



GOVERNMENT OF KERALA

Abstract

Health & Family Welfare Department-Medical Education Service - Pay and Allowances of teachers in Government Medical, Dental, Nursing and Pharmaceutical Science Colleges in the State- Revised - Orders Issued.

HEALTH & FAMILY WELFARE (S) DEPARTMENT

G.O. (P) 318 /2009/H&FWD Dated, Thiruvananthapuram, 10.09.2009

Read: 1. GO (P) 145/2000/H&FWD dated 16.06.2000
2. GO (P) 35/01/Fin. Dated 04.01.2001.
3. Letter No.F4/7489/09 dated 25.04.2009, 10.06.09, 08.07.09 and 04.08.2009
from the Director of Medical Education, Thiruvananthapuram.

ORDER

As per the Government Order read as 1st paper, Government had issued orders revising the scales of pay of the teaching staff of Medical, Dental and Pharmaceutical Science Colleges in the State w.e.f. 01.01.1996. As per Government Order 2nd paper above, the scales of pay of teaching staff of Government Nursing colleges have also been revised. As per these Government Orders AICTE Scales have been allowed to these categories. Ten years have elapsed since these pay revision orders have been issued. So various service organisations have demanded to revise the pay scales of teachers in Government Medical /Dental/Nursing /Pharmaceutical Science Colleges in the state in par with UGC Scheme. Government have examined the whole case in detail and taken into consideration the various aspects in this regard and are pleased to revise the pay scales of teachers in Government Medical /Dental/Nursing /Pharmaceutical Science Colleges in the state w.e.f 01.01.2006 as per UGC Scheme. The details are shown in the Annexures to this order.

The General Pay Revision to other Government employees that may be made by the State Government from time to time will not be applicable to those who come under this scheme.

**By Order of the Governor
Dr. Usha Titus
Secretary to Government**

To

The Director of Medical Education, Thiruvananthapuram

The Director of Treasuries, Thiruvananthapuram

The Principal, Govt Medical Colleges/Dental Colleges/Nursing Colleges/Pharmacy Colleges in the State.

The Secretary to Government of India, Ministry of Health & Family Welfare, Nirman Bhavan, New Delhi

The Secretary, Medical Council of India, Pocket 14, Sector-8 Dwaraka, New Delhi

The Secretary, Dental Council of India, Ghalib Marg, Kotla Road, New Delhi

The Secretary, Indian Nursing Council, Kotla Road, Temple Lane New Delhi. 110002

The Registrar, Pharmacy Council of India, Combined Council Building, Kotla Road, New Delhi.

The Accountant General (A&E/Audit), Thiruvananthapuram

The Director, Vigilance & Anticorruption Bureau, Thiruvananthapuram vide item 13 in Annexure I

The Director of Public Relations, Thiruvananthapuram.

Additional Secretary to Chief Secretary

Secretary to Chief Minister

The General Administration (SC) Department vide item No.3705 dated, 09.09.2009 of the Proceedings of the Council of Ministers.

Finance Department vide U.O.No.59851/H&LB2/09/Fin . SF/OC

Forwarded/By Order

Section Officer

ANNEXURE - I
(To G.O.(P)318/09/H&FWD dated,10.09.2009)

Revision of Scales of Pay and Allowances, Career Advancement scheme and other service conditions of the teaching staff of Government Medical/Dental/Nursing/ Pharmaceutical Science Colleges in the State will be as follows:

1. As Per GO (P) No. 145/2000/H&FWD dated 16.06.2000 Government had issued orders revising the scales of pay of the teaching staff of Medical/Dental and Pharmaceutical Science Colleges in the State w.e.f. 01.01.1996 in line with the AICTE pay scales approved by Government of India. The pay revision of Nursing faculties has been implemented in the similar manner as per G.O.(P) No.35/2001/Fin dated, 04.01.2001.

Further, through the above orders, Government had also introduced a Career Advancement Scheme for promotion of the teaching faculties under Medical Education Service.

2. Government of India has implemented new pay revision scheme on the basis of the 6th pay commission report, and had revised previous pay scales in 29 categories to a new scheme with 4 pay bands and corresponding grade pays.

3. Government of India, Ministry of Human Resources Development, Department of Higher Education has approved the scheme of Revision of Pay of teachers and equivalent cadres in Universities and Colleges, taking into consideration of the recommendations of the University Grants Commissions, vide letter No. 1- 32/2006-UII/UI (1) dated 31.12.2008, subject to the various provisions of the scheme and regulations to be framed by the UGC in this behalf.

4. Discussion were held by Hon'ble Minister (H&SW) and Minister (Finance) with the organisations of teachers in the Medical Education Service and with other Service organizations and it has been decided that the Government will implement pay revision for teachers in Government Medical Colleges/Dental

Colleges/Pharmacy Colleges/Nursing Colleges in the state based on the UGC pay revision scheme.

5. Medical Council of India has approved the regulations fixing the minimum qualifications for teachers in Medical Institutions in November 1998. Medical Council of India has also approved the amendment to the regulations which has been notified by Government of India vide Notification dated 21.07.2009. The Dental Council of India, Indian Nursing Council and Pharmacy Council of India/AICTE have also adopted regulations and norms prescribing qualification/experience for the Under-graduate and Post-graduate Teachers of Dental, Nursing and Pharmacy Colleges respectively. These guidelines are also to be considered while deciding the Career Advancement promotion/placement scheme for the Dental, Nursing and Pharmacy College Teachers. However the staff / cadre pattern and qualification / experience for the teachers in each cadre, prescribed as per regulations of the four Central Councils are not identical; there are a few differences to be reckoned while fixing the Scales of Pay for each category under the UGC scheme.

6. The revision of the existing pay scales and other service conditions of teachers under Medical Education Service is based on the UGC scheme and complying with the minimum academic eligibility requirements as per the regulations of the Central Councils, subject to the details given in the succeeding paragraphs.

6.1. The three teaching grades in the Medical Education Service will be Assistant Professor, Associate Professor and Professor. The entry cadre of teaching staff under Medical Education Service in Medical and Dental Colleges will be Assistant Professor. The qualification will be Post Graduate degree (MD/MS/DNB/MCh/DM/MDS) in the concerned specialty with 3 years teaching experience or such other teaching experience as prescribed by the Medical Council of India/Dental Council of India from time to time. The Post-graduate study period for Medical subjects will be considered as teaching experience for appointment as Asst. Professor, provided the candidates have undergone Residency Programme during the Post Graduate course period.

6.2. All existing Senior Lecturers having Post Graduate Medical/ Dental Degree in the concerned discipline will be redesignated as Assistant Professor. But the Lecturers who have no P.G.degree will be continued as Lecturer till they acquire Post Graduate Degree in the concerned speciality.

6.3. If adequate number of candidates with Post Graduate qualifications are not be available for direct recruitment as Assistant Professors in concerned specialties, and as three years teaching experience is a pre-requisite qualification for appointment as Assistant Professor as per MCI norms, the direct recruitment to the post of Lecturer will be continued for the time being, from among MBBS graduates. Similarly, direct recruitment as Lecturers will be continued in Dental Colleges also if adequate number of Post Graduate qualified candidates are not available in concerned specialities.

6.4. In the case of Nursing and Pharmacy Colleges also, the entry cadre will be Assistant Professor. However, as per the staff pattern approved by the Indian Nursing Council and Pharmacy Council of India, the post of Assistant Professor and Associate Professor do not exist; but are designated as Lecturer and Reader respectively. For Pharmacy Colleges, the AICTE norms are also applicable. Candidates with Ph.D qualification as required under UGC scheme may not be readily available for direct recruitment as Asst. Professors in these categories. There is no NET for Nursing and Pharmacy teachers as prescribed under UGC scheme. Hence, direct recruitment to the entry cadre of Assistant Professors for Nursing and Pharmacy Colleges will be as per the qualification/experience prescribed by Indian Nursing Council /Pharmacy Council of India and by Government of Kerala.

6.5. Since the UGC has no approved Scale of Pay for Lecturers and Senior Lecturers in the 6th Pay revision scheme, the equivalent Central Government pay scales shall be adopted for these two posts.

7. The Revised Pay bands and Grade Pay/Academic Grade Pay will be as follows:-

| Designation | Pre Revised Pay Scale | Revised Corresponding pay band as per Central govt. pay pattern | Grade pay |
|--|--------------------------------------|--|---------------------------|
| Lecturer (without PG degree) For present incumbents | 8000 – 275 - 13500 | 9300-34800 with starting pay at Rs.14880 | 5400 |
| Lecturer (without PG degree) For new recruits | -- | 9300-34800 | 5400 |
| | Pre Revised Pay Scale | Revised Corresponding pay band as per UGC scheme | Academic Grade Pay |
| Senior Lecturer (with P.G degree) To be redesignated as Assistant Professor | 10000 – 325 - 15200 | 15600 - 39100 | 6000/7000 |
| Assistant Professor | 12000 – 420- 18300 | 15600 - 39100 | 7000/8000 |
| Assistant Professor (new recruits) | 12000 – 420- 18300 | 15600 - 39100 | 6000 |
| Associate Professor | 14300 – 450 - 19250 | 37400 - 67000 | 9000 |
| Professor | 16400 – 450 – 20900 – 500 - 22400 | 37400 - 67000 | 10000 |
| Principal/JDM E | 18400 – 500 - 22400 | 37400 - 67000 | 12000 |
| Director of Medical Education | 22000 - 500 - 24500 | 37400 - 67000 | 12000 |

7.1 Fitment Tables for Pay fixation for all categories of incumbents from Lecturer to Director of Medical Education will be as per the corresponding tables as approved by Government of India/UGC. The pay in the new pay band will be fixed at the appropriate stage based on their present pay, with higher starting pay according to the number of years of completed service in the pre-revised scales for each category. Academic Grade Pay (AGP) corresponding to the pay bands will be

allowed. For Lecturers without P.G.degree, only Grade pay corresponding to the Central Government pay bands will be allowed instead of AGP.

7.2. Scale of Pay for Lecturers (without Post Graduation) in Medical/Dental/Pharmacy/Nursing categories

a) Incumbent Lecturers without Post graduate degree drawing pay in the scale of Rs.8000-275 -13500 will not be eligible for revised pay band and Academic grade pay under the UGC scheme. They shall be placed in the revised pay band of Rs.9300-34800 as per the Central Government pay scales at the appropriate stage based on their present basic pay and will be allowed Grade pay of Rs.5400/-. The pay fixation in the revised pay band will be as per the **Fitment Table to be issued later**, as applicable for corresponding Central government scale.

b) Lecturer in Medical and Dental Colleges without Post Graduate Degree who are currently drawing pay in the time bound higher scale of Rs. 12,000 - 18,300, sanctioned on completion of 10 years service without change in designation, will also be placed in the revised pay band of Rs.15, 600-39,100 at the appropriate stage based on present basic pay as per the corresponding fitment table + Grade Pay of Rs. 7,600/-. as per the Fitment Table to be issued later. However, granting of time bound higher grade in future for Lecturers without Post Graduate Degree will be subject to the terms as per separate orders to be issued for this purpose

7.3. Scale of pay for Senior Lecturers in Pharmacy/Nursing Colleges

a) Incumbent Senior Lecturers with P.G. qualification and who have not completed 5 years of teaching experience as Tutor/Lecturer/Senior Lecturer will be redesignated as Assistant Professor and fixed in the revised pay band of Rs. 15,600 - 39,100 at the appropriate stage with Academic Grade Pay of Rs.6000/- as per the Fitment Table to be issued later

b) Incumbent Senior Lecturers with P.G. qualification who have completed 5 years teaching experience as Tutor/Lecturer Trainee / Lecturer/Senior Lecturer will be redesignated as Assistant Professors and their pay fixed in the appropriate stage with starting pay of Rs. 18,600 or higher in the pay band of Rs. 15,600 - 39,100 based on their present pay with Academic Grade Pay of Rs. 7,000/- as per the Fitment Table to be issued later.

7.4. Revised Scale of pay for Assistant Professor

a) Medical and Dental

- i) Incumbent Lecturers with Post Graduate degree or Senior Lecturers in the scale of pay of Rs.10000-15200 with teaching experience less than 3 years as on 1.1.2006 (as Lecturer/Lecturer trainee/Senior Lecturer) will be redesignated as Asst. Professors and placed in the revised pay band of Rs.15600-39100 with a starting pay at appropriate stage and AGP of Rs.6000/- w.e.f 1.1.2006, as per the **Fitment Table to be issued later**
- ii) Incumbent Lecturer with Post Graduate Degree or Senior Lecturers in the scale of pay of Rs.10000-15200 with teaching experience of 3 years or more as on 1.1.2006 or later (as Lecturer/Lecturer trainee/ Senior Lecturer) will be redesignated as Asst. Professors and placed in the revised pay band of Rs.15600-39100 with a starting pay of Rs.18600 or appropriate higher stage based on their present pay and Academic Grade Pay of Rs.7000/- w.e.f 1.1.2006 or such later date as applicable, as per the **Fitment Table to be issued later**
- iii) Incumbent Assistant Professors in the current scale of pay of Rs.12000-18300 (including those drawing Time Bound Higher Grade of Rs. 12,000 – 18,300) shall be placed in the pay band of Rs.15,600 – 39,100 with a starting pay of Rs. 22,320 or at the appropriate stage based on present pay with Academic Grade Pay of Rs.8,000/-w.e.f 01.01.2006 or such later date as applicable, as per the Fitment Table to be issued later.
- iv) Assistant Professors with 5 years service in Academic Grade Pay of Rs.7,000 including prerevised scale of Rs. 12,000 – 18,300 will be given refixation in the Pay Band of Rs. 15,600 – 39,100 with Academic Grade Pay of Rs.8,000/- , as per the Fitment Table to be issued later.
- v) Incumbent Senior Lecturers in Superspecialty Departments without Superspecialty Post Graduation, shall also be redesignated as Assistant Professors and placed in the revised pay band as in (i) to (iii) above; but they will be eligible for further placement only after acquiring Post Graduation in Superspecialty in the concerned discipline.
- vi) New recruits entering the teaching profession in Government Medical/Dental Colleges under Medical Education Services with Post Graduate degree, shall be designated as Assistant Professors and shall be placed in the pay band of Rs. 15,600–39,100 at the initial stage and Academic Grade Pay (AGP) of Rs.6,000/-. They will be eligible for Academic Grade Pay of Rs.7000 on completion of 3 years teaching experience and subject to other

academic performance required. The appointment will be based on the guidelines to be issued for making direct recruitment to the post of Assistant Professor in the above said categories. Amendments in Special Rules to enable direct recruitment to the post of Assistant Professor will be made separately.

b) Assistant Professors (Nursing and Pharmacy)

- i) Existing Assistant Professors with 5 years service in the scale of Pay of Rs.12,000 – 18,300 and a total teaching experience of 10 years in all grades together shall be placed in the pay band of Rs.15,600 – 39,100 with starting pay in the appropriate stage based on the present pay with Academic Grade Pay of Rs.8,000/-, as per the Fitment Table to be issued. Existing Assistant Professors with less than five years service in the scale of Rs.12, 000-18,300 (including Time Bound Grade) shall be placed in the pay band of Rs.15, 600 – 39100 with starting pay at the appropriate stage based on the present pay with Academic Grade Pay of Rs.7000/- as per the Fitment Tables to be issued.
- ii) Assistant Professors with 5 years Service in Academic Grade Pay of Rs. 7,000 will be allowed Academic Grade Pay of Rs.8,000/-, subject to satisfying other academic performance required.
- iii) For those Asst. Professors with Ph.D qualification in the concerned subjects, the Academic Grade Pay of Rs.7, 000 will be allowed after 4 years service in the Academic Grade Pay of Rs.6000 and Academic Grade Pay of Rs.8, 000 will be allowed after five years in Academic Grade Pay of Rs.7000; subject to satisfying other requirements to be specified.
- iv) Direct recruitment shall be made as Assistant Professor after amendment in the relevant Special Rules, in the pay band of Rs. 15,600 – 39,100 with Academic Grade Pay of Rs.6, 000 as per qualification to be notified.

7.5. Revised scale for Associate Professors

a) Medical & Dental

- i) Existing Associate Professors in the Pay Scale of Rs. 14,300–19200 (including Time Bound Grade Service) will be placed in the appropriate stage in revised pay band of Rs. 37,400 – 67,000 w.e.f 1.1.2006 or later date with Academic Grade Pay of Rs. 9,000/-. The pay fixation will be as per the **Fitment Table will be issued later**

ii) Incumbent Assistant Professors with five years (two years for super specialty) teaching experience as Assistant Professor in the current pay scale of Rs.12000-18300 including Time Bound higher grade service and drawing AGP of Rs.8,000/- will be placed in the pay band of Rs.37,400–67,000 with Academic Grade Pay of Rs.9,000 and shall be redesignated as Associate Professors; however they will be eligible for future increments only after publication of two Research Papers in Peer Indexed/National Journals as per MCI regulations; However for Dental Colleges, the Dental Council of India regulations regarding Post PG teaching experience will also be apply, for reckoning eligible service for placement as Associate Professor.

iii) Incumbents Assistant Professor who have not completed 5 years teaching experience in the cadre of Assistant Professor as on 01.01.2006 will be placed in the appropriate stage in the pay band of Rs.15, 600 – 39,100 and Academic Grade Pay of Rs.8,000/-, till they complete the required period. They will be placed in the appropriate stage in the Pay band of Rs.37, 400 – 67,000 with Academic Grade pay of Rs.9, 000; and redesignated as Associate Professor, subject to fulfilling academic performance required to be specified. However they will be eligible for future increments only after the publication of two Research Papers in Peer Indexed / National Journals, provided that for Dental College, Dental Council of India norms will also apply.

iv) Assistant Professors in Medical Category with 4 years (2 years for Superspecialities) teaching experience as Assistant Professor as on or after 21.07.2009 and drawing AGP of Rs.8,000/- will be also placed in the appropriate stage in the pay band of Rs.37, 400–67,000 and redesignated as Associate Professors with Academic Grade Pay of Rs.9, 000; subject to the publication of two Research Papers in Peer Indexed / National Journals.

b) Associate Professor (Nursing & Pharmacy)

Incumbent Associate Professors who have completed three years service in the Pay Scale of Rs.14, 300– 19,200 and having a total of 13 years (11 years with Ph.D) teaching experience in all grades together will be placed in the appropriate stage in the new Pay band of Rs.37, 400 – 67,000, w.e.f 01.01.2006 or later date, with Academic Grade Pay of Rs.9, 000, as per the **Fitment Table to be issued later**. Those with lesser experience than specified above will be placed in the pay band of Rs.15600-39100 at the appropriate stage with AGP of Rs.8000 and will be allowed the revised pay band of Rs.37, 400–67,000 with Academic Grade Pay of Rs.9, 000, on completion of the prescribed years (13/11) of service as above.

7.6.Revised scale for Professors

a) (Medical & Dental)

i) Existing Professors in the Scale of Pay of 16,400 – 450 – 20,900 w.e.f 01.01.2006 or later period will be placed in the appropriate stage in the new pay band of Rs. 37,400 – 67,000 with Academic Grade Pay of Rs. 10,000/-, as per the Fitment Table to be issued later. However they will be eligible for future increments only after fulfillment of requirements prescribed including publication of Academic/Research papers and attending refresher courses.

ii) Existing Associate Professors in the pay scale of Rs.14, 300 – 450 – 19,200, who have completed 3 years of service will be eligible to be promoted as Professor and placed in the new pay band of Rs.37, 400–67,000 w,e,f 01.01.2006 or later with Academic Grade pay of Rs.10,000; subject to the publication of 4 Research Papers in Peer Indexed / National Journals as per MCI/DCI regulations and satisfying other academic performance requirements as prescribed.

b) Professors (Nursing & Pharmacy)

Existing Professors in the Scale of Pay of Rs.16,400–450– 20,900 w.e.f 01.01.2006 or later date will be placed in the appropriate stage in the new pay band of Rs.37,400 – 67,000 with Academic Grade Pay of Rs. 10,000/-

7.7 Pay scale of Principals in Medical & Dental Colleges / Joint Directors of Medical Education

Appointment to the post of Joint Director of Medical Education / Principals in respective disciplines will be as per the norms of Medical Council of India and Dental Council of India and as per the Special Rules framed by the Government of Kerala from time to time. The post of Principal in Medical and Dental Colleges / Joint Director of Medical Education shall be placed in the pay band of Rs.37,400–67,000 with Academic Grade Pay of Rs.12,000/-. The incumbents occupying the above said posts at present shall be placed in the appropriate stages in the new pay band as per fitment table to be issued later. The Principal/Joint Director of Medical Education shall be given a Special Allowance of Rs. 4,000/- per month, in consideration of their administrative duties.

7.8. Pay scale of Deputy Director of Nursing Education/Principal, Nursing College

The post of Deputy Director of Nursing Education is the head of nursing education in the state and is a promotion post of senior most Professor/Principal of Nursing Colleges. However no scale of pay has been fixed for the post and the current incumbent is drawing the scale of pay of Professor. The Post of Deputy Director of Nursing Education is allowed the Pay band of Rs. 37,400 –67,000 with Academic Grade Pay of Rs. 12,000/- w.e.f. 1.1.2006. Special Allowance of Rs. 4,000/- per month is also sanctioned for this post in consideration of their administrative duties. The incumbent shall be placed in this pay band at the appropriate stage.

There is no cadre post in the category of Principals of Nursing Colleges under Medical Education Service and hence senior most Professor of Nursing Colleges is being designated as the Principal, without any change in scale of pay. However they have more additional and administrative responsibilities. Therefore the pay band for Principal, Nursing College is fixed as Rs. 37,400 – 67,000, with a Special allowance of Rs.3000/-, [Rs. 2,000/- for Nursing Colleges, without Post Graduate Course] and pay fixation will be as per fitment table to be issued later.

7.9. Pay Scale of Director of Medical Education

Revised Pay Band of Director of Medical Education shall be Rs.37, 400 – 67,000 with the Academic Grade Pay of Rs. 12,000/-. The Director of Medical Education shall be given a Special Allowance of Rs. 5,000/- per month, in consideration of the administrative duties.

8. Career Advancement Scheme for teachers of Government Medical/Dental/ Nursing/ Pharmacy Colleges

- a) The career advancement scheme for teachers in Medical / Dental colleges with P.G Degree will be as per the norms of UGC and following the minimum eligibility requirements as per the regulations of the Medical Council of India /Dental Council of India, to be approved by the Government.
- b) For Lecturers in Medical and Dental colleges who do not have Post Graduate qualification, the career advancement scheme will be as per orders to be issued separately.
- c) The career advancement scheme for teachers in Nursing and Pharmacy Colleges will be as per orders to be issued separately.

d) The existing provisions regarding Career Advancement Promotions issued as per GO (P) No. 145/2000/H&FWD dated 16.06.2000 and G.O.(P) No.35/2001/Fin dated, 04.01.2001 will stand repealed; provided that all the time bound grade promotions already sanctioned after 01.01.2006 till date will not be altered.

e) The existing faculty in MLT who have post graduate qualification (M.Sc. MLT) and engaged in teaching for B.Sc. Medical Lab Technology course will also be allowed career advancement promotion/placement as applicable for PG qualified teachers of Nursing and Pharmacy Colleges.

f) The existing faculties in the following subjects - Radiological Physics, Medical Anatomy, Medical Microbiology, Medical Biochemistry and other para clinical subjects having MSc. qualifications in relevant subjects as prescribed in Medical Council of India Regulations and PhD wherever required, will be given pay revision and Career Advancement in the same manner as under UGC scheme as in the preceding paragraphs, subject to fulfillment of requirements to be prescribed. However, those without prescribed qualifications/experience as per MCI regulations will be eligible for pay revision/career advancement as applicable for other non-medical categories as below.

g) Academic performance requirements for advancement from one AGP to higher AGP stage and from one grade to a higher grade, in line with the norms under UGC scheme, suitably adapted for the Medical Education Service, will be notified separately, which will have to be acquired by the teachers for career advancement at each stage. The assessment procedure for sanctioning of higher stage of AGP and for placement by career advancement promotion will be issued separately.

9. Pay Revision and Career Advancement Scheme for teachers of Non-Medical categories under Medical Education Service

a) For the teachers in Non – Medical categories namely Entomology, Medico Sociology, Statistics & Demography, Bio Statistics, Statistics, Health Education, MLT Biochemistry, MLT – Microbiology, MLT – Pathology, Clinical Psychology, Psychiatric Social Work, Audiology, Child Psychology etc., UGC scheme will be applicable to only those who have the prescribed qualifications as per University Grants Commission guidelines. All others will be eligible for only State government pay scales, for future appointments.

b) Existing Lecturers or Senior Lecturers in the Non-medical subjects who have Post-graduate Degree in the subject concerned and having 6 years of teaching experience as

Lecturer/Senior Lecturer shall be redesignated as Assistant Professor and placed in the pay band of Rs.15,600– 39100 in the appropriate stage with Academic Grade pay of Rs.7000/- as per the **Fitment Table to be issued later**. Those who do not have 6 years service will be continued as Lecturer and placed in the pay band of Rs.15600 -39100 with grade pay of Rs.6, 000 and redesignated as Asst. Professor with AGP of Rs.7000 on completion of 6 years teaching service.

d) Senior Lecturers/Lecturers in non-medical subjects who have M.Phil/PhD in the subject concerned and have 5/4 years of total teaching experience respectively, shall be redesignated as Assistant Professors and placed in the pay band of Rs. 15,600 – 39,100 with Academic Grade pay of Rs. 7,000/-, as per the **Fitment Table to be issued later**

e) Incumbent Assistant Professors in the Non-Medical category having PhD Degree in the relevant discipline with completed teaching service of 3 years in the scale of Rs.12000– 18300 and with completed teaching service of 9 years as Lecturer/Senior Lecturer/Assistant Professor shall be eligible for placement in the pay band of Rs.15600-39100 in the corresponding stage of pre revised scale of Rs.12000-18300 and with AGP of Rs.8000/-

f) Incumbent Assistant Professors who do not have PG/ MPhil Degree in the relevant discipline in the non-medical category, but have completed service of 5 years in the scale of Rs.12000-18300 and have a total teaching experience/service of 11 years will be placed in the pay band of Rs.15600-39100 with Academic Grade pay of Rs.8,000/-

g) Assistant Professors in non-Medical Categories with completed service of 5 years in the Academic Grade Pay of Rs.8,000/- shall be eligible to be placed in the pay band of Rs.37,400 -67,000 with Academic Grade pay of Rs.9,000/- and redesignated as Associate Professor; subject to fulfillment of academic performance required to be prescribed including publication of two research papers.

h) Existing Associate Professors in the non-medical categories who do not have PhD Degree in the relevant discipline with 16 years of teaching experience as Lecturer and above and currently drawing scale of Rs.14, 300-19,200 and existing Associate Professors in non-medical categories who have PhD and have not completed 3 years service in the scale of pay of Rs.14300-19200, will be placed in the pay band of Rs.15600-39100 with starting pay at the appropriate stage based on their present pay with Academic Grade Pay of Rs.8000/-; as per the Fitment Table to be issued separately. They will be placed in the pay band of

Rs.37,400-67,000 with Academic Grade Pay of Rs.9,000/- on completion of 3 years service in Academic Grade Pay of Rs.8,000/-; subject to fulfillment of academic requirement as per UGC scheme to be prescribed.

i) Existing Associate Professors in non-medical categories who have PhD and have completed 3 years service in the scale of pay of Rs.14300-19200 and having a total of 15 years teaching experience as Lecturer and above will be placed in the pay band of Rs.37400–67,000 with academic grade pay of Rs.9,000, as per the Fitment Table to be issued; subject to fulfillment of academic requirement as per UGC scheme to be prescribed.

10. Teachers appointed as Medical Superintendent of Medical Collegiate Hospitals with full additional charge will be sanctioned Special Allowance of Rs.3,000 per month. For other categories the existing Administration Allowances shall be continued.

11. Patient Care Allowance for Doctors:

Medical College and Dental College doctors have to do patient care duties including ward duties and clinical investigations in addition to the teaching and research guidance. Patient Care Allowance is sanctioned for Medical and Dental College Doctors (with MBBS / BDS qualification) at the rate of **15% of their pay in the pay band + AGP**, subject to the following limits.

| Post | Max. amount per month |
|---------------------|-----------------------|
| Lecturer (No PG) | 3000 |
| Assistant Professor | 5000 |
| Associate Professor | 7000 |
| Professor | 10,000 |

12. **Risk Allowance:** - Allowed as per existing rates if any

13. Non Practicing Allowance:

At present the doctors in Medical Education Service are allowed private practice. This has led to a situation where the service of doctors is not available in the Medical colleges after O.P timings. This has also affected the quality of teaching and research work in the colleges. Several committees appointed by the Government have recommended banning of private practice for Medical college faculty by giving adequate compensation. Institutions like RCC and Sree Chitra Tirunal Institute in the state have already put such ban in practice many years ago. Considering the above, Government are pleased to sanction Non Practicing

Allowance for Medical College doctors @ 25% of the Basic Pay (Band Pay + Academic Grade Pay), with DA payable on the Non Practicing Allowance also. The Private Practice stands banned for all the Medical College Doctors and all the existing orders / circulars with respect to Private Practice of doctors shall stand superseded as far as the Medical College doctors are concerned. This shall come to effect from 01.10.2009. The orders on banning of private practice and sanctioning of Non Practicing Allowance in the case of Dental College Doctors will be issued separately.

14. Incentives for PhD/ M Phil Qualifications

Persons who have PhD qualification in concerned subjects shall be entitled to three non compounded increments in the entry cadre posting if the PhD Degree is awarded by the University complying with the process prescribed by the UGC for enrolment, course, work and evaluation.

The persons who complete their PhD while in service shall also be entitled to three non-compounded increments in the entry cadre posting if the PhD Degree is awarded by the University complying with the process prescribed by the UGC for enrolment, course, work and evaluation.

M Phil Degree holders in the concerned subject at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

15. Increment:- Annual increments shall be allowed as per UGC pattern @ 3% of the Basic Pay. The uniform date of increment for the teachers will be fixed as 1st July of every year, irrespective of their date of joining and the present due dates of increments. Detailed guidelines for refixing of the increment date will be issued separately.

16. Dearness Allowance . It will be as sanctioned by State Government
from time to time for the teachers in Medical/Dental/Nursing/Pharmacy
Colleges drawing pay under UGC scheme

17. Other Allowances

House Rent allowance, City Compensatory Allowance, Dearness Allowance, Travelling Allowance etc will be allowed as per rules in force in respect of state Government employees.

18. Leave Rules – Leave Rules as per Kerala Service Rules will be continued with existing eligibility for earned leave surrender.

19. Other Allowances and additions to pay – Other allowances and additions to pay, if any admissible shall be as per orders of Government of Kerala from time to time.

20.Fixation: Rules for fixation of pay in the revised pay band, form of option and fitment tables will be issued separately.

21.Date of Effect: The date of effect shall be 01.01.2006. Revision from 01.01.2006 to 31.01.2006 shall be notional. Arrears from 01.01.2007 to 31.08.2009 shall be credited to the GPF Account and the amount will be permitted to be withdrawn only after 31.12.2012. All Allowances shall have only prospective effect. Non Practicing allowance shall come into effect only from the date of effect of ban on private practice.

22.The working hours:-The working hours of teachers in Colleges and Hospitals covered by this Government Order will continue to be 9 AM - 4 PM. Director of Medical Education shall issue separate orders regulating OP/Casualty and other clinical duty timing as required.