

**Revised Recommendations of the RR&PP Implementation Committee  
for Implementation of the RR&PP Scheme**

**A. General Guidelines**

- 1) The scheme shall be applicable only to those employees who have opted to join the BoG approved RR&PP, in response to the earlier circular. Employees who exercised the option of not joining the scheme and those who did not exercise the option by the due date shall be deemed to have NOT OPTED to join the RR&PP scheme.
- 2) Employees who have not opted to join the RR&PP scheme shall continue with their current designation with the current pay scale and GP (level) and shall be covered under the currently applicable career progression scheme until any modification / amendment to the same is made by MHRD and is duly adopted by the BoG. Subsequently, the modified / amended scheme will be applicable for the future career progression of such employees. The posts occupied by all such employees shall be governed as per Clause 6.1(b) of the RR&PP document.
- 3) Existing employees who have opted to join the RR&PP scheme shall be mapped into it as on 01-12-2015, which will be the date of placement and the first advancement. Subsequent advancements shall take place every year on January 1, with effect from 01-01-2017.
- 4) All financial benefits to the employees on account of the RR&PP implementation shall accrue with effect from 01-12-2015 only. There shall be no retrospective financial benefits.
- 5) (a) Existing employees who have opted for the RR&PP scheme shall be mapped to a post within the cadre in which they were recruited, with the Pay levels as applicable under RR&PP, irrespective of the number of positions under the respective Pay levels. A detailed plan for placement and the eligibility period for promotion in existing cadres is given in Tables B.1, B.2 and B.3 of Section B. For the mapping as well as subsequent promotions within the cadre, the qualifications required for the entry level under RR&PP shall not be insisted upon for the existing employees.  
  
(b) Notwithstanding Clause 5 (a) above, employees who were occupying a post prior to the RR&PP implementation with PB and/or GP lower than that specified at the entry level in the respective cadres of RR&PP shall be mapped, as on 1-12-2015, to a post with Pay Levels at the entry level as given in the table below, subject to their having the required educational qualifications as per RR&PP. The employees who do not possess the required qualifications will be mapped as per the RR&PP scheme (with effect from 1-12-2015) only after obtaining the required educational qualifications. However, the financial benefits will accrue with prospective effect from the date of acquiring the entry level qualification. Their present seniority in the cadre will be maintained, but they will be considered for promotion only if they acquire the entry-level educational qualification. Subsequent to the placement of such employees at the entry-level Pay level as per RR&PP, there shall be no consideration of their services prior to 1-12-2015 for promotional purposes / financial up-gradation under MACPS.

Post	Existing Pay Level	Pay Level to be mapped
Security Inspector	Level 3 (21700-69100)	Level 4 (29200-92300)
Hindi Officer	Level 8 (47600-151100)	Level 10 (56100-177500)
Primary Teachers (Gr.-I)	Level 5 (29200-92300)	Level 5 (29200-92300)/ Level 6 (35400-112400)
Pre-Primary Teacher (Gr.-I)	Level 4 (25500-81100)	Level 5 (29200-92300)/ Level 6 (35400-112400)
Post Graduate Teacher	Level 7 (44900-142400)	Level 8 (47600-151100)

- 6) Employees who have been recruited with Level 3 (21700-69100) / Level 5 (29200-92300) / Level 6 (35400-112400) but have not completed 3 years of service as on 01-12-2015 shall be placed in the next higher Pay Level (Level 4 (25500-81100) / Level 6 (35400-112400) / Level 7 (44900-142400), respectively), as per Section B after completion of 3 years from the date of their joining. This shall be applicable to only those cadres for which RR&PP has the provision of substantive appointment after 3 years.
- 7) Employees who were recruited and joined their respective cadres prior to 1-12-2015 at Level 4 (25500-81100) / Level 5 (29200-92300) in Group C, Level 7 (44900-142400) / Level 8 (47600-151100) in Group B, and Level 11 (67700-208700) in Group A (which are higher than the corresponding entry level Pay Level in the respective cadres in RR&PP), shall be given retrospective benefits in the number of years of service, by shifting back their effective date of joining at the entry level for the purpose of mapping as given in Table B.3 of Section B. This is being done to maintain the seniority of the existing employees and is in tune with the spirit of the retrospective benefit of years given to existing employees for placement under RR&PP. However, the financial benefits (if any) shall be applicable only with effect from 01-12-2015.
- 8) Existing employees currently with Academic Grade Pay after opting for RR&PP shall be mapped, with pay protection, as per the following Table:

AGP	Applicable GP
6000	5400
7000	6600
8000	7600
9000	8700

- 9) For the purpose of mapping, the employees who were recruited as Medical Officers shall be considered against the positions in the Medical Officer cadre (2.11.1) and those who were recruited as Sr. Medical Officer will be considered against positions in the Sr. Medical Officer cadre (2.11.2), even if they do not opt for RR&PP.
- 10) The employees recruited at Level 3 (21700-69100) / Level 5 (29200-92300) / Level 6 (35400-112400) during the calendar years 2016 and 2017 shall be eligible for promotion to Level 5 (29200-92300) / Level 7 (44900-142400) / Level 8 (47600-151100), after 11 years and 10 years, respectively. The period of 9 years for eligibility for promotion to Level 5 (29200-92300) / Level 7 (44900-142400) / Level 8 (47600-151100) in the relevant cadres, as given in the RR&PP document, shall be applicable only with effect from 1-1-2018.
- 11) With respect to the provisions of MACPS:
- (a) Existing employees in Level 8 (47600-151100) shall continue to be placed through MACPS within Level 9 (53100-167800). Existing employees who have reached Level 9 (53100-167800), shall

continue to draw Level 9 (53100-167800) and shall be mapped against positions earmarked for Level 8 (47600-151100), in the respective cadre.

(b) With reference to Section B, all upward movements of existing employees under RR&PP shall be counted as financial up-gradations for the purpose of MACPS, with pay fixation as per rules.

(c) Employees recruited through direct appointment at a Pay level same as in the earlier employment shall be given the MACPS benefits from the date of their earlier service in that Pay level.

(d) The employees recruited after 01-12-2015 as per the RR&PP scheme at Level 3 (21700-69100) / Level 5 (29200-92300) / Level 6 (35400-112400) will be placed substantively after 3 years at Level 4 (25500-81100) / Level 6 (35400-112400) / Level 7 (44900-142400), respectively. This movement shall not be counted as financial up-gradation for the purpose of MACPS. The service period for the purpose of MACPS shall be considered from the date of substantive appointment.

12) The procedure for promotion under RR&PP shall be as follows:

(a) For advancements on 01-12-2015, 01-01-2017, and 01-01-2018, ACR and APAR for the previous six years with a score of 6 and above in APAR (or equivalently, grading of Good and above in ACR) shall be treated as the eligibility criterion for movement within the cadre. In case, the available vacancies are less than the qualified candidates, the criteria for promotion will be seniority and age, in that order. For employees recruited upto 31-12-2015, the joining date will be used for determining the seniority. For employees recruited subsequently, the seniority will be determined by the date of selection (the date of approval by the competent authority) and the merit order in the list of selected candidates, in that order. For the advancement of the employees who are declared eligible on 01-01-2018 but cannot be promoted due to lack of vacancy, additional vacancies may be created at the next level with approval of the competent authority. The upward movement due to these additional vacancies shall not be counted as vacancies for the advancement of other employees.

(b) The promotions from 01-01-2019 onwards shall be as per the process outlined in the RR&PP document.

(c) To be eligible for promotion, an employee shall be required to maintain a score of 6 and above in APAR (or equivalently, grading of Good and above in ACR) for the previous six years. An employee who does not fulfill this threshold criterion shall be considered eligible for promotion only after an additional period of service (with the required threshold met), which shall be two years in lieu of each year of under-performance.

(d) As per the existing institute policy, there will be no interviews for Groups B & C. The promotions under RR&PP shall be based on written test (50% weightage) and APAR / ACR for the previous six years (50% weightage) with effect from 01-01-2019. In order to qualify for promotion, the employee must obtain 60% aggregate marks (55% in case of SC/ST, if post reserved for SC/ST).

(e) For Group A employees, the selection procedure shall include written and/or trade/proficiency test and interview with the weightage of 40% for APAR / ACR of previous six years, 30% for test and 30% for interview, as mentioned in the RR&PP document. In order to qualify for promotion, the employee must obtain 60% aggregate marks.

13) Employees who have reached or will reach stagnation at the highest level of a certain cadre (called the feeder cadre), as per the RR&PP, shall be given an opportunity to upgrade to the entry level of

the next higher cadre (called the promotional cadre). This will be subject to (a) availability of vacancies in the promotional cadre with relevant skill-set and experience requirements and (b) the applicant satisfying the required qualifications.

The scheme shall be applicable to those employees who are directly recruited to the feeder cadre. The detailed scheme and relevant information are given in Section C.

## **B. Plan for Placement and Eligibility Period for Promotion of Existing Employees**

With respect to Clauses 5-7 of Section A (General Guidelines), the details of the plan of placement and the eligibility period for promotion under all the cadres of the RR&PP scheme are given in Tables B.1 and B.2.

Tables B.1(a) and B.1(b) deal with those Group B, C, and erstwhile Group D cadres (1.1.1, 1.1.2, 2.1.1, 2.2.1, 2.3.1, 2.5.1, 2.6.1, 2.6.3, 2.8.2, 2.10.1, 2.10.2, 2.12.1, 2.13.1, 2.13.2, 2.13.3, 2.14.1, 3.1.1, 3.2.1, 3.2.2) for which RR&PP has a provision of substantive placement after three years at the next higher Pay Level than the entry level, Level 1 (18000-56900) / Level 3 (21700-69100) / Level 5 (29200-92300) / Level 6 (35400-112400), referred to as x in the sequel. The employees who were recruited and/or placed at a substantive post with GP of x before 1-12-2015 will be placed to the next higher Pay Level of Level 2 (19900-63200) / Level 4 (25500-81100) / Level 6 (35400-112400) / Level 7 (44900-142400) (referred to as x+1 in the sequel), respectively, with effect from 1-12-2015 or after 3 years of joining, whichever is later. This provision is being made to maintain their seniority, vis-a-vis that of the employees recruited later who, according to the provisions of RR&PP, will be placed substantially at the Pay Level of x+1 after 3 years of recruitment at Pay Level of x. However, the existing employees shall be eligible for promotion to the Pay Level of x+2 after a minimum of 12 years of service and the next higher Pay Level of x+3 after a minimum of 18 years of service. The erstwhile Group D employees will also be eligible for Pay Level of x+4 after a minimum of 24 years of service. These provisions are consistent with vacancy based promotions after 6 years under RR&PP.

Tables B.2(a) deals with Group A cadres with the entry level Level 10 (56100-177500) and other Group B and Group C cadres not covered in Table B.1(a). The employees who were recruited and/or placed at a substantive post with an entry-level Pay Level of the cadre, referred to as x in the sequel, before 1-12-2015 shall be eligible for promotion to the next higher Pay Level of the cadre (referred to as x+1 in the sequel), with effect from 1-12-2015 or after 6 years of joining, whichever is later. These employees shall be eligible for promotion to the Pay Level of x+2 after a minimum of 12 years of service and the next higher Pay Level of x+3 after a minimum of 18 years of service.

Table B.2(b) deals with Group A cadres with the entry-level Pay Level 12 (78800-209200) (1.4.1, 1.5.2, 2.1.3, 2.11.2, 2.12.3, 3.5.1). For these cadres, the employees who were recruited and/or placed at a substantive post with an entry-level Pay Level of x before 1-12-2015 shall be eligible for promotion to the next higher Pay Level of the cadre x+1, with effect from 1-12-2015 or after 6 years of joining, whichever is later. However, these employees shall be eligible for promotion to the Pay Level of x+2 after a minimum of 9 years of service and the next higher Pay Level of x+3 (applicable for the Sr. Medical Officer cadre (2.11.2) after a minimum of 12 years of service.

Existing employees who joined the cadre at a Pay Level / level higher than that prescribed for the entry level of the respective cadre in RR&PP will be given benefit in the years of service for considering their eligibility period for promotion under RR&PP to maintain their seniority within the cadre. Details of the same are given in Table B.3.

It is categorically stated that promotions shall be effected only subject to the availability of vacancies and the candidates fulfilling the requirements given in Clause 12 of Section A.

Furthermore, whenever an employee is found to be simultaneously eligible for promotion to two levels (for example, from x to x+1 and x+2), the period of eligibility for promotion to the second level (x+2) shall be postponed to a time when the employee has rendered a service of one year at the first level (x+1).

**Table B.1(a)**  
**Eligibility period for promotion of existing employees in Group C and B cadres having provision of substantive appointment after 3 years at the entry level**

Present Pay Level	No. of years as on 1-12-2015 after joining at Pay Level of x (Level 3 (21700-69100) / Level 5 (29200-92300) / Level 6 (35400-112400) at the entry level of RR&PP	Eligibility for movement* to Pay Level of x+1 (Level 4 (25500-81100) / Level 6 (35400-112400) / Level 7 (44900-142400) with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+2 (Level 5 (29200-92300) / Level 7 (44900-142400) / Level 8 (47600-151100) with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+3 (Level 6 (35400-112400) / Level 8 (47600-151100) / Level 10 (56100-177500) with respect to joining at Pay Level of x
x	1	3 years	12 years	18 years
x	2	3 years	12 years	18 years
x	3	01-12-2015	12 years	18 years
x	4	01-12-2015	12 years	18 years
x	5	01-12-2015	12 years	18 years
x	6	01-12-2015	12 years	18 years
x	7	01-12-2015	12 years	18 years
x	8	01-12-2015	12 years	18 years
x	9	01-12-2015	12 years	18 years
x	10 or more	01-12-2015	**	***
x+1	10	Not Applicable	12 years	18 yrs
x+1	11	Not Applicable	12 years	18 yrs
x+1	12	Not Applicable	01-12-2015	18 yrs
x+1	13	Not Applicable	01-12-2015	18 yrs
x+1	14	Not Applicable	01-12-2015	18 yrs
x+1	15	Not Applicable	01-12-2015	18 yrs
x+1	16	Not Applicable	01-12-2015	18 yrs
x+1	17	Not Applicable	01-12-2015	18 yrs
x+1	18	Not Applicable	01-12-2015	01-12-2015
x+1	19	Not Applicable	01-12-2015	01-12-2015
x+1	20 or more	Not Applicable	01-12-2015	01-12-2015
x+2	20 or more	Not Applicable	Not Applicable	01-12-2015

\* Subject to satisfying Clause 12(c) of Section A for previous 3 years of service, instead of 6 years.

\*\* After 3 years of becoming eligible for the previous Pay Level.

\*\*\* After 6 years of becoming eligible for the previous Pay Level.

Note: Eligibility for promotion is subject to fulfilling the requirements of Clause 12 of Section A.

Table B.1(b)

Eligibility period for promotion of existing employees in erstwhile Group D cadres

Pre- sent Pay Lev el	No. of years as on 1-12-2015 after joining at Pay Level of x (Level 1 (18000-56900) at the entry level of RR&PP	Eligibility for movement* to Pay Level of x+1 (Level 2 (19900-63200) with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+2 (Level 3 (21700-69100) with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+3 (Level 4 (25500-81100) with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+4 (Level 5 (29200- 92300) with respect to joining at Pay Level of x
x	1	3 years	12 years	18 years	24 years
x	2	3 years	12 years	18 years	24 years
x	3	01-12-2015	12 years	18 years	24 years
x	4	01-12-2015	12 years	18 years	24 years
x	5	01-12-2015	12 years	18 years	24 years
x	6	01-12-2015	12 years	18 years	24 years
x	7	01-12-2015	12 years	18 years	24 years
x	8	01-12-2015	12 years	18 years	24 years
x	9	01-12-2015	12 years	18 years	24 years
x	10 or more	01-12-2015	**	***	***
x+1	10	Not Appl.	12 years	18 years	24 years
x+1	11	Not Appl.	12 years	18 years	24 years
x+1	12	Not Appl.	01-12-2015	18 years	24 years
x+1	13	Not Appl.	01-12-2015	18 years	24 years
x+1	14	Not Appl.	01-12-2015	18 years	24 years
x+1	15	Not Appl.	01-12-2015	18 years	24 years
x+1	16	Not Appl.	01-12-2015	18 years	24 years
x+1	17	Not Appl.	01-12-2015	18 years	24 years
x+1	18	Not Appl.	01-12-2015	01-12-2015	24 years
x+1	19	Not Appl.	01-12-2015	01-12-2015	24 years
x+1	20 or more	Not Appl.	01-12-2015	01-12-2015	****
x+2	20	Not Appl.	Not Appl.	01-12-2015	24 years
x+2	21	Not Appl.	Not Appl.	01-12-2015	24 years
x+2	22	Not Appl.	Not Appl.	01-12-2015	24 years
x+2	23	Not Appl.	Not Appl.	01-12-2015	24 years
x+2	24 or more	Not Appl.	Not Appl.	01-12-2015	01-12-2015

\* Subject to satisfying Clause 12(c) of Section A for previous 3 years of service, instead of 6 years.

\*\* After 3 years of becoming eligible for the previous **Pay Level**.

\*\*\* After 6 years of becoming eligible for the previous **Pay Level**.

\*\*\*\* After 4 years of becoming eligible for the previous **Pay Level**.

Note: Eligibility for promotion is subject to fulfilling the requirements of Clause 12 of Section A.

Table B.2(a)

Eligibility period for promotion of the existing employees in Group A with the entry level, Pay Level 10 (56100-177500) and those in Group B not covered in Table B.1(a)

Pre-sent Pay Level	No. of years as on 1-12-2015 after joining at Pay Level of x at the entry level of RR&PP	Eligibility for promotion to Pay Level of x+1 with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+2 with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+3 (if applicable) with respect to joining at Pay Level of x
x	1	6 years	12 years	18 years
x	2	6 years	12 years	18 years
x	3	6 years	12 years	18 years
x	4	6 years	12 years	18 years
x	5	6 years	12 years	18 years
x	6	01-12-2015	12 years	18 years
x	7	01-12-2015	12 years	18 years
x	8	01-12-2015	12 years	18 years
x	9	01-12-2015	12 years	18 years
x	10 or more	01-12-2015	**	***
x+1	10	Not Applicable	12 years	18 yrs
x+1	11	Not Applicable	12 years	18 yrs
x+1	12	Not Applicable	01-12-2015	18 yrs
x+1	13	Not Applicable	01-12-2015	18 yrs
x+1	14	Not Applicable	01-12-2015	18 yrs
x+1	15	Not Applicable	01-12-2015	18 yrs
x+1	16	Not Applicable	01-12-2015	18 yrs
x+1	17	Not Applicable	01-12-2015	18 yrs
x+1	18	Not Applicable	01-12-2015	01-12-2015
x+1	19	Not Applicable	01-12-2015	01-12-2015
x+1	20 or more	Not Applicable	01-12-2015	01-12-2015
x+2	20 or more	Not Applicable	Not Applicable	01-12-2015

\*\* After 3 years of becoming eligible for the previous **Pay Level**.

\*\*\* After 6 years of becoming eligible for the previous **Pay Level**.

Note: Eligibility for promotion is subject to fulfilling the requirements of Clause 12 of Section A.

Table B.2(b)

Eligibility period for promotion of the existing employees in Group A with the entry level, Level 12 (78800-209200)

Present Pay Level	No. of years as on 1-12-2015 after joining at Pay Level of x at the entry level of RR&PP	Eligibility for promotion to Pay Level of x+1 with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+2 with respect to joining at Pay Level of x	Eligibility for promotion to Pay Level of x+3 (if applicable) with respect to joining at Pay Level of x
x	1	6 years	9 years	12 years
x	2	6 years	9 years	12 years
x	3	6 years	9 years	12 years
x	4	6 years	9 years	12 years
x	5	6 years	9 years	12 years
x	6	01-12-2015	9 years	12 years
x	7	01-12-2015	9 years	12 years
x	8	01-12-2015	9 years	12 years
x	9	01-12-2015	01-12-2015	12 years
x	10 or more	01-12-2015	01-12-2015	**
x+1	10	Not Applicable	01-12-2015	12 yrs
x+1	11	Not Applicable	01-12-2015	12 yrs
x+1	12	Not Applicable	01-12-2015	01-12-2015
x+1	13	Not Applicable	01-12-2015	01-12-2015
x+1	14	Not Applicable	01-12-2015	01-12-2015
x+1	15	Not Applicable	01-12-2015	01-12-2015
x+1	16	Not Applicable	01-12-2015	01-12-2015
x+1	17	Not Applicable	01-12-2015	01-12-2015
x+1	18	Not Applicable	01-12-2015	01-12-2015
x+1	19	Not Applicable	01-12-2015	01-12-2015
x+1	20 or more	Not Applicable	01-12-2015	01-12-2015
x+1	20 or more	Not Applicable	Not Applicable	01-12-2015

\*\* After 3 years of becoming eligible for the previous **Pay Level**.

Note: Eligibility for promotion is subject to fulfilling the requirements of Clause 12 of Section A.



**Table B.3**

**Retrospective benefit in years of service for employees who joined at Pay Level higher than the entry level, Pay Level in RR&PP**

<b>Cadre</b>	<b>Joining Pay Level (x: cadre entry level, Pay Level)</b>	<b>Joining date to be shifted back by</b>	<b>Pay Level as on effective joining date</b>
Group B and C cadres	x+1	6 years	x
	x+2	12 yrs	x
Group A cadres with entry Pay Level 10 (56100-177500)	x+1	6 years	x
	x+2	12 years	x
Group A cadres with entry Pay Level 12 (78800-209200)	x+1	6 years	x
	x+2	9 years	x

Explanatory note:

- (a) An employee who joined in the year 2006 with Pay Level 4 (25500-81100) shall be considered to have joined in the year 2000 (= 2006 - 6) with Pay Level 3 (21700-69100)
- (b) An employee who joined in the year 2008 with Pay Level 8 (47600-151100) shall be considered to have joined in the year 1994 (= 2006 - 12) with Pay Level 6 (35400-112400)
- (c) An employee who joined in the year 2006 with Pay Level 11 (67700-208700) shall be considered to have joined in the year 2000 (= 2006 - 6) with Pay Level 10 (56100-177500)

### **C. Promotion of Employees Stagnating at the Highest Level of a Cadre in RR&PP**

Employees who reach the highest level of a certain cadre as per RR&PP (referred to as the feeder cadre in the sequel) may be given an opportunity to be promoted to the entry level of the next higher cadre (referred to as the promotional cadre in the sequel), subject to the following conditions:

- 1) Availability of the promotional cadre shall be as per Table C.1.
- 2) The scheme shall be applicable only to the employees directly recruited in the feeder cadre.
- 3) The employee must meet the RR&PP qualifications and experience and must possess the skill set requirements of the promotional cadre.
- 4) One-tenth of the total strength (minimum of 10) of the promotional cadres in Group A and one-fourth of the total strength of the promotional cadres in Group B, as listed in Table C.1, may be used for promotion of employees stagnating in the feeder cadre. These positions will be filled through the selection amongst the eligible employees.
- 5) The selection shall be made only for the entry level designation of the promotional cadre.
- 6) To be eligible for promotion, the employee must have spent the required number of years as given in Table C.2.
- 7) On promotion, an employee shall be financially upgraded as given in Table C.2. Irrespective of the Pay Level/level after promotion, the employee shall be placed in the promotional cadre at the lowest substantive position with the entry-level designation, and in terms of seniority will be below all existing employees in that substantive position. An employee having received promotion under this scheme will be considered for subsequent promotions only after the eligible seniors.

**Table C.1**

**Feeder and promotional cadres and posts  
(for promotion of the employees stagnating at the highest level of a cadre)**

<b>Ref.</b>	<b>Feeder Cadre</b>	<b>Stagnated post</b>	<b>Ref.</b>	<b>Promotional Cadre / Post</b>
1.1.1	Group C: Jr. Lab Assistant / Jr. Mechanic / Jr. Technician / Jr. Technician (Specific Skill)	Sr. Lab Assistant / Sr. Mechanic / Sr. Technician / Sr. Technician (Specific Skill)	1.1.2	Group B: Technical Superintendent
1.1.2	Group B: Technical Superintendent	Assistant Technical Officer	1.1.3	Group A: Technical Officer (Scale -I)
3.2.1	Group C: Jr. Administrative Assistant	Sr. Administrative Assistant	3.2.2	Group B: Administrative Superintendent
3.2.2	Group B: Administrative Superintendent	Asst. Administrative Officer	3.4.1	Group A: Assistant Registrar

**Table C.2(a)**

**Eligibility and Pay Level after promotion for the employees on roll as on 01-12-2015  
(for promotion of the employees stagnating at the highest level of a cadre)**

<b>Pay Level in feeder cadre</b>	<b>Eligibility criteria</b>	<b>Pay Level in the promotional cadre</b>
Group C: Level 6 (35400-112400)	6 years at Level 6 (35400-112400)	Group B: Level 7 (44900-142400)
Group C: Level 7 (44900-142400)	6 years at Level 7 (44900-142400) or total 12 years at Level 6 (35400-112400) and above	Group B: Level 8 (47600-151100)
Group C: Level 8 (47600-151100) / Level 9 (53100-167800)	6 years at Level 8 (47600-151100) or total 18 years at Level 6 (35400-112400) and above	Group B: Level 10 (56100-177500)
Group B: Level 9 (53100-167800) / Level 10 (56100-177500)	6 years at Level 9 (53100-167800) or Level 10 (56100-177500)	Group A: Level 10 (56100-177500)

**Table C.2(b)**

**Eligibility and Pay Level after promotion for the employees appointed after 01-12-2015  
(for promotion of the employees stagnating at the highest level of a cadre)**

<b>Pay Level in feeder cadre</b>	<b>Eligibility criteria</b>	<b>Pay Level in the promotional cadre</b>
Group C: Level 6 (35400-112400)	6 years at Level 6 (35400-112400)	Level 7 (44900-142400) in Group B
Group C: Level 7 (44900-142400)	6 years at Level 7 (44900-142400) or total 12 years at Level 6 (35400-112400) and above	Level 7 (44900-142400) in Group B
Group B: Level 9 (53100-167800) / Level 10 (56100-177500)	6 years at Level 9 (53100-167800) or Level 10 (56100-177500)	Level 10 (56100-177500) in Group A