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**GOVERNMENT OF TELANGANA  
HIGHER EDUCATION (CE) DEPARTMENT**

**Memo No.2715/CE/A1/2011**

**Dated:12-05-2015**

**Sub: HIGHER EDUCATION** - Fitment Formula for fixation of pay of Lecturers in UGC pay scales of 2006 from State RPS 2005 and 2010 of Telangana State -Clarification- Reg.

- Ref: 1) G.O.Ms No.01, Higher Edu (CE) Deptt., dt:08.01.2015.  
2) From the CCE., Telangana State, Hyd., Lr Rc No.144/UGC-PF/2011, dt:20.01.2015.  
3) From the CCE., T.S., Hyd., Lr Rc No.144/UGC-PF/2011, dt:03.03.2015

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The attention of the Commissioner of Collegiate Education, Telangana State, Hyderabad is invited to the references cited. In the reference 1<sup>st</sup> cited, orders have been issued confirming the Fitment Formulae for fixation of pay of Lecturers in UGC pay scales of 2006 from State RPS 2005 and 2010, subject to the condition that the additional expenditure, if any, due to the above pay fixation has to be met from the existing budget provision only and after final allocation of Lecturers to the Telangana State. Certain illustrations on pay fixation formulae -I in respect of the lecturers promoted / recruited on or after 01-01-2006 and drawing State Pay Scales, 2005 and opted to revised UGC Pay Scales, 2006 and formulae-II in respect of Lecturers who were promoted / recruited on or after 1.1.2006 and drawing State Pay Scales, 2010 and opted to revised UGC Pay Scales, 2006 as per eligibility and as per rules were given in the annexure to this order and Commissioner of Collegiate Education was requested take necessary action accordingly.

2. In the references 2<sup>nd</sup> & 3<sup>rd</sup> cited, the Commissioner of Collegiate Education, Telangana State, Hyderabad has requested the Government to issue necessary clarification on certain objections on adding AGP, other anomalies and also time frame as per G.O. in the reference 1<sup>st</sup> cited above .

3. After careful examination of the matter, Commissioner of Collegiate Education, Telangana State, Hyderabad is informed as follows:-

- (i) The comparison should be between employees appointed on similar grounds/parameters. Prima facie, Direct Recruited DLs and Promoted DLs are not comparable.
- (ii) In the instant case, the pay of the Promotee Lecturer was revised as per RPS, 2010. Whenever, a pay is revised as per any Revision of Pay Scales, the pay will be increased in comparison to the counter parts of the other types of RPS. In this case, State Pay Scales were revised in 2010, whereas the UGC Pay Scales were revised in 2006. Hence, the pay of the Promotee lecturer would be higher in comparison to the counter part of Direct Recruited Lecturer.
- (iii) Due to length of the continuous service and due to pay revision, the pay of Promotee Lecturer would be higher than Direct Recruitte lecturer. During 2010, due to the new Automatic Advancement Scheme also, whoever completed six years' of service in a post, shall get one increment.
- (iv) Moreover, the Promotee Lecturer will get the benefit of FR.22-B as per the Fundamental Rules.

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- (v) As per G.O.Ms No.93, Finance Deptt., dt:3-4-2010, for removing such anomaly, the senior as well as the junior should be promoted to the same category of post carrying the same scale of pay under the same mode of recruitment and from the same unit of appointment in the lower category.
- (vi) If any employee get a promotion, his pay shall be increased and shall not be stagnated or decreased.
- (vii) The pay of the Promoted Lecturers will be higher than some of the Direct Recruited Lecturers. The said anomaly raised by the Direct Recruited Lecturers shall not be maintainable and has to be negated, since their basic service and seniority cannot be disturbed by the said juniors.

4. The Commissioner of Collegiate Education, Telangana State, Hyderabad is therefore requested to implement the G.O. in the reference 1<sup>st</sup> cited, accordingly.

5. This Memo is issued with the concurrence of Finance (EBS-IV) Deptt. vide their U.O.No.4650/52/EBS-IV/HE/2015, dt:30.04.2015.

**RANJEEV R ACHARYA**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

To  
The Commissioner of Collegiate Education, Telangana State, Hyderabad.  
The Secretary, Telangana State Council of Higher Education, Hyderabad.  
Copy to:  
The Finance (EBS.IV) Deptt.  
The Finance (HRM.I) Deptt.,  
SF/SC.

//FORWARDED:: BY ORDER//

  
SECTION OFFICER