

**15 -ാം കേരള നിയമസഭ**

**13 -ാം സമ്മേളനം**

**നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 5237**

**21-03-2025 - ൽ മറുപടിയ്ക്ക്**

**അധ്യാപകർക്കുള്ള യു.ജി.സി. ഏഴാം ശമ്പള പരിഷ്കരണ പദ്ധതി**

ചോദ്യം		ഉത്തരം	
ശ്രീ. എം. വിൻസെന്റ്		ഡോ. ആർ. ബിന്ദു (ഉന്നതവിദ്യാഭ്യാസ-സാമൂഹ്യനീതി വകുപ്പ് മന്ത്രി)	
(എ)	കേരളത്തിലെ കോളേജ്/സർവകലാശാല അധ്യാപകർക്കുള്ള യു.ജി.സി. ഏഴാം ശമ്പള പരിഷ്കരണ പദ്ധതിയിൽ ലഭിക്കേണ്ട കേന്ദ്രവിഹിതം പ്രതിപുരണ വ്യവസ്ഥ പ്രകാരം ഉള്ളത് ആയിരുന്നോയെന്ന് വ്യക്തമാക്കുമോ;	(എ)	കേരളത്തിലെ കോളേജ്/സർവകലാശാല അധ്യാപകർക്കുള്ള യു.ജി.സി. ഏഴാം ശമ്പള പരിഷ്കരണ പദ്ധതിയിൽ ലഭിക്കേണ്ട കേന്ദ്ര വിഹിതം പ്രതിപുരണ വ്യവസ്ഥ പ്രകാരം ഉള്ളത് ആയിരുന്നു. ഇത് സംബന്ധിച്ച് കേന്ദ്ര സർക്കാരിൽ നിന്നും ലഭ്യമായ കത്ത് അനുബന്ധം-1 ൽ ചേർത്തിട്ടുണ്ട്.
(ബി)	ഏഴാം ശമ്പള പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട പ്രതിപുരണപദ്ധതിയിലെ വ്യവസ്ഥകൾ എന്തെല്ലാമായിരുന്നു എന്ന് വ്യക്തമാക്കുമോ;	(ബി)	കേരളത്തിലെ കോളേജ്/സർവകലാശാല അധ്യാപകർക്കുള്ള യു.ജി.സി. ഏഴാം ശമ്പള പരിഷ്കരണ പദ്ധതിയിൽ ലഭിക്കേണ്ട കേന്ദ്ര വിഹിതം പ്രതിപുരണ വ്യവസ്ഥ പ്രകാരം ഉള്ളത് ആയിരുന്നു. ഇത് സംബന്ധിച്ച് കേന്ദ്ര സർക്കാരിൽ നിന്നും ലഭ്യമായ കത്ത് അനുബന്ധം-1 ൽ ചേർത്തിട്ടുണ്ട്.
(സി)	പ്രതിപുരണ പദ്ധതി പ്രകാരം കേരളത്തിലെ കോളേജ്/യൂണിവേഴ്സിറ്റി അധ്യാപകർക്ക് നൽകേണ്ട കുടിശിക വിതരണം ചെയ്തതായ സത്യവാങ്മൂലം കേന്ദ്രസർക്കാരിന് യഥാസമയം നൽകിയിരുന്നോ;	(സി)	പ്രതിപുരണ പദ്ധതി പ്രകാരം കേരളത്തിലെ കോളേജ്/യൂണിവേഴ്സിറ്റി അധ്യാപകർക്ക് നൽകേണ്ട കുടിശിക വിതരണം ചെയ്യുന്നത് സംബന്ധിച്ച് കേന്ദ്ര സർക്കാരിന് നൽകിയിട്ടുള്ള കത്തും സത്യവാങ്മൂലവും അനുബന്ധം-2 ൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ട്.
(ഡി)	ഇത്തരത്തിൽ കേന്ദ്രത്തിന് നൽകിയ സത്യവാങ്മൂലത്തിന്റെയും പ്രൊപ്പോസലിന്റെയും വിശദാംശങ്ങൾ ലഭ്യമാക്കുമോ;	(ഡി)	പ്രതിപുരണ പദ്ധതി പ്രകാരം കേരളത്തിലെ കോളേജ്/യൂണിവേഴ്സിറ്റി അധ്യാപകർക്ക് നൽകേണ്ട കുടിശിക വിതരണം ചെയ്യുന്നത് സംബന്ധിച്ച് കേന്ദ്ര സർക്കാരിന് നൽകിയിട്ടുള്ള കത്തും സത്യവാങ്മൂലവും അനുബന്ധം-2 ൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ട്.
(ഇ)	2016-19 വർഷങ്ങളിലെ കുടിശിക കേരളത്തിലെ കോളേജ്, യൂണിവേഴ്സിറ്റി അധ്യാപകർക്ക് വിതരണം ചെയ്തിട്ടുണ്ടോ; ശമ്പള പരിഷ്കരണ കുടിശികയ്ക്കുള്ള കേന്ദ്ര ഗ്രാന്റ് ഇതുവരെ ലഭിക്കാത്തതിന്റെ കാരണം വ്യക്തമാക്കുമോ;	(ഇ)	2016-19 വർഷങ്ങളിലെ കുടിശിക കേരളത്തിലെ കോളേജ്, യൂണിവേഴ്സിറ്റി അധ്യാപകർക്ക് വിതരണം ചെയ്തിട്ടില്ല. യു.ജി.സി യുടെ ഏഴാം ശമ്പള പരിഷ്കരണപ്രകാരമുള്ള കുടിശികയുടെ 50% പ്രതിപുരണത്തിനുള്ള കേന്ദ്ര വിഹിതം ലഭിക്കുന്നതിനുള്ള പ്രൊപ്പോസൽ സമർപ്പിക്കുന്നതിനുള്ള തീയതിയായി കേന്ദ്ര

			<p>സർക്കാർ നിശ്ചയിച്ചിരുന്നത് 31/03/2019 ആയിരുന്നു. പ്രസ്തുത തീയതി 31/03/2022 വരെ നീട്ടി നൽകുകയുണ്ടായി. കേരള സർക്കാർ സമയ പരിധിയ്ക്കുള്ളിൽ കൃത്യമായ പ്രൊപ്പോസൽ സമർപ്പിച്ചിരുന്നു. എന്നാൽ കേന്ദ്ര സർക്കാർ 27/07/2022 ലെ കത്ത് പ്രകാരം 50% പ്രതിപുരണത്തിനുള്ള കേന്ദ്ര വിഹിത പദ്ധതി 01/04/2023 മുതൽ നിർത്തലാക്കിയതായി കേരള സർക്കാരിനെ അറിയിച്ചു.</p>
(എഫ്)	<p>കേന്ദ്ര സർക്കാർ ശമ്പള പരിഷ്കരണ ഇനത്തിൽ നൽകേണ്ട വിഹിതം നൽകാത്ത സാഹചര്യത്തിൽ സംസ്ഥാന സർക്കാർ നൽകേണ്ട വിഹിതം വിതരണം ചെയ്യുവാൻ വേണ്ട നടപടികൾ സ്വീകരിക്കുമോ?</p>	(എഫ്)	<p>കേന്ദ്ര സർക്കാർ ശമ്പള പരിഷ്കരണ ഇനത്തിൽ നൽകേണ്ട വിഹിതം ലഭ്യമായാൽ കുടിശ്ശിക വിതരണം ചെയ്യുന്നതാണ്.</p>

സെക്ഷൻ ഓഫീസർ

**MOST IMMEDIATE**

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

New Delhi, 28<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%

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.

*Shree*  
*Omesh Bhardwaj*

Gen.no: 5237

Annexure. 2



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 (KUFOOS), 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 (KUFOOS), 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 additinality 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.

/5/13/364/2022

# Calculation Sheet      Format 1

Name of the State- KERALA							
PRE REVISIED 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	421623998	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
Total	13102					15016000161	7508000080.5

Dr. VENU V IAS  
Additional Chief Secretary

Higher Education, Environment  
Archaeology Archives & Museum Departments



/5191365/2022

FORMAT - II

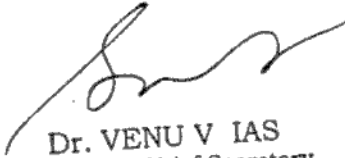
## UNDER TAKING BY THE STATE GOVERNMENT

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:

Date:

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

## 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 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.	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

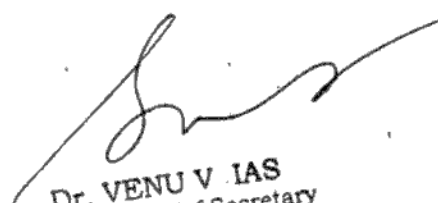
FORMAT -IV


**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

  
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