

AICTE NOTIFICATION

Revised Pay Scales & Services Conditions

DEGREE LEVEL TECHNICAL INSTITUTIONS



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
INDIRA GANDHI SPORTS COMPLEX, I.P. ESTATE
NEW DELHI - 110 002

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अखिल भारतीय तकनीकी शिक्षा परिषद्
All India Council for Technical Education
(भारत सरकार का एक सांविधिक संस्थान) (A Statutory Body of the Government of India)

F. No 1-65/CD/NEC/98-99

Date.: March 15, 2000

To,

The Secretaries
Dealing with Technical Education
of all State Govts. and Union Territories

Sub : Recommendations of the All India Council for Technical Education (AICTE) regarding revision of Pay Scales and Service Conditions of Teachers, Librarians and Physical Education Personnel of Degree Level Technical Institutions.

Sir,

You are aware that the All India Council for Technical Education (AICTE) has been established by an Act of Parliament for proper planning and co-ordinated development, regulation and maintenance of Norms and Standards in the Technical Education System throughout the country. Consequent upon revision of Pay Scales based on the recommendations of the Central Vth Pay Commission, AICTE formulated a revision of Pay Scales and Service Conditions for Degree level Technical Institutions in the country. The recommendations of AICTE were sent to Govt. of India for approval. The Govt. of India examined these recommendations and suggested that the Revised Pay Scales and Service Conditions may be circulated to all the State Govts. and Union Territory Administrations for information and appropriate action. Accordingly the recommendations of the AICTE are hereby communicated to all concerned.

Items not covered by this notification shall be issued by a separate notification.

Yours faithfully,

(R. S. Nigam)
Member Secretary
(AICTE)

Copy forwarded for Information and appropriate action to the following :

1. All Directors of Technical Education of the States and Union Territories.
2. All Vice Chancellors of Universities / Deemed Universities.
3. All the Directors /Principals of Degree Level Technical Institutions.
4. All the Regional Officers of AICTE at Calcutta, Mumbai, Kanpur, Chennai, Chandigarh, Bhopal and Bangalore.
5. The Deputy Secretary Deptt. of Education, MHRD, Govt. of India, Shastri Bhawan, New Delhi-110 001.



(Dr. Madhulika Singh)
Advisor (CD)

**AICTE NOTIFICATION ON REVISION OF PAY-SCALES AND
ASSOCIATED TERMS AND CONDITIONS OF SERVICE
OF TEACHERS, LIBRARIANS AND PHYSICAL
EDUCATION PERSONNEL OF DEGREE
LEVEL TECHNICAL INSTITUTIONS**

1. PREAMBLE

The Government of India, Ministry of Human Resource Development, Department of Education had issued orders vide letters No. 37-104/95-TS.II, dated October 9, 1998 (Appendices A & B) and No. 37-104/98-TS.II date January 14, 1999 (Appendix C), implementing the Scheme of revision of pay-scales of teachers in centrally funded technical institutions, following revision of pay-scales of Central Government employees on the recommendations of the Fifth Central Pay Commission. The gist of these orders has also included in this notification. The Government orders require that AICTE notify other terms and conditions of service of teachers not included in the above Scheme, incorporating the approved pay-scales and other related conditions, on the line of existing scheme(s), with the approval of the Government. In pursuance of the above, this notification is issued by AICTE with the approval of the Government of India, Ministry of Human Resource Development, Department of Secondary & Higher Education.

2. COVERAGE

2.1 Scope

The provisions of this notification apply to teachers, librarians and physical education instructors in all degree level Technical Institutions and Colleges, University Faculties/ Departments/Institutions which are covered under the AICTE Act.

The revised pay-scales approved by the Government of India for degree level technical institutions are contained in the Government of India, Ministry of Human Resource Development, Department of Education orders No. F.37-104/95-TS.II, dated October 9, 1998 and No. 37-104/98-TS.II, dated January 14, 1999 (Appendices B & C).

The Scheme of revision of pay-scales given in this notification is applicable to teachers, librarians and physical education instructors in all the centrally funded degree level Institutions, Colleges and Deemed Universities, except IITS, IIMs, IISc. – Bangalore, Indian School of Mines (ISM) – Dhanbad, and National Institute of Industrial Engineering (NITIE) – Mumbai.

The revised pay-scales based on the above orders of the Government of India, effective from January 1, 1996, are given in Tables (Appendix D-1, 2 and 3).

Regional Engineering Colleges are joint ventures of the Government of India and the State Governments. The Scheme of revised pay-scales may be implemented by them with the approval of their respective Board of Governors.

State Governments who wish to adopt and implement the Scheme shall be provided financial assistance by the Central Government, subject to stipulations made in paras 3-8 of the Government of India letter No.F.37-104/95-TS.II, dated October 9, 1998 (Appendix - B).

This notification shall apply to those institutions which were in receipt of financial support from the Government as on 1.1.96. There shall however be no objection if other institutions i.e. those outside the purview of Ministry of Human Resource Development orders dated 9.10.98 *ibid* adopt these guidelines or, are statutorily required for such adoption without any financial assistance from Govt. of India.

2.2 Date of Effect

The revised pay-scales shall be effective from 1.1.96 or from such later date as the respective state Govts/UT Administrations may decide. Other terms and conditions of service shall come into force w.e.f. the date of notification by the State Govts/UT Administrations.

3.0 CADRE STRUCTURE

For a degree level technical Institution there shall be one post of Director/Principal/Head of Institution. The cadre structure in each Department shall be as given in Table 3.1 below :

Table - 3.1

CADRE STRUCTURE FOR TEACHERS IN DEGREE LEVEL TECHNICAL INSTITUTIONS

Level	Cadre
1.	Professor
2.	Assistant Professor
3.	Lecturer
4.	Principal / Director

The ratio of Professors / Assistant Professors / Lecturers shall continue to be 1:2:4 as at present.

Under Career Advancement Scheme, the number of posts of Lecturer (Senior Scale) and Lecturer (Selection Grade), Assistant Professor and Professor in an institution shall be limited to the total sanctioned strength.

The required total strength of teachers in an institution shall be determined on the basis of the student / staff ratio, according to norms as approved by AICTE.

The number of teachers in individual subjects like Physics, Chemistry, Mathematics and Humanities in most technical institutions is quite small. With such small numbers and fixed ratios in cadre levels (prescribed as Professor / Assistant Professor / Lecturer = 1:2:4), it is quite likely that there will hardly be any senior positions if the above mentioned subjects are treated as separate subject entities. For the purpose of working out the strength at various cadre levels, the total strength of faculty in the disciplines of Applied Science and Humanities may therefore be taken together.

However, for counting total strength of faculty for the purpose the present system of combined / separate departments in the disciplines of Applied Science and Humanities may not actually be disturbed.

4.0 QUALIFICATIONS

- 1: The prescribed minimum qualifications and experience requirements for the various teaching posts in Degree Level Technical Institutions are given in Tables (Appendix E-1, 2, 3, 4, 5, 6).

The minimum qualifications and experience requirements for Librarians and Physical education instructors are given in Tables (appendix E-7 and 8) respectively.

For other disciplines such as Hotel Management and Catering Technology, a separate notification on qualifications and experience requirements would be issued.

5.0 RECRUITMENT

Direct recruitment to all cadre posts should be based strictly on merit, by open selection through open advertisement at national level. However, temporary vacancies at the level of lecturers may be filled through campus selection on contract basis. These selections may be subject to the following conditions:

- a. There will be no relaxation of the prescribed educational qualifications, experience etc.
- b. The person appointed temporarily may not be continued beyond a period of one year.

6.0 INCENTIVES FOR HIGHER QUALIFICATIONS

- a. At the time of recruitment as Lecturers, four and two advance increments will be admissible to those of the Science/Humanities faculty who hold Ph.D. and M. Phil degrees respectively; and to those of the technical faculty who hold Ph.D. and M.E./M. Tech degrees respectively.
- b. One increment will be admissible to those Science /Humanities teachers with M.Phil and to those technical faculty with ME/M.Tech who acquired Ph.D. within two years of recruitment.
- c. A Lecturer with Ph.D. will be eligible for two advance increments when he moves into Selection Grade as Assistant Professor.
- d. A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

7.0 CAREER ADVANCEMENT

- a. Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for others with M.Phil/ME/M.Tech and six years for others as a lecturer, and for eligibility to move into the grade of lecturer (Selection Grade) / Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- b. For movement into grades of Assistant Professor and above, the minimum eligibility criterion would be Ph.D. Those teachers without Ph.D. can go upto the level of lecturer (Selection Grade).
- c. An Assistant Professor with a minimum of eight years of service will be eligible for consideration for appointment as Professor.
- d. For every upward movement, a selection process would be evolved, for which appropriate guidelines would be laid down by the All India Council for Technical Education (AICTE) in consultation with the Government of India.

8.0 REVISION OF CERTAIN PAY SCALES

The pay of Assistant Professors and Professors who were in the prescribed scales of Rs. 3000-5000 and Rs. 4500-5700 will be fixed at the appropriate stage of the revised scale of Rs. 10000-325-15200 and Rs. 16400-450-20900-500-22400 respectively as on 1.1.96. They will continue in present scales and on their promotion as Professors the post will be filled up as Assistant Professors. The posts of Associate Professors will be phased out thus.

9.0 TEACHING DAYS

Every institution shall have at least 180 full teaching days per year (or 90 full teaching days per semester). "Teaching days" here shall mean actual class room/Laboratory contact teaching days, and shall not include days of examinations/tours/ sports, etc.

10.0 WORKLOAD

Workload of a teacher should not be less than 40 hours a week, of which teaching-contact hours should be as follows :

Director/Principal	- 4 hours / week
Professors	- 8 hours / week
Assistant Professors	- 12 hours / week
Lecturers	- 16 hours / week

For the above stipulations, two tutorial hours/two laboratory hours will be counted as one teaching hour. The teaching contact hours of teachers selected /promoted under the Career Advancement Scheme shall remain the same as those of the substantive posts they are occupying.

The Work plan of teachers shall ensure, in the most productive manner, the utilization of stipulated 40 working hours per week, with regard to the roles, jobs and targets assigned to them by the Department / Institution. Teachers shall be present in the institution during the working hours unless engaged in official work outside.

11.0 JOB RESPONSIBILITY

The job responsibilities of teachers of degree level institutions are given (Appendix F).

12.0 ACCOUNTABILITY

12.1 *Pay Revision as a Composite Package*

Better compensation package, performance and accountability are inter-related, and one cannot be had without the other. Performance appraisal and accountability shall be an integral part of this pay revision package.

12.2 *Performance Appraisal*

An open, transparent and objective Performance Appraisal System comprising of self-appraisal, and peer evaluation shall be implemented. AICTE would evolve guidelines for this purpose.

13.0 SUPERANNUATION AND RE-EMPLOYMENT

The age of superannuation of teachers in degree level technical institutions would be 62 years and thereafter no extension of service shall be given. However, an Institute may re-employ a superannuated teacher upto 65 years of age in accordance with the existing provisions(s) in the Statutes/Memorandum of Association and Rules/Schemes, Regulations and By-laws of the Institute, as the case may be.

The age of superannuation of Registrar, Librarians, Physical Education Personnel, Controllers of Examinations, Finance Officers and such other employees of technical institutions as are treated at par with the teachers and whose age of superannuation was 60 years, will be 62 years. However, there is no provision of re-employment for such category of staff.

14.0 FITMENT FORMULA AND ALLOWANCES

14.1 *Fitment Formula*

Pay with effect from January 01, 1996 in the revised scale of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997, and governed by other relevant provisions of Central Civil Services (Revised Pay) Rules, 1997 as applicable.

14.2 *Pay Fixation of Lecturers (Selection Grade) and Assistant Professors*

The fixation of pay of Lecturers (Selection Grade) and Assistant Professors in the pre-revised scale of Rs. 3700-125-4900-150-5700, who were selected strictly in accordance with rules and regulations framed by AICTE and who were in position as Lecturers (Selection Grade) / Assistant Professors as on 01-01-1996, will be made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade.

14.3 *Arrears*

The payment of arrears will be made in one instalment.

14.4 *Allowances*

(i) Central Government / State Government / Government-Aided Institutions

Teachers will be entitled for the DA, HRA, Transport Allowance, CCA at the same rates as applicable to Central Government employees in respect of Central Universities. However, State Universities/ Colleges may take their own decision in regard to these allowances keeping in view the matters followed for other employees in the State Government but within Government of India ceilings.

15.0 OTHER TERMS AND CONDITIONS OF SERVICE OF TEACHERS

15.1 *General*

- a. These orders are subject to the conditions as contained in para 4 of the Ministry of Finance OM No. 7(34)/E.III-A/97 dated 02.12.1997 (included in Appendix II) on pay revision of employees of Quasi-Government Organizations/ Autonomous Organizations, Statutory Bodies, etc., set up and funded by the Central Government.
- b. The implementation of the revised scales will be subject to the acceptance of all the conditions mentioned in the scheme as well as of the other terms and conditions issued by the AICTE in this behalf.

- c. The State Governments/Institutions are required to amend immediately their Statutes, Memorandum of Association, Rules/Schemes, Regulations, By-Laws, as the case may be, in line with the Scheme forthwith.
- d. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Secondary and Higher Education, Ministry of Human Resource Development, Government of India for clarification.

15.2 Pension and other retirement benefits.

Teachers if entitled may be given pension and other retirement benefits at rates applicable to Central/ State Government employees, whenever pension scheme is in operation.

15.3 Medical Facilities

Reimbursement of Medical expenses will be provided for teachers and their families as per Central / State Government Rules.

15.4 TA / DA Rules

TA/DA rules in accordance with Central /State Government norms may be adopted.

15.5 Sabbatical Leave / Academic Leave

- i. Permanent, whole-time teachers of the Institution / University who have completed seven years of service as Lecturer (Selection Grade/ Assistant Professors or Professor) may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the universities/Institutions and higher education system.
- ii. The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.
- iii. A teacher who has availed himself/herself of study leave, would not be entitled to the sabbatical leave.

Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme.

- iv. A teacher shall, during the period of sabbatical leave, be paid full pay and allowance (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.
- v. A teacher on sabbatical leave shall not take up during the period of that leave, any regular appointment under another organisation in India and abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad-hoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies provided that in such cases the Governing Body / Executive Council / Syndicate may, if it so desires, sanction sabbatical leave on reduced pay and allowances.
- vi. During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, provided that the teacher rejoins the Institution/University on the expiry on his/her leave.

NOTE :

- I. The programme to be followed during sabbatical leave shall be submitted to the university for approval along with the application for grant of leave.
- II. On return from leave, the teacher shall report to the Institution/University, the nature of studies, research or other work undertaken during the period of leave.

16.0 CENTRAL ASSISTANCE TO STATE GOVERNMENTS

1. The Central Government has decided to provide financial assistance to the State Governments who wish to adopt and implement the scheme of revision of pay scales subject to the following terms and conditions :
 - a. The Central Government will provide financial assistance to the State Governments which have opted for these revised pay scales to the extent of 80% of the additional expenditure involved in the implementation of the revision.
 - b. The State Government will meet the remaining 20% of the expenditure from their own sources.
 - c. The financial assistance, indicated above, would be provided for the period from January 1, 1996 to March 31, 2000, or from the actual date of implementation to March 31, 2000 as the case may be.
 - d. The entire liability on account of revision of pay scales, etc., of teachers of degree-level technical institutions would be taken over by the State Government w.e.f. April 1, 2000.
 - e. The Central assistance would be restricted to revision of pay scales in respect of only those posts which were in existence and filled up as on 01.01.1996.
2. The State Governments, after taking local conditions into consideration, may also decide in their discretion, to introduce scales of pay different from those mentioned in the Scheme, and may give effect to the revised scales of pay from January 1, 1996, or a later date. In such cases, the details of the modification proposed either to the scales of pay or the date from which the Scheme is to be implemented, should be furnished to the Government of India for its approval and, subject to the approval being accorded to the modifications, Central assistance on the same terms and conditions as indicated above will be available to the State Governments for implementation of the Scheme with such modifications, provided that the modified scales of pay are not higher than those approved under the Scheme.
3. The payment of Central assistance for implementation of the Scheme is also subject to the condition that the entire Scheme of revision of pay-scales, together with all the conditions to be laid down in this regard by AICTE, including revised qualification requirements and recruitment procedures, is implemented by the State Governments as a composite scheme without any modification except to the date of implementation and scales of pay as indicated above.
4. The State Governments/Technical Institutions shall make necessary changes in their Statutes, Memorandum of Association, Rules/Scheme, Regulations, By-laws etc., as the case may be, to incorporate the provisions of this Scheme.
5. The detailed proposals for implementation of the Scheme on the lines indicated above may kindly be formulated immediately and sent to the Government of India, Ministry of Human Resource Development, Department of Education for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.

Note : Items not covered by the above shall be covered by a separate notification.

No. F.37-104 / 95-TS.II
Government of India
Ministry of Human Resource Development
(Department of Education)

Shastri Bhawan, C Wing, New Delhi

Dated : October 9, 1998

To

The Secretaries dealing with Technical Education of all States / Union Territories.

Sub. : Revision of Pay Scales of Teachers in Engineering colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Arts and Crafts institutions following the revision of Pay Scales of Central Government employee on the recommendations of fifth Central Pay Commission.

Sir,

I am directed to say that in fulfilment of the Constitutional responsibility for coordination, determination and maintenance of standards in Higher and Technical Education, the Central Government and All India Council For Technical Education (AICTE) have taken, from time to time, several measures. Following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission, The Central Government has revised the pay scales of teachers in Central/Universities and colleges thereunder and has offered to provide financial assistance to those State Governments who wish to adopt and implement the same in their respective States.

1. It has now been decided by the Central Government, after taking into consideration the recommendations made by the AICTE and revised pay scales of teachers in Central Universities and colleges thereunder, to revise the pay scales of teachers in the Centrally-funded degree level technical institutions. A copy of the scheme giving details of the revised scales of pay and other related provisions is enclosed (Annexure).
2. The Central Government has decided to provide financial assistance to the State Governments who wish to adopt and implement the scheme of revision of pay scales subject to the following terms and conditions:
 - a. The Central Government will provide financial assistance to the state Governments which have opted for these revised pay scales to the extent of 80% of the additional expenditure involved in the implementation of the revision.
 - b. The State Government will meet the remaining 20% of the expenditure from their own sources.
 - c. The financial assistance, indicated above, would be provided for the period 1-1-1996 to 31-3-2000.
 - d. The entire liability on account of revision of pay scales etc. of teachers of degree-level technical institutions would be taken over by the State Governments w.e.f.1-4-2000.
 - e. The Central assistance would be restricted to revision of pay scales in respect of only those posts which were in existence and filled up as on 1-1-1996.

3. The State Governments, after taking local conditions into consideration, may also decide in their discretion, to introduce scales of pay different from those mentioned in the Scheme, and may give effect to the revised scales of pay different from those mentioned in the Scheme, and may give effect to the revised scales of pay from January 1, 1996, and 27-07-1998, as the case may be, or a later date. In such cases, the details of modifications proposed either to the scales of pay or the date from which the Scheme is to be implemented, should be furnished to the Government of India for its approval and subject to the approval being accorded to the modifications, Central assistance on the same terms and conditions as indicated above will be available to the State Governments for implementation of the Scheme with such modifications, provided that the modified scales of pay are not higher than those approved under the Scheme.
4. The Payment of Central assistance for implementation of the Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down in this regard by the AICTE is implemented by the State Governments as a composite scheme without any modification except to the date of implementation and scales of pay as indicated above.
5. It shall be necessary for the technical institutions to make necessary changes in their Statutes, Memorandum of Association, Rules/Scheme, Regulations, Bye-laws etc., as the case may be, to incorporate the provisions of this scheme.
6. The detailed proposal for implementation of the Scheme on the lines indicated above may kindly be formulated immediately and sent to the Department of Education in the Ministry of Human Resource Development for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.
7. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for Clarification.
8. This Scheme applies to teachers in all degree level technical institutions and colleges, universities faculties/departments/institutions which are covered under the AICTE Act.
9. Regional Engineering Colleges are joint ventures of the Government of India and the State Governments. This Scheme of revised pay scales may be implemented by them with the approval of their respective Board of Governors.
10. The Receipt of this letter may kindly be acknowledged.

Yours faithfully,

(K. N. Biswas)
Deputy Secretary to the
Government of India
Tel. : 3387153

Encl : as above

Copy forwarded for information and necessary action to :

1. Member Secretary, All India Council For Technical Education, Indira Gandhi Sports Complex, I. P. Estate, New Delhi-110 002
2. All divisions in the Technical Education Bureau.

(K. N. Biswas)
Deputy Secretary to the Government of India

**Annexure to Ministry of Human Resource
Development, Department of Education's
Letter No. 37-104/95-TS.II**

Dated 9th October, 1998.

Scheme of Revision of Pay Scales of teachers in Centrally Funded degree level technical Institutions following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission.

1. (i) Pay Scales

Statement showing the existing and revised scales of pay of teachers from 1-1-1996 to 26-7-1998 is at Annexure I For the period 27-07-98 onwards the scales contained in Annexure II would be applicable.

The revised scale of Associate Professor is for the existing incumbents only on personal basis. These posts will get abolished as and when the present incumbents vacate the posts. No fresh recruitment shall be made to the cadre.

The scheme of revision of pay scales of Librarians and Physical Education personnel was included in Ministry of Human Resource Development Letter No. F. 6-1/88-T.5 dated 28-02-1989. The revised pay scales for these categories as given in Annexure III will be applicable to such technical institutions where the scheme as contained in the Ministry's letter referred to above are in operation before 1-1-1996.

ii) Incentives for Ph.D / M. Phil / ME / M.Tech.

- a. At the time of recruitment as Lecturers, four and two advance increments will be admissible to those of the Science / Humanities faculty who hold Ph.D and M.Phil degrees respectively; and to those of the technical faculty who hold Ph.D. and M. E. / M. Tech. degrees respectively.
- b. One increment will be admissible to those Science / Humanities teachers with M. Phil and to those technical faculty with ME/M.Tech. who acquire Ph.D within two years of recruitment.
- c. A Lecturer with Ph.D will be eligible for two advance increments when he moves into Selection Grade as Assistant Professor.
- d. A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

iii) Career Advancement

- a. Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for others with M.Phil / ME / M. Tech. and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade) / Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- b. For movement into grades of Assistant Professor and above, the minimum eligibility criterion

would be Ph.D. Those teachers without Ph.D. Can go up to the level of Lecturer (Selection Grade).

- c. An Assistant Professor with a minimum of eight years of service will be eligible for consideration for appointment as professor.
- d. For every upward movement, a selection process would be evolved, for which appropriate guidelines would be laid down by the All India Council for Technical Education (AICTE) in consultation with the Government of India.

iv) Rewarding the Merit

- a. The matter of laying down a super time scale of Rs. 22,000 – 500-24, 500 to Professors of Eminence in technical education will be considered in due course.
- b. AICTE would prepare a specific scheme in consultation with Government to reward and recognize meritorious teachers in technical education who may not have M. Phil/M.E. / M. Tech. or Ph.D. but who have made outstanding contributions in teaching and research.

(v) Allowances, effective date and fitment formula

- a. The revised scales of pay as contained in **Annexure - I** will be given effect from 1.1.1996 to 26.7.1998.
- b. The revised scales of pay as contained in **Annexure - II** will be given effect from 27.7.1998.
- c. Pay with effect from 1.1.96 in the revised scales of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997, and governed by other relevant provisions of Central civil Services (Revised Pay) Rules, 1997 as applicable.
- d. Pay in the revised scales of pay as at **Annexure - II** shall be fixed at the same stage with reference to the stage admissible vide para (c) above. In case where the same stage is not available, the pay may be fixed at the stage next above the pay admissible vide para (c) above.
- e. The payment of arrears will be made in one instalment.
- f. Teachers in Centrally funded degree level technical institutions will be entitled to Dearness Allowance; House Rent Allowance, Transport Allowance, city Compensatory Allowance and other allowances at the same rates and dates as applicable to the Central Govt. Employees.

vi. Age of Supperannuation

The age of supperannuation of teachers in degree level technical institutions will be 62 years and thereafter no extension in service will be given. However, the Institute may re-employ a supperannuated teacher upto 65 years in accordance with the existing provision(s) in the Statutes/Memorandum of Association and Rules / Schemes, Regulations and By-laws of the institute, as the case may be.

(vii) Other terms and conditions of service of teachers.

1. Other terms and conditions of service of teachers shall be notified by the AICTE incorporating the approved pay scales and other related conditions on the line of existing Scheme(s) with the approval of Government of India.

2. Pending the notification of terms and conditions of service by the AICTE, the revised scales of pay including arrears of salary may be given to the teachers in Centrally funded degree level technical institutions.
3. This Scheme will be applicable to teachers in all the Centrally funded degree level technical Institutions, Colleges and Deemed-to-be-Universities except IITs, IIMs, IISc, Indian School of Mines (ISM), Dhanbad and National Institute of Industrial Engineering (NITIE), Mumbai.
4. These orders are subject to the conditions as contained in para 4 of Ministry of Finance OM No. 7 (34) / E.III - A / 97 dated 2.12.1997 on pay revision of employees of Quasi-Government Organisations/Autonomous Organisations, Statutory Bodies etc. set up and funded by the Central Government.
5. The implementation of the revised scales will be subject to the acceptance of all the conditions mentioned in the scheme as well as of the other terms and conditions to be issued by the AICTE in this behalf.
6. The institutions are required to amend their Statutes, Memorandum of Association, Rules / Schemes, Regulations, By-laws of the Institutions, as the case may be, in line with the Scheme within three months.
7. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education, Ministry of Human Resource Development for clarification.

**ANNEXURE - I of Annexure to
Ministry of Human Resource and Development,
Department of Education's letter
No. 37-104/95 - TS. II**

Dated 9th October, 1998

Scales of Pay of various teaching posts in the Technical Education Sector at Degree Level (existing and received for the period 01.01.1996 to 26.07.1998).

Sl. No.	Category	Existing Pay Scale (in Rupees)	Revised Pay Scales (in Rupees)
1.	Lecturer	2200-75-2800-100-4000	8000-275-13500
2.	Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
3.	Lecturer (Selection Grade)	3700-125-4950-150-5700	12000-375-18000
4.	Assistant Professor	3700-125-4950-150-5700	12000-375-18000
5.	Associate Professor	4500-150-5700-200-6300	14300-450-19250
6.	Professor	4500-150-5700-200-7300	14300-450-22400
7.	Principals / Heads of Engg. Colleges / TTIs NIFFT/SPA/SLIET/NERIST/ Degree Level Technical Institutions	6300-200-7300	18400-500-22400 (Minimum to be fixed at) Rs. 19,400)

**ANNEXURE - II of Annexure to
Ministry of Human Resource and Development,
Department of Education' s letter
No. 37-104/95-TS,II**

Dated 9th October, 1998.

Scales of Pay of various teaching posts in the Technical Education Sector at Degree Level (existing and revised w.e.f. 27.07.1998).

Sl. No.	Category	Existing Pay Scale (in Rupees)	Revised Pay Scales (in Rupees)
1.	Lecturer	2200-75-2800-100-4000	8000-275-13500
2.	Lecturer (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
3.	Letterer (Selection Grade)	3700-125-4950-150-5700	12000-420-18300
4.	Assistant Professor	3700-125-4950-150-5700	12000-420-18300
5.	Associate Professor	4500-150-5700-200-6300	16400-450-20000
6.	Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
7.	Principals / Heads of Engg. Colleges / TTIs NIFFT/SPA/SLIET/NERIST/ Degree Level Technical Institutions	6300-200-7300	18400-500-22400 (Minimum to be fixed at) Rs. 19,400)

**ANNEXURE - III of Annexure to
Ministry of Human Resource and Development
Department of Education's Letter
No. 37-104/95-TS.II**

Dated 9th October 1998

Scales of Pay of Librarians and Physical Education Personnel

Sl. No.	Category	Scale of Pay as in Ministry of HRD letter No. F.6-1/88 T.5, dated 28.02.1989 (in Rupees)	Revised scales of pay w.e.f. 01.01.1996 (in Rupees)
<u>FOR UNIVERSITIES</u>			
1.	Librarian / Director of Physical Education	4500-150-5700-200-7300	16400-450-20900-500-22400
2.	Dy. Librarian / Dy. Director of Physical Education	3700-125-4950-150-5700	12000-420-18300
3.	Asstt. Librarian (Sr. Scale)/ Asstt. Documentation Officer (Sr. Scale)/ Asstt. Director of Physical Education (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
4.	Asstt. Librarian Asstt. Documentation Officer / Asstt. Director of Physical Education (Sr. Scale)	2200-75-2800-100-4000	8000-275-13500
<u>FOR COLLEGES</u>			
5.	College Librarian (Sl. Grade) / Director of Physical Education (Sl. Grade)	3700-125-4950-150-5700	12000-420-18300
6.	College Librarian (Sl. Scale) / Director of Physical Education (Sl. Scale)	3000-100-3500-125-5000	10000-325-15200
7.	College Librarian/ Director of Physical Education (Sl. Grade)	2200-75-2800-100-4000	8000-275-13500

F.No. : 7 (34) / E - III - A / 97
Government of India
Ministry of Finance
Department of Expenditure
New Delhi

December 2, 1997

OFFICE MEMORANDUM

Sub.: Pay revision of employees of Quasi-Government Organisations / Autonomous Organisations, Statutory Bodies, etc., set up and funded / controlled by the Central Government - Guidelines regarding.

1. As the Ministry of Home Affairs etc. are aware, the Government have already issued orders regarding revision of pay scales of Central Government employees on the basis of the recommendations of the Fifth Central Pay Commission as accepted by the Government. It has been decided that these orders may be extended to the employees of Autonomous Organisations etc. Whole pattern of emolument structure i.e. pay scales and allowances (in particular the Dearness Allowance, the House Rent Allowance and City Compensatory Allowance) are identical to those of the Central Government employees. This is further subject to the stipulation that conditions of services of employees of those Organisations, specially those relating to hours of work, payment of OIA etc., would also be exactly similar to those in Government departments. There is no objection to the Autonomous Organisations etc. adopting the Central Civil Services (Revised Pay) Rules, 1997. It may, however, be clarified that the revised scales of pay as incorporated in para A of the First Schedule to the Rules *ibid* alone may be adopted. It may further be added that the revised scales would be admissible to those employees who opt for these in accordance with the extant Rules. Likewise, deductions on account of Provident Fund or Contributory Provident Fund as the case may be will have to be made on the basis of the revised pay w.e.f. the date the employee opto to elect the revised pay scales.
2. In case of those categories of employees whose pattern of emoluments structure i.e. pay scales and allowances and conditions of service are not similar to those of the Central Government employees, a separate 'Group of Officers' in respect of each of the Autonomous Bodies may be constituted in the respective Ministry / Department. The financial advisor of the respective Ministry / Department will represent the Ministry of Finance on this Group. The Group would examine the proposals for revision of pay scales etc. taking into account the views, if any, expressed by the staff representatives of the concerned organisations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of these Autonomous Organisations etc. is not more beneficial than that admissible to the corresponding categories of the Central Government employees. The final package recommended by the 'Group of Officers' will require the concurrence of the Ministry of Finance or the Department of Personnels & Training, as the case may be.
3. The mode of payment of arrears of pay shall be the same as in case of Central Government employees viz. the arrears would be paid in case with the stipulation that where the amount of arrears is less than Rs. 5000/-, it should be paid in one installment and where it is in excess of Rs. 5000/-, plus fifty percent of the balance amount of arrears. The definition of amount shall also be the same as incorporated below Rule 11 in Central Civil Service (Revised Pay) Rules, 1997.

4. The adoption of revised scales of pay based on these orders by Autonomous Organisations, etc. both where the pattern of emoluments structure is identical to the Central Government and where emoluments structure is not similar will be subject to the following conditions as far as budgetary support for additional expenditure is concerned:
 - a. 80% of the additionality will be met by the Central Government.
 - b. 10% of the additionality will be met by the Autonomous Organisation etc. through additional generation of revenue; and
 - c. balance 10% of the additionality will be managed by the Autonomous Organisation etc. through saving.
- 4.1 In the case of Autonomous Organisations etc. which have no source of generating revenue, 90% of the additional expenditure will be met by the Central Government.
5. If the additional expenditure can not be met in accordance with the funding pattern mentioned in paragraph 4 and 4.1 above. each request for funds in excess of the amount worked as per this formula will be examined on merits by the administrative Ministry and sent to this Department for consideration.

(Madhulika P. Sukul)
Director (Pay)

To,

All Ministries / Departments of the Govt. of India
All Financial Advisers (By Name)

No. 37-104/98-TS.II
Government of India
Ministry of Human Resource Development
Department of Education
Technical Section II
Shastri Bhawan, ' C ' Wing New Delhi - 110 001

Dated : 14th January, 1999

To

The Director,
School of Planning & Architecture, New Delhi.

The Director,
National Institute of Foundry & Forge Technology, Ranchi.

The Director,
Sant Longowal Institute of Engineering Technology, Jalandhar.

The Director,
North Eastern Regional Institute of Science & Technology, Itanagar.

The Principal, Technical Teachers Training Institute,
Chennai, Bhopal, Calcutta, Chandigarh

Sub.: Revision of pay scales of teachers in Centrally funded degree level technical institutions following the revision of pay scales of Central Government employees on the recommendation of the Fifth Central Pay Commission.

Sir,

In Continuation of this Ministry's letter of even number dated 9th Oct., 1998, I am directed to say that the matter relating to revision of pay scales of teachers in Centrally funded Degree Level Technical Institutions was further considered by the government and it has been decided to make certain modification in the Scheme already notified by the Government vide this Department's letter of even number dated 9th Oct., 1998. The modifications made in the existing Scheme are as under:

1. PAY SCALES

- i. The revised scales of pay mentioned in annexure - II of annexure to this Department's letter dated 9th Oct., 1998 shall be effective from 1.1.1996. Accordingly, Annexure - I of annexure to the letter dated 9th Oct., 1998 may be treated as withdrawn.
- ii. The Annexure - III of Annexure to this Department's letter dated 9th October, 1998 shall be replaced by Appendix to this letter. The revised pay scales for the categories as given in Appendix are applicable only to such posts in technical institutions as are in the existing scales as per the

scheme of revision of pay scales as contained in this Ministry' s letter No. F6-1/88-T.5 dated 28th February, 1989 prior to 1.1.1996

- iii. The fixation of pay of Lecturers (Selection Grade) / Assistant Professors in the pre-revised pay scales of Rs. 3700-125-4950-150-5700/- who were selected strictly in accordance with the instructions contained in this Ministry' s letter No. 6-1/88-T.5 dated 28th Feb., 1989 and who were in position as Lecturers (Selection Grade) / Assistant Professor as on 1.1.1996 will be made in a manner that they get their pay fixed at the minimum of Rs. 14940/- in the revised scale of Rs. 12,000-420-18300 as and when they complete 65 years service in the grade.

2. AGE OF SUPERANNUATION

The age of superannuation of 62 years indicated in para - 1 (vi) of Annexure of letter dated 9th Oct., 1998 shall also be applicable to Registrars, Librarians, Physical Education personnel, Controllers of Examinations, Finance Officers and such other employees of the Technical Institutions who are treated at par with the teachers and whose age of superannuation was 60 years.

3. SCHEME FOR PROFESSIONAL DEVELOPMENT INCENTIVES TO LECTURERS

The AICTE will formulate a Scheme, in consultation with the Government for giving professional development incentives in the form of cash allowance or assistance in kind or both to those Lectures who register for M. Phil / Ph.d and whose pursuit of research is considered satisfactory by their guides.

4. OTHER TERMS & CONDITIONS

The other terms & conditions stipulated in the letter dated 9th Oct. 1998 will remain unchanged, except to the extent modified above.

Sd/-

(K. N. Biswas)

Deputy Secretary to the Govt. of India
Tel. No. 3387153

Copy to :

1. Principals of all Regional Engineering Colleges
2. Secretaries dealing with Technical Education of all States / Union Territories.
3. Member Secretary, All India council for Technical Education. I. G. Sports Complex, I.P. Estate, New Delhi - 110 002
4. All Divisional Heads in the Technical Education for taking necessary action.

Sd/-

(K. N. Biswas)

Deputy Secretary to the Govt. of India

**APPENDIX to Department of Education' s
Letter No. 37-104/95-TS.II**

Dated : 14th October, 1998

Scales of Pay of Librarians and Physical Education Personnel

SL. NO.	CATEGORY	SCALE OF PAY AS IN MINISTRY OF HRD LETTER NO. F.6-1/88 T.5, DATED 28.02.1989 (IN RUPEES)	REVISED SCALES OF PAY W.E.F. 01.01.1996 (IN RUPEES)
(1)	(2)	(3)	(4)
<u>For Universities</u>			
1.	Librarian/Director of Physical Education	4500-150-5700-200-7300	16400-450-20900-500-22400
2.	Dy. Librarian / Dy. Director of Physical Education	3700 - 125 - 4950-150-5700	12000-420-18300
3.	Asstt. Librarian (Senior Scale)/ Asstt. Documentation Officer (Senior Scale)/ Asstt. Director of Physical Education (Senior Scale)	3000-100-3500-125-5000	10000-325-15200
4.	Asstt. Librarian / Asstt. Documentation Officer / Asstt. Director of Physical Education	2200-75-2800-100-4000	8000-275-13500
<u>For Colleges</u>			
5.	College Librarian (Selection Grade) / Director of Physical Education (Selection Grade)	3700-125-4950-150-5700	12000-420-18300
6.	College Librarian (Senior Scale) / Director of Physical Education (Senior Scale)	3000-100-3500-125-5000	10000-325-15200
7.	College Librarian / Director of Physical Education	2200-75-2800-100-4000	8000-275-13500

Table D -1

**SCALES OF PAY OF VARIOUS TEACHING POSTS
IN THE TECHNICAL EDUCATION SECTOR AT DEGREE LEVEL
(existing and revised w.e.f. 01.01.1996)**

Sl. No.	Category	Existing Pay Scales (In Rupees)	Revised Pay Scales (In Rupees)
(1)	(2)	(3)	(4)
1.	Lecturer	2200-75-2800-100-4000	8000-275-13500
2.	Asstt. Professor	3700-125-4950-150-5700	12000-420-18300
3.	Associate Professor	4500-150-5700-200-6300	16400-450-20000
4.	Professor	4500-150-5700-200-7300	16400-450-20900-500-22400
5.	Principal / Head of Engineering College/ TTTIs/NIFFT/SPA/SLIET/ NERIST/Degree Level Technical Institutions	6300-200-7300	18400-500-22400 (Minimum to be fixed) at Rs. 19400)

revised scale of pay of Associate Professors is for the existing incumbents only, on personal basis. These posts will get abolished as and in the present incumbents vacate their posts. No fresh recruitment shall to this cadre.

Table D - 2

**SCALES OF PAY OF TEACHING POSTS UNDER CAREER ADVANCEMENT SCHEME IN
THE TECHNICAL EDUCATION SECTOR AT DEGREE LEVEL
(existing and revised with effect from 01.01.1996)**

SL. NO.	CATEGORY	EXISTING PAY SCALES (IN RUPEES)	REVISED PAY SCALES (IN RUPEES)
(1)	(2)	(3)	(4)
1.	Lecturer Senior Scale	3000-100-3500-125-5000	10000-325-15200
2.	Lecturer (Selection Grade)	3700-125-4950-150-5700	12000-420-18300
3.	Assistant Professor	-	12000-420-18300
4.	Professor	-	16400-450-20500-500-22400

Table D - 3

**SCALES OF PAY OF LIBRARIANS AND PHYSICAL EDUCATION PERSONNEL
IN DEGREE LEVEL TECHNICAL INSTITUTIONS
(existing and revised from 01.01.1996)**

SL. NO.	CATEGORY	SCALE OF PAY AS IN MINISTRY OF HRD LETTER NO. F.6-1/88 T.5, DATED 28.02.1989 (IN RUPEES)	REVISED SCALES OF PAY W.E.F. 01.01.1996 (IN RUPEES)
(1)	(2)	(3)	(4)
<u>For Universities</u>			
1.	Librarian / Director of Physical Education	4500-150-5700-200-7300	16400-450-20500-500-22400
2.	Dy. Librarian / Dy. Director of Physical Education	3700-125-4950-150-5700	12000-420-18300
3.	Asstt. Librarian (Senior Scale) / Asstt. Documentation Officer (Senior Scale) / Asstt. Director of Physical Education (Senior Scale)	3000-100-3500-125-5000	10000-325-15200
4.	Asstt. Librarian / Asstt. Documentation Officer / Asstt. Director of Physical Education	2200-75-2800-100-4000	8000-275-13500
<u>For Colleges</u>			
5.	College Librarian (Selection Grade / Director) of Physical Education (Senior Scale)	3700-125-4950-150-5700	12000-420-18300
6.	College Librarian (Senior Scale / Director) of Physical Education (Senior Scale)	3000-100-3500-125-5000	10000-325-15200
7.	College Librarian / Director of Physical Education	2200-75-2800-100-4000	8000-275-13500

Note : These scales will be applicable to such Technical Institutions where the scheme as contained in the Ministry of Human Resource Development letter No. F. E-2/88-T.5 dated 28.2.1989 is in operation before in 1.1.1996.

Table - E

**MINIMUM QUALIFICATION AND EXPERIENCE PRESCRIBED FOR TEACHING POST IN
DEGREE LEVEL TECHNICAL INSTITUTIONS
ENGINEERING AND TECHNOLOGY DISCIPLINES**

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
1.	Lecturer	First Class Bachelor' s degree in the appropriate branch of Engineering / Technology OR First Class Master' s Degree in the appropriate branch of Engineering / Technology	No minimum requirement	
2.	Assistant Professor	Ph. D. degree with the first Class Degree at Bachelor' s or Master' s level in the appropriate branch of Engineering / Technology.#	3 years experience in Teaching/Industry/ Research at the level of Lecturer or equivalent	Candidates from Industry/Profession with First Class Bachelor' s degree in the appropriate branch of Engineering / Technology or First Class Master' s Degree in the appropriate branch of Engineering / Technology. AND Professional work which is significant and can be recognized as equivalent to Ph. D. degree and with 5 years experience would also be eligible
3.	Professor	Ph.D. degree with first class degree at Bachelors or Master' s level in the appropriate branch of Engineering / Technology.	10 years experience in Teaching/Industry/ Research out of which 5 years must be at the level of Assistant Professor and / or equivalent	Candidates from industry/Profession with Master' s degree in Engineering / Technology and with professional work which is significant and can be recognized as equivalent to Ph. D. degree and with 10 years expenses of which atleast 5 years should be at a Senior Level comparable to that of an Assistant Professor would also be eligible

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
4.	Director/ Principal/ Head of Institute	Ph. D. degree (with first class degree at Bachelors or Master's level) in addition the candidate should be an eminent person in the field.	15 years experience in Teaching/Industry/Research out of which 5 years must be at the level of Professor or above [REDACTED]	Candidates from Industry/Profession with Master's degree in Engineering / Technology and with professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 15 years experience of which atleast 5 years should be at a Senior Level comparable to that of a professor would also be eligible. Desirable Administrative Experience in a responsible position.

Note : 1. If a class/division is not awarded at B.E. M.E./Equivalent Degree a minimum of 60% marks in aggregate shall be considered equivalent to first class/division. If a Grade Point system is adopted the CGPA will be converted into equivalent marks as given in Table E-6

2. If the discipline of Computer Science Engineering/Technology, in lieu of the "First Class degree at Bachelor's and / or Master Level in the appropriate branch," a first class Master's Degree in Computer Science Engineering /Technology together with a First Class Bachelor's Degree in any area of Engineering Technology will be acceptable.

Table E - 2

**MINIMUM QUALIFICATION AND EXPERIENCE PRESCRIBED FOR TEACHING POST IN
DEGREE LEVEL TECHNICAL INSTITUTIONS**

MASTER OF COMPUTER APPLICATION (M.C.A.) PROGRAMMES

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
1.	Lecturer	First Class B.E. / Tech. in Computer Science/ Engineering / Technology OR First Class M.C.A. degree	No minimum requirement	
2.	Assistant Professor	Ph. D. degree in any branch of Science / Engineering/ Management with the first Class Degree at Bachelor' s or Master' s level in Computer Engineering/ Computer Technology. OR Ph.D. degree in Computer Science with first Class M.C.A. degree. (Desirable : Ph. D. degree in Computer Science / Computer Engineering / Computer Technology/	3 years experience in Teaching/Industry/ Research at the level of Lecturer or equivalent after Ph.D.	Candidates from Industry/Profession with First Class B.E. / B. Tech. In Computer Science/Engineering Technology or First Class M.C.A. degree AND Professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 5 years experience would also be eligible.
3.	Professor	Ph.D. degree in any branch of Science / Engineering / Management with First Class degree at Bachelors or Master' s level in the Computer Science/ Computer Engineering / Computer Technology. OR Ph. D. degree in Computer Science with First Class M.C.A. Degree	10 years experience in Teaching/Industry/ Research out of which 5 years must be at the level of Assistant Professor and/or equivalent	Candidates from Industry/Profession with First Class B.E. / B. Tech. to Computer Science / Engineering Technology or First Class M.C.A. degree. AND Professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 10 years experience of which atleast 5 years should be at a Senior Level comparable to that of an Assistant Professor would also be eligible.

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
4.	Director/ Principal/ Head of Institute	Ph.D. degree in any branch of Science / Engineering Management with First Class degree at Bachelors or Master's level in Computer Engineering / Computer Technology OR Ph.D. degree in Computer Science with first class M.C.A. Degree	15 years experience in Teaching/Industry/ Research out of which 5 years must be at the level of Professor or above in Computer Engineering/Computer Technology/Application Desirable Administrative experience in a responsible position	Candidates from Industry/Profession with First Class B.E. / B. Tech. In Computer Science / Engineering/ Technology or First Class M.C.A. degree AND Professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 15 years experience of which atleast 5 years should be at a Senior Level comparable to that of a Professor would also be eligible. Desirable : Administrative Experience in a responsible position.

- Note :** 1. For teaching posts in Management courses. if any, qualifications and experience for each category shall be governed by qualification and experience for Management discipline, given in Table E-3.
2. In the discipline of Computer Science / Engineering / Technology, in lieu of the "First Class degree at Bachelor's and / or Master Level in the appropriate branch", first class Master's Degree in Computer Science / Engineering / Technology together with a First Class Bachelor's Degree in any area of Engineering / Technology will be acceptable.

Table - E-3

**MINIMUM QUALIFICATION AND EXPERIENCE PRESCRIBED FOR TEACHING POSTS
IN DEGREE LEVEL TECHNICAL INSTITUTIONS**

MANAGEMENT PROGRAMMES

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
1.	Lecturer	First Class Master's degree in Business Management / Administration / other relevant management related discipline	No minimum requirement	
2.	Assistant Professor	Ph.D. degree or a fellowship of IIMs, ICA or ICWA with first Class Master's degree in Business Management / Administration / other relevant management related discipline	3 years experience in Teaching/Industry/ Research/Industry/ Profession	Candidates from Industry/Profession First Class Master's degree in Business Management/ Administration / other relevant management related discipline AND Professional work which is significant and can be recognized at national / international level as equivalent to Ph.D. degree and with 5 years experience in Industry/ Profession, would also be eligible.
3.	Professor	Ph.D. degree or a Fellowship of IIMs, ICA or ICWA with first Class Master's degree in Business Management / Administration / other relevant management related discipline	10 years experience in Teaching/Industry/ Research out of which 5 years must be at the level of Assistant Professor and/or equivalent	Candidates from Industry/Profession First Class Master's degree in Business Management / Administration / other relevant management related discipline AND Professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 10 years experience of which atleast 5 years should be at a Senior Level comparable to that of an Assistant Professor would also be eligible.

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
4.	Director/ Principal/ Head of Institute	Ph.D. degree or a Fellowship of IIMs ICA or ICWA with first Class Master's degree in Business / Management / Administration / other relevant management related discipline In addition, the candidate should be an eminent person in the field.	15 years experience in Teaching / Industry / Research out of which 5 years must be at the level of Professor or above in Management Desirable : Administrative experience in responsible position	Candidates from Industry/Profession First Class Master's degree in Business Management / Administration / other relevant management related discipline. AND Professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 15 years experience of which atleast 5 years should be at a Senior Level comparable to that of a Professor would also be eligible. Desirable Administrative Experience in responsible position.

Note : If a class / division is not awarded at Master's Level. a minimum of 60% marks in aggregate shall be considered equivalent to first class/division. IF a Grade Point system is adopted the CGPA will be converted into equivalent marks as given in Table E-6

Table - E-4

**MINIMUM QUALIFICATION AND EXPERIENCE PRESCRIBED FOR TEACHING POST IN
DEGREE LEVEL TECHNICAL INSTITUTIONS**

.PHARMACY DISCIPLINE

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
1.	Lecturer	First Class Master' s degree in appropriate branch of specialization in Pharmacy	No minimum requirement.	
2.	Assistant Professor	Ph.D. degree (with First Class degree either at Bachelor' s Master' s level) in the appropriate branch of specialization in Pharmacy	3 years experience in Teaching/Industry/ Research at the level of Lecture or equivalent	Candidates from Industry/Profession with First Class Master' s degree in appropriate branch of specialization in Pharmacy and professional work which is significant and can be recognised as equivalent to Ph.D. degree and with 5 years experience would also be eligible.
3.	Professor	Ph. D. degree (with first Class either at Bachelor' s or Master' s level) in appropriate branch of specialization in Pharmacy	10 years experience in Teaching/Industry/ Research out of which 5 years must be at the level of Assistant Professor or equivalent	Candidates from Industry/Profession with first Class Master' s degree in appropriate branch of specialization in Pharmacy and with professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 10 years experience of which atleast 5 years experience Senior Level comparable to that of an Assistant Professor would also be eligible.

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
4.	Director/ Principal/ Head of Institute	Ph.D. degree (with First Class degree either at Bachelor's or Master's level) in the appropriate branch of specialization in Pharmacy In addition, the candidate should be an eminent person in the field.	15 years experience in Teaching/Industry/Research out of which 5 years must be at the level of Professor or above in Pharmacy Desirable : Administrative experience in responsible position.	Candidates from Industry/Profession with Ph.D. degree (with First Class degree either at Bachelor's or Master's level) in the appropriate branch of specialization in Pharmacy and with professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 15 years. Experience of which atleast 5 years. should be at a Senior Level comparable to that of a Professor would also be eligible. Desirable Administrative Experience in a responsible position

Note : If a class/division is not awarded at Master's Level a minimum of 60% marks in aggregate shall be considered equivalent to first class/division. If a Grade Point system is adopted the CGPA will be converted into equivalent marks as given in Table E-6.

Table - E-5

**MINIMUM QUALIFICATION AND EXPERIENCE PRESCRIBED FOR TEACHING POST IN
DEGREE LEVEL TECHNICAL INSTITUTIONS
ARCHITECTURE / PLANNING DISCIPLINES**

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
1.	Lecturer	First Class Master' s/ Master' s degree in appropriate branch of Architecture / Planning	No minimum requirement	
2.	Assistant Professor	First Class Master degree in the appropriate branch of Architecture / Planning	5 years experience in Teaching/Industry/ Research at the level of Lecturer or equivalent	Candidate from Industry/Profession with First Class Bachelor' s/Master' s degree in the appropriate branch of Architecture / Planning AND Professional work which is significant and can be recognised as equivalent to Ph.D. degree and with 5 years experience would also be eligible.
3.	Professor	i. Master' s degree or equivalent qualification in the appropriate branch of Architecture/Planning AND ii. Ph. D. degree in an appropriate branch of architecture/ planning. In lieu of Ph.D. degree published works inferred journals equivalent to Ph.D. may be accepted.	10 years experience in Teaching/Industry/ Research out of which 5 years must be at the level of Assistant Professor or equivalent	Candidates from Industry/Profession with First Class Bachelor' s/Master' s degree in appropriate branch of Architecture / Planning AND Professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 10 years experience of which atleast 5 years should be at a Senior Level comparable to that of an Assistant Professor would also be eligible.

SL. NO.	CADRE	QUALIFICATIONS	EXPERIENCE	QUALIFICATION & EXPERIENCE FOR CANDIDATES FROM INDUSTRY & PROFESSION
4.	Director	<p>i. Master' s degree or equivalent qualification in the appropriate branch of Architecture / Planning AND</p> <p>ii. Ph.D. degree in an appropriate branch of Architecture / Planning</p> <p>OR</p> <p>Published works in referred journals equivalent to Ph.D. In addition to (i), (ii) the candidate should be an eminent person in the field.</p>	<p>15 years experience in Teaching/Industry/ Research out of which 5 years must be at the level of Professor or above in Pharmacy</p> <p>Desirable : Administrative experience in responsible positions.</p>	<p>Candidates from Industry/Profession with First Bachelor' s/Masters degree in the appropriate branch of Architecture / Planning AND Professional work which is significant and can be recognised as equivalent to Ph.D. degree and with 15 years experience of which atleast 5 years should be at a Senior Level comparable to that of a Professor would also be eligible.</p> <p>Desirable Administrative Experience in a responsible positions</p>

Note : If a class/division is not awarded at Master' s Level, a minimum of 60% marks in aggregate shall be considered equivalent to first class/division. If a Grade Point system is adopted the CGPA will be converted into equivalent marks as given in Table E-6

Table E-6

**MINIMUM QUALIFICATION AND EXPERIENCE PRESCRIBED FOR TEACHING POST IN
HUMANITIES AND SCIENCES
DEGREE LEVEL TECHNICAL INSTITUTIONS**

SL. No.	CADRE	QUALIFICATION	EXPERIENCE
1.	Lecturer	Good academic record with at least 55% marks or, an equivalent CGPA at the Master's degree Level, in the relevant subject from an Indian University, or an equivalent degree from a Foreign University. Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET) for Lecturers conducted by the UGC, CSIR or similar test accredited by the UGC	No Minimum requirement.
2.	Assistant Professor	Good academic record with at least 55% marks or an equivalent CGPA at the Master's level and Ph.D. degree in the relevant subject	5 years experience in Teaching and/or Research excluding the period spent for obtaining the degree and has made some mark in the areas of Scholarship as evidenced by quality of publications, contribution to educational innovation, design of new courses and curricula.
3.	Professor	Good academic record with at least 55% marks or an equivalent CGPA at the Master's level and Ph.D. degree in appropriate branch of Humanities and Sciences. (Desirable : Post-Doctoral work in appropriate branch of Humanities & Sciences).	10 years experience of which at least 5 years should be at a Senior level comparable to that of a Assistant Professor in Postgraduate teaching, and/or experience in research at the University/ National level Institutions, including experience of guiding research at Doctoral level.

Note : If a Grade Point system is adopted the CGPA will be converted into equivalent marks as given below.

Percentage equivalent of Grade Points for a TEN POINT scale is given below :

TEN POINT SCALE

GRADE POINT	PERCENTAGE OF MARKS
6.25	55
6.75	60
7.25	65
7.75	70
8.25	75

Table - 7

MINIMUM QUALIFICATIONS AND EXPERIENCE PRESCRIBED FOR POSTS IN DEGREE LEVEL TECHNICAL INSTITUTIONS

LIBRARIAN, DY. LIBRARIANS AND ASSTT. LIBRARIAN

I. LIBRARIAN (UNIVERSITY)

- i. Master's degree in Library Science / Information Science / documentation with at least 55% of the marks of its equivalent C.G.P.A. and consistently good academic record;
- ii. At least 13 years as a Deputy Librarian in a university library or 18 years' experience as a College Librarian;
- iii. Evidence of innovative library service and Organisation of published work.

Desirable

M.Phil. / Ph.D. degree in Library Science / Information Science / Documentation / Archives and Manuscript - keeping.

II. DEPUTY LIBRARIAN

- i. Master's degree in Library Science / Information Science / Documentation with at least 55% of the marks of its equivalent C.G.P.A. and consistently good academic record;
- ii. Five years' experience as an Assistant University Librarian / College Librarian;
- iii. Evidence of innovative library services, published work and professional commitment, computerisation of library.

Desirable

M.Phil. / Ph.D. degree in Library Science / Information Science / Documentation / Archives and Manuscript - keeping, computerisation of library.

III. FOR THE POSTS OF ASSISTANT UNIVERSITY LIBRARIAN / COLLEGE LIBRARIAN / DOCUMENTATION OFFICER

Minimum Qualification

- i. Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- ii. Master's degree in Library Science / Information Science / Documentation or an equivalent professional degree with at least 55% of the marks or its equivalent C.G.P.A. and consistently good academic record, computerisation of library.

Table E-8

MINIMUM QUALIFICATIONS AND EXPERIENCE PRESCRIBED FOR POSTS IN DEGREE LEVEL TECHNICAL INSTITUTIONS

DIRECTOR PHYSICAL EDUCATION, DY DIRECTOR PHYSICAL EDUCATION AND ASSISTANT DIRECTOR PHYSICAL EDUCATION

- a. **University: Assistant Director of Physical Education and Sports/College DPEs (Lecturer - scale)**
- i. A Master's degree in Physical Education (two year course) or Master's degree in Sports or an equivalent degree with at least 55% of the marks or its equivalent C.G.P.A. and consistently good academic record.
 - ii. Record of having represented the university / college at the inter - university / inter - collegiate competitions or the State in national championships.
 - iii. Passed the physical fitness test.
 - iv. Qualifying in the national test conducted for the purpose by the UGC or any other agency approved by the UGC.
- b. **University : Assistant DPEs / College DPEs (Senior - scale)**
- i. Should have completed 6 years of service as University Assistant DPEs / College DPEs with a benefit of 2 years for Ph.D. and one year for M.Phil. Degree holder.
 - ii. Passed the physical fitness test.
 - iii. Should have attended at least one orientation course and one refresher course of about 3 to 4 weeks' duration each with proper and well-defined evaluation procedure (exemption from one refresher course is granted to Ph.D. degree holders).
- c. **University : Assistant DPEs / College DPEs (Selection-Grade)**
- i. Completed 5 years of service as University Assistant DPE / college DPE in the senior - scale
 - ii. Has attended at least 2 refresher courses of about 3-4 weeks' duration with proper and well-defined evaluation procedure after placement in the scale of Rs. 3000-5000.
 - iii. Shown evidence of having produced good teams / athletes and of having organised and conducted coaching camps of at least 2 weeks' duration.
 - iv. Passed the physical fitness test.
 - v. Consistently good appraisal report.
- d. **University Deputy DPEs (Assistant Professor Scale)**
- i. Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% of the marks of an equivalent C.G.P.A. at the Master's Degree level.

- ii. Five years' experience as University Assistant DPEs / College DPEs, with a benefit of two years and one year for Ph.D. and M. Phil. Degree holders.
- iii. Evidence of organising competitions and conducting camps of at least 2 weeks' duration.
- iv. Evidence of having produced good performance teams / athletes for competitions like state / national / inter - university / combined university, etc.
- v. Passed the physical fitness test.
- vi. Consistently good appraisal reports.

UNIVERSITY DPEs

- i. Ph.D in physical education.
- ii. Experience of at least 10 years as University Deputy or 15 years as University Assistant DPEs / College DPEs (selection grade).
- iii. Participation in at least 2 national / international seminars / conferences.
- iv. Consistently good appraisal reports.
- v. Evidence of organising competitions and conducting camps of at least 2 weeks' duration.
- vi. Evidence of having produced good performance teams / athletes for competitions like state / national / inter - university / combined university, etc.

APPENDIX -F

JOB RESPONSIBILITIES OF TEACHERS (DEGREE LEVEL TECHNICAL INSTITUTIONS)

ACADEMIC	RES. & CONSULTANCY	ADMINISTRATION	EXTENSION
Class Room Instruction	Research & Development Activities & Research Guidance	Academic and Administrative Management of the Institution	Extension Services
Laboratory instruction	Industry sponsored projects	Policy Planning, Monitoring & evaluation and promotional activities both at Departmental and institutional level	Interaction with Industry and Society
Curriculum Development	Providing Consultancy and Testing Services	Design and development of new Programmes	Participation in Community Services
Developing Learning Resource Material & Laboratory Development	Promotion of Industry institution interaction and R & D	Preparing project proposals for funding in areas of R&D Work Laboratory Development, Modernisation, Expansion, etc.,	Providing R&D support and consultancy services to Industry and Others User agencies.
Students Assessment & Evaluation including examination work of University		Administration both at Departmental & Institutional levels	Providing non-formal modes of education for the benefit of the community
Participation in the Co-curricular & Extra-curricular Activities		Development, Administration and management of institutional facilities	Promotion of entrepreneurship and job creation
Students, Guidance & Counselling & helping their personal ethical moral and overall character development.		Monitoring and Evaluation of academic and research activities	Dissemination of knowledge
Continuing Education Activities		Participation in policy planning at the Regional National level for development of technical education.	Providing technical support in areas of social relevance

ACADEMIC	RES. & CONSULTANCY	ADMINISTRATION	EXTENSION
Keeping Abreast of new Knowledge and skills help generate new knowledge and help discrimination of such knowledge through books publications, seminars, etc.		Helping mobilisation of resources for the institution	
		Develop, update and maintain MIS	
		Plan and implement Staff Development activities	
Self development through upgrading qualification, experience & Professional activities		Maintain accountability	
		Conduct performance Appraisal	

And any other relevant work assigned by the Head of the Institution.