

(18)

No. F.5-180/86-UT.1
Government of India
Ministry of Human Resource Development
(Department of Education)

New Delhi, the 3rd November, 1987.

To

1. The Chief Secretary,
Delhi Administration,
Delhi.
2. The Chief Commissioner,
Andaman & Nicobar Administration,
Port Blair.
3. The Administrator,
Union Territory of Lakshadweep,
Kavarati.
4. The Chief Secretary,
Govt. of Pondicherry,
Pondicherry.
5. The Administrator,
Union Territory of Daman & Diu,
Panaji (Goa).
6. The Administrator,
Dadra and Nagar Haveli Administration,
Silvassa.

Subject : Revision of pay scales of school teachers.

Sir,

I am directed to refer to this Ministry's letter No. F.5-180/86-UT.1 dated the 12th August, 1987, on the above subject and to say that in regard to implementation of the revised pay scales of school teachers indicated in the above referred letter, certain points as mentioned below have been raised. The matter has been considered in consultation with the Ministry of Finance (Department of Expenditure) and the following clarifications are issued :

Point raised

Clarification

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| 1. What will be the grade in which | 1) The pay of all these persons will be straightway fixed in the basic scale of the post as revised. |
| i) those who have put in less than 12 years of service are to be placed, | |
| ii) those who have put in 12 or more years of service but are not in the pre-revised selection grade, are to be placed (recommended by the 4th Central Pay Commission) | ii) Those who have completed 12 or more years of service will be placed in the senior scale as revised subject to screening by the DPC as stipulated in para (iii) of the Govt. Order dated 12.8.87. Those not found fit by the DPC will be placed in the ordinary scale. |

2. What will be the scale to be given to those who are already in the pre-revised selection grade (recommended by the 4th Central Pay Commission).

The selection grade scale as per recommendation of the 4th Central Pay Commission is the same as the senior scale in the new pay scales. Therefore, those who are already in the pre-revised selection grade (recommended by the 4th Central Pay Commission) will be placed in the senior scale. Since they were screened for suitability/grade no fresh screening through the DPC will be required in their cases. / for the earlier selection

3. The category of teachers to whom the selection scale (as revised) is to be given.

According to the Govt. orders dated 12.8.87, selection scale (revised) is to be given to those who have completed 12 years of service in the senior scale of the grade.

4. In the case of PGT and TGT, it has been stipulated that for grant of selection scale they will be required to obtain the qualifications prescribed for the next higher post. A point has been raised as to whether this will be applicable in the case of all the existing incumbents.

For those teachers who have already completed 18 years of service, the requirement of acquiring the qualification for the next higher grade may be waived. Those who have not completed 18 years of service as well as new entrants will be required to acquire the qualifications prescribed for the higher post before being considered for grant of selection scale.

5. What will be the manner of fixation of pay and counting of service in respect of those who are in a grade higher than the one to which they were recruited.

For fixing the pay and determining the pay scale for such teachers, their service in the present grade will be counted from the date of promotion as per normal practice. However, the pay of any such teacher will be so fixed as to be at a stage not lower than the pay of his erstwhile junior in the cadre from which he has been promoted to the present post.

6. What will be the manner of fixation of pay in the case of those promoted from senior scale or selection scale to the next higher grade.

Persons who get promoted from senior scale will get fixed in the basic scale of the higher grade. But the persons already in the selection scale cannot be fixed in the basic scale of the higher post because the latter is lower than the former. Therefore, those in the selection scale will be fixed in the senior scale of the next higher grade on promotion and pay fixed in that scale.

7. Normally, the pay scale of the next higher grade is higher than the pay scale for the lower post, and therefore, a person on promotion gets the benefit under FR 22-C. In the new Pay scales, the senior scale and the selection scale is identical to the ordinary scale and the senior scale of the next higher grade. In the event of promotion, an individual would, therefore, get his pay fixed in the same pay scale

Since the teacher already in the selection scale of the lower grade will not be fixed in the basic scale of the promotion post, but to a senior scale (as per clarification at No.6 above) which is not a promotional scale for them, the benefit under FR 22-C will not be available. In other cases, the pay may be fixed in accordance with the principles of FR 22 -C.

which he was already working. The clarification sought as to how the pay fixation should be done in such cases.

8. What will be the scope of teaching allowance of Rs. 100 per month and special allowance of Rs. 150 per month.

The teaching allowance and the special allowance will not be treated as part of pay for calculation of dearness allowance etc. Payment of these allowances can be made straightaway without waiting for finalisation of fixation of pay in the senior scale, selection scale, etc.

9. Whether those pay scales are applicable to the miscellaneous/allied teachers like Music Teachers, Drawing Teachers, Physical Education Teachers etc.

These pay scales are applicable to miscellaneous/allied category of teachers like music teachers, drawing teachers, art teachers, craft teachers, vocational guidance instructors, physical education teachers, language teachers, librarians or equivalent teaching posts carrying any other designation. The scale of pay in respect of all these categories are equated to one of the other category of teacher. That parity will be retained and these teachers will be granted the appropriate pay scales keeping in view the parity that already exists.

10. The Headmasters of primary schools are equated with the trained graduate teachers and headmasters of middle schools with post graduate teachers. It is therefore, to be clarified as to whether these headmasters will be required to acquire the same educational qualifications.

It would be necessary for these headmasters to have the same academic qualifications as are required for the teaching post with which they are equated.

11. What will be the manner of pay fixation and grant of appropriate scale in respect of persons with lower qualifications than the one prescribed for direct entrants.

Persons who have been promoted even though they have lower qualifications, under the existing promotion rules will continue to remain in their existing grades. The requirement of acquiring the requisite qualifications will be enforced for such persons when they are considered for promotion to the selection scale or next higher post.

12. Whether teaching/special Allowance would be admissible to the teachers/Vice-Principals while they work on the cadre posts other than the teaching posts.

Teaching Allowance/Special Allowance is admissible only for performing the duties of a teacher as such these allowance will not be admissible for any other posts.

2. The Union Territory Administrations are requested to keep in view the above clarifications while implementing the revised pay scales.

3. This issues with the concurrence of the Integrated Finance Division vide their U.O. No.14080/87-IPD dated the 3rd Nov., 1987.

Yours faithfully,

sd/-

(S. K. RAY)

DEPUTY SECRETARY TO THE GOVT. OF INDIA

Copy forwarded for information and necessary action to :-

1. Ministry of Finance (Department of Expenditure), New Delhi.
2. Department of Personnel and Training, New Delhi.
3. Joint Director(E&A), Railway Board, New Delhi.
4. Education Officer, M.C.D., Kasmare Gate, Old Hindu College Building, Delhi - 6.
5. Education Officer, N.D.M.C., Palika Kendra, New Delhi.
6. Executive Officer, Cantonment Board, New Delhi.
7. Commissioner, Kendriya Vidyalaya Sangathan, J.N.U. Campus, New Mehrauli Road, New Delhi 110067.
8. Secretary, Central Tibetan School Administration, Pratap Bhawan, New Delhi.
9. I.F.D., Department of Education, New Delhi.
10. Gured File.
11. Deputy Secretary-in-charge, Sainik School Society, New Delhi.

sd/-

(S. K. RAY)

DEPUTY SECRETARY TO THE GOVT. OF INDIA