

STATISTICAL PAPER NO. V

SALARIES OF SCHOOL TEACHERS IN INDIA

(As on 1st April, 1965)



सत्यमेव जयते

**EDUCATION COMMISSION  
UNIVERSITY GRANTS COMMISSION BUILDING  
BAHADUR SHAH ZAFAR MARG  
NEW DELHI  
1965**

C O N T E N T S

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SCALES OF PAY OF TEACHERS OF PRIMARY SCHOOLS

(A on 1st April, 1965)

Management	Designation of teacher	Minimum Qualifications.	Scale of pay	Allowances	
				Dearness	Others
1	2	3	4	5	6
<b>ANDHRA PRADESH</b>					
Government Local Body or Private	(i) Lower grade teachers	Not available	55-1-59-2-75	) Rs.20 upto pay ) Rs.150.	City: Rs.6 for pay below Rs.75,
	(ii) Higher grade teachers	Trained Teachers Certificate of the Higher Elementary grade.	65-2-95 Rs.100 but below	) Rs.32 for pay ) above Rs.320 ) Rs.6 for pay ) above Rs.320 ) but below ) Rs.500	Rs.10 for pay Rs.75-150 Rs.15 for pay Rs.150-326 Rs.15 with marginal adjustment upto Rs.341 Town: (Population over 1 lakh) for pay (i) Below Rs.75 - Rs.6 (ii) Rs.75-100 - Rs.8 (iii) Rs.100-150 - Rs.10 (iv) Rs.150-326 - Rs.12 with marginal adjustment upto Rs.338.
	(iii) Secondary grade trained Teachers	S. S. L. C. Secondary grade or Senior Basic Trained or equivalent.	) 80-4-100-5- ) 150 ) ) )	) ) ) ) )	Municipalities: Below Rs.100 - Rs.3 Rs.100-206 - Rs.5 with marginal adjustment upto Rs.211. (i) Headmaster in a primary school get headmasters allowance of rupees equal to the number of teachers upto maximum of Rs.5. (ii) S. S. L. C. or H. S. C. passed candidates will start at Rs.71 and P.U.C.*
<p>**or Secondary grade or Multipurpose Exam. passed candidate will start at Rs.73/- in the scale of Rs.65-95. (iii) Graduates appointed on Secondary Grade Teachers will start at Rs.100/- in the scale of Rs.80-150/-.</p>					

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1.                    2.                    3.                    4.                    5.                    6.

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A S S A M

Government/  
Private/  
Elementary  
Education  
Board.

Assistant  
Teacher

i) Non-Matriculate,  
Untrained

i) Rs.85-1-90-2-100-  
2½-105-3-  
135/-

Same as shown under  
High/Higher Secondary  
Schools.

ii) Non-Matriculate,  
and Basic Trained,  
Matriculate  
untrained.

ii) Rs.110-3-125-  
EB-3-140-3-  
149-4-165/-

iii) Matriculate  
Basic trained/  
Non-Matric &  
Normal pass.

iii) Rs.125-4-145-  
EB-4-165-EB-5-  
200/-

Selection grade  
Rs.165-7-200/-  
for 10% posts,  
length of qualifying  
service being 20  
years.

Headmaster is to get  
a charge allowance of  
Rs.5 p.m. if the  
number of Assistant  
teachers is upto 3  
and Rs.10/- p.m. if  
the number of  
Assistant teachers  
exceed 3.



1	2	3	4	5	6
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(v) Old Baroda State Teacher  
 Primary passed and trained  
 (a) 75-5-115 (increment every two yrs)  
 (b) 125-10-145 (increment every two yrs)

JAMMU AND KASHMIR

Govt.	Matriculate, Middle for backward areas only (Both trained or untrained)	70-6-100-EB-8-180	)	Rs. 10 upto Rs. 100	Trained Teachers get an initial pay Rs. 80
			)	Rs. 8 upto Rs. 100	
Private	Head Master/Managing Secretary	Matriculate Rs. 395/-	)		
	Asstt. Teacher	(i) Middle & J. A. V Rs. 55/- (ii) Middle (untrained) Rs. 50/-	)		

KERALA

Govt. (Lower Primary Schools)	Head Master/Asstt. Teacher	S. S. L. C. & T. T. C	40-4-60-5-120	Rs. 13 for pay upto Rs. 99	H. R. A. Rs. 7 p.m. Rs. 3 p.m. Head masters' allowance
	Part-time Specialists Teacher	Form III or Std. VIII & Training in the Special subject.	30-60	Rs. 15 for between Rs. 100 and 199	

Aided (Lower Primary Schools) ----- As in Govt. Schools -----

1	2	3	4	5	6
<b>MADHYA PRADESH</b>					
Govt.	Head Master/ Asstt. Teachers	(i) Matric Trained 90-1½-100-EB-4-140-EB-5-170 (ii) Middle Train- 85-2½-100-EB-4-140 ed or untrain- ed.	Rs. 15 upto Rs. 150 Rs. 5 additional D. A. upto Rs. 200	H. R. A. Rs. 7 p.m. Indore, Ujjain, Bhopal, Jabalpur and Gwalior (i) Headmaster's Rs. 10 p.m. (ii) Trained men two advance increments (iii) Trained ladies five advance increments (iv) Untrained ladies given 3 advance incre- ments.	
<b>MAHARASHTRA</b>					
Local Body	Primary School Teacher	(i) P. S. C. & Sec. 56-1½-65-2½- Teachers Training 70-S. G.-3-100 Certificate (ii) P. S. C. & Jr. 50-1½-65-2½- Teachers Training 70-S. G.-2½- Certificate. 90 (iii) Untrained... 40/-	)	Same as for High/Higher Secondary Schools. Senior Trained to get two advance increments.	)
Bombay Municipal Corporation		(i) P. S. C. & Sr./Jr 70-5-100-7- Trained 170-10-200- 15-260 (ii) Untrained PSC 55-3-85-5-140	)		)
Poona Municipal Corporation		(i) P. S. C. Trained 55-3-80-4-100- 5-125 (ii) Untrained but 45-1-50-3-80- experienced 4-100-5-120 (iii) Untrained 45/-	)		)
Nagpur Corporation	Head Master Asstt. Master	50-3-80-2½-100 40-2-60-2-70-2½-	)		)

M A D R A S

Head Master	Trained Matriculate	90-4-110-3-	Rs.15 for pay of	HRA in cities (for tea-
Asstt. Teacher		140	less than Rs. 150	chers in Govt. Schools
Higher Element-	Std. VII and Trained	65-1-70-2-90	-do-	Only).
tary Grade	Std. V and lower	55-1-70	-do-	(i) Rs.10 for pay upto 89
Teachers	elementary train-			(ii) Rs.15 for pay Rs.90-
	ed			299.
				(iii) Rs.20 for pay Rs.300-
				500
Pre-vocational	Full time Instructor			
Instructor	(i) Third form passed	65-1-70-290	-do-	HRA in Muffasil Municipa-
	and T.T.C.			lities.
	(ii) Technical Quali-	55-1-70	-do-	Rs.5 for pay upto Rs.74
	fications only			Rs.7 for pay Rs.75-99
	with no general			Rs.9 for pay Rs.100-124
	educational			Rs.12 for pay Rs.124-300
	qualifications.			HRA in other Municipal
	(iii) Proficient in	Rs.55 fixed.	-do-	Taluk Head quarter
	pre-vocational			Towns
	subject but poss-			Rs. 3 for pay upto Rs.200
	ess general educa-			
	tional qualifica-			
	tion.			
	(iv) Not possessing	Rs. 50. fixed	No dearness	
	general educa-		allowance	
	tional qualifi-			
	cations.			
	(v) Part time Instru-	Rs. 30 fixed		
	ctor no qualifica-			
	tion.			



1	2	3	4	5	6
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M Y S O R E

Government - Head Masters/  
Local Boards Asstt. Teachers  
Private  
Bodies

Matriculation (Untrained) Rs. 80/- fixed

For those drawing Pay below Rs. 150/-  
-----Rs 10+ 5 + 5 = 20  
For those drawing pay of Rs. 150- or above but below Rs. 300/- Rs. 20/-

Matriculates (Trained) 80-3-110-4-130-5-150.

Non-SSLC (Trained) 70-2-80-110

Non-SSLC (Untrained) 65-1-70-2-90

O R I S S A

Govt.	Teacher	(i) Matric	80-135	Rs. 25/-	Headmasters allowance Rs. 2/- in schools having more than 2 teachers.
		(ii) Trained	100-155	Rs. 25/-	
Local Bodies		(i) Trained Matric	100-150	Rs. 25/-	
		(ii) Matric	80-125	Rs. 25/-	
Private Management		(i) IX Std. Trained	75-90	Rs. 25/-	
		(ii) IX Std.	70-85	Rs. 25/-	

1	2	3	4	5	6
		P U N J A B		Basic Dearness	
Govt.	Teacher	Matric with J, T, / J, B. T.	(i) 60-4-80-5- 120-5-175 (ii) 120-5-175 Selection grade for 15% of posts.	Pay upto 50 30 " 150 40 " 200 45 " 250 50 " 300 60 " 500 & above 85 <del>max</del> upto 100 10 " 300 15	Compensatory allowance 12½% of the pay at Chandigarh & hilly Regions & 10% in Dist. Mohinder Garh  H. R. A. 7½% of pay subject to minimum of Rs. 5 p.m. in first class cities & 5% of pay in second class cities.
Private	More or less the same as in Govt. Schools.				

		2	3	4	5	6
<u>RAJASTHAN</u>						
Govt/Private/ Local Bodies/ Panchayats.	Head Master	Matric Trained	75-4-95-5-105- EB-5-130-EB-5- 160 (with initial start of Rs.91)	Pay range below Rs.150 Rs.150-540 Rs.540-575 with marginal adjustment upto Rs.575.	DA Rs.25 Rs.35 Rs.35	H.R.A. Pay range 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.300-349 Rs.350-533
	Asst. Teacher	Matric  Matric Trained	75-4-95-5- 105-EB-5-130- EB-5-160  -do- (with an initial start of Rs.91)			H.R.A. Rs.6 Rs.7.50 Rs.10 Rs.12.50 Rs.15 Rs.17.50 Rs.20 Rs.25 Rs.30 Rs.35 Rs.40  Rs.5/- as Head Master's allowance.

H.R.A. is admissible in Govt. institutions only in Ajmer, Jaipur, Bikaner, Jodhpur, Udaipur, and Kota only.

1	2	3	4	5	6
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U T T A R P R A D E S H

Local Bodies	Head-Teacher	H.T.C.	55-1-60-EB-1-60-E3	) Same as shown for Middle Schools.
	Teacher	i) H.T.C.	50-1-55-EB-1-60	
		ii) Junior High School Certificate (Untrained)	40/- fixed	
Govt. (Model Schools)	Head-Master	High School Certificate + H.T.C./V.T.C./J.T.C.	75-4-95-EB-5-130	) Same as shown for High/Higher Secondary Schools.
		i) High School + J.T.C.	60-4-80-EB-5-120	
	Asstt. Master	ii) Jr. High School + H.T.C.	45-2-65-EB-3-80-4-100	
		iii) -do-	45-2-65-EB-3-80	
		iv) -do-	35-2-45-EB-2-65	

WEST BENGAL

Calcutta Corporation	Head Master/ Head Mistress	B.A./B.Sc. or Inter- mediate and Senior Trained with 10 yrs. teaching experience as a teacher of Cor- poration Free Primary School or Shastri Exam. Part I of Kashi Vidya- peeth & Senior Trained with 10 yrs. teaching experience as a teacher of Corporation Free Primary Schools.	100-5-125-6-185. EB-10-225	For pay from 51-100 Rs.35/-  For pay from 101-150-Rs.40/-  For pay from 151-200 -Rs.45/-
	Asstt. Head Master/Asstt. Head Mistress	Intermediate or passed Shastri Exam. Part I of Kashi Vidya Peeth & Senior Trained or Matric and Junior Train- ed with 10 yrs. teaching experience in Calcutta Corporation Free Pri- mary Schools.	Rs.80-5-145- EB-6-175.	-do-
	Asstt. Teacher	Matric Middle Junior Trained.	Rs.70-4-90- EB-5-160.	-do-
Special -dres Schools.	Head Master/ Asstt. Teacher	M.A./M.Sc./Hons. Graduates B.A./B.Sc. I.A./I.Sc. Matric	Rs.100 fixed  Rs. 70 fixed Rs. 60 fixed Rs.75-1-80	Rs.35 + 10/-  Rs.35 + 10/- Rs.20 + 10/- Rs.10/-

	2	3	4	5	6
Government	Head Master	M.A./M.Sc./Hons. Graduates & Train- ed.	Rs.350-25-525	D.A. @ Rs.10- p.m. for pay upto Rs.151-300. D.A. 20/- for pay from Rs.151-300 D.A. 30/- for pay from 301-600.	Entitled to House- rent @ Rs. 10% of the pay for those who are posted in Calcutta and Howrah only.
	Asstt. Master / Mistress	M.A./M.Sc./Hons. Graduates & Trained.	Rs.225-10-325- 475.	-do-	-do-
		B.A./B.Sc. & Trd. Music Teacher with Diploma & Honours	Rs.175-7-245- 8-325	-do-	-do-
		Music Teacher othe ers - Physical	Rs.175-7-245-8-325 Rs.125-5-200	-do-	-do-
		Instructor Diploma & Honours	Rs.225-10-325- 15-475.	-do-	-do-
		Physical Instructor Others	Rs.175-7-245- 8-325	-do-	-do-
Local Bodies/ District School Board Jr. Basic Schools	) Head- ) master	Basic Trained or its equivalent.	Rs.80-2-100-3- 130-4-150	D.A. @ Rs.10/- p.m.	Headmaster's special pay of Rs.15/- per month
	)	Basic Trained or its equivalent.	Rs.80-2-100-3- 130-4-150.	-do-	
Primary Schools	Head- master	Matric & Basic Trained/Basic Trd.	Rs.80-1-90-2- 110-3-125	-do-	Headmaster's special pay of Rs.5 per month(for Matric Trd. or Basic Trd. Head- masters only)
	Asstt. Master	Matric & Primary Trained	Rs.75-1-80	-do-	
		Non-Matriculate	Rs.65-1-70	-do-	
	Asstt. Master	Matric & Basic Trd. Basic Trd. Matric & Primary Trained	Rs.80-1-90-2-110- 3-125	-do-	
		Matric or Primary Trd. Non-Matriculate	Rs.75-1-80 Rs.65-1-70	-do- -do-	

1.	2.	3.	4.	5.	6.
Private Bodies	Head Master Asstt. Teacher	Matric Primary Trd. Untrained Matric or Primary Trained  Untrained non-matric	Same as in the case of Local Bodies/District School Boards.		

GOVERNMENT SPONSORED FREE PRIMARY SCHOOLS (URBAN & RURAL)

Headmaster	Matric & Basic Trd. Matric & Primary Trd.	Rs.80-1-90-2- 110-3-125.	D.A. @ Rs.10/- per month	Headmaster's special pay of Rs.5/- per month (for matric tra- ined or Basic trained Head- masters only.
	Matric & Primary Trd. Trd. Non-Matriculate	Rs.75-1-80 Rs.65-1-70	-do- -do-	
Asstt. Teacher.	Matric & Basic Trd. Basic Training Matric and Primary Trained.	Rs.80-1-90-2- 110-3-125.	-do-	-do-
	Matric or Primary Trained	Rs.75-1-80.	-do-	-do-
	Non-matriculate.	Rs.65-1-70	-do-	-do-

1	2	3	4	5	6
<u>A &amp; N - I S L A N D S</u>					
Govt.	Head Master	Trained Matric	150-5-160-8-240	Central Govt. Rates.	Rs.15/- subject to the minimum of 7½% of basic pay to main Land recruits who are maintaining their family on the main land at rented accommodation. 7½% to local recruits.
	Primary School Teacher	Matric Trained	118-4-170-EB-5-200-EB-5-225	-do-	
		Matric	110-3-131-4-155-EB-4-175-5-180	-do-	
		Non-Matric Trd.	100-3-130-EB-3-142	-do-	
		Non-Matric Un-trained	80-1-85-2-95	-do-	
	Craft Teacher Peripatetic Teacher	Matric with certificate in Craft/Physical Education	118-4-170-EB-5-200-EB-5-225	-do-	
Private	Headmistress	Matric Trained	130-5-160-8-200-EB-8-256-EB-8-280-300	Rs.35/-	<u>To local recruits</u> 10% of pay subject to minimum 10, when transferred to midd. & North Andamans: 15% of pay subject to a minimum of 15 when posted to Nicobar.
	Asstt. Headmistress	-do-	118-4-120-5-220	-do-	
	Primary School Teacher	Non-matric trained	110-3-131-4-175-5-180.	-do-	
	Hindi Pandit	i) B.A. in Hindi ii) Sr. Cambridge B.D. iii) Under Matric	110-5-150 190-5-230 75-3-110		Free House  -d o-



1	2	3	4	5	6
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DADRA NAGAR HAVELI

Govt.	Headmaster	Primary Teachers certificate/P.Sc/S.S.C.	i) 115-5-175-EB-5-200-9-245	Pay range upto 109	D.A. (Old) 25/-	Children education allowance; medical treatment and special pay for persons other than natives of Dadra nagar Haveli.
			ii) 106-3-130-EB-3-136-4-180	110-149 150-209 210-299 300-349	30/- 45/- 50/- The amount which falls short of Rs.350/-	
	Craft Teacher	-do-	106-3-130-EB-3-136-4-180			Pay below 150 10% subject to a minimum of Rs.7.50 & maximum Rs.12.50. Pay from 150-500 8% of pay subject to a minimum of Rs.22.50 & maximum of Rs.38.92.

D E L H I

Govt./Local Bodies/Private	Headmaster	Trained matric	150-5-160-8-240	Rs.54/- D.A.	Rs.22.50 H.R.A.; 12.50 C.C.A.
	Teacher grade(IV)	-do-	118-4-170-EB-5-200-EB-5-225	Rs.42/- D.A.	Rs.17.70 " 11.80 "

G O A D A M A N & D I U

Govt.	Trained Teacher Qualified Teacher	Primary Teacher's Certificate (P.T.C.)	118-4-170-EB-5-200-EB-5-225	As in High/Higher Secondary Schools	H.R.A: 7 1/2% of basic pay subject to a minimum of Rs.15/- per month. C.C.A: 8% of Basic pay.	
			Primary School Certificate (P.S.C.)	110-3-135-4-155-EB-5-185		-do-
			Non-qualified Teacher	-do-		90/- fixed

There are no prescribed scales in private schools.

1 2 3 4 5 6

H I M A C H A L P R A D E S H

Govt./Non-Govt	Junior Basic Teacher	Matric with Jr. Basic Teachers Training	60-4-80/5-120-120-5-175 (Selection Grade)	Rs. 50/-	Compensatory Allowances: i) 6% in the Home Dist. ii) 10% to 12% in Kinnapur Distt. & Chamba Distt. iii) 12% in other areas. Village allowance of Rs. 15 to lady teachers in specified areas.
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L. M. & A. I S L A N D S

Govt.	Headmaster	Trained Matric with Malayalam,	150-5-160-3-240 and special pay of 40% of Basic Pay.	As in High/Higher Secondary Schools.	As in High/Higher Secondary Schools.
	Matric Trained Teacher	-do-	118-4-170-EB-5-200-EB-5-225 and Special pay of 40% of Basic pay.		
	Non-Matric Trained	VIII std. with Higher Elementary Teachers' Training or Junior Basic Teachers' Training.	110-3-131-4-155-EB-4-175-5-180 and Special pay of 40% of Basic pay.		
	Non-Matric untrained	VIII Standard,	80-1-85-2-95-EB-8-110		

	2.	3.	4.	5.	6.
		<u>MANIPUR</u>			
Government	Teachers	Matriculates (in urban areas)	50-1-65	20% of pay + Rs.6	Rs.13.50 Compensatory allowance, Hill allowance @20% and Winter allowance Rs.10 in Hill areas only.
		Class VIII (in Hill and rural areas)	40-1-60	-do-	
		<u>N . E . F . A .</u>			
Government	Headmaster	Trained Matric	75-3-105-EB-4- 125	15% of pay between Rs.61-100  17% of pay above Rs.100	Special pay 33.1/3% subject to a minimum of Rs.50. When posted in interior NEFA cash allowance of Rs.13.50 plus interior relief of Rs.7.50 for pay below basic pay of Rs.250/-
	Assistant Teacher	-do-	-do-	Additional pay of Rs.6/- for pay upto Rs.100/-.	
		Matric	60-4-80-EB-4- 100-EB-5-125	-do-	
		Middle passed & Trained	60-2-80-EB-2 $\frac{1}{2}$ - 100	-do-	
		Middle passed	40-1-50-EB-2 $\frac{1}{2}$ - 65	-do-	

PONDICHERRY

Name of Management	Designation of Teacher	Minimum Qualifications General & Professional	Scale of pay.	Rates of Allowances	
				Dearness	Others
1	2	3	4	5	6
Government	Secondary Grade Teacher	Passed S.S.L.C. & other equivalent examinations with Secondary Grade Teachers' Training Certi- ficate.	90-4-110-3-140	42	7 H R.A
	Instituteur de langue Indienne	Drevet de langue Indienne and Certificate d'Aptitu de Pedagogique	96/18/3-168- 26/3-220-26/2- 246.	-	25 CCA
	Instituteur de francais	Brevet de Elementaire and certificate d'Aptitu de pedagogique.	102-20/3-182-32/3 -246-32/2-278.	-	25 CCA
	Higher Elemen- tary Grade Teacher	n.a.	65-1-70-2-90	28	5 HRA
	Lower Elemen- tary Grade Teacher	n.a.	55-1-70	28	5 HRA
	Physical Training Instructor	Completed S.S.L.C. or equivalent certificate Lower grade in physical education.	90-4-110-3-140	42	7
	Drawing Master	III Form with Technical Teachers' certificate Higher grade in Drawing	-do-	42	7

)	(2)	(3)	(4)	(5)
Sewing Mistress/ Music Teachers/ Craft Teacher	III Form and professional qualification	Rs.90-4-110-3-140	D.A. Rs.42/-	H.R.A. Rs.7/-
Pandits Grade I	S.S.L.C. plus Dip/Certificate in concerned languages.	Rs.140-5-180-10-250	D.A. Rs.42/-	H.R.A. Rs.12/-
Pandits Grade II	III Form plus Dip/Certificate is concerned language.	Rs.90-4-110-3-140	D.A. Rs.42/-	H.R.A. Rs.7/-
Headmaster Grade I	N.A.	Rs.140-5-180-10-250	D.A. Rs.42/-	H.R.A. Rs.12/-
Arabic Teacher	S.S.L.C. with Arabic as Second language.	Rs.90-4-110-3-140.	D.A. Rs.42/-	H.R.A. Rs.7/-

1.	2.	3.	4.	5.	6.
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TRIFURA

Government Headmaster	1) Trained Graduate	i) 100-5-205-EB-5-215-10-225 (Old scale) (for special schools) ii) 100-5-160 (old scale) Proposed revised scale Rs.175-7-238-EB-7-245-8-325	i) Rs.10 for pay upto Rs.150/- ii) Rs.20/- for pay Rs.151 to Rs.300 iii) Rs.30/- for pay Rs.301 to Rs.600/-	Compensatory allowance i) 10% of pay subject to a minimum of Rs.7.50 & maximum of Rs.12.50 for pay below Rs.150/-. ii) 3% of pay subject to a minimum of Rs.12.50 for pay between Rs.150 to Rs.500/-. iii) Amount by which pay falls short of Rs.538 for pay beyond Rs.500/-.
	2) Trained Matriculate	Rs.55-3-91-EB-3-118-4-130 with five advance increments plus special pay of Rs.15/- p.m. (unrevised) (Proposed revised scale of Rs.125-3-140-4-156-EB-4-200 plus special pay of Rs.15/- p.m.	-do-	
Assistant Teacher	i) Untrained under-graduate	Rs.125-3-140-4-156-EB-4-200 (Revised)	-do-	
	or ii) Trained Matriculate			

SCALES OF PAY OF TEACHERS IN MIDDLE SCHOOLS (1-4-1965)

Management	Designation of teacher	Minimum Qualifications	Scale of Pay	Allowances	
				Dearness	Others
	2	3	4	5	6
<u>ANDHRA PRADESH</u>					
Govt. Local Body or Private Body	(i) Higher Grade Trained Teachers	Trained Teachers Certificate of the Elementary Grade.	Rs. 65-2-95	Rs. 10 for pay upto Rs. 149	<u>City:</u> Below Rs. 75 =Rs. 6 Rs. 75-150 =Rs. 10 Rs. 150-326 =Rs. 15 Marginal adjustment upto Rs. 341
	(ii) Secondary grade Trained Teachers	S.S.L.C., Secondary Grade or Senior Basic Trained or Equivalent.	Rs. 80-4-100-5-150	Rs. 20 for pay upto Rs. 150	Marginal adjustment upto Rs. 341  <u>Towns: (Population 1 lakh)</u> Below Rs. 75 =Rs. 6 Rs. 75-99 =Rs. 8 Rs. 100-149 =Rs. 10 Rs. 150-326 =Rs. 12 with marginal adjustment upto Rs. 338.
	(iii) School Assistants	B.A., B.Sc., and B.O.L. or B.Ed.	Rs. 130-5-155-7½-200-10-250.	Rs. 6 for pay upto Rs. 320-500	Rs. 32 for pay upto Rs. 150-320  <u>Municipalities:</u> Below Rs. 100 =Rs. 3 Rs. 100-206 =Rs. 5 with marginal adjustment upto Rs. 211
	(iv) Physical Training Instructors	Intermediate and Diploma Certificate in physical Education or Equivalent.	Rs. 80-4-100-5-150.		(i) Headmaster allowance Rs. 15 per month (ii) Graduates will start at Rs. 145 in the scale of Rs. 130-150.
	(v) Manual Instructors.	S.S.L.C. & Industrial School leaving Certificate in Carpentry.	Rs. 80-4-100-5-150.		

Andhr Pradesh contd.)

1	2	3	4	5	6
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(vi) Craft Instructors	S.S.L.C. and I.S.L.C. in craftsmanship	} 80-4-100-5-150
(vii) Drawing Masters or Tech. Teachers	Certificate in Drawing (Higher Grade)	
(viii) Music Teachers	VIII class and Dip. in Music or Technical Teachers Certificate (Lower Grade) in Music	
(ix) Grade II Language Pandits	Degree in the Language concerned and Degree in Training	

(iii) Graduates appointed as Secondary Grade Teachers will start at Rs.100 in the scale of Rs.80-150

(iv) S.S.L.C. or H.Sc. pass candidates will start at Rs.71 and P.U.C. or Second Grade or Multipurpose examination passed candidates will start at Rs.73 in the scale of Rs.65-95.



(1)	(2)	(3)	(4)	(5)	(6)
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A S S A M

Government	Headmaster	(i) Matriculate and Basic trained/ Normal or Intermediate	(i) Rs. 140-6-170-EB-7-205-EB-7-275 (Special pay of Rs. 20/- for Headmaster)	Same as shown under High/Higher Secondary Schools
		(ii) Graduate	(ii) Rs. 175-10-225-EB-10-275-EB-12-400	
			(iii) Selection Grade Rs. 275-9-320-10-350	

Assistant teachers (Grade 'A' teacher)	Matriculate and Basic trained/ Normal or Intermediate	(i) Rs. 140-6-170-EB-205-EB-7-275
		(ii) Selection grade 275-9-320-10-350

Assistant Teacher (Grade 'B' teacher)	Non-Matriculate and Basic trained Matriculate untrained or Normal trained	Rs. 125-4-145-EB-4-165-EB-5-200.
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Elementary Education Board\* Same pay scales as for Government teachers, except that there is no graduate pay scale. Selection Grade on Rs. 350/- p.m. for 10% of posts. Qualifying service for selection grade is 20 years.

\* Middle Vernacular Schools only are under 'Elementary Education Board'.

1.	2.	3.	4.	5.	6.
Private Bodies (Aided)	Headmaster	B.A., B.Sc.	(I) Rs.125-7½-155-9-245-EB-10-275 (two advance increments for B.T.)	20% of pay for pay between Rs.31 & 60/- (25% in Hills)	Special Allowance Rs.13½ in lieu of free ration of rice concession or for pay upto Rs.300/-
			(II) 150-7½-180-9-270-EB-10-300/- (for M.A., M.Sc. M. Com) two advance increments for B.T.	15% of pay for pay between Rs.61 & Rs.100 (20% in Hills)	Headmaster's allowance Rs.20/-
	Assistant teacher	Matric & trained or Intermediate	Rs.75-4-115-EB-4-135-5-150/-		
	Hindi teacher	Matric & trained	Rs.75-125/-	17½% of pay for pay between Rs.101 & Rs.250/- (20% in Hills)	
	Craft Teacher	Matric and craft trained	Rs.75-3-105-EB-4-125/-		
	Assistant teacher	Matriculate	Rs.60-4-80-EB-4-100-5-125	Additional pay Rs.6 for pay upto Rs.100/-	
	Craft teacher	Middle & Craft teacher	Rs.60-2-80-EB-4-100		

Note: Scales of pay are not uniform in Private-Unaided Schools.

(1)

(2)

(3)

(4)

(5)

(6)

B I H A R

ELEMENTARY SCHOOLS  
(MIDDLE AND PRIMARY)

Government	Headmaster	Trained Graduates	Rs. 160-7-202-7-244-9-280 (Starting pay Rs. 188) Scale of pay of non-gazetted staff revised w.e.f. 1-4-1962 but enforced from 1-4-1964.	Salary upto Rs. 300 is allowed a dearness allowance of Rs. 5/-.	Non-graduates headmasters receive headmaster's allowance of Rs. 15/- per month.
	Headmaster/ Asstt. Teacher	Trained Intermediate	Rs. 160-7-202-EB-7-244-9-253.		
		Trained Matriculate	Rs. 115-5-145-EB-5-195-EB-200.		

1	2	3	4	5	6
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NON-  
GOVERN-  
MENT  
(Private  
Bodies/  
Local  
Boards

Headmaster/  
Assistant  
Teacher

Trained Graduate

100-5-125-EB-4-145-EB-175  
Revision of these scales is under the consideration of the State Government.

Govt. dearness allowance of Rs.30/-p.m.is admissible to all categories of Elementary school teachers.

Headmaster allowance varies between Rs.5/- and Rs.15/-.

Trained Intermediate & untrained graduate

70-3-85-EB-4-105-2-115

Trained Matric and untrained Intermediate

50-2-70-EB-2-75

untrained Matric/Madhyama/Houlvi

45-2-55-EB-2-75

Trained Non-Matric.

45-2-55-EB-2-75

Untrained Non-Matric/U.P.Trained

40-1-50-1-60

G U J A R A T

N 1 1

(1)	(2)	(3)	(4)	(5)	(6)
<u>JAMMU &amp; KASHMIR</u>					
Government	Headmaster	Trained Graduate	Rs. 100-10-200-EB-10-280	Rs. 10/- upto Rs. 100.	
	Assistant Teacher	Trained/Untrained and Graduate/Intermediate/Matriculate	Rs. 70-6-100-EB-8-180.	Rs. 8 above Rs. 100.	
	Special Assistant Teacher	Adib-Alam/Munshi Alam/Bhushan/Visharad/Art Trained	Rs. 70-6-100-EB-8-180.		
Private	Principal	M.A. & M.Ed.	Rs. 400-25-600.		
	Asstt. Teacher	(i) Trained Graduate (ii) B.A. (Untrained)/ Intermediate Trained/ Matric Trained.	Rs. 150-10-250 Rs. 70-6-100-8-180.		
	Drawing Teacher	Middle Trained	Rs. 50-5-90.		
	Drawing Teacher	Art Trained	Rs. 70-6-100-8-180.		
	Special Teacher	Shastri	Rs. 150/- consolidate		

(1) (2) (3) (4) (5) (6)

K E R A L A

Government (Upper Primary Schools)	Head Master	(i) Graduate and B.Ed./B.T.	Rs. 150-10-250 (Selection Grade) Rs. 80-5-120-7½-165.	As in High/ Higher Secondary Schools.	H.R.A. Rs. 10/- per month. Headmaster's allowance Rs. 10 per month.
		(ii) S.S.L.C. and T.T.C.	Rs. 40-4-60-5-120		
	Assistant Teacher	(i) S.S.L.C. and T.T.C.	Rs. 40-4-60-5-120.		
		(ii) Untrained S.S.L.C.	Rs. 60 fixed.		
	Part time Specialist Teacher	Form III or Standard VIII and Specialist Training.	Rs. 30-60.		
Private	..... As in Government Schools .....				

2 : 3 : 4 : 5 : 6

MADHYA PRADESH

Government	Head Master	Trained Graduate	150-150-5-160- ) 6-190-EB-6-220 ) 10-240-240-EB- ) 12½-290 )	Rs. 15 D.A. ) Rs. 5 Additio- ) nal D.A. ) upto Rs.200 )	H.R.A. Rs.7/- p.m. for Bhopal, Indore, Ujjain, Gwalior and Jabalpur.
	Asstt. Master	Matric Trained or Untrained	90-2½-100-4-140 ) -EB-5-170 )	Rs. 5 addi- ) tional D. i. ) upto Rs.300 )	(i) Trained teachers men get 2 advance increments  (ii) Trained women get 5 advance increments  (iii) Untrained women get 3 advance incre- ments
				(iv)	(iv) Headmasters allowance - Rs. 25/- per month

MADRAS

AND

MAHARASHTRA

Included under High/Higher Secondary Schools.

..... (1)..... (2)..... (3)..... (4)..... (5)..... (6).....

M Y S O R E

Government/  
Local Boards/  
Private Bodies

Head Masters

Graduates

Rs. 130 (fixed)  
Graduates  
(Untrained)  
are deputed  
by Govt.

Compensatory-cum-House rent allowance

Drawing emolu-  
ments below  
Rs. 150/-

Drawing emoluments  
of Rs. 150/- or  
more but below  
Rs. 320/-

For Teachers provided with rent  
free quarters

B'lore corpo-  
ration area.

Rs. 5/- p.m.

Rs. 7/- p.m.

Head Masters/  
Asstt. Masters/  
Pandits/Munshis  
(Language  
Teachers).

Graduates  
(Trained)  
Matricula-  
tes (Td.)  
Matricu-  
lates  
(Untrained)

Rs. 130-5-150-  
8-190-10-250  
Rs. 80-3-110-4-  
130-5-150.  
Rs. 80/- fixed.

City & Towns  
with a population  
of a Lakh and  
above.

Rs. 3/- p.m.

Rs. 4/- p.m.

For Teachers not Provided with Rent  
Free Quarters

B'lore Corpo-  
ration area

Rs. 8/- p.m.

Rs. 10/- p.m.

Cities & Towns  
with a popula-  
tion of a lakh  
and above.

Rs. 5/- p.m.

Rs. 7/- p.m.

Marginal benefits are allowed to  
those drawing emoluments between  
Rs. 319/- and Rs. 329/- dependent  
upon the Class and the area.



(1)	(2)	(3)	(4)	(5)	(6)
			<u>O R I S S A</u>		
			Rs		
Government	Headmaster	Trained Graduate	185-10-235-15-250-EB-15-325	Rs 35/-	
	Asstt. Teacher	Trained Matric	100-4-120-5-130-EB-5-155	25/- upto pay 150	
		Matric	80-3-110-EB-3-116-4-120-5-135	25/-	
Local Bodies	Head Master	Trained Intermediate	110-175	25/- upto pay 150	
Private	Asstt. Teacher	Trained Matric	100-4-120-5-130-EB-5-150	-do-	
		Matric	80-125	-do-	
			<u>P U N J A B</u>		
Government	Masters/Mistress	Graduate & B.T/ B.Ed.	(i) 110-8-190-10-250 (93% posts) (ii) 250-10-300 (7% posts)	Same as shown for teachers in primary schools.	
	Classical & Vernacular Teachers	Matric with training in the special subject	(i) 60-4-80-5-100-5-120 (50% posts) (ii) 120-7½-165-10-175 (35% posts) (iii) 140-10-220 (15% posts)		
	Failoring Mistress	Middle with T.T Diploma from Department of Industries	70-5-90-5-100-5-150		

(1)	(2)	(3)	(4)	(5)	(6)
			<u>R A J A S T H A N</u>		Rs
			Rs		
Govt/ Private/ Local Bodies	Headmaster	Graduate	115-5-155-20-255-EB-10- 285-12½-320-335 (Trained graduates get an initial start of Rs 140/-)	As in Primary Schools	Headmaster's allow- ance-- Class 6th 10 Rs. 10/- Class 7th 15 Rs. 15/- Class 8th i) upto 349 students 20 Rs. 20/- ii) 350 & above 30 Rs. 30/-
	Asstt. Teacher	Matric	75-4-95-105-EB-5-130- EB-5-160 (Trained matriculates get an initial start of Rs 191/-)		
			<u>W E S T B E N G A L</u>		
Private ly managed (aided)	Headmasters	P.A.(Hons) B.T B.A/B.Sc., B.T with 3 years teaching experience	225-325-15-475 160-7-223-8-295 plus a special pay of Rs 25/- per month.	10/- 10/-	Plus a special pay of 25 p.m. All teachers on confirmation shall be entitled to contribu- tory Provident Fund, the management contributing at 6¼%.
	Asstt. Teachers	B.A/B.Sc., B.T	160-7-223-8-295	10/-	All teachers on confirma- tion shall be entitled to contributory Provident Fund the management contributing at 6¼%

(1)	(2)	(3)	(4)	(5)	(6)
	Asstt. Teachers	I.A./I.Sc.(Trd.)	115-3-133-4-185	10/-	Untrained Teachers get @ 160/- p.m.(fixed) until trained.
	Asstt. Teachers	Trained undergraduate	125-3-140-4-200	-de-	Untrained teachers get @ 115/- p.m.(fixed) until trained.
	Classical Teachers	Matric or non-matric with Sanskrit Titles/F.M. & M.M. titles. Two titles & 10 years' experience	115-3-133-4-185 150-7-113-3-295 160-7-223-8-295	10/-	

(1)	(2)	(3)	(4)	(5)	(6)
			<u>U T T A R P R A D E S H</u>		
			Rs		
Government	Headmaster	Post Graduate	200-10-250-EB-10-310-EB-14-450		Same as shown for High/Higher Secondary Schools.
	Asstt. Master	Trained Graduate	120-8-200-EB-10-300		
	Asstt. Master (Arabic & Persian etc.)	(i) B.A. with Arabic or Persian	75-200		
		(ii) Alim or Maulvi Alim etc.	50-120		
		(iii) Kamil or Munshi Fazil etc.	50-75		
		(iv) Junior High and Munshi	35-2-45-EB-3-60		
		v) Hafiz and Qazi	25-1-30-EB-1-45		
Private	Headmaster		120-6-168-EB-9-240-EB-10-300		20/- Trained Graduate Headmasters to get special pay of Rs 20/- p.m.
	Asstt. Master				
	(i) L.T. Grade		120-6-168-EB-9-240-EB-10-300		-do-
	(ii) U.C.T. Grade		75-5-110-EB-6-140-7-168-8-200		-do-
	(iii) J.T.C. Scale		70-3-35-5-100-5-120		-do-

(1)	(2)	(3)	(4)	(5)	(6)
	iv) in L.T. Scale (Trained)		80-4-112-EB-6- 172-7-200	20/-	
	v) in C.T. scale (untrained)		50-3-74-EB-4-94-5-109- 6-133	-do-	
	vi) in H.T.C. Scale		40-2-50-EB-3-65		
	vii) Untrained		27-1-34-EB-2-44		
LOCAL BODIES	Head Teacher	H.T.C.	76-3-91-5-106-EB-5- 126	Pay Rs. D.A. Rs 71-85 24.50	Women teachers in villages are allowed village allowance;
	Asstt. Teacher	J.T.C.	70-3-100-EB-4-120	85-93 amount by untrained 10 p.m which pay falls Trained 15 p.m short of Rs.110	
	Asstt. Teacher (Specialist)	Specialisation in the subject	55-2-75-EB-3-90	94-100 22.00 101-104 amount by which pay falls short of Rs 122. 105 and above Rs 17/-	

1	2	3	4	5	6
<u>A &amp; N ISLANDS</u>					
Government	Head Master	Trained Graduate	210-10-290-EB-15-395	At Central Government rates	As in primary schools
	Teacher	(i) -do-	160-8-256-EB-8-280-10-300	-do-	-do-
		(ii) Graduate	130-5-160-8-200-EB-8-256-EB-280-10-300	-do-	-do-
	Craft Instructor	Matric with dip. in Craft	118-4-170-EB-5-200-EB-5-225	-do-	-do-
	Phy. Edu. Teacher	Matric with diploma in Physical Edu.	-do-	-do-	-do-
Private	Head Master	M.A./M.Sc./B.T.	250-10-290-15-470	66	)
	Senior Teacher	-do-	210-10-290-15-380	66	
	Asstt. Teacher	(i) Trained Graduate	170-10-290-15-380	54	
		(ii) Graduate	130-5-150-2-280-10-300	42	

1	2	3	4	5	6
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DADRA NAGAR HAVELI

There are no middle schools in this area.

DELHI

Government/ Local Bodies/ Private	Head Master	Trained Graduate	i) 210-10-290-EB-15-395 in schools having classes I to VIII	Rs.66	Rs.31.50 H.R.A.; 16.80 C.C.A.
			ii) 190-10-290-EB-15-395 classes VI-VIII	Rs.54	Rs.28.50 H.R.A.; 15.20 C.C.A.
	Teachers (Grade III)	-do-	160-8-256-EB-8-280-10-300	Rs.50	Rs.24.00 H.R.A.; 12.80 C.C.A.
	Language Teachers	Trained Graduate in the concerned language	-do-	-do-	-do-
	Drawing Teachers	Matric with professional qualification	130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs.42	Rs.19.50 H.R.A.; 12.50 C.C.A.
	Physical Training Instructor (Grade II)	-do-	-do-	-do-	-do-
	Domestic Science Teacher	N.A.	-do-	-do-	-do-
	Music Teacher	N.A.	118-4-170-EB-5-200-EB-5-225	-do-	Rs.17.70 H.R.A.; 11.80 C.C.A.
	Teachers (Grade IV)	Trained Matric	-do-	-do-	-do-

1	2	3	4	5	6
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GOA DAMAN & DIU

Government	Trained Teacher	Secondary grade Teacher's Certificate (S.T.C.)	118-4-170-EB-5-200-EB-5-225	As in High/Higher Secondary Schools	As in primary schools
	Teacher	Graduate with S.T.C.	160-256-EB-8-280-10-300	-do-	-do-

There are no prescribed scales in schools managed by private bodies.

HIMACHAL PRADESH

Government/ Local Boards/ Private Bodies	Teacher	Trained Graduate	110-8-190-10-250 250-10-350 (Selection Grade)	Rs.50	As in the primary schools. They are entitled to 2 advance increments
	Oriental Teacher	Shastri, Oriental training	60-4-80/5-120 initial start at Rs.80	Rs.50	As in primary schools.
	Language Teacher	Prabhakar, Oriental training	60/-4-80/5-120 initial start at Rs.71	-do-	-do-
	Music/Arts & Craft Teacher	Matric with professional qualification	-do-	-do-	-do-
	Physical Training Instructor	-do-	60/4-80/5-120 120-7½-175 140-10-220	Selection Grades	



1.	2.	3.	4.	5.	6.
<u>L. M. &amp; A. I S L A N D S</u>					
Government	Headmaster	Trained Graduate with knowledge of Malayalam	210-10-290-EB-395- plus 40% of special pay on basic pay.	As in High/ Higher Secondary Schools	As in High/ Higher Secondary Schools
	Matric trained Teachers	Trained Matric with knowledge of Malayalam	118-4-179-EB-5-200-EB-5-225 + 40% Spl. pay on basic pay		
	Language Teacher Grade II (Hindi)	Trained S.S.L.C./ Matriculation & Rashtra Bhasha Visarad	130-5-160-8-200-EB-256-8-280-10-300 + Special pay of 40% on basic pay		
	Physical Training Instructor	S.S.L.C. with lower grade certificate in Physical Education (Certificate Course)	-do-		
	Dance-Gum-Music Teacher	Proficiency in Folk Dance	80-1-85-2-95-EB-110		

1	2	3	4	5	6
<u>M A N I P U R</u>					
Govt.	Headmaster	Trained Metric	75-3-105-EB-4-125-plus Rs.20/- special pay	15% of pay Plus Rs.6/-	As in primary schools
	Asstt. Teacher	Intermediate	75-3-105-EB-4-125	-do-	-do-
		Matriculate	60-4-80-EB-4-105-5-115	-do-	-do-
		Non-Matric	40-1-50-EB-2½-65	20% of pay plus Rs. 6/-	-do-
<u>N. E. F. A.</u>					
Govt.	Headmaster	Graduate	125-7½-155-9-245-EB- 10-275(Trained gra- duates are entitled 2 advance increments)	As in primary Schools	Headmaster's allowance Rs.20. Special pay as in primary schools.
		Hons. Graduates, M.A./M.Sc./M.Com	150-7½-180-9-270-EB- 10-300(Trained per- sons will get 2 advance increments)	-do-	Special pay as in primary schools
	Asstt. Teacher	Graduate	125-7½-155-9-245-EB- 10-275	-do-	-do-
		Trained Metric	75-3-105-EB-4-125	-do-	-do-
		Matric	60-4-80-EB-4-100-EB- 5-125	-do-	-do-

1

2

3

4

5

6

T R I P U R A

Government

Headmaster

Trained Graduate

175-7-238-EB-7-245-8-325 (Revised)

As in Primary/  
Jr. Basic  
Schools

Asstt. Teacher

Trained Graduate

-do-

Classical  
Teacher

(1) Graduate with Title  
in the subject.

-do-

(2) Matriculate with  
diploma in language  
concerned

70-3-103-EB-3-118-4-150(unrevised).  
(Proposed revised scale  
150-5-195-EB-5-250)

Craft Instructor

(1) 1st Class Diploma  
of the C.T.T.I. or  
Matriculate with  
Diploma of at least 2  
years course in Craft  
Training

175-7-238-EB-7-245-8-325(revised)

(2) For persons with  
practical experience  
only.

125-3-140-4-156-EB-4-200(revised)

Hindi Teacher

Graduate in Hindi with  
Post-graduate Degree/  
Diploma in Teachers'  
Training.

175-7-238-EB-7-245-8-325(Revised)

SCALES OF PAY OF TEACHERS IN AIDED/HIGHER SECONDARY SCHOOLS (1-4-1955)

1	2	3	4	5		6	
				Dearness	Other		
<u>ANDHRA PRADESH</u>							
Govt., Local Body or Private	i) Headmaster	Trd. Post Graduate	Rs. 325-20-425-25-700	Less than			
	ii) Headmaster or School	Trd Graduate	200-10-300-15-375 (Selection Grade)	Rs. 150	Rs. 20/	<u>City:</u> Below 75	Rs. 6/-
				151-320	32/	Rs. 75-150	10/-
				321-500	6/	Rs. 150-326	15/-
	iii) Headmaster or School Asstt.	-do-	130-5-155-7½-200-10-250			With marginal adjustment upto	Rs. 341
	iv) Physical Director Grade II		140-5-155-7½-200-10-250			<u>Towns:</u> Below 75	6/-
	v) Physical trg. Instructors (Grade I)		110-4-130-5-150-7½-180			Rs. 75-100	8/-
vi) M.T.I's Drawing Teachers, Craft Instructors.		130-5-155-7½-200-10-250			Rs. 100-150	10/-	
					Rs. 150-326	12/-	
vii) Language Pandits					with marginal adjustment upto Rs. 338/-		
					<u>Municipalities</u>		
					Below Rs. 100	3/-	
					Rs. 100-206	5/- with marginal adjustment upto Rs. 211/-	
			i) 130-5-155-7½-200-10-250			1. Graduates will start a Rs. 145 in the scale of 130-250.	
			ii) 100-5-150				
			iii) 80-4-100-5-150-180-7½-200-10-350			2. Graduates appointed a Secondary grade Teachers will start at Rs. 100/- in the scale of Rs. 80-150.	

1	2	3	4	5	6
			Rs.		
	Upgraded School Assistants		180-7½-210-10-350		3. SSLC or H.Sc. passed candidate will start at Rs. 71/- and P.U.C. and Secondary grade or Multi-purpose Exam. passed candidate will start at Rs. 73/- in the scale of Rs. 65-95.
	Agricultural Instructors		230-10-250-15-400		
	Commercial Instructors		110-4-130-5-150-7½-180		4. Head Master's Allowance Rs. 40/- if the strength exceeds 500. Rs. 25/- where the strength is below 500. Gazetted Headmaster is not eligible for Headmaster's allowance.
	Engineering Instructors		180-7½-210-10-280-15-400		5. Special pay of Rs. 15/- is payable to language pandit handling classes XI and XII.

Management	Designation of Teacher	Minimum Qualification	Scale of Pay	Allowances	
				Dearness	Others
1	2	3	4	5	6

ASSAM

HIGHER SECONDARY AND MULTIPURPOSE SCHOOLS

Government	Principal	B. A./B. Sc. and B.T.	350-30-500-EB-30-650-EB-35-1000 (with a minimum starting of Rs. 450/-)	Ad-hoc D. A. @ Rs.10/- p.m. for teachers drawing pay upto Rs. 250/-	i) Shillong compensatory allowance of Rs.7.50 for pay upto Rs.425/- within the radius of 25 k.ms. of Shillong.
	Vice-Principal -do-		300-20-400-EB-25-550-EB-23-800 (Special pay of Rs.50/- p.m.)		ii) Hill Allowance Pay Allowance upto Rs. / - Rs. Upto 140/- 15/- 141-300 40/- 301-600 50/- 601-1000 75/-
	Asstt. Teacher	Post-Graduate Degree (II Class) Hons. Graduate	300-20-400-EB-25-550-EB-25-800 (Two increments for B.T.) 225-15-285-15-360/20-600		iii) Special Compensatory allowance for Aijal & Lungleh sub-Divisions
	Headmaster	B. A./B. Sc. and B.T.	350-30-500-EB-30-680-EB-35,925 (starting Pay Rs.450 p.m.)		Pay Aijal 80-140 30% subject to minimum of Rs. 25/- and Max. of Rs.50/-
	Assistant Headmaster	-do-	250-20-350-EB-20-450-EB-25-700		141-300 25% subject to minimum of Rs.50/- and Max of Rs.70

HIGH SCHOOLS

3.	4.	5.	6.
Graduate degree	200-12½-250-EB-12½-	Pay 301-600	<u>Ai jal</u> 20%
	275-15-350-EB-15-500 (one advance increment for special training/distinction/Hons. Two advance increments for B.T./Post Graduate)		subject to minimum of Rs.70/ and Max. of Rs.100/-.
Selection grade 500-20-600		Pay 601-1000	15%
			subject to minimum of Rs.100 and Max. of Rs.125/-
			<u>Lungleh Sub-Divn.</u>
			40%
			subject to minimum of Rs.35/- and Max. of Rs.50/-.
			141-300
		Pay 301-600	33.1/3%
			subject to minimum of Rs.60/- and max. of Rs.85/-
			25%
			subject to a minimum of Rs.85/- and Max. of Rs.115/-
		Pay 601-1000	20%
			subject to a minimum of Rs.125/- and Max. of Rs.150/-.

HIGHER SECONDARY AND MULTIPURPOSE SCHOOLS

B. A. B. T.	Rs. 250-20-450-EB-25-600 (Starting pay Rs. 390/-)	15% for pay between Rs. 61-100/-	Rs. 13½ in lieu of rice concession for pay upto Rs. 300/-
B. A. B. T.	Grade pay + spl. pay @ Rs. 50/- p.m.	(20% in Hills)	
M. A./M. Sc./ M. Com.	Rs. 175-15-250-EB-15-340-20-450/- (starting pay Rs. 220/-)	17% for pay between Rs. 101-250/- (20% in Hills)	

1. 2. 3. 4. 5. 6.

	B.A. (Hons') Dist. & B.T.	Rs. 125-7½-155-9- 245-EB-10-275	Additional Allowances Rs. 60 for pay up to Rs. 100
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HIGH SCHOOLS

Headmaster	B.A., B.Sc. & B.T.	Rs. 200-20-300-25- 400-EB-25-500 (Starting pay Rs. 350/-)	15% for pay between Rs. 61-100/- (20% in Hills) 17½% for pay between 101-250/- (20% in Hills)	Special Allowance Rs. 13.50 in lieu of rice concession for pay upto Rs. 300/-.
	Intermediate (Confirmed before 1.10.56)	Rs. 200-20-300-25-400- EB-25-500		

Assistant Headmaster	B.A., B.Sc. & B.T.	Grade pay + a special pay @ Rs. 50/- p.m.
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Assistant Teacher	M.A., M.Sc. M.Com. & Graduate with Hons. Dist.	Rs. 150-7½-180-9-270- EB-10-300 (two advance increments for B.T.)
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Classical Teacher	B.A., B.Sc.	Rs. 125-7½-155-9-245- EB-10-275 (two advance increments for B.T.)
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Classical Teachers with Titles	Rs. 125-7½-155-9-245-EB- 10-275	Headsmaster Private School (Def A)
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Intermediate (with 15 years service in the same school)	Rs. 100-7½-160-EB-9-250	Headsmaster Private School (Def A)
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Matric and normal trained or Inter- mediate/Matric craft teachers	Rs. 75-4-115(EB)-135- 5-150/-	Headsmaster Private School (Def A)
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1.	2.	3.	4.	5.	6.
	Hindi Teachers	Title in Hindi	Rs.75-3-105-EB-4-125/- (Rs.125-275 for teachers of Class II, A.S.S.)		
		Matric	Rs.60-4-80-EB-4-100-EB-5-125/-		
		Middle and Normal trained	Rs.60-4-80-EB-4-100-5-125		
		Middle passed craft teachers	Rs.60-2-80-EB-4-100		

Management	Designation of the post	Minimum Qualification	Scale of pay	Allowances	
				Dearness	H.R.A. & others
(1)	(2)	(3)	(4)	(5)	(6)

**BIHAR**  
**HIGH/HIGHER SECONDARY/MULTIPURPOSE SCHOOLS**

Government	<u>Gazetted*</u> Principals of Higher Secondary & Multi-purpose Higher Secondary schools	Trained Graduate	200-20-220-25-320-EB-25-670-EB-20-750, in Class II of Bihar Educational Service plus Rs.50/-p.m.as special pay for multi-purpose schools	(I) On Rs.200 Rs.60/- above Rs.200/- Rs.60+ 25% of the increased pay subject to maximum of Rs.100/-	
	Headmasters of High schools	"	200-750	(II) Above Rs.300/- Rs.17½% subject to maximum Rs. 100/-	
	Agriculture Teacher	B.Sc.(Agri.)	200-10-250-15-325-EB-15-400-10-450 in Bihar Agricultural Service Class II Junior	-do-	
	<u>Non-Gazetted**</u> Asstt.teacher in Agriculture	B.Sc.(Agri.)	230-13-308-EB-13-360-15-450	Rs.5/-p.m. upto 300/-	H.R.A. is admissible in Districts of Patna, Gaya, Dhanbad and Dhalbhum only.

\* Revised scales of pay of gazetted staff not yet notified.  
\*\* Scales of pay of non-gazetted staff revised w.e.f.1.4.62 but arrear given from 1.4.64

(1)	(2)	(3)	(4)	(5)	(6)
			Rs		
Government	Assistant Teacher	Master or Hons.in Arts/ Science/Commerce Trd. Trained graduate in Arts/ Sc./Commerce	(I) 230-13-308-EB-13-360-15-450 (II) 160-7-202-EB-7-244-9-280 (Minimum Rs.188)	Rs.5/-p.m. upto 300/-	H.R.A. is admissible in Districts of Patna, Gaya, Dhanbad and Dhalbhum only.
	Headmasters of Sanskrit High Schools	Trained Graduate	160-7-202-EB-7-244-9-280 (Minimum Rs 188)	-do-	-do-
<u>Private Bodies</u>	Principal	Trained Graduate	250-15-280-20-400-EB-20-600-EB-20-700	There is no 'Government' admissible under these scales	D.A
	Headmaster	Trained Graduate	(i) 220-10-300-EB-12-360-20-400. (up to 200 pupils). (ii) 250-10-350-EB-12-410-20-450 (more than 200 pupils).		
	Assistant Teacher	Trained Post-Graduate/ Honours degree holders	(i) 180-9-225-EB-10-305-9-350 (Selection grade) (ii) 170-7-205-EB-7-275		

(1)	(2)	(3)	(4)	(5)	(6)
		Untrained post-graduate/Honours/ trained Graduates	Rs 150-6-180-EB-7-250		
		Untrained Graduates/ Intermediate trained/ Acharya/Fazil	115-3-130-EB-4-170		
		Intermediate un- trained/Matric trained/Alim/ Shastri	80-3-95-EB-4-115-3-13		

1	2	3	4	5	6	7
<u>G U J A R A T</u>						
Govt.	Head Masters	Trained Graduate	(a) 250-10-330-15-450 20-470.	Pay up to 109 ) 110-449	DA 25 30	Pay up to 74
			(b) 280-15-385-20-435 EB-20-585-EB-25- 735 (Promotion Rs. 245/-)	) 150-209 ) 210-299 ) 300-349	45 50	75-99 100-299 The amount by which the pay falls short of Rs. 350.
	Assistant Master	(a) Matriculates (old Teachers)	110-3-130-EB-3-136- 4-180	)		300
		(b) Untrained Graduate	110-3-125-6-215-EB- 10-245.	)		Pay below 250
		(c) Trained Graduate	160-5-190-6-208-8- 216-EB-8-240-10-310- EB-320-15-350-20-370	)		250-950
	Asstt. Teacher Tech. High School.	Graduate	115-5-175-EB-5-200-9 245	)		above 950
	Drawing/hindi Teacher	SSC & Drawing Teacher Training/SSC plus Jr./Sr. H.S.S.	105-4-185-EB-5-205- 10-215.	)		
	Craft Teacher	Trained in Craft	106-3-130-EB-3-136- 4-180	)		
For Ahmedabad						
<u>H.R.A.</u>						
9/-						
12/50						
12½%						
subject to minimum Rs.						
17.50						
30/-						
<u>C.L.A</u>						
7½% Min. Rs. 6/-						
max. Rs. 15/-						
6% Min. Rs. 15/-						
max. Rs. 50/-						
amount by which the pay falls short of Rs.						
1000/-						

1	2	3	4	5	6
Private	Head Master	Trained Graduate	(a) 200-10-300 (b) 250-15-450 (c) 300-20-500 (d) 350-25-600	H.R.A. & C.L.A. for Ahmedabad	
	Asstt. Master	i) Trained Graduate (BT)	120-5-170-EB-8-250-EB 10-300	Pay	DA
		ii) Trained Graduate (STC or TD)	110-4-170-EB-6-200	Ray	HRA
		iii) Untrained Graduate	100/- fixed	CLA	
		iv) S.Sc. - STC or TD	70-3-100-EB-4-140-5-150	upto 65/-	Rs. 70
		v) S.S.C. (untrained)	65/-	66-104	75
		vi) M.A./M.Sc. II Class - BT.	150-7½-240-EB-10-300	105-164	85
		vii) B.A./B.Sc. - Dip. Phy. Edu.	120-5-170-EB-8-250-EB-10-300	165-255	95
	Drawing/	D.M/S.S.C. plus Sr/Jr. HSS.	70-3-100-EB-4-140-5-150	256-279	The amount over 250 by which pay falls short of Rs. 350
				280-500	70
				501-750	85
				upto Rs. 54	Rs. 7
				55-100	10
				101-140	15
				141-250	15
					7½%
					Rs. 3
					5
					7
					10
					10

	2	3	4	5	6
Private	Art Master	Art Master	110-4-170-EB-6-200		
	Sangeet Teacher	i) S.S.C. + Sangeet Vishard	70-3-100-EB-4-140-5-150		
		ii) Sangeet Vishard (Non SSC)	60-3-90-EB-4-130-5-150		
	Physical Training Instructor	i) SSC with one week Physical Training certificate	70-3-100-EB-4-140-5-150.		
		ii) SSC with short term course or non SSC with special short Term Course.	60-3-90-EB-4-130-5-150		
	Craft Teacher	i) SSC plus Certificate/Dip. in the Craft	70-3-100-EB-4-140-5-150.		
		ii) Non SSC. plus Cert./Dip. in the Craft	60-3-90-EB-4-130-5-150.		

J A M M U & K A S H M I R

Govt. (Higher Secondary School)	Principal	Trained Graduate	300-30-450-EB-30-600	)Rs. 10 upto 100/- }Rs. 8 above Rs. 100/- } } }
	Asstt. Teacher (General)	i) M.A./M.Sc. & Trained	145-15-250-EB-20-350	
		ii) Trained Graduate	100-10-200-EB-10-280	
		iii) B.A./Int./Matric	70-6-100-8-180	
	Asstt. Teacher (Special)	Honours in Oriental Languages/Art Trained.	80-8-120-8-200	

1	2	3	4	5	6	7
Private (Higher Secondary School)	Principal	Trained Graduate	Rs. 400/-			
	Vice-Principal	Trained Graduate	300-20-500			
	Asstt. Teacher	i) Trained Graduate	(a) 200-15-290-EB-350 (b) 200-10-250 (c) 100-5-150-10-250			
Govt. High School		ii) Matric/Middle	50-5-75-5-90-6-120			
	Headmaster	Trained Graduate	250-25-350-30-500			
	Asstt. Teacher (General)	i) Trained Graduate	100-10-200-EB-10-280			
		ii) Graduate/Int./Matric	70-6-100-8-180.			
	Asstt. Teacher (Special)	Honours in O.L./Art Trained	(a) 80-8-120-EB-2-200 (b) 70-6-100-EB-8-180			H.R.A
Private (High Schools)	Principal	Trained Graduate	300-30-600			Rs. 7/- per month
	Vice Principal	Trained Graduate	250-25-500			
	Asstt. Teacher	i) Trained Graduate ii) Matric Trained	100-8-140-10-200 70-5-120-5-180			

K E R A L A

Govt.	Head Master	Trained Graduate	250-20-350-25-400	13/- for pay	Headmasters allo- wance Rs 25/- for Headmaster in Asstt. Teacher's grade
	Asstt. Teacher	Trained Graduate		upto Rs. 99 15/- 100- 199	
	Specialist Teacher	i) Grade I ii) Grade II	150-10-250 80-5-120-7½-165	10/- 200- 400	



1	2	3	4	5	6	7
	Part-time Specialist	Graduate Training in the Special subject	Rs 60-100			
	Craft Teacher	SSLC & the professional qualification.	1)55-15 ii)40-120			
	Part-time Craft Teacher	-----do-----	30-60			

HRA Rs. 7/- p.m  
for non-gazetted staff

M A D H Y A P R A D E S H

Govt.

			Pay	D.A.	H.R.A.
Principal (Multi-purpose Hr. Sec.School)	B.A.B.T. with 10 years experience	) 360-15-405-20- ) 425-25-550-EB- ) 25-700. )	Up to 150	15/-	7/- p.m. at Bhopal, Indore, Ujjain, Gwalior, Jabalpur. Trained Graduate to get 2 advance increments.
			151-200	20/-	
			201-300	25/-	
Principal(Hr. Sec.School)	-----do-----	275- -300- ) 15-405-EB-20- ) 425-25-550-EB- ) 25-700. )			
Lecturers	Master's Degree	250-10-290-15- ) 350-EB-20-450 )			
Graduate Teachers	Graduate, Trained or Untrained	150-290 )			
Physical Training Instructor	Graduate plus Certificate in Physical Training	190-300. )			

1	2	3	4	5	6
	<u>M A D R A S</u>				
Govt.	Headmaster	Trained Graduate	i) 300-25-800 (Gazetted) ii) 225-10-275-15-350 (Grade I) iii) 140-5-180-10-250 (Grade II)	Below 150 150-300	Rs. 15/- 30/-
					Special pay to Headmaster Rs. 30/- if the strength is above 500. Rs. 20/- if the strength is 500 and below.
Local Body	Headmaster	--do--	225-10-275-15-350	--do--	Assistant Headmasters allowances Rs. 20/- admissible in schools having a strength of 1000 and more. HRA for teachers in Govt. schools only (as in the case of primary schools)
	Asstt. Headmaster	--do--	140-5-180-10-250 plus spl. pay of Rs. 20/-	--do--	
	Headmaster of a Sec. School having form IV & below	--do--	140-5-180-10-250 plus spl. pay of Rs. 20/-		
Private Body	Headmaster	Headmasters of Sec. Schools with 24 sections & below.	225-15-375	--do--	
		With 25 sections or more	300-15-450		
	Asstt. Head Master	Trained Graduate	i) 225-10-275-15-350. ii) 140-5-180-10-250.		
		Trained Matriculate Matriculate	90-4-110-3-140 90/- fixed		
	Pandits & Munshis Grade I	Trained Matriculate with oriental title Oriental title with Pandits secondary Grade training.	140-5-180-10-250 90-4-110-3-140		

1	2	3	4	5	6
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Rs.

M A H A R A S H T R A

Private	Head-Master	Trained graduate or with at least 5 year's experience.	(i) 200-10-300 (ii) 250-15-400 (iii) 300-20-500 (iv) 350-25-600	Pay	D.A.	Pay	H.R.A.	C.C.A.
				Upto 50	45	Below 35	10	5
				51-100	50	35-54	10	7.50
				101-150	55	55-60	15	7.50
				151-200	60	61-80	15	10
	Asstt: Teacher	(i) M.A./M.Sc. (II Class) + B.T.	150-7½-240-EB-10-350	201-250	65	81-100	15	12.50
				251-300	60	101-140	20	12.50
				301-500	70	141-200	20	15
				501-750	85	201-250	20	17.50
		(ii) B.A./B.Sc. and B.T.	120-5-170-EB-8-250-EB-10-300	751-1000	100	251-300		17.50 20
		(iii) B.A./B.Sc. with S.T.C./T.D.	110-4-170-EB-6-200					
		(iv) B.A./B.Sc. (Un-trained)	100/- fixed.					
		(v) Matric/Inter with S.T.C.	70-3-100-EB-4-140-5-150					
		(vi) Matric/Inter (Un-trained)	65/- fixed.					
						10% of pay above Rs.300		10% of pay.



	3.	4.
Drill Instructor	SSLC with a Certificate in Education Training.	80-3-110-4- 130-5-150
Chief Agricultural Instructors	B.Sc. (Agrl.)	110-5-130-8- 190-10-250- 15-400
Asstt. Agricultural Instructors	SSLC with Dip. in Agriculture	110-5-130-8- 190-10-250- 15-350
Craft Teachers (Weaving, Tailoring, Sericulture, Horticulture, Wood Work etc.)	SSLC with Diploma Certificate in the Craft subject concerned.	110-5-150-6- 180-10-220 (for Dip. Holder) 100-5-150-6- 190-10-200 (for others)
Chief Instructor in Technical Subjects	Degree in Engineering	200-10-300- 15-375
Assistant Instructors in Technical Subjects	SSLC and Diploma in Engineering	150-8-190- 10-320

N.B.:- The Graduate Teachers who possess Post-Graduate Qualifications at the Cost of Government. Viz: M.A./M.Sc./M.Com. will be given two advance increments with effect from the date following the last day of the Examinations passed.

1.	2.	3.	4.	5.	6.	
		<u>O R I S S A</u>				
Govt.	Headmaster (Gazetted)	Trained Graduate	260-780	)	Rs. 25 upto Rs. 150	
	Headmaster (Non-gazetted)	-do-	250-425		Rs. 35 for pay 150-330	
	Asstt. Teacher	-do-	185-325		Rs. 40 over Rs. 331.	
	-do-	Graduate with C.T.	125-220			
	-do-	Graduate	115-220			
	-do-	Trained Intermediate	115-180			
	-do-	Intermediate	100-155			
	-do-	Trained Matric	100-155			
	-do-	Matric	80-135			
	Classical Teacher	Classical Teacher with Acharya	115-220			
	-do-	Shastri	110-155			
	-do-	Madhyama	80-135			
	Head Maulvi	Matric, Alim	115-220			
	Hindi teacher	Matric, Kobidha	115-220			
	Craft teacher	Matric trained Craft	80-135			
	Art teacher	Matric dip. in fine arts.	110-195			

	2.	3.	4.	5.	6.	
	P.T.I.	Matric trained in Physical Education.	110-155			
Local Bodies & Private	Asstt. Teacher	M.A. or M.Sc.	230-540			
	Asstt. Teacher	-do-	175-380			
	Head Master	Trained Graduate	215-385			
	Asstt. Teacher	-do-	175-300			
			Graduate with C.T.	115-210		
			Graduate Intermediate Trained	110-200		
				110-175		
			Intermediate	100-150		
			Trained Matric	-do-		
			Matric	80-125		
		Classical Teacher	Acharya Teacher	110-215		
			Sastri	90-150		
			Madhyama	75-130		
		Head maulvi	Alim	110-195		
		Hindi Teacher	Kobidha	110-195		
	Craft Teacher	Matric with Craft Training	75-130			
	Art Teacher	Matric, Dip. in Fine Arts.	110-195			
	P.T.I.	Matric with training in Phy. Education.	75-130			

1.	2.	3.	4.	5.	6.
	<u>P U N J A B</u>				
Govt. (High School)	Head Master	B.A./B.Sc. with B.T. or Senior Basic Trained with teaching experience of 8 years.	250-10-350	} Same as shown for teachers in Primary Schools.	
Govt. (Higher Sec. School)	Principals	M.A./M.Sc. with B.T/B.Ed.	250-25-550-25-750		
	Lecturers	M.A./M.Sc.	i) 200-15-320-20-500 ii) 180-10-330-15-450		
	Asstt. Teacher (High School)	M.A. (II Class) M.A. (III Class)	200-15-320-20-500 180-15-330-20-450		
	Asstt. Teacher (Hr. Sec. School)	B.A., B.T.	250-10-300 (7% of Posts)		
			110-8-190-10-250 (93% of Posts)		
		Matric Trained	80-5-110-EB-8-190-EB-10-250		



R A J A S T H A NGovt./Private/  
Local BodiesHead Master  
(High School)Trained graduate with 285-20-385-25-  
(i) 5 years teaching 510-540  
experience in Higher  
Sec.Schools or in  
Trg.Schools or (ii)  
4 years administra-  
tive experience in  
middle School.Head Master  
(Hr.Sec.  
School)Trained post graduate 275-20-335-25-  
with 5 years 560-30-650  
experience in High  
School, or Post-  
graduate 5 years  
experience as  
Headmaster in a High/  
S .T.C. School-  
Initial start at  
Rs.335/First Grade  
Teacheri)II Class Post- 225-10-275-EB-  
graduate in the 10-285-15-435-  
subject (ii) Trd. 25-485  
post graduate in the  
subject (iii)Post-  
Graduate in the subject  
with 5 years teaching  
experience in High School  
or equivalent..Second Grade  
TeacherGraduate 115-5-155-10-225-  
EB-10-295-12/-  
320-335(Trained  
graduates get an  
initial pay of  
Rs. 140/-)Third Grade  
TeacherMatric 75-4-95-5-105-EB-  
5-130-EB-5-160  
(Trained matric  
get initial pay  
of Rs. 91/-)As in the case of  
Primary Schools.

1	2	3	4	5	6
		<u>UTTAR PRADESH</u>			
Govt.	Principal (Higher Secondary School)	Post-Graduate degree	250-25-400-EB-30-700 EB-50-850	Pay 1-50 51-150 151-450	D.A. 38 40 45
					(a) <u>Interim Relief</u> Upto Rs.50 Rs.5 51-150 10
	Head Master (High School)	( Trained Graduate	250-25-375-EB-25-500	451-454 which pay falls short by Rs.495/-	Amount by 451-462 which pay falls short of Rs.462.50
	Asstt. Master	i) Post-Graduate	200-10-250-EB-10-310-14-450	455-850 851-889 Amount by which pay falls short of Rs.890/-	40
		ii) Trained Graduate	120-8-200-EB-10-300		
		iii) Trained Under-Graduate	75-5-120-EB-8-200		(b) Ad-hoc increase of Rs.5/- upto pay of Rs.250/-.
Private	Principal (Hr. Secondary School)		225-25-475-EB-30-625-50-675	20/- per month	
	Head Master (High School)		225-15-345-EB-20-425	20/- per month	
	Asstt. Master (Hr. Secondary School)		175-10-215-EB-15-350	20/- per month	

1.	2.	3.	4.	5.	6.	7.
Government	Headmaster	i) M.A./M.Sc. & P.T.	WEST BENGAL 325-30-475-35-1000 (Direct recruits)	Rs. Pay upto 150 151-300	D.A. Rs.10/- Rs.20/-	H.R.A.: Persons posted at Calcutta Alipore & 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 Rented House persons living in own houses are entitled to H.R. @ 10% of basic pay subject to a maximum of Rs. 50 per month.
	& Headmistress	ii) B.A. or B.Sc. & B.T.	325-30-475-35-1000 (By promotion)	301-600 601-629	Rs.30 Amount by which falls short of Rs.630/-	
	Asstt. Headmaster	M.A./M.Sc. & P.T.	350-25-525 (Direct recruits)			
	& Asstt. Master	i) M.A./B.A. (hcms) B.T.	225-10-325-15-475			
	& Asstt. Mistress.	ii) B.A. & B.T.	175-7-245-8-325			
		iii) Trained undergraduate	125-3-140-4-200			
	Classical Teachers	With two titles on completion of 10 years experience.	175-7-245-8-325			
	Moulvi	Teachers with final Madrasah and Mumtazul Muhaddethin on completion of 10 years experience.	175-7-245-8-325			
	Physical Instructor	B.A. & trained in Physical Education.	175-7-245-8-325			
	Physical Instructress.					

1.	2.	3.	4.	5.	6.	7.
	Drawing Master	i) Matric with certificate from Govt. College of Arts & Crafts with Proficiency in drawing.		175-7-245-8-325		
		ii) For others with practical experience only		125-3-140-4-200		
	Music Teacher	i) Matric with Proficiency in vocal & instrumental Music.		175-7-245-8-325		
		ii) For others with practical experience only.		125-3-140-4-200		
	Lecturer in Engineering	Degree in Engineering (Civil Mechanical, Electrical) & one year practical experience or M.Sc. (applied physics) with 2 yrs. training.		325-30-475-35-1000		
	Teacher in Engineering	Licentiate in Mechanical/Electrical/Civil Engineering.		200-10-400		
Privately Managed (Aided)	Headmaster & Headmistress	Second class M.A./M.Sc.B.A. (H)/B.Sc. (H) & B.T. with 5 years teaching experience		350-10-450-15-525		

H.R.A. i) Trd. Graduates in rural areas are entitled to special allowance in lieu of quarters @ 15/- p.m.

Asstt. Headmaster & Asstt. Headmistress	Qualifications as in the case of the Asstt. teachers below.	Pay according to qualifications as in the case of Asstt. Teachers below.	10/-	ii) Trd. Hons. Graduates or with Higher qualifications are entitled to special allowance @ 25/- p.m.
Asstt. Teachers	i) Second Class M.A./M.Sc./ M.Com., B.T.	210-10-450	10/-	if the teachers reside in rural areas in which the school is located.
	ii) Third Class M.A./M.Sc./ M.Com./B.T.(H)/ B.Sc.(H) B.T.			All teachers on confirmation shall be entitled to contributory Provident Fund Management contributing @ 6 1/4%.
	iii) B.A./B.Sc./B.T.	160-7-223-8-295	10/-	
	iv) I.A./I.Sc. (Trd.)	115-3-133-4-185	10/-	
	v) V.M.Trd.			Special allowance for Head Masters/Headmistress/
Classical Teachers	i) Two Titles & 10 years teaching experience	160-7-223-8-295	10/-	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.
	ii) Mat./Non-Mat. with Thirtnes/F.M.& M.L. titles.	115-3-133-4-185	10/-	
Craft Teachers	i) Mat.Trd. in Craft	115-3-133-4-185	10/-	
	ii) Non.Mat.Trd. in Craft	80-2-100-3-130-4-150	10/-	Special allowance for Asstt. Head Masters/Mistresses Special pay @ 40/- for XI with one stream and @ 50/- for XI with more than one stream.

1.	2.	3.	4.	5.	6.	7.
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Music Teacher	i) 'B-Mus' Degree	160-7-223-8-295	10/-
	ii) 'I-Mus' Certificate	115-3-133-4-185	10/-
Art Teachers	Diploma from Govt. College of Art & Craft.	160-7-223-8-295	10/-
Teachers for Technical Streams.	L.C.E./L.M.E./L.E.E.	150-10-350 (Previsionally)	10/-

\* 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. (a) If untrained, fixed at Rs.160/- p.m. (b) Graduates with distinction will start Rs.174/- (fixed until Trd.) If untrained, I.A./I.Sc. get fixed pay at Rs.115/- p.m.

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		<u>A &amp; N I S L A N D S</u>					
Govt.	Principal	Trained Post-Graduate with 3 yrs. administrative experience or 5 yrs. teaching experience of Higher Secondary School.	425-25-500-30-680	At Central Govt. Rates.	As in primary schools.		
	Senior Teacher	-do-	250-10-290-15-380-15-470	-do-	-do-		
	Asstt. Teacher	Trained Graduate	170-10-290-EB-15-380	-do-	-do-		
	Phy.Edu. Teacher	Graduate trained in Phy.Education	-do-	-do-	-do-		
	Drawing Master	Graduate trained in Drawing	-do-	-do-	-do-		
	Craft Instructor	Matriculate with 2 years diploma in Concerned Craft	-do-	-do-	-do-		

1	2	3	4	5	6
<u>DADRA NAGAR HAVELI</u>					
Government	Head Master	Trained Graduate (i)	250 10-330-15-450-20-470	As in Primary Schools	As in Primary Schools
		(ii)	160-5-190-6-208-8-216 EB-8-240-10-310 EB-10-320-15-350-20-370 (Plus Headmaster's allowance)		
	Assistant Teacher	-do-	160-5-190-6-208-216 EB-8-240-10-310 EB-10-320-15-350-20-370	-do-	-do-
		Trained Matriculate	106-3-130 EB-3-136-4-180	-do-	
		Graduate	100 fixed (old scales)	-do-	
		Matriculate	65 fixed (old scales)	-do-	



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DELHI

Government/ Local Boards/ Private Bodies	Principal	Trained Post Graduate with 3 years administrative experience in Intermediate College or 5 years teaching experience in Higher Secondary School.	425-25-500-30-680	Rs. 70	Rs. 20 H.R.A.; Rs. 34 C.C.A.
	Teachers Grade I (for Class XI only teaching English, Maths, History, Economics, Agriculture, Commerce, Geography, Civics)	Trained post-graduate (for men) Post-graduate (for women)	250-10-290-15-380 EB-15-470	Rs. 66	Rs. 37.50 H.R.A.; Rs. 20 C.C.A.
	Teachers of Science.	Post-graduate	250-10-290-15-380 EB-15-470	Rs. 66	Rs. 37.50 H.R.A.; Rs. 20 C.C.A.

1	2	3	4	5	6
Teacher Grade II for classes VI to X (other than Language Teachers)	Trained Graduate	170-10-290 EB-15- 380	Rs. 54	Rs.25.50 H.R.A.; Rs.13.60 C.C.A. Science Teachers are exempted from Training qualifications.	
Classical Language Teachers (Grade I) (for class XI only)	Trained Post-graduate in the language	250-10-290-15-380 EB-15-470	Rs. 66	Rs.37.50 H.R.A.; Rs. 20.00 C.C.A.	
Modern Indian Language Teachers Grade I for class XI	-do-	-do-	-do-	-do-	
Language Teachers (Grade II)	Trained Graduate	170-10-290 EB-15- 380	Rs. 54	Rs.25.50 H.R.A.; Rs.13.60 C.C.A.	
Drawing Teachers (Grade I)	Matric with professional qualification with 3 years teaching experience	-do-	-do-	-do-	
Drawing Teacher (Grade II)	Matric with professional qualification	160-8-256-EB-8- 280-10-300	-do-	Rs.24.00 H.R.A.; Rs.12.80 C.C.A.	
Domestic Science Teachers (Grade I)	Graduate with Dip. in Home Science or Graduate in Home Science.	170-10-290-EB-15-380	-do-	Rs.25.50 H.R.A.; Rs.13.60 C.C.A.	

1	2	3	4	5	6
Domestic Science Teachers (Grade II)	Matric with Dip. in Home Science from Lady Irwin College or a trained graduate who had Domestic Science as a subject at High School.	130-5-160-8-200 EB-8-256-EB-8-280-10-300	Rs.42		Rs.19.50 H.R.A.; Rs.12.50 C.C.A.
Music Teachers (Grade I)	Degree in Music with 4 years experience	170-10-290-EB-15-380	Rs.54		Rs.25.50 H.R.A.; Rs.13.60 C.C.A.
Music Teachers (Grade II)	Degree in Music	118-4-170-EB-5-200-5-225	Rs.12		Rs.17.70 H.R.A.; Rs.11.80 C.C.A.
Physical Training Instructors (Grade I)	Degree trained in Physical Education	N.A.	N.A.		N.A.
Physical Training Instructors (Grade II)	Matric trained in Physical Education	130-5-160-8-200-EB-8-256 256-EB-8-280-10-300	Rs.42		Rs.19.50 H.R.A.; Rs.12.50 C.C.A.
Demonstrators	B.Sc	-do-	-do-		-do-
Craft Teachers	Matric with certificate in Craft	-do-	-do-		-do-
Craft Teachers	Graduate with Diploma in Craft	170-10-290-EB-15-380	Rs.54		Rs.25.50 H.R.A.; Rs.13.60 C.C.A.

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<u>GOA, DAMAN &amp; DIU</u>					
Government	Teacher	Trained Post-Graduate	250-10-290-15-380-EB-15-470	Pay range	D.A. As in Primary Schools
		Trained Graduate	170-10-290-EB-15-380	Below 110	28 -do-
				110-150	42
				150-210	54
				210-400	66
				400-600	70
				600 & above	Amount by which the pay falls short of Rs. 669

HIMACHAL PRADESH

Government/ Local Boards/ Private Bodies	Headmaster (Higher Secondary School)	Trained Post-Graduate	250-25-550/25-750 (Class II)	Upto Rs.250	D.A. Rs.50	As in Primary School
				251-300	Rs. 60	
				301-500	Rs. 70	
	Teacher	Trained Post-Graduate	200-15-320/20-500 (English, Science and Maths)		-do-	-do-
	Teacher	Trained Graduate (Other subjects)	110-10-250-250-10-350 (Selection Grade)		-do-	-do-

1	2	3	4	5	6
Craft Teacher	Matric with professional qualification	110-10-250 250-10-350 (Selection Grade)	Upto Rs.250 251-300 301-500	D.A. Rs.50 Rs. 60 Rs. 70	As in Primary School.
Lecturer (Technical Group)	Degree in Engineering	250-25-750 (Class II)	-do-	-do-	-do-
Asstt: Lecturer (Technical Group)	Dip. in Engineering	110-8-190-10-250	-do-	-do-	-do-
Home Science Teacher	B.Sc. (Home Science)	110-8-190/10-250 250-10-300 (Selection Grade)	-do-	-do-	-do-
Fine Arts Teacher	Trained graduate in the subject	-do-	-do-	-do-	-do-
Trained Instructor	Matric with professional qualification	90-5-140	-do-	-do-	-do-
Headmaster (High School)	Trained Graduate	110-10-250; 250-10-350 (Selection Grade)	-do-	-do-	-do-

1	2	3	4	5	6
<u>L. M &amp; A. Islands</u>					
Government Headmaster	Trained Graduate	Rs.325-15-475-EB-20-	Pay per month	H.R.A.	Rs.15
		575 plus special pay 40% on basic pay	Rs.110 and above but below Rs.150*		
Graduate Assistant	-do-	Rs.170-10-290-EB-15-380-plus special pay of 40% on basic pay	Rs.150 and above but below Rs.210		Rs.15 - Free accommodation or house rent in lieu thereof. Special pay of 40% is admissible to mainlanders only who are recruited for duty in the Islands.
Language Teacher Grade I - Malayalam	Trained Graduate with Sastri or its equivalent or a corresponding Examination in Malayalam	Rs.170-10-290-EB-15-380-plus special pay of 40% on basic pay.	Rs.210 and above but below Rs.400@		Rs.15 - To and fro free sea passage once in a year is also admissible while proceeding and on return from leave
Language Teacher Grade I (Hindi)	Above qualification in Hindi	-do-	Rs.400 and above but below Rs.600 &		Rs.15
Physical Education Teachers	Graduate with Diploma in Physical Education	-do-	Rs.600 and above - Amount by which pay falls short of Rs.669		Rs.15
Language Teacher Arabic	Afzul-Ul-Ulma or B.A. with Arabic under Part III	Rs.130-5-160-8-200-EB-8-256-10-300 with special pay 40% on basic pay	D.A. per month D.A.28* Rs.42f Rs.66@ Rs.70 f		Rs.15

1	2	3	4	5
Drawing Teacher	Matric with diploma Certificate in Arts and drawing	Rs. 130-5-160-8-200-EB-8-256-10-300 with special pay 40% on basic pay		Rs. 15
Craft Instructor	S.S.L.C. with craft subjects	Rs. 140-5-175 plus special pay 40% on basic pay		Rs. 15

M A N I P U R

Government	Headmaster (High School)	Trained graduate with 5 years experience or Graduate with 10 years experience.	Rs. 200-20-300-25-400-EB-25-500.	Rs. 13.50 compensatory allowance Hill allowance @ 15% & Winter allowance @ 10% in Hill areas only.
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	Asstt. Headmaster	Trained Graduate or Graduate with 5 years teaching experience	125-7½-155-9-245-EB-10-275+Rs.50/- as special pay	17.50		
	Asstt. Teacher	Trained Graduate	125-7½-155-9-245-EB-10-275	- do -		
		Graduate	100-10-130-EB-6-190-EB-10-250	- do -		
		Intermediate	75-3-105-EB-4-125	15 % of pay plus Rs.6/-	Rs.13.50 Hill allowance @ 20% & winter allowance Rs. 10 in the Hill areas only.	
		Matric	60-4-80-EB-4-100-5-115	- do -		
	Principal (Hr. Sec. Schools)	Trained Post-Graduate	250-20-450-EB-25-600 (Initial start @ Rs.350)	Rs.17.50	Rs.13.50 Hill allowance @ 15% & winter allowance @ 10% in the hill areas only.	
	Vice Principal	- do -	175-15-250-EB-15-340-EB-20-45-20-450 + Rs.50/- as special pay.	- do -	- do -	
	Lecturers	Post-Graduate	175-15-250-EB-15-340-EB-20-450+ (II Class post graduate get an initial start of Rs.220/-)	- do -	- do -	



1.	2.	3.	4.	5.	6.	7.	
			N. E. F. A.				
Govt.	Headmaster (Class II) (Hr. Sec. School)	Trained Graduate	250-20-450-EB-25-600- with a starting of Rs. 390 for promoted Head masters.	Rs. 17½ of pay; free accommodation		Special pay 33½% subject to a minimum of Rs. 125/-	
	Asstt. Headmaster (Hr. Sec. School)	-do-	175-15-250-EB-15-340- EB-15-430-10-450 (initial pay of Rs. 220/-)	-do-		-do- plus Rs. 50/- as Asstt. Headmaster's allowance. Cash allowance Rs. 13.50	
	-do-	-do-	-do-	-do-		Special pay 33½% subject to a minimum of Rs. 50. Cash allowance Rs. 13.50 .	
	Headmaster (High School)	Trained graduate with 5 years teach- ing experi- ence.	200-20-300-25-400- EB-25-500 (Starting pay Rs. 350 for pro- moted headmaster)	17½% of pay		Special pay 33½%. Subject to minimum of Rs. 125 in the interior N.E.F.A.	
	Asstt. Headmaster (High School)	Graduate	i) 125-7½-155-9-245- EB-10-275 (start- ing pay Rs. 140 for trained persons) ii) 150-7½-180-9-270- EB-10-300 (Starting pay Rs. 165 for trained persons)	15% for pay bet- ween 61 and 100 17½% for pay above Rs. 100/-		Asstt. Headmaster allowance 50. Special pay of 33½% subject to a minimum of Rs. 50/-. Cash allowance Rs. 13.50 + interim relief Rs. 7.50 for those whose pay is less than Rs. 250/-	
	Asstt. Teacher	-do-	i) -do-	-do-		-do-	
			ii) -do-	-do-		-do-	
	Asstt. Teacher	Inter Trained Metric	75-3-105-EB-4-125	-do-		-do-	

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T R I B U N A L					
Post-					
Government	Headmaster (Hr. Sec. School)	Trained Graduate with 5 years teaching experience	325-30-475-35-545-EB- 35-825-EB-35-1000 (Revised)	-- As in Primary/ Jr. Basic Schools.	
	Asstt. Headmaster (Hr. Sec. School)	-do-	275-15-350-20-390-EB- 20-550-EB-20-650 (Revised)		
	Headmaster (High School)	-do-	-do-		
	Asstt. Headmaster (High School)	Trained Post-graduate with 3 years teaching experience	200-10-290-EB-10-400 (Revised)		
	Lecturer (Hr. Sec. School)	Trained Post-graduate	250-15-355-EB-15-475- EB-15-550(Revised) (3% of posts in the scale of Rs. 275-15- 350-20-390-EB-20- 550-EB-20-650.		
	Lecturer in Technology (Hr. Sec. School)	Dip'oma in Engineering	-do-		
	Asstt. Teacher (High/Higher Sec. School)	Trained Graduate	175-7-238-EB-7-245- 8-325(Revised)		
	Supervisor	Licenciate in Engineering	(i) 100-5-160-EB-5- 215-10-225(unrevised) (ii) 70-3-103-EB-3-118- 4-130(unrevised) (for less qualified persons).		

1	2	3	4	5	6
Craft Instructor	1) Ist Class Dip. of the C.T.T.I. or Matriculate with Dip. of at least 2 yrs. course Craft Trg. 2) For persons with practical experience only.	175-7-238-EB-7-245-8-325(revised)  125-3-140-4-156-EB-4-200 (Revised)			
Classical Teacher	Graduate with the Title in the subject	175-7-238-EB-7-245-8-325(Revised)			
	Matriculate with Dip. in the subject	70-3-103-EB-3-118-4-150(unrevised) (proposed revised scale 150-5-195-EB-5-250.			
Drawing Teacher	Matric atleast 3 years Dip. in Arts.	175-7-238-EB-7-245-8-325(Revised)			
Physical Instructor	Graduate with Degree/ Dip. in Physical Education	-do-			
Hindi Teacher	Graduate in Hindi with Post-graduate Degree/ Dip. in Teachers' Training	-do-			
Instructor in Shorthand	Matriculate with certificate/Dip. in Shorthand and Typewriting.	100-5-210(Revised)			
Instructor in Music/Arts.	Matriculate with Certificate/Dip. in Music/Arts.	-do-			