

**GOVERNMENT OF ASSAM
HIGHER EDUCATION DEPARTMENT
DISPUR:::GUWAHATI-6**

NO.AHE.396//2010/22

Dated Dispur the 27th April, 2012.

OFFICE MEMORANDUM

Subject : Incentives for Ph.D/M.Phil and other higher qualification to take effect from 01-09-2008.

In pursuance of the recommendation made by the UGC vide Regulation, 2010 No.F.3-1/2009 dated 30-6-2010, the State Govt. Finance Department has notified the UGC scale of pay to the teachers of Govt. Degree Colleges/Provincialised Degree Colleges and non-technical teachers of Engineering Colleges vide Notification No.FPC.5/2010/154, dated 11-5-2010 and after receiving concurrence from the Finance Department, the Govt. of Assam, Education (Higher) Department has conveyed the same for implementation of revised UGC scale in Universities and Colleges vide letter No.B(2)H.76/2001/237, dated 20-5-2010.

The State Government in Education (Higher) Department, after careful consideration and examination has decided that in keeping conformity with the UGC's recommendation, it is necessary to ensure observance of eligibility incentives for Ph.D / M.Phil and other higher qualifications to the teachers of Universities and Colleges/Librarians as mentioned below:

1. Ph.D degree is mandatory for direct recruitment to the post of Principal, the Professor and the Associate Professor. They will not be entitled to get advance increment benefit for Ph.D and M.Phil degrees.
2. The Assistant Professor with Ph.D degree in lieu of mandatory requirement of NET/SLET/SET shall not be entitled to get advance increment benefit for Ph.D.
3. The Assistant Professor with M.Phil degree prior to 10-7-2009 in lieu of mandatory requirement of NET/SLET/SET for direct recruitment to the post of Assistant Professor shall not be entitled to get advance increment benefit.
4. The teachers who completed their Ph.D/M.Phil degree while in service before 01-01-2006 and received advance increment shall not be entitled to get advance increment again under these Regulations, as they were already benefited as their basic pay were hiked by the advance increment on fixation on 01-01-2006.
5. Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D/M.Phil at the entry level under the earlier Schemes/Regulations shall not be entitled to get the benefit of advance increments under these Regulations.
6. Five non-compounded advance increments shall be admissible at the entry level of recruitment as 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 as prescribed by the UGC who have fulfilled UGC requirement as specified in Sl.2 above.
7. M.Phil Degree holder other than those mentioned in Sl.3 above shall be entitled to 2(two) non-compounded advance increments at the time of recruitment to the post of Assistant Professor.
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.

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9. However, teachers in service who have already been awarded Ph.D by the time of coming into force of these Regulations or having been enrolled for Ph.D have already undergone course-work as well as evaluation, if any ,and only Notification in regard to the award of Ph.D is awaited, shall also be entitled to the award of 3 non-compounded increments even if the University awarding such Ph.D has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
10. The teachers in service awarded Ph.D under the earlier scheme/Regulations on or after 01-01-2006 and by the time of coming into force of these regulations shall be entitled to get 3(three) non-compounded increments if such Ph.D is in a relevant discipline of employment and one advance increment incase of teachers in service who have been awarded M.Phil Degree.
11. Teachers in service who have not yet enrolled for Ph.D shall therefore derive the benefit of 3 non-compounded increments on award of Ph.D while in service only if such enrolment is with a University which complies with the entire process, including that of enrolment as prescribed by the UGC.
12. Five non-compounded advance increments shall be admissible to College Librarian who are recruited at entry level with Ph.D degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course work and evaluation process for the award of Ph.D in Library Science who have fulfilled UGC requirement as specified at Sl.2.
13. College Librarian acquiring the degree of Ph.D at any time while in service, in the discipline of library science from a University complying with the process prescribed by the UGC in respect of enrolment course-work and evaluation shall be entitled to get 3 non-compounded advance increments.
14. However, persons in post of College, Librarians or higher positions who have already been awarded Ph.D in Library Science at the time of coming into force of these regulations or having already undergone course-work as well as evaluation, if any ,and only Notification in regard to the award of Ph.D is awaited, shall also be entitled to get the award of 3 non-compounded increments even if the university awarding such Ph.D has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
15. In respect of every other case of persons in the posts of College Librarian or higher position who are already enrolled for Ph.D shall avail the benefit of 3 non-compounded increments only if the university awarding the Ph.D has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D in respect of either course work or evaluation or both, as the case may be.
16. College Librarian and other in higher Library positions in service who have not yet enrolled for Ph.D shall therefore derive the benefit of 3 non compounded increments on award of Ph.D while in service only if such enrolment is with a University which complies with the entire process, including that of enrolment as prescribed by the UGC.
17. Two non-compounded advance increments shall be admissible for College Librarian with M.Phil degree awarded on or before 10-7-09 having UGC's mandatory qualification in Library Science at the entry level, and those in higher position acquiring M.Phil degree in Library Science at any time during the course of their service shall be entitled to get one advance increment.

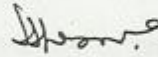
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OTHER TERMS AND CONDITIONS

1) INCREMENTS

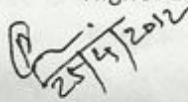
- I) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant pay band and the AGP as applicable for the respective stage in the Pay Band.
- II) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay band and the AGP as applicable and shall be non compoundable

This Office Memorandum is issued with the concurrence of Finance (PRU) Department as communicated vide their U/O NO.FPC.269/2011 Dated 20-02-2012.



(H.K.Sharma, IAS)

Commissioner & Secretary to the Govt. of Assam
Higher Education Department



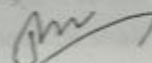
Memo NO.AHE.396//2010/22-A

Dated Dispur the 27th April, 2012.

Copy to :

1. The Director of Higher Education, Assam, Kahilipara, Guwahati-19 .
2. The Registrar of Gauhati University/Dibrugarh University/Bodoland University/K.K.H.S.O University/ Kumar Bhaskar Varma Sanskrit University and Ancient Studies University.
3. Commissioner & Secy. to the Govt. of Assam, Finance Department, Dispur, Guwahati-6.
4. The Accountant General, Assam, Beltola, Maidamgaon, Guwahati-28.
5. The Secretary to the Govt. of India, Ministry of Human Resource Development for Education, New Delhi.
6. Joint Secretary, UGC ,Regional Office, Guwahati.
7. The Director of Technical Education, Assam, Kahilipara, Guwahati-19.
8. The Principal, Provincialised College (All).
9. The Principal, Govt. College, (All).
10. The Superintendent of Govt. Press, Bamunimaidam, Guwahati-21 for publication of this Notification.

By Order etc,



Officer-on-Special Duty
Higher Education Department

