

GOVERNMENT OF ASSAM  
HIGHER EDUCATION DEPARTMENT  
DISPUR : GUWAHATI-6

No.AHE.50/2014/10

Dated Dispur the 7<sup>th</sup> July, 2014.

OFFICE MEMORANDUM

**Sub : Guidelines for incentive for Ph.D./M.Phil and other higher qualification and equalization of pay thereof.**

In pursuance of the recommendation made by the UGC, the State Govt. Finance Department had notified UGC scale of pay to the teachers of colleges and Universities including career advancement benefit from time to time.

As per recommendation made by the UGC (Notification dated 24-12-1998) the State Govt. had notified O.M. vide No.B(2)H.408/99/41 dated 13-01-2000.

The provision laid down in clause 2(a), (b), (c) allowing incentive for Ph.D./M.Phil Degree are reproduced below :

2.(a) Incentive for Ph.D./M.Phil : Four and two advance increments will be admissible to these who had Ph.D. and M.Phil degree respectively, at the time of recruitment as lecturers in addition to NET/SLET. Candidates with D.Litature/D.Science should be given benefit at par with Ph.D. and M.Lit. at par with M.Phil.

(b) One increment will be admissible to these Lecturers with M.Phil who acquire Ph.D. within two years of recruitment.

(c) A teacher will be eligible for two advance increments as and when he/she acquire Ph.D. Degree in his/her service career.

As per provision of the O.M. necessary incentives were granted to the concerned lecturer and equivalent cadres of post on the basis of the provision laid down in the O.M. dated 13-12-2000 to the existing faculty members and equivalent cadre for the period of 01-01-1996 to 31-12-2005.

Secondly, the pay scale of the teachers of Universities and Colleges are revised with effect from 01-01-2006 and the State Govt. also issued the notification vide No.FPC.5/2010154 dated 11-05-2010 on the basis of the UGC regulation No.F.3-1/2009 dated 30-06-2010.

The State Govt. has also issued another O.M.No.AHE.396/2010/22 dated 27-04-2012 in conformity with the UGC regulation, 2010 regarding of incentive for Ph.D./M.Phil and other higher qualification with effect from 01-09-2008.

As per provision of the O.M. dated 27-04-2012 that a teacher is eligible to get advance increment if he/she acquires Ph.D./M.Phil Degrees on or after 01-01-2006.

**Clause 6 :** Five non compounded advance increments shall be admissible at the entry level of recruitment of Assistant Professor to persons possessing the degree of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation prescribed by the UGC who have fulfilled UGC requirement having NET/SLET/M.Phil.

**Clause 7 :** M.Phil Degree holder in addition to NET/SLET/Ph.D. shall be entitled to 2(two) non compounded advance increments at the time of recruitment of the post of Assistant Professor.

**Clause 8 :** Teachers who completed their Ph.D. degree while in service shall be entitled to get 3(three) non compounded increments if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a university complying with the process prescribed by the UGC for enrolment course work, evaluation etc.

(Contd.-2)

Accordingly, incentive for Ph.D./M.Phil Degree is allowed to the concerned teachers and librarians as per guideline of the O.M. issued from time to time.

But, there are some discrepancies which have arisen among the teachers and librarians getting incentive during 01-01-1996 to 31-12-2005 and 01-01-2006 onwards. The senior teachers/librarians who were eligible to get incentive for acquiring Ph.D./M.Phil Degree before 31-12-2005 are getting less pay than the junior teachers who are eligible to get incentive for Ph.D./M.Phil on or after 01-01-2006.

Therefore, the Govt. of Assam has decided to equalize the pay of senior teacher/librarian by stepping up the pay of senior teacher/librarian so as to make the pay equal to the junior when the service conditions in all other respects are similar.

However, this rule of equalization shall not apply to a teacher/librarian who is eligible to get incentive for award of Ph.D./M.Phil Degree when compared to a junior in the institution if he/she has qualified in NET/SLET and has also possessed a Ph.D./M.Phil degree at the entry level i.e. if a junior person draws more basic pay (including grade pay) on the basis of the incentive as mentioned in para 2(a) above his/her case not be cited to equalize the pay of any senior person working in the same department of the College.

In case of faculty members who shall apply for getting the equalization benefit, the concerned G.B. of the College shall examine the case and recommend the same to the Director of Higher Education, Assam and the Director of Higher Education, Assam after examination of the matter shall recommended to the Govt. for approval. The Higher Education Department shall issue orders, only on receipt of concurrence of the Finance Department for each individual cases as per the financial rules.

Sd/-(H. K. Sharma, IAS)  
Commissioner & Secretary to the Govt. of Assam  
Higher Education Department

Memo No.AHE.50/2014/10-A

Dated Dispur the 7<sup>th</sup> July, 2014.

Copy to :

1. The Principal Accountant General (A&E), Assam, Maidamgaon, Beltola, Guwahati-29.
2. OSD to the Hon'ble Minister, Education Department, Assam, Dispur, Guwahati-6.
3. P.S. to the Additional Chief Secretary to the Govt. of Assam, Education Department, Dispur, Guwahati-6.
4. P.S. to Commissioner & Secretary to the Govt. of Assam, Higher Education Department, Dispur, Guwahati-6.
5. The Deputy Secretary to the Govt. of Assam, Finance (Estt.-A) Department, Dispur, Guwahati-6.
6. The Deputy Secretary to the Govt. of Assam, Personnel (B) Department, Dispur, Guwahati-6.
7. The Director of Higher Education, Assam, Kahilipara, Guwahati-19 for information and necessary action.

By order etc.;

Deputy Secretary to the Govt. of Assam,  
Higher Education Department

