

GOVERNMENT OF ODISHA
HIGHER EDUCATION DEPARTMENT

RESOLUTION

No. 35168 /HE Bhubaneswar, dated the 22.12, 2017.
HE-FE-VI-PLAN-0270-2017

Sub- Revised Scale of Pay, 2017 for the employees of Non-Government Aided Colleges.

Pursuant to Finance Department Resolution No.26347/F, dated.07.09.2017, Government have been pleased to allow the revision of scales of pay of the teaching and non-teaching staff of the Non-Government fully Aided Colleges on notional basis with effect from 1st January, 2016 and actual financial benefits with effect from 1st October, 2017.

2. The revised scales of pay shall apply only to those teaching and non-teaching staff who have been appointed on regular manner against the approved posts carrying the regular scales of pay in due observance of relevant rules prescribed from time to time for the Non-Government Aided Colleges and are in the receipt of full grant-in-aid from Government. These scales of pay shall not apply to the teaching and non-teaching staff of colleges presently covered under 'Block Grant' or partial Grant-in-Aid.

3. For the purpose of this Resolution:-

- (i) "Basic pay" in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay;
- (ii) "Cell" means the pay arranged vertically against the corresponding Pay Band and Grade Pay or Level of the Pay Matrix;
- (iii) "Department" means Higher Education Department of the Government;
- (iv) "Employee" means the employee as defined in Para-2;
- (v) "existing basic pay" means pay drawn in the prescribed existing Pay Band (including -1S) and Grade Pay, including stagnation increment, personal pay granted to protect the total emoluments on account of loss of pay, advance increments granted, if any, but does not include any other type of pay like "special pay";
- (vi) "existing Pay Band and Grade Pay" in relation to a pay band and grade pay of an employee of Non-Government Aided College means the Pay Band and the Grade Pay (including -1S) applicable to the post held by the employee or, as

the case may be, any personal pay in the Pay Band and Grade Pay applicable to him as on the 1st day of January, 2016 whether in a substantive or temporary capacity;

- (vii) "existing pay structure" in relation to an employee of Non-Government Aided College means the present system of Pay Band and the Grade Pay (including -1S) applicable to the post held by the employee as on the 1st day of January, 2016 whether in a substantive or officiating capacity.
- (viii) "existing emoluments" means the sum of existing basic pay and existing dearness allowance allowed to the basic pay as on the 1st day of January, 2016;
- (ix) "Government" means the Government of Odisha;
- (x) "Head of Office" means the Principal of Non-Government Aided College;
- (xi) "Level" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay attached to the post/ grade as specified in the First Schedule;
- (xii) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in the First Schedule;
- (xiii) "Pay matrix" means Matrix as specified in the First Schedule, with Levels of pay arranged in vertical Cell as assigned to corresponding existing Pay Band and Grade Pay.
- (xiv) "revised pay structure" in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised Level is notified separately for the post;
- (xv) "revised emoluments" means the pay in the Level of an employee of Non-Government Aided College in the revised pay structure;
- (xvi) "Schedule" means schedule to this resolution;

Note - A list of existing Pay Band and Grade Pay and their corresponding level in the revised pay structure in the Pay Matrix is as specified in the **First Schedule**.

4. Level of posts.

The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

5. Introduction of Pay Matrix and date of its effect.

The Pay Matrix, in replacement of the Pay Band and Grade Pay as in force immediately, shall be as specified in First Schedule. The revised pay structure shall have notional effect from the 1st January, 2016 and with actual financial benefits from the 1st October, 2017.

6. Fitment Principle.

- (i) The pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay (pay in Pay Band + Grade Pay) as on 01.01.2016 by a factor of 2.57 rounded off to the nearest rupee and the figure so arrived at will be located in that entitled Level in the Pay Matrix. If an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level in the Pay Matrix.
- (ii) If the first Cell in the applicable Level is more than the amount arrived at as per sub-para (i) above, the pay shall be fixed at the first Cell of that applicable Level.

7. Drawal of pay in the revised pay structure.

An employee of Non-Government Aided College shall draw pay in the corresponding pay in the Level of the Pay Matrix in the revised pay structure applicable to the post to which he is appointed. However,

- (i) An employee may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure. But, in no case an employee shall opt to continue in existing pay structure beyond the date of issue of this resolution.
- (ii) The option to retain the existing pay structure shall be admissible only in respect of one existing Pay Band and Grade Pay.
- (iii) The aforesaid option shall not be admissible to any person appointed to a post as fresh recruit on or after the 1st January, 2016.

8. Exercise of option.

All employees shall be deemed to have come over to the revised pay structure with effect from the 1st January, 2016 except where the employee has opted for a date after 01.01.2016 under the provisions of this resolution.

No option shall however be exercised in case of direct recruits appointed on or after 01.01.2016

- (i) The option under this para shall be exercised in writing in the **Second Schedule** annexed in this resolution so as to reach the Head of Office within three months from the date of issue of this resolution or where an existing pay band grade pay has been revised by any order made subsequent to that date, within three months of the date of such order.
- (ii) (a) In case of an employee who is on the date of such publication of the resolution or, as the case may be, date of such order is on leave the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post and or within three months from the date of publication of this resolution to the Head of Office.
 (b) Where an employee is under suspension on the date of 1st January, 2016, the option may be exercised within three months of the date of his return to his duty after 1st January, 2016.
- (iii) If the intimation regarding option is not received within the stipulated period, the employee shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1st January, 2016.
- (iv) The option once exercised shall be final.
- (v) Persons whose services were terminated on or after 1st January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or removal on disciplinary grounds are entitled to the revision of pay.
- (vi) Persons who have died on or after the 1st January, 2016 and could not exercise option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the day of 1st January, 2016.
- (vii) Persons who were on earned leave or any other leave on 01.01.20016 which entitled them to leave salary will be allowed such benefits.

- (viii) Persons who have retired from service after 01.01.2016 shall exercise option to come over to the revised pay structure so as to reach the Head of Office within three months from the date of publication of this resolution.

9. Fixation of pay in the revised pay structure.

The initial pay of an employee who elects, or is deemed to have elected under para-8 of this Resolution to be governed by the revised pay structure on and from the 1st January, 2016, be fixed in the following manner:-

- (i) the pay in the applicable Level in the Pay Matrix attached to a post shall be the pay obtained by multiplying the existing basic pay as on 01.01.2016 by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix;
- (ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-para(i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.
- (iii) Where the existing emoluments exceed the revised emoluments in the case of any employee, the difference shall be allowed as "Personal Pay" to be absorbed in future increases in pay.
- (iv) Fixation of pay in the revised scale shall be made in the form appended to this resolution as **Third Schedule**.
- (v) Where in the fixation of pay under sub-para (i), the pay of an employee, who, in the existing pay structure was drawing immediately before the 1st day of January, 2016 more pay than another employee junior to him in the same grade in the cadre, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior;
- (vi) In case where a senior employee promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of the senior employee in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with