

Ref.: MES 16 ADM(1) 2024

Dated: 06.05.2024

**Sub: Re-structuring the pay scales of unaided staff in the MES Institutions**

**Preamble:**

1. The pay scales of unaided staff in the MES Institutions were re-structured w.e.f. 1<sup>st</sup> July 2014 to match with the pay scales of corresponding cadres in Government, as envisaged under Rule 3(b) of KEI Rules 2005. The Government further revised the pay scales of its employees in 2018 and in 2024. Therefore, till such time the pay scales of MES are revised, an interim relief of 60% had been sanctioned at 20% each in 2019, 2020 and 2021, as an adhoc measure.
2. Taking into account the subsequent increase in the cost of living and the revision of pay scales by the Government in 2018 and 2024, the OB, at its meeting held on 07.07.2023 decided to refer the matter to the HR subcommittee to examine the further revision/re-structuring of pay scales and give its recommendations. The subcommittee chaired by Sri Narahari K S submitted its recommendations to the OB on 07.03.2024. The OB approved the report of the HR subcommittee and recommended to the Managing Committee for final approval.
3. The recommendations of the HR subcommittee were approved and accepted by the Managing Committee at its meeting held on 20.04.2024 to implement the revised pay scales from **1<sup>st</sup> July, 2024**.
4. Taking all this into account, the following orders are issued:

**Office Memorandum**

1. The revised pay scales, as per **First Schedule**, shall come into force from 1<sup>st</sup> July, 2024.
2. **These rules shall not apply to: -**
  - a) persons drawing pay in the UGC/AICTE/ICAR scales of pay;
  - b) persons appointed on part time and/or full-time temporary basis;
  - c) persons appointed on contractual basis;
  - d) persons appointed on consolidated pay or salary;
  - e) persons appointed as guest faculty;
  - f) persons reemployed in service after retirement;
  - g) any other class or category of persons whom the management may by order, specifically exclude from the operation from all or any of the provisions of these rules.

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3. The revised pay rules are applicable to employees of MES appointed on regular scale of pay and employees who have been granted existing senior time scale of pay and/or selection grade time scale of pay.
4. Senior time scale of pay and the Selection grade time scale of pay for each cadre is indicated in **Second Schedule**.
5. The House Rent Allowance is revised from 20% to 10% on the revised basic pay and the existing 5% TA is discontinued and replaced with a Fixed Travel Allowance of Rs.500/-.
6. Fixation of pay in the revised pay scales for all the cadres will be worked out and communicated individually to each employee.
7. The existing charge allowance of 15% and 5% to the officiating Principals/Head Mistress and Vice principals respectively, shall continue as per the revised basic.
8. The existing dates of annual increments are rescheduled from 1<sup>st</sup> June to two dates i.e., to 1<sup>st</sup> January and 1<sup>st</sup> July depending on the date of appointment of the employee.
9. As the proposed scales are long enough, it should be possible to restructure them further to provide for the posts of Senior Lecturers, Assistant/Associate Professors and Professors. However, the qualification, eligibility and selection for such posts have to be determined in conformity with certain transparent rules and procedures envisaged in the Cadre & Recruitment rules, 2017.
10. In the case of non-teaching staff, the need is more for rationalization of posts and designations so that multi-tasking and acquisition of relevant qualifications and skills by the staff is encouraged and they do not land in dead-end jobs.
11. The establishment of such a progressive pay and incentive environment is not sustainable unless it is based on a fair and objective Performance Appraisal system. Sanction is accorded to the setting up of such a system during the course of the academic year 2024-25 so that appraisals of all staff are available during the academic year 2025-26.
12. All part-time/full time temporary and teachers appointed on contractual basis shall be re-designated as '**guest faculty**'.
13. Workload for teachers of practical subjects in Degree and PU Colleges shall be 20-24 hours/week and for non-practical subjects it shall be 16-18 hours/week.

(Approved by the President)

  
K.M. Raghavendran  
Chief Executive  
Mysore Education Society

To

1. All the Heads of Institutions
2. Manager (F&A), MES
3. Guard File

Chief Executive  
The Mysore Education Society  
Malleswaram, Bangalore-560 003

# MYSORE EDUCATION SOCIETY

## First Schedule

**MES Master Pay Scale (2024):** 17400-400-18600-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100-2500-104600

Sl. No.	Existing Pay Scales (2014)	Revised Pay Scales (2024)
1	9600-200-10600-300-12100-400-14100-500-16600-600-19600-700-26600	17400-400-18600-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-39800-1100-46400-1250-48900
2	11650-400-13250-500-16250-600-19850-700-22650-800-26650-900-32950	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900
3	12850-400-13250-500-16250-600-19850-700-22650-800-26650-900-33850-1000-36850	23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-67550
4	14750-500-16250-600-19850-700-22650-800-26650-900-33850-1000-39850	27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-72500
5	18050-600-19850-700-22650-800-26650-900-33550-1000-39850-1100-44250-1250-45500	32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-72500-1900-82000
6	23450-800-26650-900-33850-1000-39850-1100-44250-1250-56750	43100-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100-2500-104600
7	27550-900-33850-1000-39850-1100-44250-1250-56750	50150-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100-2500-104600

*Soa*

*Kanegharindra*  
Chief Executive  
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# MYSORE EDUCATION SOCIETY

## Second Schedule

Sl. No.	Existing Pay Scales (2014)	Revised Pay Scales (2024)	Revised Senior scale	Revised Selection grade scale
1	9600-200-10600-300-12100-400-14100-500-16600-600-19600-700-26600	17400-400-18600-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-39800-1100-46400-1250-48900	20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900	24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600
2	11650-400-13250-500-16250-600-19850-700-22650-800-26650-900-32950	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900	27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-64250	36000-950-39800-1100-46400-1250-53900-1450-62600-1650-69200
3	12850-400-13250-500-16250-600-19850-700-22650-800-26650-900-33850-1000-36850	23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-67550	27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-70850	40900-1100-46400-1250-53900-1450-62600-1650-72500-1900-76300
4	14750-500-16250-600-19850-700-22650-800-26650-900-33850-1000-39850	27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-72500	34300-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-72500-1900-76300	47650-1250-53900-1450-62600-1650-72500-1900-82000
5	18050-600-19850-700-22650-800-26650-900-33550-1000-39850-1100-44250-1250-45500	32600-850-36000-950-39800-1100-46400-1250-53900-1450-62600-1650-72500-1900-82000	40900-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-88300	53900-1450-62600-1650-72500-1900-83900-2200-94900
6	23450-800-26650-900-33850-1000-39850-1100-44250-1250-56750	43100-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100-2500-104600	53900-1450-62600-1650-72500-1900-83900-2200-97100-2500-112100	76300-1900-83900-2200-97100-2500-117100
7	27550-900-33850-1000-39850-1100-44250-1250-56750	50150-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100-2500-104600	61150-1450-62600-1650-72500-1900-83900-2200-97100-2500-112100	80100-1900-83900-2200-97100-2500-117700

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