

**SUPPLEMENTARY VOLUME NO. II-A**



# **Information Regarding Teachers**

**EDUCATION COMMISSION  
University Grants Commission Building  
Bahadur Shah Zafar Marg  
New Delhi—1966**

Supplementary Volume No. II-A

INFORMATION REGARDING TEACHERS

EDUCATION COMMISSION  
MINISTRY OF EDUCATION  
GOVERNMENT OF INDIA  
NEW DELHI  
1966

## P\_R\_E\_F\_A\_C\_E

I have great pleasure in presenting Supplementary Volume No. II-A which contains data relating to teachers.

The Volume is divided into four sections.

Section I deals with the School stage and gives the salary scales of school teachers and their service conditions (including retirement age and benefits). These have been arranged separately according to the States and in each State, separately for the teachers at lower primary, higher primary and secondary stages. In using these data, the following points may be noted:-

1. In this study, the scales of pay of teachers have been given separately according to qualifications. The allowances admissible to them have also been indicated. This information has been given separately for lower primary, higher primary and secondary teachers working in schools under different managements - Government, local bodies and private.
2. The State Governments and Administrations of Union Territories were requested to supply information regarding the scales of pay of teachers in schools as on 1st April, 1965. This information was received from all of them except Pondicherry which did not furnish that in respect of Higher Primary and Secondary Schools. In the absence of this, the latest available information as on 1.1.64 has been incorporated.
3. It was found, however, that some States, e.g. Bihar, Nagaland, U.P., Himachal Pradesh and Pondicherry (in respect of lower primary teachers) had revised the salaries etc. of school teachers subsequently during 1965-66 also. Due note of these revisions has been taken in this study and the information has been brought up-to-date as on 31st March, 1966.
4. The terminology used in the headings of this Study, viz. 'Lower Primary' 'Higher Primary' and 'Secondary' Schools is in keeping with that adopted for the Report of the Education Commission. But the minimum qualifications for various posts have been given as furnished by the State Governments and Union Territory Administrations without

changing them to conform to our concepts and as such the terms like "Primary trained", "Middle Pass", "Secondary Grade Trained", etc., etc., have the same connotations as are prevalent in the respective State/Union Territory.

Section II deals with teachers in universities and colleges. As at the school stage, it gives information about salary scales and service conditions (including retirement age and benefits). The information is given separately for each university and its affiliated colleges.

Section III deals with salary scales in other categories, viz., technical institutions, Council of Scientific and Industrial Research, Medical Colleges, and of All-India Central Services for purposes of comparison.

Section IV gives statistical data arranged in ten tables.

The Commission would like to place on record its appreciation of the work done for this volume by the members of its staff.

J.P. NAIK  
Member-Secretary

New Delhi  
30-6-1966



Staff of the Education Commission who  
have compiled this Volume.

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INFORMATION REGARDING TEACHERS

SECTION - I

SCHOOL STAGE

(V)

**SALARY SCALES OF TEACHERS**

(1st August, 1965)

**SCHOOL STAGE**

EMOLUMENTS OF TEACHERS IN PRIMARY SCHOOLS  
ON 1st August, 1965 - A SUMMARY

Pages 17-39 - give Statewise details

State	Non-Matric teachers' Scale.	Rs.	Matric trained teachers' scale.	Rs.	Number of Yrs. to reach the maximum.	Dearness Allowance.	Rs.	Other Allowances.	Rs.	Remarks
(1)	(2)	(3)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Andhra Pradesh	i) 55-75 ii) 65-95		80-150		15 Yrs.	20 upto 150		i) C.C.A. 6 : 75 10 : 75-150 ii) T.C.A. 8 upto 75-100 10 " 100-150 iii) Municipalities 8 upto 100 5 " 100-206		H.M.A. Rs. 2/3/4/5 depending on number of teachers. Graduates appointed start at Rs. 100/-.
Assam	i) 85-135 ii) 110-165		105-200 (S.G. 165-200)		17 Yrs.	10 upto 250		i) H.R.A. ii) H.A. 15 upto 141 40 upto 141-300 iii) S.C.A. for Shillong, Aijal & Lungalong Sub-Divisions		H.M.A. 5/10 per month.
Bihar	As in Middle Schools									
Gujarat	i) 75 ii) 95-135		101-145		18 Yrs.	25:109 30:110-150		i) H.R.A. 5 : 76 7.50:76-146 ii) C.C.A. 7½% of pay min. 6 and max. 15.		i) Special allowances for Municipal school boards. ii) House Rent admissible only in selected schools.

: means for

6 : 75 to be read as Rs. 6 upto Rs. 75.

Non-Matric teachers' scale	Matric trained teachers' scale	Number of yrs to reach the maximum	Dearness Allowance	Other Allowances	Remarks
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Jammu & Kashmir

-	70-180	15 yrs	10: 100	8 above 100	trained teachers start at Rs. 80
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Kerala

30-60	40-120		25. 50:99	D.P.	Hm.A
			27. 50:100-	29.35	Rs. 3.00 p.m.
			140	accord-	
				ing to	
				graded	
				scale	
				H.R.A.	
				6	
				7: 140	

Madhya Pradesh

85-140	90-170	20 yrs	10: 150	15: 151-	H.R.A. Trained teachers
			200		Rs. 7 for get 2 advance selected increments places.

Madras

i) 55-70	90-	15 yrs	28: 89		H.R.A. No Hm.A
ii) 65-90	140		42: 90-		Rs. 10 up to 89 H.R.A. only
			149		Rs. 15 for for Govern-ment teachers
					90-300

Maharashtra

i) 40 fixed	56-100	18 yrs	Up to 50:60	H.R.A.	Selection Grade is allowed.
ii) 50-90			Above 61:70	5: 76	
				7.50-10	Rates for other Allowances are different for certain areas.
				for 76-99	
				10-15 for	
				100-199	

Mysore

65-90	80-150	19 yrs	20: 149		
70-110			32.50:150-299		

Non-Matric teachers' scale	Matric trained teachers' scale	Number of yrs. to reach the maximum	Dearness Allowance	Other Allowances	Remarks
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Nagaland

40-60	55-75	17 yrs	20% for 31-60 15% for 61-100 17½% above 100	<u>H.R.A.</u> 7.50 up to 74 10.00 up to 75-99 15.00 up to 100-199  <u>C.A.</u> 13.50 up to Rs.300  <u>Winter Allowance</u> 10% of pay for 5 months.	S.P. of 1/3rd of basic pay with min. 50 and max. 150
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Orissa

80-135	100-155	-	25 p.m.	nil	Hm. A. Rs.2/-
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Punjab

-	60-175	24 yrs	<u>D.P.</u> 40: 51-50 45: 151-200	<u>C.C.A.</u> 12½% pay for certain places & S.C.A. for Lahaul & Spiti	
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Rajasthan

-	75-160	19yrs	25: 149 35: 150-540	<u>H.R.A.</u> 6: 45-59 7.50 to 20: 60-199	i) H.R.A. is allowed for certain places and only for Government teachers. ii) Hm. A Rs.5/- iii) Trained Teachers start at Rs.91/-
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Uttar Pradesh

i) 40 fixed	i) 120-250	17	15 up to 99		Headmasters are in special grade of Rs. 120-250 Women teachers get village allowance
ii) 50-60	ii) 100-180	17	25 for 100-299		
55-70	iii) 80-125	15			



Non-matric teachers' scale	Matric trained teachers' scale	Number of yrs. to reach the maximum	Dearness Allowance	Other Allowances	Remarks
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West Bengal

65-170	i) 80-125 ii) 80-150 (Basic trained)	25 25	Rs. 10/-	H.R.A. 10% of the pay for certain places	i) Hm.A 5/15 ii) Govt. Model Schools grades are 350-525 & 225-475 for post-graduates and 175-325 for graduates trained iii) D.A. and H.R.A are also allowed
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UNION TERRITORIES

A & N. Islands

i) 80-95	150-240	12 yrs	C.G.R.	H.R.A.	33 1/2% of basic pay to 45% to M.L.R.
ii) 100-142	118-225	24 yrs	in P.B. schools	Rs. 15 sub. to a min.	
iii) 110-180	130-300	23 yrs	Rs. 35/- p.m.	of 7 1/2% of basic pay	10% to 33 1/2% to persons recruited locally

Dadra & Nagar Haveli

i) 106-180	21 yrs	Rs. 109:25	C.E.A.
ii) 115-245	21 yrs	110-149:30	M.T.A.
iii) 95-135	20 yrs	150-209:45 210-299:50	& S.P.
300-349: the 10% below 150 amount by min. 7.50 & max. which falls 12.50 8% for short of 150-500 Rs. 350/-			

Delhi

i) 150-240	12 yrs	C.G.R.
ii) 118-225	24 yrs	

Goa, Daman & Diu

i) 90 fixed			
ii) 110-195	19	28: 110	H.R.A.
iii) 118-225	24	42: 110-150 44: 150-210 66: 210-400	7 1/2% of the basic pay subject to the minimum of Rs. 15/- p.m.

Non-matric teachers' scale	Matric trained teachers' scale	Number of yrs. to reach the maximum	Dearness Allowance	Other Allowance	Remarks
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Himachal Pradesh

60-120 (S.G. 120-175 for 15% posts)	13 yrs	Rs. 50/-	C.A. 6 1/2% in Home district 100% to 125% in Kangra district & Pangi of Chamba district Village allowance Rs. 15 to lady teachers in specified areas.
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L.M. & A Islands

i) 80-110	118-225	24 yrs	28: 110	S.P. 40% of basic pay
ii) 110-180	150-240	12 yrs	42: 110-149 54: 150-209 66: 210-399	

Manipur

40-60	50-65	20 yrs	20% of pay plus Rs. 6/-
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NEFA

i) 40-65	60-125	15 yrs	15%: 61-100
ii) 60-100	75-125	15 yrs	plus additional Rs. 6/- 17%: 100 & above

Pondicherry

i) 55-70	90-140	15 yrs	Up to 90: 28	H.R.A.
ii) 65-90	140-250	15 yrs	90-250: 42	Rs. 7/-

Tripura

125-200	20 yrs	Up to 150: 10 151-300 : 20 301-600 : 30	C.A. 10% of pay min. 7.50 & max. 12.50 below Rs. 150 8% of pay min. 12.50 bet. 150-500. For pay beyond 500 the amount pay falls short of Rs. 538/-
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Source: 1) Data supplied by State Governments/Union Territories

C.C.A. = City Compensatory Allowance

H.R.A. = House rent allowance

T.C.A. = Town Compensatory Allowance

S.C.A. = Special Compensatory Allowance

Hm.A. = Headmaster's Allowance

H.A. = Hill allowance

W.A. = Winter Allowance

S.G. = Selection Grade.

EMOLUMENTS OF TEACHERS IN MIDDLE SCHOOLS

as on 1st August, 1965.

Non-Gra- duates	Graduate Trained.	Number of Yrs. to reach the maximum	Dearness Allowance	Other Allow- ances.	Remarks
1	2	3	4	5	6

Andhra Pradesh

i) 65-95 130-250 16 Yrs. Upto 150: 20 Hm.A.  
 ii) 80-150 15 Yrs. 150-320 : 32 Rs.15/-  
 320-500 : 6

C.C.A.  
 Below 75: 6  
 75-150: 10  
 150-326: 15  
 w.m.a. upto  
 Rs. 341

Note:-  
 Graduates start at  
 Rs.145 in the scale of  
 Rs.130-250/-.

Graduates start at  
 Rs.100/- in the scale  
 of Rs.80-150/-.

T.C.A.  
 Below 75: 6  
 75-100: 8  
 100-150: 10  
 150-326: 12  
 w.m.a. upto  
 Rs. 338/-

M.C.A.  
 Below 100: 3  
 Rs.100-206: 5  
 w.m.a. upto  
 Rs.211/-.

Assam

i) 140-275 175-400 20 Yrs. 20%: 31-60 1) S.C.A.  
 ii) 125-200 150-300 20 Yrs. 15%: 61-100 for Shillong,  
 125-275 17 Yrs. 17%: 101-250 Aijal &  
 (S.G.275-350) Rs.6 addi- Lungalong  
 tional pay Sub-divi-  
 iii) 60-125 upto Rs.100 sions.  
 iv) 75-150 20% D.A. for hills.

ii) H.A.  
 Upto 140: 15  
 141-300: 40  
 301-600: 50  
 601-1000: 75

Non-Graduate	Graduate Trained	Number of Yrs. to reach the maximum	Dearness Allowance	Other Allowances	Remarks
1	2	3	4	5	6

Bihar

i) 115-200	160-280	17 Yrs.	5 upto:	<u>H.R.A.</u>	
ii) 160-253	100-175	13 Yrs.	Rs. 300	Dhanbad	
iii) 70-115		16 Yrs.	(in Govt. & Schools)	Dhalbhum	
iv) 50-90		14 Yrs.	Rs. 30 in Non-Govt. Schools	4.50:85-115 6 : 115-135 7.50:135-155 9.00:155-185 11.00:185-225	

<u>Hm.A.</u>	<u>Patna</u>
Rs. 15	3 : 115 4 : 115-135 5 : 135-155 6 : 155-185 7.50:185-225

Jammu & Kashmir

70-180	100-280	15 Yrs.	10: 100
		18 Yrs.	8 above 100

Kerala

i) 40-120	80-165	17 Yrs.	Below 99:	<u>H.R.A.</u>
ii) 60- fixed.		14 Yrs.	25-50 163-166: 27-50	Rs. 7/- <u>Hm.A.</u> Rs. 10 p.m.

Madhya Pradesh

i) 90-170	150-290	20 Yrs.	Rs. 15/-	<u>H.R.A.</u>	2 addl.
		21 Yrs.	Rs. 5/- Addl. upto Rs. 200	Rs. 7/- at Bhopal, Indore, Ujjain, Gwalior & Jabalpur	at increments for trained graduates. Trained ladies 5 add. incre. & Un-trained 3 add. incre.
			Rs. 5/- upto Rs. 300.		
				<u>H.M.A.</u>	
				Rs. 25/-	

Non-Gra- duate	Graduate Trained	Number of Yrs. to reach the maximum	Dearness Allowance	Other Allow- ances	Remarks
1	2	3	4	5	6

Madras & Maharashtra

Included under High/Higher  
Secondary Schools.

Mysore

i) 65-90	i) 130	20 Yrs.	20: Up to 149	<u>Compensatory</u>
ii) 70-110	fixed	15 Yrs.	32.50: 150-	<u>Cum-H.R.A.</u>
iii) 80 fixed	ii) 130-19	Yrs.	299	Below Rs.150: Rs.5
iv) 80-150	250	15 Yrs.		150-320 : Rs.7

C.C.A. (Population  
Lakh & above.)

Below Rs.150: 3  
150-320: 4

Nagaland

i) 60-100	125-275	18 Yrs.	20%: 31-60	<u>S.P.</u>
ii) 60-125		15 Yrs.	15%: 61-100	33 $\frac{1}{2}$ % of basic pay
iii) 75-125		17 Yrs.	17 $\frac{1}{2}$ %: above	subject to min. 100 of Rs.50 and max.

Addl. D.A. Rs. 6 of Rs.150.  
for pay up  
to Rs.100/-.

H.R.A.

7.50: upto 74  
10.00: 75-99  
15.00: 100-199 &  
7 $\frac{1}{2}$ % for 200 and  
above.

C.A.

13.50 upto Rs.226/-

W.A.

10% of pay for  
5 months.

Hm.A.

Rs.20/- p.m.

Orissa

i) 80-135	185-325	16 Yrs.	25: Up to 150
ii) 100-155		12 Yrs.	35: 325
iii) 110-175		16 Yrs.	

Non-Graduate	Graduate Trained	Number of Yrs. to reach the maximum	Dearness Allowance	Other Allowances	Remarks
1	2	3	4	5	6

Punjab

i) 60-120	110-250	13 Yrs.	30: Up to 50	C.C.A.	
ii) 120-175		7 Yrs.	40: " 150	12½% at Chandigarh	
iii) 140-220	250-300 (S.G.)	8 Yrs.	45: " 200	& Hilly region & 10% in Distt.	
		16 Yrs.	50: " 250	Mohindergarh.	
		5 Yrs.	60: " 300		
			85: above 500	S.C.A.	
				Lahaul & Spiti at 100% & 125% respectively.	

Rajasthan

i) 75-160	115-335	*18 Yrs.	26 Yrs.	35: Below 150	Hm.A.
		29 Yrs.		150-540	Rs. 10 to 30 (Depending on status & size of school)
					H.R.A.
					Rs. 6: 45-59
					Rs. 7.50: 60-74
					Rs. 10.00: 75-99
					12.50: 100-124
					15.00: 125-149
					17.50: 150-174
					20.00: 175-199
					25.00: 200-249
					35.00: 250-299
					40.00: 350-533

Uttar Pradesh

i) 80-125	150-350	15 Yrs.	(Govt.) 15: Up to 99	V.A. for women outside their home town
ii) 100-180	80-200	17 Yrs.	25: 100-299	
iii) 120-250	120-300	17 Yrs.	35: above 300.	
i) 50-75		10 Yrs.	24: Upto 46	
ii) 55-90			25: 47-50	Rs. 15 for trained
iii) 70-120			51-52 by which it falls short of 75.	Rs. 10 for untrained.
iv) 76-126			22: 53-70	
i) 40-65			24.50: 71-84	
ii) 50-133			For pay 85.93 the amount by which the pay falls short of Rs. 110.	
iii) 70-120			22: 53-70	
iv) 75-200			24.50: 71-84	
			85.93: the amount by which the pay falls short of Rs. 110. (Local Boards)	
			Rs. 20/- p.m. (Private Bodies).	

Non-Graduate	Graduate Trained	Number of Yrs. to reach the maximum	Dearness Allowance	Other Allowances	Remarks
<u>West Bengal</u>					
i) 125-200	i) 175-325	20 Yrs.	(Centre) Up to 150: -10		
ii) 115-185	ii) 225-475	20 Yrs.	151-300: 20		
	iii) 160-295	18 Yrs.	301-600: 30		
	(S.P. Rs. 25)				
	iv) 160-295		Rs. 10/- p.m. (private)		
<u>A &amp; N Islands</u>					
i) -	i) 160-300	16 Yrs.	According to		
	ii) 210-375	14 Yrs.	Central Govt. Rules.		
<u>Dadar &amp; Nagar Haveli.</u>					
No Middle Schools in this area.					
<u>Delhi</u>					
118-225	i) 160-300	17 Yrs.	50		
	ii) 190-395	17 Yrs.	54		
	iii) 210-395	15 Yrs.	66		
<u>Goa, Daman &amp; Diu.</u>					
118-225	160-300	24 Yrs.	Same as shown	H.R.A.	
		16 Yrs.	under primary schools.	7% of basic pay	min. Rs. 15 p.m.
<u>Himachal Pradesh</u>					
60-120	110-250	13 Yrs.	Rs. 50/-	C.A.	
	250-350	16 "		6 1/2% in Home Dist.	
	(S.C.)	10 "		100 to 125% in	
				Kannaur & Chamba	
				Distt.	
				12% in other areas.	
				Rs. 15/- V.A. to lady	
				teachers.	
<u>L.M. &amp; A Islands</u>					
118-225	210-395 *	Same as shown for		H.R.A.	
(S.P. 40%)	(S.P. 40%)	primary school- teachers.		Rs. 15 p.m.	
*24 Yrs. 15 Yrs.					

Non-Graduate	Graduate Trained	Number of Yrs. to reach the maximum	Dearness Allowance	Other Allowances	Remarks
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Manipur

i) 40-65	--	16 Yrs.	20% of pay plus Rs. 6		
ii) 60-115		18 Yrs.	15%	-do-	
iii) 75-125 (S.P.R. 20)		15 Yrs.	15%	-do-	
			15%	-do-	

NEFA

i) 60-125	i) 125-275	15 Yrs.	As shown for primary schools		
ii) 75-125	ii) 150-300	15 Yrs.			
		17 Yrs.			
		17 Yrs.			

Pondicherry

90-140	---	15 Yrs.	Rs. 42		
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Tripura

i) 175-325	20 Yrs.	As shown for primary school teachers.	<u>C.A.</u>		
			i) For pay below 150		
			10% of pay min. 7.50		
			& Max. 12.50		
			ii) Between Rs. 150-500		
			8% of pay min. 12.50.		
			ii) Beyond Rs. 500/-		
			amount by which pay falls short		
			of Rs. 538/-.		

Source: Data supplied by State Governments and Union Territories.



EMOLUMENTS OF TEACHERS IN HIGH/HIGHER  
SECONDARY SCHOOLS

Graduate/P.G. Trained	Number of years to reach the maximum	Dearness Allowance	Other Allowances	Remarks
<u>Andhra Pradesh</u>				
i) 200-375 (S.G.)	15 years	Upto 150:20	<u>Hm. A.</u>	
ii) 130-250	16 years	150-320 :32	40: Strength exceeds 500	
iii) 325-700		320-300 :-6	25: " below 500	Gazetted Headmaster is not eligible for Hm.A.
<u>Higher Starts</u>				
1. Graduates start 145/- in the scale of 130-250		<u>M.C.A.</u> 100-B.3 100-206-B.5	<u>C.C.A.</u> Below Rs.75: Rs.6 75-150 : Rs.10 150-326 : Rs.15	
2. Graduates as Sec. Grade Trs. start at 100 in the scale of 80-150.			with marginal adjustment upto Rs.341.	
<u>Assam</u>				
<u>H.S. &amp; Multi-purpose Schools</u>		(Private Bodies)	<u>Shillong C.A.</u>	
225-600	21 years	17% of pay : 101-250	Rs. 7.50	
300-800	21 years	20% in hills-(High Schools)	<u>Hill Allowance</u>	
350-1000	20 years	(Government)	140- Rs. 15	
<u>High Schools</u>		Adhoc D.A. of Rs.10	up to 300 - 40/=	
200-500	23 years	p.m. for teachers	" 600 - 50/=	
250-700	16 years	drawing less than	" 1000 - 15/-	
350-925	18 years	Rs.250/-		(Two advance increments for B.T.)
<u>Govt.</u>				
i) 160-280	16 Years	<u>Bihar</u>	<u>H.R.A.</u>	
ii) 230-450	16 Years		at Patna	
iii) 325-985	22 Years		3 to 7.50 for pay	
<u>Private</u>			115-225	
220-400			<u>Dhanbad &amp; Dhalbhum</u>	
250-450.			<u>Sub-Division</u>	
			Rs.3 to Rs.11 from	
			Rs.85-225	
<u>Gujarat</u>				
i) 250-470	18 Years	25: upto 199	<u>H.R.A. for</u>	<u>C.L.A.</u>
ii) 280-735	23 Years	30:110-149	<u>Ahmedabad</u>	Below 250:7½%
iii) 160-370	25 Years	45:150-209	Rs.9 : Rs.75	min. 6,Max.15
		50:210-299	12.50: 75-99	250-950:6%
			12½% subject	min.15,
			to min. 17.50	max.50
			for 100-299	
			10% for 300	
			<u>H.R.A. for</u>	
			<u>Baroda, Surat, Rajkot, Bhavnagar,</u>	
			<u>Jamnar</u>	
			Rs.5 : Below Rs.76	
			7.50 : 76-146	
			10 : 146-300	
			5% of the pay : Over 300	

Graduate /P.G. Trained	Number of years to reach the maximum	Dearness Allowance	Other Allowances	Remarks
<u>Jammu &amp; Kashmir</u>				
i) 100-280	18 Years	Upto 100 : 10		
ii) 250-500	10 "	above 101-400 : 8		
iii) 145-350	12 "			
iv) 300-600	10 "			
<u>Kerala</u>				
i) 80-165	14 Years	Rs. 25.50 : 99	<u>H.R.A.</u>	
ii) 150-250	10 "	Rs. 27.50 : 199	Rs. 7/-	
iii) 250-400	11 "	Rs. 25 : 200		
		201-325 : 20% + 15		
			<u>Dearness Pay</u>	
				28 to 40 for a range of pay of Rs. 99 to 200.
<u>Madhya Pradesh</u>				
i) 150-290	14 Years	15 : Upto 150		
ii) 250-450	14 "	20 : 151-200		
iii) 275-700	18 "	25 : 201-300		
iv) 260-700	22 "			
<u>Madras</u>				
i) 140-250	15 Years	Rs. 28 : upto 89	<u>H.R.A.</u>	<u>Hm.A.</u>
ii) 225-350	10 "	Rs. 42 : 90-149	10:89	Rs. 30 - if strength is 500
iii) 300-800		Rs. 54 : 150-209	15:90 & above	
iv) 225-375		Rs. 66 : 210-399	but below Rs. 300	
v) 300-450		Rs. 70 : 400-599	20:300 and above	Rs. 20 - if less than 500.
		Rs. 80 : 600-799	but not exceeding	
		Rs. 85 : 800-999	Rs. 500	
		Rs. 90 : Rs. 1000 to Rs. 1200		
				Muffasil & Taluk Headquarters allowance is also given.
<u>Maharashtra</u>				
i) 110-200	20 Years	45 : Upto Rs. 50	<u>Addl. Pay for Higher Certification:</u>	
ii) 120-300	25 Years	50 : 51-100		
iii) 150-350	23 Years	55 : 101-150		
iv) 200-300	10 Years	60 : 151-200		From Rs. 5 to Rs. 25 p.m.
v) 250-400	10 Years	65 : 201-250		
vi) 300-500	10 Years	60 : 251-300		
vii) 350-600	10 Years	70 : 301-500		
		85 : 501-750		
		100 : 751-1000		
<u>Mysore</u>				
	15 Years	Rs. 20 : Upto 149		
i) 130-250	14 Years	32-50: 150-299		
(P.G. 200-350)	11 Years			
ii) 250-500				
<u>Nagaland</u>				
i) 150-300	17 Years	As shown for	<u>H.R.A.</u>	
ii) 200-500	13 Years	middle school	7.50 : Upto Rs. 74	
iii) 350-600	10 Years	teachers	10.00 : 76-99	
			15.00 : 100-199	
			7 1/2% of pay for pay of	
			Rs. 200 and above.	
			<u>C.A.</u> : Rs. 13.50 Upto Rs. 300	
			<u>Winter Allowance</u>	
			10% of pay for 5 months.	
			Note: Graduates with honours, distinction	
			B.T., or Post-graduate degree get two advance	
			increments.	

Graduate/P.G. Trained	Number of years to reach the maximum	Dearness Allowance	Other Allowances	Remarks
<u>Orissa</u>				
i) 115-210	13 Years	25 : Upto 150		
ii) 125-220		35 : 150-330		
iii) 185-325	11 Years	40 : 331 and above.		
iv) 215-385				
v) 250-425	9 Years			
vi) 260-780	15 Years			
<u>Punjab</u>				
i) 110-250	16 Years	30 : Upto 50	<u>C.C.A.</u>	
ii) 180-450	12 Years	40 : " 150	12 $\frac{1}{2}$ % at Chandigarh	
iii) 200-500	11 Years	45 : " 200	& hilly region	
iv) 250-350	10 Years	50 : " 250	<u>S.C.A.</u>	
v) 250-750	20 Years	60 : " 300	For Lahul & Spiti.	
		85 : " 500 & above		
<u>Rajasthan</u>				
i) 115-335	27 Years	25 : Upto 149		
ii) 225-485	18 Years	35 : 150-540; and		
iii) 275-650	15 Years	marginal adjustment		
iv) 285-540	11 Years	upto Rs. 575		
<u>H.R.A.</u>				
Cities of Ajmer, Jaipur Bikaner, Jodhpur, Udaipur and Kota only				
Rs. 45-59 : Rs. 60				
60-74 : 7.50				
75-99 : 10/-				
100-124 : 12.50				
125-149 : 15.00				
150-174 : 17.50				
175-199 : 20.00				
200-249 : 25.00				
250-299 : 35.00				
350-533 : 40.00				
<u>Uttar Pradesh</u>				
i) 150-350	19 Years	Rs. 25 : 100-299	<u>C.A.</u>	
ii) 250-550		Rs. 35 : above	5% of basic pay	
iii) 250-600		Rs. 300	max. Rs. 10 in Kaval	
iv) 300-900			Towns only	
<u>West Bengal</u>				
i) 175-325	20 Years	Rs. 10 : Upto 150	<u>H.R.A.</u>	<u>Hm.A.</u>
ii) 225-475	20 Years	Rs. 20 : 151-300	At Calcutta,	Rs. 25 to 75 p.m.
iii) 350-525	7 Years	Rs. 30 : 301-600	Alipur & Howrah	
iv) 325-1000	20 Years	601-629 by	10% of basic pay	
		which amount falls	max. Rs. 60.	
		short of Rs. 630.		
<u>A &amp; N Islands</u>				
i) 170-380	18 Years	At Central	<u>H.R.A.</u>	
ii) 250-470	16 Years	Government	Rs. 15/- subject to	
iii) 425-680	9 Years	rate	a min., 7 $\frac{1}{2}$ % of	
			basic pay.	
			<u>C.A.</u>	
			7 $\frac{1}{2}$ % of basic to	
			local recruits	
			33.1/3% to 45% of	
			basic pay to mainland	
			recruits.	

Graduate/P.G. Trained	Number of years to reach the maximum	Dearness Allowance	Other Allowances	Remarks
<u>Dadra Nagar Haveli</u>				
i) 160-370	25 Years	25 : Upto 109		S.P. to other than natives. Upto 150 : 10% of pay min. 7.50 & max. 12.50 150-500 : 8% of pay, max, 12.50 etc.
ii) 250-470	17 Years	30 : 110-149		
		45 : 150-209		
		50 : 210-399		
<u>Delhi</u>				
i) 170-380	18 Years	At Central		Govt. rates.
ii) 250-470	16 Years			
iii) 425-680	9 Years			
<u>Goa, Daman &amp; Diu</u>				
i) 170-380	18 Years	28 : Below Rs.110		
ii) 250-470	16 Years	42 : 110-150		
		54 : 150-210		
		66 : 210-400		
		70 : 400-600		
<u>Himachal Pradesh</u>				
i) 110-250	16 Years	50 : Upto Rs.250	C.A.	6 $\frac{1}{2}$ % in the Home Distt. 100% to 125% in Kannaur Distt. & Pangi of Chamba Distt. 12 $\frac{1}{2}$ % in other areas Will. allowance Rs.15/-p.m. to lady teachers in specified areas
ii) 200-500	17 Years	60 : 251-300		
iii) 250-750	20 Years	70 : 301-500		
<u>L.M. &amp; A Islands</u>				
i) 170-380	18 Years	28 : 110-149		above Rs.600 the amount by which it falls short of Rs.669.
ii) 325-575	14 Years	42 : 150-209		
		66 : 210-399		
		70 : 400-599		
<u>Manipur</u>				
i) 175-450	16 Years	Rs.17.50		
ii) 125-275	17 Years			
iii) 200-500	13 Years			
iv) 250-600	16 Years			
<u>N.E.F.A.</u>				
i) 125-275	17 Years	15% : 61-100		
ii) 150-300	17 Years	17% : Rs.100		
iii) 200-500	12 Years			
iv) 175-450	19 Years			
v) 250-600				

Graduate/P.G. Trained	Number of years to reach the maximum	Dearness Allowance	Other Allowance	Remarks
<u>Pondicherry</u>				
i) 140-250	15 Years		<u>Hm.A.</u>	
ii) 225-350	10 Years		Rs. 20 :	Enrolment below 500
iii) 225-350	10 Years		Rs. 30 :	Enrolment above 500
<u>Tripura</u>				
i) 175-325	20 Years	Rs. 10 :	Upto Rs. 150	
ii) 200-400	20 Years	Rs. 20 :	151-300	
iii) 275-650	20 Years	Rs. 30 :	301-600	
iv) 250-550	20 Years		601-629 amount by which pay falls short of Rs. 630/-	
v) 325-1000				
<u>C.A.</u>				
			i)	10% of pay subject to a min. of 7.50 and max. Rs. 12.50
			ii)	8% of pay subject to a min. 12.50 for pay between Rs. 150-500
			iii)	Amount by which pay falls short of Rs. 538 for pay beyond Rs. 500/-.

Source : Data supplied by State Governments and  
Union Territories.

Lower  
Scales of Pay of Teachers of Primary Schools, 1965-66

(As on 1st April, 1965)

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

ANDHRA PRADESH

Govt./Local Boards/  
Private Bodies.

(i) Lower Grade Teacher	Completed Trained Teachers Certificate of the Higher Elementary Grade, or the Junior Basic Grade or equivalent.	55-1-59-2-75
(ii) Higher Grade Teacher	Basic Grade or equivalent.	65-2-95
(iii) Secondary Grade Teacher	S. S. L. C. pass and trained Teachers Certificate of the Secondary Grade or Senior Basic Grade or Matric trained Teachers Certificate.	80-4-100-5-150

Dearness Allowance

Rs. 20 for pay upto Rs. 150/- p.m.

Compensatory City Allowance

Rs. 6/- upto Rs. 75/-

Rs. 10/- for the range Rs. 75 to 150.

Town Compensatory Allowance  
(Population over lakh)

Rs. 75-100      Rs. 8

Rs. 100-150    Rs. 10

Municipalities

Below Rs. 100      :    Rs. 3

Rs. 100-206        :    Rs. 5

The Headmasters of Primary Schools get Headmasters' allowance of Rs. 2 or Rs. 2, 3, 4 or 5 depending on the number of teachers in the school.

Graduates appointed as Secondary Grade Teachers will start at Rs. 100.

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

ASSAM

Govt./Elementary  
Education Board/  
Private Bodies

Asstt. Teacher	(i) Non-Matriculate, untrained.	85-1-90-2-100-2½-105- 3-135
	(ii) Non-Matriculate, Basic trained or Matriculate, un- trained.	110-3-125-EB-3-149- 4-165
	(iii) Matriculate, Basic trained or non- Matriculate, Normal Pass.	125-4-145-EB-4-165- EB-5-200 Selection Grade: 165- 7-200 (For 10% posts, length of qualifying service being 20 years)

Headmasters to get a charge allowance of Rs. 5 p.m.  
if the number of Asstt. Teachers is upto 3 and Rs. 10 p.m.  
if the number of Asstt. Teachers exceeds 3.

Dearness Allowance

Ad-hoc D.A. of Rs. 10 p.m. for teachers drawing  
pay upto Rs. 250/-.

H.R. and other allowances

i) Shillong compensatory allowance of Rs. 7.50  
for pay upto Rs. 425/- with in the radius  
of 25 k.ms. of Shillong.

ii) Hill Allowance

<u>Pay</u>	<u>Allowance</u>
Up to 140/-	15/-
141-300	40/-
301-600	50/-
601-1000	75/-

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

ASSAM (Contd.)

iii) Special Compensatory allowance for Aijal & Lungleh Sub-Divisions.

Aijal

80-140	:	30% subject to minimum of Rs. 25 & max. of Rs. 50
141-390	:	25% subject to minimum of Rs. 50 and max. of Rs. 70
301-600	:	20% subject to minimum of Rs. 70/- and max. of Rs. 100/-.
601-1000	:	15% subject to minimum of Rs. 100/- and max. of Rs. 125/-.

Lungleh Sub-Divn.

80-140	:	40% subject to minimum of Rs. 35/- and max. of Rs. 50/-.
141-300	:	33 $\frac{1}{3}$ % subject to minimum of Rs. 60/- and max of Rs. 85/-.
301-600	:	25% subject to a minimum of Rs. 85 and max. of Rs. 115/-.
601-1000	:	20% subject to a minimum of Rs. 125/- and max. of Rs. 150.

BIHAR

Included under Higher Primary Schools.



Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

GUJARAT

District Panchayat  
Education Committees/  
Mun. School Boards  
(Except Ahmedabad  
Corporation).

Asstt. Teacher	(i) P. S. C. passed, untrained.	75/- fixed.
	(ii) P. S. C. passed, Junior trained.	95-1½-110-2½-115- S. G. 2½-135 (Selection grade to 15% after 15 yrs. of service).
	(iii) Senior trained, S. S. C. Passed.	101-1½-110-2½-115- S. G. 3-145.

House Rent

Surat, Barodā, Rajkot,  
Bhavnagar, Jamnagar.

Pay below 76 : Rs. 5/-  
Rs. 76-145 : Rs. 7. 50

Municipal School  
Board Ahmedabad.

Asstt. Teacher	(i) P. S. C. passed untrained.	75-1-80
	(ii) P. S. C. passed Junior trained.	95-3-125-4-145-EB- 5-160
	(iii) S. S. C. passed, Senior trained.	101-3-104-4-120-EB- 6-150

House Rent

Pay below 75 : Rs. 9  
" Rs. 75-99 : Rs. 12. 50  
" Rs. 100 &  
above : Rs. 12½%  
sub. to min.  
Rs. 17. 50

City Compensatory  
Allowance

7½% of pay sub. to  
min. 6/- & max. 15/-.

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

GUJARAT (Contd.)

Dearness Allowance

Pay upto Rs. 109 : Rs. 25

" Rs. 110-150 : Rs. 30

JAMMU & KASHMIR

Government

Headmaster/  
Asstt. Teacher Matriculate (trained or untrained), Middle for backward areas only.

70-6-100-EB-8-180

(Starting pay Rs. 80 for trained teachers)

Dearness Allowance

Rs. 10 for pay upto Rs. 100 and Rs. 8 above Rs. 100.

Private Bodies Scales of pay are not uniform.

KERALA

Govt./Private Bodies

Headmaster/Asstt. Teacher (Lower Primary Schools)

S. S. L. C. and Trained

40-4-60-5-120  
(Headmaster's allowance Rs. 3 p.m.)

Part-time Specialist Teacher.

Form III or Standard VIII and training in the special subject.

30-60

(80% of the private teachers have surrendered their political rights and secured parity with Govt. teachers)

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

KERALA (Contd.)

<u>Range of pay</u>	<u>Dearness pay</u>	<u>Dearness allowance</u>	<u>House Rent Allowance</u>
Rs. 40 to 45	29	25-50	Rs. 7/-
Rs. 46 to 55	35	25-50	"
Rs. 56	34	25-50	"
Rs. 57	33	25-50	"
Rs. 58	32	25-50	"
Rs. 59	31	25-50	"
Rs. 60	30	25-50	"
Rs. 61	29	25-50	"
Rs. 62 to 99	28	25-50	"
100 to 140	28	27-50	"

MADHYA PRADESH

Govt./Private  
Bodies/Local Boards

Headmaster      Matric Trained      90-2 $\frac{1}{2}$ -100-EB-4-140-EB-5-170

(Rs. 10 Headmaster's Allowance)

Asstt. Teacher      i) Matric Trained      90-2 $\frac{1}{2}$ -100-EB-4-140-EB-5-170

ii) Middle trained      -do-

iii) Middle passed untrained.      85-2 $\frac{1}{2}$ -100-EB-4-140

Trained teachers get 2 advance increments.

untrained ladies are given 3 advance increments.

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

MADHYA PRADESH (Contd.)

Trained ladies get 5 advance increments.

Dearness allowance

Rs. 10 upto Rs. 150 &  
Rs. 15 onwards but below Rs. 200/-.

House rent allowance

Rs. 7/- allowed at Bhopal, Indore, Jabalpur, Gwalior & Ujjain.

MADRAS

Govt./Local Boards/  
Private Bodies.

Headmaster/Asstt.  
Teacher.

- |  |                |
|--|----------------|
| (i) Standard V, Lower Elementary trained,                              | 55-1-70        |
| (ii) Standard VIII, Higher Elementary Trained or Junior Basic Trained, | 65-1-70-2-90   |
| (iii) Matric, trained (S. S. L. C.)                                    | 90-4-110-3-140 |

Dearness Allowance

Upto Rs. 89	28.00
Rs. 90 to 149	42.00
Rs. 150 to Rs. 209	54.00
Rs. 210 to Rs. 399	66.00
Rs. 400 to 599	70.00
Rs. 600 to 799	80.00
Rs. 800 to 999	85.00
Rs. 1000 to Rs. 1200	90.00

House rent allowance  
(for teachers in Govt. Schools only).

- (i) Rs. 10 upto Rs. 89
- (ii) Rs. 15/- for 90-300
- (iii) Rs. 20 for pay of Rs. 300 and above but not exceeding Rs. 500/-.

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

MADRAS (Contd.)

Muffasil Municipalities

- (1) Rs. 5 for pay upto 74
- (2) Rs. 7 for pay bet. 75-99
- (3) Rs. 9 for pay bet 100-124
- (4) Rs. 12/- for pay between Rs. 125-300

In other Municipal or Taluk Headquarter Towns.

Rs. 3/- for pay upto Rs. 200.

MAHARASHTRA

Local Boards (except Bombay, Poona and Nagpur)

Headmaster/  
Asstt. Teacher

- (i) P. S. C., untrained. 40/- fixed.
- (ii) P. S. C., Junior trained. 50-1 $\frac{1}{2}$ -65-2 $\frac{1}{2}$ -70-S. G.-2 $\frac{1}{2}$ -90  
(S. G. for 15% after 15 years of service)
- (iii) Secondary trained. 56-1 $\frac{1}{2}$ -65-2 $\frac{1}{2}$ -70-S. G.-3-100  
(S. G. for 20% after 10 years of service)

Bombay Corporation

Headmaster/  
Asstt. Teacher

- (i) P. S. C., untrained 55-3-85-5-140
- (ii) Jr. & Sr., trained. 70-5-100-7-170-10-200-15-260

Poona Corporation.

Headmaster/Asstt. Teacher.

- (i) P. S. C., untrained 45/- fixed.
- (ii) P. S. C., untrained but experienced. 45-1-50-3-80-4-100-5-120

Management & Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

MAHARASHTRA (Contd.)

(iii) Jr. trained & Sr. trained. 50-3-80-4-100-5-125  
(Senior trained to get two advance increments)

Nagpur Corporation

Headmaster 50-3-80-2 $\frac{1}{2}$ -100  
Asstt. Teacher 40-2-60-2-70-2 $\frac{1}{2}$ -75

Dearness Allowance

Upto Rs. 50 : Rs. 60/-  
Rs. 51/- and above: Rs. 70/-

A-Area (Greater Bombay)

Pay	C.L.A.	H.R.A.
Rs.	Rs.	Rs.
Below 35	5.00	10.00
35-54	7.50	10.00
55.60	7.50	15.00
61-80	10.50	15.00
81-100	12.50	15.00
101-140	12.50	20.00
141-200	15.00	20.00
201-280	17.50	20.00
251-300	17.50	↓ 10 p.c. of pay
Above 300	20.00	↓ pay

B-Area (Poona and Nagpur)

Below 55	3.00	7.00
55-100	5.00	10.00
101-140	7.00	15.00
141-250	10.00	15.00
Above 250	10.00	7 $\frac{1}{2}$ P.C. of pay

C-Area (Sholapur, Kolhapur, Miraj, Sangli, Ulhasnagar, Akola, Amraoti, Nasik, Malegaon, & Ahmednagar)

Below 55	Nil	3/-
55-100	Nil	7/-
101-250	Nil	10/-
Over 250	Nil	5% of pay

Management & Designation	Minimum Qualification	Scale of Pay
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MYSORE

Govt./Local Boards/  
Private Bodies

Headmaster/ Asstt. Teacher.	(i) Non-SSLC, untrained	65-1-70-2-90
	(ii) Non-SSLC, trained	70-2-80-3-110
	(iii) Matriculate, trained.	80-3-110-4-130-5-150
	(iv) " untrained.	80 fixed.

Dearness Allowance

Rs. 20. for pay upto Rs. 149  
Rs. 32. 50. for pay Rs. 150-299

NAGALAND

Government

Headmaster	Matric, Guru trained.	55-1-70-2 $\frac{1}{2}$ -75 (plus special pay of 33 $\frac{1}{3}$ % of basic pay subject to minimum of Rs. 50 and maximum of Rs. 150).
Asstt. Teacher	(i) Guru trained Pandit/Matriculate Pandit.	55-1-65 plus special pay as above.
	(ii) Untrained Pandits	40-1-60

Dearness Allowance

20% of pay for pay between Rs. 31-60  
15% " " " " " " Rs. 61-100  
17 $\frac{1}{2}$ % of pay above Rs. 100  
Additional D. A. Rs. 6 for pay upto Rs. 100/-

House rent Allowance

Rs. 7. 50 for pay upto Rs. 74  
Rs. 10.00 " " " " Rs. 75-99  
Rs. 15.00 " " " " Rs. 100-199 &  
7 $\frac{1}{2}$ % of pay for pay of Rs. 200 and above.

Management & Designation	Minimum Qualification	Scale of Pay
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NAGALAND (Contd.)

Compensatory Allowance

Cash allowance Rs. 13.50  
pay upto Rs. 300/-

Other Allowance

Winter allowance at 10%  
of pay for 5 months from  
November to March.

ORISSA

Government

Headmaster/  
Asstt. Teacher

(i) Matric, untrained

80.3.110-EB-3-116-4-  
120.5-135

(ii) Matric, trained

100.155  
(Headmaster's allowance  
Rs. 2 for schools having  
more than 2 teachers).

Local Boards/  
Private Bodies

Headmaster/  
Asstt. Teacher

(i) Middle, untrained

70.1.79-2-85

(ii) Middle, trained

75.90

(iii) Matric, untrained

80.3-115-EB-5-125

(iv) Matric, trained

100-4-120-5-130-EB-  
5-150

Dearness Allowance

Rs. 25 p.m.

PUNJAB

Government

Headmaster/  
Asstt. Teacher

Matric, trained (J, T,  
J, B, T).

60-4-80-5-120-5-175

(private bodies give more or less the same scales)



Management & Designation	Minimum Qualifications	Scale of pay
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PUNJAB (Contd.)

Dearness Pay

Rs. 30 for pay Rs. 50  
Rs. 40 " " Rs. 51-150  
Rs. 45 " " Rs. 151-200

City Compensatory Allowance

12½% of the pay at Chandigarh  
& Hilly region and 10% in District  
Mohindergarh.

Special Compensatory allowance is  
given to employees posted in District  
Lahaul and Spiti at the following  
rates:

In District Lahaul

100%

In District Spiti

125%

RAJASTHAN

Govt./Local Boards/  
Private Bodies

Headmaster/Asstt.  
Teacher

Matric Trained or  
untrained.

75-4-95-5-105-EB-5-  
130-EB-5-160

(Initial start of Rs. 91 for  
trained)

(Rs. 5/- p.m. is given as  
Headmaster's allowance)

Management & Designation (1)	Minimum Qualifications (2)	Scale of pay (3)
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RAJASTHAN (Contd.)

Dearness Allowance

Rs. 25 for pay upto Rs. 149  
 Rs. 35 for pay Rs. 150-540  
 Rs. 540 and upto Rs. 575/- the amount  
 by which emoluments fall short of  
 Rs. 575/-.

House Rent Allowance

House Rent Allowance is admissible in cities of Ajmer, Jaipur, Bikaner, Jodhpur, Udaipur and Kota only, according to the following rates to the teachers working in Government Institutions only:-

Pay slabs

Rs. 45-59  
 Rs. 60-74  
 Rs. 75-99  
 Rs. 100-124  
 Rs. 125-149  
 Rs. 150-174  
 Rs. 175-199  
 Rs. 200-249  
 Rs. 250-299  
 Rs. 350-533

House Rent Allowance

Rs. 6/-  
 Rs. 7.50  
 Rs. 10/-  
 Rs. 12.50  
 Rs. 15.00  
 Rs. 17.50  
 Rs. 20.00  
 Rs. 25.00  
 Rs. 35.00  
 Rs. 40.00

UTTAR PRADESH

Govt. Model Schools

Headmaster      Matric, trained  
 Asstt. Teacher      Matric, trained

120-6-180-10-250  
 (a) 100-4-120-5-180  
 (b) 80-3-125

Dearness Allowance

Rs. 15 for pay upto Rs. 99;  
 Rs. 25 for pay Rs. 100-299

Note: Scales of pay of teachers in Government schools as shown above are revised scales of pay as provided in the Pay Rationalisation Committee Report.

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

Local Boards

UTTAR PRADESH (Contd.)

Headmaster	Middle, trained	55-1-60-EB-1-65-EB-1-70
Asstt. Teacher	i) Middle, trained	50-1-55-EB-1-60
	ii) Middle, untrained	40/- fixed.

Dearness Allowance

Rs. 24 for pay upto Rs. 46;  
 Rs. 25 for pay Rs. 47-50; for pay  
 Rs. 51-52, the amount by which  
 the pay falls short of Rs. 75;  
 Rs. 22 for pay Rs. 53-70.

Note: Women teachers in villages outside their home town are given village allowance as: trained - Rs. 15; Untrained - Rs. 10.

WEST BENGAL

Govt. (Model Schools)

Headmaster	M. A./M. Sc. (Hons.) Graduate, trained.	350-25-525
Asstt. Teacher	(i) M. A./M. Sc./Graduate (Hons.), trained.	225-10-325-15-475
	(ii) B. A./B. Sc., trained	175-7-245-8-325

Dearness Allowance

Rs. 10 for pay upto Rs. 150  
 Rs. 20 for pay Rs. 151-300  
 Rs. 30 for pay Rs. 301-600

H. R. A.

Persons posted in Calcutta and Howrah only are entitled to House Rent @ 10% of the pay.

Management & Designation	Minimum Qualifications	Scale of pay
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WEST BENGAL (Contd.)

Calcutta Corporation

Headmaster	B. A./B. Sc. or Intermediate and Senior trained with 10 years teaching experience.	100-5-125-6-185-EB-10-225
Asstt. Headmaster.	Intermediate or Matric and Junior trained with 10 years teaching experience.	80-5-145-EB-6-175
Asstt. Teacher	Matric or Middle, Junior trained.	70-4-90-EB-5-160

Dearness Allowance

Rs. 35 for pay Rs. 51-100  
 Rs. 40 for pay Rs. 101-150  
 Rs. 45 for pay Rs. 151-200.

Govt. Sponsored/  
 Local Boards/District  
 School Boards/Private  
 Bodies.

Headmaster/ Asstt. Teacher (Basic Schools)	Basic Trained	80-2-100-3-130-4-150 (Headmaster to get special pay of Rs. 15).
Headmaster/Asstt. Teacher (Non-Basic Primary Schools).	(i) Non-Matriculate (ii) Matric, untrained of Primary trained.	65-1-70 (Headmaster's allowance of Rs. 5 for trained Headmasters).
	(iii) Matric, trained	75-1-80 80-1-90-2-110-3-125

Dearness Allowance

Rs. 10 p.m.

Management & Designation	Minimum Qualifications	Scale of pay
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A. & N. Islands

Government

Headmaster	Matric, trained	150-5-160-8-240
Asstt. Teacher	Non-Matric, untrained	80-1-85-2-95
	Non-Matric, trained	100-3-130-EB-3-142
	Matric, untrained	110-3-131-4-155-EB-4-175-5-180
	Matric, trained	118-4-170-EB-5-200-EB-5-225

Dearness Allowance

At Central Government rates.

Private Bodies

Headmaster	Matric, trained	130-5-160-8-200-EB-8-256-EB-8-280-300
Asstt. Headmaster	Matric, trained.	118-4-170-5-220
Asstt. Teacher	Non-Matric Trained	110-3-131-4-175-5-180

Dearness Allowance

Rs. 35 per mensem

House Rent Allowances

Rs. 15/- subject to a minimum of  $7\frac{1}{2}\%$  of basic pay to mainland recruits who are maintaining their family on the mainland at rented accommodation.

Compensatory Allowance

$7\frac{1}{2}\%$  of basic pay to local recruits who are not in receipt of Andaman Special pay.

Management & Designation	Minimum Qualifications	Scale of pay
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A. & N Islands (Contd.)

Other Allowances

1. 33 1/3% of basic pay to mainland recruits when posted to South Andamans, 40% in Middle and North Andamans and 45% in Nicobar.
2. 10% of pay subject to a minimum of Rs. 10/- for persons recruited locally and transferred to Middle and North Andamans, 15% of pay subject to a minimum of Rs. 15/- to persons recruited locally and posted to Nicobar who are not in receipt of 33 1/3% of A. S. P.

DADRA & NAGAR HAVELI

Government

Headmaster	P. S. C./P. T. C./S. S. C., trained	1) 115-5-175-EB-5-200-9-24 ii) 106-3-130-EB-3-136-4-180
Teachers	i) passed only P. S. C. untrained.	Rs. 75/- fixed.
	ii) Matriculate, S. S. C. untrained.	Rs. 75-1-80-2-2-90-EB- 2-110
	iii) Trained teachers - P. T. C. i. e. P. S. C. or Matricula- tion/S. S. C.	95-1 1/2-110-2 1/2-115-S. G.- 2 1/2-135

Dearness Allowance

Upto Rs. 109	: Rs. 25
Rs. 110-149	: Rs. 30
Rs. 150-209	: Rs. 45
Rs. 210-299	: Rs. 50
Rs. 300-349	: The amount by which pay falls short of Rs. 350/-.

Other Allowances

Children Education allowance, medical treatment allowance & special pay to be granted to other than natives of Dadra & Nagar Haveli,

Pay below Rs. 150/-p.m. 10% of pay subject to maximum of Rs. 7. 50 and maximum of Rs. 12. 50 p.m.

Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

DADRA & NAGAR HAVELI (Contd.)

Pay above 150/- and below 500/- 8%  
of pay subject to maximum of Rs. 12.50 p.m.

Pay Rs. 500/- and above amount by which  
pay falls short of Rs. 538.92.

DELHI

Govt./Local Boards/  
Private Bodies

Headmaster	Matric, trained	150-5-160-8-240
Asstt. Teacher	Matric, trained	118-4-170-EB-5-200- EB-5-225

Dearness Allowance

At Central Govt. rates.

GOA, DAMAN & DIU

Government

Headmaster/ Asstt. Teacher.	i) Primary teachers' certificate (P. T. C.) Trained.	118-4-170-EB-5-200-EB- -5-225
	ii) Primary school certificate (P. S. C.) Qualified.	110-3-135-4-155-EB-5-195
	iii) Non-qualified -do-	90/-

Dearness Allowance

Below Rs. 110	: 28
110 and above but below 150	: 42
150 " " " "	210 : 54
210 " " " "	400 : 66
400 " " " "	600 : 70
600 " " amount by which pay falls short of 669.	

Management & Designation	Minimum Qualifications	Scale of pay
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GOA, DAMAN & DIU (Contd.)

House Rent Allowance

7½% of the Basic pay subject to the minimum of Rs. 15/-p.m.

HIMACHAL PRADESH

Govt./Private Bodies

Headmaster/Asstt. Teacher

Matric, Jr. Basic trained.

60-4-80-5-120

(Selection Grade 120-5-175 for 15% posts)

Dearness Allowance

Rs. 50 per mensem

Compensatory Allowance

- (i) 6¼% in the Home Distt.
- (ii) 100% to 125% in Kannaur Distt. & Pangi of Chamba Distt.
- (iii) 12½% in other areas.

Other Allowances

Village allowance of Rs. 15/- p.m. to lady teachers in specified areas.

L.M. & A. ISLANDS

Government

Headmaster

Matric, trained

150-5-160-8-240-plus special pay 40% of basic pay.

Asst. Teacher

i) Matric, trained.

118-4-170-EB-5-200-E.B.-5-225 plus special pay.

ii) Middle, trained.

110-3-131-4-155-EB-4-175-5-180 plus special pay.

iii) Middle, untrained

80-1-85-2-95-EB-3-110



Management & Designation	Minimum Qualifications	Scale of pay
(1)	(2)	(3)

L.M. & A. ISLANDS (Contd.)

Dearness Allowance

Rs. 28 for pay below Rs. 110  
 Rs. 42 for pay Rs. 110-149  
 Rs. 54 for pay Rs. 150-209  
 Rs. 66 for pay Rs. 210-399

MANIPUR

Government

Asstt. Teacher	i) Middle (in Hills & rural areas)	40-1-60
	ii) Matriculate (in urban areas).	50-1-65

Dearness Allowance

20% of pay plus Rs. 6

NEFA

Government

Headmaster	Matric, trained	75-3-105-EB-4-125
Asstt. Teacher	i) Middle, untrained	40-1-50-EB-2 $\frac{1}{2}$ -65
	ii) Middle, trained	60-2-80-EB-2 $\frac{1}{2}$ -100
	iii) Matric, untrained	60-4-80-EB-4-100-EB-5-125.
	iv) Matric trained	75-3-105-EB-4-125

Dearness Allowance

15% of pay for Rs. 61-100 plus additional Rs. 6/-.

17% of pay for above Rs. 100 of pay.

Management & Designation	Minimum Qualification	Scale of pay
(1)	(2)	(3)

PONDICHERY

Government

Headmaster/ Asstt. Teacher	Grade II	140-5-180-10-250 (D.A. Rs. 42)
	i) S. S. L. C., trained	90-4-110-3-140 (D. A. Rs. 42)
	ii) Middle, trained	65-1-70-2-90 (D. A. Rs. 28)
	iii) Primary, trained	55-1-70 (D. A. Rs. 28)

House Rent Allowance

Rs. 7/-

TRIPURA

Government

Headmaster	1) Trained Graduate	175-7-238-EB-7-245-8-325
	ii) Trained Matriculate	125-3-140-4-156-EB-4-200 (Special pay of Rs. 15 also)
Asstt. Teacher	Intermediate, untrained or Matric, trained.	125-3-140-4-156-EB-4-200

Dearness Allowance

Rs. 10 for pay upto Rs. 150  
 Rs. 20 for pay Rs. 151-300  
 Rs. 30/- for pay upto Rs. 301-600/-.

Compensatory Allowance

- i) 10% of pay subject to a minimum of Rs. 7.50 and maximum Rs. 12.50 for pay below Rs. 150.
- ii) 8% of pay subject to a minimum of Rs. 12.50 for pay between Rs. 150 - Rs. 500.
- iii) Amount by which pay falls short of Rs. 538/- for pay beyond Rs. 500/-.

Primary  
Scales of pay of Teachers of Higher/Schools, 1965-66  
 (As on 1st April, 1965)

Management & Designation	Minimum Qualification	Scale of pay
(1)	(2)	(3)

Rs.

ANDHRA PRADESH

Govt./Local Boards/  
Private Bodies.

- |   |  |                             |
|---|--|-----------------------------|
| i) Higher Grade<br>Trained Teachers     | A completed Trained Teachers' Certificate of the Higher Elementary Grade of the Junior Basic Grade or an equivalent thereto.   | 65-2-95                     |
| ii) Secondary Grade<br>Trained Teachers | i) The minimum general educational qualification as prescribed i.e., S.S.L.C. Pass, or a pass in its equivalent Examination.<br><br>ii) A Trained Teachers' Certificate of the Secondary Grade or Senior Basic Grade or an equivalent thereto or a Metric Trained Teachers' Certificate. | 80-4-100-5-150              |
| iii) School<br>Assistants               | A Degree of B.A., B.Sc., or B.O.L. of a University in the State and a teaching degree.   | 130-5-155-7½-<br>200-10-250 |

An Headmaster-Allowance of Rs.15/- p.m. is also paid to the Headmaster of a Middle School.

Note:-

1. Graduates will start at Rs.145/- in the scale of Rs.130-250/-
2. Graduates appointed as a Secondary Grade Teacher will start at Rs.100/- in the scale of Rs.80-150/-.

Management & Designation (1)	Minimum Qualification (2)	Scale of pay (3)
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Dearness Allowance

Less than Rs.150/- : Rs.20 p.m.  
Above Rs.150-Rs.320 : Rs.32 "  
Above Rs.320 upto : Rs. 6 "  
Rs.500

City Compensatory Allowance

Below Rs. 75 : Rs.6/-  
Rs.75-150 : Rs.10/-  
Rs.150-326 : Rs.15/-

with marginal adjustment  
upto Rs. 341

Towns Compensatory Allowance  
(Population over 1 Lakh)

Below Rs.75 : Rs.6/-  
Rs. 75-100 : Rs.8/-  
Rs.100-150 : Rs.10/-  
Rs.150-326 : Rs.12/-

with marginal adjustment  
upto Rs.338/-

Municipalities Compensatory Allowance

Below Rs.100 : Rs.3  
Rs.100-206 : Rs.5

with marginal adjustment  
upto Rs.211/-

ASSAM

Government

M.E. Schools

Headmaster

(i) Graduate

175-10-225-EB-10-275-  
EB-12½-400

(ii) Matric, trained  
Also Intermediate

140-6-170-EB-7-205-  
EB-7-275

(Headmaster's allow-  
ance Rs.20)

Selection Grade:  
275-9-320-10-350 (for  
10% posts)

Management & Designation (1)	Minimum Qualification (2)	Scale of pay (3)
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Assistant Teacher (Grade A)	Intermediate, Untrained or Matric trained.	140-6-170-EB-7-205- EB-7-275  Selection Grade: 275-9-320-10-350 (for 10% posts)
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Assistant Teacher (Grade B)	Matric, untrained or non-Matric, Basic trained.	125-4-145-EB-4-165- EB-5-200
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Private Bodies (Aided)

Headmaster	(i) Post-Graduate	150-7½-180-9-270-EB- 10-300 (Two advance increments for B.T.)
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(ii) Graduate	125-7½-155-9-245-EB-10- 275 (Two advance increments for B.T.)
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Assistant Teacher	(i) Intermediate, untrained or Matric, trained.	75-4-115-EB-4-135-5-150
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(ii) Matric, untrained	60-4-80-EB-4-100-5-125
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Dearness Allowance

20% of pay for pay Rs.31-60 (25% for hills)

15% of pay for pay Rs.61-100 (20% for hills)

17½% of pay for pay Rs.101-250 (20% for hills)

Additional pay of Rs.6 for pay upto Rs.100

H.R. and other allowances

i) Shillong compensatory allowance  
of Rs.7.50 for pay upto Rs.425/-  
within the radius of 25 k.m.s. of  
Shillong.

ii) Hill Allowance.

<u>Pay</u>	<u>Allowance</u>
Upto 140/-	15/-
141-300	40/-
301-600	50/-
601-1000	75/-

Management & Designation (1)	Minimum Qualification (2)	Scale of pay (3)
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iii) Special Compensatory allowance for Aijal & Lungleh Sub-Divisions.

Aijal

80.140 : 30%  
subject to minimum of Rs.25 and maximum of Rs.50

141.390 : 25%  
subject to minimum of Rs.50 and maximum of Rs.70

301.600 : 20%  
subject to minimum of Rs.70/- and maximum of Rs.100/-.

601.1000 : 15%  
subject to minimum of Rs.100/- and maximum of Rs.125/-.

Lungleh Sub-Division

80.140 : 40%  
subject to minimum of Rs.35 and maximum of Rs.50/-.

141.300 : 33%  
subject to minimum of Rs.60/- and maximum of Rs.85/-.

301.600 : 25%  
subject to a minimum of Rs.85/- and maximum of Rs.115/-.

601.1000 : 20%  
subject to a minimum of Rs.125/- and maximum of Rs.150/-.

Management & Designation	Minimum Qualification	Scale of Pay
(1)	(2)	(3) Rs.

BIHAR

Elementary Schools  
(Middle and Primary)

Government

Headmaster	Trained Graduate	160-7-202-EB-7-244-9-280 (starting pay Rs.188).
Headmaster/ Assistant Teacher	i) Trained Intermediate	160-7-202-EB-7-244-9-253 (Headmaster's allowance Rs.15)
	ii) Trained Matriculate	115-5-145-EB-5-195-EB-200 (Headmaster's allowance Rs.15)

Dearness Allowance

Rs.5 for pay upto Rs.300

Non-Government

Headmaster/ Assistant Teacher	i) Trained Graduate	100-5-125-EB-4-145-EB-3-175
	ii) Graduate, untrained or Intermediate, trained.	70-3-85-EB-4-105-2-115
	iii) Intermediate, untrained or Matric trained.	50-2-70-EB-2-90
	iv) Untrained Matric/ Madhyama/Moulvi/ Trained non-Matric.	45-2-55-EB-2-75
	v) Primary, trained or Non-Matric, untrained	40-1-50-1-60

(i) Non-graduate headmasters receive headmaster's allowance of Rs.15/- per month.

(ii) Headmaster's allowance ranging between Rs.5 and 15.

Dearness Allowance

Rs. 30 p.m.

Management & Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
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Bihar (Contd.)

House Rent Allowance

At Patna

Upto Rs.115/-	Rs. 3/-
Rs.115 to 135	Rs. 4/-
Rs.135-155	Rs. 5/-
Rs.185-225	Rs. 7.50

Dhanbad & Dhalbhum Sub-Division

Upto Rs.85	Rs. 3/-
Rs.85-115	Rs. 4.50
Rs.115-135	Rs. 6/-
Rs.135-155	Rs. 7.50
Rs.155-185	Rs. 9.00
Rs.185-225	Rs. 11/-

The actual amount paid as house-rent subject to maximum 7.50% of the pay.

Rs.750 and above : The actual amount paid as House-rent subject to maximum of 10% of pay.

GUJARAT

Lower  
(As shown under/Primary Schools).

JAMMU & KASHMIR

Government

Headmaster	Trained Graduate	100-10-200-EB-10-280
Assistant Teacher	Matriculate/Adib Alam/ Munshi Alam/Bhushan/ Visharad	70-6-100-EB-8-180

Private Bodies : Scales of pay are not uniform.



Management & Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
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Dearness Allowance

Rs.10 upto Rs.100 and Rs.8  
for those above Rs.100/-

Not applicable to private  
schools.

No other allowance admissible.

KERALAGovernment/Private  
Bodies

Headmaster	i) Trained Graduate	80-5-120-7½-165
	ii) Matric, trained	40-4-60-5-120 (Headmaster's allowance Rs.10/- p.m.)
Assistant Teacher	i) Matric, trained	40-4-60-5-120
	ii) Matric, untrained	60/- fixed.

<u>Range of pay</u>	<u>Dearness pay.</u>	<u>Dearness allowance</u>	<u>House Rent allowance</u>
62-99	28	25-50	7/-
100-140	28	27-50	-do-
141-162	31	27-50	-do-
163-166	32	27-50	-do-

Scales of pay of other teachers like craft teachers,  
drawing teachers, masters, part-time teachers, specialists,  
not included.

MADHYA PRADESHGovernment/Private  
Bodies/Local Boards

Headmaster	Trained Graduate	150-150-5-160-6-190- EB-6-220-10-240-240- EB-12½-290
Assistant Teacher	i) Matric trained	90-2½-100-4-140-EB-5- 170
	ii) Matric untrained	-do-

Management & Designation	Minimum Qualification	Scale of pay
(1)	(2)	(3)

Note:

- i) Trained graduate teachers have been granted 2 advance increments.
- ii) Rs. 25/- Headmaster's special pay.
- iii) Trained teachers get 2 advance increments.
- iv) Untrained ladies are given 3 advance increments. Trained ladies get 5 advance increments.

Dearness Allowance

House Rent

Rs. 15/- D.A.

Rs. 5/- Additional D.A. upto Rs. 200

Rs. 5/- Additional D.A. upto Rs. 300/-

Rs. 7/- allowed at  
Bhopal, Indore, Ujjain,  
Gwalior and Jabalpur.

MADRAS AND MAHARASHTRA

Included under  
Secondary Schools,

MYSORE

Government/  
Local Boards/  
Private Bodies

Headmaster/  
Assistant  
Teacher

- |                          |                        |
|--------------------------|------------------------|
| i) Graduate, trained     | 130-5-150-8-190-10-250 |
| ii) Graduate, untrained  | 130/- fixed.           |
| iii) Matric, trained     | 80-3-110-4-130-5-150   |
| iv) Matric, untrained    | 80/- fixed.            |
| v) Non-Matric, trained   | 70-2-80-3-110          |
| vi) Non-Matric untrained | 65-1-70-2-90           |

Dearness Allowance

Rs. 20 for pay upto Rs. 149

Rs. 32.50 for pay Rs. 150-299

Management & Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
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Compensatory-cum-H.R.A.

Below Rs.150 = Rs.5  
 Rs.150-320 = Rs.7

City and Towns with a population  
of a lakh and above.

Below Rs.150 = Rs.3  
 Rs.150-320 = Rs.4

Note:- Graduate teachers who possess post-graduate qualifications will be given two advance increments from the date following last day of the Examination passed.

NAGALAND

Government M.E.  
Schools

Headmaster	Graduate	125-7½-155-9-245-EB-10-275 (Plus special pay at 33-1/3% of basic pay subject to minimum of Rs.50 and a maximum of Rs.150).
Assistant Teacher	i) Graduate ii) Intermediate iii) Matriculate iv) Non-Matric, Normal trained	-do- 75-3-105-EB-4-125 plus special pay as mentioned above. 60-4-80-EB-4-100-EB-5-125 plus special pay as mentioned above. 60-2-80-EB-2½-100

Dearness Allowance

20% of pay between 31-60;  
 15% of pay between Rs.61-100; and  
 17½% of pay above Rs.100.  
 Additional D.A. of Rs.6 for pay upto Rs.100.

Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
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House Rent Allowance

Rs.7.50 for pay upto Rs.74  
 Rs.10.00 for pay Rs.75-99  
 Rs.15.00 for pay Rs.100-199 &  
 7½% of pay for pay of Rs.200 and above.

Compensatory Allowance

Cash allowance Rs.13.50  
 pay, upto Rs.226/-

Other Allowance

Winter allowance at 10%  
 of pay for 5 months from  
 November to March.

Headmaster's allowance of Rs.20 p.m.

ORISSA

Government

Headmaster

Graduate, trained

185-10-235-15-250-  
 EB-15-325  
 (D.A. Rs.35)

Assistant  
 Teacher

i) Matric, trained

100-4-120-5-130-EB-5-  
 155  
 (D.A. Rs.25 upto Rs.150)

ii) Matric, untrained

80-3-110-EB-3-116-4-  
 120-5-135  
 (D.A. Rs.25)

Local Boards/  
 Private Boards

Headmaster

Intermediate, trained

110-175 (D.A. Rs.25)

Assistant  
 Teacher

i) Matric, trained

100-4-120-5-130-EB-5-150  
 (D.A. Rs.25)

ii) Matric, untrained

80-3-115-EB  
 (D.A. Rs.25)

Management & Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
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PUNJAB

Government

Headmaster/ Mistresses	Graduate, trained	110-8-190-10-250 Selection Grade: 250- 10-300 (for 7% posts)
Assistant Teacher	Matric, trained in special subjects for classical and vernacular teachers.	i) 60-4-80-5-100-5-120 (50% posts) ii) 120-7½-165-10-175 (35% of posts) iii) 140-10-220 (15% posts)

Dearness Pay

Upto Rs.50/-	Rs.30/-
-do- Rs.150/-	Rs.40/-
-do- Rs.200/-	Rs.45/-
-do- Rs.250/-	Rs.50/-
-do- Rs.300/-	Rs.60/-
Above Rs.500/-	Rs.85/-

City Compensatory Allowance

12% of the pay at Chandigarh  
& Hilly region and 10% in  
District Mohindergarh.

Special Compensatory allowance is  
given to employees posted in District  
Lahaul and Spiti at the following  
rates:

In District Lahaul

100%

In District Spiti

125%

Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
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RAJASTHAN

Government/Local  
Boards/Private  
Bodies

Headmaster	Graduate trained or untrained	115-5-155-10-255-EB-10-295-12½-320-335 (starting pay Rs.140 for trained teachers)
Assistant Teacher	Matric Trained or Untrained Inter trained or untrained	75-4-95-5-105-EB-5-130-EB-5-160 (starting pay Rs.91 for trained teachers)

Headmaster's allowance of Rs.10 to Rs.30 depending on the status and size of the school.

Dearness Allowance

Rs.25 for pay below Rs.150

Rs.35 for pay Rs.150-540

Rs.540 and upto Rs.575. The amount by which emoluments fall short of Rs.575/-.

House Rent Allowance

House rent allowance is admissible in cities of Ajmer, Jaipur, Bikaner, Jodhpur, Udaipur and Kota only, according to the following rates to the teachers working in Government Institutions only:

<u>Pay slabs</u>	<u>House Rent Allowance</u>
Rs.45-59	Rs.6.00
Rs.60-74	Rs.7.50
Rs.75-99	Rs.10/-
Rs.100-124	Rs.12.50
Rs.125-149	Rs.15.00
Rs.150-174	Rs.17.50
Rs.175-199	Rs.20.00
Rs.200-249	Rs.25.00
Rs.250-299	Rs.35.00
Rs.350-533	Rs.40.00

Management & Designation (1)	Minimum Qualifications (2)	Scale of Pay (3)
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UTTAR PRADESH

Government

Headmaster	i) Graduate, trained	150-8-190-10-260- 12-320-15-350
	ii) Matric, trained	120-6-180-10-250
Assistant Teacher	Matric trained	a) 100-4-120-5-180 b) 80-3-125

Dearness Allowance

Rs.15 for pay upto Rs.99/-  
Rs.25 for pay Rs.100-299;  
Rs.35 for pay above Rs.300.

Note: Scales of pay of teachers in Government schools as shown above are revised scales of pay as provided in the 'Pay Rationalisation Committee Report.'

Local Boards

Headmaster	Matric, trained	76-3-91-5-106-EB- 5-126
Assistant Teacher	i) Matric, trained	70-3-100-EB-4-120
	ii) Middle, trained	50-2-60-EB-3-75
Assistant Teacher (Specialist)	Middle, specialisa- tion in the subject	55-2-75-EB-3-90

Dearness Allowance

Rs.24 for pay upto Rs.46;  
Rs.25 for pay Rs.47-50, for  
pay Rs.51-52, the amount by  
which the pay falls short of  
Rs.75;  
Rs.22 for pay Rs.53-70;

Management & Designation	Minimum Qualification	Scale of Pay
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Uttar Pradesh (Contd.)

Rs. 24, 50 for pay Rs. 71-84; for pay Rs. 85-93, the amount by which the pay falls short of Rs. 110.

Note: Women teachers in villages outside their home town are given village allowance as: Rs. 15 for trained and Rs. 10 for untrained.

Private Bodies

Headmaster	Graduate, trained	120-6-168-EB-9-240-EB-10-300 (Headmaster's allowance Rs. 20)
Assistant Teacher	i) Graduate, trained (L.T.)	120-6-168-EB-9-240-EB-10-300
	ii) Inter, trained (.C.T.)	75-5-110-EB-6-140-7-168-8-200
	iii) Matric, trained (J.T.C.)	70-3-85-5-100-5-120
	iv) Graduate, untrained	80-4-112-EB-6-172-7-200
	v) Inter, untrained	50-3-74-EB-4-94-5-109-6-133
	vi) Matric, untrained	40-2-50-EB-3-65

Dearness Allowance

Rs. 20 p.m.

WEST BENGAL

Government

Headmaster	i) Post-Graduate, trained.	225-10-325-15-475
	ii) Graduate, trained	175-7-245-8-325
Assistant Teacher	Under-Graduate, trained.	125-3-140-4-200



Management & Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
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WEST BENGAL (Contd.)

Dearness Allowance

Rs.10 for pay upto Rs.150

Rs.20 for pay Rs.151-300

Rs.30 for pay Rs.301-600

Private Bodies  
(Aided)

Headmaster Graduate, trained with three years teaching experience. 160-7-223-8-295- plus special pay of Rs.25 per month.

Assistant Teacher (i) Graduate, trained. 160-7-223-8-295

(ii) Intermediate, trained. 115-3-133-4-185

Dearness Allowance

Rs.10/- p.m.

ANDAMAN & NICOBAR ISLANDS

Government

Headmaster Graduate, trained 210-10-290-EB-15-375

Assistant Teacher (i) Graduate, trained 160-8-250-EB-8-280-10-300

ii) Graduate, untrained 130-5-160-8-200-EB-8-256-EB-8-280-10-300

Dearness Allowance

According to Central Government rules.

Private

Headmaster M.A./M.Sc., B.T. 250-10-280-15-470

Senior Teacher -do- 210-10-290-15-380

Assistant Teacher (i) Graduate trained 170-10-290-15-380

ii) Graduate untrained 130-5-150-8-280-10-300

Management & Designation	Minimum Qualification	Scale of Pay
(1)	(2)	(3)

House Rent Allowance

Rs.15/- subject to a minimum of 7½% of basic pay to mainland recruits who are maintaining their family on the mainland at rented accommodation.

Compensatory Allowance

7½% of basic pay of local recruits who are not in receipt of Andaman Special pay.

Other Allowances

1. 33-1/3% of basic pay to mainland recruits when posted to South Andamans, 40% in Middle and North Andamans and 45% in Nicobar.
2. 10% of pay subject to a minimum of Rs.10/- for persons recruited locally and transferred to Middle and North Andamans; 15% of pay subject to a minimum of Rs.15/- to persons recruited locally and posted to Nicobar who are not in receipt of 33-1/3% of A.S.P.

DADRA AND NAGAR HAVELI

No Middle Schools in this area.

DELHI

Government/  
Local Boards/  
Private Bodies

Headmaster	Graduate, trained	i) 210-10-290-EB-15-395 (D.A. Rs.66)
		ii) 190-10-290-EB-15-395 (D.A. Rs.44)
Assistant Teacher	i) Graduate, trained	160-8-256-EB-8-280- 10-300 (D.A. Rs.50)
	ii) Matric, trained	118-4-170-EB-5-200- EB-5-225 (D.A. Rs.50)

Management & Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
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GOA, DAMAN & DIU

Government

Headmaster/ Assistant Teacher	Secondary Teachers Certificate (S.T.C.) Trained (non graduates)	118-4-170-EB-5-200- EB-5-225.
	Bachelor's degree plus S.T.C. Trained graduates.	160-256-EB-8-280-10- 300

The House Rent Allowance is 7½% of the Basic pay subject to the minimum of Rs.15/- p.m.

Dearness Allowance

Below Rs. 110	: 28
110 and above but below 150	: 42
150 and above but below 210	: 54
210 and above but below 400	: 66
400 and above but below 600	: 70
600 and above	: Amount by which falls short of 669.

HIMACHAL PRADESH

Government/  
Private Bodies

Headmaster/ Asstt. Teacher	Graduate, trained	110-8-190-10-250 Selection Grade:250-10- 350
Language/ Professional Teachers	Matric/equivalent professional quali- fication.	60-4-80-5-120

Dearness Allowance

Rs.50 p.m.

Compensatory Allowance

- (i) 6¼% in the Home District.
- (ii) 100% to 125% in Kannaur District and Pangi of Chamba District.
- (iii) 12½% in other areas.

Designation (1)	Minimum Qualification (2)	Scale of Pay (3)
<u>HIMACHAL PRADESH (Contd.)</u>		
<u>Other Allowances</u>		

Village allowance of Rs.15/- p.m.  
to lady teachers in specified  
areas.

L.M. & A. ISLANDS

Government

Headmaster	Graduate, trained	210-10-290-EB-15-395- plus special pay 40% of basic pay.
Assistant Teacher	Matric, trained	118-4-170-EB-5-200-EB- 5-225 plus special pay 40% on basic pay.

Dearness Allowance

Same as shown for Primary  
School Teachers.

House Rent Allowance

Rs.15/-

MANIPUR

Government

Headmaster	Matric, trained	75-3-105-EB-4-125 plus special pay of Rs.20 (D.A. 15% of pay +Rs.6)
Assistant Teacher	i) Intermediate	75-3-105-EB-4-125 (D.A. 15% of pay +Rs.6)
	ii) Matriculate	60-4-80-EB-4-105-5-115 (D.A. 15% of pay +Rs.6)
	iii) Non-Matriculate	40-1-50-EB-2½-65 (D.A. 20% of pay +Rs.6)

Management & Designation (1)	Minimum Qualification (2)	Scale of pay (3)
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N.E.F.A.

Government

Headmaster	i) Post-Graduate/Hos.	150-7½-180-9-270-EB-10-300 (trained to get two advance increments)
	ii) Graduate	125-7½-155-9-245-EB-10-275 (trained to get two advance increments)
Assistant Teacher	i) Graduate	125-7½-155-9-245-EB-10-275
	ii) Matric, trained	75-3-105-EB-4-125
	iii) Matric, untrained	60-4-80-EB-4-100-EB-5-125

Dearness Allowance

As shown for primary school teachers.

PONDICHERRY\*

Government

Headmaster/ Assistant Teacher	Matric, trained	90-4-110-3-140
	<u>Dearness Allowance</u>	
	Rs.42	
	*As on 1.1.1964	

TRIPURA

Government

Headmaster/ Assistant Teacher	Graduate, trained	175-7-238-EB-7-245-8-325
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Management & Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

Dearness Allowance

Same as shown for Lower Primary school teachers.

Compensatory Allowance

- i) 10% of pay subject to a minimum of Rs.7-50 and maximum Rs.12.50 for pay below Rs.150.
- ii) 8% of pay subject to a minimum of Rs.12.50 for pay between Rs.150-Rs.500.
- iii) Amount by which pay falls short of Rs.538/- for pay beyond Rs.500/-.

Scales of pay of Teachers of  
Secondary Schools (1965-66)

(As on 1st April, 1965)

Management & Designation	Minimum Qualifications	Scales of Pay
1.	2.	3.

Government/Local Bodies ANDHRA PRADESH  
or  
Private.

i) Headmaster	Post-Graduate, trained	325-20-425-25-700
ii) Headmaster/ School Asstt.	Graduate, trained	200-10-300-15-375 (Selection Gr.)
		130-15-155-7- 200-10-250

Headmaster's Allowance

Rs. 40 is paid as Headmaster's allowance if the strength exceeds 500. Rs. 25 where the strength is below 500. Gazetted Headmaster is not eligible for Headmaster's allowance.

Higher Start:

Note:

1. Graduates will start at Rs. 145 in the scale of Rs. 130-250.
2. Graduates appointed as a Sec. Grade Teachers will start at Rs. 100 in the scale of Rs. 80 to 150.

Dearness Allowance

Less than Rs. 150 .. 20%  
Above 150 to 320 .. 32%  
Above Rs. 320 upto 500: Rs. 6

Management & Designation	Minimum Qualifications	Scales of Pay
(1),	(2)	(3)

City Compensatory Allowance

Below Rs. 75 : Rs. 6  
 Rs. 75-150 : Rs. 10  
 Rs. 150-326 : Rs. 15

With marginal adjustment  
 upto Rs. 341.

Towns Compensatory Allowance

(Population over 1 lakh)

Below Rs. 75 : Rs. 6  
 Rs. 75-100 : Rs. 8  
 Rs. 100-150 : Rs. 10  
 Rs. 150-326 : Rs. 12

With marginal adjustment  
 upto Rs. 338.

Municipalities Compensatory  
 Allowance

Below Rs. 100 : Rs. 3  
 Rs. 100-206 : Rs. 5

With marginal adjustment  
 upto Rs. 211.

Scales of pay of other categories of teachers  
 like Language Pandits, Physical Directors not  
 included.

ASSAM

(Higher Secondary and Multi-purpose Schools)

Government

Principal	Graduate, trained	350-30-500-EB-30-650- EB-35-1000 (starting pay Rs. 450/-)
Vice-Principal	Graduate, trained	300-20-400-EB-25-550-EB- 25-800 (Special pay of Rs. 50 p.m.)



Management & Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

ASSAM (Contd.)

Asstt. Teacher	(i) Post-Graduate	300-20-400-ER-25-500- EB-25-800 (Two increments for P.T.)
	(ii) Hons. Graduate	225-15-285-15-360-20-600 (Two advance increments for B.T.)

Dearness Allowance

Ad hoc D.A. of Rs.10 p.m.  
for teachers drawing less  
than Rs.250/-

Private Bodies (Aided)

Headmaster	Graduate, trained	250-20-450-EB-25-600 (Starting pay Rs.390)
Asstt. Headmaster	Graduate, trained	Grade pay and special pay Rs.50 p.m.
Asstt. Teacher	(i) Post-Graduate	175-15-250-EB-15-340- 20-450 (Starting pay Rs.220)
	(ii) Hons. Graduate, trained	125-7½-155-9-245-10-275 (Two advance increments + 20% special pay)

Dearness Allowance

17% of pay between Rs.101.25  
(20% in Hills) (High Schools)

High Schools

Government

Headmaster	Graduate, trained	350-30-500-EB-30-600- EB-35-925 (Starting pay Rs.450/-)
Asstt. Headmaster	Graduate, trained	250-20-350-EB-20-450- EB-25-700
Asstt. Teacher	Graduate	200-12½-250-EB-12½-275- 15-350-EB-15-500 (One increment for special training/Hons/ Distinction and two advance increments for B.T.) Selection Grade on 500-20-600.

(1)	(2)	(3)
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Assam (Gontd.)

Dearness Allowance

Ad hoc D.A. of Rs.10 p.m.  
upto pay of Rs.250

Private Bodies (Aided)

Headmaster	Graduate, trained	200-20-300-25-400-EB-25-500 (Starting pay Rs.350)
Asstt. Headmaster	Graduate, trained	Grade pay + special pay of Rs.50 p.m.
Asstt. Teacher	(i) Post-Graduate/Hons. with distinction.	
	(ii) Graduate	<del>125-7½-155-9-245-EB-10-375</del> (Two advance increments for B.T.)
	(iii) Intermediate (with 15 years service)	100-7½-160-EB-9-250
	(iv) Matric. trained or Intermediate	<del>75-4-115-EB-4-135-5-150</del>

Dearness Allowance

Same as shown for Higher Secondary Schools

House Rent and other Allowances

(i) Shillong compensatory allowance of Rs.7.50 for pay upto Rs.425 within the radius of 25 k.ms. of Shillong.

(ii) Hill Allowance

Upto	Pay	Allowance
	140/-	15/-
	141-300	40/-
	301-600	50/-
	601-1000	75/-

(1)	(2)	(3)
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-62-  
Minimum Qualifications ( Scale of Pay

(iii) Special Compensatory allowance  
for Aijal & Lungleh Sub-Divisions

Aijal

80-140	: 30% subject to minimum of Rs. 25 & max. of Rs. 50
141-390	: 25% subject to minimum of Rs. 50 and max of Rs. 70
301-600	: 20% subject to minimum of Rs. 70 and Max. of Rs. 100.
601-1000	: 15% subject to minimum of Rs. 100 and Max. of Rs. 125

Lungleh Sub-Division

80-140	: 40% subject to minimum of Rs. 35/- and Max. of Rs. 50/-
141-300	: 33 $\frac{1}{2}$ % subject to minium of Rs. 60 and Max. of Rs. 85/-
301-600	: 25% subject to a minimum of Rs. 85 and Max of Rs. 115/-
601-1000	: 20% subject to a minimum of Rs. 125/- and Max. of Rs. 150/-

Management & Designation	-63- Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

BIHAR

Government

Principal (Higher Secondary/Multipurpose Schools)

Graduate, trained

325-30-505-EB-30-805-EB-30-985  
(Rs. 50 as special pay for Multipurpose Schools - Maximum Rs. 925).

Headmaster (High School)

Graduate, trained

325-30-505-EB-30-805-EB-30-985  
(Maximum Rs. 925)

Asstt. Teacher

(i) Post-Graduate Hons  
(ii) Graduate, trained

(i) 230-13-300-EB-13-360-15-450  
(ii) 160-7-202-EB-7-244-9-280  
(Starting pay Rs. 188)

Private Bodies

Principal

Graduate, trained

250-15-280-20-400-EB-20-600-EB-20-700

Headmaster

Graduate, trained

(i) 220-10-300-EB-12-360-20-400 (upto 200 pupils)  
(ii) 250-10-350-EB-12-410-20-450 (More than 200 pupils)

Asstt. Teacher

(i) Post-Graduate/ Hons. trained  
(ii) Post-Graduate, untrained or Graduate trained  
(iii) Graduates untrained/ Intermediate trained  
(iv) Intermediate untrained or Matric trained or Alim or Shastri

(i) 180-9-225-10-305-9-350 (Selection Grade)  
(ii) 170-7-205-EB-7-275  
150-6-180-EB-7-250  
115-3-130-EB-4-170  
80-3-95-EB-4-115-3-130

(1)	(2)	(3)
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BIHAR (Contd.)  
House Rent Allowances

At Patna

Upto Rs.115/-	Rs. 3/-
Rs. 115 to 135/-	Rs. 4/-
Rs. 135-155	Rs. 5/-
Rs. 155-185	Rs. 6/-
Rs. 185-225	Rs. 7.50

Dhanbad & Dhalbhum  
Sub-Division

upto Rs. 85	Rs. 3/-
Rs. 85-115	Rs. 4.50
Rs. 115-135	Rs. 6/-
Rs. 135-155	Rs. 7.50
Rs. 155-185	Rs. 9.00
Rs. 185-225	Rs. 11/-

The actual amount paid as house rent subject to a maximum 7.50% of the pay

Rs. 750 and above : The actual amount paid as House rent subject to a maximum of 10% of pay.

GUJARAT

Government

Headmaster of Secondary School	Graduates, trained	a) 250-10-350-15-450-20-470 b) 280-15-385-20-485-EB-20-585-EB-25-735 Probation Rs.245.
Asstt. Master of a High School or Vocational School	Graduates, trained	160-5-190-6-208-8-216-EB-8-240-10-310-EB-10-320-15-350-20-370
-do- ....	Graduates, untrained	110-3-125-6-215-EB-10-245
Asstt. Master	Matriculates (Old teachers)	106-3-130-EB-3-135-4-180
Asstt. Teacher Technical High School	Graduates	115-5-175-EB-5-200-9-245

Management & Designation	-65- Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

GUJARAT (Contd.)

Dearness Allowance

Upto Rs. 109	:	Rs. 25
Rs. 110-149	:	Rs. 30
Rs. 150-209	:	Rs. 45
Rs. 210-299	:	Rs. 50
Rs. 300-349	:	to the amount by which pay falls short of-
Rs. 350/-	:	

House Rent Allowance

for Ahmedabad

Below 75	:	Rs. 9
75-99	:	Rs. 12.50
100-299	:	12 $\frac{1}{2}$ % subject to min. of Rs. 17-50
300	:	10%

C.L. Allowance

Below 250	:	7 $\frac{1}{2}$ % minimum Rs. 6/- maximum Rs. 15/-
250-950	:	6% min. 15 and max. 50
Above 950	:	Amount by which pay falls short of Rs. 1000.

House rent Allowance for Baroda,  
Surat, Rajkot, Bhavnagar, Jamnagar

Below Rs. 76	:	Rs. 5/-
Rs. 76-145	:	Rs. 7.50
Rs. 146-300	:	Rs. 10/-
Over 300	:	5% of the pay

contd....

Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

GUJARAT (Contd.)

Private Management

Headmaster	Graduate, trained	a) 200-10-300 b) 250-15-450 c) 300-20-500 d) 350-25-600
Asstt. Master	Graduates, trained (B.T.)	120-5-170-EB-8-250-EB-10-300
	Graduates, trained (STC or TD)	110-4-170-EB-6-200
	Graduates, untrained	Rs. 100 fixed
	S.S.C. + S.T.C. or T.D.	70-3-100-EB-4-140-5-150
	S.S.C. (Untrained)	Rs. 65/- fixed
	M.A. B.T. or M.Sc. II class	150-7-240-EB-10-300
	B.A., B.Sc. plus Dip. Phy. Education Kandivali	120-5-170-EB-8-250-EB-10-300

Dearness Allowance

Upto Rs. 65	:	Rs. 70
Rs. 66-104	:	Rs. 75
Rs. 105-164	:	Rs. 85
Rs. 165-255	:	Rs. 95
Rs. 256-279	:	The amount by which pay falls short of 350
Rs. 280-500	:	Rs. 70
Rs. 501-750	:	Rs. 85

H.R.A. and C.L.A. for Ahmedabad

Pay Ranges	H.R.A.	C.L.A.
Below Rs. 55	7/-	3/-
Rs. 55-100	10/-	5/-
Rs. 101-140	15/-	7/-
Rs. 141-250	15/-	10/-
Over 250	7 1/2% of pay	10/-

Management & Designation.	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

GUJARAT (Contd.)  
H.R.A. and C.L.A. for  
Baroda, Surat, Rajkot,  
Bhavnagar, Jamnagar

Pay Ranges	H.R.A.	C.L.A.
Below Rs. 55/-	3/-	Nil
55 to 100	7/-	Nil
101 to 250	10/-	Nil
Over 250	5% of the pay	Nil

JAMMU & KASHMIR

(Higher Secondary Schools)

Government

Principal	Graduate, trained	300-30-450-EB-30-600
Asstt. Teacher	(i) Post-Graduate, trained	145-15-250-EB-20-350
	(ii) Graduate, trained	100-10-200-EB-10-280
	(iii) Graduate, untrained	70-6-100-8-180

Dearness Allowance

Rs. 10 for pay upto Rs. 100  
and Rs. 8 for pay above  
Rs. 101-400

Private

Principal	Graduate, trained	400/-
Vice-Principal	Graduate, trained	300-20-500
Asstt. Teacher	(i) Graduate, trained	(a) 200-15-290-EB-20-350 (b) 200-10-250 (c) 100-5-150-10-250
	(ii) Matric, trained	50-5-75-5-6-120
	No Dearness Allowance	

(High Schools)

Government

Headmaster	Graduate, trained	250-25-350-EB-30-500
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Designation	Minimum Qualifications	Scale of Pay
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(1)	(2)	(3)
J & K (Contd.)		
Asstt. Teacher (General)	(i) Graduate, trained	100-10-200-EB-10-280
	(ii) Matriculate, trained	70-6-100-8-180
Asstt. Teacher (Special subjects)	Hons. in O.L./Art trained	(a) 80-8-120-EB-8-200 (b) 70-6-100-EB-8-180

Dearness Allowance same as per Higher Secondary Schools.

Private Bodies

Principal	Graduate, trained	300-30-600
Vice-Principal	Graduate, trained	250-25-500
Asstt: Teacher	(i) Graduate, trained	100-8-140-10-200
	(ii) Matric, trained	70-5-120-5-180

No Dearness Allowance

Government/Private Bodies (Aided)

KERALA

Headmaster	Graduate, trained	250-20-350-25-100
Asstt. Teacher	Graduate, trained	(i) 150-10-250 (ii) 80-5-120-7½-165

Range of Pay	Dearness Pay	Dearness Allowance	House rent Allowance
62..90	28	25-50	Rs. 7
100-140	28	27-50	-do-
141-162	31	27-50	-do-
163-166	32	27-50	-do-
167-171	33	27-50	-do-
172-175	34	27-50	-do-
176-179	35	27-50	-do-
180-184	36	27-50	-do-
185-188	37	27-50	
189-193	38	27-50	
194-197	39	27-50	
198-199	40	27-50	
200	40	25	
201-325	20% subject to a minimum of 47 Rs.10 is treated as D.A.	20% + 15 subject to a minimum of Rs.62/- Rs.25/- is treated as D.A.	
326-400	17½% subject to a minimum of Rs.80 Rs.15/- is treated as D.A.	17½ + Rs.15 subject to a minimum of Rs.80/- Rs.25 is treated as D.A.	

Management & Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

MADHYA PRADESH

(Multipurpose Higher Secondary  
Schools/Higher Secondary Schools)

Government/Private  
Bodies

Principal	Post-graduate, trained with 5 years experience or Graduate, trained with 10 years experience	(a) 260-15-405-20-425-25-550-EB-25-700 (for Multipurpose Higher Secondary School) (b) 275-275-300-15-405-EB-20-425-25-550-EB-25-700 (for Higher Sec. Schools) (c) 250-10-290-15-350-EB-20-450 (for Headmasters High schools)
Lecturers	Post-Graduate	250-10-290-15-350-EB-20-450 (for Higher Sec. Schools)
Asstt. Teacher	Graduate	150-150-5-160-6-190-EB-6-220-10-240-EB-12½-290 (Trained Graduates to get two advance increments)

Dearness Allowance

Rs. 15 for pay upto Rs.150;  
 Rs. 20 for pay Rs.151-200; and  
 Rs. 25 for pay Rs. 201-300.

contd...

Department & Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)
<u>MADRAS</u> (Middle, High & Higher Sec. Schools)		
<u>Government</u>		
Headmaster	Graduate, trained	(1) 300-25-800 (Gazetted) (2) 225-10-275-15-350 Grade I (3) 140-5-180-10-250 Grade II plus (Special pay of Rs.20/-)
Asstt. Teacher		140-5-180-10-250
<u>Local Bodies</u>		
Headmaster	Graduate, trained	225-10-375-15-350
Asstt. Headmaster	-do-	140-5-180-10-250 plus special pay of Rs.20/-
Headmaster of a Secondary school having form IV and below	-do-	140-5-180-10-250 plus spl. pay of Rs.20/-
<u>Private</u>		
Headmaster	-do-	225-15-375 (for schools with sections upto 24)  300-15-450 (for schools with 25 or more sections)
Asstt. Headmaster	Graduate, trained	(1) 225-15-275-15-350 (2) 140-5-180-10-250
	Matric, trained	90-4-110-3-140
	Matric, untrained	90 fixed
<u>Special Pay to Headmaster</u>		
Rs.30 if the strength is above 500; Rs.20 if the strength is 500 and below.		

contd....

Management & Designation.	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

MADRAS (Contd.)

Assistant Headmaster's allowance

Rs. 20/- admissible in schools having a strength of 1000 and more.

Note:

1. Pay and Dearness Allowance are equal to all teachers irrespective of managements.
2. House Rent Allowance is not admissible for aided school teachers.
3. The Special pay indicated against the posts is permissible only to fully qualified persons.

Dearness Allowance

upto Rs. 89	28.00
Rs. 90 to 149	42.00
Rs. 150 to Rs. 209	54.00
Rs. 210 to Rs. 399	66.00
Rs. 400 to 599	70.00
Rs. 600 to 799	80.00
Rs. 800 to 999	85.00
Rs. 1000 to Rs. 1200	90.00

House rent Allowance (for teachers in Government Schools only)

- (i) Rs. 10 for pay upto Rs. 89
- (ii) Rs. 15/- for pay of Rs. 90 and above but below Rs. 300 and
- (iii) Rs. 20 for pay of Rs. 300 and above but not exceeding Rs. 500/-.

Muffasil Municipalities

- (1) Rs. 5 for pay upto 74
- (2) Rs. 7 for pay bet. 75-99
- (3) Rs. 9 for pay bet. 100-124
- (4) Rs. 12 for pay between Rs. 125-300

In other Municipal or Taluk Headquarter Towns

Rs. 3/- for pay upto Rs. 200

Designation.	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

MAHARASHTRA

(Middle/High/Higher Secondary Schools)

Private Bodies

Headmaster	Graduate, trained or at least 5 years of teaching experience	(a) 350-25-600 or alternate allowance of Rs.200 in Asstt. Teacher's scale in schools with an enrolment over 1000  (b) 300-20-500 or alternate allowance of Rs.150 in Asstt. Teacher's scale in schools with an enrolment of 501-1000  (c) 250-15-400 or alternate allowance of Rs.100 in Asstt. Teacher's scale in schools with an enrolment of 301-500  (d) 200-10-300 or alternate allowance of Rs.50 in Asstt. Teacher's scale in schools with an enrolment upto 300.
Asstt. Teacher	(i) Post-Graduate, trained (II class)  (ii) Graduate, trained (B.T.)  (iii) Graduate, trained (S.T.C./T.D.)  (iv) Graduate, untrained  (v) Matric, trained  (vi) Matric or Intermediate, untrained.	150-7½-240-EB-10-350  120-5-170-EB-8-250-EB-10-300  110-4-170-EB-6-200  100/- fixed  70-3-100-EB-4-140-5-150  65/- fixed

contd.,

Management & Designation.	-73- Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

MAHARASHTRA (Contd.)

Additional pay for Higher Qualifications

(a)	B.A. or B.Sc.	II Class	Rs. 5/- p.m.
(b)	B.A. or B.Sc.	I Class	Rs. 15/- p.m.
(c)	B.T. or B.Ed.	II Class	Rs. 5/- p.m.
(d)	B.T. or B.Ed.	I Class	Rs. 10/- p.m.
(e)	M.Ed.	Pass Class	Rs. 5/- p.m.
(f)	M.Ed.	II Class	Rs. 10/- p.m.
(g)	M.Ed.	I Class	Rs. 15/- p.m.
(h)	M.A.	Pass Class	Rs. 5/- p.m.
(i)	M.A.	II Class	Rs. 15/- p.m.
(j)	M.A.	I Class	Rs. 25/- p.m.

Dearness Allowance

Pay upto Rs. 50	45/-
Rs. 51 to 100	50/-
Rs. 101 to 150	55/-
Rs. 151 to 200	60/-
Rs. 201 to 250	65/-
Rs. 251 to 300	60/-
Rs. 301 to 500	70/-
Rs. 501 to 750	85/-
Rs. 751 to 1000	100/-

The above rates of D.A. are enhanced D.A.  
@ Rs. 5/- p.m. with effect from 1.9.64 upto  
Rs. 250/- only.

H.R.A. and C.L.A. at the same rates as shown under Lower Primary  
Schools,

MYSORE

Government/Local  
Board/Private Bodies

Headmaster (Gazetted) Graduate, trained 250-20-350-25-500

Headmaster/  
Asstt. Teacher (i) Graduate, trained 130-5-150-8-190-  
10-250

(ii) Graduate, untrained Promotional Grade:  
200-10-320-15-350  
130/- final.

Dearness Allowance

Rs. 20 for pay upto Rs. 149 and  
Rs. 32.50 for pay Rs. 150-299

Post-graduates are allowed  
few advance increments.

& Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

NAGALAND

Government (High Schools)

Principal	Graduate, trained	350-25-450-500-540-30-600 + special pay at 33.1/3% subject to minimum of Rs.125 and maximum of Rs.250 for Principals and Headmasters.
Headmaster	Graduate, trained	200-20-300-25-400-EB-25-500 (starting pay, P. 350 for promoted teachers)
Asstt. Teacher	(i) Post-graduate or Hons. Graduate	150-7 1/2-180-9-270-EB-10-300 plus special pay at 33 1/3% subject to minimum of Rs.50 and maximum of Rs.150 (Asstt. Headmaster's allowance Rs.50)
	(ii) Graduate	125-7 1/2-155-9-245-EB-10-275 plus special pay as stated above.
	(iii) Intermediate	75-3-105-EB-4-125
	(iv) Matriculate	64-4-80-EB-4-100-EB-5-125

Dearness Allowance

Same as shown for Middle School Teachers.

House Rent Allowance

Rs.7.50 for pay upto Rs.74  
 Rs.10.00 for pay Rs.76-99  
 Rs.15.00 for pay Rs.100-199 &  
 7 1/2% of pay for pay of Rs.200 and above

Compensatory Allowance

Cash allowance of Rs.13.50 for pay upto Rs.300/-

Other Allowances

Winter allowance at 10% of pay for 5 months from November to March.

Graduates with Honours, Distinctions, B.T. or post-graduate degree get two advance increments.

Management & Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)
<u>ORISSA</u>		
<u>Government</u>		
Headmaster (Gazetted)	Graduate, trained	(a) 260-15-320-20-400-EB- 30-520-EB-40-680-50-780
Headmaster (non-Gazetted)	-do-	(b) 250-15-295-20-375-EB- 25-425
Asstt. Teacher (Hr. Sec.)	M.A. or M.Sc.	230-540
Asstt. Teacher (High)	(i) Graduate, trained (B.T.)	185-10-235-15-250-EB-15-325
	(ii) Graduate, trained (C.T.)	125-220
	(iii) Graduate, untrained	115-5-130-6-160-EB-10- 190-15-220
	(iv) Intermediate, trained	115-5-130-6-160-EB-10-180
	(v) Intermediate, untrained or Matric trained	100-4-120-5-130-EB-5-155
	(vi) Matric, untrained	80-3-110-EB-3-116-4-120-5-135
<u>Local Boards/ Private Bodies</u>		
Headmaster	Graduate, trained	215-10-285-EB-15-345-20-385
Asstt. Teacher (Higher Sec.)	(i) Post-Graduate	175-380
	(ii) Graduate, trained (B.T.)	175-10-285-EB-15-300
Asstt. Teacher (High)	(iii) Graduate, trained (C.T.)	115-210
	(iv) Graduate, untrained	110-5-130-6-160-EB-10-200
	(v) Intermediate, trained	110-175
	(vi) Intermediate, untrained or Matric trained	100-4-120-5-130-EB-5-150
	(vii) Matric, untrained	80-3-115-EB-5-125



Management & Designation	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

Dearness Allowance

Rs. 25 for pay upto Rs. 150;  
Rs. 35 for pay Rs. 150-330; and  
Rs. 40 for pay over 331.

PUNJAB

Government

Principal (Higher Sec. Schools)	Post-Graduate, trained	250-25-550-25-750
Headmaster (High Schools)	Graduate, trained	250-10-350
Lecturers	Post-Graduate (Persons also in possession of B.T./B.Ed. are given preference)	(a) 200-15-320-20-500 (for 1st and 2nd class M.As./M.Sc.)  (b) 180-10-330-15-450 (for 3rd class M.As./M.Sc.)
Asstt. Teacher	Graduate, trained	110-8-190-10-250  Selection Grade: 250-10-300 (7% posts)
	Matric, trained	80-5-110-EB-8-190-EB-10-250

Dearness Pay

(High/Higher Secondary)

Upto Rs. 50	Rs. 30/-
-do- 150/-	Rs. 40/-
-do- 200/-	Rs. 45/-
-do- 250/-	Rs. 50/-
-do- 300/-	Rs. 60/-
Above 500/-	Rs. 85/-

contd...

Management & Designation.	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

City Compensatory Allowance

12½% of the pay at Chandigarh and Hill region and 10% in District Mohindergarh

Special Compensatory allowance is given to employees posted in District Lahaul and Spiti at the following rates.

In District Lahaul

100%

In District Spiti

125%

Private Bodies

More or less the same as in Government Schools.

RAJASTHAN

Government/Local  
Boards/Private  
Bodies

(Higher Secondary  
Schools)

Headmaster

Post-Graduate, trained with 5 years teaching experience

275-20-335-25-560-30-650  
(Starting pay Rs. 335)

Asstt. Teacher

(i) Post-Graduate (II Class), trained or Post-Graduate with 5 years teaching experience

225-10-275-EB-10-285-15-435-25-485

(ii) Graduate trained or untrained

115-5-155-10-225-EB-10-295-12½-320-335  
(Starting pay Rs. 140 for trained)

contd..

Management & Designation.	Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

High Schools

Headmaster	Graduate, trained with 5 years teaching experience or equivalent	Rs. 285-20-385-25-510-540
Asstt. Teacher	(i) Graduate, trained or untrained  (ii) Matric, trained or untrained Intermediate trained or untrained	115-5-155-10-225-EB-10-295-124-324-335 (Trained to start at Rs.140)  75-4-95-5-105-EB-5-130-EB-5-160 (Starting pay Rs.91 for trained)

Dearness Allowance

Rs. 25 for pay upto Rs.149  
Rs. 35 for pay upto Rs.150-549;  
and marginal adjustment upto Rs.575.

House Rent Allowance

House Rent allowance is admissible in cities of Ajmer, Jaipur, Bikaner, Jodhpur, Udaipur and Kota only, according to the following rates to the teachers working in Government Institutions only:

<u>Pay Slabs</u>	<u>House Rent Allowance</u>
Rs. 45-59	Rs. 60
Rs. 60-74	Rs. 7.50
Rs. 75-99	Rs. 10
Rs. 100-124	Rs. 12.50
Rs. 125-149	Rs. 15.00
Rs. 150-174	Rs. 17.50
Rs. 175-199	Rs. 20.00
Rs. 200-249	Rs. 25.00
Rs. 250-299	Rs. 35.00
Rs. 350-533	Rs. 40.00

Management & Designation.	-79- Minimum Qualifications	Scale of Pay
(1)	(2)	(3)

UTTAR PRADESH

Government

Principal (Higher Sec. Schools)	Post-Graduate	300-25-400-30-430-EB-30- 580-EB-30-700-50-750-EB- 50-900
Headmaster (High Schools)	Graduate, trained	250-25-450-30-600
Asstt. Teacher	(i) Post-Graduate	250-15-340-20-400-25-550
	(ii) Graduate, trained	150-8-190-10-260-12-320- 15-350
	(iii) Under-graduate, trained	120-6-180-10-250

Dearness Allowance

Rs. 25. for pay Rs. 100-299;  
Rs. 35 for pay above Rs. 300

Compensatory Allowance

5% of the basic pay to the maximum  
of Rs. 10/- p.m. in KAVAL towns only.

NOTE: Scales of pay of teachers in Government Schools as shown above are revised scales of pay as provided in the 'Pay Rationalisation Committee Report'.

Private Bodies

Principal (Higher Secondary Schools)	Post-Graduate	250-25-475-EB-30-625-50- 675
Headmaster (High Schools)	Graduate, trained	225-15-345-EB-20-425
Asstt. Teacher	(i) Post-Graduate (For Hr. Sec. Schools)	175-10-215-EB-15-350
	(ii) Graduate, trained	120-6-168-EB-9-290-10-300
	(iii) Graduate, untrained	80-4-112-EB-6-172-7-200
	(iv) Under-Graduate, untrained	50-3-74-EB-4-94-5-109-6- 133.

-20-

(1)	(2)	(3)
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Dearness Allowance

Rs. 20

Note: These scales of pay are mandatory for Private (Aided) schools. The same holds good for schools under Local Boards

WEST BENGAL

Government

Headmaster	Post-Graduate, trained (Direct recruits)	325-30-475-35-1,000
	Graduate, trained (Promotees)	do-
Asstt. Headmaster	Post-Graduate, trained (Direct Recruits)	300-25-520
Asstt. Teacher	(i) Post-Graduate (B.A. Hons) trained	225-10-325-15-475
	(ii) Graduate, trained	175-7-245-8-325
	(iii) Under-Graduate, trained	125-3-140-4-200

Dearness Allowance

Rs. 10 for pay upto Rs. 150;  
 Rs. 20 for pay Rs. 151-300;  
 Rs. 30 for pay Rs. 301-600 and for  
 pay Rs. 601-629 the amount by which  
 it falls short of Rs. 630/-

Persons posted at Calcutta, Alipore and Howrah proper are entitled to House rent at the rate of 10% of basic pay. Maximum of Rs. 80 in respect of persons living in Rental house. Persons living in own house are entitled to House Rent @ 10% of basic pay subject to a maximum of Rs. 50 p.m.

Management & Designation	Minimum Qualification	Scale of Pay
(1)	(2)	(3)

WEST BENGAL (Contd.)

Private Bodies  
(Aided)

Headmaster	Post-Graduate/B. A. & B. Sc. (Hons.), trained with 5 years' teaching experience.	350-10-450-15-525
Asstt. Headmaster/Asstt. Teacher	i) Post-Graduate/Graduate (Hons.), trained. ii) Graduate, trained	210-10-450 (Starting salary Rs. 230 for M.A. (2nd class)). 160-7-223-8-295 (starting salary Rs. 174 for graduate with distinction).
	iii) Undergraduate trained.	115-3-133-4-185

Dearness Allowance

Rs. 10 p.m.

Compensatory Allowance

Compensatory allowance @ 20% of the basic pay admissible for the teachers of the district of Jalpaiguri in Duars area.

Special allowance for Head Masters/Headmistress

- i) For XI school with one stream 25% p.m.
- ii) For XI school with two streams 50% p.m.
- iii) For XI school with more than two streams 75/- p.m.

Special allowance for Asstt. Headmasters/Mistresses

Special pay @ Rs. 35/- for X Schools and @ Rs. 40/- for XI with one stream and @ 50/- for XI with more than one stream.

Two advance increments are allowed in case of Second Class Master's degree holders. Untrained persons get fixed initial pay of the scale until trained.

Management & Designation	Minimum Qualification	Scale of Pay
(1)	(2)	(3)

WEST BENGAL (Contd.)

(a) If untrained, fixed at Rs. 160/-p.m.

(b) Graduates with distinction will start at Rs. 174/- (fixed until trained).

If untrained, I. A./I. Sc. get fixed pay at Rs. 115/- p.m.

A. & N. Islands

Government

Principal	Post Graduate, trained with 5 yrs. teaching experience or 3 yrs. administrative experience.	425-25-500-30-680
Asstt. Teacher	i) Post-Graduate, trained 5 yrs. teaching experience in Higher Sec. school or 2 yrs. in College.	250-10-290-15-380-15-470
	ii) Graduate, trained.	170-10-290-EB-15-380

Dearness Allowance

At Central Govt. rates.  
Note: House Rent Allowances, Compensatory Allowance & Other Allowances as shown under Primary & Middle schools.

DADRA & NAGAR HAVELI

Government

Headmaster	Graduate, trained (B. A., B. T.)	1) 160-5-190-6-208-8-216-EB-8-240-10-310-EB-10-320-15-350-20-370  (Plus Sp. Pay i. e. Headmaster's allowance)
		11) 250-10-330-15-450-20-470

Management & Designation	Minimum Qualification	Scale of Pay
(1)	(2)	(3)

DADRA & NAGAR HAVELI (Contd.)

Asstt. Teacher	i) Graduate, trained (B. A., B. T.) B. Ed.,	160-5-190-6-208-8-216-EB- 8-240-10-310-EB-10-320-15- 350-20-370
	ii) Trained graduates i. e. S. T. C. / T. D.	Not prescribed
	iii) Non-trained graduates.	-do-
	iv) Trained matriculates/ S. S. C. i. e. S. T. C. or T. D.	106-3-130-EB-3-136-4-180
	v) Untrained Matriculates/ S. S. C.	Not prescribed.

Dearness Allowance

Up to Rs. 109	:	Rs. 25
Rs. 110-149	:	Rs. 30
Rs. 150-209	:	Rs. 45
Rs. 210-399	:	Rs. 50
Rs. 300-349	:	The amount by which falls short of Rs. 350.

Other Allowances

Children Education allowance, medical treatment allowance & special pay to be granted to other than natives of Dadra & Nagar Haveli.

Pay below Rs. 150/- p.m. 10% of pay subject to maximum of Rs. 7.50 and maximum of Rs. 12.50 p.m.

Pay above 150/- and below 500/- 8% of pay subject to maximum of Rs. 12.50 p.m.,

Pay Rs. 500/- and above amount by which pay falls short of Rs. 538.92



Management & Designation	Minimum Qualification	Scale of Pay
(1)	(2)	(3)

DELHI

Govt./Local Boards/  
Private Bodies

Principal	Post-Graduate, trained with 5 yrs. teaching experience or equivalent admn. experience.	425-25-500-30-680 (D.A. Rs. 70)
Asstt. Teacher	i) Post-Graduate, trained and for women post-graduate only. (for class XI only)	250-10-290-15-380- EB-15-470 (D.A. Rs. 66)
	ii) Graduate, trained	170-10-290-EB-15-380 (D.A. Rs. 54)

GOA, DAMAN & DIU

Government

Headmaster/ Asstt. Teacher.	i) Master's degree in the subject with Diploma in Education.	250-10-290-15-380- EB-15-470
	ii) Bachelor's degree plus Diploma in Education.	170-10-290-EB-15- 380

The House Rent Allowance is 7 $\frac{1}{2}$ % of the Basic pay subject to the minimum of Rs. 15/-p.m.

Dearness Allowance

Below Rs. 110	: Rs. 28
110 and above but below 150	: Rs. 42
150 " " " 210	: Rs. 54
210 " " " 400	: Rs. 66
400 " " " 600	: Rs. 70
600 " "	: Amount by which falls short of 669.

Management & Designation	Minimum Qualification	Scale of Pay
(1)	(2)	(3)

HIMACHAL PRADESH

Govt./Local Boards/  
Private Bodies.

Headmaster (Higher Sec. Schools)	Post-Graduate, trained	250-25-550-25-750 (Class II)
Asstt. Teacher	i) Post-Graduate, trained (For English, Sc. and Maths. of Hr. Sec. Schools)	200-15-320-20-500
	ii) Graduate, trained	110-8-190-10-250 (Starting pay Rs. 150 for M.A./M. Sc. IInd Div. and Rs. 126 for <u>IIIrd. Division.</u> 250-10-350
Headmaster (High)	-do-	(Selection Grade) -do-
Asstt. Teacher	-do-	-do-

Dearness Allowance.

Rs. 50 for pay upto Rs. 250;  
Rs. 60 for pay Rs. 251-300; and  
Rs. 70 for pay Rs. 301-500

Compensatory Allowance

- (i) 6 $\frac{1}{4}$ % in the Home Distt.
- (ii) 100% to 125% in Kannaur Distt.  
& Pangi of Chamba Distt.
- (iii) 12 $\frac{1}{2}$ % in other areas.

Other Allowances

Village allowance of Rs. 15/-p.m.  
to lady teachers in specified areas.

L.M. & A ISLANDS

Government

Headmaster	Graduate, trained	325-15-475-EB-20-575
Asstt. Teacher	Graduate, trained	170-10-290-EB-15-380

Special pay of 40% of the basic pay for  
main land recruits.

Management & Designation	Minimum Qualification	Scale of pay
(1)	(2)	(3)

L.M. & A. Islands (Contd.)

Dearness Allowance

Rs. 28 for pay Rs. 110-149;  
 Rs. 42 for pay Rs. 150-209;  
 Rs. 66 for pay Rs. 210-399;  
 Rs. 70 for Rs. 400-599 and for  
 above Rs. 600 the amount by  
 which it falls short of Rs. 669.

Note: Free to & fro sea passage to mainland,  
 once in a year while proceeding and  
 on return from leave.

MANIFUR

Government

(Higher Secondary Schools)

Principal	Post-Graduate, trained	250-20-450-EB-25-600 (Starting pay Rs. 350) (D.A. Rs. 17.50)
Vice-Principal	Post-Graduate, Trained	175-15-250-EB-15-340- EB-20-450 plus Rs. 50 as special pay (D.A. Rs. 17.50)
Lecturers	Post-Graduate	175-15-250-EB-15-340- EB-20-450  (II Divisioners to start at Rs. 220)  (D.A. Rs. 17.50)

(High Schools)

Headmaster	Graduate, trained with 5 yrs' experi- ence or graduate with 10 yrs. experience.	200-20-300-25-400-EB- 25-500 (D.A. Rs. 17.50)
Asstt. Head- master.	Graduate, trained with 5 yrs. experience.	125-7½-155-9-245-EB- 10-275 plus Rs. 50 as special pay (D.A. Rs. 17.50).

Management & Designation	Minimum Qualification	Scale of pay
(1)	(2)	(3)

MANIPUR (Contd.)

Asstt. Teacher	i) Graduate, trained	125-7 $\frac{1}{2}$ -155-9-245- EB-10-275 (D. A. Rs. 17.50)
	ii) Graduate, untrained.	100-10-130-EB-6- 190-EB-10-230 (D. A. Rs. 17.50)
	iii) Intermediate	75-3-105-EB-4-125 (D. A. 15% of pay plus Rs. 6)
	iv) Matric.	60-4-80-EB-1-100- 5-115 (D. A. 15% of pay plus Rs. 6)

N. E. F. A.

Government

(Higher Secondary Schools)

Headmaster	Post-Graduate/Graduate (Hons), trained.	750-80-150-EB-25-600 starting pay of Rs. 390 $\frac{1}{2}$ for promotees.  (D. A. 17% of pay)
Asst. Headmaster/ Asst. Teacher	Post-Graduate/Graduate (Hons.) Trained.  (Plus special pay in the interior of NEFA)	175-15-250-EB-15-340- EB-15-430-10-450 starting pay Rs. 220 (Asstt. Headmaster's allowance Rs. 50) (D. A. 17 $\frac{1}{2}$ % of basic pay)

(High Schools)

Headmaster	Graduate, trained with 5 yrs. experience.	200-30-300-25-400-EB-25-500 (Starting pay Rs. 350 for promotees).
Asstt. Headmaster	Graduate, trained	(a) 150-7 $\frac{1}{2}$ -130-9-270- EB-10-300 (Starting salary Rs. 155 for M. A., B. T.)  (b) 125-7 $\frac{1}{2}$ -155-9-245- EB-10-275 (Starting pay Rs. 140 for B. A., B. T.)  Asstt. Headmaster's allowance Rs. 50.

Management & Designation	Minimum Qualification	Scale of pay
(1)	(2)	(3)

N. E. F. A. (Contd.)

Asstt. Teacher	i) Graduate, trained	a) 150-7 $\frac{1}{2}$ -180-9-270-EB-10-300 (Starting salary Rs. 165 for M.A., B.T.)
		b) 125-7 $\frac{1}{2}$ -155-9-245-EB-10-275 (Starting pay Rs. 140 for B.A., B.T.)
	ii) Intermediate, untrained or Matric, trained.	75-3-105-EB-4-125

Dearness Allowance

15% of pay for Rs. 61-100;  
17% of pay above Rs. 100.

Special pay for interior N. E. F. A.

\*

PONDICHERRY

Headmaster	Graduate, trained	225-10-275-15-350
Asstt. Teacher	Graduate, trained	a) 225-10-275-15-350
		b) 140-5-180-10-250

Headmaster's allowance: Rs. 20 if the enrolment is below 500 and Rs. 30 if the enrolment is 500 and above.

TRIPURA

Headmaster	(Higher Secondary Schools)	
	Post-Graduate, trained with 5 yrs. teaching experience.	325-30-475-35-545-EB-35-825-EB-35-1,000.
Asstt. Headmaster	--do--	275-15-350-20-390-EB-20-550-EB-20-650
Lecturer	Post-Graduate, trained	250-15-355-EB-15-475-EB-15-550 Selection Grade: 275-15-350-20-390-EB-20-550-EB-20-650 (for 3% posts).

\*As on 1.1.1964.

Management & Designation	Minimum Qualification	Scale of pay
(1)	(2)	(3)

TRIPURA (Contd.)

(High Schools)

Headmaster	Post-Graduate, trained with 5 yrs. teaching experience.	275-15-350-20-390-EB-20-550-EB-20-650
Asstt. Headmaster	Post Graduate, trained (with three yrs. teaching experience)	200-10-290-EB-10-400
Asstt. Teacher	Graduate, trained	175-7-238-EB-7-245-8-325

Dearness Allowance

Rs. 10 for pay upto Rs. 150;

Rs. 20 for pay Rs. 151-300 and

Rs. 30 for pay Rs. 301-600.

Rs. 601-629 - amount by which pay falls short of Rs. 630.

Compensatory Allowance

- i) 10% of pay subject to a minimum of Rs. 7.50 and maximum Rs. 12.50 for pay below Rs. 150
- ii) 8% of pay subject to a minimum of Rs. 12.50 for pay between Rs. 150-Rs. 500.
- iii) Amount by which pay falls short of Rs. 538/- for pay beyond Rs. 500/-.

89 (A)

SERVICE CONDITIONS OF TEACHERS

SCHOOL STAGE

Information regarding security of Tenure  
and other conditions of work in Aided  
Schools - a summary

1. Recruitment of Teachers

From the information furnished by the State Governments it is seen that technically the final authority to appoint teachers in aided schools in all the State vests with the school Managing Committees and these committees enjoy a large amount of freedom in this respect in many States. In five States viz. Andhra Pradesh, Madras, Maharashtra, Orissa and Punjab the Managing Committees act as the sole authority in respect of these appointments. In the case of three other States viz. Jammu and Kashmir, West Bengal and Madhya Pradesh, though there is provision to constitute selection committees and certain rules of procedure have also been laid down, the Managing Committees have a free hand in recruiting teachers required by them.

But the position obtaining in the remaining States is different. In the States of Gujarat, Mysore, Rajasthan and Uttar Pradesh the Government has prescribed that the Managing Committees should constitute special Selection Committees for recruiting teachers. They have also laid down rules regarding the composition and procedure of selection through such committees.

Assam and Kerala are the two States where the State Education Departments play a very effective



role in selecting teachers. In Assam selection of heads of schools is made by the State Selection Board and selection of teachers by the Divisional Selection Boards constituted by the State Government in each Inspectorate. In Kerala selection of teachers, both for Government and Aided schools, is made through the State Public Service Commission, which selects, before the 31st of May every year, a certain number of candidates and publishes in the Government Gazette Districtwise lists of such selected candidates. The Managers of the Aided Schools are required to appoint teachers from their respective district lists, although in certain special circumstances they are permitted to appoint teachers from other District lists, with the approval of the Service Commission. Even in the case of temporary and short-term vacancies in the case of Kerala they have to be filled up from the District lists while in Assam it is possible for the School Managements to fill up such vacancies, subject to the approval of the Education Department.

## 2. Form of Appointment Offer

Most of the State Governments have prescribed forms of written contract or agreement to be entered into between the teacher and the Management to ensure some measure of security of tenure to the teachers selected for appointments. It is seen that in Punjab, Rajasthan, Gujarat and Madhya Pradesh such contracts are entered into for appointments, both in primary and

secondary schools. In the case of Andhra Pradesh, Madras and Crissa such contracts are effected only in the case of appointments in primary schools. In Uttar Pradesh this is done only in the case of appointments in secondary schools. Assam and Kerala make appointments through formal letters.

### 3. Probation Period

The probation period in seven States is one year (Andhra Pradesh, Madras, Crissa, Uttar Pradesh, Mysore, Madhya Pradesh and Punjab), but there is provision for extension of the probation period up to two years in Andhra Pradesh, Madhya Pradesh and Madras. In the States of Assam, Gujarat, Jammu and Kashmir, Maharashtra, Rajasthan and West Bengal the probation period is two years. It is also seen that in Uttar Pradesh and Mysore some conditions are attached before the teachers are confirmed after the probation period. They have to pass certain prescribed tests in Hindi in Uttar Pradesh. In Mysore they have to execute a Bond agreeing to work in the school for a period of at least two years. In all other States teachers are deemed to be technically confirmed after the lapse of the prescribed probation period.

4. Regulation of Pay Scales: In all the States regular pay scales exist for aided school teachers. Specific provisions have, however, been made in the States of Rajasthan, Mysore, Jammu and Kashmir and Kerala to the effect that pay scales should not be less than those

for teachers in Government schools with equal qualifications and status. In Orissa, Uttar Pradesh, Maharashtra, West Bengal, Assam, Madhya Pradesh and Madras, the pay scales will be the ones which the State Government will prescribe from time to time. It is, however, seen that in Punjab the Managements have been empowered to determine the pay scales of teachers and the State Government only expects that the scales offered would compare favourably with those for teachers in Government schools. In Andhra Pradesh it is seen that in the written agreement the Management offers a specific salary scale.

5. Regular and full payment of salary:

No specific provisions appear to have been made in eight States - Gujarat, Maharashtra, Madhya Pradesh, Mysore, Madras, Punjab, Uttar Pradesh and West Bengal in this connection. There is some provision or other in the remaining States. For example, in Orissa and Uttar Pradesh there is a provision making the Managements responsible to pay to the teachers by the 10th or 15th of every month. In Assam this is ensured by making Inspecting Officer countersign all grant-in-aid bills. In Rajasthan this is regulated by releasing grant on a monthly basis and by vesting the Director with the powers to make direct payment by cheques if there are complaints. In Jammu and Kashmir teachers get regular payments as otherwise the Department would stop payment of grants. In Kerala teachers receive payment directly from the Treasury. In Delhi the Director

is empowered to make direct payment if salaries are not paid for two consecutive months.

6. Vacation Salary:

No specific provision regarding this appears to have been made in Andhra Pradesh, Jammu and Kashmir, Orissa, Madhya Pradesh, Maharashtra, Uttar Pradesh and West Bengal. Provisions exist in Gujarat and Punjab by way of guidance to the Managements regarding payment of vacation salaries. In Madras this is regulated by a provision contained in the Service Agreement Form according to which a teacher on duty on the last working day of the school year and has served at least <sup>for</sup> 8 months is entitled to full vacation salary. In the case of Assam, Mysore, Rajasthan and Kerala specific rules exist to ensure payment of full vacation salary to teachers subject to the fulfilment of certain conditions of eligibility. For example, all temporary teachers in Mysore who have been on duty for at least 200 days immediately before the commencement of the vacation will be entitled to full vacation salary. In Rajasthan all teachers who join duty before 31st August are entitled to receive full vacation salary.

7. Termination Notice Period and Payment of Salary:

The practice in the majority of the States is to serve three months' notice to permanent teachers and one or two months' notice to temporary teachers or payment of an equivalent amount of salary in lieu thereof in the cases of termination of services which become necessary for reasons other than those of punishment.

It is, however, seen that States like Assam and Mysore do not have similar provisions. In Assam no provision exists for serving notices and all temporary hands are subject to termination of service without notice. In Mysore also all temporary appointments are subject to termination at any time without assigning any reason thereof.

#### 8. Teaching Hours:

Seven States have furnished information regarding the teaching hours of teachers appointed. Assam (30 periods a week) Gujarat (21 hours a week), Madhya Pradesh ( 75 per cent of the total teaching periods a week), Mysore (26 periods a week), Kerala, Punjab and Rajasthan (33 to 42 periods a week). ( Each period is of 40 or 45 minutes)

#### 9. Punishment and Appeals

In seven States viz., Madras, Orissa, West Bengal, Gujarat, Assam, Rajasthan and Madhya Pradesh, the State has very little to do with imposing penalties, except when such cases are brought to the notice of the State Government by way of appeal. In all other States the State Department exercises some responsibility either in prescribing the procedure of enquiry or even by participating in the Enquiry Committess. In the States of Andhra Pradesh, Maharashtra and Kerala it is seen that no punishment can be meted out to the teachers except with the prior approval of the Education Departments concerned. In Kerala even the suspension of teachers beyond 15 days has to be with the prior

concurrence of the State Government. In Mysore the State Government nominates its representatives to be on the Enquiry Committee. In Uttar Pradesh the enquiry is conducted by the concerned area Inspector himself.

The penalties vary from censure or warning to dismissal from service and the grounds on which penalties are imposed are neglect of duty, misconduct, inefficiency, conviction by law courts in criminal offences and so on. Usually the procedure for enquiry is as below:

The charges are communicated to the teachers concerned in writing and an explanation is called for within a specified period of time. The Managing Committee considers the explanation and finally communicates its decision within a stipulated period of time. In three States (Gujarat, Maharashtra and Mysore) the practice, however, is a little different. An Enquiry Committee is constituted which goes into the charges. The rules also provide for appeals against punishment decided upon by the Managing Committees. In most of the cases the final Appellate Authority is the Director of Public Instruction.

In case of termination of services of teachers no compensation is allowed except in two States viz. Gujarat and Maharashtra. Teachers are entitled to receive three to twelve months salary according to the length of service rendered in Gujarat and, six to twelve months' salary in Maharashtra.

SECURITY OF TENURE AND CONDITIONS OF SERVICE IN AIDED SCHOOLS

ANDHRA PRADESH

1. Name of Act, Code etc: Grant-in-Aid Code of Education Department.
2. Mode of Recruitment: (i) Appointments are made by the School Management on a written contract (form prescribed). (ii) Probation period is one year and is extendable upto two years for reasons to be recorded in writing by the Management.
3. Other terms and conditions of appointment: (i) School authority is empowered to terminate services on grounds of retrenchment, physical unfitness, incompetence, on 3 months' notice or by giving 3 months' salary in lieu thereof in the case of permanent teachers; and 2 months' notice or 2 months' salary in lieu thereof in the case of temporary teachers or those on probation; but the plea of incompetence is not to be used against teachers who have put in five years' service, or more, except with the previous permission of the concerned Education Officer. (ii) Appointments are made on a whole-time basis; no other work, including private tuitions is allowed without the written permission of the school management.

The salary scales are indicated by the Management in the Agreement Form. Salary disbursement, however, is subject to a declaration by the teacher that he will not stand for election to any local body or legislative body other than the teachers constituency of the legislative council. If selected to the Council he will take leave on loss of pay if the Management feels he cannot do full justice to work as a teacher.

4. Penalties: (Removal, Dismissal, Suspension etc.)

- (i) The School management is empowered to terminate services without notice on grounds of wilful neglect

of duty; serious misconduct; gross insubordination; mental unfitness and on suspension or cancellation of teachers' certificates by the Director of Public Instruction. (ii) Before actual termination of service, the teacher concerned, is communicated in writing the grounds of the proposed action and is to be afforded reasonable opportunity of stating his case in writing as also in person if he so desires.

5. Appeals: (Procedure for settlement of disputes)

- (i) The aggrieved teacher is entitled to appeal to the Competent Education Officer whose decision is final and binding. (ii) Both parties are entitled to refer disputes arising out of the agreement to the competent Education Officer for decision and his orders are to be treated as final and binding. (iii) If the School management fails to comply with the orders of Education Department, the grant is liable to be reduced, suspended or withheld under Rule 13 of the Grant-in-Aid Code.

Assam

1. Name of Act; Code etc: Assam Aided High and Higher Secondary Employees Rules, 1960.
2. Mode of Recruitment: (i) Appointments are made by the Managing Committee of the Schools with the



approval of the concerned Inspector of Schools.

(ii) There are three selection Boards for selecting (a) Principals of Colleges, (b) Headmasters of aided schools and (c) teachers of aided secondary schools.

(iii) Rules are prescribed by the Government and the Selection Boards are appointed by the Government. (iv) Period of probation is two years, (v) Managing Committees of schools make appointments for temporary vacancies, for a period of not more than 3 months with the approval of the Department. A Divisional Selection Board with Inspector of Schools, as Chairman and an Assistant Inspector of Schools, as Secretary, selects the teachers and forwards their names to Managing Committees of schools for appointment. The Managing Committee makes the appointments subject to the approval of the Inspector of Schools.

Grant-in-aid bills are counter-signed by the Inspecting Officers to ensure regular and full payment of salary. Teachers are treated on duty during vacation and receive full salary during vacation. No provision of serving termination notices to teachers exist in the State. Teaching work load proscribed is 30 periods a week.

### 3. Penalties: (Removal, Dismissal and Suspension, etc.)

A probationer is liable to be discharged from service (i) if he fails to give satisfaction during or at the end of the probationary period; (ii) if it is proved that he is ineligible or otherwise unfit to hold the post.

### 4. Appeals: (Procedure for settlement or disputes):

An employee aggrieved by any order of the managing Committee or the Managing Committee aggrieved by any decision of the Education Department can prefer appeal to the Inspector of Schools and to the Director of Public Instruction respectively.

GUJARAT

1. Name of Act, Code etc: Grant-in-aid Code Secondary Schools, Part I, 1964.
2. Note of recruitment: Selection and appointments are made by a selection committee consisting of at least three members - representative of the management, head of the school and some outside educationist nominated by the Management.
3. Other terms and conditions of appointment: (i) Probation is two years, (ii) No teacher on probation will be made permanent or treated as permanent by the Department unless he is trained in spite of his completing two years of service, (iii) an employee who serves continuously for not less than 3 months in the first term and 4 months in the second term will be entitled to salary for the vacations at the end of the term provided he was not working in a purely temporary vacancy.
4. Penalties: (Removal, Dismissal, suspension etc.):
  - (i) The services of a non-permanent employee can be terminated by the management by giving one months notice or pay thereof. Temporary persons can be relieved without notice. A probationer must be given notice during the probationary period, (ii) Services of a permanent employee may be terminated by the management by giving compensation equal to twelve

months salary if he has been in service for 10 years and half a month's salary for every completed year over 10 years, subject to a maximum of 18 months' salary. Those who have put in 10 years of service, can be relieved only with the prior permission of the Educational Inspector in writing. (iii) The Management shall immediately inform the Educational Inspector regarding the discharge of and payment made to such an employee. Failure to do so will entail a cut in the grant-in-aid to the institution. (iv) A permanent employee can be dismissed from service or degraded or reduced in service or punished in any other way without notice or compensation only after a regular enquiry held through a properly constituted enquiry committee (consisting of the head of the school, a person nominated by the Management from amongst the members of the Executive or Managing Committee and an outsider interested in education nominated by the employee concerned) in cases of insubordination, neglect of duties or misconduct of a serious nature. The enquiry committee shall forward its findings to the Management within a week of the completion of the enquiry and the management shall take a decision on the case within a fortnight and communicate its decision to the employee and to the Educational Inspector.

5. Appeals: (Procedure for settlement of disputes):

Either party shall have the right to prefer an appeal

to the Director of Public Instruction within 30 days, who shall take the decision on it within 3 months. His decision shall be final and binding. (ii) If the employee is not found guilty, he will be reinstated by the management forthwith. (iii) An employee dismissed or removed from service, after enquiry by a school may be employed by any other recognised institution unless duly notified that he shall not be employed for such a period as specified by the Director. (iv) If the management fails to pay any legitimate dues to its employees, the same shall be deducted from the grant-in-aid and paid to the employees.

#### JAMMU AND KASHMIR

1. Name of Act, Code etc: State Government order No. 1176-C of 64 dated 5.9.64 and grant-in-aid Rules of the Education Department, 1959.
2. Mode of Recruitment: (i) Appointments are made by the Managing Committee; but advertisement of vacancies in at least 2 local papers giving at least 2 weeks time for submission of applications is obligatory. (ii) Probation period is not to exceed 2 years; extension of the probationary period is allowed, only by the authority competent to approve personnel of the Managing Committee, on reasons to be communicated to that authority.

3. Other items and conditions of appointment: (i) Rules framed by the Governing Body regarding conditions of service etc., are to be approved by State Education Department before enforcement. (ii) Pay Scales should not be less than those for the Government school teachers of equal status and qualifications. (iii) Conditions for termination of service of confirmed teachers should be the same as that of Government servants. (iv) Managing Committees found paying less pay than shown in Pay Register are liable to suffer stoppage of grants etc.

4. Penalties: (Removal, Dismissal, Suspension) : Managing Committee proposing to take any disciplinary action against any teacher is required to submit the same to the Inspecting Officer concerned.

5. Appeals: (Procedure for settlement of disputes):  
(i) Appeals against any action of Managing Committee lie with the Director of Education. (ii) The concerned teachers should be afforded opportunity to explain his case before taking any action.

#### KERALA

1. Name of Act, Code etc: Sections 9 to 13 of Kerala Education Act; and the Kerala Education Rules.

2. Mode of Recruitment: (i) Qualifications for

appointment are prescribed by the State Government.

(ii) appointments are made by the Managers of aided schools on the basis of selection done by the State Public Service Commission in accordance with the following procedure as per Section 11 of the Act:

(a) Public Service Commission will select before 31st May each year, for each District, a certain number of candidates with due regard to the number of probable vacancies expected in that year; and publish District-wise lists in the Gazette;

(b) The Managers will appoint teachers from their own District List respectively; although, for sufficient reasons and with permission of the Commission the Managers are also authorised to appoint from any other District List;

(c) appointments in Government Schools are also made from the District Lists.

(d) When any retrenchment of teachers in aided schools is rendered necessary consequent on any Government orders, the State Government or the Manager can appoint such teachers in any other Government or aided school.

3. Other items and conditions of appointment:

(i) Service conditions are the same as prescribed by

the State Government under the Act. (ii) Pay Scales are the same as in Government Schools (iii) Other conditions of service, including pension, provident fund, insurance, age of recruitment applicable to teachers of Government Schools, are to apply also to certain teachers of aided schools as per sub-clause (2) of Clause 12 of the Act. (iv) The State Govt. will pay the salaries of teachers direct through the Headmaster of the School concerned.

4. Penalties: (Removal, Dismissal, Suspension etc.)

No teacher shall be removed, dismissed, reduced in rank or suspended without previous sanction of the officer authorised by the State Government in this behalf. (ii) No teacher will be placed under suspension for a continuous period exceeding 15 days without previous sanction of the competent authorities.

5. Appeals: (Procedure for settlement of

disputes): (i) The State Government will be the sanctioning authority in case of any penalties proposed to be imposed by the Managers. (ii) Prior sanction of the Competent Officers of State Government is required before enforcing any penalty.

MADHYA PRADESH

1. Name of Act, Code etc:

Grant-in-Aid Rules.

2. Mode of Recruitment:

1. Managing Committee of the Institution is the appointing authority. Two seats have to be reserved in the Committee for (a) Head of the Institution and (b) a nominee of the Educational Officer, concerned.

2. The posts are advertised and filled in after interviews.

3. State Government do not interfere in the recruitment of teachers.

4. All appointments of permanent posts are made on probation for one year, which may be extended by one more year.

5. On confirmation, the incumbent has to sign a contract of service in the prescribed form.

3. Other terms and conditions of appointment:

1. Pay scales are prescribed by the Government.

2. There is no specific system to check that the salaries in accordance with sanctioned grades are actually paid to teachers.

3. Services can be terminated on three months' notice, or payment of salary thereof.

4. The work load of the teacher will not exceed 75% of the total periods in a week. There is no system to regulate vacation salaries in aided schools.

4. Penalties:

1. The Managing Committee of the School is the punishing authority.

2. Termination of service or reduction in the pay of teachers can be done on written sanction of the Director of Public Instruction.



3. The incumbent will be given the charges in writing. His previous service and character roll will be taken into account when arriving at a decision.

4. State Government does not interfere in such matters but appeals may be made to it.

5. Appeals: (Procedure for settlement of disputes):

1. The Managing Committee is the first appellate authority. Meeting by 2/3rd majority of members of managing committee is necessary to consider appeal cases.

2. The Director of Public Instruction is the final appellate authority. The concerned Divisional Superintendent of Education enquires into the charges and the Director of Public Instruction takes decision on the basis of his report.

MADRAS

1. Name of Act, Code, etc.

Madras Education Rules (Appendix 28)

2. Mode of Recruitment:

1. Appointments are made by the School authority on a written agreement.

2. The probation period is not to exceed one year; but is extendable for another year for reasons to be recorded in writing; otherwise the employee is deemed permanent after one year.

3. No appointments are kept on temporary basis for more than three years; all appointments continuing beyond three years are to be made permanent.

3. Other Terms and Conditions of Appointment:

1. Pay and allowances are specified in the agreement; but no minimum pay scales etc. are prescribed by the Government. Vacation salary is regulated as per provisions laid down in the agreement.

2. Period of notice for termination of service or payment of salary in lieu thereof (a) three months and two months for permanent and non-permanent teachers, respectively on grounds of retrenchment, physical unfitness and incompetence (the last plea is not to be used after five years of service); (b) without notice on grounds of neglect of duty, misconduct; gross insubordination; mental unfitness; suspension or cancellation of teacher's certificate, etc.

3. Adherence to service rules and other conditions etc. as laid down in the agreement is called for.

A teacher holding a temporary post on the last working day of the school year will get a proportionate salary. Any teacher if he was on duty on the last working day of the school year and had served for at least 8 months in the school year is entitled to vacation salary.

4. Penalties:

1. When school authorities want to terminate the services of permanent teachers without notice, the teachers concerned have to be given full opportunity to defend <sup>their</sup> case in writing and also in person, if so desired.

5. Appeals (Procedure for settlement of disputes):

1. Teachers as well as management have the right of appeal to the competent Authority (as prescribed under the Rules for different categories of teachers).

2. Both have the right of a second appeal against the orders passed by the first appellate authority.

3. Managements are expected to retain the <sup>teacher</sup> aggrieved/in service until the announcement of decision by the appellate authority.

MAHARASHTRA

1 & 2. Name of the Act, Code, and Mode of Appointment:

1. Appointments are made by the School Managements.

2. Trained teachers who are in service for more than two years are to be regarded as permanent employees automatically.

3. Other terms and conditions of appointment:

1. Pay scales, prescribed by the State, are compulsory for all, throughout the State.

2. Allowances such as D.A., H.R.A., C.L.A. are to be allowed at the same rates as sanctioned by the State Government from time to time.

3. Private tuitions are permitted subject to <sup>a</sup> maximum of two hours a day or 5 pupils during the day.

4. Expenditure on training of teachers deputed by Managements is admitted by the State Government for assessing the quantum of grant-in-aid.

5. ~~Teachers~~ teachers are free to attend any political meeting and become members of any political party other than a party whose policy has been declared as unconstitutional by the Government.

4. Penalties

1. Termination of service of permanent teachers is allowed only after the prior approval of the Regional Deputy Director of Education has been obtained.

2. In the case of termination of service, teachers are to get compensation - six to twelve months salary according to length of service.

3. Non-permanent teachers can be relieved only after one month's notice or one month's salary in lieu thereof.

4. Before punishing any teacher, the Management is to institute an enquiry committee consisting of the Headmaster and a nominee each of the two parties, to enquire into the charges against him in accordance with the detailed procedure laid down in the Grant-in-aid Code.

5. Appeals(Procedure for settlement of disputes):

As termination of service is not allowed without the prior approval of the Regional Deputy Director of Education, the latter acts as the appellate authority.

Mysore

Name of the Act, Code, Etc.:

Grant-in-aid Code for Secondary Schools in Mysore State.

Mode of Recruitment:

1. Vacancies are advertised and applications are examined by a Selection Committee consisting of representatives of (1) Managing Committee; (2) Head of the Institution and (3) one educationist nominated by the Managing Committee. The Selection Committee shall recommend a panel and the Managing Committee shall make the appointment. Preference will be given to trained teachers.

3. Other terms and conditions of appointment:

Teachers appointed in a permanent vacancy will be on one year's probation after which they will be made

permanent, if their work is found satisfactory. At the time of initial appointment, the teacher shall execute a bond to serve for two years. In the event of unsatisfactory work or misbehaviour during the period of probation, the teachers' services may be terminated after giving one month's notice.

No member of the staff should engage himself or herself in any political activity.

Full vacation salary will be paid if the individual has worked for the entire academic year. Otherwise it will be paid in proportion to the number of days he worked to the total period of the academic year.

4. Penalties:

1. Services of temporary teachers can be terminated by the Management without notice.

2. Services of any permanent teacher can be terminated only after an enquiry committee appointed for the purpose, has examined the charges fully and decided for the dismissal of the teacher.

5. Appeals (Procedure for settlement of disputes):

1. The dismissed teacher can appeal to the Deputy Director of Public Instruction within 30 days after the decision has been communicated to him. The appeal shall be decided by the Deputy Director of Public Instruction within three months after the receipt of such an appeal.

2. A final appeal shall lie to the Director of Public Instruction within 30 days of the decision of the Deputy Director of Public Instruction. The decision of the Director of Public Instruction shall be final.

Nagaland

N.B. Almost all the schools in Nagaland are Government Schools. The existing aided schools which are very few in number, are given the grant-in-aid on ad-hoc basis.

ORISSA

1. Name of the Act, Code, etc.:  
Orissa Education Code.
2. Mode of Recruitment:
  1. Appointments are made by the School Management Committee on a written agreement ( form prescribed).
  2. Probation period: one year.
  3. The Managing Committee is to satisfy the Inspector as to the terms of appointment.
3. Other terms and conditions of appointment:
  1. The Management is to adopt pay-scales as prescribed by the Government from time to time;
  2. Salaries are to be paid regularly up to 10th of every month.
  3. Period of notice of termination of service or payment of salary in lieu thereof on each side: one month (both in case of permanent and non-permanent teachers).
4. Penalties:
  1. Management is empowered to impose punishments, including dismissal from service.
  2. Dismissal from service is subject to one month's notice ordinarily; but dismissal can also be effected without notice in cases of gross misconduct after recording the reasons in writing, in a resolution duly passed by the Management.
5. Appeals(Procedure for settlement of disputes):
  1. The aggrieved teacher has the right of appeal to the concerned Inspector of Schools within

10 days of receipt of order of discharge.

2. The aggrieved teacher is to be informed by the Inspector of the division; and no further action is to be taken in case of its acceptance by the Managing Committee and the teacher.

3. In case of disagreement, the appeal will be decided finally by the Board of Secondary Education.

PUNJAB

1. Name of the Act, Code, etc:

Grant-in-Aid Code.

2. Mode of Recruitment:

1. Appointments are made by the Management.

2. Probation is for one year.

3. Agreement, on a prescribed form, is made with the teacher.

3. Other terms and conditions of appointment:

Scales of pay are not prescribed by the Government.

All teachers, except temporary ones, joining after

31st August, get vacation salary. Teaching hours of

under-graduate teachers have been fixed as 40 periods  
for

per week and/senior teachers 33 periods per week.

4. Penalties:

1. Management is the punishing authority.

2. The nature of penalties and the procedure of enquiry are laid down in the agreement.

5. Appeals (Procedure for settlement of disputes):

The State Government has the right to set up an arbitration board in case of a dispute between the teacher and the management.

Rajasthan

1. Name of the Act, Code, etc.:

Grant-in-aid Code.
2. Mode of Recruitment:
  1. Management is the appointing authority.
  2. State Government appoints one member on the Selection Committee.
  3. Probation period is two years.
  4. A contract in a prescribed form is entered into at the time of appointment.
3. Other terms and conditions of appointment:
  1. Pay scales, as obtaining in the Government schools are paid to the teachers.
  2. Grant-in-aid is released on monthly basis to see that the salary is paid correctly and regularly. In case of complaint, the Director of Education is empowered to order payment by cheques.
  3. All teachers, except temporary ones, joining after 31st August, get full salary for vacations.
4. Penalties:
  1. Managing Committee is the punishing authority.
  2. Three months' notice or salary for three months is to be given while terminating the services.
  3. A proper enquiry has to be held and proper opportunity given to the teacher to answer the charges.
5. Appeals(Procedure for settlement of disputes):
  1. First appeal lies to the Director of Education/ Deputy Director of Education/Inspector of Schools.
  2. Second appeal lies to the Government/Director of Education.



Uttar Pradesh

1. Name of the Act, Code, etc.:

Section 16 G of Intermediate Education Act and the Regulations made thereunder.

2. Mode of Recruitment:

1. Appointments are made by the Management Committee subject to the minimum qualifications prescribed by regulations and also subject to the adherence of the procedure laid down for selection under the Act, e.g. the requirement of a Selection Committee in each school, including the Principal as ex-officio member for selection of teachers; and the requirement of a three-member committee, including one member belonging to another district from amongst the panel prepared and maintained by the Education Department, for the selection of Principal or Headmaster.

2. The relatives of Managing Committee members, or persons dismissed from other institutions are not to be appointed without prior approval of the Director of Public Instruction.

3. Appointments should be made under formal orders or letters of appointment.

4. Period of probation: one year. Thereafter teachers are to be confirmed subject to the teacher having passed certain prescribed examinations in Hindi. The copy of resolution of Management Committee confirming teachers is to be supplied to the concerned officer of the Education Department.

Other terms and conditions of appointment:

1. Scales of pay are the same as sanctioned by State Government from time to time.
2. Salary is to be paid by the 15th of every month.
3. Tuition work, up to 2 tuitions<sup>is</sup> permitted subject to prior sanction of Principal or Headmaster. Three tuitions<sup>are</sup> permitted in special circumstances (reasons to be recorded).
4. Transfer of teachers between schools is permissible and arranged under a defined procedure through the Inspector on the willingness of the Managements.
5. Period of notice or payment of salary in lieu thereof: 3 months in case of permanent teachers, removed on account of retrenchment, abolition of subject, section or class; and one month in case of temporary or probationary teachers.

Penalties:

1. Powers of removal/dismissal from service, reduction in rank, reduction in emoluments, or termination of service with notice are allowed to be exercised by the Management Committee only after prior approval of the Inspector in writing - the decision of the Inspector is to be communicated within a prescribed period.
2. Before passing orders of any punishment by the Inspector, the concerned teacher is to be given an opportunity to show cause within 14 days of receipt of the notice by the Inspector about the proposed punishment to be imposed on him.

5. Appeals (Procedure for settlement of disputes):

An appeal against the order of Inspector is to lie, within one month of the order with the Regional Appellate Committee consisting of: Regional Deputy Director of Education, a nominee of the State School Managers' Association, and a nominee of the U.P. Madhyamik Shikshak Sangh. The decision of this Committee, given within a specified period is, to be treated as final and not to be questioned in any court.

West Bengal

1. Name of Act, Code, etc.:

The West Bengal Secondary Education Act 1963; and Grant-in-aid Rules.

2. Mode of Recruitment:

1. Appointments are made by the School Management Committee subject to approval of such appointments by the Education Directorate.

2. Confirmation is to follow after two years of service.

3. Other terms and conditions of appointment:

1. Pay scales are as determined by the State Government from time to time.

2. Period of notice for termination of service or payment of salary in lieu thereof - three months

in the case of confirmed teachers; and one month in the case of others.

3. Powers of Management Committee in the matters of appointments, removal, promotion, increments etc. are subject to approval by the West Bengal Board of Secondary Education.

4. Penalties:

Discharge or dismissal from service is allowed only after following a prescribed procedure, viz. communication of charge sheet to the teacher concerned to enable him to furnish his explanation within specific time; consideration of charge sheet, together with teacher's explanation by the Managing Committee; and the communication of the decision of the Managing Committee to the teacher within a week of the meeting.

5. Appeals (Procedure for settlement of disputes):

Statutory Appeal Committee, provided under the West Bengal Secondary Education Act, is empowered to hear and decide appeals of teachers against decisions of Managements. The decisions of the Appeal Committee, are to be treated as final and not to be questioned in Law Courts.

UNION TERRITORIES

1. ANDAMAN AND NICOBAR ISLANDS

There is no private secondary school in the territory.

2. DADAR & NAGAR HAVELI

There is no private secondary school in the Territory. The grant-in-aid rules for other schools have been prepared on the lines of Gujarat Primary Education Code and are under submission to the Union Ministry of Education.

3. DELHI

Name of Act, Code etc.

Delhi Education Code, 1965.

Mode of Recruitment:

(i) Appointments are made by the Management Committee through properly constituted Selection Committees as laid down in the code and also subject to the conditions laid down in the code regarding employment of adequate number of teaching staff; qualifications, remuneration etc.;

(ii) Pay of unqualified teachers is not to be treated as an admissible charge for assessment of grant-in-aid. Director's approval is to be obtained before making actual appointment.

- (iii) agreement between the Management and the teacher (on prescribed forms) is to be executed for appointment embodying inter-alia, a clause to determine the termination of service in accordance with Government Aided Private School teachers (Discipline, Punishment and approval Rules, 1959.

3. Other terms & Conditions of appointment:

- (i) Pay scales are as prescribed by the Education Department.
- (ii) Direct disbursement of salary will be made to the teachers by the Department out of the grant due to school in cases of non-payment of salary for 2 consecutive months by the Management Committee.
- (iii) The Principal is to intimate directly to Department by 10th of each month about the payment of salary to teachers in the preceding month.

4. Penalties (Removal, Dismissal, Suspension etc.)

- (i) The Managing Committee is empowered to impose such penalties on teachers
- (a) Censure, (b) With-holding increments/promotions (c) Reduction

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to a lower grade in time scale of pay, (d) Compulsory retirement, (e) termination of service, etc.

(ii) For penalty listed at (a) and (d) above, the teacher concerned is to be given an opportunity of representation for consideration by the Punishing Authority.

(iii) For other categories of penalties, the teacher concerned is to be given a specific charge-sheet in writing and given chance to submit his explanation thereon within 2 weeks and also the opportunity to be heard in person, if desired.

(iv) Either through the Punishing Authority itself or through its special enquiry committee. Such investigations will be held and decisions taken.

5. Appeals : (Procedure for settlement of disputes).

(i) Excepting "Censure", appeals in all other matters against orders of punishing Authority lie with an Appellate Tribunal consisting of : (a) Director of Education, (Chairman) and two non-official members viz. the Manager of an aided school nominated by the

Managers' Association and a Principal of an aided school representing the teachers.

- (ii) No appeal lies against the order of the Appellate Tribunal.

#### 4. HIMACHAL PRADESH

##### 1. Name of Act, Code etc.

Grant-in-aid Rules.

##### 2. Mode of Recruitment:

- (i) Appointments are made by Management Committees; and other service conditions are generally determined by employer and employees themselves, without any reference to the Education Department.
- (ii) The Management Committee of Middle and Primary Schools is to have one member, and of High/Higher Secondary Schools to have 2 members of the Education Department.

##### 3. Other terms and Conditions of Appointment:

Managements are to introduce such scales of pay and allowances as <sup>are</sup> prescribed by Government for corresponding staff in Government schools.

##### 4. Penalties (Removal, Dismissal, Suspension etc.):

- (i) Teachers are to be excluded from employment if their teaching certificates have been withdrawn by the Education Department or if



they have been declared unfit to teach by the Education Directorate.

- (ii) Generally, all disciplinary matters are regulated by Employees and Employers themselves without any rules laid down in this behalf in the Grant-in-Aid Code.

5. Appeals : (Procedure for settlement of disputes)

No procedure for appeals against any punishment imposed by Managements has been provided in the Grant-in-Aid Rules.

5. LACADIVES

There are no private educational institutions in the Territory.

6. MANIPUR

Mode of Recruitment

In aided schools, teachers are given the same scales of pay as in Government Schools.

(Other details are not available).

7. N.E.F.A.

There is no private educational institution in N.E.F.A.

8. PONDICHERRY

1. Government Aided Private Schools Teachers (Discipline, Punishment and Appeal) Rules, 1959.

2. Mode of Recruitment -

Not available.

3. Other terms and Conditions of appointment :

Not available.

4. Penalties (Removal, Dismissal, Suspension etc.) :

- (i) Managing Committee is empowered to impose such penalties as (a) Censure, (b) Withholding increments/promotions (c) Reduction to a lower grade in time scale of pay, (d) Compulsory retirement (e) termination of service, etc.
- (ii) For penalty listed at (a) and (b) above, the teacher concerned is to be given an opportunity of representation for consideration by the Punishing Authority.
- (iii) For other categories of penalties, the teacher concerned is to be given a specific charge-sheet in writing and given chance to submit his explanation thereon within 2 weeks and also the opportunity to be heard in person, if desired.
- (iv) Either through the Punishing authority itself or through its special enquiry committee, the case will be investigated and decision taken.

5. Appeals: (procedure for settlement of disputes):

(i) Excepting "Censure" appeals in all other matters against order of Punishing Authority lie with an Appellate Tribunal consisting of: Director of Education (Chairman) and two non-official members viz. the Manager of an aided school nominated by the Managers' association and a Principal of an aided school representing the teachers.

(ii) No appeal lies against the order of the appellate Tribunal.

9. TRIPURA

1. Name of Act, Code etc.

Government Aided Private Schools Teachers  
(Discipline, Punishment and Appeal) Rules, 1959.

2. Mode of Recruitment :

Not available.

3. Other terms and Conditions of Appointment:

Not available.

4. Penalties (Removal, Dismissal, Suspension etc.)

(i) Managing Committee is empowered to impose such penalties as (a) Censure, (b) Withholding increments/promotions (c) Reduction to a lower grade in time scale of pay, (d) Compulsory retirement (e) termination of service etc.

-: 126 :-

- (ii) For penalty listed at (a) and (b) above, the teacher concerned is to be given the opportunity of representation for consideration by the Punishing Authority.
  - (iii) For other categories of penalties, the teacher concerned is to be given a specific charge-sheet in writing and given chance to submit his explanation thereon within 2 weeks and also the opportunity to be heard in person, if desired.
  - (iv) Either through the Punishing Authority itself or through its special enquiry committee the case will be investigated and decision taken.
5. Appeals: (Procedure for settlement of disputes):

- (i) Excepting "Censure", appeals in all other matters against order of Punishing Authority lie with an Appellate Tribunal consisting of :
    - of
    - Director/Education, (Chairman) and
    - two non-official members viz. the
    - Manager of an aided school nominated by
    - the Managers' Association and a Principal
    - of an aided school representing the teachers.
  - (ii) No appeal lies against the order of Appellate Tribunal.
-

-: 126(A) :-

RETIREMENT BENEFITS TO TEACHERS

SCHOOL STAGE

RETIREMENT BENEFITS TO SCHOOL TEACHERS IN INDIAAS ON 1.10.1965

(Pages 132-182 give Statewise details)

<u>STATE</u>	<u>FOR TEACHERS IN GOVERNMENT SCHOOLS</u>	<u>FOR TEACHERS IN NON-GOVERNMENT SCHOOLS</u>
Andhra Pradesh	Pension; Gratuity and Family Pension	Pension; Gratuity and Provident Fund
Assam	Pension; Gratuity and Family Pension	Pension; Gratuity and Contributory Provident Fund
		Only for Secondary Schools
Bihar	Pension; Provident Fund Insurance	Contributory Provident Fund; Pension-cum-Insurance and Gratuity.
Gujarat	Pension; Death-cum-retirement Gratuity and Family Pension	General Provident Fund } Secondary Schools No old-age } Primary School benefits } Teachers
Jammu & Kashmir	Pension; General Provident Fund and Compulsory Insurance	No special scheme
Kerala	Gratuity; Death-cum-retirement gratuity and Family Pension	Same as for Government Schools provided they opt for rules prescribed by the Department. Gratuity and } For other Contributory } Aided School Provident Fund } Teachers.
Madhya Pradesh	Gratuity; Pension-cum-retirement gratuity and Family Pension	Provident Fund
Madras	Pension, Gratuity and Family Pension	Triple benefit Scheme; i.e. Provident Fund, Pension and Insurance.
Maharashtra	Pension, Gratuity and Family Pension Scheme	Provident Fund
Mysore	Pension; Gratuity; Death-cum-retirement Gratuity and Family Pension	Contributory Provident Fund; Pension and Gratuity.

STATE	FOR TEACHERS IN GOVERNMENT SCHOOLS	FOR TEACHERS IN NON-GOVERNMENT SCHOOLS
Nagaland	Pension; Gratuity Provident Fund.	As for Cent. Govt. Schools. No pension and gratuity
Orissa	Pension: Gratuity; Death cum retirement gratuity and Family Pension	Contributory ) In Provident ) Secondary Fund ) Schools -do- ) In Primary Schools
Punjab	Pension; Gratuity and Family Pension	Permanent Teachers Standard Provident Fund.
	Termination gratuity; Death Gratuity and General Provident Fund	Temporary Teachers
Rajasthan	Pension; Insurance; Medical attendance and Provident Fund	Contributory Provident Fund
Uttar Pradesh	Pension; Gratuity and Survivor's benefit	Triple benefit scheme/ Contributory Provident Fund and Compulsory Life Insurance
West Bengal	Contributory Provident Fund; Gratuity and Free tuition to children	As for Government Schools Primary School Teachers
	Contributory Provident Fund and Gratuity	Secondary School Teachers As for Government Schools.

<u>STATE/UNION TERRITORY</u>	<u>FOR TEACHERS IN GOVERNMENT SCHOOLS</u>	<u>FOR TEACHERS IN NON-GOVERNMENT SCHOOLS</u>
A & N* Islands	Same old-age benefits as applicable to Central Government Employees.	No pension/gratuity
Dadra & Nagar Haveli*	Who joined before 11.8.1961 have no scheme of insurance, provident fund but get concession for children's education, medical attendance	No pension or Provident Fund Terminal benefit scheme of the Union Government to be extended
Delhi*	Same as Central Government employees	Triple benefit Scheme.
Goa, Daman and Diu	Pension	No provision for old-age benefit at primary stage, Provident Fund for Secondary School Teachers
Himachal Pradesh*	Same as for Central Government Employees.	Terminal benefit scheme is extended to non-Government teachers.
Laccadive	Family Pension, Gratuity	
Manipur*	Same as for Central Government employees	Contributory Provident Fund.
NEFA*	Benefits as for Central Government employees	No private schools.
Pondicherry*	After 1.11.1954 same old-age benefits as for Central Government employees.	No old-age benefits.
Tripura*	Same as for Central Government employees.	No pension or other benefits.  In few private schools General Provident Fund Scheme has been introduced

\* Pension, Gratuity and Provident Fund admissible for Central Government Servants.



RETIREMENT AGE OF SCHOOL TEACHERS AS ON 1.8.1965  
(Pages 132-182 give State-wise details)

State	Government School Teachers	Non-Government School Teachers
1. Assam	55 may be extended up to 58	60 extension up to 63 by Director of Public Instruction and up to 64 by the Education Minister
2. Andhra Pradesh	55-58 for all D.P.I. is empowered to sanction re-employment up to 60 years of age.	
3. Bihar	58 years	62 years
4. Gujarat	55 years	58 years to be extended to 60 years. In exceptional cases up to even 65 years
5. Jammu & Kashmir	55 years	
6. Kerala	55 years who have opted for Chapter XIV(C) K.E.R.	Teachers who have opted for old rules: (i) Appointed prior to 4.9.1957 : 60 years (ii) Appointed on or after 4.9.1975: 55 years
7. Madhya Pradesh	58 years	62 years; (In case of Secondary schools, with the permission of Chairman of the Board a teacher can be retained up to the age of 65 years)
8. Madras	58 years - can be extended up to 60 years by appropriate authority	60 years
9. Maharashtra	58 years	60 years
10. Mysore	55 years but in case of ex-Mysore area prior to reorganisation up to 58	55 years to be extended to 58 years at the discretion of the management. In special cases up to 60 years with the permission of Director
11. Nagaland	As for Central Government employees i.e. 58 years	

1. Principal

State	Government School Teachers	Non-Government School Teachers
12. Orissa	58 years - Teachers classified under technical posts is 60	No limit as long as physically fit and efficient - Secondary schools 63 years trained   Primary 61 years untrained   mary
13. Punjab		58*
14. Rajasthan	58 years	58 years extendable to 60 years by Director of Education and up to 65 years by the State Government in exceptional cases.
15. Uttar Pradesh	58	
16. West Bengal	60	
<u>UNION TERRITORIES</u>		
1. Dadra & Nagar Haveli	58	
2. Delhi	58	60 years
3. Goa, Daman and Diu	58 years appointed after Liberation Rules 65 years pre-liberation employees	55 years can be extended up to 60 by Management
4. Himachal Pradesh	58 years	
5. NEFA	58 years	
6. Pondicherry	50/55 recruited before 1st November, 1954	58 years recruited after 1st November, 1954
7. Tripura	58 years	60 years.

\* Needs Confirmation.

I. ASSAM

(1) Teachers of Government primary and secondary schools are entitled to the following old-age benefits:-

- (a) Pension and gratuity;
- (b) Death-cum-Retirement gratuity for teachers who have completed five years of qualifying service; and
- (c) Family Pension.

These are broadly based on the pattern of old-age benefits available for Central Government employees.

(2) For the teachers of aided secondary schools: A Contributory Provident Fund scheme has been introduced, the rate of contribution being 6%. There is no provision for pension or gratuity at present; but a proposal to introduce the triple-benefit scheme is under the active consideration of the Government.

In the meantime, the Managing Committees of aided Secondary Schools are allowed to grant gratuity to the superannuated teachers from the surplus funds of their institutions with the prior approval of the Director of Public Instruction, provided the amount of gratuity does not exceed Rs. 1000 or six months' pay last drawn by the teacher, whichever is less.

(3) For teachers in private primary schools: There are neither provision for contributory provident funds nor pension and gratuity.

(4) The Age of Retirement is 55 in Government schools; but the teachers may be allowed to continue up to 58 years. In private schools, the age of retirement is 60 years; but extensions up to 65 years of age can be given by the Director of Public Instruction and for one more year by the Minister of Education.

(5) The Children of teachers whose pay does not exceed Rs. 100 p.m. are allowed free tuition in schools up to class VI (i. e. class VIII in general terminology).

II. ANDHRA PRADESH

(1) The teachers in Government schools are eligible for pension, gratuity and family pension as shown below:-

- (a) Pension: This is calculated on the basis of of the formula: Average of emoluments at the time of retirement multiplied by the total number of years of service completed (10-30) divided by 80.

- (b) Gratuity: This is calculated in accordance with the formula: last pay drawn multiplied by the total number of years of service divided by 2, subject to a maximum of 15 months' pay.
- (c) Family Pension: The Government of Andhra Pradesh have introduced Andhra Pradesh Government Servants Family Pension Rules of 1964, from 1.1.1964. Under these rules, family pension is payable to the widow for her life time; and after the death of the widow, it is transferable to minor son till the age of 18 years and unmarried daughter till the age of 21 years or till marriage whichever is earlier. The rate of family pension is noted as follows:-

<u>Limits of pay</u>	<u>Rate of family pension</u>	<u>Maximum or Minimum</u>
Below Rs. 200	30% of pay	Min. Rs. 15
Rs. 200 and above but below Rs. 800	15% of pay	Min. Rs. 60
Rs. 800 and above	12 $\frac{1}{2}$ % of pay	Max. Rs. 150

The family pension is paid when a Government servant puts in regular officiating service of a total period of not less than one year and dies while in service or after retirement on or after 1st January, 1964.

(2) Teachers in aided as well as local authority schools are given old-age benefits under the Andhra Pradesh Teachers Contributory Provident Fund-cum-Pension and Gratuity Rules, 1961. Under this scheme, the teachers are entitled to the following benefits:-

- (a) Gratuity: After a service of more than 5 years but less than 10 years, a gratuity equal to  $\frac{1}{2}$  of a month's emoluments for each completed year of service is paid.
- (b) Pension: For teachers who have completed 10 years of service, a pension is paid on the basis of the formula: average emoluments at the time of retirement multiplied by completed years of service (10 - 30) divided by 120.
- (c) Provident Fund: The teachers are entitled to contribute to a provident fund at 6% of their salary, an equal contribution being paid by the employer and Government on a 50 : 50 basis.

(3) Age of retirement of non-gazetted teachers (including those who were working in the educational institutions under Zilla Parishads, Municipalities, Panchayat Simities and Private Managements) has been raised from 55/58 years subject to their being medically fit and work and conduct being satisfactory.

The Director of Public Instruction is also empowered to sanction re-employment of non-gazetted teachers after the age of 58 years upto 60 years provided there is dearth of qualified candidates for appointment and persons proposed for re-employment are medically fit and possess satisfactory record of service.

(4) The following fee concessions are granted to the children of teachers employed in Government Institutions irrespective of their pay and teachers employed in Elementary and Secondary schools under local bodies and private managements subject to the condition that their pay does not exceed Rs.300 per month:

(i) Remission of full tuition fees in Classes I to VIII.

(ii) Remission of one half of the tuition fees in Classes IX to XII.

#### Telangana Area

The fee concessions granted to the children of teachers in Andhra area were extended to Telangana Area with the following modifications:-

(1) Full tuition fees in Classes I-VIII in certain exempted schools (i.e., 6 government special schools in Hyderabad city and the aided schools in which fees are charged at more than Rs.35 per pupil per annum) will be remitted subject to the condition that the excess fees over and above Rs.35/- per pupil per annum will be borne by the parents.

(ii) One half of the tuition fees charged in Classes IX to XII will be remitted subject to a maximum of half the standard fees charged in Andhra area, (Rs.60/-, Rs.65/-, Rs.70/- and Rs.80/- per pupil per annum in classes IX, X, XI and XII respectively). The excess fees, if any, charged by the schools shall be paid by the teachers.

FREE EDUCATION WAS EXTENDED UPTO XII CLASS FOR ALL GIRLS STUDYING IN ALL SCHOOLS THROUGHOUT THE STATE WITH EFFECT FROM 1964-65.

III. BIHAR

(1) The teachers in Government schools are entitled to the same old-age benefits as are given to other Government servants viz., provident fund, insurance and pension.

(2) The teachers in non-Government or Local Body schools participate in a contributory provident fund scheme to which the teacher contributes at the rate of 6% of his salary and the employer and the Government contribute an equal amount on a 50:50 basis. In addition to this, Government have introduced from 1962 a pension-cum-insurance scheme whose main features are the following:-

(a) Insurance: An employee, falling under any of the following categories, who has completed five years of service shall within one year thereafter insure his life with the Life Insurance Corporation of India for a policy maturing at an age not earlier than 55 years for the minimum amount specified there against and keep the policy alive and unencumbered:-

Categories of employees	Those who have completed 20 years but not 30 years of age.	Those who have completed 30 years but not 30 years of age.	Those who have completed 35 years but not 40 years of age
	Rs	Rs	Rs
1. Head Master of Secondary-Schools	3,500	3,000	2,500
2. Employees drawing emoluments above Rs.200 p.m.	2,500	2,000	1,500
3. Employees drawing emoluments above Rs.150 but not above Rs.200.	2,000	1,500	1,000
4. Other employees drawing emoluments above Rs.65 but not above Rs.150 p.m.	1,500	1,000	500

(b) Pension:- Every teacher who has completed 10 or more years of service shall be entitled to a pension whose amount will be calculated on the basis of following formula. Pensionable pay multiplied by the total period of qualifying service in years (10-30) divided by 120, subject to an upper limit of Rs.900/- per year in the case of Headmasters of secondary schools and Rs.720/- per annum in other cases.

(c) Gratuity: Every teacher shall, in addition, be also entitled to his gratuity, if he has put in less than 10 years' service on the scale given below:-

<u>Completed years of qualifying service (Permanent service)</u>	<u>Scale of Gratuity</u>
1. Less than 4½ years	Nil
2. 5 years	2½ months emoluments.
3. 6 years	3 months emoluments.
4. 7 years	3½ months emoluments.
5. 8 years	4 months emoluments.
6. 9 years	4½ months emoluments.

(3) The age of retirement for teachers in Government service is 58 years and in non-Government service 62 years.

#### IV. GUJARAT

(1) Teachers in Government primary and secondary schools enjoy the same old age benefits as are given to other Government servants:-

(a) Pension: The amount of pension is equal to 160th part of average pensionable pay drawn during last three years of service for each completed half year of pensionable service subject to maximum of 30 years service.

(b) Death-cum-retirement gratuity: The amount of death-cum-retirement gratuity is equal to ¼th of the pensionable pay drawn for each completed 6 months service. The amount thus payable would be limited to 15 months pay. But if the servant dies while in service the amount of gratuity will be subject to a maximum of 12 months' pay.

(c) Family Pension: If the servant has put in more than 20 years' service and (a) dies while in

service or (b) dies within 5 years after retirement, his family will be given pension for the period of 10 years in case of (a) and for the period equal to twice as much as it falls short of 5 years from the date of retirement.

(2) These old-age benefits have recently been extended to the primary school teachers in the service of the Panchayats in the rural areas and the municipalities in the urban areas the only difference being that the teachers in Government service can participate in a non-contributory Provident Fund while no such provision has been made for the teachers in the service of the Panchayats and the municipalities.

Introduction of <sup>a</sup> non-contributory provident fund scheme to the teachers in the service of Panchayats and Municipalities is, however, under consideration of the Government.

(3) For the teachers in private primary schools (whose number is small), there is no provision for old-age benefits.

(4) For teachers in private secondary schools: the only old-age benefit provided is a contributory Provident Fund to which the teachers subscribe at 6% of their salary and an equal amount is contributed by the management and the Government on a 50:50 basis.

(5) The retirement age is 55 years in Government service. In private service the retirement age is 58. Retirement age of non-government teachers can be extended to 60 and in exceptional circumstances upto 65 with previous permission of the Department as provided in the Grant-in-aid Code.

(6) Free studentship is granted to sons and daughters of full-time teaching staff, studying in the non-Government secondary schools conducted by the Management employing the staff.

## V. JAMMU & KASHMIR

### 1. Old age benefits.

The Education in the State of Jammu and Kashmir is being administered by the State Government. The teachers and the College staff are all treated under State Government pension rules. They are entitled to the benefit of full pension after completion of 25 years service or when they attain the age of superannuation viz. 55 years.



II. Contributory funds

The teachers of the schools and the colleges have to contribute to the G.P.Fund under State Government service rules, the minimum contribution being 6% of pay. Besides they are also to contribute for the compulsory Insurance scheme.

III. Other Welfare Services

For the benefit and welfare of the teachers the State Government is considering a proposal for raising a Teachers Welfare Fund. The scheme when finalised will provide facilities to the teachers for grant of loans and help as and when needed by them.

As for the aided schools in the State the Grant-in-aid rules provided for the service regulations, pay scales and security of teachers.

VI. KERALA

(1) The teachers in Government Schools are entitled to the old-age benefits under the Kerala Service Rules as shown below:-

I. When the qualifying service is less than ten years.

A gratuity at the following rate is given:

<u>Completed year of service</u>	<u>Rate of gratuity or pension</u>
1	1 month's emoluments
2	2 months' "
3	3 " "
4	4 " "
5	5 " "
6	5½ " "
7	6¼ " "
8	7 " "
9	7¾ " "

When the qualifying service is 10 years and above.

1/80th of the average emoluments for each completed year of service not exceeding 30/80th of the average emoluments.

II. Death-cum-Retirement Gratuity.

(1) Ten-twentieths of the average emoluments for each completed year of service subject to maximum of 13 times the emoluments.

- (2) In the event of death of a teacher after he has completed five years qualifying service, the gratuity is subject to a minimum of 12 times the emoluments.

III. Family Pension

When the deceased Govt. employee has completed not less than 20 years of service and in exceptional cases when the deceased has put in not less than 10 years qualifying service;

<u>Pay at the time of death or retirement</u>	<u>Monthly family Pension.</u>
(1) Upto and including Rs. 800 but above Rs. 200	15% of the pay subject to a minimum of Rs. 50 and maximum of Rs. 90/-
(2) Upto and including Rs. 200 but not below Rs. 100	25% of pay subject to a minimum of Rs. 30/-
(3) Below Rs. 100	30% of pay subject to a minimum of Rs. 20/-

The family pension will be given for a period of ten years or five years after the date of superannuation whichever is earlier.

- (2) Teachers in Aided Schools: With effect from 1-10-1964 teachers in aided schools are eligible to receive the same pension and other retirement benefits as are enjoyed by teachers in Government Schools. This benefit is given to teachers who opt for conduct rules in Chapter XIV(C) K.E.R. and who also give an undertaking in the following form:-

FORM OF UNDERTAKING

I,.....hereby undertake to abide by the terms and conditions hereinafter appearing.

1. I am governed by the Rules regarding Conduct contained in Chapter XIV (C) Kerala Education Rules.

2. I will not during my service as teacher in aided schools:-

(i) file nomination paper for election to the Parliament, State Legislature or Local Bodies; or

(ii) be a member of or otherwise associate with any political party or organisation nor will take part in, subscribe in aid of, or assist in any other manner, any political movement or activity; or

(iii) canvass or otherwise interfere or use any influence in connection with or take part in, any election to the Parliament, State Legislature or Local Body, whether in the Kerala State or elsewhere.

3. If any of the above conditions is violated, I will forfeit my right to continue as aided school teacher and shall cease to hold that office forthwith.

4. If any difficulty arises regarding the interpretation of the terms and conditions herein contained, the decision of the Director of Public Instruction thereon shall be final.

Signed and delivered by Shri.....

In the presence of Witnesses,

(1)

(2)

Countersigned.

Manager

Countersigned.

Education Officer.

Note: In the case of teachers other than Headmaster, the Headmaster shall be one of the witnesses.

Teachers who have not given the above undertaking and who have opted for old rules are eligible for the following benefits:-

- |   |   |
|---|---|
| (1) When the service is less than 10 years but not later than five years. | Gratuity equal to one half of a month's emolument last drawn for each completed year of service.  |
| (2) When the service is ten years or more.                                | A minimum pension of Rs.20 p.m. Pension is calculated at the rate of 1/120th of the average emoluments subject to a maximum of 30/120th. The rules are contained in Chapter XXVII of the K.E.R. |

(3) Teachers have to subscribe to a Contributory Provident Fund and the rate of Government contribution is 3 paise per rupee on the pay drawn by such subscriber during a financial year.

(4) The age of retirement is 55 in the case of teachers in government schools and aided schools who have opted for Chapter XIV(C) K.E.R. In the case of teachers in aided schools who have opted for old rules the age of retirement is as follows:-

1. Those appointed prior to 4.9.57 - 60 years.
2. Those appointed on or after 4.9.57 - 55 years.

#### VII. MADHYA PRADESH

(1) Teachers in Government schools are governed by the Madhya Pradesh New Pension Rules, 1951. Under these rules, the teachers are entitled to the following pensionary benefits:

(a) Gratuity: For teachers who have put in less than 10 years of service, gratuity is given on the following scale:-

Completed six monthly period of qualifying service both superior and inferior service.

#### Scale of Gratuity

	$\frac{1}{2}$ month emoluments.
1	1 " "
2	1 $\frac{1}{2}$ " "
3	2 " "
4	2 $\frac{1}{2}$ " "
5	3 " "
6	3 $\frac{1}{2}$ " "
7	4 " "
8	4 $\frac{3}{8}$ " "
9	4 $\frac{3}{4}$ " "
10	5 $\frac{1}{6}$ " "
11	5 $\frac{1}{2}$ " "
12	5 $\frac{1}{8}$ " "
13	6 $\frac{1}{4}$ " "
14	6 $\frac{1}{8}$ " "
15	7 $\frac{1}{3}$ " "
16	7 $\frac{3}{4}$ " "
17	7 $\frac{1}{2}$ " "
18	8 $\frac{1}{8}$ " "
19	

(b) Pension: For teachers who have put in 10 years or more of service in the cases of retiring superannuation or invalid pension, pension is calculated according to the formula; Average emoluments of last three years multiplied by the number of years of qualifying service (subject to an upper limit of 30 years) divided by 80.

(c) Death-cum-Retirement Gratuity:- This is paid at 10/20th of the emoluments for each completed year of service. Minimum qualifying service for eligibility of D.C.R. Gratuity should be not less than five years. The amount of D.C.R. Gratuity can be sanctioned upto the limit of 15 times of his last emoluments.

(d) In addition, the teachers are also entitled to a family pension. A teacher who dies in service after 20 years of qualifying service is entitled to a family pension for a period of 10 years provided the payment does not extend beyond a period of five years from the date on which the deceased retired or would have retired in the normal courses. In addition to this he draws D.C.R. Gratuity at the rate shown against point (c) above subject to the minimum amount of 12 times of the incumbent's last emoluments.

(e) I. In case of death D.C.R. Gratuity minimum to the tune of 12 times of incumbent's last emoluments is sanctioned provided he has put in 5 years qualifying service.

(1) The teachers in Govt. employ and who were confirmed prior to merger in new M.P. State are compulsorily required to contribute to Life Insurance Corporation.

(2) Others are required to contribute to G.P.F.

II. For teachers in private schools there is only a Provident Fund Scheme.

III. The age of compulsory retirement in Government service is 58 years. The age of retirement in private schools is 62. With the permission of the Chairman of the Board in case of Secondary schools a teacher can be retained upto the age of 65 years. The government, however, can retire a person after or on completing 30 years of service or completing the age of 55 years by serving a three months notice in advance. Government servants can also seek retirement after completing a qualifying service of 30 years or completing the age of 55 years by serving a notice of three months in advance.

After the age of compulsory retirement at 58 years the government is not in favour of any extension in service except in exceptional cases.

- (4) Concessions for the education of children of teachers, are as follows:

Fees charged for Session in -

Name of Course	M.K.	M.B.	V.F.	Bhopal
(1) Middle Schools and Sr. Basic Schools.	.	.	..	
(a) Boys	24.00	Nil.	Nil.	Nil.
(b) Girls, Govt. Schools, Non-Govt. Schools. (This was charged from those who were above 14 years of age).	6.00 24.00			
(ii) High Schools & Higher Secondary Schools (boys),	Rs. 31/- P. 50 Sc. fee from Rs. 3/- to 24/- per annum.	36/-	36/-	24 Sc. fee of Rs. 12/-
In backward districts.	40.00			
In other districts.	60.00			
Agriculturists holding more than 20 acres of land:-				
In backward districts.	42.00			
In other districts.	48.00			
Girls	24.00			

The following are the fee concessions obtaining throughout the State.

- (i) No tuition fee is charged in Middle Schools except in M.K. where it was free upto the age of 14.
- (ii) No tuition fee is charged upto Higher Secondary standard from students whose father is/was a political sufferer.
- 9(iii) Tuition fees, admission fee, or any other fee ordinarily payable at the time of admission: is not charged from student whose father is an

affected goldsmith due to promulgation of gold control order. This concession is given to such children only whose father's income declined to Rs.100/- per month after gold control order. These students are also exempted from payment of examination fee.

- (iv) Children of army personnel are also exempted from payment of tuition fee in all Government and non-Government Institutions.
- (v) Children of Scheduled castes and Scheduled tribes are exempted from payment of tuition fees.

In addition to these, the concessions enjoyed in different units of the State are detailed below:-

Name of the Region.	Girls.	Low Income Group persons.	Other concessions.
1	2	3	4
M.K.	(i) Free upto the age of 14 in Govt. Middle, High & Higher Sec. Schools.	<p><u>Free education</u> to:-</p> <p>(i) Children/wards of cultivators owning upto 20 acres of land; (ii) Landless labourers, (iii) Govt. servants and employees of local bodies and teachers in non-Govt. schools having income upto 100/-.</p> <p><u>Half free:-</u> Children and wards of persons having income between 100 &amp; 200 per month.</p>	<p>(i) Children/wards of persons who are in territorial army.</p> <p>(ii) Children of Police constables killed in action.</p> <p>(iii) Brothers' and sisters' concessions</p>
Madhya Bharat	Free education upto Higher Sec. standard in Govt. schools.	(i) Free education to students whose father is a member of the staff of education Deptt. drawing less than Rs.100/- P.M.	Brothers' and sisters' Half fee in Govt. and non-Govt. schools.

1	2	3	4
		(ii) Free education to children/wards of peons who draw salary less than Rs. 50/-	
Vindhya Pradesh	No special concession except that mentioned under 3.	Free education upto Higher Sec. stage to children/wards of persons who do not pay income tax or agricultural tax.	
Bhopal.	Free throughout including college Education.	Free Education to children/wards of persons having income less than Rs. 100/- p.m. in urban areas.  No fee is charged from persons in rural areas.	

#### VIII. MADRAS

(1) Teachers in Government service get the same old-age benefits as are available to other Government servants under the Madras Liberalised Pension Rules introduced from 1.6.1960. This includes a pension @ 3/8th of the pensionable salary, a gratuity and also a family pension given under certain specified conditions.

(2) Teachers in aided and local bodies' schools are entitled to the triple-benefit scheme which was introduced in the State from 1.4.1955. Under this scheme, a teacher is entitled to the following old-age benefits:-

(a) Pension: The amount of the pension is equal to the pensionable salary multiplied by the total number of years of qualifying service (subject to an upper limit of 30 years) and divided by 120. The pension so arrived at is subject to a maximum of Rs. 22.50 p.m. in the case of elementary grade teachers and of Rs. 35 p.m. in the case of secondary grade teachers.

(b) The provident Fund: The teachers also contribute to a Provident Fund @ 6% of their salary. The management and Government contribute an equal amount on 50 : 50 basis. But the managements of private Secondary and Elementary Schools need not contribute their share of



contribution to Teachers' Provident Fund from 1.4.65 and 1.6.65 respectively. The question as to, whether the management's share to Teachers Provident Fund should be borne by Government is under consideration of the State Government.

In the case of teachers under local bodies, the teachers and the management contribute an equal amount @  $6\frac{1}{2}\%$  of their salary to the Provident Fund.

- (c) Insurance: Every teacher has to take an insurance policy as a condition of his being eligible for pension. Under the existing rules, the value of insurance policy to be taken by a teacher is as follows:-

<u>Category</u>	<u>Value of policy</u> Rs.
(i) Teachers on the elementary grade scale	500
(ii) Teachers on the secondary grade scale	1000
(iii) Teachers on the B.T. scale.	2000

(3) The age of retirement is 58 for teachers in Government and Local Body and Private Secondary and Training Schools. Teachers in private Secondary and Training Schools may be given an extension upto 60 years by appropriate authorities. Teachers in private elementary school service retire at 60.

(4) Since education up to the end of secondary stage is free in the Madras State, the question of concessions for free education for the children of teachers does not arise.

#### IX. MAHARASHTRA

(1) Teachers in Government Schools receive the same old-age benefits as are given to other Government servants. These include the following:-

- (a) Pension: Three-eighth of the pensionable pay for the last three years.
- (b) Gratuity: The amount of gratuity will depend upon the total period of qualifying service and will not exceed 15 times the last pay drawn at the time of retirement.
- (c) Family Pension Scheme:- The family Pension Scheme is introduced with effect from 1.1.1964 with the following benefits:-

Pay of the Govt. Servant	Monthly pension of widow/widower/children
(i) Rs. 800 and above	12 p.c. of pay subject to a maximum of Rs. 150/-
(ii) Rs. 200 and above but below 800.	15 p.c. of pay subject to a maximum of Rs. 96/- and minimum of Rs. 60/-
(iii) Below Rs. 200/-	30 p.c. of pay subject to a minimum of Rs. 25/-

N.B: (i) A Govt. servant opting for this scheme has to surrender a gratuity of two months.

(ii) The Govt. servant should have completed a minimum service of one year.

(2) These benefits have also been extended to teachers in the service of the Local Bodies (Zila Parishads, Municipalities and the Municipal Corporation of Nagpur) with effect from 1.4.1962. The teachers under the Municipal Corporation of Bombay have their own pension scheme which is applicable to all employees of the Corporation.

(3) No provision has been made for teachers who work in private primary schools.

(4) For teachers in private secondary schools, a Provident Fund Scheme has been introduced. The contribution of the subscriber is at 6 $\frac{1}{2}$ % of the salary and an equal amount is contributed by the management and the Government on a 50 : 50 basis. A proposal to adopt the Triple Benefit Scheme for these teachers is under the consideration of the State Government.

(5) Free education upto the end of the secondary stage is given to the children of all teachers under Government or the Local Bodies, whose annual income is less than Rs. 1800. (This benefit is given to all other Government servants also).

(6) The age of retirement is 58 for teachers in government service and 60 in non-government service.

#### X. MYSORE

(1) Teachers in Government schools are entitled to the same retirement benefits which are given to other servants of government. These include pension, gratuity, death-cum-retirement gratuity and family pension.

(2) For teachers in non-Government schools (whether run by local bodies or private management), the State has introduced, with effect from the 1st April, 1963, a triple-benefit scheme under which the following benefits are available:-

(a) Contributory Provident Fund: Each teacher subscribes at the rate of 6 per cent of his salary and the management and the government taken together contribute an equal amount.

(b) Insurance: Every teacher is also required to take out an insurance policy as shown in the following table:-

Categories of employees.	These who have completed 20 years but not 30 years of age	Those who have completed 30 years but not 35 years of age.	Those who have completed 35 years but not 40 years of age.
	Rs.	Rs.	Rs.
1. Headmaster of Secondary schools in 250-500 or equivalent scale.	3,500	3,000	2,500
2. Employees drawing emoluments above Rs. 200 p.m.	2,500	2,000	1,500
3. Employees drawing emoluments above Rs. 150 but not above Rs. 200	2,000	1,500	1,000
4. Other employees drawing emoluments above Rs. 80 but not above Rs. 150 p.m.	1,500	1,000	500

(c) Pension and Gratuity:

For service upto 9 years or less, a gratuity equal to one half months' salary for each completed year or service is given. For service of 10 years or more, a pension is given whose amount is equal to the average emoluments multiplied by the total period of qualifying service in years (10-30) and divided by 120, subject to a maximum of Rs. 900/- per year in case of the

the headmasters of Secondary Schools and Rs. 700/- per year in other cases.

(3) There are no special concessions for free education to the children of teachers excepting the general concession that all the children of parents whose annual income is less than Rs. 2,400/- will receive free education upto X standard.

But from 1.4. 1966 free Secondary Education is being introduced to all the children throughout the State.

4. Age of Retirement of Teachers:

a) The age of superannuation of Government servants is fixed at 55. But the age of superannuation in case of teachers who were in Government service in Ex-Mysore area prior to reorganisation of states continues to be 58 years.

b) Non-Government Teachers:

According to the provisions in the revised uniform grant in aid code for aided secondary schools in the state, the age of superannuation of a teacher in a private aided institution is fixed at 55 years. His service may however be extended up to 58 years at the discretion of the Management. The director may permit the re-employment of superannuated teacher upto 60 years of age in special cases.

XI. NAGALAND

(1) For teachers in Government schools, the old-age benefits are the same as for Central Government employees.

(2) For teachers in private schools, no pension and gratuity rules have been framed.

XII. ORISSA

(1) Teachers in Government Service are entitled to the same old-age benefits as are given to other employees of government and include pension, gratuity, death-cum-retirement gratuity and family pension. These are based on the broad pattern of similar benefits given to the employees of the Government of India.

(2) For teachers in non-government secondary schools a scheme of contributory provident fund has been introduced. Every teacher contributes at  $6\frac{1}{4}$  per cent of his salary and an equal amount is contributed by the management and the Government together on a 50 : 50 basis.

(3) For teachers in non-government primary and basic schools, another scheme of contributory provident fund has been introduced under the Orissa Primary and Basic School Teachers (Non-Pensionable Service) Provident Fund Rules, 1957. Each teacher subscribes at  $6\frac{1}{4}$  per cent of his salary and the contribution of government is to be "at a rate not less than one-third and no more than one-half of the total sum contributed by the subscriber". Apparently, there is no contribution from the management.

(4) The question of introducing the triple benefit schemes for teachers of Primary schools is under consideration.

(5) The age of compulsory retirement of employees of Government institutions has been raised from 55 to 58 years with effect from 1.12.62 subject to the condition that the appointing authority may require a Government servant who is found to be unsuitable or in-efficient to retire after he attains the age of 55 years on three months advance notice in writing. No extension of service is granted beyond the age of 58 years but the teachers who are classified under technical posts may be given re-employment up to the age of 60 years.

Regarding non-government secondary school teachers no age of retirement has been prescribed. The employees continue to serve so long as they are physically fit and efficient. The age of retirement of non-Government Primary schools has been prescribed to be 63 years for trained teachers and 61 years for untrained teachers subject to the proviso that extension can be given in deserving cases.

The children of primary and secondary school teachers are awarded merit scholarships for prosecuting their studies at the College level.

#### XIII - PUNJAB

Old age benefits available to teachers in Govt. Service are as below:-

##### A- Permanent Govt. employees

###### (a) pension

For qualifying service of ten years or more, following kinds of pensions plus death-cum retirement gratuities are admissible:-

###### (i) Superannuation pension on attaining the age of compulsory retirement.

(i) number of a 6 monthlies of qualifying service divided by 80 multiplied by one half or the average emoluments.

Plus

- |   |   |
|---|---|
| (ii) Invalid pension (on being declared unfit for further service).         | (ii) Death-cum-retirement gratuity @ $\frac{1}{4}$ th of the emoluments for each half year of qualifying service subject to a maximum of 15 times the emoluments provided that in no case it should exceed Rs. 24,000/- |
| (iii) Retirement pension (can be claimed after 25 years qualifying service) |   |
| (iv) Compensation pension (on the abolition of post etc.)                   |   |

(b) For qualifying service of less than 10 years the following kinds of gratuities will be admissible.

- |                             |  |
|-----------------------------|--|
| (i) Superannuation gratuity | (i) Service gratuity equal to approximately half month's emoluments for each half yearly qualifying service, and |
| (ii) Invalid gratuity       | (ii) Death-cum-retirement gratuity @ $\frac{1}{4}$ th of the emoluments each half yearly of qualifying service.  |
| (iii) Compensation gratuity |  |

(c) Family Pension

In respect of persons who retired or died before 1.7.64

For a service of 20 or more years of the qualifying service, family pension is admissible as under, for a period of 10 years and in no case will extend beyond a period of 5 years from the

date on which the deceased Government servant retired or on which he would have retired on superannuation pension in the normal course.

(i) At the rate of one half of the superannuation pension that would be admissible to the officer on the date of death subject to a maximum of Rs. 150/- and a minimum of Rs. 30/- p.m. subject to the further condition that the minimum pension will not exceed the full amount of superannuation pension.

(ii) In case of more than ten years and less than twenty years qualifying service, family pension is given if the amount received by family of the deceased Government servant by way of insurance, provident fund, and death-cum-retirement gratuity of the deceased Government servant together does not exceed 48 time the monthly pay of the officer at the time of his death of child/children of the deceased Government are still to complete their education.

In respect of persons who retire or die after 30.6.64

(iii) Family pension for life to the widow of the deceased in case of the death of the Government servant if he has completed not less than five years service, temporary/permanent on the following scales :

<u>Pay of Govt. Servant</u>	<u>Monthly Pension</u>
Rs. 800/- and above	12% of pay subject to maximum of Rs. 150/-
Rs. 200/- and above but below Rs. 800/-	15% of the pay subject to the maximum of Rs. 96/- and minimum of Rs. 60/-.
Below Rs. 200/-	30% of the pay subject to the minimum of Rs. 25/-.

(d) Death Gratuity

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Service rendered upto ten years qualifying service earns gratuity at the following rates :

- (i) For the first year of service 2 months emoluments
- (ii) For more than one and less than 5 years service 6 months emoluments.
- (iii) For more than five and less than 10 years service 12 months emoluments.

(e) Temporary Govt. employees:

(a) Terminal Gratuity

For continuous service rendered for five years or more One third of a month's pay for each completed year of service.

(b) Death Gratuity

- (i) For continuous service between 1 and 3 years One month's pay
- (ii) For continuous service between 3 and 5 years Two months' pay
- (iii) For continuous 5 years service or more Three months pay or the terminal gratuity whichever is greater.

General Provident Fund

The teachers borne on the pensionable establishment are eligible to subscribe towards the General Provident Fund, to which no contribution is made by the Government. Interest which varies from year to year is, however, allowed. The present rate is 4% per annum.

BENEFIT ADMISSIBLE TO THE EMPLOYEES WORKING IN ESTABLISHMENTS CARRYING BENEFITS ADMISSIBLE UNDER THE CONTRIBUTORY PROVIDENT FUND.

Permanent employees who are subscribers to C.P. Fund(Punjab)



Death Gratuities:

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- |  |   |
|--|---|
| (i) If death occurs in the first year of service       | Difference between two months' emoluments and the amount of Government contribution together with interest thereon standing to his credit in the fund.        |
| (ii) If death occurs before completing 5 years         | Difference between six months' emoluments and the amount of Government contribution together with interest thereon standing to his credit in the fund.        |
| (iii) If death occurs after completing 5 years service | Difference between twelve months' emoluments and the amount of Government contribution together with the interest thereon standing to his credit in the fund. |

II. Temporary employees employed in an establishment

carrying benefits admissible under the Contributory

Provident Fund and who on date of retirement/discharge/invalidment/

Death has not been admitted to such a fund.

Terminal Gratuity

For continuous service rendered for five years or more: 1/3rd of a month's pay for each complete year of service

Death Gratuities

- |   |  |
|---|--|
| (i) For continuous service between 1 and 3 years    | One month's pay.   |
| (ii) For continuous service between 3 and 5 years   | Two months' pay.   |
| (iii) For continuous service of five years or more. | Three month's pay or the amount of terminal gratuity whichever is greater. |

Teaching personnel in Private Schools:

The nature of old age benefits available to teachers working in private schools at all levels in the State.

The benefit of standard provident Fund is available to the teachers in the Privately-managed schools in the

State under standard Provident Fund Rules for Teachers contained in Appendix III of the Punjab Education Code. According to the rules every teacher is required to subscribe at the rate of one anna in the rupee or  $6\frac{1}{2}$  per cent of his pay to the Provident Fund. The management of Private schools make contributions equal to the amount of deduction from the pay of the teachers. Such contributions are credited to the fund month by month in favour of such teachers together with the amount deducted from the pay of the teachers. This amount is deposited into post office saving bank or into a cooperative bank approved by the Registrar, Cooperative Societies, which pays the usual rate of interest.

XIV. RAJASTHAN

(1) Teachers in Government Institutions :-

The teachers serving in Government institutions, like other State Government employees, are covered by the following welfare schemes :-

- (i) Pension.
- (ii) Insurance.
- (iii) Medical Attendance.
- (iv) Provident Fund/G.P. Fund; and
- (v) Exemption from tuition fee.

(i) Pension :- This includes old-age pension, gratuity, invalid pension, family pension, and death-cum-retirement gratuity on the broad pattern adopted for the Central Government employees.

(ii) Insurance :- Insurance has been made compulsory for all teachers of primary and secondary schools belonging to the Government institutions. The money recovered and deposited by monthly salary bill as monthly instalment is refunded after the date of maturity of the policy. Thus he gets monetary benefit in his old age at the time of his retirement. Moreover, loans are also allowed to the policy-holders according to rules for the purposes of study, house building, treatment and marriages etc.

(iii) Medical attendance :- The Government grants reimbursement of medical expenditure on medicines other than tonic medicines. Also consultation fee of the medical practitioner is allowed in some of the acute cases.

(iv) G.P.F. & C.P.F :- There are two kinds of Provident Fund accounts prevailing in this State viz. General Provident Fund and Contributory Provident Fund. They cover the teachers of Government Primary and Secondary Schools.

(v) Exemption from tuition fee: The facility of free education has been extended to the members of the families of the Government servants both gazetted and non-gazetted who are in receipt of pay below Rs. 400/-p.m. in all Government Educational Institutions in Rajasthan; technical or otherwise.

(2) Schools in Panchayat Samitis (Primary Schools):

The academic control of these schools is in the hands of Education Department. The teachers working in these schools enjoy the same benefits as are provided to Government Education Department School teachers.

(3) Schools run by Private managements :- The facilities of Pension, Insurance, Medical attendance and exemption from tuition fee are not available to the teachers working in the aided schools. The Grant-in-aid rules provide only facilities for the contribution of P.F. amount not exceeding  $6\frac{1}{4}\%$  in respect of teaching staff except the pre-merger employees of the aided institutions of former Jodhpur State and the compulsory education schools run by the Municipal Board in Bikaner, Ganganagar, Churu and Bundi Districts in which case it shall not exceed  $8\frac{1}{3}\%$ . Detailed uniform rules framed by the Department for this purpose are under the consideration of the Government.

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The Education Department is also considering the proposal of providing P.F. contribution at the rate of 8 1/2% for all the employees. The question of exemption of tuition fees to the children of aided school teachers studying in Government schools is also under the consideration of the Government.

(4) Age of Retirement :

The age of retirement of teachers in Government Primary and secondary schools is 58 years after screening at the age of 55.

In the case of teachers of aided Institutions the age of retirement is 58 years and can be extended upto 60 years by the Director of Education and upto 65 years by the State Government in exceptional cases.

## XV. UTTAR PRADESH

Old-age benefits to Teachers of Government Schools and Colleges.

### I. Pension Schemes

At present the age of retirement of the State Government employees is 58 years with certain conditions. The appointing authority will consider their cases at the age of 55 years. If the appointing authority is satisfied they can be allowed to work upto the age of 58 years otherwise appointing authority will serve a three months' notice to the employees for retirement at the age of 55 years. Similarly the employees can also give three months' notice to retire from Government service at the age of 55 years.

One can retire from service and will come eligible for retirement benefits who has completed 25 years of qualifying service or has attained the age of 50 years.

2. The age of compulsory retirement for State Government servant (both men and women) is 58 years with certain conditions as specified in item 1 above.

3. There are three sets of pension rules and they are applicable to the employees of the state.

CIVIL SERVICE REGULATIONS AND U.P.  
L.P. RULES 1961

- (a) Minimum 10 years qualifying service.
- (b) Maximum for full pension 25 years qualifying service.

U.P. RETIREMENT BENEFITS RULES 1961

- (a) Minimum 10 years qualifying service.
- (b) Maximum for full pension 30 years qualifying service.

4. All continuous temporary service without interruption followed by confirmation on a pensionable post shall count as qualifying service except service rendered, in a non-pensionable establishment, in a work charged establishment and on a post paid from contingencies.

5. The amount of pension is sanctioned under the three sets of rules.

(a) Civil Service Regulations

After a service of not less than 10 years an amount of pension is calculated as below :

$\frac{E \times Y}{60}$  Gross amount of pension

(i) E stands for average emolument of last 3 years service.

(ii) Y stands for number of years of qualifying service put in

To find out the net pension payable the commuted value of Government share on the U.P.C.P.P. Fund will be deducted from the amount of gross pension.

(b) U.P. Liberalized pension Rules 1961

Gross pension will be calculated under the C.S.R. but the death-cum-retirement Gratuity will be allowed in lieu of Government contribution calculating with the formula  $\frac{1}{2} \times E \times Y$  where E stands 6 monthly periods of qualifying service. To find out the net pension payable the commuted value of D.C.R. Gratuity will be deducted from the amount of Gross pension.

(c) U.P. Retirement Benefits Rules 1961

The maximum ratio of pension to average emolument is 30/80 but the D.C.R. Gratuity is admissible in addition to pension instead of deducting the equal amount of pension from Gross Pension admissible under the above rules. The amount of D.C.R. Gratuity admissible is  $\frac{1}{2} \times E \times Y$ . Where E stands for emoluments at the time of retirement and Y for the completed 6 monthly periods of qualifying service. It may be mentioned that at time only one rule will apply to a Government employee. Those who entered Government service or were temporary on 1.4.1961, the U.P.R.B.R. 1961 will apply to them in toto.

6. Consequently on the retirement of a Government servant the appointing authority sanctions pension/Gratuity and the order sanctioning the pension is conveyed to the Accountant General, U.P., Allahabad for issuing the pension payment order/Gratuity payment order to the Treasury Officers concerned from where the retired Government servants want to draw his pension, and a copy of the above is also forward to the pensioner concerned. The pensioner will draw his



pension/gratuity from the Treasury concerned.

7. In some cases the Accountant General, U.P. gives a temporary increases in pension but there is no provision for any adjustment for the cost of living charges.

## II. Invalid Retirement Benefits

1. The minimum qualifying service for invalid pension is 10 years.

2. The Gratuity is awarded to the Government employees when the qualifying service is less than 10 years. If the qualifying service is more than 10 years a pension is awarded according to formula  $\frac{E \times Y}{60}$ .

3. The amount of gratuity is given in lump sum and the amount of pension is given to the Government employee on monthly basis.

## III. Survivors Benefits

Those who opted for the Liberalised pension Rules 1961 or U.P. Retirement Benefits Rules, 1961 and die while in Government service their family are paid the D.C.R. Gratuity and Family Pension. The amount of D.C.R. Gratuity will be admissible even if a Government servant dies only a day after his confirmation on a pensionable post. In addition to this gratuity the family of a deceased Government servant who had rendered qualifying service of not less than 20 years will get a family pension. In exceptional circumstances a family pension may be granted

to a family of a deceased Government servant who has rendered qualifying service for less than 20 years but not less than 10 years. State Government have also made the provisions to the grant of relief to the families of temporary Government servants if the Government servant borne on whole time establishment whether pensionable or otherwise dies on or after April 1, 1964 after rendering not less than 3 years continuous service, a gratuity equal to six times of his basic pay last drawn shall be paid to his family. No gratuity, however, be admissible to the family of re-employee pensioner and a person employed in a work charged establishment.

1. Minimum qualifying service as specified above.
2. Family includes the following relatives of an officer:
  - (a) Wife, in the case of the male officer.
  - (b) Husband, in the case of the female officer.
  - (c) Sons ) Including such step  
  ) children and adopted
  - (d) Un-married and widowed ) children.  
daughters
  - (e) Brothers below the age of 18 years and  
un-married and widowed sisters (including  
such brothers and step sisters).
  - (f) Father.
  - (g) Mother
  - (h) Married daughter (including un-married  
daughters).
  - (i) Children of a pre-deceased son.

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3. As specified above.
4. The maximum amount of family pension admissible is Rs. 150/- per month and the minimum Rs.30/- per month or the amount of pension whichever is less. The amount of D.C.B. Gratuity is payable to the family of a deceased Government servant equal to 12 times of emoluments on his death.
5. The family pension is payable for a period of 10 years provided that the period of payment shall in no case extend beyond the date on which the deceased Government servant would have reached the age of 60 years, if he were in superior service and 65 years, if he were in inferior service.

## 2. Oleage Benefits to Teachers in Local Authority

### (i) Primary and Junior High Schools teachers under Zila Parishad Provident Fund

The provident fund contribution of these teachers is, however, one anna a rupee. And the Zila Parishad contribution is 6 paise a rupee.

### (ii) Primary schools/Junior High School teacher under Municipal Boards

Under rule 2 and 3 of provident fund Regulations printed on page 643 of the Municipal Boards Manual a Municipal Board teacher is permitted to subscribe to Provident Fund at the rate of 6% or one anna per rupee on his salary. The Board makes a contribution to the deposit account of each depositor equal to one half of the amount of the deduction made from his salary. In

addition to this contribution the Board may, if it deems fit, further make further contribution to be credited to the fund in favour of the servant as follow :-

After 10 years approved service	2 months pay.
" 15 " " " "	3 " "
" 20 " " " "	3 " "
" 25 " " " "	4 " "
" 30 " " " "	4 " "

These bonuses are cumulative, that is a servant who has received a bonus after serving 10 years may after serving 15 years receive a second bonus and so on.

There is no rule in existence for giving the oldage benefits to teachers of Private schools under Municipal Boards.

The rates of this provident fund contribution are uniform all over the State.

OLD AGE BENEFITS TO TEACHERS IN PRIVATE SCHOOLS  
THE TRIPLE BENEFIT SCHEME

Under this scheme all teachers of Primary and Secondary Schools as well as Degree Colleges and Training Colleges run by private and local bodies will be benefited. The scheme has come into force from October 1, 1964. The rules of the scheme have been finalised and will be notified shortly. Under this scheme the following benefits are given to teachers :-

- (1) Contributory Provident Fund - The teachers pay Provident Fund at the rate of one anna a Rupee and the Government and the Management of the school jointly contribute the same amount. The whole amount along with interest is payable to the teacher

on his retirement. The rates of Provident Fund for teachers of Local Bodies are given in Municipal Manual and Zila Parishad Rules.

(2) Compulsory Life Insurance - Every teacher is required to take compulsorily an Endowment Policy for an amount which varies with the pay scale of the teacher in which he is working. The teacher can pay the premium out of his salary or his own share in his Provident Fund. There is no contribution by Government or the Management of the institution.

(3) Pension including Family Pension-A teacher of a private institution is eligible for pension after putting a minimum period of 10 years of service. His pension is calculated on the basis of the average pay drawn by him during the last three years of his service and is based on the following formula :-

$$\frac{\text{Average pay} \times \text{No. of years of service}}{120}$$

Roughly he gets 1/4th of his pay or the maximum prescribed whichever is less as pension. The maximum limit of pension for teachers of Primary and Junior High Schools has been fixed at Rs. 60/- per month. The same for a Higher Secondary School Teacher is Rs. 75/- per month. For Degree and Training College staff the maximum limit of pension is Rs. 150/- per month.

In case the teacher dies within five years of his retirement, his family gets pension at half the rate of pension for a period upto 5 years from the date of retirement.

.. ..  
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Gratuity is also given to the family of a teacher who dies in service and has put in not less than three years of service before death. The amount of gratuity given is upto six months salary and the Scheme has come into force from April 1, 1964.

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WEST BENGAL

All teachers of the primary schools in West Bengal enjoy the benefit of Contributory Provident Fund, Gratuity and free tuition of their children in secondary schools up to the high and higher secondary course.

The teachers of secondary schools enjoy the benefit of Contributory Provident Fund. The rate of contribution is 6 pies per rupee of the salary. The Managing Committee contributes an equivalent amount. Children of teachers of secondary schools also get the benefit of free education up to the secondary stage. Only teachers of both the stages of primary and secondary education in government schools are eligible for old-age pension like other government employees of the State. They are also entitled to gratuity.

Provident Fund Rules for Primary School Teachers

Persons admitted to the provident fund scheme include all non-pensionable teachers in primary schools. Persons once admitted to the provident fund scheme may remain in the scheme till the age of 60. Though employees over 55 years of age are not included in the provident fund scheme. Every employee shall be required to subscribe at the rate of 6½% in the rupee on his salary to the provident fund of which an account will be opened in the post-office saving bank. The district school board is required to contribute an amount equal to but not exceeding the contribution made by the employees.

Payment of Gratuity

No pension or annuity shall be granted to any teacher under the district board. But teachers of primary schools managed by the board and who have served the board for at least 10 years may on the termination of their services owing to retirement or discharge with due notice or death, be granted to gratuity payable to them or to their heirs. If the service is not less than 10 years and not more than 20 years a gratuity not exceeding half the month salary for each completed year will be sanctioned.

If the service is not less than 20 years and upto 30 years a gratuity not exceeding one month's salary for each completed year of service will be granted. The salary shall be an average salary calculated upon the last three years of service. The gratuity shall not in any case exceed Rs.200.

Free tuition Concession to Children of Teachers in Primary and Secondary Schools

Free tuition will be granted to the children of teachers of recognised secondary schools including senior basic schools, junior technical schools, tols, Madrasas where rates of fees are not higher than the approved rates of fees in secondary schools.

The Government Provident Fund Scheme for teachers in non-pensionable service cover whole-time teachers of schools for European and Anglo-Indian and whole-time teachers of secondary schools for Indian whether managed by district boards, municipalities or private persons.



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\* 39 \*

The amount of subscription shall be a percentage of 6½% of the subscriber's pay. The managements shall contribute a sum equal to the teachers' subscription. To assist the Management in making this contribution a monthly grant equal to one half of this contribution will be sanctioned to the institution by the Education Department. The Managements contribution with the subscription of the teachers will be paid to the subscribers account every month. Teachers below 20 or over 55 years of age are not admitted to the Provident Fund Scheme. But a teacher once admitted may remain in the scheme till the age of 60. Interest shall be allowed on all deposits at such rates as may from time to time be determined for deposits in post office saving banks.

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THE UNION TERRITORIES

Scheme of Old Age Benefits for Teachers prepared by

the Ministry of Education: The Ministry of Education

has prepared the following scheme for provision of old-age benefits to teachers in the Union Territories with effect from 1st April, 1965 :

"The Government of India have been considering the question of allowing terminal benefits to teachers employed in Government aided privately managed schools in the Union Territories. At present they are covered by a Contributory Provident Fund Scheme under which the teachers contribute a minimum of 8.1/3% of their salary and the management of the school contributes another 6.1/3%. In the aided schools Government gives a grant to the extent of 95% of the net deficit in Delhi Union Territory and 90% in other Union Territories and to this extent the Provident Fund contribution of the management comes from Government funds.

The Government have now decided that a Provident Fund - Pension - Insurance Scheme should be made applicable to these teachers. The scheme will provide the following benefits to the teachers :-

- (a) Contributory Provident Fund with the employers' contribution @ 5% of the teacher's pay.
- (b) Pension equal to 1/120 of the teacher's pay for every completed year of service (after 10 completed years) upto a maximum of 30/120 of the pay.

- (c) If the teacher has put in 5 years service but less than 10 years, then he will be entitled to gratuity upto a maximum of  $4\frac{1}{2}$  month pay.
- (d) If the teacher dies while in service after putting in between 5 and 20 years service, his family will be entitled to a gratuity amounting to a minimum of Rs. 500/- and maximum of five times the monthly emoluments of the teacher.
- (e) The teacher will have to insure his life for an amount varying between Rs. 500/- and Rs. 5,000/- according to his salary the entire cost of the premium being borne by the teacher himself.
- (f) If the teacher dies while in service after completing 20 years service, his family will get a pension ranging between Rs. 20/- p.m. and Rs. 75/- p.m. for a period of 5 years.

The scheme will be applicable to all future entrants and the existing teachers will be given the option either to accept the proposed scheme or to continue to be governed by the present scheme of terminal benefits applicable to them.

XVII. ANDAMAN & NICOBAR ISLANDS

(1) All teachers in Government schools are given old-age benefits applicable to the employees of the Central Government.

(2) No pension or gratuity is given to teachers of private schools. It is not known whether they have any scheme of provident fund or insurance.

XVIII. DADRA AND NAGAR HAVELI

(1) The teachers in Government primary and secondary schools fall into two categories:

(a) those who joined duties prior to 11.8.61; and

(b) those who joined service on or after 11.8.61.

(2) The teachers in the first category (i.e. those joined duties prior to 11.8.61) are governed by Pension and Gratuity Rules under the B.C.S. Rules of the Gujarat Government. The question of provident fund benefits has not yet been decided in their case. There is no scheme of insurance. The teachers, however, get the following concessions :

(a) Children's Education Allowance admissible to the Central Government employees.

(b) Re-imbusement of tuition fees actually paid on behalf of their children contemplated in the O.M. No. 17/1/E.II(B)/64 as per Government of India Rules .

(c) Medical Attendance in accordance with the  
Medical Attendance (Central Services) Rules, 1963.

(3) The teachers in the second category (i.e. those who joined on or about 11.8.61) are governed by the rules applicable to the employees of the Government of India. They also get the three concessions mentioned above.

(4) Teachers in schools under private management do not get any pensionary or provident fund benefits.

As far as private schools are concerned no government provision for old-age benefits are extended to the Mission schools. They are, however, informed to extend the terminal benefit scheme.

As far government school teachers are concerned, such of the teachers who willingly subscribe towards General Provident Fund are given benefit. They have to subscribe @ 6½% of the basic pay after completion of one year service.

The retirement age of government teachers is 58 years like the neighbouring states of Gujarat and Maharashtra. The retirement age of private aided school teachers are decided by the Heads of such schools.

#### XIX. DELHI

(1) Teachers in Government Schools get the same old-age benefits as are given to the employees of the Government of India. Their retirement age is 58 years. Their children are given free education in Delhi schools.

(2) Teachers in aided schools retire at the age of 60 years. Their children also receive free education in Delhi schools. Formerly, these teachers were entitled only to a contributory provident fund, the rate of contribution being 8.1/3 per cent. But now they have been brought under the scheme of old-age benefits proposed by the Ministry of Education.

XX. GOA, DAMAN AND DIU

Old Age Benefits for Teachers

(1) In regard to primary and secondary school teachers in government service, who are pre-liberation appointees, old-age benefits are still governed by the old regulations. Under these provisions, pension will be calculated by the following formula :

$P = XV/36$ , wherein P stands for pension, X for the number of years of service to the maximum limit of 36 and V for the basic salary of the employee concerned minus one-ninth thereof. In case the number of years of service rendered is over 36, no deduction of one-ninth will be made and for each year of service, upto forty, one-fortieth of the amount considered for the fixation of pension will be allotted.

No other welfare services are available to these teachers, be it gratuity, cover insurance etc., barring the scheme of Merit Scholarships sponsored by the

Government of India (A National Scheme meant for children of primary and secondary school teachers pursuing higher education, was launched in 1963-64. This scholarship is paid at Rs. 25 p.m.).

(2) Primary and secondary teachers appointed after liberation are eligible for old-age benefits available to the employees of the Government of India.

(3) As regards, private primary schools, there is no provision for old-age benefits.

Even their scale of pay has not been finalised as yet. (Recently a large number of these schools have been taken over by Government).

(4) With regard to teachers working in private secondary schools, a provident fund scheme has been evolved and is proposed to be implemented with effect from the current financial year. The rates of subscription would be 8½ per cent for the teacher, an equal amount being contributed by the management and Government on 50:50 basis.

Retirement age of teachers working in private secondary schools is normally 55. However, the management of the secondary school may grant extension up to age of 60. If for any reasons the management desires to give extension to a teacher beyond 60, it should obtain the previous permission of the Director of Education who shall grant such extension for a period not exceeding one year at a time, on the merits of the case and subject to the teacher being physically and

mentally fit. No teacher who has completed the age of 65 shall, however, be continued in service under any circumstances.

The age of retirement of teachers working in Government schools/institutions is 65 for those who are pre-liberation employees as they are governed by the old regulations which are common to all Government employees, subject to the proviso that from the age of 60 onwards such teachers should be subjected to periodical medical examination by the Health Board, and if found fit should be continued upto the age of 65. The first such medical examination shall take effect on completion of 60 years and next at 63. The employee has to retire if the opinion of the Health Board is not favourable.

In respect of teachers appointed after Liberation, Rules governing service conditions of Central Government employees are applicable.

XXI: HIMACHAL PRADESH

- (i) Teachers working in Government schools are entitled to the same old-age benefits as are available to the employees of the Government of India.
- (ii) For teachers in private schools, it is proposed to introduce the scheme suggested by the Ministry of Education.



XXII. L. M. & A. ISLANDS

There are no private schools. All teachers in Government schools get the following age-old benefits:

- (i) Family pension as sanctioned in Government of India.
- (ii) Pension and gratuity as laid down in the liberalized Pension Rules, 1960.
- (iii) Children's Educational Allowance admissible to the Central Government employees.
- (iv) Reimbursement of tuition fees actually paid on behalf of their children.

XXIII. MANIPUR

(i) The teachers in Government primary and secondary schools have the same old-age benefits as are available to the employees of the Government of India.

(ii) For teachers in aided schools, there is provision for a contributory provident fund to which the teachers contribute @ 8.1/3% of their salary and an equal amount is contributed by the Management and the Government on a 50:50 basis.

(iii) The teachers of Government Primary and Secondary schools enjoy the same facilities in respect of pension gratuity, G.P. Fund account, etc., as other Government employees do. Rules and regulations of the Central Government are binding on them.

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In the case of teachers of Government Aided Schools, there is provision for opening Provident Fund Account at the rate of 13 paise per rupee of the salary of the teachers with 50% contribution from the Government in accordance with the provision contained in the Education Manual of the Assam Government.

Besides, there is a scheme for award of educational scholarships to the children of primary and secondary schools teachers who pass the examination in the first class.

#### XXIV. NEFA

All Schools in north East Frontier Agency are under Government. There is no Private Schools. The teachers in NEFA are actually entitled to all the benefits to which any Central Government servant is entitled.

#### XXV. PONDICHERY

Teachers recruited into Government Service before 1st November 1954 (the date of de-facto transfer) are still governed by the ex-French Rules. Under these provisions, the ex-French teachers are grouped as belonging to two categories of service - Active service and Sedentary service. Those belonging to Active Service can continue to serve until they complete 50 years of age or 25 years of service, whichever is later while those coming under sedentary service can work till they attain 55 years, of age or 30 years of service, whichever is later. Teachers of both the categories are also eligible for extension of service beyond their 50th/55th year, if they have minor children under their charge at the time of their superannuation. Extension of service is given at the rate of one year per each minor child subject to a maximum period of three years provided the teacher is physically fit to continue service.

As regards the teachers recruited after the defacto transfer i.e. 1st November 1954, they can work till they attain 58 years of

age. Extension of service is given to persons who have reached the age of superannuation according to the merits of individual cases. The State Government have powers to re-employ a person after retirement only upto the age of 60. Orders of Government of India have to be obtained for the continued re-employment of teachers beyond the age of 60.

(ii) The Government have little control over the payment of salary to the teachers of the private schools by the respective managements. No old age benefits are provided for the teachers employed in the private schools of the State.

(iii) The ex-French teachers enjoy Children's allowance at the rate of Rs.10/- per mensem for each minor child upto the age of 16 years. The allowance is also admissible in the case of children (boys and girls) over 16 years if they attend any recognised educational institution till they complete their 21st year. This allowance for children is paid also after the death of the teacher to the widow under the same conditions. Children of ex-French teachers studying in the Government Matriculation High Schools of the State are exempted from payment of tuition fees upto and inclusive of the VI Form.

2. As all the teachers working in Primary, Upper Primary and Secondary Schools in the State are Non-gazetted Officers, their children are entitled to full fee concession upto and inclusive of the VI Form/XI Standard under the Scheme for the grant of full fee concession to the children of N.G.O's till the completion of the Secondary stage of studies.

3. The teachers employed in the primary and Secondary Schools of the State are eligible to apply for scholarships to their children prosecuting post-Matric studies under the Scheme of the

Government of India for the grant of post-Matric Scholarships to the children of Primary and Secondary school Teachers.

4. If an ex-French Teacher who has put in not less than 20 years of service dies in service, his wife is entitled to monthly pension which is calculated taking into account the exact number of years of service put in by her deceased husband.

5. When an ex-French Teacher dies, his wife or next of kin will be entitled to receive from Government funeral expenses amounting to the basic pay of one month drawn by her husband entitled to any insurance at Government expense.

6. 6. Teachers recruited after 1.11.1954 get the same old-age benefits as are available to the employees of the Government of India.

#### XXVI. TRIPURA

(i) Teachers in Government schools get old age benefits under the Central Government Liberalised Pension Rules, 1950.

(ii) There is no provision for pension and other welfare services for teachers in private schools at present, but a number of privately managed schools has introduced contributory Provident Fund Scheme for teachers and other staff, school and staff contributing equal amounts, and the total contribution being  $6\frac{1}{4}\%$  of the basic pay. The school contribution to Provident Fund in such schools is admitted by the Education Department as an admissible charge for Grant-in-Aid calculation.

(iii) Children of teachers of the recognised schools receive free education in all recognised schools.

(iv) The normal age of retirement of teachers in privately managed schools is 60, extension being permissible in fit cases on a year to year basis upto the age of 65, and the position in this regard is the same as in West Bengal. As to Government schools, the age of retirement is 58 and extension is granted to bonafide displaced persons and also in very rare cases under special circumstances.

182-A

INFORMATION REGARDING TEACHERS

SECTION II

UNIVERSITIES AND COLLEGES

182-B

**SALARY SCALES OF TEACHERS**  
**(1st August 1965)**

**UNIVERSITIES AND COLLEGES**

Salary Scales of Teachers working in  
Universities and their Teaching Departments  
as on 1st August, 1965.

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
1. Agra	Not applicable	
2. Aligarh	Professor	1000-50-1500
	Reader	700-40-1100
	Lecturer	400-30-800
	Assistant Lecturer	300-25-500 (Technical)
	Demonstrator	250-25-300
3. Allahabad	Professor	1000-50-1500
	Reader	700-40-1100
	Lecturer	400-30-800
	Demonstrator	200-10-300
4. Andhra	Not available	
5. Andhra Pradesh Agricultural	Principal	800-50-1100
	Reader	600-30-900
	Lecturer	350-25-600-30-730
	Asstt. Lecturer	230-10-400 (ii) 200-10-340 (iii) 180-7½-400
	Physical Director	140-250
6. Annamalai	Professor	800-150-1250 (Arts & Sc.) 400-25-900 (Engg.)
	Reader	500-25-800 (Arts & Sc.) 250-15-500 (Engg.)
	Lecturer	250-20-500 (Arts & Sc.) 180-10-300 (Engg.)
	Demonstrator	150/- or 250 consolidated 120-5-180 (Engg.)
7. Banaras	Professor	1000-50-1500
	Reader	700-40-1100
	Lecturer	400-30-800
	Associate Lecturer	350-25-650
	Tutor & Demonstrator	250-25-350



Name of the University	Categories of Posts	Scales of Pay
8. Bangalore	Not available	
9. Bhagalpur	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
10. Bihar	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800 (ii) <del>200-10-350</del> for those appointed for not more than 6 months)
11. Bombay	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
12. Burdwan	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 300-15-650
13. Calcutta	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
14. Delhi	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 300-25-350
15. Gauhati	Professor Reader Lecturer Demonstrator	1000-50-1500 700-40-1100 400-30-800 300-20-600

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
16. Gorakhpur	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
17. Gujarat	Professor Reader Lecturer	850-1250 500-25-800 250-25-500
18. Indira Kala Snageet	Professor Reader Lecturer Totors	800-40-1000 400-25-800 225-20-500 190-10-290
19. Indore	Not Available	
20. Jabalpur	Professor Reader Lecturer	850-1250 700-40-1100 (ii) 500-30-800 250-25-500
21. Jadavpur	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 (ii) 600-40-1150 400-30-800 300-25-600
22. Jammu & Kashmir	Not available.	
23. Jawaharlal Nehru Krishi Vidyalaya	Professor Asstt. Professor Sr. Lecturer Jr. Lecturer	550-30-950 275-15-700 360-15-700 275-15-700
24. Jiwa ji	Not Available	

Name of the University	Categories of Posts	Scales of Pay
25. Jodhpur	Not available.	
26. Karnatak	Not available.	
27. Kerala	Not available	
28. Kurukshetra	Not available.	
29. Lucknow	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
30. M.S. Baroda	Professor Reader Lecturer Asstt. Lecturer Demonstrator	1000-50-1500 700-40-1100 (ii) 600-40-1150 400-30-800 (ii) 350-850 300-25-450 (ii) 260-20-500 160-10-300
31. Madras	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
32. Magadh	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
33. Marathwada	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 250-20-350
34. Mysore	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
35. Nagpur	Professor Reader Lecturer Demonstrator	1000-50-1500 700-40-1100 (ii) 600-30-900 400-30-800 (ii) 350-850 (Technical) 180-10-390 (Tech) (ii) 150-10-250
36. North Bengal	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 250-15-400
37. Orissa Agricultural	Professor Heads of Departments/ Professor/Associate Professor Asstt. Professor Instructors	1000-50-1250 (Deans) 510-30-900  260-15-780 230-15-500
38. Ormania	Professor Reader  Lecturer Asstt. Lecturer	1000-50-1500 (Engg) (ii) 950-1250 600-40-1150 (Tech.) (ii) 600-40- 900 325-25-600 (ii) 350-850 (Tech.) 300-25-650
39. Panjab	Not Available	

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
40. Panjab Agricultural	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 250-15-500
41. Punjabi	Professor Reader Lecturer Asstt. Professor	1000-50-1500 700-40-1100 400-30-800 300-15-500
42. Patna	Professor Reader Lecturer	1000-50-1500 700-40-1100 (ii) 350-1000 (old scale) 400-30-800 (i) 200-750 (old scale)
43. Poona	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
44. Rabindra Bharti	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 300-15-650
45. Rajasthan	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
46. Ranchi	Professor Reader Lecturer Demonstrator	1000-50-1500 700-40-1100 400-30-800 100-5-190
47. Ravishanker	Not Applicable	
48. Roorkee	Professor .. Reader .. Lecturer Asstt. Lecturer	1600-100-1800 (Senior) 1100-50-1600 (Junior) 700-50-1250 (Tech.) 700-40-1100 (Science) 400-950 (Tech.); 400-30-800 (Science) 250-25-850

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
56. Vikram	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800; (ii) 250-20-500 200-25-400
57. Viswa- Bharati	Professor Reader Lecturer Asstt. Lecturer Demonstrator	1000-50-1500 700-40-1100 400-30-800 275-15-650 175-10-425

Institutions deemed to be Universities

58. Gurukul Kangri Hardwar	Senior Lecturer Junior Lecturer	350-20-800 250-15-500
59. I.A.R.I. New Delhi	Professor Asstt. Professor Teaching Assists:	900-20-1250 400-40-950 210-10-425
60. Indian Institute of Science Bangalore.	Director Professor (Sr.) (Jr.)  Lecturer Sr. Scientific Asstt. Wireless Operator, etc.	2400-100-2500 1600-100-1800 1100-50-1600 (i) 1100-50-1300 (ii) 400-40-950 250-10-500 130-5-300
61. Indian School of International Studies, New Delhi.	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800
62. Kashi Vidyapeeth	Professor Reader Lecturer Part-time Lecturer Instructors Physical Instructor	1000-50-1500 700-40-1100 400-30-800 300-500 200-10-450; (ii) 300-25-350 130-5-256

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
49. S.N.D.T	Not Available	
50. Sardar V.B. Vidyapeeth	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 300-15-350
51. Sagar	Professor Reader Lecturer Asstt. Lecturer Demonstrator	1000-50-1500 700-40-1100 400-30-800 200-15-290 200-15-290
52. Shivaji	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 250-20-350
53. Sri Venkateswara	Professor Reader Lecturer	1000-50-1500 700-40-1100 400-30-800 (ii) 325-25-600
54. Udaipur	Professor Reader Lecturer Asstt. Lecturer	1000-50-1500 700-40-1100 400-30-800 300-25-400
55. Utkal	Not Available	

Salary Scales of Teachers Working in Affiliated/  
Constituent Colleges as on 1st August, 1965.

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
<u>COLLEGES</u>		
1. Agra	Principal Professor Lecturer Asstt. Lecturer Demonstrator	650-40-900- (i) 350-20-800 (ii) 300-20-600 (i) 250-15-500 (ii) 225-15-450 (iii) 200-15-500 Rs.80
2. Aligarh	Not Applicable	
3. Allahabad	Principal Professor Lecturer	650-40-900- (i) 400-25-700 (ii) 300-20-600 200-15-500
4. Andhra Pradesh	Not Available.	
5. Andhra Pradesh Agri.	Not Applicable	
6. Annamalai	Not Applicable	
7. Banaras	Principal Professor Lecturer Instructor	650-40-900 300-20-600- (i) 225-15-450 (ii) 175-10-350 120-6-220



<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
8. Bangalore	Principal	600-40-1000 (Special Allowance Rs.100)
	Professor	(i) 600-40-1000 (ii) 400-900
	Lecturer	(i) 300-20-600 (ii) 230-20-500
	Instructor	180-10-320
9. Bhagal pur	Principal	500-35-1000
	Lecturer	200-20-750; 325-30-925
	Instructor	230-13-450
<u>CONSTITUENT COLLEGES</u>		
	Principal	(i) 1000-50-1500 (ii) 700-40-1100
	Professor	700-40-1100
	Lecturer	400-30-800
<u>COLLEGES</u>		
10. Bihar	Principal	500-35-1000
	Lecturer	200-20-750
	Laboratory Assistant	100-5-190
11. Bombay	Principal	600-25-800
	Professor	350-20-600
	Lecturer	250-15-500
	Demonstrator	125-10-250
12. Burdwan	Principal	(i) 500-25-750 (ii) 300-25-600 (iii) 600-45-850
	Lecturer	(i) 200-15-500 (ii) 150-10-350
	Asstt.Lecturer	(i) 100-5-150 (ii) 150-10-200
13. Calcutta	Principal	(i) 650-40-1000 (ii) 600-50-800 (iii) 500-50-1500 (iv) 450-20-650 (v) 350-50-600
	Lecturer	(i) 275-15-650 (ii) 250-10-450 (iii) 150-10-350
	Asstt.Lecturer	(i) 150-10-200 (ii) 175-5-325
14. Delhi	Principal	1000-50-1500
	Professor	700-40-1100
	Lecturer	300-25-550
15. Gauhati	Principal	600-40-800
	Lecturer	200-15-600

<u>Name of the University</u>	<u>Categories of posts</u>	<u>:- 193 :-</u>	<u>Scales of Pay</u>
16. Gorakhpur	Principal Professor Lecturer	650-40-900 300-20-600 225-15-450	
17. Gujarat	Principal  Professor Asstt. Professor Lecturer Asstt. Lecturer	(i) 750-50-1200 (iii) 420-30-1100 (i) 350-15-700 (i) 350-15-700 250-10-475 (i) 180-10-300 (iii) 195-10-320	(ii) 600-30-900 (Special Pay Rs. 100) (ii) 280-15-735 (ii) 250-10-475 (ii) 140-10-195
18. Indira Kala Sangeet		Not Available	
19. Indore	Principal Asstt. Professor Lecturer Demonstrator	850-25-1100 360-15-700 275-15-575 140-5-240	
20. Jabalpur	Principal  Professor  Lecturer	(i) 750-25-1000 (iii) 500-35-850 (i) 350-20-750 (iii) 550-950 (i) 200-20-500 (iii) 300-25-600	(ii) 850-30-1100 (ii) 550-850 (ii) 275-15-575
21. Jadavpur		Not Applicable	
22. Jammu & Kashmir	Principal Professor Lecturer Asstt. Lecturer	500-40-1000 450-800 250-25-500 145-350	
23. J.L. Nehru Krishi V.V.		Not Applicable	

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
24. Jivaji	Principal Professor Lecturer	(i) 850-30-1100 (ii) 1100-1200 360-20-700 (ii) 550-925 275-15-575
25. Jodhpur	Principal Professor Lecturer Asstt. Lecturer	500-30-900 400-750 250-25-750 150-10-350
26. Karnatak	Principal Professor Lecturer	400-30-700 300-20-600 230-20-500
27. Kerala	Principal Professor Lecturer Asstt. Lecturer	(i) 500-50-800 (ii) 600-40-800 (i) 300-20-600 (ii) 475-35-700 (iii) 600-40-800 (iv) 500-50-800 (i) 200-20-400 (ii) 250-25-500 85-5-150
28. Kurukshetra	Principal Sr. Lecturer Lecturer	350-1200 250-750 200-500
29. Lucknow	Principal Professor Lecturer	650-40-900 300-20-600 (i) 225-15-450 (ii) 275-15-500
30. M.S. Baroda	Not Applicable	
31. Madras	Principal Professor Lecturer Asstt. Lecturer	600-30-900 350-20-650 225-10-425 140-5-250
32. Magadh	Principal Lecturer Demonstrator	500-35-800 200-20-300 70-5-100

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay.</u>
33. Marathwada	Principal Professor Lecturer Asstt.Lecturer	400-25-700 300-20-600 200-15-400 100-10-250
34. Mysore	Principal Professor Lecturer Asstt. Lecturer	400-30-900 300-20-600 230-20-500 150-8-300
35. Nagpur	Principal Professor Lecturer Asstt.Lecturer	(i) 400-30-1100 (ii) 600-40-800 (i) 400-30-1100 (ii) 400-25-600 200-15-500 (i) 100-5-200 (ii) 115-5-245
36. North Bengal	Principal Professor Lecturer Asstt.Lecturer	(i) 500-50-1500 (ii) 600-50-800 (iii) 350-25-500 325-1000 (i) 150-10-350 (ii) 200-15-500 (i) 175-325 (ii) 225-10-475
37. Orissa Agri.	Not Applicable	
38. Osmania	Principal Professor Lecturer Asstt.Lecturer	600-40-800 400-25-700 (i) 200-15-500 (ii) 300-25-600 150-10-200
39. Punjab	Principal Professor Lecturer Asstt.Lecturer	(i) 1000-50-1500 (ii) 600-40-800 (i) 300-20-600 (ii) 350-20-950 200-15-500 110-8-250
40. Panjab Agri.	Not Applicable	
41. Panjabi	Principal Professor Lecturer Asstt.Lecturer	(i) 1200-1500 (ii) 600-40-800 (i) 350-950 (ii) 400-700 (i) 200-15-500 (ii) 250-750 (i) 110-10-200 (ii) 80-8-160

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
42. Patna	Not Applicable	
43. Poona	Principal Professor Lecturer Asstt. Lecturer	300-20-600 (i) 300-20-600 (ii) 250-450 200-15-400 (i) 100-5-200 (ii) 150-10-250
44. Rabindra Bharati	Not Available	
45. Rajasthan	Principal Professor Lecturer	(i) 750-50-1250 (ii) 550-30-950 (i) 360-25-800 (ii) 550-30-950 (i) 285-25-800 (ii) 250-15-600 (iii) 225-10-485
46. Ranchi	Principal Lecturer	(i) 1000-50-1500 (ii) 500-35-800 (i) 350-30-500 (ii) 200-15-500
47. Ravishankar	Principal Professor Lecturer	(i) 500-950 (ii) 850-25-1100 (i) 360-15-700 (ii) 550-30-950 (iii) 850-25-1100. 275-15-575
48. Roorkee	Not Applicable	
49. S.N.D.T.	Principal Professor Lecturer	700-40-1100 400-30-800 (Senior) (i) 220-10-320 (Junior) (ii) 400-30-800 (iii) 300-25-350

<u>Name of the University</u>	<u>Categories of Posts</u>	<u>Scales of Pay</u>
50. Sardar V.B. Vidyalaya	Principal Professor Lecturer Asstt.Lecturer	800-50-1200 (i) 300-20-600 (ii) 400-25-700 (i) 250-15-600 (ii) 200-15-500 (i) 100-10-150 (ii) 130-10-250 (iii) 180-10-300 (iv) 150-10-250
51. Saugar	Principal Professor  Lecturer	600-40-800 - (i) 300-20-600 (ii) 360-700 (iii) 400-30-700 (iv) 550-30-950 (i) 200-15-500 (ii) 275-15-575
52. Shivaji	Principal Professor Lecturer Asstt.Lecturer	300-20-600 - (i) 300-20-600 (ii) 250-450 200-15-400 (i) 100-5-200 (ii) 150-10-250
53. Srivenkateswara	Principal Professor Lecturer Asstt.Lecturer	400-30-700 250-15-500 (i) 150-10-360 (ii) 100-5-200 (i) 120-10-250 (ii) 150-10-300 (iii) 85-5-125
54. Udaipur	Principal Professor Lecturer Asstt.Lecturer	550-950 550-30-900 285-25-800 (i) 225-10-485 (ii) 90-4-170
55. Utkal	Principal  Lecturer Asstt.Lecturer	(i) 420-30-720 (ii) 245-15-600 (iii) 900-1250 245-15-600 (i) 125-5-220 (ii) 95-3-120
56. Vikram	Principal Professor Lecturer Asstt.Lecturer	(i) 850-25-1100 (ii) 1100-1200 (i) 360-700 (ii) 550-950 275-15-575 140-5-240
57. Viswa-Bharati	Not Applicable	

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SERVICE CONDITIONS OF TEACHERS  
(1st August 1965)

COLLEGES

Security of tenure and service conditions  
of teachers in affiliated Colleges - summary

1. Mode of Recruitment : From the information supplied by the Universities it is seen that in most cases appointments are made by the managing committees/governing bodies of the Colleges. In the colleges in Bihar, however, all appointments are made by the Governing Bodies on the recommendations of the University Service Commission constituted for such purposes and subject to the approval of the concerned universities in the State. The Service Commission wherever possible recommends a panel of two names for every post leaving the governing body to choose one but in no case the governing body is entitled to appoint a person not recommended by the Commission. The governing body however can fill up a vacancy up to six months without consulting the Commission.

Colleges affiliated to some universities, however, are recruiting their teachers through Selection Committees. This practice is particularly followed by the colleges of the Central Universities.

2. Written Contract : In many of the colleges appointments are made on a written contract entered into between the managements and the teachers appointed. Specific provisions have been made regarding written contracts for appointments in the colleges affiliated to universities of Agra, Allahabad, Andhra, Calcutta, Kerala, Mysore, Panjab, Rajasthan, Saugar and Vikram. The contract forms



adopted by each college need to have the approval of universities and in cases like Agra they have to be registered with the university. The agreement has to state salary and other service conditions.

3. Probation Period: So far as probation periods of teachers are concerned, it is seen that the colleges are following varying practices. For example, in the colleges affiliated to universities of Agra, Andhra, Calcutta, Kerala, Panjab, Poona and Shivaji, this period is two years. In the colleges affiliated to universities of Mysore, Saugar, Vikram, Gauhati, Marathwada, Bihar, Bhagalpur and Ranchi the probation period is one year. Provision also exists to extend this period by another year in universities like Mysore, Saugar, Marathwada and Andhra. In the case of Vikram University this extension may be even for three years. As far as Rajasthan University is concerned, the probation period is at present three years, though a proposal to make it two years is under consideration of the University. In the colleges affiliated to universities of Agra and Calcutta after the probation period teachers are ipsofacto considered permanent.

4. Scales of Pay: In most of the colleges, the scales of pay are those prescribed by the universities to which the colleges are affiliated. There is specific provision in some colleges e.g. those affiliated to Karnatak and Saugar universities that the minimum salary scales that should be offered to the teachers should be those prescribed by the U.G.C. Mysore University insists that no college should offer its teachers salary scales

which are less than what is prescribed by the University. In colleges affiliated to Saugar University no teacher should be offered a salary less than Rs. 200/- p.m.

5. Hours of Work by Teachers: From the information furnished by some universities it is seen that most colleges prescribe 19 periods a week to their teachers as the maximum teaching work, each period being normally of 45 minutes' duration. This period, however, varies from 19 periods to 24 periods a week for teachers in Degree Colleges. It is also seen that the maximum teaching work allotted for teachers of post-graduate classes is less than the maximum allotted for teachers in first Degree and under-graduate classes.

6. Vacation Salary : Specific provisions have been made in this connection in colleges affiliated to some universities only. For example, in Kerala all permanent teachers and temporary teachers who have put in service of not less than 8 months are entitled to full vacation salary. In Mysore, such teachers get full vacation salary if they have worked for more than six months in the year. In the Panjab University, teachers are entitled to full vacation salary if they have put in a continuous service of nine months in the year. Teachers who have put in less than nine months of service will also get proportionate vacation salary. In Saugar University full vacation salary is allowed to teachers who have worked for the full academic year. Proportionate vacation salary too is allowed to teachers if they have worked for a minimum period of three months.

7. **Termination Notices :** From the replies given by the Universities, it is seen that in most of the cases services of teachers are not terminated without giving adequate notice. This period of notice is generally three months or three months' salary in lieu thereof for permanent teachers and one month or one month's salary in lieu thereof for temporary teachers.

Specific provisions regarding termination notices have been made in respect of colleges affiliated to the Universities of Andhra, Calcutta, Kerala, Magadh, Mysore, Bihar, Bhagalpur, Ranchi, Shivaji, Rajasthan, Saugar, Panjab and Poona. However, in the case of Andhra University, appointments made on a permanent basis can be terminated only on six months' notice or six months' salary in lieu thereof. In the case of Calcutta University, the managing committee can terminate the services of teachers on the abolition of post only after giving six months' notice. Further, no teacher is allowed to terminate his service without giving either one month's notice at the end of the session or three months' notice in the middle of the session.

8. **Penalties:** The managing committees/governing bodies of the affiliated colleges in most of the cases are empowered to impose penalties on grounds of wilful neglect of duty, misconduct, breach of contract, incompetence, etc. on the part of the teachers appointed by them. Removal from service of teachers is allowed in the case of physical or mental unfitness only with the prior approval of the

Vice-Chancellor of the University to which the college is affiliated.

The procedure laid down in dealing with cases of penalties is broadly as below. The teacher concerned is communicated in writing of the specific charges against him. He is given adequate opportunities to defend through written statement, examination of witnesses and personal hearing, if so desired. The managing committee thereafter passes a resolution imposing penalties in the form of censure/warning, stoppage of increment, suspension, etc. A further opportunity is also given to the teacher concerned in some cases on an application by the teacher to produce additional evidence in which case the managing committee will meet again to consider its earlier decisions.

Charges of incompetence, however, cannot be levelled against teachers who have worked in a particular institution for more than five years in most of the colleges. In the colleges affiliated to Agra University this period has been prescribed as more than two years.

The principals of colleges in Andhra have been empowered to censure teachers working under them. In some colleges, for example, in Kerala and Calcutta, the managing committee has power to suspend a teacher during the pendency of enquiry against him. The Management Committees of certain colleges in Kerala have also the power to stop increment of teachers for unsatisfactory work.

In the case of universities of Poona and Shivaji,

the governing body has power to terminate the services of permanent teachers after a full enquiry has been held on demand by the teacher on the charges levelled against him. If, however, no enquiry is held by the managing committee of the college and no reasons have been assigned for terminating the services of the aggrieved teacher a payment equal to six months' salary with allowances in the case of teachers with less than eight years of service after confirmation or one year's salary in the case of teachers with more than eight years of service after confirmation must be made to the aggrieved teacher.

In the case of colleges affiliated to Universities of Saugar and Vikram the decision to terminate the services of teachers after holding a full enquiry has to be taken by the managing committee with at least two-thirds of the members present.

In Shivaji University a machinery in the form of a sub-committee of the Syndicate has been appointed by the University to go into the complaints against the managing committees of colleges.

In Gauhati University the governing body is empowered to suspend any teacher up to six months pending enquiry but is required to pay subsistence allowance of one-third of the pay during suspension period. Dismissal is allowed only for very grave specific and proved offence in the colleges affiliated to Gauhati University.

In the universities of Bihar, Bhagalpur and Ranchi, the governing bodies have no powers to impose punishments except on the recommendations of the University Service Commission which are binding on the governing bodies. The governing body is, however, empowered to order censure or to withhold or stop increments or to order suspension of teachers pending enquiry against them without consulting the Service Commission.

9. Appeals : In disputes arising out of the termination of services in <sup>many</sup> colleges final appellate authority is an arbitration tribunal consisting of one member nominated by the managing committee, one member nominated by the aggrieved teacher and one umpire appointed by the Vice-Chancellor. In Agra University, the resolution of the managing committee imposing penalty is operative only when and to the extent it has been approved by the Vice-Chancellor of the University. In Andhra University, the Syndicate will act as the appellate authority in all cases of punishment except censure and suspension by the management. Prior reference to Vice-Chancellor is obligatory if the principal of a college is to be suspended by the management. The Syndicate of Vikram University has power to direct the governing body of colleges affiliated to it, to institute enquiry into the conduct of any teacher working in the college.

In colleges affiliated to Poona and Shivaji universities an aggrieved teacher, if not satisfied

with the results of an enquiry, is entitled to file an appeal to the Vice-Chancellor whose decision shall be final. In Gauhati University appeal against dismissal orders lies with the Chancellor. All other appeals will lie with the three-man committee appointed by the University with the Vice-Chancellor as Chairman. In the universities of Bihar, Bhagalpur and Ranchi, the recommendation of the University Service Commission is to be treated as final and binding.

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Teachers in Affiliated Colleges - Age of  
Superannuation as on 1st August, 1965

(Page 208-254 for details)

<u>Name of the University to which the Colleges are affiliated</u>	<u>Age of Superannuation (Years)</u>
Agra	60
Allahabad	60
Andhra	60 (Extension permissible for one year at a time, up to a maximum of 65 years subject to approval by the Syndicate)
Banaras Hindu University	60 (Extension permissible up to 65)
Calcutta	62 (Extension permissible for one year at a time, up to 65)
Delhi	60 (Extension up to 63 and in special cases even up to 65)
Karnatak	55 (Extension up to 60 in special cases)
Kerala	60 (Re-appointment admissible in exceptional cases one year at a time up to 65 years with the approval of the University)
Mysore	60 (Retention thereafter permitted but no benefits of D.A., Provident Fund, Insurance, etc.)
Panjab	60 (Extendable up to 65 years at a time depending upon the mental and physical fitness of teachers)
Poona	60 for teachers at the under- graduate and first degree level; 65 for post-graduate teachers; and 70 for post- graduate research teachers.



Name of the University to  
which the Colleges are  
affiliated

Age of Superannuation  
(Years)

Rajasthan :

60  
(Actual time of retirement  
30th June following  
after attaining the  
age of 60)

Saugar

60  
(Extension permissible  
for one year at a time,  
up to 65)

Shivaji

60 for teachers at the  
under-graduate and first  
degree level; 65 for  
post-graduate teachers;  
and 70 for post-graduate  
teachers (research).  
Extension to be given by  
the Syndicate on request  
from College.

Varanasi Sanskrit  
Vishwavidyalaya

60  
(Actual retirement to  
take place only on 30th  
June following the  
attainment of age of  
60)

Vikram

No age-limit prescribed  
except when specified  
in the service contract.

Gauhati

62  
(Extension for one year  
at a time permissible up  
to 65 by the Executive  
Committee of the Univer-  
sity, if physically fit)

Bihar )

Bhagalpur )

Ranchi )

60  
(Extension to be given  
by University Syndicate  
for one year at a time  
but in no case exceeding  
five years in all)

Magadh

62  
(Extendable for one year  
at a time up to 65 by  
the Syndicate on  
recommendation of the  
Governing Body).

Source: Information supplied by Universities.

SERVICE CONDITIONS OF TEACHERS  
IN AFFILIATED COLLEGES

1. Agra University

I. Mode of Recruitment of Teachers

- i) Appointing Authority College Managing Committee
- ii) Role of University - in actual selection or in prescribing procedure for selection. The written contract of service is to be registered with the University within 3 months of appointment, may be on probation or permanent basis.
- iii) Probation Period Probation is two years - thereafter, ipso facto deemed to be permanent.
- iv) Temporary/Short-term vacancies - Procedure for filling of Appointments made on temporary/short-term basis are not to go beyond two years.
- v) Whether regular pay-scales prescribed - if so, by whom? Pay scales are prescribed by University with prior approval of State Government from time to time.
- vi) Notice period or payment of salary in lieu thereof in case of termination of Service. Notice period is 3 months in case of permanent appointments and 1 month in case of temporary or probationary appointments.

II. Authority for Imposing Penalties

- i) Punishing Authority College Managing Committee entitled to impose various kinds of penalties including removal/dismissal from service.
- ii) Nature of Penalties and grounds for imposing them. Grounds: Wilful neglect of duty, breach of contract; and incompetence (the last plea/not be used after 2 <sup>to</sup> years' of service of person concerned.)
- iii) Enquiry Procedure, if any, for advising the punishing Authority. i) Communication of charges to the teacher concerned; (ii) Allowing him to defend himself through written statement, witnesses and/or personal hearing, (iii) Passing of resolution

- by Managing Committee to impose penalty and (iv) the review of the case at a subsequent meeting to consider additional evidence if, an application/made by teacher. /is
- iv) Role of University in the matter. Managing Committee's resolution is operative only when, and to the extent, approved by Vice-Chancellor.

### III. Appeals against Punishments

- i) First Appellate Authority: Procedure for disposal of appeals. Vice-Chancellor: Resolution of Managing Committee imposing penalty to be operative only and to the extent, approved by the Vice-Chancellor.
- ii) Final Appellate Authority /nominee Consisting of one member of Managing Committee, one of/ the teacher concerned and one umpire appointed by Vice-Chancellor.
- iii) Role of University in disposal of appeals.
- a) Vice-Chancellor to be the sole first appellate authority;
  - b) Vice-Chancellor's nominee to act as the umpire in the final Appellate Authority.

## 2. Allahabad University

### I. Mode of Recruitment of Teachers

- i) Appointing Authority College Managing Committee
- ii) Role of University - in actual selection or in prescribing procedure for selection. The service contract Form is prescribed by the College and is approved by the university.

- iii) Notice period or payment of salary in lieu thereof in case of termination of Service. Notice period is 3 months in case of:
- a) Permanent appointments.
  - b) Those removed due to incompetence or mental or physical unfitness.

## II. Authority for Imposing Penalties

- i) Punishing Authority College Managing Committee entitled to impose penalties including suspension, removal, dismissal from service.
- ii) Nature of Penalties and grounds for imposing them. Wilful neglect of duty; misconduct; breach of contract; physical or mental unfitness and in-competence (the last plea not to be used after 5 years of service).

## III. Appeals against Punishments

- i) First Appellate Authority: Procedure for disposal of appeals. All disputes excepting those arising from termination of service of temporary or probationary staff subject to arbitration (the first and the final authority) consisting of : a member each of the concerned parties and an umpire nominated by the Vice-Chancellor.
- ii) Role of University in disposal of appeals. The Vice-Chancellor's nominee to act as umpire in the Arbitration.

### 3. Andhra University

#### I. Mode of Recruitment of Teachers

- i) Appointing Authority College Managing Committee
- ii) Selection Body or any other consultation Procedure for advising the appointing authority.
- i) Selection of teachers is made on the advice of the Principal; and
- ii) the selection of Principal is done by the appointing authority itself.
- iii) Probation Period Probation is two years; Extendable by one year on the recommendation of the Principal.
- iv) Mode or form of actual offer of appointment i.e., letter, contract etc. A written contract is made for appointment for more than one year.
- v) Whether regular pay-scales prescribed - if so, by whom? Salary and allowances are prescribed by the University syndicate; but should not be less than the amount stipulated in the contract.
- vi) Notice period or payment of salary in lieu thereof in case of termination of Service. Notice period is:
- i) 6 months in case of permanent teachers,
- ii) 3 months in case of those on probation.
- iii) One month in case of temporary teachers.

#### II. Authority for Imposing Penalties

- i) Punishing Authority
- i) Principal entitled to impose "censure".
- ii) Managing Committee entitled to impose all other penalties.
- ii) Enquiry Procedure, if any, for advising the punishing Authority. Usual procedure of communicating specific charges to the concerned teacher and affording him adequate opportunities to defend himself as laid down in the rules.

- iii) Role of University in the matter. Prior reference to Vice-Chancellor obligatory in case of suspension of Principal.

### III. Appeals against Punishments

- i) First Appellate Authority  
Procedure for disposal of appeals.
- ii) Final Appellate Authority  
Its Procedure for disposal of appeals.
- iii) Role of University in disposal of appeals.
- i) Managing Committee in cases of "censure" and "suspension".
- ii) Syndicate in all other cases.
- do---
- A special Committee of the Managing Committee consisting of Principal, and 2 members other than teacher of that college to conduct enquiries.
- i) Syndicate.- the first and final appellate authority in all cases except 'censure'
- ii) Prior reference to Vice-Chancellor obligatory before suspending Principal.

## 4. Banaras Hindu University

### I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body.
- ii) Selection Body or any other consultation Procedure for advising the appointing authority.
- The Selection Committee comprises of the:
- i) Principal;
- ii) University representative;
- iii) Subject expert;
- iv) Four members of College Governing Body.
- iii) Role of University - in actual selection or in prescribing procedure for selection.
- i) In case of differences between Selection Committee and the Appointing Authority, the decision of Vice Chancellor is final.
- ii) The Service Contract Form prescribed by College is to have university's approval.

- |  |  |
|--|--|
| iv) <u>Probation Period.</u>   | Same as in the case of University teachers.  |
| v) Temporary/Short-term vacancies - Procedure for filling of.                              | Appointments on Temporary or short-term basis not to go beyond 3 years.              |
| vi) Whether regular pay-scales prescribed - if so, by whom?                                | Minimum pay scales are not to be less than those sanctioned by the State Government. |
| vii) Notice period or payment of salary in lieu thereof in case of termination of Service. | Notice period is as in the University.   |

## II. Authority for Imposing Penalties

- |  |   |
|--|---|
| i) <u>Punishing Authority</u>  | College Managing Committee.   |
| ii) <u>Nature of Penalties and grounds for imposing them.</u>                | <u>Grounds of termination of service; same as for university teachers.</u>  |
| iii) <u>Enquiry Procedure, if any, for advising the punishing Authority.</u> | A special Committee of the Managing Committee to conduct enquiries.   |
| iv) Role of University in the matter.  | Decision of the Managing Committee in cases of termination of service to be approved by the University's Executive Council. |

## III. Appeals against Punishments

- |  |   |
|--|---|
| 1. <u>First Appellate Authority</u><br>Procedure for disposal of appeals.      | <u>Tribunal</u><br>Comprising: Vice-Chancellor (Chairman); Judicial Officer (not below the rank of Distt. Judge) nominated by Managing Committee; nominee of aggrieved teacher; |
| ii) <u>Final Appellate Authority</u><br>Its Procedure for disposal of appeals. | - do -  |

- iii) Role of University in disposal of appeals. Vice-Chancellor to act as the Chairman of the first and the final appellate authority i. e., the Tribunal.

## 5. Bangalore University

### I. Mode of Recruitment of Teachers

- i) Appointing Authority College Managing Body
- ii) Selection Body or any other consultation Procedure for advising the appointing authority. Selection of teachers to be made in consultation with the Principal and the Head of the Deptt. concerned.
- iii) Role of University in actual selection or in prescribing procedure for selection.
- i) Minimum qualifications for posts fixed by the University.
- ii) Appointments made by Governing Body to be reported to University.
- iv) Probation Period. One Year; Extendable by one year.
- v) Mode or form of actual offer of appointment i. e., letter, contract etc. Written contract for all permanent appointments after probation period. Form of contract prescribed.
- vi) Whether regular pay-scales prescribed - if so, by whom?
- a) Minimum pay-scales prescribed by the University.
- b) D.A. at Govt. rates from time to time.
- vii) System, if any, to regulate vacation salary Permanent teachers; and others with not less than 6 months service, entitled to vacation salary.
- viii) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months in case of permanent teachers and one month in case of others.



II. Authority for Imposing Penalties

- |   |  |
|---|--|
| i) <u>Punishing Authority</u>   | College Management.  |
| ii) <u>Nature of Penalties and grounds for imposing them.</u>                                 | Termination of service due to:- misconduct, inefficiency etc. etc. (as also due to reduction of strength with 3 month's to permanent staff and one month to temporary).                                      |
| iii) <u>Enquiry Procedure, if any, for advising the punishing Authority.</u>                  | Usual Enquiry procedure of allowing the concerned teacher adequate chance to defend himself.   |
| iv) <u>Role of University in the matter.</u>  | Teachers removed from service for reasons like reduction in strength or closure of Deptt; entitled to represent to the University; and the latter, after further enquiry, entitled to advise the Management. |
| v) <u>Compensation, if any, provided in case of termination of service due to punishment.</u> | One month's salary in case of termination of service due to any penalty.   |

III. Appeals against Punishments

- |  |                   |  |
|--|-------------------|--|
| i) <u>First Appellate Authority</u>                    | <u>University</u> | Right of representation to University to any such teachers as are removed from service due to reduction in strength or closure of any Deptt. |
| ii) <u>Final Appellate Authority</u>                   | --do--            | Its Procedure for disposal of appeals.   |
| iii) <u>Role of University in disposal of appeals.</u> | --do--            |  |

6. Bhagalpur University,

I. Mode of Recruitment of Teachers

- i) Appointing Authority Subject to approval of concerned University, appointments made by College Governing Bodies on the recommendations of the University Service Commission.
- ii) Selection Body or any other consultation Procedure for advising the appointing authority.
1. Selection by University Service Commission comprising: one Chairman; 2 nominees of State Govt.; 2 subject experts (coopted).
  2. Governing Body must appoint one out of a Panel of 2 names recommended by Commission. It cannot appoint a person not recommended by Commission.
- iii) Role of University - in actual selection or in prescribing procedure for selection.
- 1) Selection made by University Service Commission.
  - 2) Governing bodies not entitled to appoint any one not recommended by the Commission.
- iv) Probation Period. One year.
- v) Temporary/Short-term vacancies - Procedure for filling of. Governing body to fill vacancies not expected to exceed 6 months without Commission's consultation; but thereafter its concurrence necessary; otherwise appointment stands automatically terminated after 6 months.
- vi) Any other relevant information. The University Service Commission has been constituted w. e. f. 1.3.62 by an amendment of the Bihar State Universities (Bihar, Bhagalpur & Ranchi) Act of 1960.
- vii) Whether regular pay-scales prescribed - if so, by whom? Pay-scales and other professional benefits prescribed by the University.
- viii) System, if any, to ensure regular and full payment of salary. Increments not/be stopped or withheld without approval of Syndicate.

- ix) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months in case of confirmed teachers;  
One month in case of temporary or those on probation;  
No notice in case of those working against leave vacancy.

## II. Authority for Imposing Penalties

- i) Punishing Authority University Service Commission for dismissals, removals and termination of service or reduction in rank.  
College Governing Body: "censure", withholding/ stopping at E. B., suspension (pending enquiry).
- ii) Enquiry Procedure, if any, for advising the punishing Authority. Commission to be consulted in all disciplinary matters against teachers or on their petitions, and no action to be taken by Governing Body except in conformity with the Commission's findings.
- iii) Role of University in the matter. The Commission to consist of one Chairman; 2 other members nominated by State Government and with subject-experts (coopted).

## III. Appeals against Punishments

- i) First Appellate Authority University Service Commission  
Procedure for disposal of appeals. Its recommendations final in all matters except censure; stoppage of Efficiency Bar.
- ii) Final Appellate Authority -do-  
Its Procedure for disposal of appeals.
- iii) Role of University in disposal of appeals. -do-

7. Bihar University

As in the case of Bhagalpur University.

8. Calcutta University

- |  |  |
|--|--|
| i) <u>Appointing Authority</u>   | College Governing Body.  |
| ii) <u>Probation Period</u>  | Probation is two years; Thereafter to be treated as permanent.   |
| iii) <u>Temporary/Short-term vacancies - Procedure for filling of.</u>                           | Temporary appointments going beyond 2 years to be treated as permanent.  |
| iv) <u>Mode or form of actual offer of appointment i. e., letter, contract etc.</u>              | Appointment letter specifies nature and tenure of post; i. e., whether permanent or for a fixed period.  |
| v) <u>Whether regular pay-scales prescribed - if so, by whom?</u>                                | Pay-scales are prescribed by the syndicate on the advice of Academic Council from time to time.  |
| vi) <u>Notice period or payment of salary in lieu thereof in case of termination of Service.</u> | University/Management is not allowed to terminate the services without giving either one month notice at the end of session or 3 months notice in the middle of session. |

II. Authority for Imposing Penalties

- |   |  |
|---|--|
| i) <u>Punishing Authority</u>                                 | College Governing Body empowered to impose various penalties including suspension (pending enquiry) removal/Dismissal and termination of service on abolition of post etc., etc. |
| ii) <u>Nature of Penalties and grounds for imposing them.</u> | <u>Grounds:</u> Grievous or habitual dereliction of duty; physical infirmity or mental derangement; or proved moral turpitude.   |

- iii) Enquiry Procedure, if any, for advising the punishing Authority
- i) Communicating charge-sheet and inviting explanation by the concerned teacher within 15 days;
- ii) Consideration of charges and explanation and other evidence thereon by Governing Body or its special committee; and
- iii) Reporting of Governing Body's decision to the University.
- iv) Role of University in the matter.
- a) University Syndicate empowered to direct Governing Body to institute enquiries into the conduct of any teacher.
- b) Governing Body's decision in all cases of punishment to be communicated to University.
- v) Compensation, if any, provided in case of termination of service due to punishment.
- Governing Body's right to terminate service on abolition of post is subject to 6 month's notice or such compensation as may be decided by Syndicate.

### III. Appeals against Punishments

- i) First Appellate Authority
- University Syndicate  
(The first and final appellate authority)
- Procedure for disposal of appeals.
- Procedure of enquiry
- 9a) Enquiry by a Committee, comprising: Vice-Chancellor; Dean of Faculty concerned; and a teacher-member of Academic Council.
- b) Report, of the Enquiry Committee to Syndicate; and
- c) Formal announcement of decision of the Syndicate - final and binding.
- ii) Role of University in disposal of appeals.

## 9. Delhi University

### I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body after due advertizement of vacancies and in accordance with the selection procedure laid down.
- ii) Selection Body or any other consultation Procedure for advising the appointing authority. I. Selection Committee for appointment of Principal:  
a) Vice-Chancellor; b) Pro-Vice-Chancellor; c) Visitor's nominee; (d) Chairman, College Governing Body; (e) two members of University Executive Council.  
II. Selection Committee for Teachers:  
Chairman of Governing Body; Principal, University representative; Expert nominee of Academic Council; Senior Subject Teacher.  
Selection Procedure laid down by University includes: due advertisement of vacancies; submission to university the applicants' list together with Governing Body's own recommendations; and appointments on the basis of advice by the Selection Committees as per col. 2 above.
- iii) Role of University - in actual selection or in prescribing procedure for selection. One Year;  
Extendable by one year in special cases.
- iv) Probation Period. Appointments on temporary short term basis not to go beyond six months.
- v) Temporary/Short-term vacancies - Procedure for filling of. Written agreement - form prescribed by University.
- vi) Mode or form of actual offer of appointment i.e., letter, contract etc. Salary scales (with provision for promotion to selection grades after 10 years of post-graduate or Hon's teaching for M.A. degree holders and
- vi) Whether regular pay-scales prescribed - if so, by whom?

- 5 years for Doctorates) prescribed by University.
- vii) System, if any to regulate vacation salary. Teachers entitled to vacation salary, if appointed before Mid-October upto 30th April.
- viii) Notice period or payment of salary in lieu thereof in case of termination of Service. Three months in case of permanent employees.  
One month in case of Temporary employees.

## II. Authority for Imposing Penalties

- i) Punishing Authority College Governing Body.
- ii) Enquiry Procedure, if any, for advising the punishing Authority. Informing the teacher concerned in writing of the grounds of proposed punishment and giving him reasonable opportunity of stating his case in writing and also giving personal hearing, if desired.
- iii) Role of University in the matter. University Chancellor to appoint a special Committee of 3 independent persons to enquire into all disputes arising from termination of service of permanent teachers (except when on probation).

## III. Appeals against Punishments

- i) First & Final Appellate Authority Arbitration of special Committee of three independent members, appointed by the Chancellor, with powers to conduct enquiry and give final decision in cases of disputes arising out of termination of service (except when on probation).
- ii) Role of University in disposal of appeals. ---do---

## 10. Gauhati University

### I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body
- ii) Role of University- in actual selection or in prescribing procedure for selection. Service rolls of teachers with records of service to be maintained by the Principal for checking and scrutiny by university as and when desired.
- iii) Probation Period. One Year;  
Extendable for another year with warning after, one year in case of unsatisfactory work or conduct.
- iv) Any other relevant information. a) Teachers seniority, after confirmation, to be reckoned from date of joining.
- v) Whether regular pay-scales prescribed - if so, by whom? Pay-scales etc., to be determined by the Colleges themselves.
- vi) System, if any, to ensure regular and full payment of salary. a) Increments, after confirmation according to pay scales, to be allowed as a matter of course.  
b) Teachers seniority, after confirmation, to be reckoned from date of joining.

### II. Authority for Imposing Penalties

- i) Punishing Authority College Governing Body.
- ii) Nature of Penalties and grounds for imposing them. Suspension (pending enquiry) upto 6 months)  
Other penalties  
Censure, withholding increments; reduction in rank; recovery from pay.  
Dismissal allowed only for very grave, specific and proved offence.



iii) Enquiry Procedure, if any, for advising the punishing Authority.

Before imposing penalty, the concerned teacher to get full opportunity to defend his case.

iv) Compensation, if any, provided in case of termination of service due to punishment.

- i) Payment of 1/3 of pay as subsistence allowance during suspension period.
- ii) On dismissal, compensation equal to as many months salary as completed years of service subject to maximum of 12 months salary; less than amount already contributed by College to his P.E. etc.

### III. Appeals against Punishments

i) First Appellate Authority

Procedure for disposal of appeals

Vice-Chancellor: - Appeal against dismissal lie with Vice Chancellor, if preferred within 30 days of order.

Committee: Appeal against other penalties lie with three-man Committee appointed by University with Vice-Chancellor (Chairman) if preferred within 30 days.

ii) Final Appellate Authority

Its Procedure for disposal of appeals.

--do--

iii) Role of University in disposal of appeals.

--do--

11. Jabalpur University

I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body.
- ii) Role of University - in actual selection or in prescribing procedure for selection. Service contract form prescribed by the University.
- iii) Probation Period. One year;  
Extendable upto a maximum of 2 years.
- iv) Temporary/Short-term vacancies - Procedure for filling of. Appointments made on temporary basis not to go beyond one year; such appointments need not be on written contract.
- v) Mode or form of actual offer of appointment i.e., letter, contract etc. Written contract.
- vi) Whether regular Pay-scales prescribed - if so, by whom?  
a) U.G.C. pay-scales for Colleges prescribed by University.  
b) No appointment to be made on a pay less than Rs.200/-p.m.
- vii) System, if any to regulate vacation salary  
a) Full vacation salary to teachers in service for full academic year.  
b) Proportionate vacation salary to others in service for a minimum of 3 months.
- viii) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months for permanent teachers.

## II. Authority for Imposing Penalties

- |  |   |
|--|---|
| i) <u>Punishing Authority</u>  | College Governing Body  |
| ii) <u>Nature of Penalties and grounds for imposing them.</u>                | Reduction in pay or termination of service on grounds of : Wilful neglect of duty; misconduct, breach of contract; Physical/Mental unfitness; incompetence before 5 years of service; and abolition of post |
| iii) <u>Enquiry Procedure, if any, for advising the punishing Authority.</u> | Full enquiry- giving the teacher adequate opportunity to defend himself and subject to a resolution of the Governing Body having been passed by 2/3rd of members.   |
| iv) <u>Role of University in the matter.</u>                                 | University Executive Council empowered to cause enquiry against advance action of Governing Body against any teacher and issue orders to Governing Body for compliance.                                     |

## III. Appeals against Punishments

- |  |  |
|--|--|
| i) <u>First Appellate Authority</u><br>Procedure for disposal of appeals.      | <u>Tribunal</u><br>Consisting of: Vice-Chancellor; 2 nominees of the University Executive Council (one of them being not lower in rank than Distt. Judge). |
| ii) <u>Final Appellate Authority</u><br>Its Procedure for disposal of appeals. | --do--   |
| iii) <u>Role of University in disposal of appeals.</u>                         | --do--   |

## 12. Karnatak University

### I. Mode of Recruitment of Teachers

- |                                |                         |
|--------------------------------|-------------------------|
| 1) <u>Appointing Authority</u> | College Governing Body. |
|--------------------------------|-------------------------|

- ii) Selection Body or any other consultation. Procedure for advising the appointing authority. College Principal to be the Member-Secretary of the College Governing Body which is the Selecting and appointing Authority.
- iii) Role of University - in actual selection or in prescribing procedure for selection. Minimum qualifications for appointment to various categories of posts prescribed by University.
- iv) Probation Period. 3 years.
- v) Whether regular pay-scales prescribed - if so, by whom? a) Pay-scales, as prescribed by U.G.C., compulsory.  
b) D.A. according to Govt. rates.
- vi) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months in case of permanent teachers, and 1 month in case of temporary teachers.

## II. Authority for Imposing Penalties

- i) Punishing authority College Governing Body entitled to impose different forms of penalties.
- ii) Nature of Penalties and grounds for imposing them. Grounds: Gross misconduct, indiscipline, insubordination or any act prejudicial to the proper management of the College.
- iii) Role of University in the matter. Role of university comes in cases of termination of service of permanent teachers only after an appeal by the teacher.

III. Appeals against Punishments

- |  |  |
|--|--|
| i) <u>First Appellate Authority</u><br>Procedure for disposal of appeals.      | <u>Syndicate</u><br>Right to appeal to Syndicate permissible only to permanent teachers in case of termination of service. |
| ii) <u>Final Appellate Authority</u><br>Its Procedure for disposal of appeals. | --do--   |
| iii) <u>Role of University in disposal of appeals.</u>                         | --do--   |

13. Kerala University

I. Mode of Recruitment of Teachers

- |   |  |
|---|--|
| i) <u>Appointing Authority</u>  | College Management   |
| ii) <u>Selection Body or any other consultation. procedure for advising the appointing authority.</u> | All appointments subject to the approval of the University.        |
| iii) <u>Role of University - in actual selection or in prescribing procedure for selection.</u>       | -do-   |
| iv) <u>Probation Period.</u>  | Two Years;<br>Extendable by one year in exceptional circumstances. |
| v) <u>Temporary/Short-term vacancies - Procedure for filling of.</u>                                  | Appointments on temporary basis not to go beyond 2 years.          |
| vi) <u>Mode or form of actual offer of appointment i. e., letter, contract etc.</u>                   | Written contract on a prescribed form.                             |

- vii) Whether regular pay-scales prescribed - if so, by whom? Minimum scales of pay prescribed by University.
- viii) System, if any to regulate vacation salary Permanent teachers, and others with not less than 8 months service entitled to full vacation salary.
- ix) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months in case of abolition of post.  
Teachers, with 5 years of service or more, if incapacitated for further service, entitled to gratuity =  $\frac{1}{2}$  month's pay for every year of service.

## II. Authority for Imposing Penalties

- i) Punishing Authority 1) Principal empowered on behalf of Managing Committee to order suspension, pending enquiry;  
2) Managing Committee in all other cases.
- ii) Nature of Penalties and grounds for imposing them. Penalties  
a) Deferring/stoppage of increment due to unsatisfactory work.  
b) Termination of Service due to wilful neglect of duty, insubordination etc.
- iii) Enquiry Procedure, if any, for advising the punishing Authority. The aggrieved teacher to be afforded reasonable opportunity to show cause against action proposed to be taken.
- iv) Role of University in the matter Teachers removed from service entitled to appeal to Syndicate against decision of the Management.

### III. Appeals against Punishments

- |   |   |
|---|---|
| 1. <u>First Appellate Authority</u><br>Procedure for disposal of appeals.     | <u>Syndicate</u><br>Right of appeal to syndicate in cases of removal from service.  |
| 2. <u>Final Appellate Authority</u><br>Its Procedure for disposal of appeals. | <u>Arbitration Board</u> empowered to hear and give final award in all disputes arising out of service agreement.<br>Board to consist of : one member each of disputing parties and one nominated by State Government, not below the rank of Distt. Judge to act as Chairman. |
| 3. <u>Role of University in disposal of appeals.</u>                          | As above.   |

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### 14. Madras University

#### I. Mode of Recruitment of Teachers

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|--|--|
| i) <u>Appointing Authority</u>   | College Management.  |
| ii) <u>Role of University - in actual selection or in prescribing procedure for selection.</u> | Management required to conform to <u>conditions laid down by university reg: nature of appointment; written agreement, salary scale, retirement age and other conditions of service etc., etc.</u> |
| iii) <u>Probation period.</u>  | <u>One year</u><br><br>Extendable upto 2 years; Thereafter, if continued in service, the teacher to be deemed as confirmed.  |
| iv) <u>Mode or form of actual offer of appointment i. e., letter, contract etc.</u>            | Written agreement.   |
| v) <u>Whether regular pay-scales prescribed - if so, by whom?</u>                              | Scales of pay, as per the pay Commission's Report, prescribed for all Colleges.  |

vi) system, if any, to ensure regular and full payment of salary.

1) Through scrutiny reports and returns of staff.

2) Through appointment of periodical commissions to report on conditions of colleges.

## II. Authority for Imposing Penalties

i) Punishing Authority.

College Management.

ii) Nature of Penalties and grounds for imposing them.

Management entitled to take any disciplinary action against teacher after due enquiry.

iii) Enquiry Procedure, if any, for advising the punishing authority.

Due enquiry, after giving the teacher the chance to give explanation to defend his case.

iv) Role of University in the matter.

The teacher has right of appeal to university; pending university's decision the teacher to continue in service.

## III. Appeals against Punishments

i) First Appellate Authority

University  
Procedure as framed by University.

Procedure for disposal of appeals.

ii) Final Appellate Authority

--do--

Its Procedure for disposal of appeals.

iii) Role of University in disposal of appeals.

University is the final appellate authority.



15. Magadh University

I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body subject to approval by the University syndicate.
- ii) Selection Body or any other consultation, procedure for advising the appointing authority. Appointing Authority to follow a procedure laid down by University viz., advertising the vacancies; furnishing to University the particulars of selected candidates along with the list and particulars of all other applicants etc. for favour of approval by the University Syndicate.
- iii) Role of University - in actual selection or in prescribing procedure for selection. 1) No substantive appointment to be made without the approval of University Syndicate.  
2) Temporary appointment for period not exceeding 3 months to be immediately reported to University.
- iv) Probation Period. One year;  
Teachers entitled to appeal to University Syndicate if not confirmed within 6 months after the expiry of probation period.
- v) Temporary/Short-term vacancies - Procedure for filling of. Governing bodies, in consultation with Principal, authorised to fill temporary vacancies, not exceeding 3 months period, subject to a report of such appointments being made to University immediately.
- vi) Whether regular pay-scales prescribed - if so, by whom? Pay scales prescribed by University.

II. Authority for Imposing Penalties

- i) Punishing Authority College Governing Body.
- ii) Nature of Penalties and grounds for imposing them. a) Withholding/stoppage of increment only with the prior approval of Syndicate.  
b) Other penalties imposable by Government Body.

iii) Enquiry Procedure, if any, for advising the punishing authority.

Excepting in cases of warning or "Censure", the aggrieved teacher to be given a proper Charge-Sheet and afforded adequate opportunity to defend himself in the manner prescribed by the University.

iv) Role of University in the matter.

University Syndicate to sanction or disallow increment next above E. B. in accordance with the statutes governing university teachers, after consideration of reference from Governing Body, at least 3 months before reaching such a Bar along with its opinion in the case.

### III. Appeals against Punishments

i) First Appellate Authority  
Procedure for disposal of appeals.

Syndicate - through a Tribunal of three persons to enquire and report in the dispute under reference - to give final occasion, if an appeal by the aggrieved teacher had been made within 30 day of the order of Governing Body ordering punishment.

ii) Final Appellate Authority  
Its Procedure for disposal of appeals.

--do--

iii) Role of University in disposal of appeals.

--do--

16. Marathwada University

I. Mode of Recruitment of Teachers

- i) Appointing Authority College Management.
- ii) Role of University - in actual selection or in prescribing procedure for selection. Certain conditions of appointment e.g., qualifications, probation period etc., prescribed by the University.
- iii) Probation Period 2 years.
- iv) Whether regular pay-scales prescribed - if so, by whom? Pay-scales prescribed by University.

II. Authority for Imposing Penalties

1. Punishing Authority College Management
2. Nature of Penalties and grounds for imposing them. Termination of service of confirmed teachers on grounds of: (a) misconduct; (b) persistent neglect of duty; (c) Physical/mental unfitness, (d) abolition of post.
3. Role of University in the matter. Prior approval of University in all cases of termination of service on various grounds except due to abolition of post.

III. Appeals against Punishments

1. First Appellate Authority Arbitration Tribunal  
Procedure for disposal of appeals Comprising: Vice-Chancellor (Chairman); one member nominated by Vice-Chancellor preferably from judiciary, and one nominated by University Executive Council.
2. Final Appellate - Authority -do-  
Its Procedure for disposal of Appeals.
3. Role of Uni. in disposal of appeals. -do-

17. Mysore University

As in the case of Bangalore University

at Sr. No. 5 Page 214-215

18. North Bengal University

As in the case of Calcutta University

at Sr. No. 8 Page 218-219

19. Csmania University

I - Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body.
- ii) Selection Body or any other consultation Procedure for advising the appointing authority Selection Committee with at least one representative of university nominated by the Vice-Chancellor. The recommendations of Committee to be sent to Vice-Chancellor for approval.  
Selection Procedure:(a) Advertising of vacancies in at least two dailies;  
(b) submission of copy of advertisement and statement of applications in proforma:  
(1) Qualifications prescribed by university,  
(2) V.C. to approve the appointment on the recommendation of the Selection Committee.
- iii) Probation Period Rules to be framed by each college regarding probation etc. to be submitted to University Syndicate which may order any modification etc.
- iv) Whether regular pay-scales prescribed - if so, by whom Minimum pay scales prescribed by the University.
- v) System, if any to ensure regular and full payment of salary. No levies or cuts in salaries to be imposed for any expenditure or scholarships etc. for the college.
- vi) System, if any to regular vacation salary Governing Body to frame rules regarding fixation of pay etc. and submit the same to University Syndicate for approval.

II - Authority for Imposing Penalties

- i) Punishing Authority College Management.

III - Appeals against Penalties

- |   |   |
|---|---|
| i) <u>First Appellate Authority</u><br>Procedure for disposal of appeals      | <u>University Syndicate</u><br>Appeals in respect of disputes between teachers and Management to lie with Syndicate |
| ii) <u>Final Appellate Authority</u><br>Its procedure for disposal of appeals | -- do --  |
| iii) Role of University in disposal of appeals                                | -- do--   |

20. Panjab University

I. Mode of Recruitment of Teachers

- i) Appointing Authority. College Governing Body
- ii) Selection Body or any other consultation. Procedure for advising the appointing authority. Appointing and selecting Authority is the College Governing Body to include Principal as Ex-Officio member and two senior teachers.
- iii) Role of University - in actual selection or in prescribing procedure for selection. Form of written contract of service prescribed by the University.
- iv) Probation Period. One year;  
Extendable by another one year; thereafter teachers to be confirmed normally.
- v) Mode or form of actual offer of appointment i. e., letter, contract etc. Written Contract.
- vi) Whether regular pay-scales prescribed - if so, by whom? Minimum pay-scales laid down by University.
- vii) System, if any, to ensure regular and full payment of salary. Payment of salary latest by 10th of every month, laid down in the University Regulations, effective 27.5.1960.
- viii) System, if any, to regulate Vacation salary. a) Full summer vacation salary for those in continuous service for 9 months;  
b) For others, proportionate to the period of continuous service.
- ix) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months in case of permanent teachers;  
One month in case of temporary or probationary teachers.

## II. Authority for Imposing Penalties

- |  |   |
|--|---|
| i) <u>Punishing Authority</u>  | Governing Body  |
| ii) <u>Nature of Penalties and grounds for imposing them.</u>                | i) Withholding of increment after assigning specific reasons in writing to the concerned teacher.<br>ii) Termination or suspension (pending enquiry, in cases of moral turpitude or misconduct.   |
| iii) <u>Enquiry Procedure, if any, for advising the punishing Authority.</u> | (i) Period of suspension not to exceed 3 months within which the case must be decided.<br>(ii) Concerned teacher to be afforded reasonable opportunity of stating his case in writing as also to be given personal hearing, if desired. |
| iv) <u>Role of University in the matter.</u>                                 | Prior approval of University essential in cases of termination of service of permanent Principal.   |

## III. Appeals against Punishments

- |  |  |
|--|--|
| i) <u>First Appellate Authority</u><br>Procedure for disposal of appeals.      | <u>Vice-Chancellor</u><br>Vice-Chancellor to be appellate authority in cases of withholding of increments.   |
| ii) <u>Final Appellate Authority</u><br>Its Procedure for disposal of appeals. | <u>Arbitration Committee</u> to be the appellate authority in all disputes arising out of termination of service (except in probation). The Committee to consist of: a nominee each of Management and teacher and the Vice-Chancellor. |
| iii) <u>Role of University in disposal of appeals.</u>                         | The Vice-Chancellor empowered to give final award in cases of undue delay in announcement of award by the Committee.   |



21. Punjab University

I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body
- ii) Selection Body or any other consultation Procedure for advising the appointing authority Governing Body (i.e. the Appointing Authority) to include among others Principal as ex-officio member and two senior teachers elected by teachers of not less than 5 years service in the manner prescribed.
- iii) Probation Period One year. In no case to be extended beyond two years.
- iv) Mode or form of actual offer of appointment i.e., letter, contract etc. Written contract.
- v) Whether regular pay scales prescribed - if so, by whom? Minimum pay scales as laid down by the University
- vi) System, if any, to ensure regular and full payment of salary Salary to be paid regularly and in no case later than the 10th of the month following that for which salary is due.
- vii) System, if any to regulate vacation salary  
1. Full vacation salary to teachers who have worked continuously for 9 months before vacation.  
2. Proportionate salary for others who have worked for less than 9 months but more than three months.
- viii) Notice period or payment of salary in lieu thereof in case of termination of service. 3 months: in case of permanent teachers;  
1 month: in case of others.

II Authority for Imposing Penalties

- i) Punishing Authority College Governing Body
- ii) Nature of penalties and grounds for imposing them. Termination of service, with three months notice or three months salary in lieu thereof, for sufficient reasons. Suspension, without notice, on grounds of moral turpitude or misconduct, followed by enquiry and final decision within 3 months and if removed from service, thereafter no notice needed.
- iii) Enquiry Procedure if any, for advising the punishing Authority Enquiry procedure to afford opportunity to teacher to state his case in writing and even by personal hearing, if desired.
- iv) Compensation, if any, provided in case of termination of service due to punishment Three months notice or three months salary to be given in case of termination of service of permanent teachers.

III Appeals against Penalties

- i) First Appellate Authority Appeal Committee  
Procedure for disposal of appeals Comprising Vice-Chancellor or his nominee; one nominee each from the panels of three persons each submitted by teacher and the Management, respectively to enquire and give final decision
- ii) Final Appellate Authority  
Its procedure for disposal of appeals -----do-----
- iii) Role of University in disposal of appeals Vice-Chancellor or his nominee to act as the Chairman of the Appeals Committee.

22. Poona University

I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body
- ii) Role of University - in actual selection or in prescribing procedure for selection. Minimum qualifications for posts laid down by University.
- iii) Probation Period. Two Years;  
Thereafter confirmation to be conveyed to teacher in writing.
- iv) Whether regular pay-scales prescribed - if so, by whom? Minimum pay-scales prescribed by University.
- v) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months for permanent teachers;  
One month for temporary and those on probation.

II. Authority for Imposing Penalties

- i) Punishing Authority College Governing Body
- ii) Nature of Penalties and grounds for imposing them. Termination of service of conferred teachers due to: wilful/persistent neglect of duty; misconduct; breach of contract; physical or mental unfitness; incompetence as also abolition of post.
- iii) Enquiry Procedure, if any, for advising the punishing Authority. Full enquiry to be made on the teacher's demand, including communication of charges to the teacher and giving him adequate opportunity to defend himself.
- iv) Role of University in the matter. Aggrieved teacher, not satisfied with the results of enquiry, to appeal to Vice-Chancellor whose decision to be treated as final.

- v) Compensation, if any, provided in case of termination of service due to punishment.

If no enquiry held or no reasons assigned, the aggrieved teacher is entitled to receive:  
6 months salary and allowances or 12 months salary and allowance provided the service put up is less than or more than 8 years, after confirmation respectively.

### III. Appeals against Penalties

- i) First Appellate Authority

Vice-Chancellor

Procedure for disposal of appeals.

The aggrieved teacher entitled to make an appeal to Vice-Chancellor whose decision is to be treated as final.

- ii) Final Appellate Authority

-do-

Its procedure for disposal of appeals.

- iii) Role of University in disposal of appeals.

-do-

## 23. Rajasthan University

### I. Mode of Recruitment of Teachers

- i) Appointing Authority

College Managing Committee

- ii) Role of University - in actual selection or in prescribing procedure for selection.

Service contract form prescribed by the University. (Form is under revision to give greater security and better terms to teachers).

- iii) Probation Period

Three Years;  
(Reduction of probation period to two years is under consideration).

- iv) Mode or form of actual offer of appointment i.e., letter, contract etc. Written Contract.
- v) Whether regular pay-scales prescribed - if so, by whom? Minimum pay-scales prescribed by an ordinance of University.
- vi) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months for permanent teachers.

## II. Authority for Imposing Penalties

- i) Punishing Authority College Management Committee
- ii) Nature of Penalties and grounds for imposing them. Termination of service of permanent teachers on ground of: Wilful neglect of duty, breach of contract; physical or mental unfitness, and incompetence (the last plea not to be used after 5 years of service).
- iii) Role of University in the matter. Vice-Chancellor or his nominee to act /as his umpire in the Arbitration Committee for settling disputes between teachers and Managing Committee.

## III. Appeals against Penalties

1. First Appellate Authority Arbitration Committee  
Procedure for disposal of appeals. Comprising: a nominee each of the aggrieved teacher and management and the Vice-Chancellor or his nominee (Umpire) to decide disputes arising out of service contract.
2. Final Appellate Authority --do--  
Its Procedure for disposal of appeals.
3. Role of University in disposal of appeals. --do--

24. Ranchi University

As in the case of Bhagalpur University

Sl.No. 6 Page No. 216-217

25. Ravi Shankar University.

As in the case of Jabalpur University

Sl.No. 11 Page No. 224-225

26. Sardar Vallabhbhai Vidyapeeth

I. Mode of Recruitment of Teachers

- |  |  |
|--|--|
| i) <u>Appointing Authority</u>   | College Managements.   |
| ii) <u>Selection Body or any other consultation procedure for advising the appointing authority.</u> | i) Minimum qualifications for all categories of teaching posts prescribed by University.<br>ii) All appointments made to be reported to University Syndicate for its approval within 15 days of date of joining. |
| iii) <u>Role of University - in actual selection or in prescribing procedure for selection.</u>      | ---do---   |
| iv) <u>Whether regular pay-scales prescribed - is so, by whom?</u>                                   | Minimum scales and grades of pay for Principals, Professors, Sr. Lecturers, Lecturers, Teachers, and Demonstrators prescribed by the University.   |

27. Saugar University

As in the Case of Jabalpur University

At Sr.No. 6 Page 224-225

28. Shivaji University

I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body.
- ii) Role of University - in actual selection or in prescribing procedure for selection. Minimum qualifications laid down by University for different categories of posts.
- iii) Probation Period. Two Years;  
Thereafter confirmation to be communicated in writing to the concerned teacher.
- iv) Whether regular pay-scales prescribed - if so, by whom?  
a) Minimum pay scales prescribed by University.  
b) D.A; C.C.A; and H.R.A. at Govt. rates.
- iv) Notice period or payment of salary in lieu thereof in case of termination of Service. 3 months for permanent teacher;  
One month for others.

II. Authority for Imposing Penalties

- i) Imposing Authority College Governing Body empowered to reduce pay or termination of service of permanent teachers.
- ii) Nature of Penalties and grounds for imposing them. Grounds:- Wilful neglect of duty; misconduct; breach of contract, physical/mental unfitness, incompetence, abolition of post.

- iii) Enquiry Procedure, if any, for advising the punishing Authority. Full enquiry - affording adequate opportunity to teacher to defend himself - obligatory if demanded by teacher.
- iv) Role of University in the matter. A sub-Committee of Syndicate to examine complaints etc. against college managements; and the Vice-Chancellor, on its advice, to take appropriate steps.
- v) Compensation, if any, provided in case of termination of service due to punishment. If no enquiry held or no reasons assigned, the aggrieved teacher entitled to receive: 6 months or 12 months salary and allowances according to his service; he had put in less than or more than 8 years of service.

### III. Appeals against Penalties:

- i) First Appellate Authority Vice-Chancellor  
Procedure for disposal of appeals Right to appeal lies with Vice-Chancellor whose decision is final.
- ii) Final Appellate Authority --do--  
Its Procedure for disposal of appeals.
- iii) Role of University in disposal of appeals. --do--
- iv) Any other relevant information. Modifications under Consideration:  
a) Aggrieved teacher not satisfied with the compensation provided as above, entitled to claim full enquiry;  
b) Not satisfied with the results of enquiry, aggrieved teacher entitled, within 1 month, to refer the case to Arbitration Board appointed by Syndicate. In case of decision in favour of teacher, the Governing Body to reinstate the teacher, or pay compensation plus certificate from University clearing the teacher of all charges.



29. Sri Venkateswara University

I. Mode of Recruitment of Teachers

- i) Appointing authority. College Management
- ii) Selection Body or any other consultation procedure for advising the appointing authority. Selection Committee appointed by the Management for this purpose.
- iii) Probation Period. Ordinarily not exceeding 2 years.
- iv) Temporary/Short-term vacancies - Procedure for filling of.
- i) By promotion from lower cadre, if available
- ii) Otherwise by normal procedure of advertizing and selection through Interview.
- v) Mode or form of actual offer of appointment i.e., letter, contract etc.
- a) Through letter in the first instance.
- b) Subsequently, written Contract in the form prescribed by the University.
- vi) Whether regular pay-scales prescribed - if so, by whom? Minimum pay-scales prescribed by the University.
- vii) System, if any to regulate vacation salary.
- a) Permanent teachers:- full salary.
- b) Temporary and others with not less than 8 months' service in academic year:- Full salary unless vacation salary is paid to permanent incumbent, in which case -  $\frac{1}{2}$  of vacation salary.
- c) Temporary for lesser period:- Proportionate Salary.
- viii) Notice period or payment of salary in lieu thereof in case of termination of service.
1. With 3 months' notice in case of termination due to: incompetence, retrenchment, physical unfitness etc.
2. Without Notice: In cases of serious misconduct, insubordination, neglect of duty, mental unfitness etc.

## II. Authority for Imposing Penalties

- i) Punishing Authority Management
- ii) Nature of Penalties and grounds for imposing them. Termination without notice:- due to - Wilful neglect of duty; serious misconduct; gross insubordination; mental unfitness;
- Termination with notice - due to incompetence, physical unfitness, retrenchment etc.
- iii) Enquiry Procedure, if any, for advising the punishing Authority. The concerned teacher to be afforded reasonable opportunity to state his case, in writing or in person, if so desired.

## III. Appeals against Penalties

- i) First Appellate Authority Management - procedure not prescribed.  
Procedure for disposal of appeals
- ii) Final Appellate Authority University Syndicate  
Syndicate to decide its own procedure in each case.  
Its Procedure for disposal of appeals.
- iii) Role of University in disposal of appeals. - do

30. Udaipur University

I - Mode of Recruitment of Teachers

- i) Appointing Authority                      College Management
- ii) Selection Body or any other consultation procedure for advising the appointing authority                      Duly constituted Selection Committee to have one representative of the university.
- iii) Role of University in actual selection or in prescribing procedure for selection.                      1---do---  
2. Service agreement form prescribed by University
- iv) Probation Period                      One year. Extensible up to a maximum of three years
- v) Mode or form of actual offer of appointment i.e., letter, contract etc.                      Written agreement on form prescribed by University
- vi) Whether regular pay-scales prescribed if so, by whom?                      Pay scale and grade to be definitely stated in the written agreement of service
- vii) Notice period or payment of salary in lieu thereof in case of termination of service                      Three months on each side of termination of contract.

II - Authority for Imposing Penalties

- i) Punishing Authority                      College Management.
- ii) Nature of Penalties and grounds for imposing them.                      Termination of service on grounds of wilful neglect of duty; misconduct, breach of contract, physical or mental unfitness and incompetence (The last plea not to be used after five years of service)

III - Appeals against Penalties

- i) First Appellate Authority      Arbitration Tribunal  
Procedure for disposal of appeals      Comprising 2 persons not associated with college - one to be chosen by each party in difference and in case of their non-agreement, the Vice-Chancellor or his nominee to act as umpire ( to settle disputes of permanent teachers only)
- ii) Final Appellate Authority      -do-  
Its procedure for disposal of appeals
- iii) Role of University in disposal of appeals      -do-

31. Varanaseya Sanskrit Vishvavidyalaya

I. Mode of Recruitment of Teachers

- i) Appointing Authority College Managing Committee
- ii) Role of University - in actual selection or in prescribing procedure for selection. Service Contract Form prescribed by the University.
- iii) Probation Period. One Year;  
Extendable upto a maximum of three years.
- iv) Mode or form of actual offer of appointment i. e., letter, contract etc. Written contract.
- v) Whether regular pay-scales prescribed - if so, by whom? Different pay-scales for different classes of affiliated colleges (viz: A, B and C) prescribed by the University.
- vi) System, if any, to ensure regular and full payment of salary. Regular payment of salary upto 7th of each month as laid down in university Statute.
- vii) Notice period or payment of salary in lieu thereof in case of termination of service. 3 months for permanent teacher;  
One month for others.

II. Authority for Imposing Penalties

- i) Punishing Authority College Managing Committee
- ii) Nature of Penalties and grounds for imposing them. Grounds of termination of service: Wilful neglect of duty; misconduct; physical or mental unfitness; and incompetence  
(the last plea not to be used after 5 years of service).

- iii) Role of University in the matter. Vice-Chancellor or his nominee to act as umpire on the Arbitration Committee in cases of differences between the parties.

### III • Appeals against Penalties

- i) First Appellate Authority Arbitration Committee  
Procedure for disposal of appeals. Disputes arising out of contract subject to arbitration under Indian Arbitration Act, 1940 - the Arbitration Committee to consist of: a nominee each of the two parties, and in case of difference an umpire nominated by Vice-Chancellor or Vice-Chancellor himself.
- ii) Final Appellate Authority --do--  
Its Procedure for disposal of appeals.
- iii) Role of University in disposal of appeals. --do--

## 32. Vikram University

### I. Mode of Recruitment of Teachers

- i) Appointing Authority College Governing Body.
- ii) Selection Body or any other consultation procedure for advising the appointing authority. Selection made on the basis of recommendations of a Committee of four Members of Governing Body including the Vice-Chancellor or his nominee.

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- |   |  |
|---|--|
| <p>iii) <u>Role of University - in removal selection or in prescribing procedure for selection.</u></p> | <p>i) The Vice-Chancellor or his nominee to be a member of the Selection Committee.</p> <p>ii) Selection Committee's proceedings to be forwarded to Vice-Chancellor and his observations awaited before making actual appointment.</p> |
| <p>iv) <u>Probation Period.</u></p>   | <p>One year;<br/>Extendable upto a maximum of 3 years.</p>   |
| <p>v) <u>Temporary/Short-term vacancies - procedure for filling of.</u></p>                             | <p>No temporary appointments to be made for less than a year; except for sudden or unexpected vacancies for which appointments may not exceed 6 months.</p>  |
| <p>vi) <u>Mode or form of actual offer of appointment i. e., letter, contract etc.</u></p>              | <p>Written contract on a form prescribed by University.</p>  |
| <p>vii) <u>Whether regular pay-scales prescribed - if so, by whom?</u></p>                              | <p>No minimum pay-scales prescribed; although different categories of teachers (viz. Prof. Associate Professor; Jr. &amp; Sr. Lecturers; laid down by the University.</p>  |

## II. Authority for Imposing Penalties

- |   |   |
|---|---|
| <p>i) <u>Punishing Authority.</u></p>   | <p>College Governing Body</p>   |
| <p>ii) <u>Nature of Penalties and grounds for imposing them.</u></p>                | <p>Reduction in pay or removal from service - but not without a full enquiry and a Resolution of Governing Body passed with 2/3rd majority.</p>   |
| <p>iii) <u>Enquiry Procedure, if any, for advising the punishing Authority.</u></p> | <p>Full enquiry - giving the aggrieved teacher adequate opportunity to defend himself after the Governing Body's resolution ordering removal or reduction in pay has been passed by 2/3 majority.</p> |

iv) Role of University  
in the matter.

University represented on the Tribunal for arbitration of disputes between teacher and Management.

III - Appeals against Penalties

i) First Appellate  
Authority

Procedure for disposal of appeals

Tribunal

Consisting of: Vice-Chancellor; one representative of Syndicate; One nominee of Chancellor of the rank of Distt. Judge to decide disputes arising from Contract. Its decision to be final.

ii) Final Appellate  
Authority

Its Procedure for disposal of appeals.

--do--

iii) Role of University  
in disposal of  
appeals.

--do--

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RETIREMENT BENEFITS TO TEACHERS  
1ST AUGUST, 1965

Universities and Colleges

Retirement benefits available  
in the Universities and their  
Teaching Departments

Name of University	Staff Members of University and their Teaching Deptts			
	Retirement benefits available to Teachers.	Contribution by		Nature of investment & rate of investment.
(1)	(2)	Employee in Percentage	University in Percentage	(5)
1. Agra	C.P.F.	8-16% of basic pay.	i) 12% for salary less than Rs. 500 p.m. ii) 10% for salary between 500 to 1,000. iii) 8% for above 1,000.	i) Post Office Saving. ii) Govt. Securities.
2. Aligarh	C.P.F. (Triple benefit scheme is under consideration)	4-24% of basic pay.	8 <sup>1</sup> / <sub>5</sub> % of the pay.	Rate of interest varies from year to year.
3. Allahabad	C.P.F. for permanent employees.	8%	12% salary of subscriber if it is less than Rs. 500/-. 10% if it is bet. 501-1000; & 8% for salary above Rs. 1000.	There is no fixed rate of interest for each year.
4. Andhra	C.P.F.	6% of basic pay	3% of basic pay	

(In addition to this the State Government, at the time of retirement, gives a lump sum equivalent to one third of the total outstanding provident fund.)

(1)	(2)	(3)	(4)	(5)
5. Andhra Agricultural University.		No statutes, laying down retirement benefits and contributory provident fund to the teachers and other employees have yet been issued.		
6. Annamalai				
7. Banaras Hindu University.	C.P.F.	8.1/3% of the salary	8.1/3% of the salary.	Rate of interest varies from year to year.
(Triple benefit scheme has been accepted, Government's approval awaited.)				
8. Bangalore		(Rules being framed)		
9. Bhagalpur	C.P.F.	Minimum 1½ annas per Re. of the salary & maximum annas four.	1½ annas per Re.	Postal Savings Account.
10. Bihar	C.P.F.	Minimum 1½ annas & maximum 4 annas per Re. of the salary.	1½ annas per Re.	Postal Savings Account.
Note: It is proposed to increase the rate to 10% of total emoluments.				
11. Bombay	1. C.P.F. 2. Gratuity: (Max. 8 months pay or Rs. 8000/- whichever is less).	1/12th of the salary and not to exceed 8.1/3% of salary.	1/12th of the salary and not to exceed 8.1/3% of salary.	5% rate of interest.

(1)	(2)	(3)	(4)	(5)
12. Burdwan	C.P.F.	8.1/3% of the salary.	8.1/3% of the salary.	4%
13. Calcutta	C.P.F.	8.1/3% of the salary.	8.1/3% of the salary.	Min. 3%
(Retirement benefit - 1/2 month's pay for every completed year of service subject to a maximum of Rs. 7,200/- provided 15 years continuous service is rendered.)				
14. Delhi	C.P.F.	8.1/3% of the salary	8.1/3% of the basic pay	3 1/4%
(Triple benefit scheme is under consideration).				
15. Gauhati	i) C.P.F. ii) Gratuity	9% of basic pay	9% of subscriber's basic pay.	Postal Savings Account
16. Gorakhpur	i) C.P.F. ii) Gratuity	8% to 15% of basic pay.	i) 12% for salary less than 500 p.m. ii) 10% for salary bet. 501 to 1,000. iii) 8% for above 1,000.	Postal Saving Account 4%
17. Gujarat	i) C.P.F. ii) Gratuity	1/12 of the basic salary	1/12 of the basic salary.	4%
(1/2 month basic salary for each completed year of service after 7 years - After 15 years service 1 month's salary for each completed year of service subject to 15 months salary or Rs. 15,000 whichever is less - to be given on death, retirement, resignation or termination.				

(1)	(2)	(3)	(4)	(5)
18. Indira Kala Sangeet Vishwa Vidyalaya.	C.P.F.	6½% if pay is less than Rs. 200/-.  8% if pay is above Rs. 200/-.	10% of pay.	5½%
19. Indore	C.P.F. Rules under consideration.			
20. Jabalpur	C.P.F.	8% of the pay	10% of the pay	Postal Savings Account.
21. Jadavpur	i) C.P.F. ii) Gratuity	1/12th of the salary.	1/12th of the salary.	4-5%
	(Gratuity: ½ month's pay for each completed year of service provided 15 years' service is rendered.)			
22. Jammu & Kashmir	C.P.F.	8.1/3% of the pay	8.1/3% of the pay.	Bank deposit.
23. Jawaharlal Nehru Krishi University.	C.P.F.	10% of salary.	10% of salary.	At the State Govt. rate of interest.
24. Jiwaji	i) C.P.F. ii) Gratuity	8½%	12% (for those drawing less than Rs. 500 p.m.)  10% (drawing bet. 501-1000 p.m.)  8½% (drawing above Rs. 1000/-)	Postal Savings Acctt.
	(Employees whose maximum salary is less than Rs. 60/-p.m. and who are not entitled to P.F. benefits are eligible to get gratuity according to rules.)			

(1)	(2)	(3)	(4)	(5)
25. Jodhpur	C.P.F.	8% of salary.	10% for pay less than 500/- & 8% for more than Rs. 500/- p.m.	Postal Savings Account. 4%
26. Kalyani	C.P.F.	8.1/3% of pay	8.1/3% of pay	3½%
27. Kameshwar Singh Darbhanga Sanskrit Univ.	C.P.F.	8.1/3% of pay	12½% if pay is less than Rs. 40/-p.m. 12% for bet. 41-500/-. 10% for bet. 501-1000/-. 8% if pay exceeds Rs. 1000/-.	Postal Savings Account.
28. K. S. D. Sanskrit University Darbhanga.	C.P.F.	Equal	Equal	
29. Karnatak	i) C.P.F.	1/12th of basic pay	1/12th of basic pay	4%
For employees below 45 years of age at the time of recruitment.	ii) Group Insurance	Employee is required to insure his life for the amounts admissible.	1/4th of the premium.	

(1)	(2)	(3)	(4)	(5)
Karnatak (Contd.)				
	iii) Gratuity	(in special cases the employees who dies or retire are given financial benefits not exceeding Rs. 5000/- at the discretion of the Syndicate).		
Above 45 Yrs. of age,	G.P.F.	10% of pay	10% of pay	
30. Kerala	General Provident Fund	6% of basic pay	No contribution by university.	4%
	GPF not yet started though promised.			
31. Kurukshetra	i) G.P.F. ii) Bonus iii) Gratuity	1. 10% of salary	10% of salary	
		2. Bonus equal to $\frac{1}{2}$ month's pay for each completed year of service provided 15 years' service is rendered. No bonus is admissible after 30 years of service.		
		3. In cases of real hardship stipends and annuities (either or both) can also be granted.		

(1)	(2)	(3)	(4)	(5)
32. Lucknow	G.P.F.	8% of pay	<p>12½% where pay is less than Rs. 40 p.m.</p> <p>12% -do- Rs. 40-500;</p> <p>10% -do- Rs. 501-1000</p> <p>8% -do- above Rs. 1000/-.</p>	<p>3.80p. Var:</p> <p>from year to year</p>
33. Madras	1. G.P.F.	Minimum 6¼% and not exceeding 15%		Invested in safe Govt. securities.
	2. <u>Insurance:</u>	Minimum of Rs. 5000/-, Premium to be paid at teacher's option from his pay or his P.F. (No Insurance is necessary for those who have crossed age of 50).		
	3. <u>Gratuity:</u>	<p>In lieu of University's contribution gratuity at the prescribed rate will be admissible provided 5 years service is rendered. The scale is ½ month's emoluments upto 8 years' of service and descending scale upto ¼ months' pay upto 20 years' of service but in no case exceeding Rs. 24,000/-.</p>		
	4. <u>Pension:</u>	After 10 years of qualifying service, pension at the prescribed rates is also admissible in addition.		
34. Magadh	1. P.F.			
	2. Insurance	) Yet to be started		
	3. Gratuity	) though to be provi-		
	4. Pension	) ded according to the Act.		



(1)	(2)	(3)	(4)	(5)
Magadh (Contd.)				
	5) C.P.F.	Upto 4 annas per rupee	1½ annas per rupee	Postal Savings Account 4% interest at present.
35. M. S. University of Baroda.	1) G.P.F. 2) Gratuity:	1/12 of basic pay	1/12th of basic pay.	4½%
	½ months basic salary after 7 years of service - 1 months' basic salary after 15 years service subject to maximum of Rs. 15,000/-.			
36. Marathwada.	1) C.P.F. 2) Group Gratuity Scheme (15 days' salary for each year of completed service subject to a maximum of 15 months).	i) 1/12 of the salary ii) 8.1/3% of the salary	i) 1/12th of the salary ii) 8.1/3% of the salary.	Fixed Deposits @ 7.5/8% per year.
37. Mysore	C.P.F.	10% of pay	10% of pay	3½%
	(Persons entered in service after 1.1.1957 or opted for C.P.F.)			
	Persons who were in service prior to 1.1.1957 are given option to opt for pension and death cum retirement gratuity or C.P.F.			
38. Nagpur	G.P.F.	8% of basic pay	6¼% of basic pay	4%

(1)	(2)	(3)	(4)	(5)
45. Patna Same rate of interest as is paid by the Bank on the deposits year fixed Bank	(1) C.P.F.	1 1/2 annas per Re. of basic pay	1 1/2 annas per Re. of basic pay	Postal Savings Account. Can be deposited in Govt. securities if desired by subscriber.
(For those appointed under Patna University Act 1917 and not after Patna University Act 1951)	(2) Gratuity	10% of basic pay	10% of basic pay	1/2 months pay for each completed year of service up to 10 years, 2/3 months pay for each completed year of service between 10 years and 20 years, 3 months pay for each completed year of service beyond 20 years.
46. Poona Bank 4%	C.P.F.	8.10% of basic pay	8.10% of basic pay	Government Securities.
47. Rabindra Bharati	C.P.F.	30 years' service. Payable on retirement or death.	8.1/3% of pay	Government Securities. 3.75%
48. Rajasthan basic pay 10% of	C.P.F.	10% of basic pay	10% for pay less than Rs. 500	Postal Savings Account.
49. Ranchi basic pay 1-3%	C.P.F.	8.1/3% of basic pay	8.1/3% of pay more than Rs. 500	Postal Savings Account.
50. Ravi Proposals submitted to Government	P.F.	8.1/3%	8.1/3% for pay more than Rs. 500	Postal Savings Account.
39. North Bengal at discretion basic pay 3 3/4%	C.P.F.	8.1/3% or more	8.1/3% of basic pay	Postal Savings Account.

(1)	(2)	(3)	(4)	(5)
45. Patna	(1) C.P.F.  (2) Gratuity  (For those appointed under Patna University Act 1917 and not after Patna University Act 1951) After having served the University for at least 10 years.	$1\frac{1}{2}$ annas per Re. of basic pay & can be raised to 2-4 annas a rupee.	$1\frac{1}{2}$ annas per Re. of basic pay (Proposed to be increased to 10% of total emoluments).	Postal Savings Account. Can be deposited in Govt. securities if desired by subscriber.
46. Poona	C.P.F.	8. $1/3$ % of pay	8. $1/3$ %	Government Securities.
47. Rabindra Bharati	C.P.F.	8. $1/3$ % of pay	8. $1/3$ % of pay	Government Securities. 3.75%
48. Rajasthan	C.P.F.	8. $1/3$ %	10% for pay less than Rs. 500 p.m.  8. $1/3$ % for pay more than Rs. 500 p.m.	Postal Savings Account.
49. Ranchi	C.P.F.	9- $3/8$ % to 25%	9- $3/8$ %	Postal Savings Account.
50. Ravi Shanker	P.F.	8. $1/3$ %	8. $1/3$ %	Postal Savings Account.

(1)	(2)	(3)	(4)	(5)
51. Roorkee	C.P.F.	6 $\frac{1}{4}$ % to 15.5 $\frac{5}{8}$ %	8% of pay	4%
52. Sardar Vallabhbai Vidyapeeth	P.F.  Gratuity ( $\frac{1}{2}$ month's basic salary for each completed year of service on completion of 7 years' service, one month's salary for each completed year of service on completion of 15 years' service. The total amount of gratuity shall not exceed 15 months' salary or Rs. 15,000/- whichever is less. Payable on retirement or death or resignation or death).	8.1 $\frac{1}{3}$ %	8.1 $\frac{1}{3}$ %	Rate of interest 3% for opening balance & 2 $\frac{1}{2}$ % on subscription
53. Saugar	C.P.F.	8% of the salary	12% of the salary.	
54. Shivaji	C.P.F.	1/12th of Salary.	1/12th of salary.	
	(Group Gratuity Scheme under consideration).			
55. S.N. D. T. Women's	C.P.F.  Gratuity	9% of basic pay.	9% of basic pay	4%
	(Gratuity applicable at the discretion of the Syndicate to employees rendered permanently invalid while in service, or the heirs of such employees who die in service provided 5 years' service is rendered. Calculations will be made @ one month's salary for every year of completed service subject to maximum of 12 months' salary.			

(1)	(2)	(3)	(4)	(5)
56. Sri Venkateswara	1. Teachers' Provident Fund or 2. Pension Fund or 3. Provident-cum-Pension cum Insurance Fund.	8%	10% if pay is less than Rs. 500 p.m.  8% if pay is more than Rs. 500/-	
57. Udaipur	C.P.F.	8%	10% if pay is less than Rs. 500/-p.m.  8% if pay is more than Rs. 500/-.	
58. University of Agricultural Sciences, Bangalore.	C.P.F.	8.1/3%	8.1/3%	Postal Savings Account.
59. Utkal	C.P.F.	1/12th of salary	1/12th of salary	
	(The grant of gratuity, pension, etc. is under consideration).			
60. U.P. Agricultural	C.P.F.	8%	12% where salary is below Rs. 500/-p.m.  10% where salary is bet. Rs. 50 to 1000 p.m.  8% where salary is above Rs. 1000/-p.m.	i) Postal Savings Account, ii) Post Office cash certificate, iii) Govt. Securities.

(1)	(2)	(3)	(4)	(5)
61. Varanaseya Sanskrit Viswavidya- laya, Varanasi.	C.P.F.	8.1/3%	12% where salary is below Rs. 500 p.m.  10% where salary is between 501- 1000 p.m.  8.1/3% where salary is above Rs. 1,000 p.m.	Postal Savings Bank.
62. Vikram	C.P.F.	8.1/3% with option to raise upto 18.1/3% of his salary.	12% where salary is below 500 p.m.  10% where salary is between 501-1000 p.m.  8.1/3% where salary is above Rs. 1000 p.m.	
63. Vishva- Bharati	C.P.F.	8.1/3%	8.1/3%	

(Triple Benefit Scheme has been adopted by the University and approval for its implementation is awaited from U.G.C.)

Retirement benefits available to Teachers in the Affiliated/Constituent Colleges.

Name of the University	Retirement benefits available to Teachers	Teachers in Constituent/Affiliated Colleges Contribution by		Nature of investment & rate of interest.
1	2	3	4	5
1. Agra	C.P.F.	6½% of emoluments	6½% of emoluments.	Post Office Savings Account
2. Aligarh		Not available		
3. Allahabad	C.P.F.	6½% to 8% of emoluments.	6½% to 12% of emoluments.	Post Office Saving Accounts 4%
4. Andhra	C.P.F.	6%	3%	
5. Andhra Agricultural University		Not available		
6. Annamalai		Not available		
7. Banaras Hindu University		Not available		
8. Bangalore	C.P.F.	6½% to 8.1%	6½% to 8.1/3%	1½ annas per Re.
		(No uniform scheme)		

1	2	3	4	5
9. Bhagalpur	C.P.F.	Minimum $1\frac{1}{2}$ & maximum 4 annas per Re. of the salary	$1\frac{1}{2}$ annas per Re	Postal Savings Account
10. Bihar	C.P.F.	Minimum $1\frac{1}{2}$ & maximum 4 annas per Re. of the salary	$1\frac{1}{2}$ annas per Re	Postal Savings Account.
<p>Note: It is proposed to increase the rate to 10% of total emoluments</p>				
11. Bombay	C.P.F. & Gratuity	8.1/3% of monthly salary	8.1/3% of monthly salary	
12. Burdwan	C.P.F.	6 $\frac{1}{4}$ %	6 $\frac{1}{4}$ %	
13. Calcutta	P.F.	6 $\frac{1}{4}$ %	6 $\frac{1}{4}$ %	
14. Delhi	C.P.F.	8.1/3% of Basic Pay	8.1/3% of Basic Pay	3 $\frac{1}{4}$ %
15. Gauhati	C.P.F. & Gratuity	Rate varies from College to College		Postal Savings Account
16. Gorakhpur	C.P.F.	6 $\frac{1}{4}$ % to 15%	6 $\frac{1}{4}$ %	Postal Savings Account
17. Gujarat	C.P.F.	According to University or Government rules		
18. Indira Kala Sangeet Vishwavidyalaya		Not applicable		
19. Indore				



1	2	3	4	5
20.	Jabalpur C.P.F.	Min. 5% & max. 10%	10%	Postal Savings Account
21.	Jadavpur	University has no affiliated colleges		
22.	Jammu & Kashmir	i) C.P.F. Minimum 6¼% of the salary for teachers in Government colleges ii) Pension	Minimum 6¼% of the salary	Bank deposit
23.	Jawaharlal Nehru Krishi University	C.P.F. 10% of salary	10% of salary	At the State Government rate of interest
24.	Jiwaji	Information not available		
25.	Jodhpur	C.P.F. (No uniform rates. Employees' and management's contribution ranges from 6¼% to 1/16th of pay)		
26.	Kalayani			
27.	Kameshwar Singh Darbhanga Sanskrit University	C.P.F.		
28.	Karnatak	i) C.P.F. 6¼% to 8% of the Insurance pay ii) Group iii) Gratuity	6¼% to 8% of the pay	4%
		Pension in affiliated colleges given by State Government		
29.	Kerala	C.P.F. 6% of the pay	3% of the pay by management 3% by the university	

1	2	3	4	5
30. Kurukshetra		Follow Government Provident Fund Rules		
31. Lucknow	C.P.F.	Constituent Colleges As for University Affiliated Colleges 6¼%	6¼%	Postal Saving Account
32. Madras	Same as for University			
33. Magadh	C.P.F.	Up to 4 as per Re.	10 paise per Re.	Postal Saving Account 4%
34. M.S. University of Baroda	G.P.F.	1/12th of basic pay Same as university for constituent colleges	1/12th of basic pay	4½%
35. Marathwada	C.P.F.	1/12th to 1/16th  6% to 8½%	1/12th to 1/16th  6% to 8½%	
36. Mysore	C.P.F.	No rules or Pension and death- cum-retirement gratuity		
37. Nagpur	C.P.F.	10% of basic pay	10% of basic pay	
38. North Bengal	C.P.F.	6¼% of basic pay	6¼% of basic pay	
39. Orissa	Agricultural & Technology			

1	2	3	4	5
40. Osmania	Each college has separate rules			
41. Punjab	P.F.	6¼%	6¼%	Postal Savings Account
42. Punjab Agri-culture	P.F.	10% of pay as for university		4%
43. Punjab	P.F.	6¼% of Pay	6¼% of pay	
44. Patna	C.P.F.	9-3/8 - 25%	9-3/8%	Postal Savings Account. Can be invested in Govt. securities if desired
45. Poona	University has no constituent colleges			
46. Rabindra Bharati	No affiliated colleges			
47. Rajasthan	C.P.F.	As for university		Postal Savings Account or any approved securities (In case of Government colleges the rules of the State Government in respect of pension or provident fund are applicable)
48. Ranch	C.P.F.	9¾%		
49. Ravi Shankar	C.P.F.	6¼% to 10%	6% to 10%	
(In Government colleges there is provision of pension or retirement.)				
50. Roorkee	No affiliated colleges			

1	2	3	4	5
51. Sardar Vallabhbhai Vidyapeeth	C.P.F.	6¼%	6¼%	3%
52. Saugar	C.P.F.	5% or up to 10%	10% of pay	
(C.P.F. can be utilised for payment of premium on life insurance)				
53. Shivaji	C.P.F. or Pension	6¼%	6¼%	
(Premium regarding insurance policy on teachers' life could be paid out of Provident Fund)				
54. S.N.D.T.	C.P.F.	6¼% of basic pay	6¼% of basic pay	4%
(Only in one college the contribution is 8¼%)				
55. Sri Venkateswara	Affiliated Government colleges follow State Government rules regarding pension and gratuity. No rules have been framed by university for other colleges			
56. Udaipur	C.P.F.	8% if pay is less than Rs. 500 P.M. 10% if pay is more than Rs. 500/-		
57. University of Agricultural Science, Bangalore	C.P.F.	8¼%	8¼%	Postal Savings Account

1	2	3	4	5
58. Utkal				
59. U.P. Agricultural				
60. Varanasiya Sanskrit		1) In affiliated colleges no old age benefit scheme is in vogue ii) University has no constituent or associate colleges		
61. Vikram C.P.F.		5% to 10% 10%		
62. Visva-Bharati				

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**SALARY SCALES OF TEACHERS**

**SECTION III**

**OTHER CATEGORIES OF TEACHERS**

PRESENT POSITION OF SALARY SCALES OF  
TEACHERS OF TECHNICAL INSTITUTIONS

In pursuance of the recommendations of the Conference of the Heads of Engineering Institutions held at New Delhi in 1958, the All-India Council for Technical Education recommended the following revision of salary scales for technical teachers:-

I. DEGREE AND POST-GRADUATE INSTITUTIONS

Designation of Post	Salary Scales for institutions in	
	Class A	Class B
Director-Principal	/Rs. 2000-2500 - (in exceptional cases an additional pay of Rs. 500 may be allowed)	1300-60-1600-100-1800
Professor (Senior Scale)	1600-100-1800	
Professor (Ordinary Scale)	1000-50-1500	1000-50-1500
Assistant Professor	600-40-1000-50/2-1150	600-40-1000-50/2-1150
Lecturers	350-350-380-380-30-590-EB-30-770-40-850 with a starting salary of Rs. 410/-p.m.	350-350-380-380-30-590-EB-30-770-40-850 with a starting salary of Rs. 410/-p.m.
Workshop Superintendent	600-40-1000-50/2-1150	600-40-1000-50/2-1150

The number of posts in the senior and ordinary scales for Professors should be determined from time to time. Ordinarily there would be no post of senior professor in a Class B institution. However, having regard to the personal eminence of a member of the staff, a post of professor in the senior scale may be created in a class 'B' institution also. Also the number of posts in the Senior and Ordinary scales for professors should be determined from time to time.

For the purpose of salary scales, all existing posts of Associate Professors should be regarded as Professors in Ordinary Scale and the post of Readers regarded as Assistant Professors.

2. DIPLOMA INSTITUTIONS

(a) The salary scales in these institutions should be as follows:-

<u>Designation of post</u>	<u>Salary Scale</u>
Principal	800-40-1000-50-1250
Head of the Department (Lecturer-in-charge)	600-40-1000
Lecturer	350-350-380-380-30-590- EB-30-770-40-850
Workshop Superintendent	-do-
Senior Instructor	260-10-300-15-450-25/2- 500
Junior Instructor	160-10-300

RECENT REVISION

2. The Government of India in consultation with the Planning Commission examined the recommendations of the All India Council for Technical Education and decided that salary scales of teachers of technical institutions should be revised as shown below:-

(a) Engineering Colleges and other Technical Institutions conducting first degree courses in Engineering/Technology.

Principal:- The salary scales should be the same as for the Superintending Engineering P.W.D. of the State Government concerned.

Assistant Professor and Workshop Supdt: Rs. 600-40-1000-50/2-1150

Lecturers: Rs. 350-350-380-380-30-590-  
EB-30-770-40-850



(b) Polytechnics conducting diploma courses.

Principal	- Rs. 800-40-1000-50-1000
Head of the Deptt.	- Rs. 600-40-1000
Lecturer and Workshop Supdt.	- Rs. 350-350-380-380-30- 590-EB-30-770-40-850
Senior Instructor	- Rs. 260-10-300-15-450- 25/2-500
Junior Instructor	- Rs. 160-10-300

3. These scales are applicable to the teaching staff of both Government and non-Government institutions. Government of India have decided to bear the entire additional expenditure involved in the implementation of the above scheme for a period of five years in the first instance. The question of the manner in which that responsibility would generally devolve on State Government etc. after the 5-year period is under consideration.

4. So far the following States have agreed to implement the scheme:-

1. Andhra Pradesh
2. Madhya Pradesh
3. Assam
4. Punjab
5. Rajasthan
6. Gujarat
7. Madras
8. Orissa
9. Uttar Pradesh
10. Mysore.

5. In regard to University institutions, the recommendations have been accepted by the University Grants Commission with slight modifications and the following scales have been approved.

Degree Institutions

Director/Principal	Rs. 1300-1800
Professor	Rs. 1000-1500
Assistant Professor & Workshop Supdt.	Rs. 600-1150
Lecturer	Rs. 350-850 with a starting salary of Rs. 410/-

Diploma Institutions

Principal	Rs. 800-1250
Head of the Deptt.	Rs. 600-1000
Lecturer	Rs. 350-850
Workshop Superintendent	Rs. 350-850
Senior Instructor	Rs. 260-500
Junior Instructor	Rs. 160-300

6. It may also be stated that the All India Council for Technical Education at its meeting recommended that the minimum pay scale of a Principal of a first degree institution should be Rs. 1000-1800 and that of a Professor Rs. 1000-1500. The Council also recommended that wherever the pay scales were higher and the State Governments wished to have parity, the benefit should be extended to the Principals and Professors of technical institutions concerned. The views of State Governments have been sought in the matter.

COUNCIL OF  
SCIENTIFIC & INDUSTRIAL RESEARCH

Revised Pay Rules 1960  
(Schedule of Pay Scales)

I - RESEARCH

S.No.	Name of Post	Revised Scale
1.	Director	Rs. 2500 Rs. 2750 For outstanding Rs. 3000 Scientists Rs. 2250 Rs. 2000 Rs. 1800-10-2000 Rs. 1600-100-1800
2.	Deputy Director	Rs. 1600-100-1900
3.	Assistant Director- in-Charge	Abolished
4.	Assistant Director	Rs. 1300-60-1600
5.	Combustion Engineer	Rs. 7300-60-1600
6.	Senior Scientific Officer(Gr.I)	Rs. 700-50-1250
7.	Senior Scientific Officer(Gr.II)	Rs. 400-40-800-50-950
8.	Chemical Engineer	-do-
9.	Research Engineer	Rs. 350-25-500-30-590-EB- 30-800
10.	Junior Scientific Officer	Rs. 350-25-500-30-590-EB- 30-830-35-900
11.	Chemical Engineer	---do---

II - TECHNICAL

1.	Assistant Director- General	Rs. 1300-60-1600-100-1800
2.	Industrial Liaison Officer	---do---
3.	Technical Secretary to Director-General	Rs. 900-50-1200
4.	Regional Liaison Officer	Rs. 700-40-1100-50/2-1250
5.	Senior Technical Officer(Grd.I)	---do---
6.	Patents Officer	---do---
7.	Officer on Special Duty(Extension)	---do---
8.	Project/Design Engineer	---do---

S.No.	Name of Post	Revised Scale
9.	Senior Technical Officer (Gr.II)	Rs.400-400-450-30-600-35-670-EB-35-950
10.	Workshop Superintendent	--do--
11.	Statistician	--do--
12.	Plant Engineer	--do--
13.	Statistical Officer	--do--
14.	Mechanical Engineer	Rs. 350-25-500-30-590-EB-30-800
15.	Junior Technical Officer	Rs. 350-25-500-30-590-EB-680
16.	Designer	--do--
17.	Geologists	--do--
18.	Garden Superintendent	--do--
19.	P.A.(Technical)	--do--
20.	Stores Officer	--do--
21.	Purchase Officer	--do--
22.	Junior Scientific Officer (Non-Res.)	--do--
23.	Stores Verification Officer	--do--
24.	Assistant Surgeon (Grd.I)	Rs.325-25-500-30-590-EB-30-800

III - INFORMATION AND LIBRARY

1.	Assistant Director (Information)	Rs. 1100-50-1500
2.	Senior Scientific Officer (Information)	Rs. 700-40-1100-50/2-1250
3.	Senior Documentation Officer(INSDOC)	--do--
4.	Information Officer	Rs. 400-400-450-30-600-35-670-EB-35-950
5.	Documentation Officer	--do--
6.	Senior Trans. & Abstr. Officer	--do--
7.	Reproduction Officer	--do--
8.	Junior Scientific Officer(Information)	Rs. 350-25-500-30-590-EB-30-680
9.	Junior Information Officer	-do--

S. No.	Name of Post	Revised Scale
10.	Junior Documentation Officer	Rs. 350-25-500-30-590-EB-30-680
11.	Jr. Trans. & Abstr. Officer	--do--
12.	Photographic Officer (Junior)	--do--

IV- PUBLICATIONS DIRECTORATE

1.	Chief Editor	Rs. 1600-100-1900
2.	Editor	Rs. 700-40-110-50/2-1250
3.	Production Officer	--do--
4.	Senior Scientific Officer	--do--
5.	Technical Information Officer	--do--
6.	Assistant Editor	Rs. 400-400-450-30-600-35-670-EB-35-950
7.	Documentation Officer	--do--
8.	Scientific Reporter	--do--
9.	Publicity Officer	--do--
10.	Officer-on-Special Duty (Hindi)	--do--
11.	Junior Information Officer	Rs. 350-25-500-30-590-EB-30-680
12.	Sales and Distribution Officer	--do--
13.	Commercial Artist	--do--
14.	Senior Artist	--do--
15.	Librarian(Senior)	Rs. 210-10-290-15-320-EB-15-425-EB-15-530

V - NATIONAL REGISTER UNIT

1.	Assistant Director	Rs. 1100-50-1500
2.	Personnel Officer(Tech.)	Rs. 700-40-1100-50/2-1250
3.	Sr. Technical Officer	Rs. 400-400-450-30-600-35-670-EB-35-950
4.	Assistant Editor	--do--
5.	Junior Technical Officer	Rs. 350-25-500-30-590-EB-30-680

VI - ENGINEERING STAFF (CIVIL)

S. No.	Name of Post	Revised Scale
1.	Principal Engineer Officer	Rs. 1300-60-1600-100-1800
2.	Architect	Rs. 700-40-1100-50/2-1250
3.	Structural Engineer Officer	--do--
4.	Engineer-Officer, II & Engineer-in-Charge	Rs. 400-400-450-30-600-35-670-EB-35-950
5.	Architect	--do--
6.	Architectural Assistant	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900
7.	Clerk of Works/ Civil Engineer	--do--

VII - ADMINISTRATIVE AND MINISTERIAL POSTS

1.	Secretary (CSIR)	Rs. 2250 (fixed)
2.	Deputy Secretary	Rs. 1100-50-1300-60-1600-100-1800
3.	Under Secretary/Administrative Officer, Gr. I	Rs. 900-50-1200
4.	Budget & Accounts Officer	Rs. 900-50-1200
5.	Administrative Officer (Grade II)	Rs. 620-30-830-35-900
6.	Section Officer (Grade II)	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900
7.	Section Officer (Grade III) (Persons appointed to Grade III by promotion entitled to start on Rs. 325)	(Persons appointed by promotion will start on Rs. 400/-)
8.	Law Officer	Rs. 900-50-1250
9.	Accounts Officer	Rs. 590-30-830-35-900

Salary Scales of Teaching Staff in Medical  
Colleges in India (1965-66)

Name of the Post	Scale of Pay	Remarks
<u>ANDHRA PRADESH</u>		
1. Professor	Rs.700-40-900-50-1100	Except for Medical College, Kurnool where pay scale is Rs.800-50-1100 + Rs.100 N.P.A.*
2. Associate Professor	Rs.700-50/-1000 + Rs.100 N.P.A.	
3. Lecturer	Rs.325-20-425-25-700	
4. Demonstrator	Rs.150-7½-210-10-250	
5. Tutor	Rs.325-20-425-25-700	Except for S.V. Medical College, Tirupati where pay scale is Rs.400-20/1-600 + Rs.50 N.P.A.*
<u>ASSAM</u>		
1. Professor	Rs.850-50-1000-50-1500	
2. Associate Professor	Rs.500-30-650-EB-35-720-40-800	
3. Demonstrator	Rs.325-20-425-EB-25-600 + Compensatory allowance of Rs.125 p.m.	
<u>BIHAR</u>		
1. Professor	Rs.1000-50-1200-100-1500	
2. Associate Professor	Rs.900-50-1200	
3. Lecturer	Rs.600-40-800-EB-50-900	

\* N.P.A. means Non-Practising Allowance

Name of the Post	Scale of Pay	Remarks
4. Tutor	Rs. 350-30-500	
<u>GUJARAT</u>		
1. Professor	Rs. 1100-1100-50/2-1200-50-1400	
2. Associate Professor	Rs. 800-40-1000-50-1200	
3. Lecturer	Rs. 585-30-825-35-860-40-900	
4. Junior Lecturer	Rs. 300-300-30-15-385-20-485-EB-20-585-25-735	
<u>JAMMU &amp; KASHMIR</u>		
1. Professor	Rs. 1000-50-1500	
2. Associate Professor	Rs. 600-50-1100	
3. Assistant Professor	Rs. 450-30-600-40-800+ Rs. 75	
4. Demonstrator	(i) Rs. 300-700+Rs. 50 (ii) Rs. 250-600	
<u>KERALA</u>		
1. Professor	Rs. 800-1000 (+D.P.=Rs. 60 +D.A.=Rs. 40+C.A.=Rs. 100)	
2. Associate Professor	Rs. 700-900 (+D.P.=Rs. 60 +D.A.=Rs. 40+C.A.=Rs. 100)	
3. Assistant Professor	Rs. 475-700 (+D.P.=Rs. 60 +D.A.=Rs. 11+C.A.=Rs. 75)	
4. Lecturer	Rs. 250-400 (+D.P.=Rs. 50 +D.A.=Rs. 10+C.A.=Rs. 50 +Spl. pay = Rs. 50)	
<u>MADHYA PRADESH</u>		
1. Professor	Rs. 950-30-1100-1100-30-1160 (Clinical)	
2. Assistant Professor	Rs. 580 (6 years)-30-700-700-50-850-EB-25-950	



Name of the Post	Scale of Pay	Remarks
3. Lecturer	Rs. 360-15-405-20-425-25-550-550-EB-25-700.	
4. Demonstrator	Rs. 235	
<u>MADRAS</u>		
1. Principal	Rs. 1600-100-2000...	
2. Professor	Rs. 1100-50-1400+Non-Practising Allowance	
3. Associate Professor	Rs. 900-40-1100-50/2-1250+N.P.A.	
4. Reader	Rs. 570-30-600-35-670-EB-35-950+Non-Practising Allowance	
5. Lecturer	Rs. 550-50-650	
6. Demonstrator	Rs. 335-15-425+N.P.A.	
7. Registrar	Rs. 250-10-350+N.P.A. at 25% of pay.	
<u>MAHARASHTRA</u>		
1. Professor	(i) Rs. 1000-50-1250-EB-50-1400+Rs. 250 N.P.A. (ii) Rs. 1100-50-1400+N.P.A. 250	(For Armed Forces Medical College, Poona)
2. Assistant Professor	(i) Rs. 590-30-680-40-720-EB-40-920+150 N.P.A. (ii) Rs. 550-30-640-40-850+Rs. 50 N.P.A.	(For Armed Forces Medical College, Poona)
3. Reader	Rs. 550-30-640-40-880+N.P.A.	-do-
4. Lecturer	(i) Rs. 280-20-300-25-425-EB-25-500+Rs. 50 N.P.A. (ii) Rs. 300-15-450-20-490-25-680+N.P.A. Rs. 150	-do-
5. Demonstrator	Rs. 335-15-425+Rs. 150 N.P.A.	
6. Tutor	Rs. 280-20-300-25-425-EB-25-500+Rs. 50 N.P.A.	

Name of the Post	Scale of Pay	Remarks
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MYSORE

- |                        |   |  |
|------------------------|---|--|
| 1. Principal           | Rs. 800-40-1000-50-1100+<br>Rs. 200 N.P.A.          |  |
| 2. Professor           | Rs. 700-40-900-50-1100+<br>Rs. 200 N.P.A.           |  |
| 3. Associate Professor | Rs. 600-40-1000+T.A. Rs. 50+<br>N.P.A. Rs. 150      |  |
| 4. Assistant Professor | Rs. 450-25-750-30-800+<br>N.P.A. Rs. 100            |  |
| 5. Lecturer            | Rs. 400-25-650-20-800+<br>N.P.A. Rs. 100            |  |
| 6. Registrar           | Rs. 500-25-550-30-700+<br>T.A. Rs. 50+N.P.A. Rs. 75 |  |

PUNJAB

- |                                 |                                  |  |
|---------------------------------|----------------------------------|--|
| 1. Professor                    | Rs. 1000-75-1600                 |  |
| 2. Associate Professor          | Rs. 800-50-1400                  |  |
| 3. Assistant Professor          | Rs. 750-50-1000/50-<br>1250      |  |
| 4. Senior Lecturer              | Rs. 450-30-600/40-750/50-<br>950 |  |
| 5. Lecturer                     | Rs. 400-50-500/40-750/50-<br>900 |  |
| 6. Demonstrator                 | Rs. 250-25-375/25-500/25-<br>750 |  |
| 7. Registrar                    | Rs. 250-25-375/25-500/25-<br>750 |  |
| 8. Research Curator/<br>Officer | Rs. 250-25-375/25-500/25-<br>750 |  |

Name of the Post	Scale of Pay	Remarks
<u>UTTAR PRADESH</u>		
1. Principal	(i) Rs. 1500-50-2000 (ii) Rs. 1600-100-2000	(For Aligarh University only)
2. Professor	(i) Rs. 1100-40-1540 (ii) Rs. 1000-50-1500+300 N.P.A.	(For Aligarh only)
3. Reader	(i) Rs. 600-30-900 (ii) Rs. 700-40-1100+200 N.P.A.	(For Aligarh only)
4. Lecturer	(i) Rs. 400-25-650 (ii) Rs. 400-30-640-40-900+ 150 N.P.A.	(For Aligarh Only)
5. Demonstrator	(i) Rs. 200-20-220 (ii) Rs. 300-25-350+150 N.P.A.	(For Aligarh only)
<u>RAJASTHAN</u>		
1. Professor	Rs. 900-50-1500	
2. Reader	Rs. 550-30-820-EB-30-850	
3. Lecturer	Rs. 360-25-560-30-590-30-800	
4. Demonstrator	Rs. 225-20-285-25-435-EB-25-560-30-800	
5. Registrar	Rs. 225-20-285-25-435-EB-25-560-30-800	
<u>WEST BENGAL</u>		
Professor	(i) Rs. 500-25-1200 (Basic Grade) (ii) Rs. 850-50-1350 (Selection Grade) (iii) Rs. 1500-60-1800 (Spl. Selection Grade)	

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Name of the Post	Scale of Pay	Remarks
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DELHI

- |                        |                                   |  |
|------------------------|-----------------------------------|--|
| 1. Principal           | Rs. 1600-100-2000                 |  |
| 2. Professor           | Rs. 1300-60-1600-100-1800         |  |
| 3. Associate Professor | Rs. 900-40-1100-50/2-1200-50-1500 |  |
| 4. Assistant Professor | Rs. 590-30-850-50-900             |  |
| 5. Lecturer            | Rs. 530-30-650                    |  |
| 6. Demonstrator        | Rs. 325-15-475                    |  |
| 7. Tutor               | Rs. 325-15-475                    |  |
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Source : Ministry of Health, Government of India, New Delhi.

Scales of Pay of the All-India and Central Services

1. Indian Administrative Service:

Junior Scale: - Rs. 400-400-500-40-700-EB-30-1,000  
(19 years)

Senior Scale: (i) Time Scale, - Rs. 900 (6th year or under) - 50-1,000-60-1,600-50-1,800 (25 years)

(ii) Selection Grade. - Rs. 1,800-100-2,000

In addition there are super-time scale posts carrying pay between Rs. 2,150 and Rs. 3,000 to which Indian Administrative Service Officers are eligible for promotion.

Dearness allowance will be admissible in accordance with the orders issued from time to time.

2. Indian Foreign Service:

Junior Scale. - Rs. 400-400-500-40-700-EB-30-1,000

Senior Scale. - Rs. 900 (6th year or under) - 50-1,000-60-1,600-50-1,800.

In addition there are super-time scale posts carrying pay between Rs. 1,800 and Rs. 3,000 to which I. F. S. Officers are eligible for promotion.

A probationer will receive the following pay during probation:-

First Year - Rs. 400 per mensem

Second Year - Rs. 400 per mensem

Third Year - Rs. 500 per mensem

3. Indian Police Service:

Junior Scale. - Rs. 400-400-450-30-600-35-670-EB-35-950.

Senior Scale. - Rs. 740 (6th year or under) - 40-1,100-50/2-1,250-50-1,300.

Selection Grade - Rs. 1,400.

Deputy Inspector General of Police. - Rs. 1,600-100-1,800.

Commissioners of Police, Calcutta and Bombay. - Rs. 1,800-200-2,000.

Inspector General of Police. - 2,250.

Director, Intelligence Bureau. - 2,750.

Dearness allowance will be admissible in accordance with the orders issued from time to time.

4. Delhi and Himachal Pradesh Police Service, Class II

Grade I - (Selection Grade) Rs. 900 fixed.

Grade II - Time scale Rs. 300-25-475-EB-25-650-EB-30-800.

5. The Central Information Service, Grade II (Class I):

Class I

Senior Administrative Grade, Rs. 1,600-100-1,800,  
Principal Information Officer;  
Rs. 1,800-100-2,000

Junior Administrative Grade Rs. 1,300-60-1,600.  
(Senior Scale)  
(Junior Scale) Rs. 1,100-50-1,400.

Grade I Rs. 700-40-1,100-50/2-1,250  
Grade II Rs. 400-400-450-30-600-35-670-  
EB-35-950

Class II (Gazetted)

Grade III Rs. 350-25-500-30-590-EB-30-800

Class II (non-gazetted)

Grade IV Rs. 270-10-290-15-410-EB-15-485.

6. Indian Audit and Accounts Service

Time Scale of I. A. & A. S. Rs. 400-400-450-30-510-EB-700-40-  
1,100-50/2-1,250.

Junior Administrative Grade: Rs. 1,300-60-1,600.

Accountants General:

- (i) Grade I Rs. 2,000-125-2,250.
- (ii) Grade II Rs. 1,800-100-2,000.

7. Indian Customs and Central Excise Service.

(a) Superintendent of C. Ex. | Rs. 400-400-450-30-510-  
Class I and Asstt. Collectors | EB-700-40-1,100-50/2-  
of C. Ex., -Class I | 1,250

(b) Assistant Collectors of  
Customs.

Deputy Collectors of Customs Rs. 1,100-50-1,400  
Collector of Customs, Grade II Rs. 1,300-60-1,600  
Collector of Customs, Grade I Rs. 1,800-100-2,000  
Deputy Collector of Central Excise Rs. 1,100-50-1,400

Collector of Central Excise (i) Rs. 1,600-100-1,800  
(Grade II) (ii) Rs. 1,300-60-1,600

Collector of Central Excise Rs. 1,800-100-2,000.  
(Grade I)

8. Indian Defence Accounts Service:

Time Scale:

Rs. 400-400-450-480-510-EB-700-40-1,100-1,100-  
1,150-1,150-1,200-1,200-1,250.

Junior Administrative Grade.

Rs. 1,300-60-1,600.

Rs. 1,600-100-1,800 (Selection Grade)

Senior Administrative Grade.

Rs. 1,800-100-2,000.

Rs. 2,000-125-2,250 (Selection Grade).

Controller General of Defence Accounts - Rs. 2,500 (fixed).

9. Indian Income-tax Service Class I:

Income-tax Officer, Class I.

Rs. 400-400-450-30-510-EB-700-40-1,100-50/2-1,250.

Assistant Commissioner of Income-Tax : Rs. 1,800-100-2,000.

10. The Indian Ordnance Factories Service Class I (Non-Technical Cadre)

1. Deputy Manager (Non-Technical)/ Deputy Asstt. Director General, Ordnance Factories. Rs. 700-40-1,100-50/2-1,250

2. Manager (Non-Technical)/Senior Deputy Asstt. Director General, Ordnance Factories. Rs. 1,000-50-1,400

3. Assistant Director-General, Ordnance Factories (Grade II) Rs. 1,300-60-1,600.

4. Assistant Director General, Ordnance Factories (Grade I) Rs. 1,600-100-1,800

5. Deputy, Director General, Ordnance Factories. Rs. 1,800-100-2,000.

11. Indian Postal Service (Class I):

Time Scale: - Rs. 400-400-450-30-510-EB-700-40-1,100-50/2-1,250

(Officers under training will draw pay in this time scale).

Directors of Postal Services: Rs. 1,300-60-1,600

Postmasters-General  $\frac{1}{2}$  Rs. 1,800-100,2000

Members, Posts and Telegraphs Board: Rs. 2,250.

12. Indian Railway Accounts Service:

Junior Scale: Rs. 400-400-450-30-600-35-670-EB-35-950 (Authorised Scale).

Senior Scale: Rs. 700 (6th year and under)-40-1,100-50/2-1,250 (Authorised Scale).

Junior Administrative Grade: Rs. 1,300-60-1,600 (Authorised Scale)

Senior Administrative Grade: Rs. 1,800-100-2,000-125-2,250 (Authorised Scale).

13. Military Lands and Cantonments Service (Class I and Class II)

- (i) Director, Military Lands and Cantonments. Rs. 1,800-100-2,000
- (ii) Joint Director, Military Lands and Cantonments. Rs. 1,600-100-1,800.
- (iii) Deputy Director, Military Lands and Cantonments. Rs. 1,300-60-1,600
- (iv) Assistant Director, Military Lands and Cantonments. Rs. 1,100-50-1,400.

Class I

- (v) Deputy Assistant Directors, Military Lands and Cantonments, Military Estates Officers and Executive Officers. Rs. 400-400-450-30-510-EB-700-40-1,100-50/2-1,250

Class II

- (vi) Executive Officers. Rs. 350-25-500-30-590-EB-30-800-EB-830-35-900.
- (vii) Asstt. Military Estates Officers. Rs. 350-25-500-30-590-EB-30-800-EB-830-35-900. ✓

14. Transportation (Traffic) and Commercial Departments of the Superior Revenue Establishment of Indian Railways:

- Junior Scale: Rs. 400-400-450-30-600-35-670-EB-35-950.  
(Authorised Scale).
- Senior Scale: Rs. 700-(6th year and under)-40-1,100-50/2-1,250 (Authorised Scale).
- Junior Administrative Grade: Rs. 1,800-100-2,000-125-2,250  
(Authorised Scale).

15. The Central Secretariat Service, Section Officers' Grade, Class II:

- Selection Grade - Deputy Secretary or equivalent. Rs. 100-50-1300-60-1600-100-1800.
- Grade I - Under Secretary (Class I) Rs. 900-50-1250
- Section Officers' Grade (Class II) Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900.
- Assistant Grade (class II) Rs. 210-10-270-15-300-EB-15-450-EB-20-530.

16. Customs Appraisers' Service, Class II: Rs. 350-25-500-30-590-EB-30-800-EB-830-35-900.



17. Delhi and Himachal Pradesh Civil Service Class II:

Grade I - (Selection Grade) Rs. 900-50-1,200.

Grade II- Rs. 300-30-510-EB-30-600-40-720-EB-40-800-50-850.

18. Indian Foreign Service, Branch 'B', Section Officers' Grade, Class II:

Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900

19. The Railway Board's Secretariat Service, Class II:

- |   |   |
|---|---|
| (i) Assistant Director/Under Secretary. | Rs. 900-50-1250                                   |
| (ii) Section Officer                    | Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900. |
| (iii) Assistant                         | Rs. 210-10-270-15-300-EB-15-450-EB-20-530.        |

-293(A)

INFORMATION REGARDING TEACHERS

SECTION (IV)

STATISTICAL TABLES

Table No.T.1 : Total Number of Teachers in all Educational Institutions (1950-51 to 1965-66)

Type of Institutions	1950-51			1955-56			1960-61			1965-66 (Estimated)		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
1. Universities	2,993	92	3,085	3,304	193	3,497	5,314	275	5,589	8,020	480	8,500
2. Research Institutions	250	1	251	560	14	574	590	25	615	568	32	600
3. Arts & Science Colleges	13,689	1,623	15,312	20,883	2,929	23,812	30,210	5,345	35,555	42,000	8,000	50,000
4. Professional colleges	4,567	334	4,901	8,017	666	8,683	16,049	1,865	17,914	24,550	2,750	27,300
5. Special Educational Colleges	831	73	904	1,143	156	1,299	2,234	322	2,556	3,780	420	4,200
6. Total Higher education	22,330	2,123	24,453	33,907	3,958	37,865	54,397	7,832	62,229	78,918	11,682	90,600
7. Secondary Schools	1,06,522	19,982	1,26,504	1,54,709	35,085	1,89,794	2,33,958	62,347	2,96,305	3,45,000	95,000	4,40,000
8. Higher Primary Schools	72,609	12,887	85,496	1,24,550	23,844	1,48,394	2,61,696	83,532	3,45,228	3,80,000	1,40,000	5,20,000
9. Lower Primary Schools	4,55,637	82,281	5,37,918	5,74,182	1,17,067	6,91,249	6,14,727	1,26,788	7,41,515	8,50,000	2,00,000	10,50,000
10. Pre-schools	170	696	866	289	1,591	1,880	407	3,599	4,006	1,000	5,500	6,500
11. Vocational Schools	9,467	2,131	11,598	13,631	2,966	16,597	23,204	3,948	27,152	37,100	6,200	43,300
12. Special Education Schools	10,764	593	11,357	14,114	906	15,020	14,533	1,161	15,694	17,000	1,386	18,386
13. Total School Education	6,55,169	1,18,570	7,73,739	8,81,475	1,81,459	10,62,934	11,48,525	2,81,375	14,29,900	16,30,100	4,48,086	20,78,186
14. Grand Total	6,77,499	1,20,693	7,98,192	9,15,382	1,85,417	11,00,799	12,02,922	2,89,207	14,92,129	17,09,018	4,59,768	21,68,786

Table No.T.2: Pre-school Teachers according to Qualifications (1950-51 to 1965-66)

Item	1950-51			1955-56			1960-61			1965-66 (Estimated)		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
<b>1. All Teachers:</b>												
(i) Graduates & above	28 (16.5)	64 (9.2)	92 (10.0)	42 (14.5)	114 (7.1)	156 (8.3)	60 (14.8)	294 (8.2)	354 (8.8)	140 (14.0)	523 (9.5)	663 (10.2)
(ii) Completed Sec. Schools	38 (22.3)	186 (26.7)	224 (25.9)	80 (27.7)	574 (36.1)	654 (34.8)	143 (35.1)	1,606 (44.6)	1,749 (43.7)	400 (40.0)	2,777 (50.5)	3,177 (48.9)
(iii) Not completed Sec. School	104 (61.2)	446 (64.1)	550 (63.5)	167 (57.8)	903 (56.8)	1,070 (56.9)	204 (50.1)	1,699 (47.2)	1,903 (47.5)	460 (46.0)	2,200 (40.0)	2,660 (40.9)
(iv) Total	170 (100.0)	696 (100.0)	866 (100.0)	289 (100.0)	1,591 (100.0)	1,880 (100.0)	407 (100.0)	3,599 (100.0)	4,006 (100.0)	1,000 (100.0)	5,500 (100.0)	6,500 (100.0)
<b>2. Trained Teachers:</b>												
(Included in 1 above)												
(i) Graduates & above	25 (22.3)	53 (12.0)	78 (14.1)	26 (15.5)	83 (8.5)	109 (9.5)	42 (15.4)	222 (9.3)	264 (9.9)	91 (13.0)	385 (10.0)	476 (10.5)
(ii) Completed Sec. Schools	22 (19.7)	158 (35.7)	180 (32.5)	56 (33.3)	408 (41.8)	464 (40.6)	101 (37.0)	1,141 (47.7)	1,242 (46.6)	308 (44.0)	1,559 (40.5)	1,867 (41.0)
(iii) Not completed Sec. School	65 (58.0)	231 (52.3)	296 (53.4)	86 (51.2)	485 (49.7)	571 (49.9)	130 (47.6)	1,030 (43.0)	1,160 (43.5)	301 (43.0)	1,906 (49.5)	2,207 (48.5)
(iv) Total	112 (100.0)	442 (100.0)	554 (100.0)	168 (100.0)	976 (100.0)	1,144 (100.0)	273 (100.0)	2,393 (100.0)	2,666 (100.0)	700 (100.0)	3,850 (100.0)	4,550 (100.0)
<b>3. Percentage of Trained Teachers:</b>												
(i) Graduates & above	89.3	82.8	84.8	61.9	72.8	69.9	70.0	75.5	74.6	65.0	73.6	71.7
(ii) Completed Sec. Schools	57.9	84.9	80.4	70.0	71.1	70.9	70.6	71.0	71.0	77.0	56.1	58.8
(iii) Not completed Sec. School	62.5	51.8	53.8	51.5	53.7	53.4	63.7	60.6	61.0	65.4	86.6	83.0
(iv) Total	65.9	63.5	64.0	58.1	61.3	60.9	67.1	66.5	66.6	70.0	70.0	70.0

- Table No. T. 5: Lower Primary School Teachers according to Qualifications  
(1950-51 to 1965-66)

Item	1950-51			1955-56			1960-61			1965-66		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
<b>1. All Teachers</b>												
(i) Graduates & above	898 (0.2)	410 (0.5)	1,308 (0.3)	1,879 (0.3)	729 (0.7)	2,608 (0.4)	3,082 (0.5)	1,576 (1.2)	4,055 (0.6)	7,100 (0.8)	3,400 (1.7)	10,500 (1.0)
(ii) Completed Sec. School	44,750 (9.8)	9,670 (11.8)	54,400 (10.1)	1,40,500 (24.5)	25,875 (21.9)	1,66,175 (21.0)	2,21,354 (36.0)	43,223 (32.1)	2,64,587 (35.7)	4,30,350 (50.7)	94,350 (47.2)	5,24,700 (50.0)
(iii) Not completed Sec. Schools	4,10,009 (90.0)	72,201 (87.7)	4,82,210 (89.6)	4,31,803 (75.2)	90,633 (77.4)	5,22,436 (75.6)	5,90,331 (63.5)	81,379 (64.7)	4,72,800 (63.7)	4,12,250 (48.5)	1,02,250 (51.1)	5,14,500 (49.0)
(iv) Total	4,55,637 (100.0)	82,281 (100.0)	5,37,918 (100.0)	5,74,182 (100.0)	1,17,067 (100.0)	6,91,249 (100.0)	6,11,727 (100.0)	1,26,788 (100.0)	7,41,515 (100.0)	6,50,000 (100.0)	2,00,000 (100.0)	10,50,000 (100.0)
<b>2. Trained Teachers included in I above</b>												
(i) Graduates & above	242 (0.1)	231 (0.4)	473 (0.2)	510 (0.2)	423 (0.5)	933 (0.2)	1,577 (0.4)	1,026 (1.1)	2,603 (0.5)	3,905 (0.7)	2,380 (1.6)	6,285 (0.9)
(ii) Completed Sec. School	23,051 (8.9)	7,078 (12.5)	30,129 (9.5)	60,729 (18.0)	18,444 (21.4)	79,173 (18.7)	1,17,923 (30.9)	31,681 (34.0)	1,49,604 (31.5)	2,58,390 (46.6)	70,763 (47.6)	3,29,153 (46.8)
(iii) Not completed Sec. School	2,35,998 (91.0)	49,524 (87.1)	2,85,522 (90.3)	2,75,691 (81.8)	67,395 (78.1)	3,43,086 (81.1)	2,62,565 (68.7)	60,353 (64.9)	3,22,918 (68.0)	2,92,698 (52.7)	75,665 (50.8)	3,68,363 (52.3)
(iv) Total	2,59,291 (100.0)	56,833 (100.0)	3,16,124 (100.0)	3,36,930 (100.0)	86,262 (100.0)	4,23,192 (100.0)	3,82,065 (100.0)	93,060 (100.0)	4,75,125 (100.0)	5,54,993 (100.0)	1,48,808 (100.0)	7,03,801 (100.0)
<b>3. Percentage of Trained Teachers:</b>												
(i) Graduates & above	26.9	56.3	36.2	27.1	58.0	35.8	51.7	65.1	56.2	55.0	70.0	59.9
(ii) Completed Sec. Schools	51.5	73.2	55.4	43.2	71.8	47.6	53.3	73.3	56.5	60.0	75.0	62.7
(iii) Not completed Sec. School	57.6	68.6	59.2	63.8	74.3	65.7	67.3	73.6	68.4	71.0	74.0	71.6
(iv) Total	56.9	69.1	58.8	58.7	73.7	61.2	62.2	73.4	64.1	65.8	74.4	67.0

TABLE No. T.4: Higher Primary School Teachers according to Qualifications  
(1950-51 to 1965-66)

Item	1950-51			1955-56			1960-61			1965-66 (Estimated)		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
<b>1. All Teachers:</b>												
(i) Graduates & above	3,920 (5.4)	887 (6.9)	4,807 (5.6)	9,204 (7.4)	1,707 (7.2)	10,911 (7.3)	14,119 (5.4)	3,763 (4.5)	17,882 (5.2)	23,500 (6.2)	7,700 (5.5)	31,200 (6.0)
(ii) Completed Sec. Schools	31,267 (43.1)	4,323 (33.5)	35,590 (41.6)	54,893 (44.1)	9,060 (38.0)	63,953 (43.1)	1,30,927 (50.0)	35,038 (41.9)	1,65,965 (48.1)	2,12,200 (55.8)	68,600 (49.0)	2,80,800 (54.0)
(iii) Not completed Sec. Schools	37,422 (51.5)	7,677 (59.6)	45,099 (52.8)	60,453 (48.5)	13,077 (54.8)	73,530 (49.6)	1,16,650 (44.6)	44,731 (53.6)	1,61,381 (46.7)	1,44,300 (38.0)	63,700 (45.5)	2,08,000 (40.0)
(iv) Total	72,609 (100.0)	12,887 (100.0)	85,496 (100.0)	1,24,550 (100.0)	23,844 (100.0)	1,48,394 (100.0)	2,61,696 (100.0)	83,532 (100.0)	3,45,228 (100.0)	380,000 (100.0)	1,40,000 (100.0)	5,20,000 (100.0)
<b>2. Trained Teachers included in I Above</b>												
(i) Graduates & above	1,638 (4.3)	494 (6.6)	2,132 (4.7)	3,538 (5.0)	998 (6.2)	4,536 (5.2)	7,556 (4.5)	2,406 (3.9)	9,962 (4.3)	14,100 (5.3)	5,390 (5.0)	19,490 (5.3)
(ii) Completed Sec. Schools	11,177 (29.4)	2,387 (31.7)	13,564 (29.8)	24,323 (34.4)	5,756 (36.0)	30,079 (34.7)	76,823 (45.6)	24,382 (39.8)	1,01,205 (44.1)	1,42,174 (53.8)	51,450 (47.8)	1,93,624 (52.0)
(iii) Not completed Sec. Schools	25,199 (66.3)	4,636 (61.7)	29,835 (65.5)	42,925 (60.6)	9,236 (57.8)	52,161 (60.1)	83,918 (49.9)	34,521 (56.3)	1,18,439 (51.6)	1,08,225 (40.9)	50,806 (47.2)	1,59,031 (42.7)
(iv) Total	38,014 (100.0)	7,517 (100.0)	45,531 (100.0)	70,786 (100.0)	15,990 (100.0)	86,776 (100.0)	1,68,297 (100.0)	61,309 (100.0)	2,29,606 (100.0)	2,64,499 (100.0)	1,07,646 (100.0)	3,72,145 (100.0)
<b>3. Percentage of Trained Teachers:</b>												
(i) Graduates & above	41.8	55.7	44.4	38.4	58.5	41.6	53.5	63.9	55.7	60.0	70.0	62.0
(ii) Completed Sec. Schools	35.7	55.2	38.1	44.3	63.5	47.0	58.7	69.6	61.0	67.0	75.0	69.0
(iii) Not completed Sec. Schools	67.3	60.4	66.2	71.0	70.6	70.9	71.9	77.2	73.4	75.0	80.0	76.5
(v) Total	52.4	58.3	53.3	57.1	58.5	58.0	64.3	73.4	66.5	69.6	76.9	71.6

Table No.T.5 : Secondary School Teachers according to Qualifications (1950-51 to 1965-66)

Item	1950-51			1955-56			1960-61			1965-66 (Estimated)		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
<b>1. All teachers:</b>												
(i) Graduates & above	45,362 (42.6)	7,480 (37.4)	52,842 (41.8)	75,807 (49.0)	14,768 (42.1)	90,575 (47.7)	1,19,809 (51.2)	27,622 (44.3)	1,47,431 (49.7)	1,88,025 (54.5)	46,075 (48.5)	2,34,100 (53.2)
(ii) Completed Sec. School	43,260 (40.6)	8,324 (41.7)	51,584 (40.8)	58,405 (37.8)	14,761 (42.1)	73,166 (38.6)	91,484 (39.1)	27,528 (44.2)	1,19,012 (40.2)	1,31,100 (38.0)	40,945 (43.1)	1,72,045 (39.1)
(iii) Not completed Sec. Schools	17,900 (16.8)	4,178 (20.9)	22,078 (17.4)	20,497 (13.2)	5,556 (15.8)	26,053 (13.7)	22,665 (9.7)	7,197 (11.5)	29,862 (10.1)	25,875 (7.5)	7,980 (8.4)	33,855 (7.7)
(iv) Total	1,06,522 (100.0)	19,982 (100.0)	1,26,504 (100.0)	1,54,709 (100.0)	35,085 (100.0)	1,89,794 (100.0)	2,33,958 (100.0)	62,347 (100.0)	2,96,305 (100.0)	3,45,000 (100.0)	95,000 (100.0)	4,40,000 (100.0)
<b>2. Trained Teachers included in 1 above.</b>												
(i) Graduate & above	24,199 (44.2)	4,859 (36.7)	29,058 (42.7)	42,457 (48.4)	10,427 (40.8)	52,884 (46.7)	73,932 (51.4)	20,330 (44.1)	94,262 (49.6)	1,27,898 (55.7)	34,945 (49.0)	1,62,843 (54.2)
(ii) Completed Sec. School	21,597 (39.4)	5,753 (43.5)	27,350 (40.2)	33,313 (37.9)	11,361 (44.4)	44,674 (39.4)	55,936 (38.9)	20,834 (45.2)	76,770 (40.4)	86,002 (37.5)	31,118 (43.7)	1,17,120 (38.9)
(iii) Not completed Sec. Schools	8,997 (16.4)	2,613 (19.8)	11,610 (17.1)	12,008 (13.7)	3,772 (14.8)	15,780 (13.9)	14,029 (9.7)	4,901 (10.7)	18,930 (10.0)	15,525 (6.8)	5,187 (7.3)	20,712 (6.9)
(iv) Total	54,793 (100.0)	13,225 (100.0)	68,018 (100.0)	87,778 (100.0)	25,560 (100.0)	1,13,338 (100.0)	1,43,897 (100.0)	46,065 (100.0)	1,89,962 (100.0)	2,29,425 (100.0)	71,250 (100.0)	3,00,675 (100.0)
<b>3. Percentage of Trained Teachers</b>												
(i) Graduate & above	53.3	65.0	55.0	56.0	70.6	58.4	61.7	73.6	63.9	68.0	75.8	69.6
(ii) Completed Sec. School	49.9	69.1	53.0	57.0	77.0	61.1	61.1	75.7	64.5	65.6	76.0	68.1
(iii) Not completed Sec. School	50.3	62.5	52.6	58.6	67.9	60.6	61.9	68.1	63.4	60.0	65.0	61.2
(iv) Total	51.4 (100.0)	66.2 (100.0)	53.8 (100.0)	56.7 (100.0)	72.9 (100.0)	59.7 (100.0)	61.5 (100.0)	73.9 (100.0)	64.1 (100.0)	66.5 (100.0)	75.0 (100.0)	70.0 (100.0)

Table No. T.6: Average Annual Salary per Teacher by Type of Institutions (1950-51 to 1965-66)

Type of Institutions	1950-51	1955-56	1960-61	1965-66 (Estimated)
1. University Teaching Departments	3,758.5	5,456.4	5,454.7	6,500.0
2. Research Institutions	9,792.8	7,526.1	9,027.6	15,000.0
3. Colleges for Arts and Science	2,696.1	3,069.9	3,658.9	4,000.0
4. Colleges for Professional Education	3,947.9	3,860.6	4,236.5	6,410.3
5. Colleges for Special Education	1,656.0	1,804.5	2,268.8	2,917.6
6. Schools for General Education:				
(i) High/Higher Secondary	1,258.3	1,425.5	1,681.0	1,959.4
(ii) Middle/Senior Basic	682.4	808.8	1,057.5	1,228.0
(iii) Primary/Junior Basic	544.5	651.5	872.8	1,046.1
(iv) Pre-Primary	914.3	769.5	924.7	1,000.0
7. Schools for Vocational Education:				
(i) Agriculture	1,768.4	2,364.6	2,893.7	3,060.1
(ii) Engineering & Technology	2,302.0	2,457.8	3,048.2	3,159.0
(iii) Medicine	2,444.3	1,154.5	1,329.5	1,489.7
(iv) Teachers' Training	1,930.0	1,593.2	2,000.6	
(v) All Vocational Schools	1,705.0	1,568.9	2,041.0	2,886.8
8. Schools for Special Education (Excluding Adults)	715.1	767.2	924.8	991.2



**Table No.7: Statistics of Schools for Training of Teachers in India (1950-51 to 1965-66)**

I t e m	1950-51	1955-56	1960-61	1965-66 (estimated)
1. Number of Schools	782	930	1,138	1,300
2. Enrolment in schools for Teacher Training:				
Men	51,523	60,143	84,147	1,01,000
Women	17,893	23,324	26,355	39,000
Total	69,416	83,467	1,10,502	1,40,000
3. Enrolment in Classes for Teacher Training:				
Men	52,069	65,033	91,130	1,14,000
Women	17,994	25,881	31,552	46,000
Total	70,063	90,914	1,22,682	1,60,000
4. Total Number of Teachers:				
Men	3,511	4,942	6,826	8,580
Women	1,287	1,431	1,755	2,420
Total	4,798	6,373	8,581	11,000
5. Expenditure by Sources: (₹s. in 000's)				
(i) Govt. Funds	1,28,73 (84.5)	1,67,26 (84.7)	3,14,70 (90.4)	5,23,49 (91.2)
(ii) Local Board Funds.	2,67 (1.8)	98 (0.5)	1,10 (0.3)	1,72 (0.3)
(iii) Fees	7,14 (4.7)	12,21 (6.2)	18,56 (5.3)	25,83 (4.5)
(iv) Other sources	13,76 (9.0)	17,11 (8.6)	13,75 (4.0)	22,96 (4.0)
(v) Total	1,52,30 (100.0)	1,97,56 (100.0)	3,48,11 (100.0)	5,74,00 (100.0)
6. Expenditure on Salaries of Teachers (₹s. in 000's)	92,60	1,01,54	1,71,67	2,87,00
7. Percentage of Exp. on salaries of Teachers to Total Exp.	60.8	51.4	49.3	50.0
8. Average Annual Salary per Teacher	1,930.0	1,593.2	2,000.6	2,609.0
9. Average Annual cost per pupil.	219.4	236.7	315.0	410.0
10. Pupil Teacher Ratio	14	13	13	13
11. Out put				
Men	32,424	39,598	63,323	85,500
Women	9,766	15,230	19,059	29,500
Total	42,190	54,828	82,382	1,15,000

Note:- The statistics of under-graduate colleges which train teachers for lower classes of secondary schools have been shown under colleges.  
 + Includes enrolment of teacher training in classes attached to other institutions.  
 \* Figures in brackets indicate the percentage of expenditure by each source to the total expenditure.

Table No.8: Statistics of Colleges for the Training of Teachers in India (1950-51 to 1965-66)

I t e m	1950-51	1955-56	1960-61	1965-66 (estimated)
1. Number of Colleges	53	107	478	800
2. Enrolment in Colleges for Teacher's Training:				
Men	2,600	7,915	33,381	52,480
Women	1,344	3,347	17,354	29,520
Total +	3,944	11,262	50,735	82,000
3. Enrolment in Classes for Teacher Training				
Men	3,839	9,962	31,606	47,520
Women	1,746	4,318	15,202	24,480
Total	5,585	14,280	46,808	72,000
4. Expenditure by Sources:*				
(Rs. in 000's)				
(i) Govt. Funds	2,907 (81.9)	47,73 (72.7)	1,67,60 (77.9)	3,93,60 (80.0)
(ii) Local Board Funds	- (-)	- (-)	- (-)	- (-)
(iii) Fees	3,11 (8.8)	10,38 (15.8)	27,61 (12.8)	54,12 (11.0)
(iv) Other Sources	3,29 (9.3)	7,55 (11.5)	19,93 (9.3)	44,28 (9.0)
(v) Total	35,47 (100.0)	65,66 (100.0)	2,15,14 (100.0)	4,92,00 (100.0)
5. Expenditure on salaries of Teachers (Rs. in 000's)	19,72	36,53	1,19,46	2,75,52
6. Percentage of Expenditure on salaries of Teachers to Total Exp.	55.6	55.6	55.5	56.0
7. Average Annual cost per Pupil	899.6	583.0	424.0	600.0
8. Out Put:-				
(i) Post Graduate:				
Men	145	193	359	530
Women	59	121	169	320
Total	204	314	528	850
(ii) Graduate:				
Men	2,978	7,499	12,267	18,000
Women	1,075	2,865	5,477	9,000
Total	4,053	10,364	17,744	27,000
(iii) Under Graduate:				
Men	441	767	3,436	5,000
Women	380	927	2,120	3,000
Total	821	1,694	5,556	8,000

Note: Includes Statistics of Under Graduate Colleges for the training of teachers.

+ Includes enrolment of teacher training in classes attached to other institutions.

\* Figures in brackets indicate the percentages of expenditure by each source to the total expenditure.

Table No.9 : Number of Teachers in Higher Education  
by Salary Groups (1950-51 to 1965-66)

Year	Number of Teachers getting					Total	Median (Rs.)
	Honorary/ Part Time	Rs. 300 & below	Rs. 301 to Rs. 700	Rs. 701 to Rs. 1000	Rs. 1001 & above		
1950-51	376 (1.8)	13,403 (63.0)	6,506 (30.6)	739 (3.5)	240 (1.1)	21,264 (100.0)	233.8
1951-52	930 (3.9)	14,679 (61.5)	7,192 (30.1)	822 (3.5)	257 (1.0)	23,880 (100.0)	234.5
1952-53	1,357 (5.3)	15,495 (60.7)	7,665 (30.0)	802 (3.1)	234 (0.9)	25,553 (100.0)	234.2
1953-54	2,291 (8.3)	18,842 (68.0)	5,796 (20.9)	488 (1.8)	263 (1.0)	27,680 (100.0)	202.1
1954-55	2,637 (8.8)	20,350 (67.5)	6,145 (20.5)	673 (2.2)	307 (1.0)	30,112 (100.0)	202.5
1955-56	3,014 (9.1)	21,968 (66.1)	7,130 (21.6)	764 (2.2)	332 (1.0)	33,208 (100.0)	206.2
1956-57	3,213 (8.8)	23,985 (65.7)	8,062 (22.1)	882 (2.4)	362 (1.0)	36,504 (100.0)	208.2
1957-58	3,749 (9.4)	25,205 (63.2)	9,487 (24.0)	1,014 (2.4)	417 (1.0)	39,872 (100.0)	215.0
1958-59	3,759 (8.6)	27,172 (62.3)	11,032 (25.3)	1,175 (2.7)	493 (1.1)	43,631 (100.0)	220.1
1959-60	4,412 (8.9)	30,036 (60.6)	13,193 (26.7)	1,344 (2.7)	564 (1.1)	49,549 (100.0)	225.4
1960-61	4,633 (8.4)	32,504 (58.6)	15,960 (28.8)	1,675 (3.0)	688 (1.2)	55,460 (100.0)	234.6
1961-62	4,851 (8.0)	32,887 (54.1)	19,964 (32.7)	2,180 (3.6)	986 (1.6)	60,868 (100.0)	255.5
1962-63	4,812 (8.2)	30,070 (51.2)	20,168 (34.3)	2,616 (4.4)	1,105 (1.9)	58,771 (100.0)	269.2
1965-66	Data not collected	25,192 (34.6)	40,012 (54.9)	5,333 (7.3)	2,330 (3.2)	72,867 (100.0)	350.6

- Note :
- The figures given in the brackets show the percentage distribution of teachers according to salary groups.
  - Salary blocks for the years 1950-51 to 1953-54 are Rs. 250 and below, Rs. 251 to Rs. 650, Rs. 651 to Rs. 1,000 in place of Rs. 300 & below, Rs. 301 to Rs. 700 and Rs. 701 to Rs. 1,000 respectively.
  - The data for 1965-66 does not cover the entire population while that of the earlier years does.

Table:10: Number of Teachers in Higher Education  
by Salary Groups and by Universities  
(1950-51 to 1965-66)

University	Year	Hony./ Part- time	Number of teachers getting					Median
			Rs.300 and below	Rs.301 to Rs.700	Rs.700 to Rs.1000	Rs.1001 and above	All Teachers	
1. Agra	1950-51	-	1,060 (58.2)	673 (37.0)	64 (3.5)	23 (1.3)	1820 (100.0)	235.1
	1955-56	57 (2.1)	1,760 (63.0)	872 (31.3)	64 (2.3)	35 (1.3)	2788 (100.0)	267.3
	1960-61	50 (1.7)	1,436 (48.0)	1,388 (46.4)	82 (2.7)	36 (1.2)	2992 (100.0)	304.4
	1965-66	-	1,641 (41.0)	2,133 (53.4)	170 (4.2)	57 (1.4)	4001 (100.0)	327.2
2. Aligarh	1950-51	5 (2.4)	87 (42.4)	100 (48.1)	9 (4.2)	6 (2.9)	207 (100.0)	288.3
	1955-56	11 (3.4)	168 (51.7)	116 (35.7)	19 (5.8)	11 (3.4)	325	293.1
	1960-61	8 (2.1)	176 (45.5)	170 (43.6)	20 (5.1)	14 (3.6)	388 (100.0)	302.1
	1965-66	-	12 (1.7)	402 (58.5)	222 (32.4)	51 (7.4)	687	670.7
3. Allahabad	1950-51	-	59 (22.8)	179 (69.1)	15 (5.8)	6 (2.3)	259 (100.0)	353.9
	1955-56	-	95 (29.5)	201 (62.5)	19 (5.8)	7 (2.2)	322 (100.0)	376.4
	1960-61	22 (5.1)	72 (16.5)	302 (69.8)	32 (7.4)	5 (1.2)	433 (100.0)	413.2
	1965-66	-	107 (20.3)	348 (65.6)	51 (9.6)	24 (4.5)	530 (100.0)	508.1

University	Year	Hony./ (Part- time	Numbers of teachers getting				All Teachers	Median
			Rs.300 and below	Rs.301 to Rs.700	Rs.700 to Rs.1000	Rs.1001 and above		
4. Andhra								
	1950-51	-	869 (85.4)	126 (12.3)	21 (2.1)	2 (0.2)	1018 (100.0)	148.8
	1955-56	21 (0.9)	2,057 (92.2)	133 (5.9)	22 (0.9)	2 (0.1)	2235 (100.0)	148.4
	1960-61	33 (1.7)	4,635 (83.6)	236 (12.1)	43 (2.3)	5 (0.3)	1952 (100.0)	196.5
	1965-66	-	1,176 (50.5)	1,055 (45.3)	84 (3.6)	15 (0.6)	2330 (100.0)	299.0
5. Andhra Ag.								
	1965-66	-	129 (49.9)	112 (43.3)	15 (5.8)	3 (1.0)	259 (100.0)	301.6
6. Annamalai								
	1950-51	-	121 (79.0)	30 (19.6)	2 (1.4)	-	153 (100.0)	155.3
	1955-56	2 (1.0)	155 (79.1)	37 (18.9)	1 (0.5)	1 (0.5)	196 (100.0)	186.5
	1960-61	2 (0.7)	150 (53.4)	105 (37.4)	22 (7.8)	2 (0.7)	281 (100.0)	285.8
	1965-66	-	112 (31.1)	203 (56.4)	22 (6.1)	23 (6.4)	360 (100.0)	397.8
7. Banaras								
	1950-51	-	96 (21.1)	310 (68.3)	39 (8.6)	9 (2.0)	454 (100.0)	369.6
	1955-56	47 (8.3)	202 (35.8)	262 (46.5)	32 (5.7)	21 (3.7)	564 (100.0)	352.1
	1960-61	53 (6.5)	371 (45.8)	327 (40.0)	43 (5.3)	20 (2.4)	814 (100.0)	306.7
	1965-66	-	106 (9.7)	603 (55.1)	253 (24.1)	121 (11.1)	1093 (100.0)	623.7
8. Bangalore								
	1965-66	-	32 (8.7)	282 (76.8)	34 (9.3)	19 (5.2)	367 (100.0)	481.0

University	Year	Hony./ Part- time	Number of teachers getting					Median
			Rs.300 and below	Rs.301 to Rs.700	Rs.700 to Rs.1000	Rs.1001 and above	All Tea- chers	
9. Bhagalpur	1060-61	12 (1.5)	563 (82.8)	206 (14.7)	7 (0.9)	1 (0.1)	789 (100.0)	242.3
	1965-66	-	362 (32.5)	699 (62.6)	39 (3.5)	15 (1.4)	1115 (100.0)	367.6
10. Bihar	1951-52	-	589 (92.9)	200 (4.3)	20 (2.4)	3 (0.4)	812 (100.0)	218.6
	1955-56	48 (3.0)	1,174 (80.4)	311 (13.0)	40 (2.6)	16 (1.0)	1589 (100.0)	246.7
	1960-61	35 (3.7)	603 (77.6)	286 (16.3)	23 (2.3)	1 (0.1)	948 (100.0)	253.0
	1965-66	-	433 (38.7)	629 (56.1)	44 (3.9)	15 (1.3)	1121 (100.0)	331.0
11. Bombay	1950-51	147 (14.3)	485 (47.2)	353 (34.3)	31 (3.1)	11 (1.1)	1027 (100.0)	234.2
	1955-56	605 (33.8)	805 (48.2)	325 (16.8)	37 (2.2)	18 (1.0)	1790 (100.0)	245.4
	1960-61	873 (34.2)	866 (42.2)	708 (19.8)	63 (2.3)	39 (1.5)	2549 (100.0)	296.2
	1965-66	-	1,056 (36.1)	1,524 (52.2)	238 (8.1)	104 (3.6)	2922 (100.0)	356.0
12. Burdwan	1960-61	64 (6.9)	704 (81.6)	151 (10.2)	10 (1.0)	3 (0.3)	932 (100.0)	210.1
	1965-66	-	545 (48.8)	489 (43.7)	65 (5.8)	19 (1.7)	1118 (100.0)	304.7
13. Calcutta	1950-51	183 (5.8)	2,085 (84.4)	763 (5.9)	80 (2.5)	43 (1.4)	3154 (100.0)	191.5
	1955-56	798 (18.5)	2,631 (66.4)	758 (12.4)	77 (1.7)	44 (1.0)	4308 (100.0)	198.8
	1960-61	1,139 (22.4)	3,039 (48.2)	1,293 (15.4)	171 (2.8)	74 (1.2)	5896 (100.0)	235.5
	1965-66	-	2,700 (46.0)	2,486 (42.4)	461 (7.9)	215 (3.7)	5865 (100.0)	316.7

University	Year	Hony. / Part- time.	Number of teachers getting					Median
			Rs. 300 and below	Rs. 501 to Rs. 700	Rs. 700 to Rs. 1000	Rs. 1001 and above	All Tea- chers	
14. Delhi	1950-51	1 (0.2)	220 (79.2)	243 (11.8)	28 (5.5)	17 (3.3)	509 (100.0)	288.2
	1955-56	87 (10.3)	358 (52.5)	323 (27.8)	46 (5.3)	35 (4.1)	849 (100.0)	314.2
	1960-61	97 (6.8)	412 (39.0)	745 (42.7)	92 (6.5)	71 (5.0)	1417 (100.0)	390.1
	1965-66	-	147 (7.9)	984 (52.5)	466 (24.9)	276 (14.7)	1873 (100.0)	652.7
15. Gauhati	1950-51	-	296 (90.5)	114 (4.6)	11 (2.6)	10 (2.3)	431 (100.0)	210.2
	1955-56	72 (10.5)	425 (69.8)	175 (17.0)	12 (1.7)	7 (1.0)	691 (100.0)	233.5
	1960-61	87 (7.3)	681 (67.9)	375 (21.4)	24 (2.1)	16 (1.3)	1183 (100.0)	274.0
	1965-66	-	682 (36.8)	990 (53.5)	128 (6.9)	52 (2.8)	1852 (100.0)	352.2
16. Gorakhpur	1957-58	12 (4.3)	196 (80.5)	64 (13.0)	6 (2.2)	- (0.0)	278 (100.0)	246.6
	1960-61	52 (6.9)	412 (74.3)	268 (16.1)	18 (2.3)	3 (0.4)	153 (100.0)	274.5
	1965-66	-	526 (48.4)	502 (46.1)	41 (3.8)	19 (1.7)	1088 (100.0)	307.8
17. Gujarat	1950-51	15 (2.4)	388 (88.8)	193 (4.8)	20 (3.2)	5 (0.8)	621 (100.0)	215.9
	1955-56	114 (10.6)	716 (71.3)	218 (14.8)	24 (2.1)	13 (1.2)	1085 (100.0)	208.4
	1960-61	288 (15.9)	1,103 (67.4)	360 (13.5)	36 (1.9)	24 (1.3)	1811 (100.0)	225.7
	1965-66	-	1,259 (39.4)	1,695 (53.0)	155 (4.8)	89 (2.8)	3198 (100.0)	326.5

University	Year	Hony. / Part- time	Number of teachers getting					Median
			Rs. 300 and below	Rs. 301 to Rs. 700	Rs. 700 to Rs. 1000	Rs. 1001 and above	All Tea- chers	
18. Indira Kala Sangeet Vishwavi- dyalaya	1960-61	-	10 (100.0)	-	-	-	10 (100.0)	184.3
	1965-66	-	3 (21.4)	4 (28.6)	-	7 (50.0)	14 (100.0)	450.0
19. Indore	1965-66	-	284 (39.9)	376 (52.8)	28 (3.9)	24 (3.4)	712 (100.0)	329.0
20. Jabalpur	1957-58	15 (3.4)	285 (73.3)	120 (18.2)	20 (4.4)	3 (0.7)	443 (100.0)	247.4
	1960-61	23 (3.6)	389 (71.5)	181 (19.0)	20 (3.2)	17 (2.7)	630 (100.0)	258.9
	1965-66	-	196 (30.4)	374 (58.1)	40 (6.2)	34 (5.3)	644 (100.0)	362.3
21. Jadavpur	1955-56	1 (1.0)	13 (51.6)	70 (35.9)	8 (8.3)	3 (3.2)	95 (100.0)	348.2
	1960-61	21 (7.3)	40 (27.7)	190 (52.6)	19 (6.5)	17 (5.9)	287 (100.0)	438.8
	1965-66	-	22 (6.0)	190 (52.2)	108 (29.7)	44 (12.1)	364 (100.0)	637.8
22. Jammu & Kashmir	1950-51	3 (1.4)	144 (87.1)	57 (9.6)	4 (1.9)	-	208 (100.0)	199.8
	1955-56	4 (1.1)	328 (90.7)	44 (7.9)	1 (0.3)	-	377 (100.0)	190.5
	1960-61	6 (1.2)	370 (83.0)	115 (13.4)	8 (1.6)	4 (0.8)	503 (100.0)	234.8
	1965-66	-	259 (32.1)	480 (59.4)	40 (4.9)	29 (3.6)	808 (100.0)	346.1



University	Year	Hony./ Part- time	Number of Teachers getting					Median
			Rs.300 and below	Rs.301 to Rs.700	Rs.701 to Rs.1000	Rs.1001 and above	All Tea- chers	
23. J.N. Krishi Vishwa- vidyalaya	1965-66	-	8 (19.0)	34 (81.0)	-	-	42 (100.0)	350.0
24. Jiwaji	1965-66	-	346 (44.1)	384 (48.9)	30 (3.8)	25 (3.2)	785	319.5
25. Jodhpur	1965-66	-	4 (16.0)	20 (80.0)	1 (4.0)	-	25 (100.0)	352.7
26. Karnatak	1950-51	-	229 (97.6)	57 (1.7)	-	2 (0.7)	288 (100.0)	184.1
	1955-56	53 (10.7)	353 (78.3)	76 (8.4)	12 (2.4)	1 (0.2)	495 (100.0)	196.6
	1960-61	111 (10.6)	658 (69.1)	236 (16.2)	34 (3.3)	9 (0.8)	1048 (100.0)	229.9
	1965-66	-	518 (31.6)	968 (59.1)	110 (6.7)	42 (2.6)	1638 (100.0)	359.6
27. Kerala	1950-51	-	713 (83.7)	123 (14.5)	15 (1.8)	-	851 (100.0)	129.2
	1955-56	52 (3.2)	1420 (87.9)	147 (7.4)	24 (1.5)	-	1643 (100.0)	141.1
	1960-61	46 (1.6)	2052 (85.1)	646 (10.7)	70 (2.4)	6 (0.2)	2820 (100.0)	198.1
	1965-66	-	1808 (43.4)	2107 (50.6)	223 (5.3)	30 (0.7)	4168 (100.0)	333.0
28. Kuruk- shetra	1952-58	-	-	3 (100.0)	-	-	3 (100.0)	451.0
	1960-61	-	15 (89.4)	3 (5.3)	1 (5.3)	-	19 (100.0)	269.8
	1965-66	-	3 (8.3)	32 (88.9)	1 (2.3)	-	36 (100.0)	341.6

University	Year	Hony./ Part- Time	Number of Teachers getting				Media	
			Rs.300 and below	Rs.301 to Rs.700	Rs.701 to Rs.1000	Rs.1001 and above		Teachers
29. Lucknow	1950-51	-	123 <sup>a</sup> (78.5)	207 <sup>b</sup> (11.4)	23 <sup>c</sup> (6.3)	14 (3.8)	367 (100.0)	324.
	1955-56	41 (7.4)	207 (47.1)	260 (37.1)	29 (5.2)	18 (3.2)	555 (100.0)	347.
	1960-61	52 (6.8)	172 (43.1)	463 (39.7)	57 (7.5)	22 (2.9)	766 (100.0)	364.
	1965-66	-	159 (28.2)	281 (49.9)	92 (16.4)	31 (5.5)	563 (100.0)	454.
30. Madras	1950-51	-	2383 <sup>a</sup> (93.5)	512 <sup>b</sup> (3.9)	68 <sup>c</sup> (2.3)	9 (0.3)	2972 (100.0)	149.5
	1955-56	99	3315 (87.9)	437 (8.1)	55 (1.3)	8 (0.2)	3914 (100.0)	161.
	1960-61	111 (2.4)	3386 (78.3)	1018 (15.3)	156 (3.3)	31 (0.7)	4702 (100.0)	214.3
	1965-66	-	1695 (32.1)	3198 (60.5)	262 (5.0)	128 (2.4)	5283 (100.0)	332.9
31. Magadh	1965-66	-	392 (43.6)	467 (52.0)	31 (3.4)	9 (1.0)	899 (100.0)	322.8
32. M.S. Baroda	1950-51	-	93 (81.1)	10 (13.0)	12 (6.9)	-	175 (100.0)	238.2
	1955-56	49 (12.6)	209 (62.3)	113 (20.2)	17 (4.4)	2 (6.5)	390 (100.0)	240.8
	1960-61	53 (8.0)	354 (63.1)	199 (20.2)	47 (7.1)	12 (1.8)	665 (100.0)	275.5
	1965-66	-	304 (43.1)	285 (40.4)	61 (8.6)	56 (7.9)	706 (100.0)	324.0
33. Marathwada	1958-59	7 (3.8)	139 (79.3)	33 (15.3)	3 (1.6)	-	182 (100.0)	206.4
	1960-61	30 (9.2)	233 (74.8)	52 (12.1)	4 (1.2)	9 (2.7)	328 (100.0)	228.7
	1965-66	-	294 (40.8)	366 (50.7)	41 (5.7)	20 (2.8)	721 (100.0)	316.7

University	Year	Hony./ Part- Time	Number of Teachers getting				All Teachers	Median
			Rs.300 and above	Rs.301 to Rs.700	Rs.700 to Rs.1000	Rs.1001 and above		
34. Mysore	1950-51	-	800 (95.3)	141 (3.7)	10 (1.0)	-	951 (100.0)	132.6
	1955-56	115 (9.4)	983 (83.6)	114 (6.0)	10 (0.9)	1 (0.1)	1223 (100.0)	153.0
	1960-61	219 (9.6)	1599 (7.62)	420 (12.1)	44 (1.9)	5 (0.2)	2287 (100.0)	234.1
	1965-66	-	580 (23.9)	1677 (69.2)	117 (4.8)	51 (2.1)	2425 (100.0)	367.4
35. Nagpur	1950-51	-	226 <sup>a</sup> (88.4)	188 (4.0)	30 (6.7)	4 (0.9)	448 (100.0)	249.9
	1955-56	42 (5.9)	422 (70.2)	214 (19.6)	25 (3.5)	6 (0.8)	709 (100.0)	255.2
	1960-61	75 (6.1)	703 (67.8)	415 (22.7)	23 (2.0)	17 (1.4)	1233 (100.0)	262.7
	1965-66	-	506 (30.9)	984 (60.2)	118 (7.2)	28 (1.7)	1636 (100.0)	343.0
36. North Bengal	1965-66	-	214 (45.9)	219 (47.0)	32 (6.9)	1 (0.2)	466 (100.0)	314.8
37. Orissa Ag. Univer- sity	1965-66	-	31 (25.8)	68 (56.7)	19 (15.8)	2 (1.7)	120 (100.0)	415.2
38. Osmania	1950-51	13 (2.2)	50 <sup>a</sup> (8.5)	439 <sup>b</sup> (74.9)	60 <sup>c</sup> (10.3)	24 (4.1)	586 (100.0)	371.3
	1955-56	277 (28.7)	216 (22.3)	425 (43.8)	35 (3.6)	16 (1.6)	969 (100.0)	355.0
	1960-61	153 (9.8)	674 (43.3)	655 (41.9)	49 (3.1)	29 (1.9)	1560 (100.0)	311.5
	1965-66	-	520 (22.2)	1435 (61.1)	316 (13.5)	75 (3.2)	2346 (100.0)	434.3

University	Year	Hony./ Part- Time	Number of Teachers getting					Median
			Rs.300 and above	Rs.301 to Rs.700	Rs.700 to Rs.1000	Rs.1001 and above	All Teachers	
39. Punjab	1950-51	-	866 <sup>a</sup> (67.9)	347 (27.2)	54 (4.2)	9 (0.7)	1276 (100.0)	216.5
	1955-56	127 (5.5)	1708 (73.8)	418 (17.9)	44 (1.9)	21 (0.9)	2318 (100.0)	216.1
	1960-61	125 (3.3)	2504 (65.7)	1031 (27.0)	108 (2.8)	46 (1.2)	3814 (100.0)	243.3
	1965-66	-	1434 (37.9)	2167 (57.3)	128 (3.4)	53 (1.4)	3782 (100.0)	331.9
40. Punjab Ag.	1965-66	-	20 (7.7)	195 (75.00)	26 (10.0)	19 (7.3)	260 (100.0)	435.8
41. Punjabi	1965-66	-	99 (22.7)	254 (58.1)	45 (10.3)	39 (8.9)	437 (100.0)	382.4
42. Patna	1950-51	-	596 <sup>a</sup> (44.3)	637 <sup>b</sup> (47.4)	90 <sup>c</sup> (6.7)	21 (1.6)	1344 (100.0)	281.6
	1955-56	2 (0.4)	229 (50.3)	194 (42.8)	19 (4.3)	10 (2.2)	454 (100.0)	298.2
	1960-61	27 (2.1)	784 (60.0)	438 (33.5)	45 (3.5)	12 (0.9)	1306 (100.0)	267.4
	1965-66	-	84 (18.7)	216 (48.1)	116 (25.8)	33 (7.4)	449 (100.0)	493.7
43. Poona	1950-51	-	541 (70.4)	216 (28.1)	9 (1.1)	3 (0.4)	769 (100.0)	185.7
	1955-56	105 (10.7)	687 (70.0)	173 (17.6)	12 (1.2)	5 (0.5)	982 (100.0)	196.6
	1960-61	215 (12.1)	1150 (64.8)	369 (20.7)	29 (1.6)	14 (0.8)	1777 (100.0)	221.8
	1965-66	-	1133 (51.9)	861 (39.5)	90 (4.1)	98 (4.5)	2182 (100.0)	291.9

University	Year	Hony./ Part- Time	Number of Teachers getting					Median
			Rs.300 and above	Rs.301 to Rs.700	Rs.700 to Rs.1000	Rs.1001 and above	Tea- chers	
44. Rajasthan	1950-51	1 (0.2)	433 (68.2)	180 (28.4)	12 (1.9)	8 (1.3)	634 (100.0)	219.0
	1955-56	20 (1.9)	745 (70.5)	246 (23.3)	27 (2.6)	18 (1.7)	1056 (100.0)	242.7
	1960-61	68 (2.9)	1378 (59.7)	767 (33.3)	62 (2.7)	32 (1.4)	2307 (100.0)	279.9
	1965-66	-	289 (12.0)	1900 (79.0)	157 (6.6)	58 (2.4)	2404	425.2
45. Ranchi	1960-61	26 (3.1)	497 (58.9)	285 (33.7)	25 (2.9)	12 (1.4)	845 (100.0)	270.4
	1965-66	-	225 (23.4)	592 (61.5)	98 (10.2)	47 (4.9)	962 (100.0)	391.3
46. Ravi Shankar	1965-66	-	241 (39.2)	337 (54.9)	27 (4.4)	9 (1.5)	614 (100.0)	327.0
47. Roorkhee	1950-51	-	- <sup>a</sup>	22 <sup>b</sup> (75.9)	5 <sup>c</sup> (17.2)	2 (6.9)	29 (100.0)	401.0
	1955-56	-	9 (15.3)	40 (67.8)	4 (6.7)	6 (10.2)	59 (100.0)	507.3
	1960-61	5 (3.2)	34 (21.8)	87 (55.9)	20 (12.7)	10 (6.4)	156 (100.0)	369.0
	1965-66	-	15 (6.2)	156 (65.0)	39 (16.3)	30 (12.5)	240	486.8
48. S.V.B. Vidya- peeth	1956-57	4 (2.3)	121 (70.2)	41 (23.9)	4 (2.4)	2 (1.2)	172 (100.0)	221.0
	1960-61	12 (3.8)	194 (62.1)	93 (29.6)	11 (3.5)	3 (1.0)	313 (100.0)	242.2
	1965-66	-	184 (35.7)	285 (55.2)	35 (6.8)	12 (2.3)	516 (100.0)	331.0

University	year	Hony./ Part- Time	Number of Teachers getting					Median
			Rs.300 and above	Rs.301 to Rs.700	Rs.700 to Rs.1000	Rs.1001 and above	All Tea- chers	
49. Saugar	1950-51	8 (2.8)	140 (48.6)	126 (43.8)	9 <sup>c</sup> (3.1)	5 (1.7)	288 (100.0)	251.0
	1955-56	46 (8.9)	256 (49.5)	189 (36.6)	21 (4.2)	4 (0.8)	516 (100.0)	280.4
	1960-61	80 (7.2)	695 (62.6)	298 (26.9)	24 (2.0)	14 (1.3)	1111 (100.0)	254.7
	1965-66	-	373 (37.3)	553 (55.2)	49 (4.9)	26 (2.6)	1001	338.6
50. Shivaji	1965-66	-	351 (38.9)	514 (57.0)	29 (3.2)	8 (0.9)	902 (100.0)	323.6
51. S.N.D. Women's	1950-51	-	74 <sup>a</sup> (94.9)	4 <sup>b</sup> (5.1)	-	-	78 (100.0)	113.9
	1955-56	85 (64.9)	39 (29.7)	7 (5.4)	-	-	131 (100.0)	179.6
	1960-61	105 (50.1)	87 (41.7)	17 (8.2)	-	-	209 (100.0)	215.7
	1965-66	-	84 (42.0)	102 (51.0)	13 (6.5)	1 (0.5)	200 (100.0)	314.8
52. Sri- venka- teswaran	1954-55	-	1 (16.7)	2 (33.3)	3 (50.0)	-	6 (100.0)	701.0
	1955-56	-	32 (69.7)	9 (19.4)	5 (10.9)	-	46 (100.0)	211.0
	1960-61	1 (0.1)	837 (86.1)	112 (11.5)	19 (2.1)	2 (0.2)	971 (100.0)	189.0
	1965-66	-	486 (37.3)	743 (57.1)	44 (3.4)	28 (2.2)	1301 (100.0)	346.7
53. Udaipur	1965-66	-	35 (6.8)	412 (80.5)	54 (10.5)	11 (2.2)	512 (100.0)	441.4
54. U.P. Agri.	1960-61	-	9 (36.0)	10 (40.0)	1 (4.0)	5 (20.0)	25	334.3

University	Year	Hony./ Part- time	Number of Teachers getting				All Tea- chers	Medi- an
			Rs.300 and above	Rs.301 to Rs.700	Rs.701 to Rs.1000	Rs.1001 and above		
55. Utkal	1950-51	-	226 (65.1)	96 (27.7)	18 (5.2)	7 (2.0)	347 (100.0)	319.3
	1955-56	13 (3.1)	187 (44.4)	197 (46.6)	22 (5.2)	3 (0.7)	422 (100.0)	315.5
	1960-61	26 (2.8)	519 (55.7)	331 (35.7)	37 (3.9)	18 (1.9)	931 (100.0)	261.7
	1965-66	-	669 (40.8)	820 (50.0)	108 (6.6)	42 (2.6)	1639 (100.0)	319.8
56. Vikram	1957-58	21 (2.5)	473 (57.0)	291 (34.8)	29 (3.4)	19 (2.3)	833 (100.0)	285.0
	1960-61	48 (3.2)	852 (55.9)	537 (35.3)	58 (3.8)	27 (1.8)	1522 (100.0)	274.1
	1965-66	-	236 (26.1)	579 (63.9)	61 (6.7)	30 (3.3)	906 (100.0)	366.3
57. Visva- Bharati	1951-52	-	45 (63.4)	24 (33.8)	2 (2.8)	-	71 (100.0)	222.9
	1955-56	21 (18.7)	64 (57.2)	26 (23.2)	1 (0.9)	-	112 (100.0)	263.5
	1960-61	-	62 (53.4)	46 (39.7)	8 (6.9)	-	116 (100.0)	291.0
	1965-66	-	27 (11.6)	157 (67.7)	37 (15.9)	11 (4.8)	232 (100.0)	546.9
58. Gurukul Kangri	1965-66	-	16 (61.5)	10 (38.5)	-	-	26 (100.0)	285.0
59. Kashi Vidyapeeth	1965-66	-	6 (9.4)	57 (89.0)	1 (1.6)	-	64 (100.0)	479.6
60. Indian Agri. Research Institute	1965-66	-	13 (38.2)	12 (35.3)	1 (3.0)	8 (23.5)	34 (100.0)	550.0
61. Indian School of Inter- national Studies.	1965-66	-	1 (4.2)	5 (20.9)	7 (29.1)	11 (45.8)	24 (100.0)	903.3

Source:- Statistics from "Education in Universities" Government of India, Ministry of Education for the years 1950-51 to 1960-61 and from Universities and other Institutions for the year 1965-66.