

**F.No.32-3/2017-TS.III**  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section-III

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Shastri Bhawan, New Delhi  
Dated, the 13<sup>th</sup> March, 2018

To,

The Director,  
Indian Institute of Engineering Science and Technology, Shibpur  
P.O. Botanic Garden, Howrah- 711 103  
West Bengal.

**Subject: Pay Mapping of the non teaching staff of IEST, Shibpur from State Government Pay Scale to Central Government Pay Scale – regarding.**

Sir,

I am directed to refer to the proposal of pay mapping of the non teaching staff of IEST, Shibpur at par with the pay scale of Central Government.

2. The proposal has been examined in the Ministry in consultation with the IFD and following has been observed: -

- (i) The pay mapping of mess/canteen employees will be considered separately.
- (ii) All posts have to be designated strictly as per Statutes of the Institute and on holding the requisite qualification and experience for the post.
- (iii) The efforts should be taken to restrict the number of non-teaching post are as per approval ratio for NITs/IEST i.e. 1:1.1. (teaching: non teaching). The teaching post should also be as per approval norms of 1:12 (Teacher: Student).
- (iv) The total number of non-teaching posts in IEST is higher than its approved norms of post as per student strength of IEST Shibpur. Therefore no new recruitment should be carried out till reaching the approved norms of post. The staffs may be suitably trained, if required for placing on the suitable posts subject to having requisite qualification through requisite procedure of Recruitment Rules.
- (v) As regards of conversion of pay scales of employees from State Government to Central Government, the pay of employees must suitably mapped to the equivalent/corresponding Pay band and Grade Pay specified for that posts. In case of no corresponding Pay Band and Grade Pay available in central pay scales, the pay should be placed in lower central pay band keeping the same pay in pay band as that in State Government pay scales and Grade pay should suitably matched with central pay band, if possible. If there is a difference of Grade Pay between central and state, the difference of Grade pay should be treated as 'Personal Pay'. This will ensure that the basic pay of an employee is not reduced due to pay mapping. The 'Personal Pay' will be part of basic pay (pay in pay band and grade pay) and will be considered for calculation of HRA, TA, increment etc. all other entitlements shall be admissible in accordance of Grade Pay.



- (vi) The State Pay Band of PB-2 i.e. 7200-25400 is not same / equivalent as that of Central PB-2 (9300-34800) which is equivalent to the State-PB-3 (9000-28300). There is no pay band corresponding to State Pay Band of PB-2 (i.e. 7200-25400) in central pay scales. However this pay scale mostly overlaps with the Central PB-1. Accordingly this has been mapped to Central PB-1 with highest Grade pay of 2800, and rest is balanced by the 'Personal Pay' in order to ensure that the basic pay of an employee is not reduced due to pay mapping.
- (vii) The Grade pay of 6000,7000, 8000 and 9000 is used in Academic Pay Scales . These are not applicable to the Non-Teaching Scales. Non-teaching Scales are regulated as per the Central Govt. Pay Scales. Accordingly these are mapped to the corresponding Central Govt. Grade Pay, and difference in grade pay is taken as a 'Personal Pay' in order to ensure that the basic pay of an employee is not reduced due to pay mapping.
- (viii) The Final Pay Mapping Table for conversion from State Govt. Pay Scales to the Central Govt. Pay Scales for IEST Shibpur is proposed as below:

STATE GOVERNMENT			MAY BE FITTED AS PER CENTRAL GOVERNMENT PAY BAND & GP			
Name	Pay Band	Grade	Name	Pay Band	Grade Pay	Personal Pay
S-PB-1	5400-18600	1800	PB 1	5200-20500	1800	0
S-PB-1	5400-18600	1900	PB 1	5200-20500	1900	0
S-PB-1	5400-18600	2100	PB 1	5200-20500	2000	100
S-PB-1	5400-18600	2600	PB 1	5200-20500	2400	200
S-PB-1	5400-18600	2900	PB 1	5200-20500	2800	100
S-PB-2	7200-25400	3300	PB1	5200-20500	2800	500
S-PB-2	7200-25400	3900	PB1	5200-20500	2800	1100
S-PB-2	7200-25400	4100	PB1	5200-20500	2800	1300
S-PB-3	9000-28300	4400	PB2	9300-34800	4200	200
S-PB-3	9000-28300	4600	PB2	9300-34800	4600	0
S-PB-3	9000-28300	4800	PB2	9300-34800	4800	0
S-PB-4	15600-39100	5400	PB3	15600-39100	5400	0
S-PB-4	15600-39100	6000	PB3	15600-39100	5400	600

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S-PB-4	15600-39100	7000	PB3	15600-39100	6600	400
S-PB-4	15600-39100	8000	PB3	15600-39100	7600	400
S-PB-5	37400-67000	9000	PB4	37400-67000	8700	300
S-PB-5	37400-67000	10000	PB4	37400-67000	10000	0

3. The above fitment will be applicable from 04.03.2014 which is proposed in lines with the Statutes of IEST Shibpur and NITSER Amendment Act (2014). All the posts should be designated as per new recruitment rules of non teaching staff issued by the MHRD vide letter no. F.No.33-2/2012-TS.III dated 20<sup>th</sup> December, 2017.

4. Those employees whose matter related to pay/promotion is sub-judiced in the Court, the pay fixation may be done as per the outcome of the case.

5. The approval of the Board of Governors may be taken before implementation of above for the staff.

6. This issues with the approval of the Competent Authority in the Ministry.

Yours faithfully

*K. Rajan*  
(K. Rajan) 13/3/2018

**Under Secretary to the Government of India**  
**TEL: 23384159**