



ज्ञान-विज्ञान विमुक्तये

डॉ. जितेन्द्र कुमार त्रिपाठी  
संयुक्त सचिव

Dr. Jitendra K. Tripathi  
Joint Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग  
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)  
(Ministry of Human Resource Development, Govt. of India)

बहादुर शाह जफ़र मार्ग, नई दिल्ली-110002  
Bahadur Shah Zafar Marg, New Delhi-110002

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F.No.11-1/2017 (CU)

18<sup>th</sup> January, 2018

The Registrar (s)  
all Central Universities (40)  
UGC maintained Deemed to be Universities (8)  
The Principal (s)  
Delhi Colleges (54)  
BHU Colleges (4)

18 JAN 2018

**Sub:- Pay revision of the non-teaching employees of the Central Universities (CUs) and Centrally funded Deemed Universities under the administrative control of MHRD/UGC – regarding.**

Sir/Madam,

The undersigned is directed to enclose herewith a copy of order No.F.19-62/2017-CU.Cdn. dated 2<sup>nd</sup> January, 2018 regarding extension of pay revision of the non-teaching employees of the Central Universities (CUs) & Centrally funded Deemed Universities under the administrative control of MHRD.

2. It is to mention in this regard that the Government of India has issued orders regarding revision of scales of pay of Central Government employees, on the recommendations of the 7<sup>th</sup> Central Pay Commission vide Resolution No.1-2/2016-IC dated 25<sup>th</sup> July, 2016 and the Central Civil Services (Revised Pay) Rules, 2016 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i), vide GSR No. 721E dated 25<sup>th</sup> July, 2016. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No.1-5/2016-IC dated 29<sup>th</sup> July, 2016 has issued guidelines regarding manner of pay fixation in the revised Pay w.e.f. 01.01.2016. The Government of India has further issued guidelines vide OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017 of the Department of Expenditure regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organizations and Statutory Bodies set up and funded/controlled by the Central Government.

3. Accordingly, Ministry of Finance, Department of Expenditure has approved the proposal for adoption of 7<sup>th</sup> CPC scales for Non-Teaching Staff of all Central Universities and Centrally funded Deemed Universities, under the administrative control of MHRD, subject to the following:-

- (i) The revised pay scales based on the instructions contained in the O.M. No.1/1/2016-E.III(A) dated 13.01.2017 regarding pay revision of employees of Quasi-Government organizations, Autonomous Organizations and Statutory Bodies

*J. Tripathi*

etc., set up by and funded/controlled by the Central Government may be allowed, in the case of non-teaching staff of Central Universities and central funded deemed universities. However, it may be ensured that only the revised normal replacement pay scales as per **Part 'A' of the Schedule of the CCS (Revised pay) Rules, 2016** would be considered, as mentioned in the O.M. dated 13.01.2017.

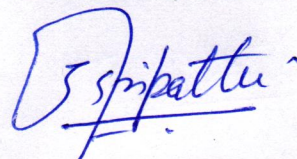
- (ii) Revision of allowances for non-teaching staff would be issued separately.
- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
- (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.

4. As per para 2 of the Department of Expenditure's OM No.1/1/2016-E.III(A) dated 13.01.2017, the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS (RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of Central Universities is subject to the following stipulation:-

- (i) The Conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees.
- (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
- (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.

In addition to the above, the following conditions may also be kept in view:-

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after funds for the purpose is provided by the UGC.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other



excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29<sup>th</sup> July, 2016. A specimen form of undertaking is also enclosed at Annexure-I.

5. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employees.

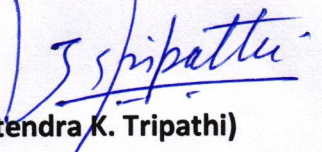
6. The University will allow only replacement scales as indicated in Part "A" of the schedule of the CCS (Revised Pay) Rules 2016 and in no case higher scales (either pre-revised or revised) be allowed either with retrospective effect or in future without prior consent of UGC. The pre-revised scale of a post would be the scale as indicated in the approval communicated by UGC from time to time.

7. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the UGC, for clarification/decision of the Government.

8. This issues with the approval of competent authority.

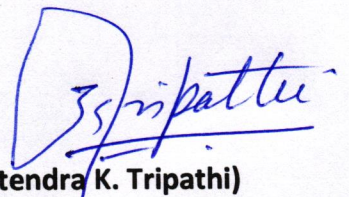
**Encl: As above.**

Yours faithfully,

  
(Jitendra K. Tripathi)

Copy to :-

1. Shri Surat Singh, Deputy Secretary, Ministry of Human Resource Development, Shastri Bhawan, New Delhi-110 001
2. PS to Chairman/PS to Secretary/PS to Financial Advisor.
3. JS (DU)
4. JS (DC)
5. US (CU)
6. PO (Website), UGC for publication on the website of the UGC.

  
(Jitendra K. Tripathi)

**F. No. 19-62/2017-CU.Cdn.**  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Central Universities Division

**Shastri Bhawan, New Delhi**  
**Dated the 2<sup>nd</sup> January, 2018**

To,

The Secretary,  
University Grants Commission (UGC),  
Bahadur Shah Zafar Marg,  
New Delhi- 110 002

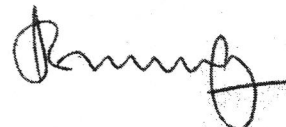
**Subject: Pay revision of the non-teaching employees of the Central Universities (CUs) & Centrally funded Deemed Universities, under the administrative control of MHRD - regarding.**

Sir,

The undersigned is directed to say that the Government of India has issued orders regarding revision of scales of pay of Central Government employees, on the recommendations of the 7<sup>th</sup> Central Pay Commission vide Resolution No. 1-2/2016-IC dated 25<sup>th</sup> July, 2016 and the Central Civil Services (Revised Pay) Rules, 2016 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i), vide GSR No. 721E dated 25<sup>th</sup> July, 2016. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No. 1-5/2016-IC dated 29<sup>th</sup> July, 2016 has issued guidelines regarding manner of pay fixation in the revised Pay w.e.f. 01.01.2016. The Government of India has further issued guidelines vide OM No. 1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017 of the Department of Expenditure regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organizations and Statutory Bodies set up and funded/controlled by the Central Government.

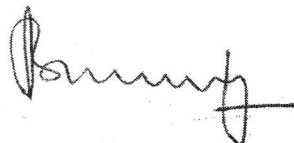
2. Accordingly, Ministry of Finance, Department of Expenditure has approved the proposal for adoption of 7<sup>th</sup> CPC scales for Non-Teaching Staff of all Central Universities and Centrally funded Deemed Universities, under the administrative control of MHRD, subject to the following:-

- (i) The revised pay scales based on the instructions contained in the O.M. No.1/1/2016-E.III(A) dated 13.01.2017 regarding pay revision of employees of Quasi-Government organizations, Autonomous Organizations and Statutory Bodies etc., set up by and funded/controlled by the Central Government may be allowed, in the case of non-teaching staff of Central Universities. However, it may be ensured that only the revised normal replacement pay scales as per **Part 'A' of the Schedule of the CCS (Revised pay) Rules, 2016** would be considered, as mentioned in the O.M dated 13.01.2017.



- (ii) Revision of allowances for non-teaching staff would be issued separately.
  - (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
  - (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.
3. As per para 2 of the Department of Expenditure's OM No. 1/1/2016-E.III(A) dated 13.01.2017, the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS (RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of Central Universities is subject to the following stipulation:-

- (i) The Conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees.
  - (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
  - (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.
4. In addition to the above, the following conditions may also be kept in view:-
- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
  - (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.



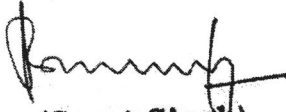
(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1-5/2016-IC dated 29<sup>th</sup> July, 2016. A specimen form of undertaking is also enclosed at Annexure-I.

5. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employee.

6. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Government.

7. UGC may issue suitable instructions to CUs and Centrally funded Deemed Universities, accordingly.

8. This issues in consultation with IFD vide their Diary No. 4332 dated 28.12.2017.



(Surat Singh)

**Deputy Secretary to the Government of India**  
**Tel: 011-23381695**

Encl: As above.

**Copy to:-**

1. Secretary, Department of Expenditure, M/o Finance.
2. Integrated Finance Division, Deptt of Higher Education, Ministry of Human Resource Development.
3. Web Master, Ministry of Human Resource Development, for publication on the website of MHRD, hosted by NIC.

**UNDERTAKING**

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

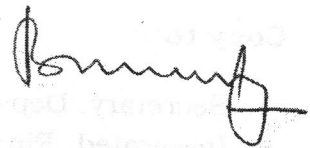
Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date \_\_\_\_\_

Deputy Secretary to the Government of India  
Top 011 23371608



## List of 40 Central Universities

Sl. No.	Name of the University
1	MAULANA AZAD NATIONAL URDU UNIVERSITY
2	UNIVERSITY OF HYDERABAD
3	THE ENGLISH & FOREIGN LANGUAGES UNIVERSITY
4	GURU GHASIDAS VISHWAVIDYALAYA
5	UNIVERSITY OF DELHI
6	JAMIA MILLIA ISLAMIA
7	JAWAHARLAL NEHRU UNIVERSITY
8	DR. HARISINGH GOUR VISHWAVIDYALAYA
9	INDIRA GANDHI NATIONAL TRIBAL UNIVERSITY
10	MAHATAMA GANDHI ANTARASHTRIYA HINDI VISHWAVIDYALAYA
11	PONDICHERRY UNIVERSITY
12	HEMWATI NANDAN BAHUGUNA GARHWAL UNIVERSITY
13	ALIGARH MUSLIM UNIVERSITY
14	BANARAS HINDU UNIVERSITY
15	BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY
16	UNIVERSITY OF ALLAHABAD
17	VISVA BHARATI
18	CU OF SOUTH BIHAR
19	MAHATMA GANDHI CENTRAL UNIVERSITY
20	CU OF GUJARAT
21	CU OF HARYANA
22	CU OF HIMACHAL PRADESH
23	CU OF JAMMU
24	CU OF KASHMIR
25	CU OF JHARKHAND
26	CU OF KARNATAKA
27	CU OF KERALA
28	CU OF ORISSA
29	CU OF PUNJAB
30	CU OF RAJASTHAN
31	CU OF TAMIL NADU
32	ASSAM UNIVERSITY
33	TEZPUR UNIVERSITY
34	RAJIV GANDHI UNIVERSITY
35	MANIPUR UNIVERSITY
36	NORTH EASTERN HILL UNIV.
37	MIZORAM UNIVERSITY
38	NAGALAND UNIVERSITY
39	SIKKIM UNIVERSITY
40	TRIPURA UNIVERSITY



**UGC maintained Deemed to be Universities**

<b>SI No</b>	<b>Name of the University</b>
1	Avinashilingam Institute for Home Science and Higher Education for Women
2	Dayalbagh Educational Institute
3	Gandhigram Rural Institute
4	Gujarat Vidyapeeth
5	Gurukula Kangri Vishvavidyalaya
6	Rashtriya Sanskrit Vidyapeeth
7	Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeeth
8	Tata Institute of Social Sciences

### List of Delhi Colleges

Sl. No.	Name of Delhi Colleges
1	Atma Ram Sanatan Dharama College
2	Bharati College
3	College of Vocational Studies
4	Dyal Singh College (Day)
5	Dyal Singh College (Eve.)
6	Daulat Ram College
7	Deshbandhu College (Day)
8	Ramanujan College
9	Delhi College of Arts & Commerce
10	Sri Guru Gobind Singh College of Commerce
11	Gargi College
12	Hans Raj College
13	Hindu College
14	Indraprastha College for Women
15	Institute of Home Economics
16	Janki Devi Memorial College
17	Jesus & Mary College
18	Kalindi College
19	Kamla Nehru College
20	Kirori Mal College
21	Lady Irwin College
22	Lakshmi Bai College
23	Lady Shri Ram College for Women
24	Mata Sundri College for Women
25	Miranda House
26	Maitreyi College

27	Moti Lal Nehru College (Day)
28	Moti Lal Nehru College (Eve.)
29	P.G.D.A.V. College (Day)
30	P.G.D.A.V. College (Eve.)
31	Ramjas College
32	Ram Lal Anand College (Day)
33	Aryabhatta College
34	Rajdhani College
35	Shaheed Bhagat Singh College (Day)
36	Shaheed Bhagat Singh College (Eve.)
37	St. Stephen's College
38	Shri Ram College of Commerce
39	S.G.T.B. Khalsa College (Day)
40	Sri Guru Nanak Dev Khalsa College
41	Sri Venkateswara College
42	Shyam Lal College (Day)
43	Shyam Lal College (Eve.)
44	Swami Shradhanand College
45	S.P.M. College for Women
46	Satyawati Co-Ed. College (Day)
47	Satyawati Co-Ed. College (Eve.)
48	Sri Aurobindo College (Day)
49	Sri Aurobindo College (Eve.)
50	Shivaji College
51	Vivekanand College
52	Zakir Husain College (Day)
53	Zakir Husain PG College (Eve.)
54	University College of Medical Sciences

### List of BHU Colleges

<b>S. No.</b>	<b>Name of the Colleges</b>
1	DAV Degree College
2	Vasanta Kanya Mahavidyalaya
3	Vasanta College for Women
4	Arya Mahila Degree College