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## NOTIFICATION

**No. G. 12017/3/2007-FIN(PRU), the 5th September, 2008.** In pursuance to the decision of the Council of Ministers in its meeting held on 25th and 27th August, 2008 and in exercise of the powers conferred on him by proviso to Article 309 of the Constitution of India, the Governor of Mizoram is pleased to order restructuring of Pay Scales of the employees of the Government of Mizoram in the Annexures - I(A) - I(G) in respect of Teaching Cadres under School Education Department, Annexure-II in respect of Doctors under Animal Husbandry & Veterinary Department. Therefore, they shall be given new pay scales and Special Allowances (S.A.) as specified against each post/category respectively w.e.f. 1.6.2007.

2. Fixation of pay in the new scales of pay in respect of each individual case shall be done under the provisions of F.R. - 22(I)(a)(2).
3. Arrears of pay and allowances which had accrued as a result of these changes of pay scales and Special Allowances for the period from 1.6.2007 to 31.1.2008 shall be impounded to the respective GPF Accounts of all the categories of Government employees. Employees not eligible to GPF shall invest the arrears in Notional Saving Schemes. Work-charged employees and persons engaged on Contract basis and employee appointed against regular posts on co-terminus capacity who are not eligible to subscribe to GPF/NSS shall be paid in cash. Persons who retired or otherwise ceased to be in regular service during the period between 1.6.2007 and the date of issue of this Notification shall also be allowed to draw the arrears of pay and allowances in cash.
4. The new pay scales under this Notification shall have no relevance in determination of conversion of pay scales in the CCS (ROP) Rules, 2008 if adopted by the Government of Mizoram.
5. An employee affected by the changes of pay scales under this Notification may, his/her fix pay in the new scale within two months from the date of issue of this Notification.



Sd/-  
Lalthansanga,  
Secretary to the Govt. of Mizoram,  
Finance Department.

**RESTRUCTURED PAY SCALE OF TEACHING CADRE UNDER SCHOOL  
EDUCATION DEPARTMENT : EXPLANATION**

1. The Government of Mizoram considered it necessary to do away with the adoption of Qualification-based and Training-based Pay Scales in respect of Teaching Cadre under School Education Department as the method has created problems that persisted over the years. The Council of Ministers in its meeting held on 25th and 27th August, 2008, after due deliberations on the reports of the Cabinet Sub-Committee on pay, finally decided that the old method of determining pay scale of Teaching Cadre on the basis of Educational Qualification and Training should be discontinued except in respect of the existing incumbents in whose cases the method cannot be waived off. However, Teachers and Headmasters in Primary Schools, in whose cases the new pay pattern cannot be made applicable may continue to retain the old pay pattern, but in the new scales changed on the basis of this resolution. In future, the requisite minimum Educational Qualification shall be duly prescribed for the post in the appropriate Recruitment Rules. Educational qualification higher than the prescribed minimum qualification, if any, shall not entail higher scale of pay, but may be taken as preferential selection for the post if expressly incorporated in the concerned Recruitment Rules. Further, the existing Hindi Teachers and Works Experience Teachers of Untrained and Under-Graduate categories, and Untrained PG Teachers in Higher Secondary School, for whom separate (lower) pay scale is prescribed shall continue to remain in the newly changed pay scales granted for them under the new pattern.
2. The principles of Training-based pay scale shall also be discontinued. Persons acquiring Approved Training after entry into Government service shall be given one time Cash Incentive for one Training Course as per the Govt. of India Instructions below F.R. 27 at the rate of Rs. 2000/- per successful completion of Approved Training Course of the Degree level and above. For short Training/Refresher Course etc. there shall be no award of Cash incentive but should be recorded in the ACRs/Service Records of the person concerned as being done in case of other cadres of employees. In case where a person completed more than one training course during his/her service the maximum limit of Cash Incentive payable to a government servant during the entire service shall be limited to Rs. 10,000/- as per the rules indicated above.
3. The residency period for placement in the higher scale in respect of any regular grade or scale shall be 8 years. The application of the residency period of 8 years for placement in higher scales is described in clear term below the pay scales of each category of posts. The incumbents for whom counting of past services as residency period for placement in higher scales of pay is also fully described as stated above (star-marked 1\*, 2\*, 3\*, 4\* or 5\* etc).
4. Any loss of substantive pay that may accrue on account of pay fixation from the existing Selection Scale, Training-based pay scale and Educational qualification-based pay scale; and on account of switching over to the new pay pattern, shall be protected as personal pay

to the concerned incumbent. However, such personal pay shall be absorbed in his/her future increment of pay.

5. The method of fixation of pay from the old scale to the new pay scale shall be as per the provision of Rule 22(I)(a)(2) of the FRs & SRs as usual in respect of other employees.
6. The pay scales in the Senior and Selection categories of Teaching cadre shall be treated as financial upgradation and not a grade upgradation. The status and functional grade of each incumbent for the purpose of control, administration and discipline shall be the Junior grade of the incumbent concerned e.g. A teacher in the Selection Scale of Primary/Middle/High/Higher Secondary School shall be placed below the Entry Grade of the Headmaster, Vice Principal, Principal of the School in which the teacher is working. Accordingly, a Vice Principal in the Selection Scale shall be placed below the Principal.
7. All placement to Senior and Selection Scales (financial upgradation) shall be made on the recommendation of the Departmental Screening Committee to be constituted by the Department as in the case of Assured Career Progression (ACP) Scheme, and on perusal of Service records/Annual Confidential Reports of the concerned incumbent.
8. The Government of Mizoram have decided that three-tier norms shall apply to the Teachers Group in all levels of School. And, two-tier norm in the cases of Headmasters and Vice Principal. However, there shall be only one tier pay scale for the post of Principal in HSS level.
9. The Department shall frame the necessary Service/Recruitment Rules for all the Categories of Teaching Cadre under the Department of School Education and obtain the approval of the Government within 3 months from the date of issue of this Notification.

## Annexure - I (B)

## PAY SCALES UNDER SCHOOL EDUCATION

SL No.	Name of Posts	Existing Scale	Proposed Scale
1	2	3	4
1.	<b>PRIMARY SCHOOL</b>		
	<b>(a) Headmaster</b>		<b>HEADMASTER</b>
	(i) Trained Graduate	Entry 6500-10500 + 180 S.A Selection 8000-13500 + 180 S.A	Appropriate Teachers Pay Scale +500 Special Allowances 5*
	(ii) Trained Under Graduate	Entry 5000-8000 + 180 S.A. Selection 5500-9000 + 180 A.S.	- do -
	<b>(b) Teacher</b>		<b>GRADUATE TEACHER - 1*</b>
	(i) Trained Graduate Teacher/ Trained Under Graduate Teacher	Entry 6500-10500 Selection 8000-13500	Junior 6500-10500 Senior 7450-11500 8 yrs Selection 8000-13500+250 S.A. 8 yrs.
	(ii) Trained Under Graduate Teacher/Under Graduate Hindi Teacher	Entry 5000-8000 Selection 5500-9000	<b>PRIMARY TEACHER - 2*</b> Junior 5000-8000 -3* Senior 5500-9000 8 yrs -3* Selection 6500-10500 8 yrs -3*
	(iii) Untrained under Graduate teacher/Hindi teacher	Entry 4000-6000	4500-7000 -4*

## EXPLANATION

- 1\* **Graduate Teacher** : Pay scales here are for existing incumbents only. Future recruits shall not be entitled to the new group of 3-tier scales starting from Rs. 6500-10500/- ending in Selection scale of Rs. 8000-13500+250 S.A. The existing incumbents of Trained Graduate Teacher Entry Grade in the scale of Rs. 6500-10500/- shall be placed in the new Senior scale of Rs. 7450-11500/-.
- 2\* **Primary School Teacher** : This group of scales shall apply to the existing Trained Under Graduate Teachers/ Under Graduate Hindi Teachers and future recruits. The minimum educational qualification for entry into the Primary Teacher shall be HSSLC or its equivalent as per the laid down Recruitment Rules. The method of giving higher scales for higher educational qualification shall be discontinued forthwith.
- 3\* **Trained Under Graduate Teacher/UG Hindi Teacher Entry Scale** : The existing incumbents of TUGT/ UGHT in the scale of Rs. 5000-8000/- shall enjoy the new senior scale of Rs. 5500-9000/-. After completion of the residency period of 8 yrs (with cumulative effect) they shall be placed in the Selection Scale of Rs. 6500-10500/-. Those incumbents in the Junior and Senior scales having surplus beyond the initial 8 years shall carry over the balance service period for counting eligibility for placement in the next higher pay scale as the case may be. The existing incumbents in the Selection scale of Rs. 5500-9000/- shall be placed in the new Selection scale of Rs. 6500-10500/- w.e.f. 1.6.2007.
- 4\* **Untrained Under Graduate Teacher/Untrained Under Graduate Hindi Teacher** : The existing incumbents in the Entry Grade in the pay scale of Rs. 4400-6000/- shall be placed in the new pay scale of Rs. 4500-7000/- after eight years service in the scale of Rs. 4500-7000/- they shall be placed in the new Junior Grade in the pay scale of Rs. 5000-8000/-. Counting of past services in the new pay pattern for them on cumulative effect do not arise but on prospective basis only. After entry into the new Entry Grade of Rs. 5000-8000/- they shall be required to complete the minimum residency period of 8 years in each scale.
- 5\* **Special Allowance for Headmaster/Headmaster-in-charge** : A regular Headmaster or any Teacher taking over the charges of Headmaster shall be allowed to enjoy Special Allowance of Rs. 500/- p.m. in addition to his/her own pay scale. However, in the event of a Teacher in the Selection scale of Rs. 8000-13500/- + 250 S.A. taking over as Headmaster-in-charge the Special Allowance of Rs. 500/- p.m. shall apply in stead of Rs. 250/- p.m.

Annexure - I (C)

Sl. No.	Name of Posts	Existing Scale	Proposed Scale
1	2	3	4
2.	<b>MIDDLE SCHOOL:</b>		<b>HEADMASTER</b>
	(a) <b>Headmaster</b>	Entry 6500-10500 + 200 S.A Selection 8000-13500 + 200 S.A	Entry 7450-11500 Selection 8000-13500+750 S.A 8 yrs.
	(b) <b>Teacher</b>		<b>MIDDLE SCHOOL TEACHER</b>
	(i) <b>Trained Graduate/ Trained Graduate Hindi</b>	Entry 6500-10500 Selection 8000-13500	Junior 6500-10500-1* Senior 7450-11500 8 yrs Selection 8000-13500+500 S.A. 8 yrs.
	(ii) <b>Untrained Graduate/ Untrained Graduate Hindi</b>	Entry 5500-9000 Selection 6500-10500	Junior 6500-10500 - 2* Senior 7450-11500
	(iii) <b>Trained under Graduate Hindi/WE Teacher</b>	Entry 5000-8000 Selection 5500-9000	<b>Under Graduate Hindi/WE Teacher</b> Junior 5000-8000 Senior 5500-9000 8 yrs -3* Selection 6500-10500 8 yrs -4*
	(iv) <b>Untrained Under Graduate Hindi/WET</b>	Entry 4000-6000	4500-7000 -5*

EXPLANATION

- 1\* **Trained Graduate Teacher/Trained Graduate Hindi Teacher - Entry Scale** : The existing incumbents of Entry scale of Rs. 6500-10500/- shall be placed in the new Senior scale of Rs. 7450-11500/- w.e.f. 1.6.2007. The existing holders of Selection scale of Rs. 8000-13500/- shall automatically switch over to the new Selection scale of Rs. 8000-13500/- + 500 S.A.
- 2\* **Untrained Graduate/Untrained Graduate Hindi Teacher** : The existing Teachers in the scale of Rs. 5500-9000/- shall be placed in the new Junior Scale of Rs. 6500-10500/-. On completion of the residency period of 8 years in the new scale of Rs. 6500-10500/- they shall be placed in the new Senior scale of Rs. 7450-11500/-. The existing incumbents of Selection scale of UGT/UGHT in the scale of Rs. 6500-10500/- shall be placed in the new Senior scale of Rs. 7450-11500/-. For entry into the new Selection scale of Rs. 8000-13500/- they shall be required to clear the necessary Training Course. On clearing the Training Course there shall be no time bar for entry into the Selection scale.
- 3\* **Trained Under Graduate Hindi/WE Teacher** : The existing incumbents in the old entry scale of Rs. 5000-8000/- shall be placed in the new Senior scale of Rs. 5500-9000/- on 1.6.2007. If a person has rendered less than 8 years of service in the scale of Rs. 5000-8000/- as on 1.6.2007 he/she shall be required to complete the residency period of 8 years in the scale of Rs. 5500-9000/- to be eligible for placement in the Selection scale of Rs. 6500-10500/-. However, if a person put in a service of more than 8 years in the initial scale of Rs. 5000-8000/- before 1.6.2007 the balance period of service rendered by him/her beyond the initial 8 years shall be carried forward in the Senior scale for placement in the Selection scale of Rs. 6500-10500/-.
- 4\* **Trained Under Graduate Hindi/WE Teacher Selection Scale** : The existing incumbents of TUGH/WET Selection in the scale of Rs. 5500-9000/- shall be placed in the new Selection scale of Rs. 6500-10500/- w.e.f. 1.6.2007.
- 5\* **Untrained Under Graduate Hindi Teacher/W.E. Teacher** : The existing UUGH/WE Teachers drawing the pay scale of Rs. 4000-6000/- shall be placed in the new pay scale of Rs. 4500-7000/- w.e.f. 1.6.2007. After completion of the residency period of 8 years (non cummulative) in the new scale of Rs. 4500-7000/- they shall be placed in the new Junior Scale of Rs. 5000-8000/-. For further higher placements they shall be required to complete the residency period of 8 years in each scale.

## Annexure - I (D)

Sl. No.	Name of Posts	Existing Scale	Proposed Scale
1	2	3	4
3.	<b>HIGH SCHOOL:</b>		<b><u>HEADMASTER</u></b>
	(a) <b><u>Headmaster</u></b>	Entry 8000-13500 Selection 10000-15200	Entry 10000-15200 Selection 12000-16500 8 YRS.
	(b) <b><u>Teacher</u></b>		<b><u>HIGH SCHOOL TEACHER</u></b>
	(i) <b>Trained Graduate/ Trained Graduate Hindi</b>	Entry 6500-10500 Selection 8000-13500	Junior 7450-11500-1* Senior 8000-13500 8 yrs Selection 8000-13500+750 S.A. 8 yrs.
	(ii) <b>Untrained Graduate/ Untrained Graduate Hindi</b>	Entry 5500-9000 Selection 6500-10500	6500-10500 - 1* Junior 7450-11500 - 1*
	(iii) <b>Trained WE Teacher</b>	Entry 5000-8000 Selection 5500-9000	<b><u>W.E. TEACHER</u></b> Junior 5000-8000 - 2* Senior 5500-9000 - 3* Selection 6500-10500 8 yrs
	(iv) <b>Untrained WE TEACHER</b>	Entry 4000-6000	Junior 4500-7000 - 2*

## EXPLANATION

- 1\* **Junior Scale (High School Teacher)** : The existing Teachers in the Entry Grade of Rs. 6500-10500/- shall be placed in the new Junior Scale of Rs. 7450-11500/- w.e.f. 1.6.2007. Untrained Graduate Teacher/Hindi Teacher in the existing Entry Scale of Rs. 5500-9000/- shall be placed in the new pay scale of Rs. 6500-10500/- until they complete the requisite Training Course. On completion of the approved Training course they shall be automatically placed in the new Junior scale of Rs. 7450-11500/-. The existing incumbents of Untrained Graduate/Untrained Graduate Hindi Teacher in the old selection scale of Rs. 6500-10500/- shall be placed in the new Junior scale of Rs. 7450-11500/- They shall be placed in the Senior scale of Rs. 8000-13500/- on successful completion of the approved Training course, or on completion of the residency period of 8 years, whichever is earlier.
- 2\* **Trained W.E. Teacher Entry Scale** : The existing incumbents in the Entry scale of Rs. 5000-8000/- shall be placed in the new Senior scale of Rs. 5500-9000/- w.e.f. 1.6.2007. After completion of the residency period of 8 years in this scale they shall be eligible for placement in the new Selection scale of Rs. 6500-10500/-. However, the incumbents having put in more than 8 years of approved service in the old Entry scale of Rs. 5000-8000/- shall be allowed to count the balance (surplus) of service beyond the initial 8 years for eligibility towards placement from the new Senior scale of Rs. 5500-9000/- to the new Selection scale of Rs. 6500-10500/-. However, the incumbent who has not rendered 8 years in the Entry scale of Rs. 5000-8000/- as on 1.6.2007 shall not be eligible to count the past service for placement in higher scales such as Senior and Selection scales. The minimum residency period of 8 years in each grade shall govern his/her placement to higher scales.
- 3\* **Untrained W.E. Teacher** : The existing incumbents in the Entry scale of Rs. 4000-6000/- shall be placed in the new (UT) Junior scale of Rs. 4500-7000/- w.e.f. 1.6.2007. After completion of 8 years in the new scale of Rs. 4500-7000/- they shall be placed in the new regular Junior scale of Rs. 5000-8000/-. The residency period of 8 years shall govern for placement to higher scales in each stage.

## Annexure - I (E)

Sl No.	Name of Posts	Existing Scale	Proposed Scale
1	2	3	4
4.	<b>HIGHER SECONDARY SCHOOL:</b>	<b>PRINCIPAL</b>	<b>PRINCIPAL</b>
	(a) Principal	Entry 12000-16500	Entry 12000-165000 - 1*
	(b) Vice Principal	<b><u>VICE PRINCIPAL</u></b> Entry 8000-13500 Selection 10000-15200	<b><u>VICE PRINCIPAL</u></b> Entry 10000-15200 Selection 12000-16500 8 years
	(c) Trained Lecturer	<b><u>P.G. TEACHER</u></b> Entry 7500-12000	<b><u>LECTURER</u></b> Junior 8000-13500 - 2* Senior 8000-13500 + 750 SA 8 yrs. Selection 10000-15200
	(d) Untrained Lecturer	Entry 6500-10500	7450-11500 - 2*

## EXPLANATION

- 1\* **Principal** : It is considered not necessary to adopt two-tier Pay scale for the post of Principal as there is two-tier pay scales for the post of Vice Principal and Three-tier pay scales in the grade of Teacher in the Higher Secondary School.
- 2\* **Entry Scale for Trained Lecturer** : The present incumbents in the Entry scale of Rs. 7500-12000/- shall be placed in the new Junior Scale of Rs. 8000-13500/- w.e.f. 1.6.2007. The following condition shall apply while determining residency period for placement of Junior Grade and the existing PG Teachers to the new Senior Scale :-
- The residency period for placement from the new Junior scale of Rs. 8000-13500/- to the new Senior scale of Rs. 8000-13500/- + 750 S.A. shall be 8 years. However, the existing incumbents in the pay scale of Rs. 7500-12000/- shall be allowed to count past service rendered by him/her in that scale for placement in the Senior scale. The total length of service rendered in the two scales of Rs. 7500-12000/- and Rs. 8000-13500/- shall be taken into account while determining the residency period for placement in the new Senior scale.
  - Untrained Lecturer (Untrained PGT) in the existing scale of Rs. 6500-10500/- shall be placed in the Untrained scale of Rs. 7450-11500/-. They shall be placed in the new Junior scale of Rs. 8000-13500/- on successful completion of the requisite Training Course. However, the prescribed residency regime of 8 years shall govern their further placement to higher scales (Rs. 8000-13500/- + 750 and Rs. 10000-15200/-) in each stage.

## Annexure - I (F)

Sl. No.	Name of Posts	Existing Scale	Proposed Scale
1	2	3	4
5.	DIET INSTRUCTOR Carpentry/Hindi Instructor	Entry 6500-10500 Selection 8000-13500	Junior 7500-11500 Senior 8000-13500 8 years Senior 8000-13500 + 750 SA 8 yrs.

## EXPLANATION

## INSTRUCTORS IN DIET

- The new pay scales for Junior Rs. 7450-11500/-, Senior Rs. 8000-13500/- and for Selection Rs. 8000-13500/- + 750 S.A. shall be admissible only to the regular incumbents duly recruited under the laid down Recruitment Rules. Those persons on deputation to DIET Instructor from the Primary, Middle or High School shall draw their own grade pay and allowances while on deputation to DIET.
- The existing Instructors in DIET, Aizawl are drawing pay and allowances in the scale of Rs. 6500-10500/-. Their pay scale shall be changed from Rs. 6500-10500/- to Rs. 7450-11500/- w.e.f. 1.6.2007. However, the existing two posts are marked as withering posts and should be abolished on vacation by the present incumbents. No further recruitment shall be made against the said posts.

## Annexure - I (G)

## ENGAGEMENT EDUCATION VOLUNTEERS/CASUAL TRACHERS

- EDUCATION VOLUNTEERS :** The pathetic situation of Education Volunteers engaged on fixed honorarium of Rs. 2800/- p.m. against the vacant posts of Teachers in Primary Schools has been under consideration of the Government for quite sometime. The Government of Mizoram now, therefore, decided that they should be engaged as Teachers on Contract basis in terms of the O.M. No. G. 11013/307-PAR(ARW) dt. 22.2.2008 and No. G. 11021/2/92-PAR(ARW) dt. 13.3.2008. The rate of remuneration as fixed as per the above O.M. is the **“minimum of the pay scale of the post to which he/she is engaged plus 50 percent of that amount”**. The present incumbents of 220 Education Volunteers we initially recruited as per the laid down Recruitment Rules through formal selection by the D.P.C and educationally qualified to be appointed among the category of Trained Primary School Teacher. Accordingly the rate of their remuneration shall be fixed at the minimum of the pay scale of Trained Primary School Teachers i.e. Rs. 5000+2500 = Rs. 7500/- per month. (Fixed).
- Casual Teachers (Non-formal Teachers and Aided Teachers) :** There are 112 erstwhile Non-formal and Aided Teachers (known as Thlawhbawk Teachers) who were retained over the years as Casual Teachers. The scheme under which they were originally engaged have ceased to exist some years back. But they have rendered commendable service and spent the best part of their lives in the basic education of Mizoram. It is pathetic to note that they have been stranded without regular appointment due to different recruitment policies for quite sometime. While some of them possessed the requisite educational qualification for the post of Primary Teacher (HSLC as per the erstwhile RRs) some others failed to qualify themselves as at present due to age bar etc. However, considering the situation in which they are being placed the Government of Mizoram have agreed to retain them on Casual basis on fixed honorarium as enhanced hereunder :



Sl. No.	Category	Existing honorarium	Enhanced honorarium
1.	Matriculate/HSLC	Rs. 2,800/-p.m.	Rs. 6,750/- (fixed)
2.	Under Matriculate/HSLC	Rs. 2,800/-p.m.	Rs. 4,500/- (fixed)

**The commencement of engagement of these E. Vs/Ats and Non formal Teachers on Contract basis at the enhanced rate shall be 1.4.2008 in respect of Education Volunteers. And 1.9.2008 in respect of NFTs.**

It is, further, directed that the Department of School Education shall prepare the terms and conditions of their engagement, their security schemes on termination in the form of Special Voluntary Retirement Scheme, Golden Handshake or such other suitable and remunerative lay-off which shall be funded from the State fund; or from the fund to be availed from the Asian Development Bank in the shape of Structural Adjustment Loan.

ANNEXURE - II

### **PAY SCALE FOR DOCTORS UNDER ANIMAL HUSBANDRY & VETERINARY DEPTT.**

The Cadre and Pay structure of Doctors under AH & Veterinary Department was once upgraded in piece meal along with the general upgradation of the pay scales of Group-A Officers. However, it is considered necessary to recapitulate the pay structure for the cadre as an organised pay package in a unique feature. The pay structure of AH & Vety Doctors shall be as shown below w.e.f. 1.6.2007.

Grade	Name of post	Existing Pay Scale	Changed Pay Scale	Remarks
I	Director	Rs. 14,300-18,300/- + NPA	Rs. 14,300-18,300/-+NPA+750 S.A.	Functional
II	Jt. Director & Equivalent	Rs. 12,000-16,500/- + NPA	Rs. 14,300-18,300/-+NPA	Functional
III	Dy. Director/DVO/ Principal S.Vsc & EQ	Rs. 10,000-15,200/- + NPA	Rs. 12,000-16,500/-+NPA	Functional
IV	SDVO/V.S & EO	Rs. 8,000-13,500/- + NPA	Rs. 10,000-15,200/-+NPA+200 S.A.	Functional
V	VAS & EQ	Rs. 8,000-13,500/- + NPA	Rs. 10,000-15,200/-+NPA	Functional

The question of maintenance of parity with Government Doctor under Health & Family Welfare Department as proposed by the Cabinet Sub-Committee has not been agreed to as the pay scales of the Doctors under the Department had been upgraded earlier. Double step up of pay scale and grant of Non-functional scales is considered not necessary as most of the posts under the Department are non-clinical and administrative posts. Also the problem of stagnation is comparatively less in the case of Doctors under AH & Vety Department as compared to Doctors under H & FW Department.

The Government have agreed that the existing rate of Non-Practising Allowance shall continue to be paid to all Grades in the cadre upto the post of Director.

Fixation and drawal of arrears of pay and allowances shall be regulated as stipulated in the Finance Department Notification No. G. 12017/3/2007-FIN(PRU) dt 23.7.2008