; and (ii) College DA. Certain category of staff are not receiving College DP, creating a sense of discrimination. This Committee takes note of the fact that any pay revision tries to neutralise the Dearness pay/allowance, and then projects new DA rates based on Consumer Price index and maintaining the concept of equity. It is proposed, therefore, to eliminate this disparity and only one DA structure will be operative henceforth.

Considering the limited resources of College and also substantial increase in pay as per the formula adopted as above, no Dearness Allowance may be paid for first twelve (12) months, i.e., from 01-01-2017 to 31-12-2017. Thereafter, DA may be paid at a flat rate to be fixed by the college, irrespective of the rates fixed by the Central/State government.

For the sake of maintenance standard norm, the rates of Dearness Allowance may be paid at the rate of 4% every six months.

However, in an effort to neutralise the discomfort of the staff in not granting of Dearness Allowance during first 12 months off revised pay structure, DA at the rate of 6% may be paid from 01-01-2018 for first six months, and then 4% every six months. Hence, the general structure of DA may as follows:

01-01-2017 to 31-12-2017 = 0%
01-01-2018 to 30-06-2018 = 6%
01-07-2018 to 31-12-2018 = 10%
01-01-2019 to 30-06-2019 = 14%
01-07-2019 to 31-12-2019 = 18%
01-01-2020 to 30-06-2020 = 22%
So on.....

This being standard suggested norm, the College may adopt different rates depending on resource generated without compromising on the basic issue of maintenance of parity in Dearness Allowance structure.

VIII. MEDICAL ALLOWANCE

College is extending a medical allowance of Rs. 500.00 per month to all the staff in college post. This is a unique benevolent measure taken by the college.

To further strengthen this welfare measure, it is proposed that the medical allowance may now be fixed at Rs. 750.00 per month irrespective of scale of pay and category of the employee. The new rate may take effect from 01-01-2017. Staff who comes under ESI scheme shall have to contribute 50% of the contribution payable to ESI.

IX. DATE OF IMPLEMENTATION

The Committee suggests that the new revised rate of pay structure and allowances may be implemented uniformly with effect from 1st of January, 2017.

X. SHIFT ALLOWANCE

College is extending a shift allowance of Rs. 3000.00 per month per shift to the staff in college post and taking morning shift classes. This benefit is extended to part-time lecturers from outside who are taking classes in any of the morning and/or day shift.

It is proposed that the shift allowance may now be fixed at Rs. 5000.00 per month . The new rate may take effect from 01-01-2017. (Minimum 6 classes per week per shift).

XI. MASTER DEGREE TEACHING ALLOWANCE

College is extending a Master Degree Teaching allowance of Rs. 5,000.00 per month to the teacher's teaching the Master Degree classes in the college. This rate may take effect from starting of Master Degree class.

XII. REMEDIAL CLASSES

Any extra / remedial classes should be remunerated as per class basis i.e. Rs 250 per class.

FINANCIAL IMPLICATION (PROJECTED) OF THE COLLEGE IN IMPLEMENTING REVISED PAY SCALES, 2017

FIXATION

There shall be no extra fixation benefits of increments in any of the scales since each current basic shall be multiplied by a factor of 2.4 for fixation in the new scale.

For the SCPC – 1, the current scale of Rs. 4500-150-6000-EB-165-7650-175-9400/- shall be upgraded to 5500-155-6740-EB-190-8640-235-11460/- and for fixation each employee's basic shall be notionally considered in the upgraded scale giving benefit of appropriate number of years of service rendered. This new basic in the upgraded scale shall be multiplied by 2.40 to arrive at new basic in the revised scale.

For example, an employee having 7 years of service is enjoying a basic of pay of Rs. 5550.00 at present. His/her pay in the upgraded shall be taken as $[5500 + (155 \times 7)]$ Rs. 6585.00. So the basic in the revised scale shall be fixed as $6585 \times 2.4 = 15804 \approx 15850.00$, and so on.

Few illustrations for fixation are provided below:

Illustration-1

1. Existing scale of pay - Rs. 17000-470-20290-EB-560-25330-760-33690
2. Proposed scale of pay - Rs. 40,800-80,900/-
3. Existing basic pay - Rs. 20850
4. College DP on 1.1.2017 – Rs. 10217
5. College DA on 1.1.2017 - Rs. 6255
6. Existing emoluments - Rs. 37322
7. Multiply the basic pay by index factor 2.40 = 50040
8. Pay to be fixed in revised scale = Rs. 50050.00

Difference = $50050 - 37322 = 12728 \rightarrow$ increase is 34%

Illustration-2

1. Existing scale of pay - Rs. 17000-470-20290-EB-560-25330-760-33690
2. Proposed scale of pay - Rs. 41,650-82550
3. Existing basic pay - Rs. 18410
4. College DP on 1.1.2017 – NIL
5. College DA on 1.1.2017 - Rs. 5523
6. Existing emoluments - Rs. 23933
7. Multiply the basic pay by index factor 2.40 = 44184
8. Pay to be fixed in revised scale=Rs. 44200.00

Difference = $44200 - 23933 = 20267 \rightarrow$ increase is 85%

Illustration - 3

1. Existing scale of pay - Rs. 17000-470-20290-EB-560-25330-760-33690
2. Proposed scale of pay - Rs. 41,650-82550
3. Existing basic pay - Rs. 17470
4. College DP on 1.1.2017 – NIL
5. College DA on 1.1.2017 - Rs. 5241
6. Existing emoluments - Rs. 22711
7. Multiply the basic pay by index factor 2.40 = 41928
8. Pay to be fixed in revised scale=Rs. 41950.00

Difference = $41950 - 22711 = 19239 \rightarrow$ increase is 85%

Illustration-4

1. Existing scale of pay - Rs. 4500-150-6000-EB-165-7650-175-9400/-
2. Existing scale of pay as per State Government: Rs. 6500-160-7620-EB-210-9510-290-12700
- 3. Upgraded pay scale considered for calculation - Rs. 5500-155-6740-EB-190-8640-235-11460/-**
4. Proposed scale of pay - Rs. 13,200-27550/-
5. Existing basic pay - Rs. 5550 (7 increments)
6. College DP on 1.1.2017 – Rs. 2720
7. College DA on 1.1.2017 - Rs. 1665
8. Existing emoluments - Rs. 9935
9. Basic pay considered notionally in the upgraded scale – Rs. 6585.00
10. Multiply the notional basic pay by index factor 2.40 = 15804.00
11. Pay to be fixed in revised scale = Rs. 15850.00

Herein, the staffs have served for 7 years, and hence the following rule of stepping up for the modified scale, the basic is considered as $[5500 + (155 \times 7)]$ Rs. 6585.00. So the basic in the revised scale shall be fixed as $6585 \times 2.4 = 15804 \approx 15850.00$.

Difference = $15850 - 9935 = 5915 \rightarrow$ increase is 59.5%

Illustration-5

1. Existing scale of pay - Rs. 4500-150-6000-EB-165-7650-175-9400/-
2. Existing scale of pay as per State Government: Rs. 6500-160-7620-EB-210-9510-290-12700
- 3. Upgraded pay scale considered for calculation - Rs. 5500-155-6740-EB-190-8640-235-11460/-**
4. Proposed scale of pay - Rs. 13,200-27,550/-
5. Existing basic pay - Rs. 5850 – (9 increments)
6. College DP on 1.1.2017 – Rs. 2867
7. College DA on 1.1.2017 - Rs. 1755
8. Existing emoluments - Rs. 10,472.00
9. Basic pay considered notionally in the upgraded scale – Rs. 6895.00
10. Multiply the notional basic pay by index factor 2.40 = 16548.00
11. Pay to be fixed in revised scale = Rs. 16550.00

Herein, the staffs have served for 9 years, and hence the following rule of stepping up for the modified scale, the basic is considered as $[5500 + (155 \times 9)]$ Rs. 6895.00. So the basic in the revised scale shall be fixed as $6895 \times 2.4 = 16548 \approx 16550.00$.

Difference = $16550 - 10472 = 6078 \rightarrow$ increase is 58%

Illustration-6

1. Existing scale of pay - Rs. 4500-150-6000-EB-165-7650-175-9400/-
2. Existing scale of pay as per State Government: Rs. 6500-160-7620-EB-210-9510-290-12700
- 3. Upgraded pay scale considered for calculation - Rs. 5500-155-6740-EB-190-8640-235-11460/-**
4. Proposed scale of pay - Rs. 13,200-27,550/-
5. Existing basic pay - Rs. 5400.00 – (6 increments)
6. College DP on 1.1.2017 – Rs. 2646.00
7. College DA on 1.1.2017 - Rs. 1620.00
8. Existing emoluments - Rs. 9666.00
9. Basic pay considered notionally in the upgraded scale – Rs. 6430.00 – (6 increments)
10. Multiply the notional basic pay by index factor 2.40 = 15432.00

11. Pay to be fixed in revised scale = Rs. 15450.00

Herein, the staffs have served for 6 years, and hence the following rule of stepping up for the modified scale, the basic is considered as $[5500 + (155 \times 6)]$ Rs. 6430.00. So the basic in the revised scale shall be fixed as $6430 \times 2.4 = 15432 \approx 15450.00$.

Difference = $15450 - 9666 = 5784 \rightarrow$ increase is 59.8%

Table for new revised fixation for SCPS – 1 (on 01-01-2017)

| Existing basic pay | Numbers of completed years of service | Notional Basic pay in upgraded scale | Notional basic pay x 2.40 | Pay to be fixed in revised scale |
|--------------------|---------------------------------------|--|---------------------------|----------------------------------|
| Rs. 6000.00 | 10 | $5500 + (155 \times 10) =$ Rs. 7050.00 | $7050 \times 2.4 = 16920$ | 16950.00 |
| Rs. 5850.00 | 9 | $5500 + (155 \times 9) =$ Rs. 6895.00 | $6895 \times 2.4 = 16548$ | 16550.00 |
| Rs. 5700.00 | 8 | $5500 + (155 \times 8) =$ Rs. 6740.00 | $6740 \times 2.4 = 16176$ | 16200.00 |
| Rs. 5550.00 | 7 | $5500 + (155 \times 7) =$ Rs. 6585.00 | $6585 \times 2.4 = 15804$ | 15850.00 |
| Rs. 5400.00 | 6 | $5500 + (155 \times 6) =$ Rs. 6430.00 | $6430 \times 2.4 = 15432$ | 15450.00 |
| Rs. 5250.00 | 5 | $5500 + (155 \times 5) =$ Rs. 6275.00 | $6275 \times 2.4 = 15060$ | 15100.00 |
| Rs. 5100.00 | 4 | $5500 + (155 \times 4) =$ Rs. 6120.00 | $6120 \times 2.4 = 14688$ | 14700.00 |
| Rs. 4950.00 | 3 | $5500 + (155 \times 3) =$ Rs. 5965.00 | $5965 \times 2.4 = 14316$ | 14350.00 |
| Rs. 4800.00 | 2 | $5500 + (155 \times 2) =$ Rs. 5810.00 | $5810 \times 2.4 = 13944$ | 13950.00 |
| Rs. 4650.00 | 1 | $5500 + (155 \times 1) =$ Rs. 5655.00 | $5655 \times 2.4 = 13572$ | 13600.00 |
| Rs. 4500.00 | 0: Entry Level | 5500 | $5500 \times 2.4 = 13200$ | 13200.00 |

College post – Professional Courses – 23 staff

Basic 20850 + College DP 10217 + College DA 6255 + Med 500 = 37822..... Total 3

Basic 20290 + College DP 9942 + College DA 6087 + Med 500 = 36819..... Total 2

Basic 19820 + College DP 9712 + College DA 5946 + Med 500 = 35978..... Total 4

Basic 18410 + College DP 0000 + College DA 5523 + Med 500 = 24433.... Total 3

Basic 17000 + College DP 0000 + College DA 5100 + Med 500 = 22600..... Total 1

Basic 17470 + College DP 0000 + College DA 5241 + Med 500 = 23211..... Total 5

Basic 7500 + College DP 0000 + College DA 2250 + Med 500 = 10250..... Total 1

Basic 5550 + College DP 2720 + College DA 1665+ Med 500 = 10435.... Total 1

Basic 4950 + College DP 0000 + College DA 1485 + Med 500 = 6935..... Total 1

Basic 4800 + College DP 0000 + College DA 1440 + Med 500 = 6740..... Total 1

Basic 4650 + College DP 0000 + College DA 1395 + Med 500 = 6545..... Total 1

| Pre-Revised | | | | | | Revised | | | | | |
|--|------------|------------|-----|-------|--------------------|---------------------|----|-----|-------|--------------------|--------------|
| Basic | College DP | College DA | Med | Total | Total Staff/Amount | Basic | DA | Med | Total | Total Staff/Amount | Difference |
| 20850 | 10217 | 6255 | 500 | 37822 | 3 x 37822 = 113466 | 50050 | - | 750 | 50790 | 3 x 50790 = 152370 | 38904.00 |
| 20290 | 9942 | 6087 | 500 | 36819 | 2 x 36819 = 73638 | 48700 | - | 750 | 49450 | 2 x 49450 = 98900 | 25532.00 |
| 19820 | 9712 | 5946 | 500 | 35978 | 4 x 35978 = 143912 | 47600 | - | 750 | 48350 | 4 x 48350 = 193400 | 49488.00 |
| 18410 | - | 5523 | 500 | 24433 | 3 x 24433 = 73299 | 44200 | - | 750 | 44950 | 3 x 44950 = 134850 | 61551.00 |
| 17470 | - | 5241 | 500 | 23211 | 5 x 23211 = 116055 | 41950 | - | 750 | 42700 | 5 x 42700 = 213500 | 97445.00 |
| 17000 | - | 5100 | 500 | 22600 | 1 x 22600 = 22600 | 40800 | - | 750 | 41550 | 1 x 41550 = 41550 | 18950.00 |
| 7500 | - | 2250 | 500 | 10250 | 1 x 10250 = 10250 | 18000 | - | 750 | 18750 | 1 x 18750 = 18750 | 8500.00 |
| 5550 | 2720 | 1665 | 500 | 10435 | 1 x 10435 = 10435 | 15850 | - | 750 | 16600 | 1 x 16600 = 16600 | 6165.00 |
| 4950 | - | 1485 | 500 | 6935 | 1 x 6935 = 6935 | 14350 | - | 750 | 15100 | 1 x 15100 = 15100 | 8165.00 |
| 4800 | - | 1440 | 500 | 6740 | 1 x 6740 = 6740 | 13950 | - | 750 | 14700 | 1 x 14700 = 14700 | 7960.00 |
| 4650 | - | 1395 | 500 | 6545 | 1 x 6545 = 6545 | 13600 | - | 750 | 14350 | 1 x 14350 = 14350 | 7805.00 |
| Total per month | | | | | 5,83,605 | | | | | 9,14,070.00 | 3,30,465.00 |
| Total for 1 year | | | | | 70,03,260 | | | | | 1,09,68,840 | 39,65,580.00 |
| Total of difference amount per month | | | | | | 3,30,465.00 | | | | | |
| Total of difference amount for 12 months | | | | | | 39,65,580.00 | | | | | |

College post – General Courses – 18 staff

| | | |
|------------------------------|---|-----------------------|
| Lecturers: | 17000-470-20290-EB-560-25330-760-33690 | ▶ 40,800-80,900/- |
| Assistant Head Librarian: | 14100-350-16550-EB-460-20690-620-27510 | ▶ 33850-66050/- |
| Gym. Instructor/Staff Nurse: | 7500-195-9450-EB-225-11700-250-12200 | |
| | ▶ Equated with LDA scale of Rs. 7700-15020 | |
| | Revised as | ▶ 18,500-36,050/- |
| Office Assistant: | 6500-190-8400-EB-210-9500-240-11220 | ▶ 15950-23050/- |
| Peon/cleaner: | 4500-150-6000-EB-165-7650-175-9400 | |
| | ▶ Upgraded to Rs. 5500-155-6740-EB-190-8640-235-11460/- | |
| | And hence revised as | ▶ Rs. 13,200-27,550/- |

Existing Pay of the Staff and Number of Staff at each level:

Basic 20290 + College DP 9942 + College DA 6087 + Med 500 = 36819..... Total 1
 Basic 19820 + College DP 9712 + College DA 5946 + Med 500 = 35978..... Total 1
 Basic 18880 + College DP 0000 + College DA 5664 + Med 500 = 25044..... Total 3
 Basic 17940 + College DP 0000 + College DA 5382 + Med 500 = 23822..... Total 1
 Basic 17000 + College DP 0000 + College DA 5100 + Med 500 = 22600..... Total 1
 Basic 15860 + College DP 7771 + College DA 4758 + Med 500 = 28889..... Total 1 – M. Niangti

Basic 8655 + College DP 4241 + College DA 2597 + Med 500 = 15993..... Total 1 - Nurse
 Basic 5850 + College DP 2867 + College DA 1755 + Med 500 = 11372..... Total 1
 Basic 5550 + College DP 2720 + College DA 1665 + Med 500 = 10435..... Total 1
 Basic 5400 + College DP 2646 + College DA 1620 + Med 500 = 10166..... Total 2
 Basic 5120 + College DP 0000 + College DA 1536 + Med 500 = 7156..... Total 1
 Basic 4950 + College DP 0000 + College DA 1485 + Med 500 = 6935..... Total 1
 Basic 4800 + College DP 0000 + College DA 1440 + Med 500 = 6740..... Total 1
 Basic 4650 + College DP 0000 + College DA 1395 + Med 500 = 6545..... Total 1

| Pre-Revised | | | | | | Revised | | | | | |
|-------------------------|-------------|-------------|------------|--------------|--------------------------|--------------|----|------------|--------------|--------------------------|-------------|
| Basic | College DP | College DA | Med | Total | Total Staff/Amount | Basic | DA | Med | Total | Total Staff/Amount | Difference |
| 20290 | 9942 | 6087 | 500 | 36819 | 1 x 36819 = 36819 | 48700 | - | 750 | 49450 | 1 x 49450 = 49450 | 12631 |
| 19820 | 9712 | 5946 | 500 | 35978 | 1 x 35978 = 35978 | 47600 | - | 750 | 48350 | 1 x 48350 = 48350 | 12372 |
| 18880 | - | 5664 | 500 | 25044 | 3 x 25044 = 75132 | 45350 | - | 750 | 46100 | 3 x 46100 = 138300 | 63168 |
| 17940 | - | 5382 | 500 | 23822 | 1 x 23822 = 23822 | 43100 | - | 750 | 43850 | 1 x 43850 = 43850 | 20028 |
| 17000 | - | 5100 | 500 | 22600 | 2 x 22600 = 45200 | 40800 | - | 750 | 41550 | 2 x 41550 = 83100 | 37900 |
| 15860 (15850) | 7771 | 4758 | 500 | 28889 | 1 x 28889 = 28889 | 38050 | - | 750 | 38800 | 1 x 38800 = 38800 | 9911 |
| 8655 (8670) | 4241 | 2597 | 500 | 15993 | 1 x 15993 = 15993 | 20850 | - | 750 | 21600 | 1 x 21600 = 21600 | 5607 |
| 5850 (9 yrs) | 2867 | 1755 | 500 | 11372 | 1 x 11372 = 11372 | 16550 | - | 750 | 17300 | 1 x 17300 = 17300 | 5928 |
| 5550 (7 yrs) | 2720 | 1665 | 500 | 10435 | 1 x 10435 = 10435 | 15850 | - | 750 | 16600 | 1 x 16600 = 16600 | 6165 |
| 5400 (6 yrs) | 2646 | 1620 | 500 | 10166 | 2 x 10166 = 20332 | 15450 | - | 750 | 16200 | 2 x 16200 = 32400 | 12068 |

| | | | | | | | | | | | |
|--|---|------|-----|------|--------------------|---------------------|---|-----|-----------|----------------------|------------------|
| 5100 (4 yrs) | - | 1563 | 500 | 7156 | 1 x 7156 = 7156 | 1470 0 | - | 750 | 1545 0 | 1 x 15450 = 15450 | 8294 |
| 4950 (3 yrs) | | 1485 | 500 | 6935 | 1 x 6935 = 6935 | 1435 0 | - | 750 | 1510 0 | 1 x 15100 = 15100 | 8165 |
| 4800 (2 yrs) | | 1440 | 500 | 6740 | 1 x 6740 = 6740 | 1395 0 | - | 750 | 1470 0 | 1 x 14700 = 14700 | 7960 |
| 4650 (1 yr) | | 1395 | 500 | 6545 | 1 x 6545 = 6545 | 1360 0 | - | 750 | 1435 0 | 1 x 14350 = 14350 | 7805 |
| Total per month | | | | | 3,31,348 | | | | | 5,49,350.00 | 2,18,002 |
| Total - 1 year | | | | | 39,76,176 | | | | | 65,92,200.0 0 | 26,16,024. 00 |
| Total of difference amount per month | | | | | | 2,18,002.00 | | | | | |
| Total of difference amount for 12 months | | | | | | 26,16,024.00 | | | | | |

College post – Higher Secondary Section – 22 staff (21 teaching + 1 non-teaching)

Existing Scale of Teachers: 15500-450-18200-EB-500-21200-550-26700/-, where as the corresponding scale in State Government is 15700-390-18430-EB-510-23020-690-30610/-. On equating with State Scale, the new revised pay scale should be 37700-73500/-.

However, on multiplying the existing basic of the teachers by the index factor 2.40, most of the teachers will be placed higher than Rs. 37,700/-. Those falling below 37,700/- shall be stepped to this level.

16850 x 2.40 = 40440 = 40450

15950 x 2.40 = 38280 = 38300

15500 x 2.40 = 37200 = 37200, stepped up to 37,700/-

Peon/cleaner: 4500-150-6000-EB-165-7650-175-9400

► Upgraded to Rs. 5500-155-6740-EB-190-8640-235-11460/-

And hence revised as ► Rs. 13,200-27,550/-

| Pre-Revised | | | | | | Revised | | | | | |
|--|---------|------------|-----|-------|---------------------|---------------------|----|-----|-------|----------------------|-------------|
| Basic | Coll DP | College DA | Med | Total | Total Staff/ Amount | Basic | DA | Med | Total | Total Staff/ amount | Difference |
| 16850 | | 5055 | 500 | 22405 | 10 x 22405 = 224050 | 40450 | - | 750 | 41200 | 10 x 41200 = 412000 | 1,87,950 |
| 15950 | | 4785 | 500 | 21235 | 2 x 21235 = 42470 | 38300 | - | 750 | 39050 | 2 x 39050 = 78100 | 35,630 |
| 15500 | | 4650 | 500 | 20650 | 9 x 20650 = 185850 | 37700 | - | 750 | 38450 | 9 x 38450 = 3,46,050 | 1,60,200 |
| 4650 (1 year) | | 1395 | 500 | 6545 | 1 x 6545 = 6545 | 13600 (0 incr.) | - | 750 | 14350 | 1 x 14350 = 14350 | 7,805 |
| Total per month | | | | | 4,58,915/- | | | | | 8,50,500/- | 3,91,585/- |
| Total for 1 year | | | | | 55,06,980/- | | | | | 1,02,06,000/- | 46,99,020/- |
| Total of difference amount per month | | | | | | 3,87,085.00 | | | | | |
| Total of difference amount for 12 months | | | | | | 46,45,020.00 | | | | | |

Girls' Hostel Staff

Peon/cleaner: 4500-150-6000-EB-165-7650-175-9400

► Upgraded to Rs. 5500-155-6740-EB-190-8640-235-11460/-
And hence revised as ► Rs. 13,200-27,550/-

| Pre-Revised | | | | | | Revised | | | | | |
|--|---------|------------|-----|-------|------------------------|--------------------|----|-----|-------|-------------------------|-------------|
| Basic | Coll DP | College DA | Med | Total | Total Staff/ Amount | Basic | DA | Med | Total | Total Staff/ amount | Difference |
| 4950 (3 yrs.) | - | 1485 | 500 | 6935 | 2 x 6935 = 13,870/- | 14350 | - | 750 | 15100 | 2 x 15100 = 30,200 | 16,330.00 |
| 4500 (1 year) | - | 1350 | 500 | 6350 | 1 x 6350 = 6,350/- | 13200 | - | 750 | 13950 | 1 x 13950 = 13,950/- | 7,600.00 |
| Total per month | | | | | 20,220/- | | | | | 44,150/- | 23,930.00 |
| Total for 1 year | | | | | 2,42,640/- | | | | | 5,29,800/- | 2,87,160.00 |
| Total of difference amount per month | | | | | | 23,930.00 | | | | | |
| Total of difference amount for 12 months | | | | | | 2,87,160.00 | | | | | |

Total additional financial Implications:

| | Total Number of Staff | Total Current Expenditure (for 12 months) | Total Projected Expenditure in revised scale (for 12 months excluding DA increase) | Difference (Net Additional Annual financial Implication) per year (excluding DA increase) |
|--------------------------|-----------------------|---|--|---|
| General Course | 18 | 39,76,176.00 | 65,92,200.00 | 26,16,024.00 |
| Professional Course | 23 | 70,03,260.00 | 1,09,68,840.00 | 39,65,580.00 |
| Higher Secondary Section | 22 | 55,06,980.00 | 1,02,06,000.00 | 46,99,020.00 |
| Girls' | 03 | 2,42,640.00 | 5,29,800.00 | 2,87,160.00 |
| Total | 66 | 1,67,29,056.00 | 2,82,96,840.00 | 1,15,67,784.00 |

Overall average increase per cent = 69.15%.

Taking total student strength of the college as 3500, and average fees paid by students at @ Rs. 12,000.00 per year per student, the total collection accumulates to Rs. 4, 20, 00,000.00.

About 2.85 crores being the amount to be paid on salaries, the college will be left with only 1.35 crores for development and other work.

So, there is need for increasing the fees by about 20% (overall) thus making the average fees to about Rs. 14,400.00. this needs to be done in the next session and every subsequent year there should be a increase of 8-10% in fees to take care of increasing DA rates and the fact that more teachers needs to be appointed with expansion of academic and administrative network.

This makes total revenue per year at 3500 x 14400/- = Rs. 5, 04,000.00

So, the expected amount left for development work would be around Rs. 2.2 crores.

SCPS 1: Conversion pattern after upgrading the pay scale from Rs. 4500-150-6000-EB-165-7650-175-9400/- to Rs. 5500-155-6740-EB-190-8640-235-11460/- , and hence revising as ► Rs. 13,200-27,550/-

| Existing basic pay | Numbers of completed years of service | Notional Basic pay in upgraded scale | Notional basic pay x 2.40 | Pay to be fixed in revised scale |
|---------------------------|--|--|----------------------------------|---|
| Rs. 6000.00 | 10 | $5500 + (155 \times 10) = \text{Rs. } 7050.00$ | $7050 \times 2.4 = 16920$ | 16950.00 |
| Rs. 5850.00 | 9 | $5500 + (155 \times 9) = \text{Rs. } 6895.00$ | $6895 \times 2.4 = 16548$ | 16550.00 |
| Rs. 5700.00 | 8 | $5500 + (155 \times 8) = \text{Rs. } 6740.00$ | $6740 \times 2.4 = 16176$ | 16200.00 |
| Rs. 5550.00 | 7 | $5500 + (155 \times 7) = \text{Rs. } 6585.00$ | $6585 \times 2.4 = 15804$ | 15850.00 |
| Rs. 5400.00 | 6 | $5500 + (155 \times 6) = \text{Rs. } 6430.00$ | $6430 \times 2.4 = 15432$ | 15450.00 |
| Rs. 5250.00 | 5 | $5500 + (155 \times 5) = \text{Rs. } 6275.00$ | $6275 \times 2.4 = 15060$ | 15100.00 |
| Rs. 5100.00 | 4 | $5500 + (155 \times 4) = \text{Rs. } 6120.00$ | $6120 \times 2.4 = 14688$ | 14700.00 |
| Rs. 4950.00 | 3 | $5500 + (155 \times 3) = \text{Rs. } 5965.00$ | $5965 \times 2.4 = 14316$ | 14350.00 |
| Rs. 4800.00 | 2 | $5500 + (155 \times 2) = \text{Rs. } 5810.00$ | $5810 \times 2.4 = 13944$ | 13950.00 |
| Rs. 4650.00 | 1 | $5500 + (155 \times 1) = \text{Rs. } 5655.00$ | $5655 \times 2.4 = 13572$ | 13600.00 |
| Rs. 4500.00 | 0 : Entry Level | 5500.00 | $5500 \times 2.4 = 13200$ | 13200.00 |