

✓  
uploaded

**No. 3(1)/2017/D(Civ-II)**  
**भारत सरकार / Government of India**  
**रक्षा मंत्रालय / Ministry of Defence**  
**(रक्षा विभाग / Department of Defence)**  
**रक्षा (सिव-II) अनुभाग**  
**D (Civ-II) Section**

B Wing, Sena Bhawan, New Delhi  
Dated, the 18<sup>th</sup> February, 2020

To

The Chief of Defence Staff,  
Ministry of Defence,  
New Delhi-110011

The Chief of Army Staff,  
Integrated HQrs of Ministry of Defence(Army),  
New Delhi-110011

**Subject: Revision of pay scales and Career Advancement Scheme for Teachers/Civilian Academic Officers of National Defence Academy, Khadakwasla and Army Cadet College Wing, Indian Military Academy, Dehradun.**

Sir,

I am directed to refer to this Ministry's letter No. 3/1/2009/D(Civ-II) dated 12.11.2009 extending the revised UGC pay scales to the Teachers/Civilian Academic Officers of NDA, Khadakwasla and ACC Wing, IMA, Dehradun and to state that in view of the revision of pay of Teachers and equivalent cadres in the Universities and colleges as notified by Ministry of Human Resource Development(MHRD) vide their letter No. 1-7/2015-U.II(1) dated 02.11.2017 read with MHRD Corrigendum No. 1-7/2015-U.II(1) dated 08.11.2017, MHRD letter No. 1-4/2017-U.II dated 28.01.2019 & Corrigendum No. 1-4/2017-U.II dated 01.02.2019 and UGC Regulations notified vide Notification No. F.1-2/2017(EC/PS) dated 18.07.2018, the President is pleased to further revise the pay scales of Civilian Academic Officers of NDA, Khadakwasla and ACC Wing, IMA, Dehradun. The revised pay scales and other provisions shall be as per the following paragraphs.

**2. Designation: -**

There shall be only three designations in respect of teachers/ Civilian Academic Officers namely, Assistant Professors, Associate Professors and Professors.

**3. Revised Pay: -**

**(i) Pay Fixation Method:**

The revised pay structure for different categories of teachers/Civilian Academic Officers is based on the following: -

- (a) The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.

- (b) The first academic level (corresponding to AGP of Rs. 6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- (c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- (d) The index of Rationalisation(IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- (e) The entry pay for each level is as follows:

Level	Academic Grade Pay(Rs.)	Entry Pay(Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

- (f) The Pay Matrix based on the above propositions on Academic Levels, Cell and Entry Pay is at **Annexure-I**.
- (g) For fixation of pay of an employee in the Pay Matrix as on 01<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level. If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(ii) **Revised pay for Teachers/Civilian Academic Officers:**

S.No.	Existing Pay	Revised Pay
1	Assistant Professor (at Rs 6000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
2	Assistant Professor (at Rs 7000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
3	Assistant Professor (at Rs 8000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
4	Associate Professor (at Rs 9000 AGP in PB Rs.37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)

*Vinodh*  
18/2/2020

5	Professor (at Rs 10000 AGP in PB Rs.37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
6	Professor/ Vice-Principal/ Principal (at Rs. 10,000 AGP in PB Rs. 37,400-67,000)	Professor/ Vice-Principal/ Principal (at Academic Level 14 with rationalised entry pay of Rs. 1,44,200/-)

4. **Increment: -**

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates for grant of increment namely, 01<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

5. **Promotion: -**

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

6. **Career Advancement Scheme: -**

Stages of promotion under the CAS of incumbent and newly-appointed Assistant Professors/Associate Professors/Professors shall be as per the eligibility and CAS Promotion Criteria prescribed in **para 6.4(B)** of UGC Notification No. F.1-2/2017(EC/PS) dated 18.07.2018. These Regulations shall be applicable from the date of its notification.

7. **Incentives for Ph.D./M.Phil and other higher qualifications: -**

Incentives for Ph.D./M.Phil and other higher qualifications shall be applicable as prescribed in **para 19.1** of UGC Notification No. F.1-2/2017(EC/PS) dated 18.07.2018. These Regulations shall be applicable from the date of its notification.

Vimala  
18/12/2020

8. **Special Allowance to Principals of NDA and IMA: -**

- (i) Principal shall be given a Special Allowance at existing rate of Rs. 2000 p.m. till further orders.
- (ii) The Principals at NDA, Khadakwasla and ACC Wing, IMA Dehradun will continue to be provided with rent-free unfurnished accommodation of their entitlement.

9. **Service conditions and other allowances as applicable to central Govt. servants: -**

For all matters of service conditions and other allowances other than those mentioned in the foregoing paragraphs, namely pay scales, incentives for Research Qualifications and upward movements under Career Advance Scheme, the teachers/civilian academic officers will continue to be governed by the rules applicable to Defence Civilians in other defence establishments.

10. **Date of implementation of revised pay and allowances and payment of arrears: -**

- (i) The revised Pay and revised rates of Dearness Allowance under this scheme shall be effective from 01.01.2016. Other allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance, etc. admissible during the 6<sup>th</sup> CPC shall be revised as per MHRD letter No. 1-4/2017-U.II dated 28.01.2019 read with Corrigendum of even number dated 01.02.2019.
- (ii) Payment of arrears shall be made during the financial year i.e. 2019-2020, after deduction of admissible income tax.
- (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.

11. **Recruitment Rules: -**

Appointment/recruitment to all posts of Civilian Academic Officers will be carried out as per the qualifications prescribed under the UGC Scheme for the respective posts. HQIDS and DG/MT, IHQMOD(Army) may review the RRs to be in line with UGC scheme.

12. Further modifications/amendments, if any to the MHRD scheme of revision of pay of teachers as per 7<sup>th</sup> CPC issued vide MHRD letter No. 1-7/2015-U.II(1) dated 02.11.2017 read with MHRD Corrigendum No. 1-7/2015-U.II(1) dated 08.11.2017, MHRD letter No. 1-4/2017-U.II dated 28.01.2019 & Corrigendum No. 1-4/2017-U.II dated 01.02.2019 and UGC Regulations notified vide UGC Notification No. F.1-2/2017(EC/PS) dated 18.07.2018 shall be applicable automatically to the teachers/Civilian Academic Officers of NDA/IMA.

Vinayak  
18/2/2020

13. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Headquarter IDS and DGMT, Integrated Head Quarters of Ministry of Defence(Army) for clarification/decision of the Central Government.

14. Any clarifications on points other than pay and allowances will be provided by the concerned Division(s) dealing with the subject(s).

15. This issues with the approval of Ministry of Finance (Deptt. of Expenditure) vide their U.O No. 10(4)/E.III(B)/2019 dated 27.01.2020/eFTS 1328639 and concurrence of Defence (Finance)(AG/PA) vide their U.O. No 1(31)/2009-AG/PA/16 dated 18.02.2020.

Yours Faithfully



(Vimala Vikram)

Under Secretary to the Govt of India

Tel:23014675

Copy for information & necessary action: -

- (a) Secy, Defence Finance, MoD
- (b) JS(E), MoD
- (c) JS(Trg), MoD
- (d) DGMT
- (e) DCIDS(DOT), HQIDS
- (f) Principal Director of Audit(Army)
- (g) Principal Director of Audit(AF&N)
- (h) DFA(AG), CGDA, All controllers of Defence Accounts
- (i) D(IT), with the request that this OM/communication may be uploaded on the website of MoD at location: -MoD>DoD>Employees Corner>Seventh CPC for wider dissemination.

Copy also to:-

Ministry of Human Resource Development, Deptt of Higher Education	W.r.t to their OM No. 9-8/2019-U.II dated 20.09.2019 and 15.10.2019
Ministry of Finance, Department of Expenditure	W.r.t to their U.O. No. 10(4)/E.III(B)/2019 dated 27.01.2020

## Pay Matrix

Pay Band(Rs.)	15,600-39,100		37,400-67,000		67,000-79,000	
Grade Pay(Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalisation	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay(Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalised Entry Pay(Rs.)	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
1						
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

V. S. S. S.  
18/2/2020