Ref No: RSST/CIRCULAR/RVIM/2022-23/7152 **29th March 2023**

Sub.: Circular on Implementation of 7th Pay Commission for RV Institute of Management Faculty.

Management has decided to implement the terms of the 7th Pay Commission (UGC/AICTE) with certain modifications for the faculty members working in RV Institute of Management who are under UGC/AICTE scales.

Revision of pay for the eligible faculty of RV Institute of Management (RVIM) under the purview of UGC/AICTE for different categories of faculty and equivalent positions is based on consideration of the following points:

The formula followed by the 7th CPC is followed in the academic pay structure, moving away from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.

The Faculty have been assigned with Academic Levels as per the guidelines. The first academic level (corresponding to Special Allowance of Rs. 6000) is numbered as Academic level 10. Similarly, the other academic levels are 11, 12, 13A1 & 14.

The entry pay for each level is fixed as under:

Level	Special Allowance	Rationalised Entry Pay	Designation	Mode of Appointment
10	6,000	37,100	Assistant Professor	Direct Recruitment
11	7,000	43,000	Assistant Professor (Senior Scale)	Promotion
12	8,000	45,500	Assistant Professor (Selection Grade)	Promotion
13A1	9,000	48,200	Associate Professor	Promotion / Direct Recruitment
14	10,000	69,000	Professor	Promotion / Direct Recruitment

The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is listed below:

PAY MATRIX					
PAY BAND	15600-39100			37400-67000	
SPECIAL ALLOWANCE	6000	7000	8000	9000	10000
ACADEMIC LEVEL	10	11	12	13A1	14
Progressive Pay	RATIONALISED ENTRY PAY				
1	37100	43000	45500	48200	69000
2	38200	44300	46900	49600	71000
3	39300	45600	48300	51100	73100
4	40500	47000	49800	52600	75300
5	41700	48400	51300	54200	77600
6	42900	49900	52800	55800	79900
7	44200	51400	54400	57500	82300
8	45500	52900	56000	59200	84800
9	46900	54500	57700	61000	87300
10	48300	56100	59400	62800	89900
11	49800	57800	61200	64700	92600
12	51300	59500	63000	66600	95400
13	52800	61300	64900	68600	98300
14	54400	63100	66800	70700	101300
15	56000	65000	68800	72800	104300
16	57700	66900	70900	75000	107400
17	59400	68900	73000	77300	110600
18	61200	71000	75200	79600	113900
19	63000	73100	77500	82000	117300
20	64900	75300	79800	84400	120800
21	66800	77600	82200	86900	124400
22	68800	79900	84700	89500	128100
23	70900	82300	87200	92200	131900
24	73000	84800	89800	95000	135900
25	75200	87300	92500	97900	140000
26	77500	89900	95300	100800	144200
27	79800	92600	98200	103800	148500
28	82200	95400	101100	106900	153000
29	84700	98300	104100	110100	157600
30	87200	101200	107200	113400	162300
31	89800	104200	110400	116800	167200
32	92500	107300	113700	120300	172200
33	95300	110500	117100	123900	177400
34	98200	113800	120600	127600	182700
35	101100	117200	124200	131400	188200
36	104100	120700	127900	135300	193800
37	107200	124300	131700	139400	199600
38	110400	128000	135700	143600	205600
39	113700	131800	139800	147900	211800

40	117100	135800	144000	152300	218200
41	120600	139900	148300	156900	
42	124200	144100	152700	161600	
43	127900	148400	157300	166400	
44	131700	152900	162000	171400	
45	135700	157500	166900	176500	
46	139800	162200	171900	181800	
47	144000	167100	177100	187300	
48	148300	172100	182400	192900	
49	152700	177300	187900	198700	
50	157300	182600	193500	204700	
51	162000	188100	199300		
52	166900	193700	205300		
53	171900	199500	211500		
54	177100	205500			
55	182400				

Fixation of Basic Pay of faculty in the rationalised Pay Matrix has been arrived by considering the existing pay (Basic Pay in Pay Band plus DA) in the pre-revised structure as on 31st March 2023.

- The figure so arrived at is located in the Academic Level corresponding to employee's Pay Band and Special Allowance in the new Pay Matrix.
- If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, then that Cell value has been considered as the revised pay.
- Otherwise, the next higher cell value in that Academic Level has been considered as revised pay of the employee.
- If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay has been fixed at the first cell value of that Academic Level.

The following are some of the major factors considered for the Pay Revision:

1) The new Pay Matrix as furnished above will be implemented w.e.f 1st April 2023.
2) Dearness Allowance (DA) will be 2% on the new Basic Pay. DA revision will be calculated @40% of DA increase for the faculty as declared by the Govt. of Karnataka (GOK) for the faculty under 7th Pay Commission Scales and the revision will be on 1st January of every year (taking in to consideration the previous Two DA revisions by the GOK). The next DA is due in January 2024.
3) House Rent Allowance (HRA) is calculated @ 25% of the revised Basic Pay.
4) City Compensatory Allowance (CCA) will be ₹.300/-.
5) Annual Increments will be as per RSST Circular No. RSST/HR/CIRCULAR/2021-22/54 dt. 07th April 2021, aligned to January & July cycles as per Progressive Pay based on performance.

6) All Terminal/statutory benefits like Leave Encashment, Gratuity will be calculated on Basic Pay + DA only.
7) Age of Retirement: The age of retirement for the faculty will be 60 years as per RSST Circular Ref. No. RSST/CIRCULAR/HR/2022-23/3335 dated 21st September 2022.
8) The faculty to be recruited:
    a. Faculty fulfilling the UGC/AICTE minimum qualification requirements will be offered Pay based on the Pay Matrix given above.
    b. Faculty who are freshers will be offered the Basic Pay as per Academic Level-10 without any DA and Allowances. During the contract period they will be offered increment as per the Progressive Pay in the Pay Matrix annually based on their performance. If found suitable they can be shifted to the regular pay scales as offered to the regular faculty.
9) All other existing Terms & Conditions of employment and the Service Rules and Regulations of RSST & RVIM and amendments from time to time will be applicable.
10) Individual undertakings have to be signed by the eligible faculty of RVIM for implementation of the 7th Pay Commission benefits.
11) The above revision is pay scales is not applicable to faculty who are in Management Scales.
12) E & OE.

Dr.(h.c.) A.V.S Murthy
Hon. Secretary

To:

1) **Director, RV Institute of Management.**
2) **Dy. Directory-IT, RVIC.**
3) **Superintendent, RSST.**