

Pay of teachers in Universities and colleges shall be fixed according to their designations in two payments of rupees 15600-390100 and Rs. 37400-67000 with the appropriate academic grade pay(AGP).

assistant professors:

payband - Rs. 15600-39100

Agp - 6000

rules for increase in agp in pg-2 of techers pdf

associate professors :

payband - 37400-67000

AP - 9000

incumbent readers & lecturers -

payband - refer pg-2 of pdf

agp - refer pg-2

Professor -

payband - 37400-67000 but not less than 43000

AGP - 10000

assistant librarian -

payband - 15600-39100

agp - 7000

Deputy librarian -

payband - 15600-39100

AGP - 8000

Incentves-

pg - 8 & 9 & 10 of book.

Allowences -

pg 10-14

must read and make notes.

calculation of DA -

The Commission, therefore, recommends that the AICPI (IW) with base 2001 may, henceforth, be used for the purpose of calculating DA till it gets revised. As mentioned earlier, the base year should be revised as frequently as feasible.

Note - AICPI (all india composite price index)

2. Need to be reviewed once in 3 months.

3. DA should be paid net of taxes on the same line as recommended by the 5th CPC to make the concept of 100% neutralization somewhat meaningful.

City Compnsatory allowance -

BP + SI + DP + NPA [#]	Amount of CCA p.m.			
Rs.	`A-1' Rs.	`A' Rs.	`B-1' Rs.	`B-2' Rs.
Below 3,000	90	65	45	25
3,000 – 4,499	125	95	65	35
4,500 – 5,999	200	150	100	65
6,000 and above	300	240	180	120

[#] Basic Pay + Stagnation Increment(s) + Dearness Pay + Non-Practicing Allowance

Special (Duty) Allowance – Rate is 12.5% of basic pay difficult working and living conditions prevailing in North Eastern Region. (NOT FOR OUR INSTITUTE).

Project Allowance – Rate is 150-750 per month. Granted to employees to compensate for lack of amenities like Schools, Markets, proper Housing and Medical facilities at the places of construction of major projects.

Tribal Area Allowance – Rate 40-200/month.

Sunderban Allowance – Rate 30-120/month, when posting in sunderban.

Bad Climate Allowance – Rate 40-200/month, areas designated as Bad Climate Area/Unhealthy Locality by the Government.

NOTE – 1. an employee can draw only one of these allowances most beneficial to him. Some of the allowances also appear to have outlived their utility and may need to be abolished\merged.

2. **Special Duty Allowance (SDA)** is presently payable to only such of those employees as have All India transfer liability and are posted to North East area from outside the region.

REMOTE ALLOWENCES -

Allowance, Project Allowance and Bad Climate Allowance as follows :

4.2.24.1 Special Compensatory (Hill Area) Allowance/Bad Climate Allowance/Tribal Area Allowance

Category	Bad climate/Tribal Area allowance	Special Compensatory (Hill Area) Allowance
For posts in the grade pay of Rs.5400 and above	Rs.400 p.m.	Rs.600 p.m.
For other posts	Rs.240 p.m.	Rs.480 p.m.

4.2.24.2 Special Compensatory (Remote Locality) Allowance

Category	Part A (Rs. p.m.)	Part B (Rs. p.m.)	Part C (Rs. p.m.)	Part D (Rs. p.m.)
For posts in the grade pay of Rs.5400 and above	2600	2100	1500	400
For posts in the grade pay of less than Rs.5400	2000	1600	1200	320

4.2.24.3 Project Allowance

Category	Project allowance
For posts in the grade pay of Rs.5400 and above	Rs.1500 p.m.
For posts in the grade pay of less than Rs.5400	Rs.1000 p.m.

4.2.24.4 The rates of all the above allowances shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%.

Travelling Allowances

Pay Range	Travel entitlements
For posts in the grade pay of Rs.9000 and above	J Class by air/AC First Class by train
For posts carrying grade pay from Rs.6600 to Rs.8400	Y Class by air/AC First Class by train
For posts carrying grade pay from Rs.5400 to Rs.6500	Y Class by air/AC II Tier Class by train
For posts carrying grade pay from Rs.4200 to Rs.4800	AC II Tier Class by train
For posts carrying grade pay of less than Rs.4200	First Class/AC III Tier/AC Chair Car by train

DA ON TA

Grade Pay	Daily Allowance
Rs.9000 and above	Reimbursement for Hotel accommodation of up-to Rs.5000 per day; reimbursement of AC taxi charges of up-to 50 Kms. for travel within the city and reimbursement of food bills not exceeding Rs.500 per day.
Rs.6600 to Rs.8400	Reimbursement for Hotel accommodation of up-to Rs.3000 per day; reimbursement of non-AC taxi charges of up-to 50 Kms. per diem for travel within the city and reimbursement of food bills not exceeding Rs.300 per day.
Rs.5400 to Rs.6500	Reimbursement for Hotel accommodation of up-to Rs.1500 per day; reimbursement of taxi charges of up-to Rs.150 per diem for travel within the city and reimbursement of food bills not exceeding Rs.200 per day.
Rs.4200 to 4800	Reimbursement for Hotel accommodation of up-to Rs.500 per day; reimbursement of travel charges of up-to Rs.100 per diem for travel within the city and reimbursement of food bills not exceeding Rs.150 per day.
Below Rs.4200	Reimbursement for Hotel accommodation of up-to Rs.300 per day; reimbursement of travel charges of up-to Rs.50 per diem for travel within the city and reimbursement of food bills not exceeding Rs.100 per day.

TA on transfer

Grade Pay	By Train/Steamer	Rate per Km for transport by road (Rs. Per. Km.)
Rs.6600 and above	6000 Kgs. by Goods Train/4 wheeler wagon/1 double container	18.00 (Rs.0.3per kg. per km.)
Rs.4200 to Rs.6500	6000 Kgs. by Goods Train/4 wheeler wagon/1 single container	18.00 (Rs.0.3per kg. per km.)
Rs.2800	3000 Kgs.	9.00 (Rs.0.31 per kg. per km.)
Below Rs.2800	1500 Kgs.	4.60 (Rs.0.31 per kg. per km.)

These rates shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%. This will ensure that Government employees are not put to a financial loss while transporting their personal effects on transfer at any point in future.

Transport Allowence -

Employees drawing grade pay of (Rs.)	Rate of Transport Allowance per month	
	A-1/A Class City (Rs.)	Other Places (Rs.)
5400 & above and posts in the apex scale and Cabinet Secy./equivalent	Rs.3200 + DA thereon	Rs.1600 + DA thereon
4200 to 4800	Rs.1600 + DA thereon	Rs.800 + DA thereon
Below 4200	Rs.400 + DA thereon	Rs.300 + DA thereon

Non-practising allowance-(given to doctors)

House rent allowance -

4.2.59 Keeping the various factors in view, the Commission recommends merger of C Class Cities (having population of 50,000 to 5 lakh) with 'Unclassified Towns' (having population of less than 50,000). The existing population criterion for classifying towns and cities for purposes of HRA is being retained. It is, however, recommended that population in the urban agglomeration should be taken into account for classifying a city for purposes of HRA. The Commission recommends retention of the existing rate of HRA in A-1 cities which will, therefore, now be paid at the rate of 30% of the total of revised pay in the running pay band and grade pay thereon. Despite the same percentage, the HRA in real terms will increase substantially for A1 cities as the revised pay band and grade pay are substantially higher than the total of corresponding basic pay and dearness pay on which the HRA is payable presently. The rates of HRA in other cities are proposed to be adjusted suitably so as to meet the increased cost of housing in these regions. Erstwhile A, B-1 and B-2 categories are being merged. Similarly C & Unclassified categories are also being merged. These mergers are recommended so as to give a better deal to the employees posted in smaller towns in so far as their housing requirement is concerned. Keeping these factors in view, the Commission recommends the following rates of House Rent Allowance:

Revised classification of Cities and Towns on Population Criteria	Revised Classification of Cities/Towns	Rates of HRA as a percentage of Pay in the pay band + Grade Pay + MSP* + NPA*
50 lakhs & above	X (Earlier classified as A-1)	30
50 - 5 lakhs	Y (Earlier classified as A, B-1 & B-2)	20
Below 5 lakhs	Z (Earlier classified as C and Unclassified)	10

* where applicable

Education allowance -

merger of Children Education Allowance and Reimbursement of Tuition Fee which will henceforth be reimbursement upto the maximum of Rs.1000 per child per month subject to a maximum of 2 children. Hostel subsidy may be reimbursed upto the maximum limit of Rs.3000 per month per child. The limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay bands goes up by 50%.

GOOGLE THE STATISTICS

Risk allowance (May apply in our scenario)-

Presently given to employees engaged in hazardous duties or whose work will have deleterious effect on health over a period of time.

Also paid to Sweepers and Safaiwalas engaged in cleaning of underground drains, sewer lines as well as to the employees working in trenching grounds and infectious diseases hospitals.

Present recommendations -

The Commission, accordingly, recommends withdrawal of Risk Allowance. All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time should instead be provided with free medical and life insurance of Rs.5 lakhs for employees in PB-1 pay band; Rs.7 lakhs for employees in PB-2 pay band; Rs.10 lakhs for employees in PB-3 pay band/higher pay bands/scales. To offset the effect of inflation, amount of the insurance should automatically be increased by 50% every time the DA payable on the revised pay goes up by 50%. The entire expenditure on paying premium for this insurance will be borne by the Government. (CHECK IT ON GOOGLE)

Deputaion allowance – GOOGLE IT FOR ELIGIBILITY CREITERIA.

Miscellaneous Allowances -

- i) Cycle Allowance admissible where the duties attached to the post require extensive traveling on bicycle. The allowance is paid at the rate of Rs.30 per month and the official concerned has to maintain and use his own cycle for official journeys.
- ii) Washing Allowance which is paid at the rate of Rs.30 per month to all categories of Group C & D employees who have been supplied with uniforms.
- iii) Cash Handling Allowance paid at rates varying between Rs.75 to Rs.300 per month to LDCs/UDCs/Assistants appointed to perform the duty of Cashier. Group D staff assisting Cashier in depositing or bringing cash from bank is paid special allowance at the rate of Rs.30 per month.
- iv) Machine allowance payable at the rate of Rs.100 per month to the staff working on Multi-purpose counter machine in post offices.
- v) Care Taking Allowance payable at the rate of Rs.100 to Rs.200 per month to Group C & D employees deployed on caretaking duties.
- vi) Night Duty Allowance payable at the rate of Rs.25 to Rs.34 to Cipher Assistants in MEA.
- vii) Split Duty Allowance payable at the rate of Rs.100 per month to Sweepers and Farashes in the Central Secretariat/allied offices performing split duties where the break in between the shift is at least 2 hours and who have not been provided residential accommodation within 1 Km. of the office premises.

Recommendations -

The Commission recommends doubling of the extant rates of Cycle Allowance, Washing Allowance, Cash Handling Allowance, Special Allowance, Night Duty Allowance and Split Duty Allowance. Similarly, rates of allowances specific to different Ministries/Departments/Organisations not covered in this Report will also be doubled. The rates of these allowances will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%. Simultaneously, Machine Allowance should henceforth be withdrawn. Caretaking allowance is discussed in Chapter 3.8 on Common Categories.

Leave Travel Concession (LTC) -

Eligibility - Only for Civil Services and posts including civilians in the defence services and members of All India Services serving in Central Government.