



OSMANIA UNIVERSITY
HYDERABAD - 500 007

No. **2823**/270/2021-22/Budget-Gen.

Date: **20**-10-2021.

ORDERS

Sub:- Osmania University - Pay Scales - Implementation of Revised Pay Scales, 2020 and Consequential benefits to Non-Teaching Staff of the University - **Orders - Issued.**

- Ref:** - 1) G.O.Ms.No.102 Fin. (HRM.IV) Dept., Dt.23-07-2015.
2) O.U.Order.No.4420/270/2015-16/Budget-Gen, Dt.28-08-2015.
3) G.O.Ms.No.51 Fin. (HRM.IV) Dept., Dt.11-06-2021.
4) G.O.Ms.No.52 Fin. (HRM.IV) Dept., Dt.11-06-2021.
5) G.O.Ms.No.53 Fin. (HRM.IV) Dept., Dt.11-06-2021.
6) G.O.Ms.No.54 Fin. (HRM.IV) Dept., Dt.11-06-2021.
7) G.O.Ms.No.65 Fin. (HRM.IV) Dept., Dt.17-06-2021.
8) Circular Memo.No.755-A/33/A1/HRM.IV/2021, Dt.17-06-2021.
9) G.O.Ms.No.93 Fin. (HRM.IV) Dept., Dt.24-08-2021.

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Through reference 2nd cited, the Revised Pay Scales, 2015 were implemented for the benefit of the Non-Teaching Staff of the University, with effect from 02-06-2014 in terms of G.O.No.1st cited.

2. The Government have accepted the recommendations of the First Pay Revision Commission on the revision of the pay scales to Non-Teaching Staff of All the Universities and decided to extend the Fixation benefit of 30% as was allowed to the State Government employees, along with the other recommendations of the First Pay Revision Commission and accordingly G.O.No.9th cited was issued.

3. The 1st Finance Committee and 162nd Executive Council of the University at its Meeting held on 30-09-2021, has accorded approval for implementation of the Revised Pay Scales, 2020, as per G.O.No.9th cited in toto and principles for exercise of option, Fixation of Pay Scales 2020, date of increment etc., the rates of DA, HRA, CCA, Automatic Advancement Scheme, as ordered in G.O's. 4th to 7th cited, shall apply mutatis mutandis, to the benefits of Non-Teaching Staff of the University.

4.1. In pursuance to the above decision, the following instructions are issued

4.2. The Revised Pay Scales, 2020 shall apply to

- a) All the Non-Teaching Employees of the University, drawing their pay in a Regular Pay Scale in RSP 2015.
- b) The Work – Charged Establishment in receipt of pay in a regular Pay Scale in RSP 2015.

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4.3. The Revised Pay Scales, 2020 shall come into force with effect from 01-07-2018 notionally and monetary benefits from 01-04-2020.

4.4. **Revised Master Scale and Regulation of monetary benefits:-**

Rs.19000 – 640 – 20920 – 660 – 22900 – 690 – 24970 – 720 – 27130 – 750 – 29380 – 830 – 31870 – 940 – 34690 – 1030 – 37780 – 1110 – 41110 – 1190 – 44680 – 1280 – 48520 – 1400 – 52720 – 1500 – 57220 – 1630 – 62110 – 1730 – 67300 – 1850 – 72850 – 1990 – 78820 – 2140 – 85240 – 2270 – 92050 – 2420 – 99310 – 2560 – 106990 – 2760 – 115270 – 2960 – 124150 – 3160 – 133630 – 3420 – 147310 – 3690 – 162070 (80)

The existing (32) Grades shall continue with (80) segments in the Revised Master Scale.

4.5. **Pay Scales**

- a) The Revised Pay Scales, 2020 shall be as set out in Schedule-I. The corresponding revised pay scales for the existing scales shall be the scale against each existing scale specified therein. These scales shall be common to all the employees in various categories except where specified otherwise in the Departmental Pay Schedule (Schedule-II) appended to the order. Holders of posts not included in the schedule-II will be governed by the Revised Pay Scales corresponding to the existing scales as shown in the Schedule-I.
- b) The Principles of exercise of option, revision of pay scales shall be in accordance with the Telangana Revised Scales of Pay Rules, 2020 as notified in the **Circular Memo.8th cited.**
 - i. The requests for any further revision of pay scales for the categories already included in the Schedule-II shall not be entertained in any case.
 - ii. A fitment benefit of 30% shall be given for fixing the pay in the Revised Pay Scales, 2020.
 - iii. The dearness allowance of 30.392% as on 1.7.2018 shall be merged in the pay as recommended by the Pay Revision Commission.
 - iv. The Revised Pay Scales, 2020 shall be deemed to have come into force on and from 01.07.2018.
 - v. The monetary benefit shall be allowed from 01.04.2020.
 - vi. The arrears for the period from 01.04.2020 to 31.03.2021 shall be paid at the time of superannuation of the University employee or to the legal heirs in case of demise of the employee.
 - vii. The arrears for the period from 01.04.2021 to 31.05.2021, will be paid during the financial year 2021-22.
 - viii. The salary in the Revised Pay Scales, 2020 shall be paid w.e.f. the month of June, 2021 payable in July, 2021.

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4.6. Options

The principles of exercise of option, revision of pay scales shall be in accordance with the Telangana Revised Scales of Pay Rules, 2020 as notified in the G.O.No. 3rd cited. The option shall be exercised within a period of six (6) months from the date of issue of these orders. The option once exercised shall be final.

4.7. Pay Fixation in Revised Pay Scales, 2020

The principles of fixation of pay shall be as indicated in Para (14) of the Notification indicated in the G.O.Ms.No.51 Fin. (HRM.IV) Dept., Dt.11-06-2021. (Ref. 3rd cited).

- i) To remain in the existing scale of pay, or
- ii) To draw pay in the Revised Pay Scales, 2020 either from 01-07-2018 or from the date on which he earns his next increment in the existing scale of pay, but not beyond 30-06-2019.
- iii) Employees whose date of increment in the existing scale of pay happens to be 01-07-2018, shall be allowed option to get their pay fixed in the Revised Pay Scales, 2020 as indicated below:

Either based on the pay in the existing scale of pay as on 01-07-2018 excluding the increment which is due on 01-07-2018.

OR

Based on the pay in the existing scale of pay including the increment due on 01-07-2018.

4.8. Date of Increment in Revised Pay Scales, 2020

The date of next increment in Revised Pay Scales, 2020, shall be regulated in accordance with Para (7) of the Notification appended to G.O. Ms. No. 51 Fin. (HRM.IV) Dept., Dt.11-06-2021. (Ref. 3rd cited).

4.9. Stagnation Increments

In the event of stagnation, **5 (Five)** stagnation increments shall be allowed beyond the time scale in the Revised Pay Scales, 2020. These stagnation increments shall be treated as regular increments for all purposes such as fixation of pay on promotion/ Automatic Advancement Scheme, Pension etc.

4.10. Approval of Pay Fixations

The Pay fixation statements in Revised Pay Scales, 2020 shall be got audited by the Deputy Director, State Audit Department of the University, before the pay is admitted in the Revised Pay Scales, 2020.

5. Special Pays & Other Allowances

The Special Pays & Other Allowances sanctioned to the specified categories of staff shall be regulated at the revised rates indicated in the Annexure to G.O.Ms.No.93 Fin. (HRM.IV) Dept., Dt.24-08-2021 (Ref. 9th cited) and subsequent G.Os. (Ref. 4th to 7th cited), effective from **01-04-2020**. Where Special Pay has not been sanctioned specifically to any particular category, the same shall be treated as discontinued and it shall not be allowed in the Revised Pay Scales, 2020.

6.1. Dearness Allowance

The Dearness Allowance from 01-01-2019 in respect of the employees opting for the Revised Pay scales, 2020 shall be regulated in accordance with Revised Rates of Dearness Allowance as per G.O.Ms.No.52 Finance (HRM.IV) Dept., Dt.11-06-2021 (Ref. 4th cited).

6.2. House Rent Allowance

The Revised Rates of H.R.A. under the Revised Pay Scales, 2020 shall be as per the G.O.Ms.No.53 Fin. (HRM.IV) Dept., Dt.11-06-2021 (Ref. 5th cited).

6.3. City Compensatory Allowance

The revised rates of C.C.A. under the Revised Scales, 2020 shall be as per G.O.Ms.No.54 Fin. (HRM.IV) Dept., Dt.11-06-2021 (Ref. 6th cited).

6.4. Automatic Advancement Scheme

a) The Automatic Advancement Scheme under Revised Pay Scales, 2020 shall be as per G.O.Ms.No.65 Fin. (HRM.IV) Dept., Dt.17-06-2021 (Ref. 7th cited), **effective from 01-07-2018 notionally and monetary benefit from 01-04-2020.**

b) The benefit of Automatic Advancement Scheme shall apply to all those who are drawing pay in Grade – I to Grade – XXV i.e., up to inclusive of the Revised Pay Scales of Rs.72,850 – Rs.1,47,310 as indicated in Annexure-I of the G.O.Ms.No.65 Fin. (HRM.IV) Dept., Dt.17-06-2021 (Ref. 7th cited).

c) The benefit of pay fixation under F.R. 22-B shall continue to be allowed on promotion even if the employee had derived the benefit under Special Grade Scale / Special Promotion Post Scale-I.

d) The Special Grade Scales in the Revised Pay Scales, 2020 are as indicated in Annexure-I. Automatic Advancement Scheme benefits for the categories of Last Grade posts, Record Assistants, Roneo Operators, and Drivers are indicated in Annexure-II.

7. The Pay fixation form in triplicate together with option forms and Service Registers of Individual concerned with up to date entries shall be submitted to the Deputy Registrar (Pre-Audit), Osmania University, for onward transmission to the Deputy Director, Telangana State Audit Department Osmania University for approval.

8. In respect of University employees who retired on or after 01-07-2018, the arrears if any for the period from 01-04-2020 shall be released after the fixation of Pay in RSP 2020 duly approved by the State Audit Department of the Government and to the legal heirs in case of demise of the employee.

9. **It is also ordered that the Universities shall meet the additional expenditure from their internal sources and shall not seek additional funds from the Government for this purpose.**

10.1. Instructions to the Drawing and Disbursing Officers of the University:

- a) The salaries in the Revised Pay Scales, 2020 shall be paid from the month of June,2021 payable in July,2021 onwards.
- b) The arrears for the period from 01-04-2020 to 31-03-2021 shall be paid at the time of superannuation of the Government employee or to the legal heirs in case of demise of the employees.
- c) The arrears for the period from 01-04-2021 to 31-05-2021, will be paid during the financial year 2021-22.
- d) In the event of death of any employee before the issue of these orders, the legal heirs shall be entitled to get the benefit to Revised Pay Scales, 2020 as stipulated in (a), (b), and (c).

10.2. The claims on account of fixation of pay in the Revised Pay Scales,2020 shall be preferred in duplicate in the establishment pay bills form and presented to the Audit Officer, State Audit Department concerned along with pay fixation statements in triplicated together with the Service Register of the individual concerned with up to date entries. The bill should be superscripted in “**RED INK**” as “**Claim for Pay Fixation arrears in the Revised Pay Scales, 2020**” to make it distinct from other bills.

10.3. The Pay fixation claims shall be prepared in four parts:

Part – I : From 01-07-2018 to 31-03-2020, for which the fixation is notional.

Part – II : From 01-04-2020 to 31-03-2021, for which period the arrears of pay fixation in the Revised Pay Scales, 2020, shall be paid at the time of superannuation of the Government employee or to the legal heirs in case of demise of the employee.

Part – III : From 01-04-2021 to 31-05-2021, for which period, the arrears will be paid during the financial year 2021-2022.

Part – IV : From 01-06-2021 onwards to the date of fixation of pay in the Revised Pay Scales, 2020 the salary for which period will be paid from the month of June,2021 payable from 1st July,2021 onwards.

- 11.** All the instructions to the Drawing & Disbursing Officer's concerned and Audit Officer's shall be followed scrupulously as indicated in the para (13) of the G.O.No.51 cited.
- 12.** The Deputy Registrar (Pre-Audit), O.U., shall maintain a separate account of the expenditure under this head.
- 13.** The expenditure in respect of employees whose salaries are being paid from the Schemes financed by the UGC and other Agencies will be met out of funds of the respective Schemes / Centers.
- 14.** All the Principals, Heads of Departments and other Drawing & Disbursing Officers will ensure that these orders are brought to the notice of all Non-Teaching Employees working under their control including those on Leave / Deputation / Foreign Service etc., and obtain individual acknowledgement as University will not under any circumstances entertain any representation with regard to exercise of option after the expiry of stipulated time.
- 15.** **These orders are available on Website and can be accessed at <http://www.osmania.ac.in>.**



**REGISTRAR & SECRETARY
EXECUTIVE COUNCIL**

Forwarded for information & necessary action to:-

1. All the Principals including O.U. P.G. Colleges at Districts / Head of Department / Directors and other Administrative Officers, Osmania University.
2. The Dean, Development & UGC Affairs, Osmania University.
3. The Joint Registrar (Admn.), O.U. – with a request to note the action taken on the **Finance Committee Item No. (02) and Executive Council Resolution Item No. (07)**.
4. The Deputy Director, State Audit, Osmania University.
5. The Deputy Registrar (Pre-Audit), Osmania University – with a request to maintain a separate account of this expenditure.
6. The Deputy Registrar (Accounts – Centralized Pay Bills), Osmania University.
7. The Secretary to the Vice-Chancellor, Osmania University.
8. The P.A. to the Registrar / OSD to Vice-Chancellor, Osmania University.
9. The Superintendent (Budget), O.U. –
 - i) Sanctions file for the year **2021-22**.
 - ii) Chicket Book for the year **2021-22**.
 - iii) Executive Council file for the year **2021-22**.

Copy communicated to:-

The President / General Secretary

- i. O.U. Officer's Association.
- ii. O.U. N.G.O's Association.
- iii. O.U. Technical Staff Association.
- iv. O.U. Employees Union.