

Bhopal, the 31st August 1990

No.3256-XXXVIII-1-90.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Madhya Pradesh hereby makes the following rules relating to the recruitment to the Madhya Pradesh Higher Education Department (Gazetted) Service, namely:—

### RULES

1. **Short Title.**—These rules may be called the Madhya Pradesh Educational Service (Collegiate Branch) Recruitment Rules, 1990.

2. **Definitions.**—In these rules, unless the context other requires,—

- (a) "Appointing Authority" in respect of the Service means the Government;
- (b) "Commission" means the Madhya Pradesh Public Service Commission;
- (c) "Examination" means a competitive examination for recruitment to the service held under rule 11 of these rules;
- (d) "Scheduled Caste" means any caste, race or tribe or part of or group within caste, race or tribe specified as Scheduled Caste with respect to the State of Madhya Pradesh under Article 341 of the Constitution of India;
- (e) "Scheduled Tribe" means any tribe or tribal community or part of or group within tribe or tribal community specified as scheduled tribes with respect to the State of Madhya Pradesh under Article 342 of the Constitution of India;

(f) "Service" means the Madhya Pradesh Educational Service (Collegiate Branch) Gazetted, Service;

(g) "Physically handicapped" means:—

(I) "A person is blind if he suffers from one of the following conditions,—

- (i) Total loss of vision;
- (ii) intensity of eye sight is not more than 6/60 or 20/200 (shellan) in the better eye with the corrective lens  
or
- (iii) the frontal angle of vision is limited to an angle of 20° or less.

(II) A person is deaf if he lacks sensation of hearing required for daily purpose, to the extent that he cannot hear or understand even amplified sound. Such persons who suffer from loss of hearing the better ear to the extent of more than 80 decibals (maximum loss) or who have lost the sense of hearing in both ears will be included in this category.

(III) Those persons will be deemed to be suffering from the physical infirmity who have a physical defect or deformity which does not allow the bones, muscles or joints in normal bodily functions.

3. **Scope and application.**—Without prejudice to the generality of the provisions contained in the Madhya Pradesh Civil Services (General) Conditions of Service) Rules, 1961, these rules shall apply to every member of the Service.

4. **Constitution of the Service.**—The Service shall consist of the following persons, namely:—

- (1) persons who at the commencement of these rules are holding substantively or in officiating capacity the posts specified in Schedule-I
- (2) persons recruited to the Service except on emergency and adhoc basis before the commencement of these rules; and
- (3) persons recruited to the Service in accordance with the provisions of these rules.

5. **Classifications, scale of pay, etc.**—The classification of the Service the number of posts included in the Service and the Scale of Pay attached thereto shall be as specified in Schedule-I:

Provided that the Government may, from time to time add to or reduce the number of posts included in the Service either in a permanent or temporary basis.

**6. Method of recruitment.**—(1) Recruitment to the Service, after the commencement of these rules, shall be by the following methods, namely:—

- (a) by direct recruitment by competitive examination/selection;
- (b) by transfer of persons who hold in a substantive capacity such posts in such service as specified in Schedule-II;
- (c) by promotion of members of the service as specified in column (2) of Schedule-IV.
- (d) by absorption in accordance of the procedure prescribed in rule 14, after the taken over of any college by the Government; and

(2) The number of persons recruited under clause (b) of clause (c) of sub-rule (1) shall not at any time exceed the percentage shown in Schedule-II of the number of duty posts as specified in Schedule-I.

(3) Subject to the provisions of these rules, the method or methods of recruitment to be adopted for the purpose of filling any particular vacancy or vacancies in the service as may be required to be filled during any particular period or recruitment, and the number of persons to be recruited by each method, shall be determined on each occasion by the Government in consultation with the Commission.

(4) Notwithstanding anything contained in sub rule (1), if in the opinion of the Government the exigencies of the service so require, the Government may, with prior concurrence of the Personnel Administrative Reform and Training Department adopt such methods of recruitment to the service other than those specified in the said sub-rule, as it may, by order issued in this behalf, prescribe.

**7. Appointment to the Service.**—All appointments to the service after the commencement of these Rules shall be made by the Government and no such appointment shall be made except after selection by one of the method of recruitment specified in rule 6.

**8. Conditions of eligibility of direct recruits.**—In order to be eligible to compete at the examination/selection a candidate must satisfy the following conditions, namely:—

- (1) **Age.**—(a) The candidate must have attained the age as specified in column (4) of Schedule III and not attained the age as specified in column (5) of the said schedule on the first day of January next following the date of commencement of the examination/selection.
- (b) The upper age limit shall be relaxable upto a maximum of 5 years if a candidate belongs to a Scheduled Caste or a Scheduled Tribe;
- (c) The upper age limit will also be relaxable in respect of candidates who are or have been employees of the Madhya Pradesh Government to the extent and subject to the conditions specified below:—
  - (i) A candidate who is a permanent Government Servant should not be more than 38 years of age.
  - (ii) A candidate holding a post temporarily and applying for another post should not be more than 38 years of age. This concession shall also be admissible to the teachers appointed on emergency basis, contingency paid employees. Workcharged employees and employees working in the Project Implementation Committees.
  - (iii) A candidate who is retrenched Government servant will be allowed to deduct from his age the period of all temporary service previously rendered by him up to a maximum limit of 7 years even if it represents more than one spell provided that the resultant age does not exceed the upper age limit by more than three years.

**Explanation.**—The term "retrenched Government servant" denotes a person who was in temporary Government service of this State or of any of the constituent units, for a continuous period of not less than six months and who was discharged because of reduction in establishment not more than three years prior to the date of his registration at the employment exchange or of application made otherwise for employment in Government Service.

- (iv) A candidate who is an ex-serviceman will be allowed to deduct from his age the period of all defence service previously rendered by him provided that the resultant, age does not exceed the upper age limit by more than three years.

**Explanation.**—The term "ex-serviceman" denotes a person who belonged to any of the following categories and who was employed under the Government of India for a continuous period of not less than six months and who was retrenched or declared surplus as a result of the recommendation of the Economy Unit or due to normal reduction in establishment not more than three years before the date of his registration at any employment exchange or of application made otherwise for employment in Government Service:—

- (1) Ex-serviceman released under mustering out concessions.
- (2) Ex-Servicemen enrolled for the second time and discharged on (a) completion of short-term engagement (b) fulfilling the conditions of enrolment.
- (3) Ex-personnel of Madras Civil Unit.
- (4) Officers (Military and Civil) discharged on completion of their contract (including short service Regular Commissioned Officers).
- (5) Officers discharged after working for more than six months continuously against leave vacancies.
- (6) Ex-Servicemen invalided out of service;
- (7) Ex-Servicemen discharged on the ground that they are unlikely to become efficient soldiers.
- (8) Ex-Servicemen who are medically boarded out on account of gun-shot, wounds etc.
- (d) The upper age limit shall be relaxable upto 38 years of age in respect of candidate who are employee of Madhya Pradesh State Corporation/Boards.
- (e) The general upper age limit shall be 35 years in respect of widow destitute and divorced women candidates.
- (f) The upper age limit shall be relaxable upto maximum of 2 years in respect of those candidates who are holding Green Card under the Family Welfare Programme.
- (g) The general upper age limit shall be relaxed upto 5 years in respect of awarded superior cast partner of a couple under the Inter Caste Marriage incentive programme of the Tribal, Harijan and Backward Classes Welfare Department.
- (h) The upper age limit shall also be relaxed upto 5 years in respect of "Vikram Award" holders candidates.
- (i) The upper age limit shall be relaxed in the case of voluntary Home Guards and non-commissioned officers of Home Guards for the period of service rendered so by them subject to the limit of 8 years but in no case their age should exceed 38 years.

**Note.**—Candidates who are admitted to the examination/selection under the age concessions mentioned in rule 8(c) (i) and (ii) above will not be eligible for appointment if after submitting the application, they resign from service either before or after taking the examination. They will, however, continue to be eligible in they are retrenched from the service or post after submitting the applications. In no other case will these age limits be relaxed. Departmental candidates must obtain previous permission of the appointing authority to appear for the examination.

(ii) **Educational Qualification.**—He must possess the educational qualification prescribed for the service as shown in Schedule-III:

**Provided that.**—

- (a) In exceptional cases the Commission may, on the recommendation of the Government, treat as qualified candidate, who though not possessing any of the qualifications prescribed in this clause, has passed examination conducted by other institutions by a standard which, in the opinion of the Commission justifies the admission of the candidate to the examination/selection;
- (b) Candidates who are otherwise qualified but have taken degree from Foreign Universities, being Universities not specifically recognised by Government may also be considered for the examination selection at the discretion of the Commission.
- (iii) **Fees.**—He must pay the fees prescribed by the Commission.

9. Disqualification.—Any attempt on the part of a candidate to obtain support for his candidature by any means may be held by the Commission to disqualify him for admission/selection to the examination.

10. Commission's Decision about the Eligibility of Candidates Final.—The decision of the Commission as to the eligibility or otherwise of a candidate for admission to the examination/selection shall be final and no candidate to whom a certificate of admission has not been issued by the Commission.

Shall be admitted to the examination or interviewed by the Commission.

11. Direct Recruitment by Competitive Examination.—(1) Direct recruitment shall be made by competitive examination to the posts of Assistant Professor, Librarian and sports officer and the merit list shall be made for the appointment on the basis of total marks obtained in written examination and interview.

(2) The competitive examination for recruitment to the service shall be held at such intervals as the Government may in consultation with the Commission from time to time determine. The examination shall be conducted by the Commission in accordance with such orders as the Government may from time to time issued in consultation with the Commission.

(3) 15 per cent and 18 per cent of the available vacancies for direct recruitment shall be reserved for candidates who are members of the Scheduled Castes and Scheduled Tribes respectively. In addition to this, three per cent of the available vacancies shall be reserved for those Physically handicapped whose deformity does not become hurdle in teaching work.

(4) In filling the vacancies so reserved, candidates who are Physically handicapped, members of the Scheduled Castes and Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list referred to in rule 13 irrespective of their relative rank as compared with other candidates.

(5) Candidates belonging to the Scheduled Castes or the Scheduled Tribes recommended by the Commission to be suitable for appointment to the service with due regard to the maintenance or efficiency of administration, may be appointed to the vacancies reserved for the candidates of the Schedule Castes or the Scheduled Tribes as the case may be, under sub-rule (3).

(6) If a sufficient number of candidates belonging to the Scheduled Castes and the Scheduled Tribes are not available for filling all the vacancies reserved for them, the remaining vacancies shall be re-advertised twice exclusively for these candidates. If even after re-advertisement, any vacancies remain unfilled, they shall be filled from among the general candidates and an equivalent number of additional vacancies shall be reserved for candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be, during the subsequent selection:

Provided that the total number of vacancies reserved for candidates belonging to the Scheduled Castes and Scheduled Tribes (including the vacancies carried forwarded) shall not at any time exceed forty five per cent of the total vacancies advertised.

(7) Where certain period of experience has been prescribed as an essential condition for filling the posts by direct recruitment and in the opinion of public service commission or any other competent authority it is found that the sufficient number of Scheduled Caste and Scheduled Tribes candidates having requisite experience are not likely to be available for recruitment on the reserved posts then the public service commission or the competent authority may relax the condition of experience in respect of Scheduled Caste/Scheduled Tribe candidates.

12. Direct Recruitment by Selection.—(1) Direct recruitment for the post of Professor by the commission shall be made through interview. Selection for recruitment to the service shall be held at such intervals as the Government may in consultation with the commission from time to time determine. If the number of available candidates is too much than the vacant posts, the commission may limit the number of candidates calling for interview on the basis of higher educational qualifications or experience or both.

(2) 15 per cent and 18 per cent of the available vacancies for direct recruitment shall be reserved for candidates who are members of Scheduled Castes and Scheduled Tribes respectively.

(3) In filling the vacancies so reserved candidates who are members of the Scheduled Castes and Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list referred to in rule 13 irrespective of their relative rank as compared with other candidates.

(4) Candidates belonging to the Scheduled Castes and Scheduled Tribes, and selected by the Commission to be suitable for appointment to the service with due regard to the maintenance of efficiency of administration, may be appointed to the vacancies reserved for the candidates of the Scheduled Castes and the Scheduled Tribes, as the case may be, under sub-rule (3).

(5) If a sufficient number of candidates belonging to the Scheduled Castes and Scheduled Tribes are not available for filling all the vacancies shall be reserved for them, the remaining vacancies shall be re-advertised twice exclusively for these candidates, if even after re-advertisement, any vacancies remain unfilled, they shall be filled from among the general candidates and an equivalent number of additional vacancies shall be reserved for candidates belonging to the Scheduled Castes and the Scheduled Tribes, as the case may be during the subsequent selection:

Provided that the total number of vacancies reserved for candidates belonging to the Scheduled Caste and the Scheduled Tribes (including the vacancies carried forwarded) shall not at any time exceed 45 per cent of the total vacancies advertised.

**13. List of Candidates recommended by the Commission.**—(1) The Commission shall forward to the Government a list arranged in order of merit of the candidates who have qualified by such standards as the Commission may determine and of the candidates belonging to the category of disabled, Scheduled Caste and the Scheduled Tribes who, though not qualified by that standard, are declared by the Commission to be suitable for appointment to the service with due regard to the maintenance of efficiency of administration. The list shall also be published for general information.

(2) Subject to the provisions of these rules and of the Madhya Pradesh Civil Services (General Conditions of Service) Rules, 1961, candidates will be considered for appointment to the available vacancies in the order in which their names appear in the list.

(3) The inclusion of a candidate's name in the list confers no right to appointment unless the Government is satisfied, after such enquiry as may be considered necessary, that the candidate is suitable in all respects for appointment to the service.

(4) The select list shall be valid for a period of one year from the date of its issue by the Commission. Provided that the Government with the consultation of the Commission may extend the validity of the select list upto a maximum period of one more year.

**14. Recruitment by Absorption.**—(1) The absorption of Principals, Professors, Asst. Professors Librarian and Sports Officers of non-government college taken over by the Government will be made through Screening Committee, after examining every case and on its recommendations to the Government. The Committee shall be comprising of the following members:—

- (a) Chairman, Public Service Commission or a member of the Commission, nominated by the Chairman.
- (b) Principal Secretary/Secretary, Higher Education.
- (c) Commissioner, Higher Education, Madhya Pradesh.
- (d) Two Principals of Government Post Graduate Colleges, nominated by the Government.

(ii) The Screening Committee shall recommend the cases referred to it for absorption to appropriate posts on the following basis:—

- (A) All these persons, who were recruited as a regular appointee in the private colleges taken over by the Government according to the provisions given in the college code of the concerning universities prior to the commencement of the Madhya Pradesh Uchcha Shiksha Anudan Ayog.
- (B) No such person shall be absorbed who is recruited after the commencement of the Madhya Pradesh Educational Service (Collegiate Branch) Recruitment Rules, 1967 and does not fulfill the minimum requirements prescribed in the said rules.
- (C) No person shall be absorbed if at any time in the past he or she was removed or dismissed from Government or any other service for proved misconduct and/or criminal offence.
- (D) No person shall be absorbed in Government Service if he or she has attained the age of superannuation according to the Government rules in force at the time of absorption.

(E) No person appointed as or holding the post of a Registrar, or a Librarian or a Sports Officer, in a non-government college taken over by the State Government, shall be absorbed in Government Service, unless at the time of appointment, such person answers such minimum requirements or holds such qualifications as may be laid down by the State Government by an order in writing.

(F) No person shall be absorbed in Government Service whose appointment is not approved as a regular appointment by Madhya Pradesh Uchcha Shiksha Anudan Ayog or the University as the case may be.

(iii) (A) No person shall be absorbed in a higher post in Government Service from the post on which he was working prior to the take over of the college by Government.

(B) for being absorbed as Principal of a Degree College, a person working as Principal of a college taken over by Government shall, in addition to the other conditions prescribed under this Rule have a minimum of 14 years teaching experience out of which 3 years teaching experience shall pertain to teaching of post graduate classes and two years teaching experience as a Professor, for absorption to the post of Principal Post graduate College, a further experience of two years of working as a Principal of a Degree College shall be necessary.

(iv) The Screening Committee, after taking into consideration the relevant provisions of this rule shall make suitable recommendations to Government. After the recommendations of the Committee are approved by Government, the absorption orders of the concerning persons will be issued by Government according to the recommendations of the Committee.

(v) A person absorbed to a particular post shall get his seniority from the date the college was taken over.

(vi) No leave shall be permitted to be carried forward by a person working in a non-government college on his absorption in Government service. However, if such a person pays the leave salary contribution in respect of the service rendered in a non-government college, he shall be permitted to carry forward the leave so earned subject to the restrictions and maximum limits prescribed in the Madhya Pradesh Leave Rules.

(vii) No person absorbed into Government service under the provision of this Rule shall by virtue of the fact that he was earlier confirmed in service by the non-government college claim as of right to be confirmed in Government service. Confirmation of such persons shall be done in accordance with the Government rules in force from time to time.

(viii) The provisions of these rules shall be and shall always be deemed to have come into force with effect from the 1st January 1971.

(ix) The Principal, Professor, Asstt. Professor, Librarian and Sports Officer of the non-government college, taken over by the Government whose appointments were approved as a regular appointment by Madhya Pradesh Uchcha Shiksha Anudan Ayog or the University, as the case may be, but are rejected by the Screening Committee for their absorption in Government Service due to any reason, will continue on the post, they held on adhoc and temporary basis in dying cadre, but will not get any benefit of seniority, promotion, annual increments and revision of pay-scale in Government Service as such.

~~Emergency Appointment.~~ <sup>Emergency Appointment.</sup>—If commission's panel of selected candidates is not available for the post of Asstt. Sports Officers, the posts may be filled by emergency appointments in the following manner:— ~~that any~~

(A) An advertisement shall be issued by the Government.

(B) For Emergency appointments to the post of Asstt. Professor, Librarian and Sports Officers the educational qualifications will be the same as shown in Schedule-III for these posts.

(C) Application for emergency appointment shall be submitted in the form prescribed in Schedule -V.

(D) Application received shall be registered and tabulated according to the following norms in order of merit:—

(i) Percentage of the Marks obtained at Degree level shall be the basis of allotment of marks out of 40 marks.

(ii) Percentage of marks obtained at Post Graduate level shall be the basis of allotment of marks out of 50 marks.

(iii) 5 marks for M. Phil degree and;

(iv) 5 marks for Ph. D. Degree.

A merit list prepared subjectwise in the above manner shall be used for the filling the available vacancies in the serial order for the emergency appointments. However, all such candidates appointed on the emergency basis shall be subject to the condition, that their services will be terminated as soon as a selection list prepared by Public Service Commission is received.

**16. Appointment by Promotion.**—(1) There shall be constituted a committee consisting of the members mentioned in Schedule-IV for making a selection for promotion of eligible candidates.

(2) The Committee shall meet at intervals ordinarily not exceeding one year.

(3) 15% and 18% of the available vacancies for promotion in such posts in which the percentage of promotion is 33.5 percent or more, as specified in Schedule-II, shall be reserved for officers belonging to the Scheduled Castes and Scheduled Tribes who are eligible for promotion in accordance with the provisions of rule 17.

(4) Procedure for making promotions in the reserved vacancies shall be in accordance with the instructions issued by Government in the General Administration Department from time to time.

**17. Conditions of eligibility for promotion/transfer.**—(1) Subject to the provisions of sub-rule (2) the Committee shall consider the cases of all persons who, on the 1st day of January of that year had completed such number of year of service (Whether officiating or substantive) in the posts from which promotion is to be made as specified in column (3) of Schedule IV and are within the zone of consideration in accordance with the provisions of sub-rule (2):

Provided that the services of the released officers of the Emergency Commission and short service commission after their appointment in the service shall be counted from the date from which they have been deemed to have been appointed in the service in accordance with the General Administrative Department Memo No. 2266/1987/1(3)/67 dated the 21st October 1967.

(2) The field of selection shall ordinarily be limited to seven times the number of officers to be included in the select list, in respect of posts filled on the basis of merit-cum-seniority:

Provided that if the required number of suitable officers are not available in the field, so determined, the field may be enlarged to the extent considered necessary by the Committee by mentioning the reasons in writing.

**18. Preparation of list of suitable officers.**—(1) The Committee shall prepare a list of such persons as satisfy the condition prescribed in rule 14 above and as are held by the committee to be suitable for promotion/transfer to the Service. The list shall be sufficient to cover the anticipated vacancies on account of retirement and promotion during the course of one year from the date of preparation of the select list. A reserve list consisting of twenty five percent of the number of persons included in the said list shall also be prepared to meet the unforeseen vacancies occurring during the course of the aforesaid period.

(2) The selection for inclusion in such list shall be based on merit and suitability in all respects, with regard to seniority.

(3) The names of the officers included in the list shall be arranged in order of seniority in the service or posts, as specified in column (2) of Schedule-IV at the time of preparation of such select list:

Provided that any junior officer, who in the opinion of the Committee, is of exceptional merit and suitability, may be assigned in the list a higher place than that of officers senior to him.

**Explanation.**—A person whose name is included in a select list but who is not promoted during the validity of the list, shall have no claim to seniority over those considered in a subsequent selection merely by the fact of his earlier selection.

(4) The list so prepared shall be reviewed and revised every year.

(5) If in the process of selection, review or revision, it is proposed to supersede any number of the State Subordinate Civil Service, the Committee shall record its reasons for the proposed supersession.

19. **Consultation with the Commission.**—The recommendations of the Departmental Promotion Committee forwarded over by the Chairman or a member of the Commission shall be deemed to be compliance of the requirement of consultation with the Commission under sub-clause (b) of Clause (3) of Article 320 of the Constitution and a separate consultation with the Commission shall not be necessary.

20. **Select List.**—(1) The list as finally approved by the Government shall form the Select List for promotion of the members of the service to post shown in column (3) of Schedule-IV from column (2) of the said Schedule.

(2) The select list shall ordinarily be in force until it is reviewed or revised in accordance with sub-rule (4) of rule 18, but the validity shall not be extended beyond a total period of 18 months from the date of its preparation:

Provided that, in the event of a grave lapse in the conduct of performance of duties on the part of any persons included in the select list, a special review of the select list may be made at the instance of the Government and the Commission, may if it thinks fit remove the name of such person from the select list.

21. **Appointment to the Service from the Select List.**—(1) Appointment of the Officers included in the Select List to posts borne on the cadre of the Service shall follow the order in which the names of such officers appear in the Select List:

Provided that, where administrative exigencies so require, a person whose name is not included in the Select List or who is not next in order in the Select List, may be appointed to the Service if the Government is satisfied that the vacancy is not likely to last for more than three months.

(2) It shall not ordinarily be necessary to consult the Commission before appointment of a person whose name is included in the Select List to the service unless during the period intervening between the inclusion of his name in the Select List and the date of the proposed appointment there occurs any deterioration in his work which in the opinion of the Government is such as to render him unsuitable for appointment to the Service.

22. **Probation.**—Every person directly recruited to the service shall be appointed on probation for a period of two

23. **Interpretation.**—If any question arises relating to the interpretation of these rules it shall be referred to Government whose decision thereon shall be final.

24. **Relaxation.**—Nothing in these Rules shall be construed to limit or abridge the power of the Governor to deal with the case of any person to whom these rules apply in such manner as may appear to it to be just and equitable:

Provided that, the case shall not be dealt with in any manner less favourable to him than that provided in these rules.

25. **Saving.**—Nothing in these rules shall affect reservation and other conditions required to be provided for Scheduled Castes and Scheduled Tribes in accordance with the orders issued by the State Government from time to time in this regard.

26. **Repeal and Saving.**—All rules corresponding to these rules and in force immediately before their commencement are hereby repealed in respect of matters covered by these rules:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

By order and in the name of the Governor of Madhya Pradesh,  
YOGENDRA NATH CHATURVEDI, Secy.



SCHEDULE I  
(See Rule 4 and 5)

S. No. (1)	Name of Post included in the service (2)	Number of posts. (3)	Classification (4)	Scale of Pay (5)
1	Commissioner, Higher education	1	Class- I	5900—200—6700
2	Principal, P. G. College and Additional Director Higher Education	68	Class -I	4500—15—5700—200—7300
3	Principals Degree College Joint Director, Higher Education and State Liaison Officer (N. S. S.)	347	Class -I	3700—125—4950—150—5700 Rs. 250/-Special Pay.
4	Professors and Deputy Director Higher Education	913	Class -I	3700—125—4950—150—5700
5	(A) Asstt. Professor	7426	Class- II	2200—75—2800—100—4000
	(B) Asstt. Professor (Senior Scale)	..	Class- I	3000—100—3500—125—5000
	(C) Asstt. Professor (Selection Grade)	8	Class -I	3700—125—4950—150—5700
6	(A) Sports Officer	324	Class-II	2200—75—2800—100—4000
	(B) Sports Officer (Senior Scale)	..	Class-I	3000—100—3500—125—5000
	(C) Sports Officer (Selection Grade)	..	Class-I	3700—125—4950—150—5700
7	(A) Librarian	384	Class-II	2200—75—2800—100—4000
	(B) Librarian (Senior Scale)	..	Class-I	3000—100—3500—125—5000
	(C) Librarian (Selection Grade)	..	Class-I	3700—125—4950—150—5700

SCHEDULE II  
(See Rule 6)

Name of Department	Name of Service	Name of post	Number of Duty post	Percentage of Duty post to be filled in			Remarks
				By direct Recruitment	By promotion of substantive members of service	By transfers of persons of other services	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Department of Higher Education	M. P. Educational (Gazetted) Service	(i) Commissioner	1	..	..		An Officer of Indian Administrative Services of Supertime Scale on deputation.
		(ii) Principal P. G College and additional Director, Higher Education.	77	..	100%	..	
		(iii) Principal, Degree, College Joint Director, Higher Education and State Liaison Officer National Service Scheme.	347	..	100%		State Liaison Officer shall be from amongst the degree, Principal Cadre, having seven years experience of National Service Scheme.
		(iv) (A) Professor and Dy. Director, Higher Education.	915	100%	..		Direct Recruitment shall be made on total number of substantive posts of professors sanctioned by Govt. In addition to this on account of enforcement of new U.G.C. Pay-Scales from 1-1-86. Promotion to the post of professors shall be made on the basis of service record from amongst the Asstt. Professors of senior/selection grade pay-scale after completion of prescribed period of service and prescribed qualification under provisions mentioned in in Schedule-IV. These posts shall be filled up through departmental promotion committee. No definite number of these posts of professors shall be and member of these posts will
		(B) For uncertain number of posts according to column (7).					

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		(v) Asst. Professor	7426	100%*			vary on the basis of member of assistant Professors having requisite seniority and qualification.
		(vi) Sports Officer	324	90%*	10%**		
		(vii) Librarian	384	90%*	10%**		
							*By competitive examination. The successful candidates shall be interviewed as well.
							**Only for assistant librarian of dying cadre, these posts shall not be filled up by promotion in future after promotion of these officers.

Note.—The procedure of appointment in the senior and selection grade pay scale to the posts mentioned in serial No. (V), (VI) and (VII) shall be according to the note given in Schedule IV.

SCHEDULE III  
(See Rule 8)

Name of the Department (1)	Name of Service (2)	Name of Post (3)	Minimum age of limit (4)	Upper age of limit (5)	Educational qualification prescribed (6)	Remarks (7)
Department of Higher Education	Madhya Pradesh Educational (Gazetted) Service	(i) Professors and Dy. Director Higher Education	21 years	45 years	(A) Educational qualification prescribed by U. G. C. from time to time; and  (B) Ten years teaching experience of graduate/post graduate classes.	
		(ii) Asst. Professor	21 years	30 years	Post Graduate degree in relevant subject or in any other subject mentioned by the State Govt. with the advice of the Commission with atleast 55% marks and at degree level the percentage of total marks obtained should not be less than 50.	
		(iii) Sports Officer	21 years	30 years	Post graduate degree in physical education with atleast 55% marks and at degree level of physical education the percentage of total marks obtained should not be less than 50.	
		(iv) Librarian	21 years	30 years	Post graduate degree in Library Science with atleast 55% marks and at degree level the percentage of total marks obtained should not be less than 50.	
OR						
						Atleast 55% marks in M. A./M. Com/M.Sc. and at graduate degree in Library Science the percentage of total marks obtained should not be less than 50.

**SCHEDULE - IV**  
(See Rule - 15)

Name of Department	Name of Post from which promotion is to be made	Name of post to which promotion is to be made	Experience required for promotion	Name of members of the Departmental Promotion Committee.	
(1)	(2)	(3)	(4)	(5)	
Department of Higher Education	M. P. Educational Service (Collegiate Branch)	(1) Principal Degree College, Joint Director and State Liaison Officer, National Service Scheme.	Principal, Post graduate colleges and Additional Director, Higher Education.	Promotion to the post of Principal, Post graduate college, from amongst those Degree Principals having at least two years experience of the post of Principal, shall be made on the basis of combined seniority list of Principal degree college cadre. The promotion shall be on the basis of merit-cum-seniority. Provided that, the condition of experience shall not apply to persons whose name could not be considered at the time of earlier promotions despite having seniority.	(1) Chairman, Public Service Commission or any member nominated by him— Chairman (2) Principal Secy., Secretary, Higher Education— Member (3) Commissioner, Higher Education— Member.
	(2) Professor and Deputy Director, Higher Education.	Principal, Degree College, Joint Director, Higher Education and State Liaison Officer, National Service Scheme.	Promotion to the post of Principal degree college shall be made on the basis of merit-cum-seniority from amongst those professors having atleast two years experience. Separate seniority list shall be prepared for directly recruited professors and promoted professors for the promotion to the post of principal, through the departmental promotion committee. The post of Principal shall be filled up from amongst these lists in such ratio which exists between the directly recruited professor and promoted professors at the commencement of the calender year of meeting of promotion committee. While enquiring about the eligibility for promotion, these shall be no distinction between the time bound professors and other professors. The seniority list of promoted professors shall be made on the basis of the date of their regular appointment to the post of assistant professor. The absorbed professors of the taken over colleges shall be enlisted with directly recruited professors and shall be granted seniority from the date from which their college has been taken over by the government. The seniority of directly recruited professor shall be determined on the basis of seniority mentioned in the selection		

(1)	(2)	(3)	(4)	(5)
				list issued by the Public Service Commission.
(3) Asstt. Professor	Professor/ Dy. Director, Higher Education			<p>Assistant Professors working in the Senior/Selection grade pay scale shall be eligible for promotion to the post of Professors in the Pay-scale of Rs. 3700-5700, if He/She has;</p> <p>(a) Completed 8 years of service in the senior scale, provided that the requirement of 8 years will be relaxed if the total service of the Asstt. Professor is not less than 16 years for Ph.D and M. Phil. holders 13 and 15 years respectively.</p> <p>(b) obtained in Ph.D degree or an equivalent published work;</p> <p>(c) made some mark in the areas of scholarship and research as evidence by self-assessment, reports of referees quality of publications, contribution to educational renovation, design of new courses and curricular, etc;</p> <p>(d) participated in two refresher courses/summer institutes each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC, after placement in the Senior Scale; and;</p> <p>(e) Consistently good performance appraisal reports.</p>
(4) Asstt. Librarian	Librarian			Those assistant librarians who have acquired the qualification prescribed for librarian, shall be promoted on the basis of service record, to the post of librarian.
(5) Asstt. Sports Officer	Sports Officer			Those Assistant Sports Officers who have acquired the qualifications prescribed for Sports Officer shall be promoted on the basis of service record to the post of Sports Officer.

**Note.**—The post of Asstt. Librarian and Assistant Sports Officers, are of dying cadre. Therefore the persons working at present on these posts shall be given promotion to the post of Librarian and Sports Officer shall be made in future.

Note.—(1) The following qualifications will be essential for Asstt. Professor, Sports Officers and Librarian for their placement in senior pay -scale and selection grade pay -scale:—

(A) for Senior Pay- Scale:—Asstt. Professor/Librarian/Sports Officer will be placed in senior pay- scale of Rs. 3000-5000 if he/she has (i) completed 8 years of service after regular appointment, or completed 5 years or 7 years of service in case of Ph. D or M. Phil degree holders, respectively, (ii) participated in two refresher courses/summer institutes, each of approximately 4 weeks duration or remained associated with appropriate continuing education programmes, or comparable quality as may be specified by UGC; and (iii) consistently satisfactory performance appraisal report.

(B) for Selection Grade Pay -scale:—Every Assistant Professor/Sports Officer/Librarian working in senior pay- scale shall be eligible for placement in the Selection Grade Pay -scale 3700-5700, provided he/she (i) has completed 8 years of service in the senior scale. The condition of 8 years shall be relaxed in case of officers who have completed atleast 16 years and for Ph.D and M. Phil holders 13 and 15 years respectively of service on the post of Asstt. Professor/Sports Officer/Librarian, (ii) after posting in the senior scale has participated in two refresher courses/summer institutes each of approximately 4 weeks duration, has remained associated with appropriate continuing education programmer equivalent to standards approved by UGC; and (iii) has consistently good performance appraisal reports.

(2) The Screening Committee for determining the fitness for placement in senior scale and selection grade pay- scale and shall consist of the following members:—

(A) Commissioner, Higher Education or any additional director nominated by him.	Convener
(B) Deputy Secretary, Govt. of M. P., Higher Education Department	Member
(C) Principal Govt. Post Graduate College (Nominated by Commissioner Higher Edn.)	Member
(D) An educationist related to Higher Education.	Member

The screening committee shall perform the function of screening mentioned above for determining fitness for placement under instructions issued by the Government from time to time.

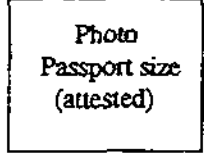
(3) The post of Assistant Professors and formerly recruited Lecturers are one and the same.

SCHEDULE - V  
(See Rule 14 b)

Proforma of Application

Asstt. Professor/Sports Officer/Librarian

1. Name and Address -----  
-----  
-----



Subject.-----

2. Name of State where born-----

3. Date of birth (In figure)-----

(In words)-----

4. Age as on 1st day of January----- (In the year of advertisement for the post)

5. Educational Qualifications.

Board/University	Year	Division	Subject	marks/full marks
a. Higher Secondary				
b. Graduation				
c. Post Graduation				

Attested copy of marks sheet required for every stage.

6. If M. Phil./Ph.D. degree awarded name of subject -----  
should be quoted and must subject proof of it.

7. If candidate belongs to SC/ST -----  
The name of caste/tribe should be given with -----  
certificate from competent authority. -----

8. If candidate is already Employed indicate the -----  
name of post Name of the institution name of -----  
the department. -----

9. Any other information that candidate wants -----  
to submit. -----

Date:-----

Place:-----

Signature of Candidate.

By order and in the name of the Governor of Madhya Pradesh,  
YOGENDRA NATH CHATURVEDI, Secy.