



No. F.20-46/2003-TS-III (pt.IV)

Government of India

Ministry of Human Resource Development
Department of Secondary & Higher Education

New Delhi
June 7, 2004

OFFICE MEMORANDUM

Director's Table

[Signature]
8/6/04

Subject: Rationalization of Scales of Pay of non-teaching employees of National Institutes of Technology (NITs) - Clarification regarding.

Subject:- Rationalizations of Scales of Pay of non-teaching employees of National Institutes of Technology (NITs) - Clarification regarding.

The undersigned is directed to refer to a number of queries being raised by different NITs regarding rationalization/revision of the scales of pay for their staff in the light of their changed status as fully funded institutions of the Central Government and to clarify the issues in the following paragraph:-

2. While all NITs have adopted the scales of pay as approved by their respective BOGs & State Governments, a closer scrutiny of the scales of pay reveals that pay scales are quite identical to those notified under Central Civil Services (Revised Pay) Rules 1997 in most NITs while only in some of the NITs, the scales of pay have either been truncated or split with minor variations here and there. While the proposal to bring about a post-based revision of the scales of pay and consequent uniformity among identically placed employees of all NITs would require more time for an in-depth analysis and consideration by an expert body, it has been decided to rationalize the scales of pay of employees of all NITs as a first step.

3. Procedure for Rationalizations:- Now all NITs would adopt exactly identical replacement scales of pay as notified under CCS (Revised Pay) Rules 1997 for the Central Government employees. In order to do this, NITs would have to refer to the pre-revised scales of pay prevalent in their institutes immediately before 1-1-1996 which are identical to the scales of pay prevalent under the Central Government at that point of time. A complete list of pre-revised scales of pay and their revised equivalent introduced w.e.f. 1-1-1996 is contained in the CCS (Revised Pay) Rules which was circulated to all NITs vide letter of even number dated 27th February 2004. In those cases where there are no identical pay scales in the pre-revised scales of pay in NITs vis-à-vis the Central Government, NITs may have to club two or more pay scales so as to fit them into one of the existing standard pay scale which has a matching revised scale. This clubbing should be done depending upon the nature of the post. However, NITs may also directly adopt the revised scale of pay of such posts as are identical to those common categories of posts listed in Part-B of the CSS (Revised Pay) Rules 1997.

4. Pay Fixation:- The pay of an employee would be fixed at the same stage in the new scale of pay as was being drawn by him before introduction of this new pay scale. If there is no such stage in the new scale of pay, the pay may be fixed at a stage just next above his existing pay. Where the stage of basic pay of an existing employee is lower

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than the minimum of the newly introduced scale of pay, then his/her pay shall be fixed at the minimum of such pay scale and similarly, where existing basic pay of an employee is more than the maximum of the scale of pay adopted for that post, then the pay of that employee shall be fixed at the maximum of the scale of pay of his post and the difference between his existing pay and the pay fixed shall be protected as *personal pay* for that particular employee(s) which would be adjusted against future increments including stagnation increments. If the pay of an employee is fixed at the same stage, then his date of increment shall not change and where pay is fixed just at the next higher stage, then that employee would draw his next increment after completion of 12 months' qualifying service.

4.1 Further, if any NIT like NIT Warangal is following State Government pattern of DA which is different from the Central pattern of DA due to late revision of the scales of pay [subsequent to January 1996], then the pay of an employee would be fixed at such a stage in the new scale of pay where the new pay + Central rate of DA on the date of such fixation would be equal to or just next above the existing pay + State rate of DA.

5. This rationalization of scales of pay as well as fixation pay would be effective from 01-04-2004 in all NITs including NIT Patna which was taken over by the Central Government w.e.f. 28-01-2004. The scale of pay to be adopted for teaching staff of NIT Patna shall be those approved by the Ministry vide Notification No.37-104/95-TS-II dated 9th October 1998. No employee shall be given any option to select the date of his/her pay fixation in the newly introduced scales of pay. Besides, there would not be any notional fixation of pay with effect from 01-01-1996. Therefore, no question of payment of arrear shall arise before 01-04-2004.

6. The introduction of new scales of pay as a process of rationalization shall have to be duly approved/ratified by the BOG of the NIT concerned. Any difficulty in the matter of pay fixation arising out of implementation of this order and/or if there is any peculiar condition regarding scales of pay in any particular NIT, the same should be referred to the Ministry for clarification.

7. NITs may please send a statement indicating the pre-revised and revised scales of pay of all posts in NITs which have been introduced consequent upon implementation of this order.



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To

1. The Directors/Registrars of all NITs
2. The Chairmen, BOGs of NITs