

CENTRAL UNIVERSITY OF  
KARNATAKA  
(Established by an Act of the Parliament in 2009)



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No. CUK/Gov/F-107/38/2017-18/ 1107

01<sup>st</sup> March 2018

To  
**Hon'ble Members of the Executive Council**  
Central University of Karnataka  
Kalaburagi-585367.

***Sub: CUK-Governance – 38<sup>th</sup> Meeting of Executive Council – Minutes–  
Forwarded.***

***Ref: Hon'ble Vice Chancellor's approval dated : 28/02/2018***


Sir/Madam,

Please find enclosed herewith the Minutes of the 38<sup>th</sup> meeting of the Executive Council, held on 26/02/2018 at 11:30 am at Conference Hall, 1<sup>st</sup> Floor, Administrative Block, Central University of Karnataka, Kalaburagi-585 367.

If you wish to offer any comments thereon, the same may kindly be communicated to the undersigned within two weeks from the date of issue of this minutes. In case, no comments are received within the given time-frame it would be deemed that you have no comments to offer and the Minutes are approved.

*With regards,*

Yours faithfully,

  
Registrar & 01/3/18

**Ex-Officio Secretary**

कुलसचिव / REGISTRAR  
कर्नाटक केन्द्रीय विश्वविद्यालय  
Central University of Karnataka  
कलबुरगि / KALABURAGI - 585 367

**Copy to:**

1. PS to Vice Chancellor
2. O/o Pro- Vice Chancellor
3. Finance Officer
4. Concerned file

**CENTRAL UNIVERSITY OF KARNATAKA**  
**Kadaganchi, Kalaburagi – 585367**

**Minutes of the 38<sup>th</sup> meeting of Executive Council held on 26/02/2018 at 11:30 am  
at Central University of Karnataka, Kalburagi.**

*The following members were present:*

- |   |                                    |
|---|------------------------------------|
| 1. Prof. H.M. Maheshwaraiah                 | - Vice Chancellor - Chairman       |
| 2. Prof. G.R. Naik                          | - Pro-Vice Chancellor - Member     |
| 3. Dr. B.V. Vasanthakumar                   | - Member –Visitor’s Nominee        |
| 4. Dr. S. Ramachandra Setty                 | - Member –Visitor’s Nominee        |
| 5. Dr. Yashoda Ramachandra,                 | - Member –Visitor’s Nominee        |
| 6. Prof. Pushpa M. Savadatti, Dean, SBS     | - Member                           |
| 7. Prof. Sunitha A. Manjanbail, Dean, SHL   | - Member                           |
| 8. Prof. Channaveer R.M. Dean, SSBS         | - Member                           |
| 9. Prof. M.A. Mohammed Aslam, Dean, SES     | - Member                           |
| 10. Prof. N. Nagaraju, Professor of English | -Member                            |
| 11. Dr. Mohammed Zohair, Asst. Professor    | - Member                           |
| 12. Prof. Chandrakant M. Yatanoor           | - Registrar & Ex–Officio Secretary |

**The following members could not attend and were granted leave of absence.**

- |   |                                 |
|---|---------------------------------|
| I. Secretary or His/ Her Nominee, MHRD, GoI           | -EX-Officio Member, (MHRD)      |
| II. Chief Secretary to the State Govt. or his nominee | - Ex-Officio Member (GOK)       |
| III. Prof. Paula Banerjee                             | - Member (UGC’s Representative) |
| IV. Prof. R. Somashekhar                              | - Member –Visitor’s Nominee     |

Hon’ble Vice Chancellor welcomed the members and placed the agenda before the Executive Council for discussion. He gave a brief update on progress of the University.

***Item No.38.01 (a): Confirmation of Minutes of the 37<sup>th</sup> meeting of the Executive Council - Reporting of.***

The Executive Council confirmed the minutes of the 37<sup>th</sup> meeting of the Executive Council.

***Item No.38.01 (b): Action taken report on the Minutes of the 37<sup>th</sup> meeting of the Executive Council – Reporting of.***

The Executive Council approved the Action Taken Report on the Minutes of the 37<sup>th</sup> Meeting of the Executive Council.

***Item No.38.02: Pay revision of the 7<sup>th</sup> CPC for Teachers, other equivalent Academic Staff and Non-Teaching employees of the Central University of Karnataka–Consideration and approval of.***

The Executive Council in principle approved the minutes of 20<sup>th</sup> meeting of Finance Committee held on 26/02/2018, item No. 20.03 in connection with the implementation of 7<sup>th</sup> CPC for Teaching & other equivalent Academic Staff and Non-Teaching employees of Central University of Karnataka from 01/02/2018

Pay arrears on account of 7<sup>th</sup> CPC implementation w.e.f. 01/01/2016 and revision of allowances as directed by the UGC will be arranged separately on receipt of the orders and grants from the UGC/MHRD.

Further, it is observed that University Grant Commission in its letter F.No.23-4/2017 (PS) Dated 30/01/2018 has not mentioned the requirement of 30% internal resources towards the implementation of 7<sup>th</sup> CPC for Teaching staff as a specific para. However, the Executive Council also recommending the waving of 30% internal resources contribution, in case if it is necessary.

***Item No.38.03: Approval of Manpower Outsourcing Agency to service at Central University of Karnataka– Consideration and approval of.***

The Executive Council discussed elaborately on recommendation of tender opening committee. After detailed deliberation, the Executive Council resolved that the tender may be awarded to M/s. Active Facility Resource Service Pvt. Ltd, Bangalore (L1) (Outsourcing Agency) for a period of two year w.e.f. 01<sup>st</sup> March 2018 with existing terms and conditions as per recommendation of Central Purchase Committee.

**Item No. 38.04: Enhancement of Rs.1000/- or 10% in monthly remuneration of Outsourcing Staff under each category - Consideration of.**

The Executive Council considered the matter and unanimously resolved that Rs.1,000/- per month be enhanced w.e.f 1<sup>st</sup> February 2018 to all category outsourcing staff as approved in the 20<sup>th</sup> Finance Committee meeting held on 26/02/2018, the Executive Council also approved the same.

**Item No.38.05: Any other matter with the permission of the Chair.**

**(a) Recommendation of Selection Committees for the appointment of Assistant Professors – Consideration and approval of.**

The Vice Chancellor tabled the recommendation of the Selection Committee regarding the appointment of Assistant Professors in 10 departments as per following details:

<b>S N</b>	<b>Name of the Selected Candidates</b>	<b>Subject</b>	<b>Selection Committee Meeting</b>	<b>Category Selected</b>
1.	Rajlingam Gowd	Commerce	27/12/2017	PWD (BL)
2.	Vijaya Kumara H	Kannada	27/12/2017	PWD (BL)
3.	Eslavath Rajkumar	Psychology	27/12/2017	ST
4.	Linga Murthy	Economics	29/12/2017	UR
5.	Sreenivasulu Ballem	Mathematics	08 <sup>th</sup> & 09/01/2018	SC
6.	D. Ranganath	Mathematics	08 <sup>th</sup> & 09/01/2018	OBC
7.	N. Sandeep	Mathematics	08 <sup>th</sup> & 09/01/2018	UR
8.	D. Tejaswai Lakkundi	Geology	10/01/2018	UR
9.	Sanjath Sarkar	Geography	11/01/2018	OBC (BL)
10.	Mahalingam	Geography	11/01/2018	UR
11.	B.M. Krishna Mariserla	Physics	17/01/2018	OBC
12.	P. Doreppandi	Chemistry	18/01/2018	SC
13.	Mahima Raj	English	19/01/2018	SC

The Executive Council considered and approved the recommendation of the Selection Committee and permitted to issue the orders to the above candidates i.r.t the Notification 20/2017, Dated 26/09/2017, within one month to report to the duty.

(b) The Hon'ble Vice Chancellor briefed about the availabilities of less than 3 candidates in many departments for the posts of Associate Professors and Professors, after scrutiny. In view of filling the posts within the stipulated time and within five years of sanction of posts, it was resolved to delete the clause No.4 from the proposed regulation. This will facilitate the University to conduct the interview with less than 3 eligible candidates as a plan of action to fill the vacant posts on priority.

*The meeting ended with vote of thanks by the Registrar.*

  
Registrar &  
Ex-officio Secretary

कुलसचिव / REGISTRAR  
कर्नाटक केन्द्रीय विश्वविद्यालय  
Central University of Karnataka  
कलबुरगि / KALABURAGI - 585 367



CENTRAL UNIVERSITY OF KARNATAKA

**CENTRAL UNIVERSITY OF KARNATAKA**  
*(Established by an Act of the Parliament in 2009)*

**AGENDA AND NOTES FOR THE  
38<sup>th</sup> MEETING OF THE EXECUTIVE COUNCIL**

**Time : 11:30 a.m.**  
**Date : 26<sup>th</sup> February 2018 (Monday)**  
**Venue : Central University of Karnataka,  
Kalaburagi.**

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**ITEMS FOR REPORTING**

***Item No.38.01 (a): Confirmation of Minutes of the 37<sup>th</sup> meeting of the Executive Council - Reporting of.***

The minutes of the 37<sup>th</sup> meeting of the Executive Council held on 29/01/2018 were communicated to all the members of the Council for kind information and comments thereon. However, no comments were received for the same.

*In the light of the above, the matter is placed before the Executive Council for the confirmation of the minutes. The copy of the Minutes is appended herewith as Annexure-I (Page No. 05-09)*

***Item No.38.01 (b): Action taken report on the Minutes of the 37<sup>th</sup> meeting of the Executive Council – Reporting of.***

The item-wise action taken report on the Minutes of the 37<sup>th</sup> Meeting of Executive Council held on 29/01/2018 is appended herewith as *Annexure-II (Page No.10)*

**ITEMS FOR CONSIDERATION**

***Item No.38.02: Pay revision of the 7<sup>th</sup> CPC for Teachers, other equivalent Academic Staff and Non-Teaching employees of the Central University of Karnataka–Consideration and approval of.***

The University Grants Commission has forwarded the Ministry orders on implementation of 7<sup>th</sup> Central Pay Commission for the Teachers, other Academic Staff and Non-Teaching employees of the Central Universities, Commission vide its letter no's..11-1/2017 (CU) dt.18.01.18 for Non-Teaching and 23-4/2017 (CU) dt.30.01.18. The same is placed before the Finance Committee meeting to be held on 26/02/2018 at 10:00 am. The minutes of the Finance Committee meeting



will be circulated during the meeting. The letter of UGC are appended herewith as Annexure –III (Page No. 11-58)

*The matter is therefore placed before the Executive Council for consideration and approval for implementation 7<sup>th</sup> CPC and the minutes of Finance Committee.*

***Item No.38.03: Approval of Manpower Outsourcing Agency to service at Central University of Karnataka– Consideration and approval of.***

The University has notified the tender Notification for providing man power and allied services on outsourcing basis for a period of one year vide Tender Notification No. CUK/Tender/2017-18/Manpower/ 8, Dated 02/01/2018. (Appended herewith as Annexure –IV (Page No. 59-72). In this regard, the University received 15 quotations from the bidders. (The details are appended herewith as Annexure –V (Page No. 73-76)

After the technical evaluation of the bids, only 03 firms were found technically qualified viz, M/s. Active Facility Resource Service Pvt. Ltd., M/s. Shree Vinayaka Enterprises and M/s Sri Udyog Enterprises. The service charge quoted in the financial bid is as under:

Sl. No.	BID ID	Name of the Bidder	Service Charge in percentage
1.	958619	M/s. Active Facility Resource Service Pvt. Ltd, Bangalore	0.5
2.	967196	M/s. Shree Vinayaka Enterprises, Bangalore	1.89
3.	981919	M/s Sri Udyog Enterprises, Bangalore	5.40

The tender opening committee has recommended to place the order with M/s. Active Facility Resource Service Pvt. Ltd, Bangalore as

they are quoted the lower service charge of 0.5% for providing manpower and allied services as per tender norms. **The copy of the recommendation is appended herewith as Annexure VI (Page No.77-81)**

(Note: The matter was deferred by the 37<sup>th</sup> meeting of the Executive Council.)

*The matter is therefore placed before the Executive Council for consideration and approval.*

**Item No. 38.04: Enhancement of Rs.1000/- or 10% in monthly remuneration of Outsourcing Staff under each category - Consideration of.**

In order to meet the increase in the cost of living and the same wages have been maintained for 2 years, it is proposed to increase the wages either @10% or Rs.1000/- per person for each category in Manpower hired through Out Sourcing Agency, under the following categories with the remuneration mentioned as under:

Sl. No	Categories	Present Monthly Wages in Rs.	Proposed Monthly Wages if 10% increase	Proposed Monthly Wages if Rs.1000/- increase
1.	Highly Skilled	13000	14300	14000
2.	Skilled	11000	12100	12000
3.	Semi- Skilled	10000	11000	11000
4.	Un-Skilled	9000	9900	10000
<b>Total</b>				

The existing annual expenditure for the outsourcing staff (98) nos. comes to 1.38 Crore, the additional financial Implication will be approximately around Rs.1,05,000/- extra per month plus statutory charges like EPF & ESI on account of proposed increase of the wages on existing Man power through Outsourcing.

The above existing wages structured was approved in the 27<sup>th</sup> meeting of Executive Council held on 15/03/2016 at CUK. Since then the wages of the outsourcing staff have not been reviewed. Hence, the matter is placed before the Executive Council to enhance Rs.1,000/- or 10% in monthly remuneration of Outsourcing Staff under each category. The same is placed before the Finance Committee meeting to be held on 26/02/2018 at 10:00 am the minutes of the Finance Committee meeting will be circulated during the meeting

*The matter is therefore placed before the Executive Council for its consideration and approval.*

*Item No.38.05: Any other Matters with the permission of the Chair.*



16/2/18

**Registrar &**  
**Ex-officio Secretary**  
कुलसचिव / REGISTRAR  
कर्नाटक केन्द्रीय विश्वविद्यालय  
Central University of Karnataka  
कलबुरगी / KALABURAGI - 585 367

# Annexure - I

**CENTRAL UNIVERSITY OF KARNATAKA**  
Kadaganchi, Kalaburagi – 585367

**Minutes of the 37<sup>th</sup> meeting of Executive Council held on 29/01/2018 at 10:30 am  
at Central University of Karnataka, Kalburagi.**

*The following members were present:*

- |   |                                    |
|---|------------------------------------|
| 1. Prof. H.M. Maheshwaraiah                 | - Vice Chancellor - Chairman       |
| 2. Prof. G.R. Naik                          | - Pro-Vice Chancellor - Member     |
| 3. Dr. B.V. Vasanthakumar                   | - Member –Visitor’s Nominee        |
| 4. Dr. S. Ramachandra Setty                 | - Member –Visitor’s Nominee        |
| 5. Prof. R. Somashekhar                     | - Member –Visitor’s Nominee        |
| 6. Dr. Yashoda Ramachandra,                 | - Member –Visitor’s Nominee        |
| 7. Prof. Pushpa M. Savadatti, Dean, SBS     | - Member                           |
| 8. Prof. Sunitha A. Manjanbail, Dean, SHL   | - Member                           |
| 9. Prof. Channaveer R.M. Dean, SSBS         | - Member                           |
| 10. Prof. M.A. Mohammed Aslam, Dean, SES    | - Member                           |
| 11. Prof. N. Nagaraju, Professor of English | -Member                            |
| 12. Dr. Mohammed Zohair, Asst. Professor    | - Member                           |
| 13. Prof. Chandrakant M. Yatanoor           | - Registrar & Ex–Officio Secretary |

**The following members could not attend and were granted leave of absence.**

- |   |                                 |
|---|---------------------------------|
| I. Secretary or His/ Her Nominee, MHRD, GoI           | -EX-Officio Member, (MHRD)      |
| II. Chief Secretary to the State Govt. or his nominee | - Ex-Officio Member (GOK)       |
| III. Prof. Paula Banerjee                             | - Member (UGC’s Representative) |

Hon’ble Vice Chancellor welcomed the members and placed the agenda before the Executive Council for discussion. He gave a brief update on progress of the University.

***Item No.37.01 (a): Confirmation of Minutes of the 36<sup>th</sup> meeting of the Executive Council - Reporting of.***

The Executive Council confirmed the minutes of the 36<sup>th</sup> meeting of the Executive Council held on 29/01/2018.

***Item No.37.01 (b): Action taken report on the Minutes of the 36<sup>th</sup> meeting of the Executive Council – Reporting of.***

The Executive Council approved the Action Taken Report on the Minutes of the 36<sup>th</sup> Meeting of the Executive Council.

 1

***Item No.37.02: Additional responsibilities as Coordinator of Department of Education  
- Ratification of.***

The Executive Council ratified and approved the action taken by the Vice Chancellor.

***Item No. 37.03: Additional responsibilities as Coordinator of Department of Geography - Ratification of.***

The Executive Council ratified and approved the action taken by the Vice Chancellor.

***Item No. 37.04: Relieving – Mr. Rabindranath Pandit, Assistant Registrar (Administration) - ratification of.***

The Executive Council ratified and approved the action taken by the Vice Chancellor.

- (a) Henceforth, deputation for the same post cannot be considered and should not be encouraged.
- (b) However, deputation for higher position, may be considered case by case.
- (c) Executive Council authorized Hon'ble Vice Chancellor to appoint Dr. Ganapati Sinnor, Asst. Professor (Dept. of Business Studies) as Special Officer (Research and Development) for the period of one year or until further orders, whichever is earlier as additional responsibilities without any financial assistance.
- (d) Also, Executive Council authorized Vice Chancellor to appoint Shri N.S. Rangarajan, Retd. Office Superintendent (CIL, Mysore) as Consultant for 44 days initially with remuneration of Rs.40,000/- p.m.



***Item No.37.05: Tender Notification for Man Power Out Sourcing Agency –  
Consideration and approval of.***

Since, e-tender process is incomplete, it is decided to resubmit the same after completion of the entire process.

***Item No. 37.06: Proposal for establishment of Centre of Excellence in wireless, microwave, optoelectronic devices and systems at CUK –Consideration and approval of.***

The Executive Council considered and approved in principle the proposal starts. It is suggested to explore the possibility of starting the same at Central University of Karnataka, Kalaburgi Campus.

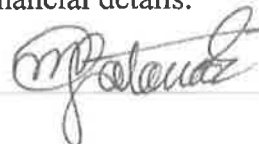
***Item No.37.07: The minutes submitted by the Enquiry Committee related to Library –consideration and orders.***

The Executive Council elaborately discussed the matter and unanimously resolved to strongly warn both employees for the same.

If repeated, Executive Council authorized the University to take strict action against both the employees. Meanwhile, Executive Council suggested to strengthen the employees' grievance redressal cell to address such issues.

***Item No.37.08 : Memorandum of Understanding (MOU) between Central University of Karnataka and Dharwad Institute of Mental Health and Neurosciences, (DIMHANS), Dharwad -Consideration and approval.***

The mater was deferred and suggested to place before Academic Council Meeting along with complete financial details.



***Item No.37.09 Memorandum of Understanding (MOU) between Central University of Karnataka and Indian Institute of Technology (IIT), Hyderabad -Consideration and approval.***

The Executive Council considered and approved the same. However, the steering committee to be constituted for the purpose shall include following members:

1. Prof. R. Somashekhar
2. Prof. Yashoda Ramachandra

***Item No.37.10: Regarding allegations made by Shri M.S. Yatnatti, Editor and Video Journalist, Bangalore - Consideration and approval.***

The matter was dropped.

***Item No.37.11: Enhancement of age of superannuation of doctors other than Central Health Service (CHS) doctors to 65 years - Consideration and Approval.***

The Executive Council considered and approved the same.

***Item No.37.12: Grant of Transport Allowance to Central Government Employees- Extension of benefit of Transport Allowance at double the normal rates to Deaf and Dumb employees –Implementation of the order of the Apex Court- Consideration and Approval.***

The Executive Council considered and approved the same.

***Item No.37.13: Any other Matters with the permission of the Chair.***

- (a) Implementation of new scale to Non-Teaching employees approved in principle, it is resolved to request UGC/MHRD to waive-off the



recommendation of 30% contribution from Internal Resources with justification.

(b) Hon'ble Vice Chancellor placed before the Executive Council the proceedings of Board of Appointment (BOA) for Career Advancement Scheme (CAS) in Central University of Karnataka. As per the recommendation of Selection Committee of CAS grade change for the following faculty members was approved as per details mentioned:

1. Dr. Basavaraj Kodagunti, Asst. Professor (Kannada)

Assessment Period for CAS	Date of placement from stage II to stage III with AGP Rs.8000/-
29/12/2009 to 28/12/2014	29/12/2014

2. Smt. Renuka L. Nayak, Asst. Professor (English)

Assessment Period for CAS	Date of placement from stage I to stage II with AGP Rs.7000/-
22/12/2007 to 22/12/2013	w.e.f. 22/12/2013

*The meeting ended with vote of thanks by the Registrar.*

  
Registrar &  
Ex-officio Secretary

कुलसचिव / REGISTRAR  
कर्नाटक केन्द्रीय विश्वविद्यालय  
Central University of Karnataka  
कलबुरगी / KALABURAGI - 585 367



# Annexure - II

Items wise action taken report on the Minutes of 37<sup>th</sup> Meeting of Executive Council held on 29/01/2018 at Central University of Karnataka, Kalaburagi- 585367.

Item no.	Subject	Action Taken Thereon
37.02	Additional responsibilities as Coordinator of Department of Education - Ratification of.	Ratified
37.03	Additional responsibilities as Coordinator of Department of Geography - Ratification of.	Ratified
37.04	Relieving – Mr. Rabindranath Pandit, Assistant Registrar (Administration) - ratification of.	Ratified
37.05	Tender Notification for Man Power Out Sourcing Agency –Consideration and approval of.	The item is resubmitted in the 38 <sup>th</sup> Executive Council, meeting.
37.06	Proposal for establishment of Centre of Excellence in wireless, microwave, optoelectronic devices and systems at CUK –Consideration and approval of.	The same is intimated to the concerned.
37.07	The minutes submitted by the Enquiry Committee related to Library –consideration and orders.	The EC Resolutions are forwarded to the concerned for the information.
37.08	Memorandum of Understanding (MOU) between Central University of Karnataka and Dharwad Institute of Mental Health and Neurosciences, (DIMHANS), Dharwad - Consideration and approval.	The same is intimated to the concerned.
37.09	Memorandum of Understanding (MOU) between Central University of Karnataka and Indian Institute of Technology (IIT), Hyderabad -Consideration and approval.	The Committee to be Constituted.
37.10	Regarding allegations made by Shri M.S. Yatnatti, Editor and Video Journalist, Bangalore - Consideration and approval.	Noted
37.11	Enhancement of age of superannuation of doctors other than Central Health Service (CHS) doctors to 65 years - Consideration and Approval	Noted
37.12	Grant of Transport Allowance to Central Government Employees-Extension of benefit of Transport Allowance at double the normal rates to Deaf and Dumb employees –Implementation of the order of the Apex Court-Consideration and Approval	Noted
Item No.37.13: Any other Matters with the permission of the Chair.		
(a)	Implementation of new scale to Non-Teaching employees approved in principle, it is resolved to request UGC/MHRD to waive-off the recommendation of 30% contribution from Internal Resources with justification.	The matter is in process
(b)	The proceedings of Board of Appointment (BOA) for Career Advancement Scheme (CAS) in Central University of Karnataka.	Order to be issued

  
Registrar 16/2/18

कुलसचिव / REGISTRAR  
कर्नाटक केन्द्रीय विश्वविद्यालय  
Central University of Karnataka  
कलबुरगी / KALABURAGI - 585 367

# Annexure - III



ज्ञान-विज्ञान विमुक्तये

डॉ. जितेन्द्र कुमार त्रिपाठी  
संयुक्त सचिव

Dr. Jitendra K. Tripathi  
Joint Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग  
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)  
(Ministry of Human Resource Development, Govt. of India)

बहादुर शाह जफर मार्ग, नई दिल्ली-110002  
Bahadur Shah Zafar Marg, New Delhi-110002

दूरभाष Phone : 011-23239200 फैक्स Fax : 011-23238897  
E-mail : jitendratripathi.ugc@nic.in

F.No.11-1/2017 (CU)

18<sup>th</sup> January, 2018

The Registrar (s)  
All Central Universities (40)  
UGC maintained Deemed to be Universities (8)  
The Principal (s)  
Delhi Colleges (54)  
BHU Colleges (4)

18 JAN 2018

**Sub:- Scheme of revision of pay for the post of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).**

Sir/Madam,

The undersigned is directed to enclose herewith a copy of order No.F.1-7/2015-U.II (2) dated 2<sup>nd</sup> November, 2017 and subsequent corrigendum dated 8<sup>th</sup> November, 2017 regarding revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

2. It is to mention in this regard that following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission, the Ministry of Finance (Department of Expenditure) had issued guidelines regarding the pay revision of the employees of the Quasi-Government Organizations, Statutory Bodies, etc. set up by and funded/controlled by the Central Government, vide their OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017. The Central Government has decided to revise the pay scales of the officers, as given in the subject mentioned above, of the Central Universities and Centrally funded Deemed to be Universities. The revision of pay shall be subject to various provisions as contained herein, and Regulations to be framed by the UGC in this behalf.

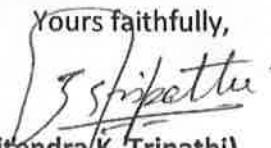
3. The revision of scheme of revision of pay for the post of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC) is subject to the following:-

- (i) The Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III dated 13<sup>th</sup> January, 2017.
- (ii) The decision on allowances of Registrar, Deputy Registrar, Assistant Registrar, Finance Officer, Deputy Finance Officer, Assistant Finance Officer, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination of Universities and Colleges would be issued separately.
- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
- (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.

In addition to the above, the following conditions may also be kept in view:-

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
  - (ii) Payment of arrears may be released by Central Universities and centrally funded Deemed Universities after funds for the purpose is provided by the UGC.
  - (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29<sup>th</sup> July, 2016. A specimen form of undertaking is also enclosed at Annexure-II.
4. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the UGC for clarification/decision of the Government.
5. This issues with the approval of competent authority.

**Encl: As above.**

Yours faithfully,  
  
(Jitendra/K. Tripathi)

Copy to :-

1. Shri Surat Singh, Deputy Secretary, Ministry of Human Resource Development, Shastri Bhawan, New Delhi-110 001
2. PS to Chairman/PS to Secretary/PS to Financial Advisor.
3. JS (DU)
4. JS (DC)
5. US (CU)
6. PO (Website), UGC for publication on the website of the UGC.

  
(Jitendra K. Tripathi)

No 1-7/2015-U.II(2)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

New Delhi, dated the 2<sup>nd</sup> November, 2017

To,  
The Secretary,  
University Grants Commission,  
Bahadurshah Zafar Marg,  
New Delhi – 110 002.

Subject:- Scheme of revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

Sir,

I am directed to say that following the revision of pay scales of Central Government employees on recommendations of the 7<sup>th</sup> Central Pay Commission, the Ministry of Finance (Department of Expenditure) had issued guidelines regarding the pay revision of the employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies, etc. set up by and funded/controlled by the Central Government, vide their OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017. The Central Government has decided to revise the pay scales of the officers, as given in the subject mentioned above, of the Central Universities and Centrally funded Deemed to be Universities. The revision of pay shall be subject to various provisions as contained herein, and Regulations to be framed by the UGC in this behalf. University Grants Commission will issue necessary regulations in this regard.

1. Registrar/ Finance Officer/ Controller of Examination

(i) Registrar/ Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalised Entry Pay of Rs.1,44,200/- as per 7<sup>th</sup> CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission.

(ii) The posts of Registrar/ Finance Officer/ Controller of Examination shall continue to be filled through direct recruitment as per the existing criteria.

(iii) The existing minimum qualification for direct recruitment to the post of Registrar/ Finance Officer/ Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2<sup>nd</sup> November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

- a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed
- b) At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration or
- c) Comparable experience in research establishment and/ or other Institutions of higher education, or
- d) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.

(iv) The age of superannuation, as at present, shall continue to be 62 (sixty two) years for Registrar/ Finance Officer/ Controller of Examination.

## **2. Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination**

(i) On appointment as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, pay shall be fixed at Level 12 with Rationalised Entry Pay of Rs.78,800/- as per 7<sup>th</sup> CPC Pay Matrix given at Annexure-I.

After completion of 5 years of service as Deputy Registrar or equivalent, the Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be placed at Level 13 with Rationalised Entry Pay of Rs.1,18,500/- as per 7<sup>th</sup> CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission.

(ii) The pay of all incumbent Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, who are presently in Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, shall be fixed at the appropriate cell in Level 12 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission, as the case may be. The pay of all those who have completed 5 years of service as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination and are presently in pre-revised pay scale of Rs.37,400-67,000/- with Grade Pay of Rs.8,700/-, shall be fixed at the appropriate cell in Level 13 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission, as the case may be.

(iii) The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2<sup>nd</sup> November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

- a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed
- b) Nine years of experience as Assistant Professor in the Academic Level 10 and above with experience in educational administration, or
- c) Comparable experience in research establishment and/ or other institutions of higher education, or
- d) 5 years of administrative experience as Assistant Registrar or in equivalent post

(iv) Teachers appointed to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be entitled to appropriate Level for these categories of posts and shall not retain Academic Level of the teaching post held.

(v) Seventy five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, as the case may be, shall be filled by direct recruitment, as at present.

(vi) There shall be no change in the designation of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination on movement to higher level from Level 12 to Level 13.

(vii) Twenty five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be filled by promotion from among eligible Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, as the case may be.

(viii) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination.

### **3. Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination**

(i) Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.5,400/-, shall be placed at Level 10 with Rationalised Entry Pay of Rs.56,100/- as per 7<sup>th</sup> CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission.

(ii) The existing minimum qualifications for direct recruitment for the post of Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, which are Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed, shall continue to be in force.

(iii) All direct recruitment to posts of Assistant Registrar and equivalent posts shall be made as per existing procedure.

(iv) The existing pattern of 50% of the posts at this level being filled through promotion from the lower grades shall continue. The minimum educational qualifications mentioned above shall not apply in the case of promotion.

(v) Assistant Registrar and equivalent posts shall be eligible for the higher Level 11 after 8 years of service provided, as currently required, they have participated in two training programmes on Education Administration, each of approximately four weeks duration and their performance appraisal reports are as per the benchmark scores/ grades in UGC regulations/ guidelines. The higher Level 11 shall be restricted, as at present, in the case of promotion to senior scale of these posts, to 50% of total strength of Assistant Registrars or equivalent grades, as the case may be.

(vi) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination.

#### **4. Pay Fixation formula**

The formula followed by the 7<sup>th</sup> CPC, moving from the concept of Pay Band and Grade Pay to that of Levels and Cells, shall be adopted.

#### **5. Allowances**

The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken after consultation with the Ministry of Finance based on the decision of the Government of India for Central Government employees, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

#### **6. Date of implementation of revised pay and allowance and payment of arrears:**

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.

K. K. T. S. |  
21/11/16



- 3
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (iv) The revised pay in the relevant Level and Cell with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.
7. This order shall be applicable in all Central Universities and Centrally funded Deemed to be Universities. Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.
8. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017.
9. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.
10. This issues with the approval of Internal Finance Division vide Dy. No.3738/IFD dated 2<sup>nd</sup> November, 2017.

Yours faithfully,

  
(Dr. K.K. Tripathy) 21/11/17  
Director

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi

5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

K. K. Tripathy  
(Dr. K.K. Tripathy)  
Director

Pay Matrix for Registrars/ Finance Officers/ Controllers of Examination

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
Academic Level	10	11	12	13	14
Rationalised Entry Pay (Rs.) 1	56,100	67,700	78,800	1,18,500	1,44,200
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,000	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,100
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		

K. K. T. S. / 24/11

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

K.K.T.S. *[Signature]*  
21/11/17

Corrigendum

**Subject:** Scheme of revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(2) dated 2.11.2017 in the Annexure (Page 7) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 4 may be read as "86,100" instead of "86,000"
- (b) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

2. Further, the contents of this Ministry's order in the paras mentioned below may be read as "Revised Contents" as indicated against the respective paras:-

S.No	Para No.	Contents of the Existing Para:-	Revised Contents:-
1.	2.(iii)	"The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2 <sup>nd</sup> November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows..."	"The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2 <sup>nd</sup> November, 2017, the minimum qualification for direct recruitment of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be as follows..."
2.	5.	"The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances....."	"The decision on allowances of Registrar, Deputy Registrar, Assistant Registrar, Finance Officer, Deputy Finance Officer, Assistant Finance Officer, Controllers of Examination, and Deputy Controllers of Examination of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances....."

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 21/11/17

USCPS

21/11/17  
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21/11/17

3. The rest of the content of the above order remains the same.

(Dr. K.K. Tripathy) Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi -- 110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
5. Secretary, Department of Expenditure, North Block, New Delhi
6. Secretary, Department of Personnel & Training, North Block, New Delhi
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

## Annexure-1

Pay Matrix for Registrars/Finance Officers/Controllers of Examination and other subordinate Cadres.

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
	5,400	6,600	7,600	8,700	10,000
Grade Pay (Rs.)					
Academic Level	10	11	12	13	14
Rationalised Entry Pay (Rs.) 1	56,100	67,700	78,800	1,18,500	1,44,200
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,100	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,700
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		

K. A. T. P. S. 11/11

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
	5,400	6,600	7,600	8,700	10,000
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

K. V. Srinivasulu  
21/11/17



**UNDERTAKING**

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date \_\_\_\_\_

A handwritten signature in black ink, appearing to be 'B. S. Singh', written in a cursive style.

## List of 40 Central Universities

Sl. No.	Name of the University
1	MAULANA AZAD NATIONAL URDU UNIVERSITY
2	UNIVERSITY OF HYDERABAD
3	THE ENGLISH & FOREIGN LANGUAGES UNIVERSITY
4	GURU GHASIDAS VISHWAVIDYALAYA
5	UNIVERSITY OF DELHI
6	JAMIA MILLIA ISLAMIA
7	JAWAHARLAL NEHRU UNIVERSITY
8	DR. HARISINGH GOUR VISHWAVIDYALAYA
9	INDIRA GANDHI NATIONAL TRIBAL UNIVERSITY
10	MAHATAMA GANDHI ANTARASHTRIYA HINDI VISHWAVIDYALAYA
11	PONDICHERRY UNIVERSITY
12	HEMWATI NANDAN BAHUGUNA GARHWAL UNIVERSITY
13	ALIGARH MUSLIM UNIVERSITY
14	BANARAS HINDU UNIVERSITY
15	BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY
16	UNIVERSITY OF ALLAHABAD
17	VISVA BHARATI
18	CU OF SOUTH BIHAR
19	MAHATMA GANDHI CENTRAL UNIVERSITY
20	CU OF GUJARAT
21	CU OF HARYANA
22	CU OF HIMACHAL PRADESH
23	CU OF JAMMU
24	CU OF KASHMIR
25	CU OF JHARKHAND
26	CU OF KARNATAKA
27	CU OF KERALA
28	CU OF ORISSA
29	CU OF PUNJAB
30	CU OF RAJASTHAN
31	CU OF TAMIL NADU
32	ASSAM UNIVERSITY
33	TEZPUR UNIVERSITY
34	RAJIV GANDHI UNIVERSITY
35	MANIPUR UNIVERSITY
36	NORTH EASTERN HILL UNIV.
37	MIZORAM UNIVERSITY
38	NAGALAND UNIVERSITY
39	SIKKIM UNIVERSITY
40	TRIPURA UNIVERSITY

### UGC maintained Deemed to be Universities

SI No	Name of the University
1	Avinashilingam Institute for Home Science and Higher Education for Women
2	Dayalbagh Educational Institute
3	Gandhigram Rural Institute
4	Gujarat Vidyapeeth
5	Gurukula Kangri Vishvavidyalaya
6	Rashtriya Sanskrit Vidyapeeth
7	Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeeth
8	Tata Institute of Social Sciences

### List of Delhi Colleges

Sl. No.	Name of Delhi Colleges
1	Atma Ram Sanatan Dharama College
2	Bharati College
3	College of Vocational Studies
4	Dyal Singh College (Day)
5	Dyal Singh College (Eve.)
6	Daulat Ram College
7	Deshbandhu College (Day)
8	Ramanujan College
9	Delhi College of Arts & Commerce
10	Sri Guru Gobind Singh College of Commerce
11	Gargi College
12	Hans Raj College
13	Hindu College
14	Indraprastha College for Women
15	Institute of Home Economics
16	Janki Devi Memorial College
17	Jesus & Mary College
18	Kalindi College
19	Kamla Nehru College
20	Kirori Mal College
21	Lady Irwin College
22	Lakshmi Bai College
23	Lady Shri Ram College for Women
24	Mata Sundri College for Women
25	Miranda House
26	Maitreyi College

27	Moti Lal Nehru College (Day)
28	Moti Lal Nehru College (Eve.)
29	P.G.D.A.V. College (Day)
30	P.G.D.A.V. College (Eve.)
31	Ramjas College
32	Ram Lal Anand College (Day)
33	Aryabhatta College
34	Rajdhani College
35	Shaheed Bhagat Singh College (Day)
36	Shaheed Bhagat Singh College (Eve.)
37	St. Stephen's College
38	Shri Ram College of Commerce
39	S.G.T.B. Khalsa College (Day)
40	Sri Guru Nanak Dev Khalsa College
41	Sri Venkateswara College
42	Shyam Lal College (Day)
43	Shyam Lal College (Eve.)
44	Swami Shradhanand College
45	S.P.M. College for Women
46	Satyawati Co-Ed. College (Day)
47	Satyawati Co-Ed. College (Eve.)
48	Sri Aurobindo College (Day)
49	Sri Aurobindo College (Eve.)
50	Shivaji College
51	Vivekanand College
52	Zakir Husain College (Day)
53	Zakir Husain PG College (Eve.)
54	University College of Medical Sciences



ज्ञान-विज्ञान विमुक्तये

डॉ. जितेंद्र कुमार त्रिपाठी  
संयुक्त सचिव

Dr. Jitendra K. Tripathi  
Joint Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग  
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)  
(Ministry of Human Resource Development, Govt. of India)

बहादुर शाह जफर मार्ग, नई दिल्ली-110002  
Bahadur Shah Zafar Marg, New Delhi-110002

दूरभाष Phone : 011-23239200 फैक्स Fax : 011-23238897  
E-mail : jitendratrpathi.ugc@nic.in

F.No.11-1/2017 (CU)

18<sup>th</sup> January, 2018

The Registrar (s)  
all Central Universities (40)  
UGC maintained Deemed to be Universities (8)  
The Principal (s)  
Delhi Colleges (54)  
BHU Colleges (4)

18 JAN 2018

**Sub:- Pay revision of the non-teaching employees of the Central Universities (CUs) and Centrally funded Deemed Universities under the administrative control of MHRD/UGC – regarding.**

Sir/Madam,

The undersigned is directed to enclose herewith a copy of order No.F.19-62/2017-CU.Cdn. dated 2<sup>nd</sup> January, 2018 regarding extension of pay revision of the non-teaching employees of the Central Universities (CUs) & Centrally funded Deemed Universities under the administrative control of MHRD.

2. It is to mention in this regard that the Government of India has issued orders regarding revision of scales of pay of Central Government employees, on the recommendations of the 7<sup>th</sup> Central Pay Commission vide Resolution No.1-2/2016-IC dated 25<sup>th</sup> July, 2016 and the Central Civil Services (Revised Pay) Rules, 2016 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i), vide GSR No. 721E dated 25<sup>th</sup> July, 2016. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No.1-5/2016-IC dated 29<sup>th</sup> July, 2016 has issued guidelines regarding manner of pay fixation in the revised Pay w.e.f. 01.01.2016. The Government of India has further issued guidelines vide OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017 of the Department of Expenditure regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organizations and Statutory Bodies set up and funded/controlled by the Central Government.

3. Accordingly, Ministry of Finance, Department of Expenditure has approved the proposal for adoption of 7<sup>th</sup> CPC scales for Non-Teaching Staff of all Central Universities and Centrally funded Deemed Universities, under the administrative control of MHRD, subject to the following:-

- (i) The revised pay scales based on the instructions contained in the O.M. No.1/1/2016-E.III(A) dated 13.01.2017 regarding pay revision of employees of Quasi-Government organizations, Autonomous Organizations and Statutory Bodies

*J. Tripathi*

etc., set up by and funded/controlled by the Central Government may be allowed, in the case of non-teaching staff of Central Universities and central funded deemed universities. However, it may be ensured that only the revised normal replacement pay scales as per Part 'A' of the Schedule of the CCS (Revised pay) Rules, 2016 would be considered, as mentioned in the O.M. dated 13.01.2017.

- (ii) Revision of allowances for non-teaching staff would be issued separately.
- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
- (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.

4. As per para 2 of the Department of Expenditure's OM No.1/1/2016-E.III(A) dated 13.01.2017, the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS (RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of Central Universities is subject to the following stipulation:-

- (i) The Conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees.
- (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
- (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.

In addition to the above, the following conditions may also be kept in view:-

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after funds for the purpose is provided by the UGC.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other

excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29<sup>th</sup> July, 2016. A specimen form of undertaking is also enclosed at Annexure-I.

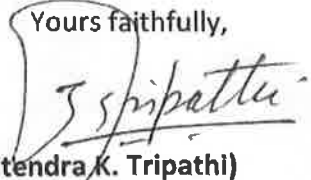
5. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employees.

6. The University will allow only replacement scales as indicated in Part "A" of the schedule of the CCS (Revised Pay) Rules 2016 and in no case higher scales (either pre-revised or revised) be allowed either with retrospective effect or in future without prior consent of UGC. The pre-revised scale of a post would be the scale as indicated in the approval communicated by UGC from time to time.

7. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the UGC, for clarification/decision of the Government.

8. This issues with the approval of competent authority.

**Encl: As above.**

Yours faithfully,  
  
(Jitendra K. Tripathi)

Copy to :-

1. Shri Surat Singh, Deputy Secretary, Ministry of Human Resource Development, Shastri Bhawan, New Delhi-110 001
2. PS to Chairman/PS to Secretary/PS to Financial Advisor.
3. JS (DU)
4. JS (DC)
5. US (CU)
6. PO (Website), UGC for publication on the website of the UGC.

  
(Jitendra K. Tripathi)



**F. No. 19-62/2017-CU.Cdn.**  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Central Universities Division

**Shastri Bhawan, New Delhi**  
**Dated the 2<sup>nd</sup> January, 2018**

To,

The Secretary,  
University Grants Commission (UGC),  
Bahadur Shah Zafar Marg,  
New Delhi- 110 002

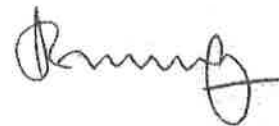
**Subject: Pay revision of the non-teaching employees of the Central Universities (CUs) & Centrally funded Deemed Universities, under the administrative control of MHRD - regarding.**

Sir,

The undersigned is directed to say that the Government of India has issued orders regarding revision of scales of pay of Central Government employees, on the recommendations of the 7<sup>th</sup> Central Pay Commission vide Resolution No. 1-2/2016-IC dated 25<sup>th</sup> July, 2016 and the Central Civil Services (Revised Pay) Rules, 2016 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i), vide GSR No. 721E dated 25<sup>th</sup> July, 2016. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No. 1-5/2016-IC dated 29<sup>th</sup> July, 2016 has issued guidelines regarding manner of pay fixation in the revised Pay w.e.f. 01.01.2016. The Government of India has further issued guidelines vide OM No. 1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017 of the Department of Expenditure regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organizations and Statutory Bodies set up and funded/controlled by the Central Government.

2. Accordingly, Ministry of Finance, Department of Expenditure has approved the proposal for adoption of 7<sup>th</sup> CPC scales for Non-Teaching Staff of all Central Universities and Centrally funded Deemed Universities, under the administrative control of MHRD, subject to the following:-

- (i) The revised pay scales based on the instructions contained in the O.M. No.1/1/2016-E.III(A) dated 13.01.2017 regarding pay revision of employees of Quasi-Government organizations, Autonomous Organizations and Statutory Bodies etc., set up by and funded/controlled by the Central Government may be allowed, in the case of non-teaching staff of Central Universities. However, it may be ensured that only the revised normal replacement pay scales as per **Part 'A' of the Schedule of the CCS (Revised pay) Rules, 2016** would be considered, as mentioned in the O.M dated 13.01.2017.



- (ii) Revision of allowances for non-teaching staff would be issued separately.
- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
- (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.

3. As per para 2 of the Department of Expenditure's OM No. 1/1/2016-E.III(A) dated 13.01.2017, the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS (RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of Central Universities is subject to the following stipulation:-

- (i) The Conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees.
- (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
- (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.

4. In addition to the above, the following conditions may also be kept in view:-

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.



(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1-5/2016-IC dated 29<sup>th</sup> July, 2016. A specimen form of undertaking is also enclosed at Annexure-I.

5. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employee.

6. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Government.

7. UGC may issue suitable instructions to CUs and Centrally funded Deemed Universities, accordingly.

8. This issues in consultation with IFD vide their Diary No. 4332 dated 28.12.2017.



(Surat Singh)

**Deputy Secretary to the Government of India**  
**Tel: 011-23381695**

Encl: As above.

**Copy to:-**

1. Secretary, Department of Expenditure, M/o Finance.
2. Integrated Finance Division, Deptt of Higher Education, Ministry of Human Resource Development.
3. Web Master, Ministry of Human Resource Development, for publication on the website of MHRD, hosted by NIC.

UNDERTAKING

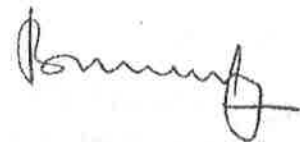
I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date \_\_\_\_\_



## List of 40 Central Universities

Sl. No.	Name of the University
1	MAULANA AZAD NATIONAL URDU UNIVERSITY
2	UNIVERSITY OF HYDERABAD
3	THE ENGLISH & FOREIGN LANGUAGES UNIVERSITY
4	GURU GHASIDAS VISHWAVIDYALAYA
5	UNIVERSITY OF DELHI
6	JAMIA MILLIA ISLAMIA
7	JAWAHARLAL NEHRU UNIVERSITY
8	DR. HARISINGH GOUR VISHWAVIDYALAYA
9	INDIRA GANDHI NATIONAL TRIBAL UNIVERSITY
10	MAHATAMA GANDHI ANTARASHTRIYA HINDI VISHWAVIDYALAYA
11	PONDICHERRY UNIVERSITY
12	HEMWATI NANDAN BAHUGUNA GARHWAL UNIVERSITY
13	ALIGARH MUSLIM UNIVERSITY
14	BANARAS HINDU UNIVERSITY
15	BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY
16	UNIVERSITY OF ALLAHABAD
17	VISVA BHARATI
18	CU OF SOUTH BIHAR
19	MAHATMA GANDHI CENTRAL UNIVERSITY
20	CU OF GUJARAT
21	CU OF HARYANA
22	CU OF HIMACHAL PRADESH
23	CU OF JAMMU
24	CU OF KASHMIR
25	CU OF JHARKHAND
26	CU OF KARNATAKA
27	CU OF KERALA
28	CU OF ORISSA
29	CU OF PUNJAB
30	CU OF RAJASTHAN
31	CU OF TAMIL NADU
32	ASSAM UNIVERSITY
33	TEZPUR UNIVERSITY
34	RAJIV GANDHI UNIVERSITY
35	MANIPUR UNIVERSITY
36	NORTH EASTERN HILL UNIV.
37	MIZORAM UNIVERSITY
38	NAGALAND UNIVERSITY
39	SIKKIM UNIVERSITY
40	TRIPURA UNIVERSITY

### UGC maintained Deemed to be Universities

SI No	Name of the University
1	Avinashilingam Institute for Home Science and Higher Education for Women
2	Dayalbagh Educational Institute
3	Gandhigram Rural Institute
4	Gujarat Vidyapeeth
5	Gurukula Kangri Vishvavidyalaya
6	Rashtriya Sanskrit Vidyapeeth
7	Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeeth
8	Tata Institute of Social Sciences

### List of Delhi Colleges

Sl. No.	Name of Delhi Colleges
1	Atma Ram Sanatan Dharama College
2	Bharati College
3	College of Vocational Studies
4	Dyal Singh College (Day)
5	Dyal Singh College (Eve.)
6	Daulat Ram College
7	Deshbandhu College (Day)
8	Ramanujan College
9	Delhi College of Arts & Commerce
10	Sri Guru Gobind Singh College of Commerce
11	Gargi College
12	Hans Raj College
13	Hindu College
14	Indraprastha College for Women
15	Institute of Home Economics
16	Janki Devi Memorial College
17	Jesus & Mary College
18	Kalindi College
19	Kamla Nehru College
20	Kirori Mai College
21	Lady Irwin College
22	Lakshmi Bai College
23	Lady Shri Ram College for Women
24	Mata Sundri College for Women
25	Miranda House
26	Maitreyi College

27	Moti Lal Nehru College (Day)
28	Moti Lal Nehru College (Eve.)
29	P.G.D.A.V. College (Day)
30	P.G.D.A.V. College (Eve.)
31	Ramjas College
32	Ram Lal Anand College (Day)
33	Aryabhata College
34	Rajdhani College
35	Shaheed Bhagat Singh College (Day)
36	Shaheed Bhagat Singh College (Eve.)
37	St. Stephen's College
38	Shri Ram College of Commerce
39	S.G.T.B. Khalsa College (Day)
40	Sri Guru Nanak Dev Khalsa College
41	Sri Venkateswara College
42	Shyam Lal College (Day)
43	Shyam Lal College (Eve.)
44	Swami Shradhanand College
45	S.P.M. College for Women
46	Satyawati Co-Ed. College (Day)
47	Satyawati Co-Ed. College (Eve.)
48	Sri Aurobindo College (Day)
49	Sri Aurobindo College (Eve.)
50	Shivaji College
51	Vivekanand College
52	Zakir Husain College (Day)
53	Zakir Husain PG College (Eve.)
54	University College of Medical Sciences



**List of BHU Colleges**

<b>S. No.</b>	<b>Name of the Colleges</b>
1	DAV Degree College
2	Vasanta Kanya Mahavidyalaya
3	Vasanta College for Women
4	Arya Mahila Degree College



पी. क. थकुर  
सचिव

P. K. Thakur  
IP&TAFS  
Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग  
University Grants Commission

(मानव संसाधन विकास विभाग, भारत सरकार)  
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फर मार्ग, नई दिल्ली-110002  
Bahadur Shah Zafar Marg, New Delhi-110002

Ph.: 011-23236288/23239337

Fax : 011-2323 8858

email : pkthakur.ugc@nic.in

F.No.23-4/2017(PS)

30<sup>th</sup> January, 2018

To

The Vice-Chancellor of all Central Universities (40) and UGC maintained Deemed to be Universities (8) as per list attached.

**Subject :-** Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

Sir/Madam,

The Commission has received orders from the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide order No.F.1-7/2015-U.II (1) dated 2<sup>nd</sup> November, 2017 and subsequent corrigendum dated 8<sup>th</sup> November, 2017 regarding revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC). The revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of this Scheme of revision of pay scales as contained in the enclosed letters and Regulations issued by UGC and amendments thereof from time to time in this behalf.

2. The Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. Universities implementing this Scheme shall amend their relevant statutes and ordinances in line with the UGC Regulations.

3. The scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC) is subject to the following:-

- (i) The Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III (A) dated 13<sup>th</sup> January, 2017.
- (ii) The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges would be issued separately.

Contd..2

- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.

In addition to the above, the following conditions may also be kept in view:-

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and centrally funded Deemed Universities after funds for the purpose is provided by the UGC.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29<sup>th</sup> July, 2016. A specimen form of undertaking is also enclosed at Annexure-I.
- (iv) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.
4. Anomalies, if any, in implementation of this Scheme may be brought to the notice of the UGC for clarification/decision of the Government.
5. The University may initiate immediate action with regard to the above and ensure that the action is taken in a time bound manner.

Yours faithfully,

  
(P.K.Thakur)

Encl: As above.

Copy to :-

1. Secretary, Department of Higher Education, Ministry of Human Resource Development, Shastri Bhawan, New Delhi-110 001
2. PS to Chairman/PS to Secretary/PS to Financial Advisor
3. JS (CU)
4. JS (DU)
5. JS (DC)
- ✓ 6. PO (Website), UGC for publication on the website of the UGC.

  
(P.K.Thakur)

No.1-7/2015-U.II(1)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

New Delhi, dated the 2<sup>nd</sup> November, 2017

To,  
The Secretary,  
University Grants Commission,  
Bahadurshah Zafar Marg,  
New Delhi – 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee (PRC), constituted by the University Grants Commission (UGC), and decision of the UGC taken at the meeting of the Commission held on 22<sup>nd</sup> February, 2017, to revise the pay scales of teachers in the Higher Educational Institutions under the purview of the UGC. The revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter and Regulations issued by UGC and amendments thereof from time to time in this behalf. The revised pay scales and other provisions of the Scheme are as under:-

**1. Designation**

There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

**2. Revised Pay for teachers and equivalent positions:**

**(i) Pay Fixation method**

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- a) The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.

e) The entry pay for each level is as follows:

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

- f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Annexure-I.
- g) For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(ii) Revised pay for Teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10000 AGP in PB Rs.37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale/ PB of Rs.67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)

(iii) Revised pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian/ College Librarian (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Librarian/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs.10000 AGP in PB Rs.37,400-67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

(iii) Revised pay for Directors of Physical Education & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)

Existing pay	Revised pay
University Director of Physical Education & Sports (at Rs 10000 AGP in PB Rs.37,400-67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

### 3. Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities

- (i) Pro-Vice Chancellor: The pay of the Pro Vice Chancellor of a University, presently at existing AGP of Rs.10,000 in PB Rs.37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.4000/- per month.
- (ii) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

### 4. Revised pay of Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

- (i) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs.1,31,400/-, with the existing special allowance of Rs.2000/- per month.
- (ii) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

#### Note:

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay.

### 7. Date of Implementation

The date of implementation of the above revised pay shall be 1<sup>st</sup> January, 2016.

### 8. Incentive increment for higher qualification

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

K. K. Talapaty  
21/1/17

## **9. Increment**

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

## **10. Promotion**

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

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

## **11. Allowances**

The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken after consultation with the Ministry of Finance based on the decision of the Government of India for Central Government employees, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

## **12. Superannuation and Reemployment**

The existing provisions on superannuation and reemployment of teachers shall continue.

## **13. Consultancy Assignments:**

University Grants Commission shall study the consultancy guidelines prevalent in educational institutions like IITs & IIMs, CSIR and other such institutions, and formulate detailed guidelines for consultancies including revenue sharing mechanism between the institution and the individual(s).

## **14. Anomalies of the last PRC:**

The final decision on anomalies, due to implementation of recommendations of the last Pay Review Committee, will be taken after consultation with the Ministry of Finance.



## 15. Other recommendations of Pay Review Committee and UGC

The Pay Review Committee (PRC) has recommended certain other measures on methods of recruitment, promotion, New Performance Assessment System, attracting & retaining talent, use of ICT in teaching, etc. These recommendations of PRC shall be considered appropriately by the University Grants Commission and necessary regulations will be issued by the University Grants Commission with the approval of the Central Government within a period of 3 months from the date of the approval/ decision of the Cabinet.

## 16. Applicability of the Scheme:

- (i) This Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by UGC and amendments thereof in this behalf. Universities implementing this Scheme shall be advised by UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.
- (ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.
- (iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7<sup>th</sup> Central Pay Commission.
- (iv) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and condition:
  - (a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the universities, colleges and other higher educational institutions funded by the State Government.
  - (b) The State Government opting for revision of pay shall meet the remaining 50% (fifty percent) of the additional expenditure from its own sources.
  - (c) The proposal for reimbursement on account of pay revision in State funded universities, colleges and other higher educational institutions shall be submitted in the prescribed format by the State Governments. The state bills preferred by the State Governments for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter.

- (d) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019.
- (e) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01.04.2019.
- (f) **Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.01.2016.**
- (g) **State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/ scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).**
- (h) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above.

**17. Date of implementation of revised pay and allowance and payment of arrears:**

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
- (iii) Payment of arrears up to 40% of total arrears shall be made to State Governments for State funded Universities, colleges and other higher educational institutions during the current financial year 2017-18.
- (iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (v) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

18. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017.

19. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.

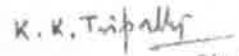
20. This issues with the concurrence of Internal Finance Division vide Dy. No.3738/IFD dated 2<sup>nd</sup> November, 2017.

Yours faithfully,

  
(Dr. K.K. Tripathy)  
Director

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

  
(Dr. K.K. Tripathy)  
Director

## Pay Matrix

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

K. S. Srinivasan  
11/11/17

Pay Band (Rs.)	15,600-39,100		37,400-67,000	67,000-79,000
18	95,300	1,13,800	1,31,700	
19	98,200	1,17,200	1,35,700	
20	1,01,100	1,20,700	1,39,800	
21	1,04,100	1,24,300	1,44,000	
22	1,07,200	1,28,000	1,48,300	
23	1,10,400	1,31,800	1,52,700	
24	1,13,700	1,35,800	1,57,300	
25	1,17,100	1,39,900	1,62,000	
26	1,20,600	1,44,100	1,66,900	
27	1,24,200	1,48,400	1,71,900	
28	1,27,900	1,52,900	1,77,100	
29	1,31,700	1,57,500	1,82,400	
30	1,35,700	1,62,200	1,87,900	
31	1,39,800	1,67,100	1,93,500	
32	1,44,000	1,72,100	1,99,300	
33	1,48,300	1,77,300	2,05,300	
34	1,52,700	1,82,600	2,11,500	
35	1,57,300	1,88,100		
36	1,62,000	1,93,700		
37	1,66,900	1,99,500		
38	1,71,900	2,05,500		
39	1,77,100			
40	1,82,400			

K.R. Timpally  
21/11/17

1. No. 1-7/2015-U.II(1)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
University-2 Section

Shastri Bhavan, New Delhi  
Dated 5<sup>th</sup> November, 2017

Corrigendum

Subject: Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 3 may be read as "84,700" instead of "84,100"
- (b) Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"
- (c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

2. The rest of the content of the above order remains the same.

  
(Dr. K.K. Tripathy) 21/11/17  
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi - 110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
5. Secretary, Department of Expenditure, North Block, New Delhi
6. Secretary, Department of Personnel & Training, North Block, New Delhi
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

## Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000			67,000-79,000 0 2.72
	6,000 2.67	7,000 2.67	8,000 2.67	9,000 2.67	10,000 2.72		
Grade Pay (Rs.) Index of Rationalization							
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Rationalised Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200		1,82,200
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3	61,200	73,100	84,700	1,39,400	1,53,000		1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600		1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300		2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200		2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200		2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400		2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700		
10	75,200	89,900	1,04,100	1,71,400	1,88,200		
11	77,500	92,600	1,07,200	1,76,500	1,93,800		
12	79,800	95,400	1,10,400	1,81,800	1,99,600		
13	82,200	98,300	1,13,700	1,87,300	2,05,600		
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800		
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200		
16	89,800	1,07,300	1,24,200	2,04,700			
17	92,500	1,10,500	1,27,900	2,10,800			

K. K. Srinivasulu

67,000  
79,000

37,400-67,000

15,600-39,100

Pay Band (Rs.)

18	95,300	1,13,800	1,31,700	2,17,100
19	98,200	1,17,200	1,35,700	
20	1,01,100	1,20,700	1,39,800	
21	1,04,100	1,24,300	1,44,000	
22	1,07,200	1,28,000	1,48,300	
23	1,10,400	1,31,800	1,52,700	
24	1,13,700	1,35,800	1,57,300	
25	1,17,100	1,39,900	1,62,000	
26	1,20,600	1,44,100	1,66,900	
27	1,24,200	1,48,400	1,71,900	
28	1,27,900	1,52,900	1,77,100	
29	1,31,700	1,57,500	1,82,400	
30	1,35,700	1,62,200	1,87,900	
31	1,39,800	1,67,100	1,93,500	
32	1,44,000	1,72,100	1,99,300	
33	1,48,300	1,77,300	2,05,300	
34	1,52,700	1,82,600	2,11,500	
35	1,57,300	1,88,100		
36	1,62,000	1,93,700		
37	1,66,900	1,99,500		
38	1,71,900	2,05,500		
39	1,77,100			
40	1,82,400			

K. K. T. ...  
67-10



UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies notices subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date: \_\_\_\_\_



# Annexure - IV

CENTRAL UNIVERSITY  
OF KARNATAKA  
(Established by an Act of the Parliament in 2009)



Kadganchi Aland Road,  
Aland Tq, Gulbarga 585 367  
Phone (08477) – 226776  
Telefax : 272066  
Website: www.cuk.ac.in  
Email: purchases@cuk.ac.in

Tender No. CUK/Tender/2017-18/Manpower/ 8

Date: 02-01-2018

## TENDER NOTICE FOR PROVIDING MANPOWER AND ALLIED SERVICES (THROUGH E-PROCUREMENT MODE ONLY)

Online bids are hereby invited for and on behalf of Central University of Karnataka, for **providing manpower and allied services through Central Public Procurement Portal** as briefly described hereunder:

1.	Name of the work	Supply of man power and allied services (Viz: Computer operator, MTS, Cook, attendant for kitchen, Hostel, Mess, Guest house, and Security Guards, Maali, Drivers, Peon/office attendants etc.) for a period of 1 year
2.	Bid submission mode	<ul style="list-style-type: none"><li>• Through e-Procurement mode on Central Procurement portal (<a href="https://eprocure.gov.in/eprocure/app">https://eprocure.gov.in/eprocure/app</a>).</li><li>• Two packet system: Packet 1 –Techno Commercial Bid and Packet 2 –Financial Bid.</li></ul>
3.	EMD - Rs. 2, 50,000	Payable through Demand Draft,FDR, Bankers Cheque or Bank guarantee form any of the commercial Bank drawn in favour of <b>“The Finance Officer, Central University of Karnataka”</b> payable at Kalaburagi. The DD should be sent to <b>“The Registrar, Central University of Karnataka, Kadaganchi -585367, Kalaburagi District”</b> in sealed envelope by super scribing as <b>“EMD for Manpower and Allied Services Tender”</b> . The EMD shall reach on or before the date and time of bid opening.
4.	Date and time of availability of bid document in the portal.	From 13.45 Hrs. of 03.01.2018 to 17.00 Hrs. of 23.01.2018
5.	Last date and time for submission of bids through portal.	17.00 Hrs. of 23.01.2018
6.	Date and time of opening technical bids.	17.30 Hrs. of 24.01.2018

# Central University of Karnataka, Kalaburagi

(Established by an Act of the Parliament in 2009)

Kadaganchi, Aland Road, Aland Tq, Kalaburagi-585 367

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9.	<b><u>Annexures - A , B , C, D &amp; E</u></b>	

CENTRAL UNIVERSITY OF KARNATAKA

## Tender Notification

1. Central University of Karnataka (CUK), Kalaburagi invites bids through e-procurement under two bids system from reputed agencies / Contractors having adequate experience in supply of manpower personnel (Viz : Computer operator, MTS, Cook, attendant for kitchen, Hostel, Mess, Guest house, and Security Guards, Maali, Drivers, Peon/ office attendants.) for Central University of Karnataka,
2. Interested Agencies / Contractors can submit bids online through Central Public Procurement Portal.
3. The successful bidder shall give an undertaking that he/she would abide by the provisions of Employees Provident Fund and miscellaneous Provision Act 1952, ESI act. and other acts as prescribed by the Govt. of India.
4. The CUK reserves the right to verify any information/document furnished by the bidder should the circumstances so warrant in overall interest of CUK.

Further details can be sought from the undersigned during the working hours.

Registrar

Phone – 08477-226706

CENTRAL UNIVERSITY OF KARNATAKA

### A. INSTRUCTIONS TO BIDDERS

1. Bids shall be submitted online through Central Public Procurement Portal.
2. CUK reserves the right to accept or reject any of the tender in full or part without assigning any reason thereof.
3. The intending bidders should note the eligibility criteria and who full fill the eligibility criteria only shall submit their tenders.
4. The bidder shall carefully study all the conditions mentioned hereunder before submitting the bids.
1. Each bidder shall send Earnest Money Deposit amounting to Rs.2,50,000/- (Rupees Two Lakh fifty thousand only) in the form of Demand Draft/Banker's Cheque/Bank guarantee/Pay order from any commercial bank. The Earnest Money so submitted shall be valid for a minimum period of 90 (ninety) days from the date of submission of tender document. Tenders without EMD amount will be summarily rejected.
5. The Earnest Money of unsuccessful bidders will be returned after placing the order with the successful bidder. The Earnest Money Deposit will not bear any interest. The successful bidder shall require to furnish performance bank guarantee of 10% of the annual contract value as Security deposit. The Earnest Money Deposit of Rs. 2,50,000/- (Rupees Two Lakh fifty thousand Only) will be refunded on receipt of the PBG to the successful tenderer before concluding the agreement and the Performance Bank guarantee must be valid for a period of 60 days beyond the contract period and shall valid till completion of the contract.
6. Bidder's/Firm Name and the Tender Number have to be indicated on the reverse side of the Demand Drafts.
7. The Demand Draft for the Tender fee should not be dated prior to the date of publication of Invitation to Tender.
8. If tender opening date happens to be a public holiday, the bids shall be opened on the next working day.
9. GST and /or other duties/levies where legally leviable and intended to be claimed should be distinctly shown separately in the tender.
10. The Tenders shall be valid for 90 days from the date of opening of the tender or till finalization of the tender whichever is earlier.

11. The CUK shall be under no obligation to accept the lowest or any tender and reserves the right of acceptance of the whole or any part of the tender and the bidder shall provide the service at the charges quoted.
12. All amounts shall be indicated both in words as well as in figures. Where there is difference between amounts quoted in words and figures, the amount quoted in words shall prevail.
13. In order to avail of the benefits extended by Government of India for MSME's, please upload attested copy of the valid Entrepreneur Memorandum Part II signed by the General Manager, District Industries Centre or NSIC Registration Certificate along with your offer.
14. The contract period shall be 12 months from the date of issue of work order and further extension will be based on satisfactory performance as evaluated by CUK for further period as agreed with mutual terms and conditions
15. The bids should be submitted in two packets, packet 1 shall consist **techno-commercial bid and packet 2 Financial bid.**
16. Bids submitted without DD. shall be treated as invalid, unless they are exempted as per GOI norms.
17. The successful bidder shall execute the agreement in the prescribed form. Failure to execute the agreement/carryout the work will entail forfeiture of the EMD / PBG.
18. The decision of the **Registrar, Central University of Karnataka** shall be final, conclusive and binding on all the bidders concerned upon relating to all matters/conditions/ instructions/ clauses and their interpretations.
19. All disputes/settlement arising out of this contract, if any shall come under the Jurisdiction of Court located Kalaburagi City.
20. The University reserves the right to change, add, remove, relax any of the conditions mentioned above during the tendering process as and when new guidelines are made by Govt. of India and in the interest of University.
21. Any corrigendum, addendum, etc, will be notified on University website and CPP Portal only. All the bidders may regularly visit the [www.cuk.ac.in](http://www.cuk.ac.in) website for updates, if any.

## B. SCOPE OF SERVICES

The Bidder is required to supply manpower personnel on need basis for the contract period as per monthly payment basis. The service provider shall be liable to comply with all the requirements of laws of land, rules, regulations of CUK and Government of India and Government of Karnataka.

The additional requirement for a short period to meet the Peak Operational Requirement if any, on day to day basis is also to be met with at the same rate quoted for regular work.

## C. ELIGIBILITY CRITERIA

The Bidder is expected to examine all instructions, forms, terms and specifications in the Bidding documents. Failure to furnish all information required by the bidding documents or submission of a bid not substantially responsive to the bidding documents in every respect be at the bidder risk and may result in rejection of their bid. **The eligibility criteria is as under**

- i. The Firm should be duly registered as per statutory rules of Government of Karnataka / Govt. of India and a copy of the registration certificate to be enclosed.
- ii. The Firm should have experience of at **least 5 years** in the field of Man Power Supply. Necessary certificate to this effect should be enclosed.
- iii. The firm should be registered with **E.S.I.**(Employees State Insurance Scheme). Copy of certificate should be enclosed
- iv. The Bidder should have registered with the Employees Provident Fund Act, 1952. Copy of certificate should be enclosed. along with the copies of EPF paid challans as specified in Annexure-D
- v. The Bidder should have registered with the GST Act. Copy of certificate should be enclosed.
- vi. The Bidder should have registered with the Labor Department. Copy of certificate should be enclosed
- vii. Self-attested copy of PAN card should be enclosed.
- viii. Annual Turnover in the preceding year should be a minimum of Rs.1 crore. The bidder should enclose balance sheet and IT returns for last five years 2012-13 to 2016-17.
- ix. The bidder should have minimum 5 Years' experience in the area of supply of Manpower contracts with Central Govt/State Govt or with reputed Organizations copies of relevant documents in this regard have to be enclosed.

- x. The Bidder should have Registered Office/branch office in Karnataka.
- xi Firms blacklisted by any Government/Organization should not participate in the tender.
- xii List of clients served highlighting **Govt. clients** along with contact numbers and work order copies to be furnished with satisfactory performance certificate.

**D. TERMS AND CONDITIONS: -**

1. The Contract is initially for a period of one year and further extendable based on the performance and mutual terms and conditions.
2. The Financial Bid of only those bidders will be opened who qualify in the Technical Bid evaluation.
3. The agency shall provide man power as and when it is required as per the criteria of the post.
4. All the payments will be made to the service provider or contractor only. The service provider shall in turn submit proof of the payment to the hired manpower. The payment to the service provider shall be made at the earliest on the submission of monthly bills. The service provider will comply with all local laws relating to payment of minimum wages acts, payment of wages acts, EPF acts, ESI acts, contract labour acts, as prescribed by the Govt. of India and copies of Challans for deposit are to be enclosed with the following month bill.
5. The percentage quoted for manpower providing service shall be fixed for the entire duration of the contract period and shall not be subjected to change at any cost. Even after the revision of minimum wages.
6. The Firm/agency/contractor is required to quote the service charge, in terms of percentage on the payment of remuneration only (excluding ESI and PF payment). The same is required to be quoted in percentage and words also.
7. The contractor / firm is required mention weather the quoted service charges in inclusive of applicable taxes or not.
8. Zero service charges quoted bids shall not be considered for providing services.



9. The Central University of Karnataka will pay the service charges to the contractor within 15 working days from the submission of bill if the bill is in proper form.
10. The bidders shall comply with all the conditions prescribed under Tender Documents.
11. The Service provider shall submit complete Biodata of the incumbents duly authenticating his/her credential, qualification and experience. The firm will be responsible for his or her credentials past and present solely.
12. In case of any unauthorized absence of the manpower from the allotted work spot, a deduction of the wages of the day shall be made.
13. The successful bidder/The service provider has to send three candidates as per the requirement of Management and Management shall select the one best candidate among them by conducting an interview/written test/skill test, etc. If the candidate is found suitable, he/she will be selected or else the Service contractor will have to provide replacement immediately duly following service procedure
14. The person engaged should be well behaved, Skilful and perform *his* duties under the direction of head of office where he will be attached and will have to work during the office hours.
15. The manpower to be provided by the Agency/Contractor should be well behaved, Skilful and perform his duties under the direction of head of office where he will be attached and will have to work during the office hours.
16. The contract for providing of Manpower Service shall be commercial contract; there shall be no employer and employees relationship between CUK and the Manpower Supplying Agency/ Firm or the manpower supplied by the Manpower Supplying Agency/ Firm.
17. The Central University of Karnataka, reserves the right to deploy the person engaged, to its camp sites situated all over Karnataka as and when it is required in the interest of University.
18. In case of unlawful activity/deed of the incumbent, the agency/Service provider shall solely be responsible.
19. The Service Provider/manpower agency shall be liable for all violations of laws, rules and regulations.
20. The manpower hired through of the Service provider/the Person engaged through service provider shall not have any claim for continuation in CUK and Service provider shall be liable to comply

with all the requirement of laws. The CUK will not provide any residential accommodation or transport facility.

21. The monthly wages will be calculated as per the minimum wages act applicable to the respective category and on the basis of the number of days of actual deployment.
22. It is expressly understood and agreed by and between Service Provider and CUK that, CUK is entering into this agreement solely on its own behalf and not on behalf of any other person or any subcontractor entity, in particular, it is expressly understood and agreed that the Government of India is not a party to this agreement and has no liabilities, obligation of rights hereunder and Government of India shall not be liable for any acts, omissions, commissions, breaches or other wrongs arising out of the contract. It is expressly understood and agreed that CUK is an independent legal entity with power and authority to enter into contracts solely on its own behalf under the applicable laws of India and general principles of contract law.
23. The manpower hired through the Service Provider will be entitled for only gazette Holidays declared by CUK and a casual leave of one day for every month, totalling to 12 days per annum. Any other types of leaves applicable to regular/contract employees of CUK will not be applicable to them.
24. The Service Provider shall appoint a Supervisor to coordinate between the University and manpower for various statutory and non-statutory activities. The payment of the same will be made by the service provider.
25. The bid prepared by the bidder and all correspondence and documents relating to the bid exchanged should be in English language.
26. The selected tenderer is required to commence the services with a short notice.

CENTRAL UNIVERSITY OF KARNATAKA

## E. DOCUMENTS COMPRISING THE TECHNICAL BID

### Packet I

- i. Scanned copy of duly filled Annexure A,B,C and D in accordance with terms and conditions.
- ii. Valid license from labour department and A Self-Declaration of not being blacklisted
- iii. Certificates of registration under EPF, ESI, Labour Department and Service Tax.
- iv. PAN Card, GST Certificate and ITRs for last 5 financial years from the assessment years 2012-13 to 2016-17.
- v. Audited profit and loss for last 5 financial years from 2012-13 to 2016-17.
- vi. Work experience certificates in support of eligibility norms.
- vii. NSIC certificate to claim exemption of EMD.

### Packet 2: Financial bid as per Annexure-E

- a) Technical details should be submitted along with documentary proof otherwise evaluation will be done ignoring that item as not available. This format should not be changed in any manner. Addition/deletion/alteration of the text will automatically render the tender invalid and therefore, will be summarily rejected.
- b. Bidders shall upload all the documents as specified in tender document.
- c. Service charges should be quoted in the Financial bid format for Supply of Manpower (Financial bid) This format should not be changed in any manner Addition/deletion/alteration of the text will automatically render the tender invalid and therefore, will be summarily rejected.
- d. The bidder is instructed to examine all instructions, forms, terms and specifications in the Bid Documents, failure to furnish all the information required as per Bid Documents or submission of the bids not substantially responsive to the Bid Document in every respect will be at the bidder's risk and may result in rejection of the Bid.
- e. At any time, prior to the date of submission of bid/ CUK may, for any reason whether at its own initiative or in response to a clarification required by a prospective bidder, modify the bid documents by amendments and the same shall be notified on Cuk website only. The amendments notified will be binding on them.
- f. The bids will undergo evaluation at every stage of processing and any tender found at any stage not in conformity with the stipulated tender conditions including specifications/found to have uploaded defective and incomplete documents or found defective will be rejected.

- g. Service Charges shall be quoted in percentage only.
- h. Document establishing bidder's eligibility and qualification.

The Bidder shall furnish, as part of its bid documents establishing the bidder's eligibility to bid and its qualifications to perform the Contract if its bid is accepted.

The documentary evidence of the bidder's qualifications to perform the contract if its bid is accepted, shall establish to the CUK satisfactions.

- a. That the bidder has the financial, technical and production capability necessary to perform the contract and meets the criteria outlined in the qualification requirements. To this end, all bids submitted shall include the following information;
  - i. The legal status, place of registration and principle place of business of the company or firm or partnership, etc.
  - ii. Details of experience and past performance of the bidder on similar nature of services within the past five years and details of current contracts in hand and other commitments.

#### **F. PERFORMANCE SECURITY**

- i. The successful bidder's is required to furnish the performance security upon the acceptance and award of work and required to entire in to agreement.
- ii. Performance security for an amount of Rs.5,00,000/- (Five lakhs) only in the form of A/c payee DD, FDR from a commercial bank or bank guarantee.
- iii. The successful bidder EMD amount may be forfeited if the bidder fails to sign the contract or the commence the service as given in the order.
- iv. The bid security of unsuccessful bidder will be discharged / returned as early as possible, but not later than 30 days after the expiry of the period of bid validity.

#### **G. TERMS OF AGREEMENT TO BE ENTERED**

##### **Period of Contract**

The contract will be awarded initially for 1 (one) year only. However, extension for the further Period will be considered keeping in view the satisfactory performance of the firm and on mutual agreed terms and conditions.

### **Award of Contract**

The CENTRAL UNIVERSITY OF KARNATAKA shall issue to letter of Acceptance to the bidders whose offer has found acceptable. The bidder shall respond in writing in token of his/her acceptance within three days and agreement within 21 days from the date of issue of PO/work order of acceptance.

The CUK reserve the right at the time of award of contract to increase or decrease up to 25% of the required quantity of manpower in the schedule of requirements without any change in charges.

### **Annulment of Award**

Failure of the successful bidder to comply with the requirement shall constitute sufficient ground for the annulment of the award and forfeiture of the bid security and also if the agency becomes unwilling, bankrupt or otherwise insolvent.

### **Terms of payment**

The payment shall be made within 15 working days from the date of receipt of bill the month bill duly certified by the concerned section of the University. The payment will be made as per minimum wages act of the Govt. of India on category wise as decide by the authorities of the University.

### **Termination of Contract**

In case of any default by the service provider and in any of the terms & conditions (whether General, special, statutory), CUK may without prejudice to any other right/ remedy which shall have accrued or shall accrue thereafter, terminate the contract, by giving one-month notice in writing to the service provider, without incurring any liability.

The Contractor shall submit the monthly bills within 5th of succeeding month to The Finance Officer, CUK, along with EPF, ESI, GST paid challans, paid vouchers/ challans made in the respective bank Account numbers of the manpower provided to CUK, and in any case, monthly remuneration if any payments through cash shall not be allowed.

It is the sole liability of the successful bidder to arrange Insurance Coverage to his manpower to meet liabilities arising under workmen Compensation Act or under any decree etc., against all risks without any liability to CUK in this regard.

### **Force Majeure**

If any time, during the continuance of this contract, the performance in whole or in part by either party of any obligation under this contract is prevented or delayed by reason of any war, or hostility, acts of the public enemy, civil commotion, sabotage, fire, floods, explosions, epidemics, quarantine restrictions, strikes, lockouts or act of God (Hereinafter referred to as events) provided notices of happenings, of any such eventuality is given by either part to the other within 21 days from the date of occurrence thereof, neither party shall by reason of such event be entitled to terminate this contract nor shall either party have any claim for damages against the other in respect of such no performance or delay in performance. Performance under the contract shall be resumed as soon as practicable after which an event may come to an end or cease to exist, and the decision of CUK as to whether the supplies have been so resumed or not shall be final and conclusive, provided further that if the performance in whole or part of any obligation under this contract is prevented or delayed by reason of any such event for a period exceeding 60 days, either part may, at their option terminate the contract.

### **Arbitration**

In the event of any question, dispute or difference arising under the agreement or in connection therewith (except as to the matters, the decision to which is specifically provided under this agreement), the same shall be referred to sole arbitration of the Registrar of CUK or any other person appointed by the Hon'ble Vice-Chancellor. In the event of such Arbitrator to whom the matter is originally referred to vacates their office on resignation or otherwise or refuses to do work or neglecting their work or being unable to act as Arbitrator for any reasons, whatsoever, the Vice Chancellor of CUK shall appoint another person to act as Arbitrator in the place of outgoing Arbitrator and the person so appointed shall be entitled to proceed further with the reference from the stage at which it was left by the predecessor and that the award of the arbitrator shall be final and binding on both the parties. Service Provider will have no objection in any such appointment that arbitrator so appointed is an employee of CUK or a Government Servant or that he has to deal with the matter to which the agreement relates or that in the course of their duties as a CUK employee he has expressed their views on all or any of the matters in dispute. The adjudication of such Arbitrator shall be governed by the provisions of the Arbitration and conciliation Act 1996.

The venue of Arbitration proceedings shall be Office of CUK, Kalaburagi or such other place as the arbitrator may decide.

### ANTECEDENTS OF CONTRACT MANPOWER:

The contractor regarding antecedents of the manpower who is employed by him in the contract shall bear full responsibility on his own part, and in case of any untoward conduct committed by the manpower; the contractor shall be liable to be dealt as per the Law. No contract labours shall be allowed an entry in the premises of CUK unless his/her police verification certificate is rendered by the Contractor to the, Security at CUK. Registrar, CUK as a principal Employer shall not bear any liability. And it is the responsibility of the contractor to ensure that all labours have police verification.

### **Minimum Wages as per Ministry of labour & Employment:**

The Minimum wages revised and notified by Ministry of Labour & Employment office of the Chief Labour Commissioner(C) New Delhi, during the tenure of the contract shall be reimbursed by CUK along with the, Service charge, Service Tax if any, PF and ESI as applicable.

### Other Obligations

- a) Central University of Karnataka, reserves the right to accept or reject any tender and to cancel the bidding process at any time prior to the award of the contract.
- b) The bidder whose tender is accepted, on receipt of the work orders, shall enter into an agreement with CUK for the initial period of one year and can be extended for the further period on mutual agreement. This is only an invitation to offer and not an order.
- c) The bidder shall execute an agreement along with the performance security valid for the Contract period plus sixty days.
- d) The undersigned reserves the right to select from the candidates proposed by the successful bidder and also the right to ask for replacement at any time.
- e) The successful bidder shall propose candidates in the ratio of 1:3.
- f) TDS shall be deducted in the bills of as applicable.
- g) The GST shall be paid by the Central University of Karnataka to the contractor who shall produce the previous month's challans along with the bill if applicable.
- h) Performance security will not carry any interest and will be refunded on cessation of agreement on fulfilment of the obligations by the manpower agency.

SD/-

Registrar

Central University of Karnataka

# Central University of Karnataka

FL.no. CUK/TENDER/2017-18/Manpower/8

## TENDER FOR PROVIDING MAN POWER & ALLIED SERVICES

### Evaluation of Techno Commercial Bids:

Date:02.02.2018

Sl.no	Terms	Name of Firms							Manish Manpower Agency
		Active facility resource service pvt. ltd	Sree vinayak Enterprises	New Vision security And Allied Services	Orion Security Solutions Pvt. Ltd	Shakti Security and Maintenance Pvt Ltd	Callistus Offshore Services Pvt. Ltd.		
1)	DD for EMD/NSIC	NSIC Submitted	NSIC Submitted						
2)	Copy of Registration Certificate for providing man power	Submitted	Submitted						
3)	Registration certification of Establishment issued by Government of Karnataka –Department of Labor and license from ALC (Central)	Submitted	Submitted						
4)	Copy of IT return filed by the agency for 5 years. 2012-13, 2013-14, 2014-15, 2015-16 & 2016-17	Submitted	Submitted						
5)	Copy of PAN Card	Submitted	Submitted						
6)	Self-Attested copy of GST Registration Certificate	Submitted	Submitted						
7)	Self-Attested copy of E.P.F Registration letter /Certificate	Submitted	Submitted						
8)	Self-Attested copy of E.S.I Registration letter /Certificate.	Submitted	Submitted						
<b>73</b>	Financial Statements like Profit & Loss Account, Balance Sheet etc., in support of financial turnover of the agency. For 5 years 2012-13, 2013-14, 2014-15, 2015-16 & 2016-17	Submitted	Submitted						
9)	Statement of Bank A/C for the period from January 2016 to December 2016 in the name of the company/agency.	Submitted	Submitted						
				Rejected due to non-submission of EMD since NSIC certificate not for manpower service	Rejected due to no validity of NSIC certificate on 24.01.2018	Rejected due to non-submission of Bank Statement, EPF, ESI, & GST details.	Rejected due to non-submission of Bank Statement ITR 2012-13, P.O., full EPF & ESI details.	Rejected due to non-submission of ITR's 2012-13 & 2013-15 and Bank Statement of Jan to march 2016	2 Sri Udyog Enterprises 016

**Annexure - V**




10)	Highest value of similar nature of work executed in any single year during last 3 years a) One Rs 1,20,00,000.00 or b) Two Certificates of costing c) Rs. 60,00,000.00 or d) Three Certificates of costing Rs. 40,00,000.00 Satisfactory Work Done Certificates should be submitted	Submitted	Submitted	Submitted	Rejected due to Non-submission of EMD since NSIC certificate not for manpower service	Rejected due to no validity of NSIC certificate on 24.01.2018	Rejected due to non-submission of Bank Statement, EPF, ESI, & GST details.	Rejected due to non-submission of Bank Statement ITR 2012-13, P.O., full EPF & ESI details.	Rejected due to non-submission of ITR's 2012-13 & 2013-15 and Bank Statement of Jan to march 2016	Not qualified	Not qualified
11)	undertaking by the Contracting Company / Firm / Agency that the contracting Company / Firm / Agency is having no legal suit/criminal case either pending against its proprietor or any of its Directors (in the case of Private Ltd, Company) or being contemplated and having not been earlier convicted on grounds of moral turpitude or for violation of laws in force as per Annexure -C	Submitted	Submitted	Submitted	Rejected due to non-submission of Bank Statement, EPF, ESI, & GST details.	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified
12)	EPF Registration certificate and EPF paid details for year 2013-14, 2014-15 and 2015-16 with copies of challans	Submitted	Submitted	Submitted	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified
13)	ESI Registration certificate (where -ever applicable shall be produced). ESI paid details for 3 years 2013-14, 2014-15 and 2015-16 with challans.	Submitted	Submitted	Submitted	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified
14)	GST registration, allotted by tax authorities. Service tax paid details for 3 years 2014-15, 2015-16 and 2016-17 with challan copies	Submitted	Submitted	Submitted	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified
15)	details of the major contracts exclusively for similar services in an organization / establishment having a manpower of at least 100 manpower or more handled by the service provider during the last 3 years (should be proved in EPF Paid Challan).	fulfilled	fulfilled	fulfilled	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified
18)	Qualification in Techno-commercial Evaluation	Qualified	Qualified	Qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified

Only M/s Active Facility Resource Service Pvt. Ltd, M/s Sree Vinayak Enterprises, and M/s Sri Udyog Enterprises are found to be qualified

  
Prof. Channaveer R.M  
Chairperson, CPC

  
Prof. Chandrakant Yatanoor  
Registrar

  
Shri. S.Sivanandam  
Finance Officer

  
Mr. Azeem Pasha  
Section Officer (P)

# Central University of Karnataka aka

Fl.no. CUK/TENDER/2017-18/Manpower/8

## TENDER FOR PROVIDING MAN POWER & ALLIED SERVICES

Evaluation of Techno Commercial Bids:

Date:02.02.2018

Sl.no.	Terms	Name of Firms											
		Viskaan Associates	Sri Udyog Enterprises	Aishwarya facility Service	Pooiyaya Security Services	GA Digital Web Word Pvt. Ltd	Armor Security & Human Resources Services Pvt. Ltd	Cammando Security Services	Sri Sai Nath Associates				
1)	DD for EMD/NSIC		DD Submitted										
2)	Copy of Registration Certificate for providing man power		Submitted										
3)	Registration certification of Establishment issued by Government of Karnataka –Department of Labor and license from ALC (Central)		Submitted										
4)	Copy of IT return filed by the agency for 5 years. 2012-13, 2013-14, 2014-15, 2015-16 & 2016-17	Rejected due to invalidity of Registration certificate and non-submission of EPF, ESI, GST details.	Submitted	Rejected due to non-submission of Bank statement, EPF, ESI, GST details.	Rejected due to non-submission of full P&L, ITR for 2015-16, 2016-17, financial bid submitted in technical bid and no bank statement from Jan to July 2016	Rejected due to non-submission of ITR for 2012-13, PL 2012-13, & bank statement for Sep, Oct, Nov & Dec 2016 and insufficient experience	Rejected due to non-submission of ITR for 2012-13 & 2013-14 and P.O etc.	Rejected due to non-submission of ITR for 2012-13 and 2013-14					
5)	Copy of PAN Card		Submitted										
6)	Self-Attested copy of GST Registration Certificate		Submitted										
7)	Self-Attested copy of E.P.F Registration letter /Certificate		Submitted										
8)	Self-Attested copy of E.S.I Registration letter /Certificate.		Submitted										
9)	Financial Statements like Profit & Loss Account, Balance Sheet etc., in support of financial turnover of the agency. For 5 years 2012-13, 2013-14, 2014-15, 2015-16 & 2016-17		Submitted										
10)	Statement of Bank A/C for the period from January 2016 to December 2016 in the name of the company/agency.		Submitted										

11)	Highest value of similar nature of work executed in any single year during last 3 years a) One Rs 1,20,00,000.00 or b) Two Certificates of costing c) Rs. 60,00,000.00 or d) Three Certificates of costing Rs. 40,00,000.00 Satisfactory Work Done Certificates should be submitted	Submitted	Rejected due to non-submission of Bank statement, EPF, ESI & GST details.	Rejected due to non-submission of full P&L, ITR for 2015-16, 2016-17, financial bid submitted in technical bid and no bank statement from Jan to July 2016	Rejected due to non-submission of Bank statement, EPF, ESI & GST details.	Rejected due to non-submission of ITR for 2012-13, PL 2012-13, & bank statement for Sep, Oct, Nov & Dec 2016 and insufficient experience	Rejected due to non-submission of ITR for 2012-13 & 2013-14 and P.O etc.	Rejected due to non-submission of ITR 2012-13 and PL from 2012-13 & 2013-14	Not qualified	Not Qualified	Not qualified	Not qualified
12)	undertaking by the Contracting Company / Firm /Agency that the contracting Company / Firm /Agency is having no legal suit/criminal case either pending against its proprietor or any of its Directors (in the case of Private Ltd, Company) or being contemplated and having not been earlier convicted on grounds of moral turpitude or for violation of laws in force as per Annexure -C	Submitted	Rejected due to invalidity of Registration certificate and non-submission of EPF, ESI, GST details	Submitted	Submitted	Submitted	Submitted	Submitted	Not qualified	Not qualified	Not qualified	Not qualified
13)	EPF Registration certificate and EPF paid details for year 2013-14, 2014-15 and 2015-16 with copies of challans	Submitted	Submitted	Submitted	Submitted	Submitted	Submitted	Submitted	Not qualified	Not qualified	Not qualified	Not qualified
14)	ESI Registration certificate (where ever applicable shall be produced). ESI paid details for 3 years 2013-14, 2014-15 and 2015-16 with challans.	Submitted	Submitted	Submitted	Submitted	Submitted	Submitted	Submitted	Not qualified	Not qualified	Not qualified	Not qualified
15)	GST registration, allotted by tax authorities. Service tax paid details for 3 years 2014-15, 2015-16 and 2016-17 with challan copies	Submitted	Submitted	Submitted	Submitted	Submitted	Submitted	Submitted	Not qualified	Not qualified	Not qualified	Not qualified
16)	details of the major contracts exclusively for similar services in an organization / establishment having a manpower of at least 100 manpower or more handled by the service provider during the last 3 years (should be proved in EPF Paid Challan).	Submitted	Submitted	Submitted	Submitted	Submitted	Submitted	Submitted	Not qualified	Not qualified	Not qualified	Not qualified
18)	Qualification in Techno-commercial Evaluation	Qualified	Not qualified	Not Qualified	Not Qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified	Not qualified

Only M/s Active Facility Resource Service Pvt. Ltd, M/s Sree Vinayak Enterprises, and M/s Sri Udyog Enterprises are found to be qualified

  
Prof. Channaveer R.M  
Chairperson CPC

  
Prof. Chandrakant Yataoor  
Registrar

  
Shri. S.Sivanandam  
Finance Officer

  
Mr. Azeem Pasha  
Section Officer (P)

# Annexure - VI

## CENTRAL UNIVERSITY OF KARNATAKA

(Established by an Act of the Parliament in 2009)



Kadganchi Aland Road,  
Aland Tq, Gulbarga 585 311  
Phone (08477) – 226715  
Telefax : 226709  
Website: www.cuk.ac.in  
Email: cukpurchase@gmail.com

No.CUK/2588/PUR/CUK/2017-18

06 Feb 2018

Minutes of the meeting of the Central Purchase committee held in Office of the Finance Officer, Central University of Karnataka on 06<sup>th</sup> Feb 2018 at 04 pm, the following members were present.

- |  |          |
|--|----------|
| 1) Prof. Channaveer R.M,Dean SS&BS       | Chairman |
| 2) Prof. Chandrakant Yatanoor, Registrar | Member   |
| 3) Shri. S.Sivanandam, Finance Officer   | Member   |
| 4) Mr. Azeem Pasha, Section Officer      | Member   |
| 5) Mr. Vikramadithya, Assistant          | Convener |

The Chairman CPC Welcomed all the members and agenda item taken up for discussions.

A. Agenda item:

1. The representation received from M/s Sree Vinayaka Enterprises, Bangalore w.r.t Techno Commercial Evaluation of Tender No. CUK/TENDER/2017-18/MANPOWER/08, Dated: 02/01/2018. The committee after due deliberation resolved the following;

B. Resolutions:

1. The committee re-verified the tender document and found that M/s Active Facility Resource Services Pvt. Ltd has fulfilled the eligibility criteria as per the tender document.
2. A reply letter may be sent to M/s Sree Vinayaka Enterprises, Bangalore stating that M/s Active Facility Resource Services Pvt. Ltd has fulfilled the eligibility criteria as per the tender document.


The meeting ended with Vote of thanks to the Chair.

  
Prof. Channaveer R.M.

  
Prof. Chandrakant Yatanoor

  
Shri. S.Sivanandam

  
Mr. Azeem Pasha

  
Mr. Vikramadithya Ambárao

Copy to all the concerned

- 1) P.S to Hon'ble Vice Chancellor
- 2) Office of the Registrar
- 3) Concerned File



Fl.no.CUK/TENDER/2017-18/Manpower/

Date: 05.02.2018

**TENDER FOR PROVIDING MAN POWER & ALLIED SERVICES**  
(CUK/Tender/2017-18/Manpower 8 dt 02.01.18)

**MINUTES OF THE FINANCIAL BID EVALUATION MEETING**

1. The Committee consisting of the following members met on 05.02.2018 to evaluate the financial bids of the tender floated for supply of Manpower & Allied Services to CUK.

- |                               |   |                 |
|-------------------------------|---|-----------------|
| 1. Prof. Channaveer R.M       | : | Chairman        |
| 2. Prof. Chandrakant Yatanoor | : | Registrar       |
| 3. Shri. S. Sivanandam        | : | Finance Officer |
| 4. Mr. Vikramadithya          | : | Convener        |

2. Financial bids of the following three firms which found qualified in techno-commercial evaluation were placed before the committee.

Sl.No.	Bid ID	Name of the Bidder
1	958619	M/s Active facility resource service pvt. Ltd
2	967196	M/s Sree vinayak Enterprises
3	981919	M/s Sri Udyog Enterprises

3. A comparative statement is prepared to arrive at L1, which is as under:

**Comparative Statement**

Sl. No.	Name of the firm	Percent of service charges
1	M/s Active facility resource service pvt. Ltd	0.5
2	M/s Sree vinayak Enterprises	1.89
3	M/s Sri Udyog Enterprises	5.40

4. The committee has noticed that M/s Active facility resource service pvt. Ltd, quoted lowest Service charge @ 0.5% and recommended to issue work order to L1 M/s Active facility resource service pvt. Ltd, Bangalore.

Prof. Channaveer R.M.

Prof. Chandrakant Yatanoor

Shri.S. Sivanandam

Mr. Vikramadithya



F.No. CUK/Tender/2017-18/Manpower/ 200/

Date:05.02.18

**TENDER FOR PROVIDING MANPOWER & ALLIED SERVICES**

(CUK/Tender/2017-18/manpower/08 dt 02.01.18)

**Financial Bid Opening Summary**

Financial bids of the following firms, which are qualified in techno-commercial evaluation are opened and submitted for evaluation.

1. M/s Active Facility Resource Service Pvt. Ltd,
2. M/s Sree Vinayak Enterprises,
3. M/s Sri Udyog Enterprises,

  
Dr. Panduranga  
Bid Opener

  
Dr. Reshma Nadaf  
Bid Opener



Fl.no. CUK/TENDER/2017-18/Manpower/8

Date: 02.02.2018

**TENDER FOR PROVIDING MAN POWER & ALLIED SERVICES**  
(CUK/Tender/2017-18/Manpower 8 dt 02.01.18)

**Proceedings of the Techno –Commercial Evaluation Meeting**

1. Committee comprising of following members met in the conference hall on 01.02.18 for evaluation of e-bids received against notice inviting tender for providing Man Power & Allied Services at CUK, campus.

1. Prof. Channaveer R.M, Dean.	:	Chairman
2. Prof. Chandrakant Yatanoor, Registrar	:	Member
3. Shri. S. Sivanandam, Finance Officer	:	Member
4. Mr. Azeem Pasha, SO (P)	:	Convener

2. The committee observed the bids of Fifteen firms and observation recorded as under:

Sl.no	Bid ID	Firm Name	Techno-Commercial qualification
1.	958619	M/s Active facility resource service pvt. Ltd	<u>Qualified</u>
2.	967196	M/s Sree vinayak Enterprises	<u>Qualified</u>
3.	974367	M/s New Vision security And Allied Services	Rejected due to Non-submission of EMD since NSIC certificate not for manpower service
4.	975794	M/s Orion Security Solutions Pvt. Ltd	Rejected due to no validity of NSIC certificate on 24.01.2018
5.	977581	M/s Shakti Security and Maintenance Pvt Ltd	Rejected due to non-submission of Bank Statement, EPF, ESI, & GST details.
6.	978051	M/s Callistus Offshore Services Pvt. Ltd.	Rejected due to non-submission of Bank Statement ITR 2012-13, P.O., full EPF & ESI details.
7.	979092	M/s Manish Man power Agency	Rejected due to non-submission of ITR's 2012-13 & 2013-15 and Bank Statement of Jan to march 2 Sri Udyog Enterprises 016
8.	981149	M/s Viskaan Associates	Rejected due to invalidity of Registration certificate and non-submission of EPF, ESI, GST details.
9.	981919	M/s Sri Udyog Enterprises	<u>Qualified</u>
10.	982967	M/s Aishwarya facility Service	Rejected due to non-submission of Bank statement, EPF, ESI, GST details.
11.	982968	M/s Poojyaya Security Services	Rejected due to non-submission of full P& L, ITR for 2015-16, 2016-17, financial bid submitted in technical bid and no bank statement from Jan to July 2016
12.	983029	M/s GA Digital Web Word Pvt. Ltd	Rejected due to non-submission of Bank statement, EPF, ESI & GST details.
13.	983238	M/s Armor Security & Human Resources Services Pvt. Ltd	Rejected due to non-submission of ITR for 2012-13, PL 2012-13, & bank statement for Sep, Oct, Nov & Dec 2016 and insufficient experience
14.	983311	M/s Cammando Security Services	Rejected due to non-submission of ITR for 2012 13 & 2013-14 and P.O etc.
15.	983490	M/s Sri Sai Nath Associates	Rejected due to non-submission of ITR 2012-13 and PL from 2012-13 & 2013-14

3. The Committee recommended to open the financial bids of the three firms qualified in techno-commercial evaluation on approval of the proceedings.

Chairman (CPC) 21/2/18

Registrar 21/2/18

Finance Officer 02/02/18

Convener



F.No.CUK/Tender/Manpower/

Date 25.01.18

**Bid Opening Summary**

**NOTICE INVITING TENDER FOR PROVIDING MAN POWER AND ALLIED SERVICES**


**Enquiry No: CUK/Tender/2017-18/Manpower/8 Dated January 2/1, 2018**

1. Fifteen online bids are received against Enquiry No. CUK/Tender/2017-18 / Manpower/8 dated 02.01.2018 and opened on 25.01.2018.
2. The details of online participant bidders are as below:

Sl. No.	Bid ID	Name	EMD / NSIC SUBMITTED
1	<u>958619</u>	ACTIVE FACILITY RESOURCE SERVICES PVT LTD	NSIC
2	<u>967196</u>	SREE VINAYAKA ENTERPRISES	NSIC
3	<u>974367</u>	NEW VISION SECURITY AND ALLIED SERVICES	NSIC
4	<u>975794</u>	ORION SECURITY SOLUTIONS PVT LTD	NSIC
5	<u>977581</u>	SHAKTI SECURTY AND MAINTENANCE PVT LTD	NSIC
6	<u>978051</u>	CALLISTUS OFFSHORE SERVICES PVT LTD	NSIC
7	<u>979092</u>	MANISH MAN POWER AGENCY	DD
8	<u>981149</u>	VISKAAN ASSOCIATES	NSIC
9	<u>981919</u>	SRIUDYOGENT@YAHOO.CO.IN	DD
10	<u>982967</u>	AISHWARYA FACILITY SERVICES	NSIC
11	<u>982968</u>	POOJYAYA SECURITY SERVICES	NSIC
12	<u>983029</u>	GA DIGITAL WEB WORD PVT. LTD.	NSIC
13	<u>983238</u>	ARMOR SECURITY AND HUMAN RESOURCES SERVICES PRIVATE LIMITED	NSIC
14	<u>983311</u>	COMMANDO SECURITY SERVICES	DD
15	<u>983490</u>	SRI SAI NATH ASSOCIATES	NSIC

All the above bids are submitted for Techno-Commercial. Exemption for EMD given against submission of NSIC certificate is subject to verification at Techno-Commercial evaluation.

Bid Openers: Prof. Shivganga Rumm and Dr. Panduranga  
Verified by: Mr. Azeem Pasha

  
25/1/2018  
Chairman, CPC