

**15 -ാം കേരള നിയമസഭ**

**9 -ാം സമ്മേളനം**

**നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 1801**

**12-09-2023 - ൽ മറുപടിയ്ക്ക്**

**2016 ലെ യു.ജി.സി നിയമ പ്രകാരമുള്ള കോളേജ് അധ്യാപകരുടെ ശമ്പള കടിശ്ശിക**

ചോദ്യം		ഉത്തരം	
ശ്രീ. അനൂപ് ജേക്കബ്		ഡോ. ആർ. ബിന്ദു (ഉന്നതവിദ്യാഭ്യാസ-സാമൂഹ്യനീതി വകുപ്പ് മന്ത്രി)	
(എ)	2016 ലെ യു.ജി.സി നിയമ പ്രകാരം കോളേജ് അധ്യാപകർക്ക് നൽകേണ്ട പരിഷ്കരിച്ച ശമ്പളം എന്നുമുതലാണ് നൽകി തുടങ്ങിയതെന്ന് വിശദമാക്കാമോ;	(എ)	2016 -ലെ ഏഴാം യു.ജി.സി ശമ്പളപരിഷ്കരണ പ്രകാരം കോളേജ് അധ്യാപകർക്ക് 01/04/2019 - മുതൽ ശമ്പളം നൽകിത്തുടങ്ങിയിട്ടുണ്ട്.
(ബി)	നിലവിൽ കോളേജ് അധ്യാപകർക്ക് നൽകേണ്ട കടിശ്ശിക എത്രയാണെന്ന് അറിയിക്കാമോ;	(ബി)	ഏഴാം യു.ജി.സി ശമ്പള പരിഷ്കരണ പ്രകാരം കോളേജ് അധ്യാപകർക്ക് നൽകേണ്ടതായ കടിശ്ശിക 1501,86,61,176 (ആയിരത്തി അഞ്ഞൂറ്റിഒന്നുകോടി എൺപത്തിആറ് ലക്ഷത്തി അറുപത്തൊന്നായിരത്തി ഒമ്പതു്റ്റി എഴുപത്തിയാറു രൂപ മാത്രം) ആണ്.
(സി)	2016 മുതൽ നാളിതുവരെ ഓരോ അക്കാദമിക് വർഷവും യു.ജി.സി യിൽ നിന്ന് ലഭിച്ച ഗ്രാന്റ് എത്രയെന്ന് അറിയിക്കാമോ;	(സി)	01/01/2016 മുതൽ നടപ്പിലാക്കിയിട്ടുള്ള യു.ജി.സി യുടെ 7th ശമ്പള പരിഷ്കരണ പ്രകാരം യു.ജി.സി യിൽ നിന്നും ലഭിക്കേണ്ടുന്ന 50% അഡീഷനാലിറ്റി തുക ഇനത്തിൽ സംസ്ഥാന സർക്കാരിന് ഗ്രാന്റ് ലഭിച്ചിട്ടില്ല. എന്നാൽ 01.01.2006 മുതൽ നടപ്പിലാക്കിയ യു.ജി.സി 6th ശമ്പള പരിഷ്കരണ പ്രകാരമുള്ള 80% അഡീഷനാലിറ്റി തുക ഇനത്തിൽ 02/06/2016, 31/03/2017,01/02/2017 തീയതികളിൽ ആകെ 297,15,06,396 തുക ലഭിച്ചിട്ടുണ്ട്.
(ഡി)	2016 നു ശേഷം യു.ജി.സി ഗ്രാന്റ് ലഭിക്കാത്ത സാഹചര്യം ഉണ്ടായിട്ടുണ്ടോ; എങ്കിൽ ആയതിന്റെ കാരണങ്ങൾ എന്തെല്ലാമെന്ന് വിശദമാക്കാമോ;	(ഡി)	26/7/2018 ലെ F1-1/2018 U II നമ്പർ കേന്ദ്ര സർക്കാരിന്റെ കത്ത് പ്രകാരം യു.ജി.സി യിൽ നിന്നും ധനസഹായം ലഭിക്കുന്നതിനുള്ള ശുപാർശകൾ 21/03/2022 ലെ സി3/212/2017/ ഉ.വി.വ ഭാഗം (2) പ്രകാരം 750,93,36,588/- രൂപക്കുള്ള ശുപാർശ നിശ്ചിത സമയ പരിധിക്കുള്ളിൽ സമർപ്പിക്കുകയുണ്ടായി. എന്നാൽ കേന്ദ്ര സർക്കാർ 27/07/2022 ലെ F.1-1/2018- U II നമ്പർ കത്ത് പ്രകാരം 50% പ്രതിപുരണത്തിനുള്ള കേന്ദ്ര വിഹിത പദ്ധതി 01/04/2023 മുതൽ നിർത്തലാക്കിയതായി കേരളസർക്കാരിനെ മറ്റ് 22

		<p>സംസ്ഥാനങ്ങൾക്കൊപ്പം അറിയിച്ചു. സമ്പൂർണ്ണമായ പ്രൊപ്പോസലുകൾ സമർപ്പിക്കാത്തതോ തെറ്റായ പ്രൊപ്പോസലുകൾ സമർപ്പിച്ചതോ ആയ സംസ്ഥാനങ്ങളുടെ പ്രൊപ്പോസലുകളെ കേന്ദ്രസർക്കാർ നിരസിച്ചതായി പരാമർശിച്ചിട്ടുള്ളത്. കേരള സർക്കാർ സമയ പരിധിക്കുള്ളിൽ പ്രൊപ്പോസൽ സമർപ്പിച്ചിരുന്നു. പ്രൊപ്പോസലിൽ തെറ്റ് സംഭവിച്ചിട്ടില്ല.</p>
<p>(ഇ)</p>	<p>അധ്യാപകരുടെ ശമ്പള വിതരണവുമായി ബന്ധപ്പെട്ട് യു.ജി.സി നൽകിയ ഗ്രാന്റ് ലഭിക്കാൻ വേണ്ടി നടത്തിയ കത്തിടപാടുകളുടെ പകർപ്പുകൾ ലഭ്യമാക്കാമോ;</p>	<p>(ഇ) Reimbursement of financial burden due to implementation of revised pay scale on the basis of the 7th Pay Commission recommendations for Teachers and equivalent cadres in Universities and Colleges from 01.01.2016 സ്കീം പ്രകാരമുള്ള ശുപാർശ നിശ്ചിത സമയപരിധിക്കുള്ളിൽ 05/03/2022 നും അന്തിമശുപാർശ 21/03/2022 നും കേന്ദ്രസർക്കാരിന് സമർപ്പിച്ചിട്ടുണ്ട്. കേന്ദ്രവിഹിതം ലഭിക്കുന്നതിന് ഓർമ്മക്കുറിപ്പുകളും നൽകിയിട്ടുണ്ട്.മേൽ പറഞ്ഞ തീയതിയിലെ കത്തുകൾ അനുബന്ധമായി ചേർക്കുന്നു</p>
<p>(എഫ്)</p>	<p>നിലവിൽ അധ്യാപകരുടെ ശമ്പള വിതരണവുമായി ബന്ധപ്പെട്ട് യു.ജി.സി നൽകിയ നിർദ്ദേശങ്ങൾ എന്തെല്ലാമെന്ന് അറിയിക്കാമോ; അധ്യാപകർക്ക് സമയബന്ധിതമായി കുടിശ്ശിക ലഭ്യമാക്കുന്നതിന് നടപടികൾ സ്വീകരിക്കുമോ?</p>	<p>(എഫ്) 26. 07.2018 തീയതിയിലെ F1-1/2018/U IIനമ്പർ കത്ത് പ്രകാരം അധ്യാപകരുടെ ശമ്പള വിതരണവുമായി ബന്ധപ്പെട്ട് യു.ജി.സി നിർദ്ദേശങ്ങൾ നൽകിയിട്ടുണ്ട് . കത്തിന്റെ പകർപ്പ് അനുബന്ധം 2 ആയി ചേർക്കുന്നു.</p> <p>21/01/2023 ലെ സ.ഉ (പി) നം. 12/2023/ഫിൻ പ്രകാരം 2023 ജനുവരി മാസം മുതൽ ഗഡുക്കളായി നൽകേണ്ടിയിരുന്ന ഏഴാമത് യു.ജി.സി ശമ്പളപരിഷ്കരണ കുടിശ്ശിക സർക്കാരിന്റെ സാമ്പത്തിക സ്ഥിതി മെച്ചപ്പെടുന്നതനുസരിച്ചോ ഇനിയൊരു നിർദ്ദേശം/ഉത്തരവ് സർക്കാർ പുറപ്പെടുവിക്കുന്നതുവരെയോ തടഞ്ഞുവെച്ചിരിക്കുന്നുവെന്ന് ഉത്തരവായിട്ടുണ്ട്</p>

സെക്ഷൻ ഓഫീസർ



GOVERNMENT OF KERALA

No. HEDN-C3/212/2017-HEDN

Higher Education (C) Department  
05/03/2022, Thiruvananthapuram

From

The Additional Chief Secretary to Government

To

Joint Secretary (Higher Education),  
Ministry of Human Resource Development,  
Department of Higher Education,  
Shastri Bhavan,  
New Delhi - 110115

Sir,

Sub:- Higher Education Department - Scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following Seventh Central Pay Commission (CPC) – reg.

- Ref:-
1. Government of India letter vide no.F 1-1/2018/U II dated 26/07/2018.
  2. This Government letter of even number, Dated 04/04/2019.
  3. G.O.(P)No.18/2019/HEDN, Dated 29/06/2019.
  4. Your letter No.F-1-5/2019-U II, dated 29/08/2019.
  5. G.O.(P)No.28/2019/HEDN, Dated 29/09/2019.
  6. G.O.(P)No.29/2019/HEDN, Dated 30/09/2019.
  7. G.O.(P)No.18/2020/HEDN, Dated 28/05/2020.
  8. Government letter of even no dated 16/06/2020.

I invite your attention to the references cited. Seventh UGC Pay revision was implemented in the State of Kerala from 01/01/2016 as per the reference cited as 3<sup>rd</sup> and 5<sup>th</sup> paper above. The UGC Regulations on minimum qualifications for appointment of Teachers and Academic staff in universities and colleges and measures for the maintenance of standards in Higher Education, 2018 (UGC Notification No.F,1-2/2017 (EC/PS), dated 18/07/2018), has been implemented in the State as per the Government order mentioned as 3<sup>rd</sup> and 5<sup>th</sup> paper above. The payment of Seventh UGC Pay Revision arrears was sanctioned as per the Government order referred as 7<sup>th</sup> paper above, I hereby attach the copies of the Government orders cited as 3<sup>rd</sup>, 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> paper above for your information.



As per the letter referred as 8<sup>th</sup> above the State Government had claimed an amount of Rs. 1061,52,00,000/- (Rupees One thousand and sixty one crore fifty two lakh only ) being the 50% of total additionality of Rs. 2123,04,00,000 (Rupees Two thousand one hundred and twenty three crore and four lakhs only). This amount includes the arrears for the teachers and Academic staff in the Kerala Veterinary and Animal Science University (KVASU), Kerala University of Fisheries and Ocean studies (KUFOS), Kerala Agricultural University, Directorate of Medical Education, Directorate of Homeopathic Medical college.

In the reference 1st cited, Government of India have mentioned that the scheme applies to teachers in all universities (including Agricultural Universities) and colleges (excluding agricultural, Medical and Veterinary Science Colleges) admitted to privileges of the universities. Therefore the amount recalculated by including the teachers coming under UGC scheme in Government and Aided colleges under Higher Education Department, Kerala Veterinary and Animal Science University (KVASU), Kerala University of Fisheries and Ocean Studies (KUFOS), Kerala Agricultural University, Directorate of Technical Education(to the extent UGC scheme applicable). Hence the revised comes to Rs.1501,60,00,161/- ( One thousand five hundred and one crore sixty lakhs one hundred and sixty one only ) and 50% of the additionality is Rs.750,80,00,080/-(Rupees Seven hundred and fifty. crores and eighty lakhs and eighty only)

As per the references order 7th cited, the Government had given sanction to release the arrears amount for the period from 01/01/2016 to 31/03/2019. In addition to the Government had ordered to pay arrears only in respect of those universities which have issued amended statutes as per the UGC regulation on minimum qualifications for appointment of Teachers and other Academic staff in universities and colleges and measures for maintenance of standards in Higher Education, 2018.

I hereby attach the undertaking by the State Government, Checklist for reimbursement of financial burden due to implementation revised pay scales on the basis of 7th CPC, and Proforma for Additional Information and the copies of amended statutes of the universities as directed as per the reference cited as third paper above.

I request you to kindly reimburse the 50% of the additionality amount ie.Rs. 7508000080/- (Rupees Seven hundred and fifty crores and eighty lakhs and eighty only ) towards arrears due to the implementation of the Seventh UGC Pay Revision urgently to this Government.

Yours faithfully,



**DR VENU V IAS**

Additional Chief Secretary to Government.

Copy to

- ① Additional chief secretary  
Finance department, Kerala
- ② Director of collegiate Education  
Thiruvananthapuram

## Calculation Sheet      Format 1

Name of the State- KERALA							
PRE REVISED PAY SCALE	No.of posts filled up as on 01/01/2016	Additionality for the period from 01/01/2016 — 30/06/2016 (A *col 2*6)	Additionality for the period from 01/07/2016 - 30/06/2017 (B*col 2*12)	Additionality for the period from 01/07/2017 -30/06/2018 (C*col 2*12)	Additionality for the period from 01/07/2018 - 31/03/2019 (D*col 2*9)	Total Additionality for the period from 01/07/2016- 31/03/2019 (Total of column 3-7)	Central Share (50% of Column 7)
1	2	3	4	5	6	7	8
15600- 393100+AGP 6000	1842	156465066	370685400	430162740	368571285	1325884491	662942245.5
15600-39100+AGP 7000	2036	179249922	424393056	492265260	421623999	1517532237	758766118.5
15600-39100+AGP 8000	925	83716200	198234900	229958700	196969500	708879300	354439650
37400-67000+AGP 9000	7529	1245311700	2928583164	3379641996	2883188655	10436725515	5218362757.5
37400-67000+AGP 10000	743	116273556	275959116	320640456	275042997	987916125	493958062.5
67000 -79000	27	4508460	10841364	12720564	10992105	39062493	19531246.5
<b>Total</b>	13102					15016000161	7508000080.5



**Dr. VENU V IAS**  
 Additional Chief Secretary  
 Higher Education, Environment  
 Archaeology, Archives & Museum Departments



FORMAT - II

**UNDER TAKING BY THE STATE GOVERNMENT**

I, Dr. Venu V IAS Additional Chief Secretary to Government in the Higher Education Deartment, Government of Kerala do hereby commit and undertake on behalf of the Government of Kerala, that an amount of Rs.15016000161 (Rupees ) has been decided to be released to the teachers of State universities and colleges as payment of arrears accountof revision of salary on implementation of the UGC Revised Pay Scales Scheme for the period from 01/01/2016 to 31/03/2019 as per G.O(P)No.18/2020/HEDN, dated

Signature



Seal:

Dr. VENU V IAS  
Additional Chief Secretary  
Higher Education, Environment  
Archaeology, Archives & Museum Departments

Date:

Y

**FORMAT III**State Kerala

Check list for reimbursement of financial burden due to implementation of revised pay scales on the basis of 7<sup>th</sup> CPC recommendations for Teachers and equivalent cadres in Universities and Colleges under State Governments.

Sl No	Coverage	Yes/No	Remarks
1	Whether State Government has adopted the revised scales as per this Ministry's letter No.1-7/2015-U,II dated 02.11.2017 and the UGC Regulations	Yes	G.O(P)No.18/2019/HEDN dated 29/06/2019 and G,O(P)No.29/2019/HEDN dated 30/09/2019
2	Date of implementation of revised scales	01/01/2016	
3	Pay fixation formula adopted	Yes	
4	Career Advancement Scheme adopted	Yes	
5	Incentives for Ph.D/M.Phil and other higher qualification adopted.	No	
6	Adoption of UGC Regulations, 2018 and amendments thereof	Yes	State of Kerala have decided to implement UGC Regulations, 2018 in the State.G.O(P)No.18/2019/HEDN dated 29/06/2019 and G,O(P)No.29/2019/HEDN dated 30/09/2019
7	Increments	Yes	
8	Whether State Government has disbursed the full arrears to the state univesities and colleges on account of revision of pay scales for the period 01.01.2016 to 31.03.2019 or it has been paid in installments.	State Government have decided to release the arrears of the 7 <sup>th</sup> UGC Pay revision for the period from 01/01/2016 to 31/03/2019 and to credit the amount to the individual GPF account of the teachers. This amount can be withdrawn in four installments	G.O(P)No.18/2020/HEDN dated 28/05/2020

		1/2023, and 7/2023, 01/2024 and 7/2024 with usual GPF arrears.	
9	Whether calculation sheet furnished as per MHRD letter dated 24/07/2018.	Yes	The Calculation sheet attached herewith.
10	Whether appropriate changes have been made in the Statutes, ordinances, rule, regulations to incorporate the provisions of the Central Scheme of revised pay scales for University and College Teachers.	Yes	The universities in the State had made the amendments. Some universities had finalized the process and in others the process is in progress.
11	Whether a copy of the amended statutes, ordinances, rules regulations etc have been furnished to UGC.	Yes	Copies attached.



**Dr. VENU V IAS**  
Additional Chief Secretary

Higher Education, Environment  
Archaeology, Archives & Museum Departments



FORMAT -IV

**Proforma for Additional Information**

There are certain conditions of the Scheme dated 24/07/2018 and UGC pay Regulations 2018 which need to be confirmed by the respective State Governments before release of central share can be recommended State Government may please furnish the requisite information as under.

Sl No	Condition	Status of implementation by State Government	Remarks
(i)	The scheme allows State Government to introduce Scales of Pay higher than these mentioned in the Scheme . In such cases, Central assistance shall be restricted to the scheme of pay scale as approved by the Central Government. It needs to be confirmed whether the claim made is in accordance with this principle	Yes	State of Kerala had implemented the scale of pay as recommended by UGC(G.O(P)No.18/2019/HEDN dated 29/06/2019 and G.O(P)No.29/2019/HEDN dated 30/09/2019)
(ii)	Fixation of pay in each category of posts is to be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in universities and colleges and the fixation formula circulated subsequently.	Yes	Seventh UGC Pay revision was implemented in the State as per the Government orders. G.O(P)No.18/2019/HEDN dated 29/6/2019 and G.O(P)No.29/2019/HEDN dated 30/09/2019.
(iii)	No allowance or pension is admissible for reimbursement . Only revised Pay is admissible. This needs to be confirmed.	Yes	Confirmed -Yes
(iv)	The State Governments cannot offer a lower pay package than prescribed by this Ministry and make claim for Central assistance.	Yes	The pay package offered by the State Government is not lower than that in the Central Scheme.
(v)	Whether the State Governments have already disbursed the salary based on revised pay scales	Yes	G.O(P)No.18/2019/HEDN dated 29/06/2019 and G,O(P)No.29/2019/HEDN dated 30/09/2019

(vi)	Whether any changes were required to be made in their statutes, ordinances, rules etc to incorporate the provisions of the Central Scheme and if yes, whether that has been carried out.	Yes	The universities in the State had made the amendments. Some universities had finalized the process and in others the process is in progress
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**Dr. VENU V IAS**  
Additional Chief Secretary  
Higher Education, Environment  
Archaeology, Archives & Museum Departments

**GOVERNMENT OF KERALA**

Higher Education C Department

NoHEDN-C3/212/2017-HEDN-Part(5)

21-03-2022, Thiruvananthapuram

From

Additional Chief Secretary to Government

To

✓ Joint Secretary (Higher Education),  
Ministry of Education,  
Department of Higher Education,  
Shastri Bhavan,  
New Delhi - 110115

Sir,

Sub: Higher Education Department - Scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following Seventh Central Pay Commission (CPC) – reg.

Ref: 1. Government of India letter no.F 1-1/2018/U II dated 26/07/2018.

2. G.O.(P)No.18/2019/HEDN, Dated 29/06/2019.

3. G.O.(P)No.28/2019/HEDN, Dated 29/09/2019.

4. G.O.(P)No.29/2019/HEDN, Dated 30/09/2019.

5. G.O.(P)No.18/2020/HEDN, Dated 28/05/2020.

6. Government letter of even no dated 05/03/2022 addressed to Department of Higher education.

7. Government of India letter no.F 1-1/2018/U II dated 24/02/2022 and



10/3/2022 from Ministry of Education.

I invite your attention to the references cited. The Seventh UGC Pay revision was implemented in the State of Kerala from 01/01/2016 as per the reference cited as 2<sup>nd</sup> and 3<sup>rd</sup> paper above. The UGC Regulations on minimum qualifications for appointment of Teachers and Academic staff in universities and colleges and measures for the maintenance of standards in Higher Education, 2018 (UGC Notification No.F,1-2/2017 (EC/PS), dated 18/07/2018), has been implemented in the State as per the Government order mentioned as 2<sup>nd</sup> and 3<sup>rd</sup> paper above. The payment towards Seventh UGC Pay Revision arrears was sanctioned as per the Government order referred as 6<sup>th</sup> paper above .

As per the letter 7th cited above a proposal has been submitted before the Ministry for reimbursement of an amount of Rs.750,80,00,080.00(Rupees Seven hundred and fifty crores, eighty lakhs and eighty only), being the 50% of total additionality of Rs.1501,60,00,161.00 ( One thousand five hundred and one crore, sixty lakhs, one hundred and sixty one only ) incurred by State Government towards payment of arrears of Seventh UGC Pay revision. The supporting documents required have also been forwarded along with the proposal . But certain errors have been noticed in the calculations leading to the above claimed amount .

After carrying out a detailed verification ,it is found that the total additionality comes to Rs.1501,86,61,176.00( Rupees One thousand five hundred and one crores, eighty six lakhs, sixty one thousand one hundred and seventy six only) and 50% of that figure is Rs.750,93,30,588.00(Rupees Seven hundred and fifty crores, ninety three lakhs, thirty thousand, five hundred eighty eight only ) .

In the circumstances, steps may be taken to reimburse the 50% of the

additional amount ie. Rs.750,93,30,588.00(Rupees Seven hundred and fifty crores, ninety three lakhs, thirty thousand, five hundred eighty eight only ) towards arrears due to the implementation of the Seventh UGC Pay Revision, to this Government. The revised calculation sheet (Format 1) and undertaking (Format 2) by the State Government are enclosed herewith. Other documents have already already been forwarded along with letter 7th cited above. The inconvenience caused in this regard is highly regretted.

Yours Faithfully,



DR VENU V I A S

ADDITIONAL CHIEF SECRETARY

Additional Chief Secretary to Government.

Copy to:- Director of Collegiate Education, Thiruvananthapuram .

**Calculation Sheet Format I**

Name of the State - KERALA							
PRE REVISED SCALE	No.of posts filled up as on 01/01/2016	Additionality for the period from 01/01/2016 – 30/06/2016 (A *col 2*6)	Additionality for the period from 01/07/2016 -- 30/06/2017 (B*col 2*12)	Additionality for the period from 01/07/2017 -- 30/06/2018 (C*col 2*12)	Additionality for the period from 01/07/2018 - 31/03/2019 (D*col 2*9)	Total Additionality for the period from 01/01/2016- 31/03/2019 (Total of column 3-6)	Central Share (50% of Column 7)
1	2	3	4	5	6	7	8
15600-39100+AGP 6000	1842	156540528	370905120	430453296	368843922	1326742866	663371433
15600-39100+AGP 7000	2036	179257584	424408272	492280368	421635240	1517581464	758790732
15600-39100+AGP 8000	925	83716200	198234900	229958700	196969500	708879300	354439650
37400-67000+AGP 9000	7529	1245537528	2929082160	3380189724	2883637116	10438446528	5219223264
37400-67000+AGP 10000	743	116273556	275959116	320672856	275042997	987948525	493974263
67000 -79000	27	4508460	10841364	12720564	10992105	39062493	19531247
<b>Total</b>	<b>13102</b>	<b>1785833856</b>	<b>4209430932</b>	<b>4866275508</b>	<b>4157120880</b>	<b>15018661176</b>	<b>7509330588</b>

Dr. VENU V. IAS  
 Additional Chief Secretary  
 Higher Education, Environment  
 Archaeology, Archives & Museum Department

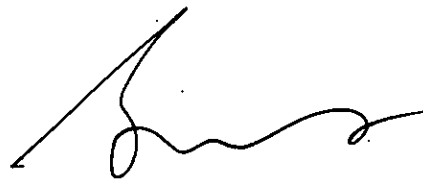


FORMAT - II

**UNDER TAKING BY THE STATE GOVERNMENT**

I, Dr. Venu V IAS Additional Chief Secretary to Government in the Higher Education Department, Government of Kerala do hereby commit and undertake on behalf of the Government of Kerala, that an amount of Rs.1501,86,61,176 (Rupees One Thousand Five Hundred One Crores, Eighty Six Lakhs, Sixty One Thousand, One Hundred Seventy Six Only ) has been decided to be released to the teachers of State universities and colleges as payment of arrears account of revision of salary on implementation of the UGC Revised Pay Scales Scheme for the period from 01/01/2016 to 31/03/2019 as per G.O(P)No.18/2020/HEDN, dated 28.05.2020.

Signature



Seal:

**Dr. VENU V IAS**  
**Additional Chief Secretary**  
**Higher Education, Environment**  
**Archaeology, Archives & Museum Departments**

Date:



GOVERNMENT OF KERALA

Higher Education (C) Department  
27-04-2022, Thiruvananthapuram

No HEDN-C3/212/2017-HEDN

From  
Additional Chief Secretary to Government

To  
Joint Secretary (Higher Education)  
Ministry of Education  
Department of Higher Education  
Shastri Bhavan  
New Delhi 110115

Sir,

Sub: Higher Education Department-Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following Seventh Central Pay Commission-Reg

Ref: 1) Government of India letter no F 1-1 /2018 /U II dated 24.02.2022 and 10.03.2022  
2) Government letter of even number dated 21.03.2022

Kindly refer to the letters cited above. The Government of Kerala had furnished a detailed proposal to reimburse 50% additional amount ie Rs 750,93,30,558 (Rupees Seven Fifty Crores Ninety Three Lakhs Thirty Thousand Five Hundred Fifty Eight Only) towards the arrears due to the implementation of Seventh UGC Pay Revision, with all substantiating documents.

The State is facing unpleasant financial crisis in this post pandemic situation. Therefore I am to request you to take necessary steps to release the arrears amount urgently.

Yours Faithfully,

DR. VENU VIAS  
ADDITIONAL CHIEF SECRETARY

O/C

Submitted the ltr to AEG  
to Spn on 27/04/22  
above received back is  
taken on 29/04/22

**Dr. VENU V. IAS**  
Additional Chief Secretary to Govt.



Higher Education & Environment Depts.  
Government of Kerala  
Government Secretariat  
Thiruvananthapuram-695 001  
Phone - Office : 0471-2331509  
0471-2518997  
E-mail : venu@nic.in

**D.O. Letter No. C3/212/2017/H.Edn. Dated 13.06.2022**

Dear *Kamini ji,*

Kind attention is invited to the Government letter of even number dated 27.04.2022 regarding detailed proposal for reimbursement of State share towards the arrears due to implementation of seventh UGC Pay Revision of amounts to Rs. 750,93,30,558/- (Rupees Seven Fifty Crores Ninety Three Lakhs Thirty Thousand Five Hundred Fifty Eight Only). But no response has been received so far regarding the payment.

Hence, I would like to request you to look into the matter personally and arrange to sanction the reimbursement of arrears at the earliest.

Yours Sincerely,

*regards,*

*[Signature]*  
Dr. Venu. V, IAS

To

Smt. Kamini Chauhan Ratan  
Joint Secretary (Higher Education)  
Ministry of Education  
Department of Higher Education  
Shastri Bhavan  
New Delhi -110115



**MOST URGENT****GOVERNMENT OF KERALA**

No.C3/212/2017/HEdn-Part

Higher Education(C)Department  
30-10-2022,ThiruvananthapuramFrom  
Principal Secretary to GovernmentTo  
Joint Secretary(Higher Education)  
Ministry of Education  
Department of Higher Education  
Shastri Bhavan  
New Delhi-110115

Sir,

Sub: Higher Education Department-Scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following 7th CPC-Request to re-consider the proposal-reg

- Ref: 1)Government of India letter no.F1-1/2018/U II dated 24/02/2022 and 10/03/2022  
2)This Government letter of even no. dated 27/04/2022  
3)Government of India letter no.F1-1/2018/U II dated 27/07/2022.

Kindly refer to the letters cited above. Government of Kerala had furnished a detailed proposal for claiming re-reimbursement of 50% additional amount, ie., Rs.750,93,30,558/-(Rupees Seven Fifty Crores Ninety Three Lakhs Thirty Thousand Five Hundred Fifty Eight Only) towards the arrears due to the implementation of Seventh UGC Pay Revision, with all substantiating documents(a copy of the same is enclosed herewith).

As per letter cited 3<sup>rd</sup> paper above, the Department of Higher Education, Ministry of Education, Government of India, has informed the decision to close the scheme for reimbursement of 50% Central Share due to late submission of final proposal. It is to be noted that the

State of Kerala has submitted the proposal for reimbursement as early as on 16.06.2020 and through subsequent reminders. However, the State, vide the letter referred as 2<sup>nd</sup> above, submitted a revised proposal claiming an amount of Rs. 750.93 crores after reworking the amount from all the concerned Departments and Institutions.

In the above circumstances, it is requested to condone the delay in submitting the revised proposal and to re-consider the proposal of the State of Kerala for urgent reimbursement of UGC Pay Revision arrears sanctioned to the teachers and equivalent cadres in the State.

Yours Faithfully,



VIJAYAKUMAR.R  
ADDITIONAL SECRETARY  
For Principal Secretary to Government

**REMINDER****GOVERNMENT OF KERALA**

Higher Education(C)Department

No.C3/212/2017/HEdn-Part(2)

14-11-2022,Thiruvananthapuram

From

Principal Secretary to Government

To

The Joint Secretary(Higher Education)

Ministry of Education

Department of Higher Education

Shastri Bhavan

New Delhi-110115

Sir,

Sub: Higher Education Department- Scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following 7th CPC-Request to reconsider the Proposal-reg

Ref: 1)Government of India letter no.F1-1/2018/U II dated 24/02/2022, 10/03/2022 and 27/07/2022

2)Government letter no.C3/212/2017/HEdn-Part(5) dated 21/03/2022(Copy enclosed)

3)Government letter of even no.dated 27/04/2022 and 30/10/2022

Kindly refer to the letters cited above. As per Government letter cited(2) above, rectified proposal for reimbursement of UGC Pay Revision arrears sanctioned to teachers and equivalent cadres in the State was submitted by the State of Kerala within the deadline proposed by Government of India. Also, vide Government letter dated 30/10/2022 it was requested to reconsider the proposal of State of Kerala for reimbursement of the arrears on implementing the pay revision, at the earliest.

It is therefore requested to expedite action in this matter positively as rectified proposal was submitted before 31/03/2022.



Yours Faithfully,

VIJAYAKUMAR.R  
ADDITIONAL SECRETARY  
For Principal Secretary to Government.

**GOVERNMENT OF KERALA**

Name:C.Ajayan  
Designation: Additional Secretary

Higher Education (C) Department  
Thiruvananthapuram,  
Dated:06-02-2023

D.O .No:-C3/212/2017-HEdn -Part (2)

Dear Madam,

Kindly refer to the Government of India letters No. F.1-1/2018/U.11 dated 24/02/2022, 10/03/2022 and 27/07/2022;and this Government letter No. C3/212/2017/HEdn – Part (5) dated 21/03/2022 as per which rectified proposal for reimbursement of 7th UGC Pay Revision arrears sanctioned to teachers and equivalent cadres in the State was submitted by the State of Kerala within the deadline proposed by Government of India, Also, vide Government letters of even number dated 30/10/2022 and 14.11.2022 it was requested to reconsider the proposal of State of Kerala for reimbursement of the arrears and implementing the Pay Revision, at the earliest. However, no response from your office has been received so far. Kindly look into the matter personally and to expedite action in this matter positively as rectified proposal was submitted before 31/03/2022; and a reply may be furnished to this Government at the earliest.

Yours Sincerely,

C.AJAYAN

Smt. Kamini Chauhan Ratan  
Joint Secretary (Higher Education)  
Ministry of Education  
Department of Higher Education  
Shastri Bhavan  
New Delhi -110115

ISHITA ROY IAS  
Principal Secretary



Higher Education Department  
Government Secretariat, Annexe-II  
Thiruvananthapuram

Phone { Office : 0471-2333042  
          : 0471-2518398  
          Fax : 0471-2323032  
E-mail : secy.hedu@kerala.gov.in

D.O. Letter No. C3/212/2017/H.Edn -Part (2) Dated: 25/05/2023

Dear Madam ,

As you are aware, in pursuance to the Notification issued by Government of India vide letter no. F.1-7/2015-U.II dated 02/11/2017, the 7<sup>th</sup> UGC Pay Revision was sanctioned to teachers and equivalent cadres in the State. It was implemented in Kerala vide GO (P) No. 18/2019/HEdn dated 29/06/2019 and GO (P) 28/2019/HEdn dated 29/09/2019 (Copies attached).

In this regard, please refer to the Government of India (GoI) letters No. F.1-1/2018/U.II dated 24/02/2022, 10/03/2022 and 27/07/2022. As per the instructions therein, rectified final proposal for the reimbursement of 50% of the total additionality of Pay Revision arrears, i.e. Rs.750,93,30,588/- (Rupees Seven Hundred and Fifty Crores, Ninety Three Lakhs, Thirty Thousand Five Hundred and Eighty Eight Only) was submitted vide State Government's letter No. C3/212/2017/HEdn -Part (5) dated 21/03/2022 (Copy attached), i.e., before the deadline given by Government of India. Further, vide Government letters of even no. dated 30/10/2022, 14/11/2022 and 06/02/2023, it was requested to consider the proposal of State of Kerala for reimbursement of the central share, at the earliest. However, no response from your office has been received so far.

Kindly look into the matter and expedite action positively as the rectified proposal was submitted to GoI before the deadline of 31/03/2022. We are looking forward to a favourable response at the earliest from your end in this regard.

*Warm regards,*

Yours Sincerely,

ISHITA ROY IAS

To

Smt. Rina Sonowal Kouli  
Joint Secretary (Higher Education)  
Ministry of Education  
Department of Higher Education  
Shastri Bhavan, New Delhi -110115

**MOST IMMEDIATE**

No. F.1-1/2018-U.II  
Government of India  
Ministry of Human Resource Development.  
Department of Higher Education

New Delhi, 26<sup>th</sup> July, 2018

To,

The Education Secretaries of all State Governments.

Subject:- Reimbursement of financial burden due to implementation of Revised Pay Scales on the basis of 7<sup>th</sup> Pay Commission recommendations for Teachers and equivalent Cadres in Universities and Colleges from 01.01.2016.

Sir,

I am directed to say that it has been decided by the competent authority to provide financial assistance to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme, notified by the Ministry vide letter No.1-7/2015-U.II(1) dated 2<sup>nd</sup> November, 2017 & 8<sup>th</sup> November, 2017, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the universities, colleges and other higher educational institutions funded by the State Government. The financial assistance, by way of reimbursement, shall be provided to those State Governments which implement this Ministry's Scheme of revision of pay of teachers and equivalent cadres in universities and colleges as contained in this Ministry's letter No.1-7/2015-U.II(1) dated 02.11.2017 & 08.11.2017, which, inter alia, provides that the Scheme may be extended to universities, colleges and other higher educational institutions coming under the purview of the State Legislatures, receiving substantial financial assistance for its maintenance and operations from the State Governments, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

- (a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the universities, colleges and other higher educational institutions funded by the State Government.
- (b) The State Government opting for revision of pay shall meet the remaining 50% (fifty percent) of the additional expenditure from its own sources.
- (c) The proposal for reimbursement on account of pay revision in State funded universities, colleges and other higher educational institutions shall be submitted in the prescribed format by the State Governments. The state bills preferred by the State Governments for reimbursement pertaining to 2017-18 and 2018-19 would be met to the extent of 50%



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of additional financial impact during these two years. There would be no central assistance thereafter.

- (d) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019.
- (e) The entire liability accruing with effect from 01.04.2019 onwards on account of revision of pay scales etc. of university and college teachers shall be met by the State Government/ University opting for revision of pay scales.
- (f) The financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and filled up on regular basis as on 01.01.2016 by way of reimbursement.
- (g) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).
- (h) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above.

3. Fixation of pay of each category of posts may be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in Universities and Colleges vide letter No.1-7/2015-U.II(1) dated 02.11.2017 and 08.11.2017.

4. The State Governments shall have to adopt the scheme including the regulations as may be specified by UGC, for being eligible for appropriate Central assistance. However, it is mentioned that the various allowances other than pay scales, applicable to teachers and equivalent cadres in State Governments shall be governed by the respective State Government rules. Financial assistance will be provided for sharing the State bills in respect of State funded Higher Educational Institutions, on account of the implementation of Revised Pay Scales, upto 50% of additional financial impact preferred by the State Governments for reimbursement pertaining to 2017-18 and 2018-19 only.

5. This arrear component would be the difference between the pay + DA/additional DA, if any, existed prior to 01.01.2016 and the revised pay admissible in the pay band plus AGP in terms of revised pay rules notified by



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this Ministry for teachers in Universities and Colleges, based on the CCS (Revised) Pay Rules, 2016.

6. It is provided in Para 16(iv)(g) of this Ministry's letter No.1-7/2015-U.II(1) dated 02.11.2017, that the State Governments taking into consideration other local conditions may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme. This implies that State Governments cannot make modifications lowering the pay package prescribed by this Ministry. Also, after adoption of the Central Scheme as a composite package, the State Government shall be required to furnish detailed calculations and other documents in support of its claim for central assistance, in the enclosed format.

7. Release of the Central assistance shall be considered by this Ministry in accordance with the provisions of the Scheme only after the State Government have adopted and implemented the scheme as a composite scheme and have disbursed the salary based on revised pay, and after scrutiny of the detailed proposal (containing duly authenticated undertaking, check list, calculation sheet, proforma for additional information as per format) as may be received from the State Government.

8. It shall be necessary for the Universities and Managements of colleges to make appropriate changes in their statutes, ordinances, rules, regulations, etc to incorporate the provisions of this Scheme and a copy of the same shall be submitted to the Ministry and UGC.

9. The detailed proposal for implementation of the Scheme on the lines indicated above, may kindly be formulated immediately and sent to this Department for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.

10. The Scheme applies to teachers in all Universities (including Agricultural Universities) and colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities.

Yours faithfully,

*Renuka Mishra*

(Dr. Renuka Mishra)  
Director (U.II)  
Tel:23381468

Encl: as above.

Copy to:

1. Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi.
2. Web Master (CMIS), Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

*Renuka Mishra*

(Dr. Renuka Mishra)  
Director (U.II)

Encl: as above.



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FORMAT-I

CALCULATION SHEET

Name of the State-							
Pre-revised pay scale	Number of posts filled up as on 01.01.2016	Additionality for the period from 01.01.2016 to 30.06.2016 (A* Col 2*6)	Additionality for the period from 01.07.2016 to 30.06.2017 (B* Col 2*12)	Additionality for the period from 01.07.2017 to 30.06.2018 (C* Col 2*12)	Additionality for the period from 01.07.2018 to 31.03.2019 (D* Col 2*9)	Total additionality for the period from 01.01.2016 to 31.03.2019 (Total of Col 3 to Col 6)	Central share (50% of Col.7)
1	2	3	4	5	6	7	8
15600-39100 + AGP 6000							
15600-39100 + AGP 7000							
15600-39100 + AGP 8000							
37400-67000 + AGP 9000							
37400-67000 + AGP 10000							
67000-79000							
<b>Total</b>							

A\*, B\*, C\*, D\*- Please refer to the attached statements



**Additionality due to revision of pay scales (7th CPC)**

Pre-revised pay scale	Total entitlement as on 31.12.2015				Additional implication during 01.01.2016 to 30.06.2016	
	AGP	Mid-point of pre-revised pay scales (Basic pay) (X)	DA (119%)	Total	Revised pay as per 7th CPC (X*2.57)	Additionality per month (A)
15600-39100	6000	33350	39686	73036	87200	14164
15600-39100	7000	34350	40876	75226	89900	14674
15600-39100	8000	35350	42066	77416	92500	15084
37400-67000	9000	61200	72828	134028	161600	27572
37400-67000	10000	62200	74018	136218	162300	26082
67000-79000	-	73000	86870	159870	187700	27830

**Additional implication during 01.07.2016 to 30.06.2017**

Pre-revised pay scale	Total pay as on 31.12.2015	Revised pay	Increment	Total pay	Difference (B)
15600-39100	73036	87200	2616	89816	16780
15600-39100	75226	89900	2697	92597	17371
15600-39100	77416	92500	2775	95275	17859
37400-67000	134028	161600	4848	166448	32420
37400-67000	136218	162300	4869	167169	30951
67000-79000	159870	187700	5631	193331	33461



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Additional implication during 01.07.2017 to 30.06.2018					
Pre-revised pay scale	Total pay as on 31.12.2015	Revised pay	Increment	Total pay	Difference (C)
15600-39100	73036	89816	2694	92510	19474
15600-39100	75226	92597	2778	95375	20149
15600-39100	77416	95275	2858	98133	20717
37400-67000	134028	166448	4993	171441	37413
37400-67000	136218	167169	5015	172184	35966
67000-79000	159870	193331	5800	199131	39261

Additional implication during 01.07.2018 to 31.03.2019					
Pre-revised pay scale	Total pay as on 31.12.2015	Revised pay	Increment	Total pay	Difference (D)
15600-39100	73036	92510	2775	95285	22249
15600-39100	75226	95375	2861	98236	23010
15600-39100	77416	98133	2943	101076	23660
37400-67000	134028	171441	5143	176584	42556
37400-67000	136218	172184	5165	177349	41131
67000-79000	159870	199131	5974	205105	45235

**FORMAT-II**

**UNDERTAKING BY THE STATE GOVERNMENT**

I, Shri/Smt./Km.....  
(Designation)\* in the (name of Department), Government of  
..... duly authorized by .....  
..... (Name & Designation of Competent Authority) do  
hereby commit and undertake on behalf of the Government of  
....., that an amount of Rs..... has been released to  
the teachers of State Universities and Colleges as payment of arrear on  
account of revision of salary on implementation of the UGC Revised Pay  
Scales Scheme for the period from 01.01.2016 to 31.03.2019.

Signature  
Seal  
Date

\*Deputy Secretary or Officer of equivalent position in the State Government.



## FORMAT-III

**State:**

**Check-list for reimbursement of financial burden due to implementation of revised pay scales on the basis of 7<sup>th</sup> CPC recommendations for Teachers and equivalent cadres in Universities and Colleges under State Governments**

Sl. No.	Coverage	Yes/ No	Remarks
1.	Whether State Government has adopted the revised scales as per this Ministry's letter No. 1-7/2015-U.II dated 02.11.2017 and the UGC Regulations,		
2.	Date of implementation of revised scales		
3.	Pay fixation formula adopted		
4.	Career Advancement Scheme adopted		
5.	Incentives for Ph.D/M.Phil and other higher qualification adopted		
6.	Adoption of UGC Regulations and amendments thereof.		
7.	Increments		
8.	Whether State Government has disbursed the full arrears to the state universities and colleges on account of revision of pay scales for the period 01.01.2016 to 31.03.2019 or it has been paid in installments.		
9.	Whether calculation sheet furnished as per MHRD letter dated 24.07.2018.		
10.	Whether appropriate changes have been made in the Statutes, ordinances, rule, regulations to incorporate the provisions of the Central Scheme of revised pay scales for University and College Teachers.		
11	Whether a copy of the amended statutes, ordinances, rules, regulations etc have been furnished to UGC.		

\*\*\*\*\*



## FORMAT-IV

**Proforma for Additional Information**

There are certain conditions of the Scheme dated 24.07.2018 and UGC Pay Regulations, 2018 which need to be confirmed by the respective State Governments before release of central share can be recommended. State Governments may please furnish the requisite information as under:-

Sl. No	Condition	Status of implementation by State Government	Remarks
(i)	The Scheme allows State Government to introduce Scales of Pay higher than these mentioned in the Scheme. In such cases, Central assistance shall be restricted to the Scheme of pay scales as approved by the Central Government. It needs to be confirmed whether the claim made is in accordance with this principle.		If higher pay scales have been provided, please indicate the comparative variation in the pay scales, average pay fixed etc and quote the amount involved.
(ii)	Fixation of pay in each category of posts is to be done in accordance with the guidelines given in the revised pay rules notified by this Ministry for teachers in universities and colleges, and the fixation formula circulated subsequently.		It may be confirmed if the pay fixation has been done as per CS(RP) rules. The model/ illustrative average fixation done for each category of posts may be indicated and quote the amount category wise that has been incurred/involved.
(iii)	No allowance or pension is admissible for reimbursement. Only revised Pay is admissible. This needs to be confirmed.		Confirmed – Yes/No
(iv)	The State Governments cannot offer a lower pay package than prescribed by this Ministry and make claim for Central assistance.		Please confirm that the pay package offered by the State Government is not lower than the package contained in Scheme dated 31.12.2008
(v)	Whether the State Governments have already disbursed the salary based on revised pay scales.		If yes, details thereof may be provided. If not, action proposed to be taken in this regard may be indicated in the Status col. Please indicate the amount involved.
(vi)	Whether any changes were required to be made in their statutes, ordinances, rules etc. to incorporate the provisions of the Central Scheme and if yes, whether that has been carried out.		Please furnish a list of statutes, ordinances, rules etc which were required to be changed and also enclose a copy each of the relevant statutes, ordinances, rules etc.

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